



VOLUME 3, ISSUE 3

NEWSLETTER

JULY, AUGUST, SEPTEMBER 2017

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HIGHLIGHTED TERMINAL

LME RAP (371) TERMINAL—RAPID CITY, SD

Terminal Mgr: Val Finke

Avg Daily Tonnage YTD:

IB/OB = 36,769 lbs / 7,237 lbs

Avg Daily Shipment count:

IB/OB = 41/5

Top 5 Accounts:

716755 SCOTCHMAN IND -
Manufacturer of metal fab equip.

888437 FENSKE MEDIA CORP -
Commercial printer

715150 BLACK HILLS SHOOTERS
SUPPLY- distributor of wholesale
reloading components

821830 LAND SPORT - specializes in
aluminum loading ramps

The LME RAP Team includes:

- 4 full-time City P&D Drivers
- ◆ Dennis Faber - Lead & P&D
- ◆ Scott Pekron - P&D
- ◆ Anthony Meier - P&D
- ◆ Cary Goodman - P&D
- 0 full-time Dock Workers
- 1 Linehaul Drivers
- ◆ Jason Nisen- Linehaul

LME RAP Sales Executives:

Gordy Salmen - SD Sales Executive

The RAP LME terminal was opened up in August of 2015. RAP has since been leasing 3 doors, in a shared facility with 4 other occupants, limiting our dock space and ability to grow business. In August of this year, we moved into our new 10 door facility, built in Box Elder SD. Our RAP service area covers approximately a 150 mile radius of Rapid City and a considerable amount of Western SD. We also are the point of transfer to North Park Transportation, which services our WY, CO and NM freight.

Fun Fact:: Box Elder is the home to Ellsworth Air Force Base and the SD Air and Space Museum and is located just a few miles East of Rapid City. For those of you who may have visited Rapid City or otherwise referred to as "Gateway to the Black Hills" or "City of Presidents", you are probably familiar with Mount Rushmore, Crazy Horse, the Badlands, all the caves and of course, the beautiful scenery. Our RAP Team would love for anyone in the area to stop in and tour the facility



Jason

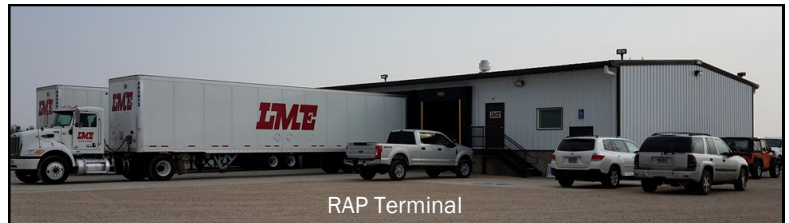
Scott

Dennis

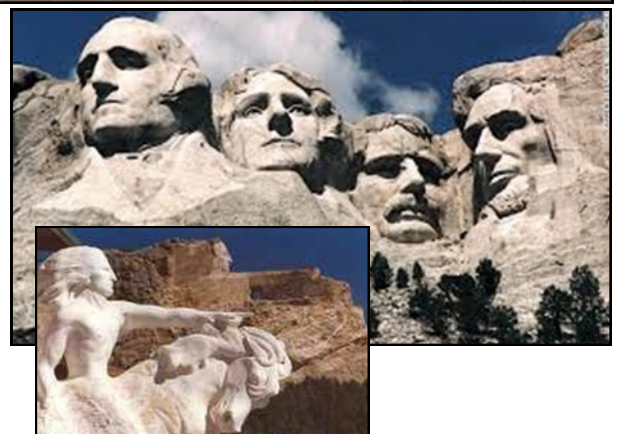
Cary

Anthony

Val



RAP Terminal



SPECIAL POINTS OF INTEREST:

- Highlighted Terminal
- Driver of the Month
- LME "Shout Outs"
- Welcome to the LME Team

OPERATIONS

MIKE SANFORD-VP OPERATIONS

Greetings,

Another year is quickly coming to a close and to the say the least it has been a challenge. I don't expect the rest of the year to be any different with the winter on its way and the need for more great drivers always in the forefront. We have had some very exciting things that have occurred that put us in a position to compete and continue to grow in the coming years.

Rochester (the infamous 321 team) moved into a new facility that more than doubles their capacity and will allow increased efficiency and much needed capacity to bring on new business. They were in a very small facility with little to no yard space attempting to break 7 to 8 inbound per day and load 12 plus peddles per day out of 14 doors. They are now in a much needed location that is 31 doors with plenty of room for additional business!

Double that business ROC!

Rapid City SD. Was previously in a building that would for all intents and purposes be close to condemnation in many cities. Their challenge was similar to that of ROC trying to break 2 inbound trailers daily and load 4 delivery routes in 5 doors with very limited dock area. They also have the ability to accomplish all their work without shuttling trailers and the capacity to double their size.

Rock Island, Chicago, Riverton and Janesville are all challenged with some additional area to cover. The PER terminal location previously routed to Double D will now all be picked up and delivered by these locations making central Illinois completely covered by our own people on a daily basis. This should improve our service immensely in the area since Double D didn't deliver any of our business the same day it arrived.

We will adjust some transit times as the terminals become accustomed to the addition of this new area.

Please help promote the addition of new business in and out of these areas. We have great people everywhere wanting to do a great job daily and now these teams are poised to be even more successful!

**MARKETING & IT / MIS - INFORMATION TECHNOLOGY**

TYLER WILSEY—VP MARKETING / IT

We have started the process of cleaning up and finishing up the migrations to dual fabric and no single point of failure on our I.T. infrastructure. Yes we have had a few outages recently as we work through these and each one has helped us to identify weaknesses to better improve our integrity. Since the production site migrated to a disaster protected environment, we have reduced the full outages by 99%. This is difficult to show as many VPN sites and corporate experienced outages in August and September. These changes aid to keep some or most of the company still functional in some capacity while the problems are resolved. We are continually working to improve the redundancy to eventually complete the average maximum down time to 15 minutes. We are getting close to completing this major overhaul of programming, software and hardware.

The new LME website format geared towards the tech savvy customer is near completion. The new website predominantly has everything where it was location wise on the pages, so flow through the website should feel familiar. Overall there was a lot of effort over the past year that has gone into this and we are confident our staff and customers will have a better experience on our website than ever before. On the latest soft launch we found that Chrome and Firefox users had good experiences while Edge, IE and Safari users did not. We are now back on working through the changes needed and on the next launch we are going to run both the new and the old at the same time so that way if a customer has an issue on the new site, they can

always revert to the old site if necessary.

Any bugs or issues that staff or customers come across please be sure to report them to us. Any suggestions or ideas please keep them coming in as well so we can continue to make changes that better our work environment and customer experience



PRICING

LUKE OLSON—VP OF PRICING

Are you ready?

As the southern United States continues its recovery and cleanup operations due to the recent once-in-a-generation hurricane season, one can't help but think of all of the loss and suffering that happened and will continue to happen for the foreseeable future. As many of my close family and friends know I like to be prepared for any sort of contingency or natural disaster. While I don't have a secret bunker in the woods somewhere (or do I?) I do like to have the tools and supplies that I think will sustain me and my young family no matter what life throws at us. Here are three very basic concepts to get you started on your preparedness journey.

Concept one – know the situations you could find yourself in. Do you live by a nuclear power plant? Do you live in an area that is prone to or could be susceptible to a wildfire? There are plenty of places to figure out this information, but the easiest way is to speak with local authorities. Most cities, counties or regions have a person with the title of Emergency Manager or something similar. They would be your local expert on what types of situations may arise in your neck of the woods. Google Homeland Security and Emergency Management of your state and it should give you a list or map of those offices.

Concept two – make a plan. The best plan you can make is getting to know your neighbors and watch each other's backs. Do you know where you will go if a mandatory evacuation is put in place? Do you have kids in school? What is the schools emergency plan? Evacuations are more common than you think, hundreds of times each year people are forced to evacuate due to industrial accidents, fires, floods and approaching hurricanes. If danger is probable keep your vehicle(s) full. Pump early and pump often until the danger has cleared. I'd also recommend having enough gas in cans at your home for one extra fill up. If you drive a big truck like me that means 36 gallons in cans. Gas is good for about a year with no additives. Just fill your vehicle up with the cans every spring. It is good practice to learn your vehicle, you may need a funnel or tube to get the job done. Waiting to gas up until an evacuation could leave you vulnerable to extended wait times or violence associated with short supplies. Your local authorities will have evacuation routes already pre-planned and they will provide this information for you. You should also find your own escape routes in case the main route is compromised. If you have a plan, work your plan early. I have a friend that lives in west-central Florida; it took him 19 hours to get from his house into the state of Georgia during the recent Irma evacuations.

Concept three – assemble a supply kit. There are many lists available via local authorities or even by searching the internet. Water is the most important supply to account for; a few days without water can lead to organ failure. Have at least a half-gallon (roughly 4 - 16.9 oz bottles of water) of drinking water on hand per person per day. How many days of supplies you have is up to you, but I'd recommend at least 3 days as a bare minimum. Generally speaking bottled water is good for 1 or 2 years. I have a mix of bottles of water and cans of water. The cans are good for 50 years – they cost a little more, but the benefits are obvious. Food is the other most important part not only for your health, but having food on hand allows you the freedom to do other things; food can also be comforting in an otherwise terrible situation. Canned soups and stews are not only high in calories and flavor they also require no cooking or water to be edible (don't forget a P-38 or P-51 can opener by US Shelby Co.) If you want a decent list FEMA has a list available at https://www.fema.gov/media-library-data/20130726-1549-20490-2111/basic_preparedness.pdf.

Preparedness is important in all facets of your life. Being prepared for your workday is important no matter what position you hold at LME. Most of all take the worry out of your life and make yourself immune to any contingency, by staying ready.

SALES

ROGER MCGILLIS—VP SALES

Where has the year gone??? Looking back at the last ten months, we've faced a lot of challenges. Now, take a look at where we are today. We have made up some nice ground and rebounded from some lost business along with some business we chose not to handle any longer. The future looks bright, as we have brought on some new people in the sales department which will open new doors to more opportunities. We have also re-secured some of the business we had lost and added business from current loyal customers. The sales team has done a nice job of bringing on a lot of new accounts and

expanded business with current accounts this quarter. We have listed a few of the accounts below:

New business:

John Deere – Added all business to NE, KS and Canada.

Groupe Robert – New account- drops in CGO and MNA- shipping to our direct points.

RSTC – New account in EAU, using us throughout the US.

Anderson Chemical – Re-secured account shipping to our direct area.

Accuride – New account- CGO & JVL - shipping to our direct footprint.

Jenkins Iron Steel – STC – Now working directly with this customer for shipments to the US and Canada.



New Hires:

Paul Umscheid – Account Executive based in Milwaukee. He will cover Southern part of the Milwaukee terminal and Northern portions of the Chicago terminal.

Mike Richards – Account Executive based in Milwaukee. He will cover the Northern part of the Milwaukee terminal, Southern parts of the Appleton terminal and some Eastern portions of the Janesville terminal.

Erin Bergan – Account Executive based in Rock Island. She will cover the Rock Island and Riverton terminals.

Ron Musielak – National Account Manager based out of Chicago. He will cover the NE part of the country and parts of IL.

LME Xpress Gold: An inexpensive way to gain "peace of mind" when shipping a hot order.

SAFETY & RECRUITING

CINDY SENFTNER—VP OF SAFETY & COMPLIANCE



It's hard to believe that Christmas is only a few weeks away. One of my all-time favorite Christmas movies, "It's A Wonderful Life", was released on December 25, 1946! After George Bailey (James Stewart) wishes he had never been born, an angel (Henry Travers) is sent to earth to make George's wish come true. George starts to realize how many lives he has changed and impacted, and how they would be different if he was never there.

Like George Bailey most of us do not realize what kind of impact we have on those around us. A friendly smile to a stranger or opening a door for someone can make a difference. This holds true at work too. The job YOU do IS important and HAS a direct impact on others and is vitally important to the success of LME! Answering phones timely to take pickup calls, being courteous to customers, accurately billing shipments, rating shipments, counting freight, weighing freight, noting damage, fixing hazards to prevent injury, using G.O.A.L. when backing, maintaining a proper following distance, following the speed limit, wearing your seatbelt, lifting correctly, etc. The list goes on and on...When proper procedures are followed the results are positive. When procedures are not followed, the results can be costly! Let's hold ourselves and each other accountable for making positive differences with our actions each day at LME!



The FLU season has officially begun!

- On average, **36,000 people die each year from the flu** and **over 200,000 individuals are hospitalized** from flu complications such as viral or bacterial pneumonia, congestive heart failure, diabetes, and the worsening of chronic medical conditions.
- People with the flu **can spread it to others up to about 6 feet away**.
- Most experts think that flu viruses are spread mainly by droplets made when people with the flu cough, sneeze or talk.
- Less often, a person might also get the flu by touching a surface or object that has flu virus on it and then touching their mouth or nose.
- Most healthy adults may be able to infect other people beginning 1 day **before** symptoms develop and **up to 5 to 7 days after** becoming sick.
- Children may pass the virus for longer than 7 days.
- Symptoms start 1 to 4 days after the virus enters the body.** That means that you may be able to pass on the flu to someone else **before you know you are sick, as well as while you are sick.**
- Some people can be infected** with the flu virus **but have no symptoms.** During this time, those persons may still spread the virus to others.

To Avoid the Flu -

- CDC recommends a **yearly flu vaccine** as the first and most important step in protecting against flu viruses (the best time is between **October and December**).
- Avoid close contact with sick people.
- Cover your nose and mouth with a tissue when you cough or sneeze and throw the tissue away after you use it.
- Wash your hands often with soap and water. If soap and water are not available, use an alcohol based hand rub
- Avoid touching your eyes, nose and mouth. Germs spread that way.
- Clean and disinfect surfaces that may be contaminated with germs like the flu.

Taking the time to follow these simple recommendations can help to keep everyone healthy this season!

Safety welcomes back Rita Rue to the department! Rita had been in Safety prior to working in Customer Service, Her knowledge of safety and her organizational skills have made her a great asset to the department. Rita holds various roles in the department but her primary role is recruiting! This is not an easy job given the looming drivers shortage we're experiencing in our industry. In addition to recruiting, Rita oversees the hiring and processing of dock applicants and screens driver applicants to make sure they meet our initial minimum hiring requirements before handing them off to Heidi. She is also responsible for scanning and filing of documents as well as managing driver's CDLs to ensure compliance.



Rita's "Big" Birthday is quickly approaching..... Make sure to wish her a Happy Birthday on January 8th!



Safety welcomed Chris Riviere to the department back in May. Chris came to LME with 23 years of experience in the trucking industry. His experience ranges from being a Professional Driver (ATA One Million Mile Safe Driver), Field Support Safety/Hazardous Materials Specialist and Service Center Manager. Chris is working hand in hand with Fran and has made his way to most terminals where he's performed mock OSHA audits and onsite safety training. Chris lives in Wisconsin and will be domiciled in Milwaukee. He has already proven to be a great asset to LME and we're excited to have him on our team!



The Safety Department wishes everyone a SAFE, Healthy & Merry Christmas!

Cindy, Fran, Chris, Heidi and Rita

DRIVER OF THE MONTH AWARDS:

Leroy Burns of the LME JVL Terminal

Leroy (Ed) Burns in JVL

Ed has been with LME since Aug 08. Ed is highly respected by everyone he comes in contact with. He is always willing to help wherever its needed, whether its lending a hand, giving advice or suggestions. Ed consistently sets the example with his positive energy, enthusiasm, and work ethic. Ed truly cares about the success of LME, and this is evidenced by the numerous

customer compliments we have received. His production numbers are consistently in the top 3 for all the eastern Wi terminals. He is an all around great person, and employee. I truly believe he is extremely deserving of this honor, and it would mean a great deal to him.

Congratulations Leroy!

Brandon Pearson
MIL, JVL, APP Terminal Manager



JULY 2017 Driver of the Month

Dave Wallace of the LME RIL Terminal.

Dave has been a Linehaul Driver with LME since December of 2005. During that time he has ran one of our longest hauls while being accident free! He takes great pride in his job and always makes sure his truck and trailer are inspected before leaving. If he finds something during his pre-trip inspection he will bring it to the shop's attention. He is very thorough when it comes to checking his load and paperwork. If he doesn't feel like his load will ride to

destination safely, he will address with the Supervisor so it can be fixed.

Dave shows up for work daily with a smile and a great attitude. You can see that he loves what he does and the company he works for. Dave Wallace is a great asset to our company and I am lucky to have him as a driver.

Teresa Duffek
RIL Terminal Manager



AUGUST 2017 Driver of the Month

Joe Habeck of the LME CTL Terminal

Joe has been a part of the LME team since October of 2011.

In this period of time, Joe has become an invaluable asset to the CTL team.

Not only is Joe an outstanding P&D Driver, he has also taken on the responsibility of Driver Trainer for our new hires and runs a short linehaul daily to MNA in the morning.

He has come a long way professionally in his tenure here at LME, and we

are proud of him and his accomplishments.

Congratulations Joe on your well deserved accolade.

Aaron Telecky
ROC, CTL, EAU Terminal Manager



SEPTEMBER 2017 Driver of the Month

CONGRATULATIONS TO THE 2017 DRIVER OF THE MONTH RECIPIENTS!

HR/BENEFITS**CHRISTY JOHNSON — HR/PAYROLL MANAGER**

As informed, we went through open enrollment for all benefit coverage's from October 16 through October 31 with an effective date of January 1, 2018. As always this is the only time to make these changes not only for medical but all other benefits.

Please watch the mail for insurance updates for effective January 1st.

For those employee's that are on our health insurance plans don't forget that not only does Medica pay you for going to the gym but you can also log on to mymedica.com and click on the Health & Wellness tab to take some health questionnaire that you earn up to \$100 a year.

As always if you have any changes or questions I can be reached via email at payroll@lme4me.com or phone between 6am-3pm at 651-286-6406.

CLAIM PREVENTION**SHEILA BREISEMEISTER — CLAIMS MANAGER**

Claims are on the increase and that isn't a good thing. It directly affects our bottom line and payments come straight out of our pockets. With the added pressure to meet our service standards, we still do not want to take short cuts in loading our trailers which could result in freight damage. Reducing damage can be accomplished through the use of load bars, straps, dunnage and not stacking heavier shipments on top of lighter shipments. Besides increased loading awareness, we can focus on packaging and not allowing a shipper to give LME freight that is unprotected. That runs the risk of damage and a claim filed. Should you need additional securement aids at your terminal, please notify Jeff Soderstrom.

WELCOME TO THE LME TEAM**JULY 2017**

CGO DCK DEONTE C COOPER
 CGO DRV SHANTAY R GAMON
 CORP SALES MICHAEL P RICHARDS
 CTL DCK ANDREW J STRAKA
 CTL DRV SCOTT A HAGER
 FAR DCK EMIR KURTI
 FAR DRV LANCE L FULLER
 FTD DRV MARK A DUISMAN
 GRF DRV JOSEPH R EKLUND
 IND DCK DEVON R FRAZIER
 IND DRV RONALD JAMES
 KCS DCK MICHAEL S DAVIDSON
 MIN DRV SCOTT C ELLINGSON
 OMH DRV JAMES R COLLINS
 OMH DRV JASON A LUSE
 RIL DCK ENIO BLANCO
 SLU DRV DOUGLAS E RUDD
 SUP DCK ROBERT R HEYER
 SXF DCK THOMAS M MASON
 SXF DRV SCOTT G POGANY

AUGUST 2017

CGO DRV KEON L WILKERSON
 FAR DCK SANTINO M MARIAL
 OMH DCK JOSEPH L NORRIS
 MIN DRV STEVEN C BALDWIN
 IND DRV JUSTIN N FENNESSEE
 SXF DRV JEREMY W DUDEN
 APP DCK ERWIN H JACKSON
 APP DRV BRIAN J AUSLOOS
 CGO DCK ANTHONY N CRACCO
 APP DCK BRAD A TOUTANT
 IND DRV COLLIN J GEISKING
 FAR DRV ABUZAR M SALIM
 FAR DCK ASMIR HASIMOVIC
 SLU DRV RICKY CANADA
 IND DCK JOVANI M DE LA ROSA
 DSM DCK JESSE R SPARKS
 SUP DRV LAWRENCE M JOHNSON
 APP DCK ALEX D KUSKE
 APP DCK ROBERT J MCALLISTER
 DSM DCK DYLAN B WILLIAMS
 CGO DRV ROBERT J BARFOOT
 WAT OFF KELLY J SPIEKER
 WAT OFF AMANDA M HALLAUER
 WAT OFF MELISSA J ANGERMEIER
 WAT DRV EUGENE E SCHULER
 WAT DCK TRAVIS J ELLINGSON

SEPTEMBER 2017

FAR DCK ARCHIBALD HOWARD
 GRF DRV VINCENT L MUIR
 GRF DCK TRAVIS L SWENSON
 DSM DCK CHRISTOPHER W RASMUSSEN
 STC DRV BASHIR W HAGAR
 KCS DRV JOHN T SUTTON
 STC DRV JORDAN A HEINEMANN
 OMH DCK MATTHEW S JONES
 JVL DRV STEVEN J OLSON
 ROC OFF VALERIE J BRUNNER
 EAU DCK RYAN D HILLMAN
 RIL DRV TROY L WILLIAMSON
 CTL DRV ROBERT M KOPICO
 CORP SALES RONALD L MUSIELAK
 EAU DRV SHANNON S GUNDERSON
 RIL DRV SCOTT T HAMPTON
 RIL DRV RICHARD W MCKEE
 ROC DCK RYAN A SANVICK
 STC DRV TERRY I STEUCK
 FAR DCK ELVIS HASIMOVIC
 KCS DRV CRAIG A DARBY
 FAR DCK THOMAS B FULLER
 DSM DRV BRENT L MARKVICKA
 STC OFF HANNAH M BOLDT



LME “SHOUT OUTS”

OUR #1 ASSET = OUR EMPLOYEES



A “*SHOUT OUT*” to **Paul Miley** (Customer Service), member of the LME Team since 2016

“Keep this Paul guy around in Customer Service. Best experience by far EVER with LME customer service.”
Thanks, McKane Marquardt - Kit Masters Inc. - Perham, MN 56573

A “*SHOUT OUT*” to **Tish, John, Mark, Brad & Tim** (APP Team Members attended the **WI Truck Convoy for Special Olympics**)

Three employees went on the convoy, driver **Tish Kozlowski**, driver **John Peterson**, and dock worker **Mark Ochoa**. In addition, mechanics **Brad Kuske** and **Tim Hovind** worked hard to shine up the tractors and trailers used and to make sure they were in perfect working order, and the drivers really appreciated their help.

Thank You All for your participation in this important event!!



LME APP Driver: John Peterson at the event

A “*SHOUT OUT*” to **Tim McFarlin** (LME ROC City Driver), member of the LME Team since March of 2017

“Tim is a driver for our ROC location and almost every day I receive emails from Tim reporting damages including photos and exceptions on pros. Being this thorough at point of delivery and reporting these exceptions, including photos and communicating them timely is very much appreciated”

Thanks Tim. Krystle Budach - LME Corp OS&D



LME

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We are on the web: www.lme4me.com

LME Mission:

To provide transportation services that consistently exceed the expectations of our customers while achieving managed profitable growth and employee recognition.

In each issue, we will include a recipe from a member of the LME Family. If you have a recipe that you would like to share, please email to Jeff Soderstrom.

Loved recipes Made by our Employees



Caramel Rolls

by Chris Hanes - Corporate Office

Frozen Rolls (15 rolls)

1 reg size box cooking butterscotch pudding (do not use instant)

1 to 2 sticks real butter

Brown sugar

Cinnamon

Spray a 9x13 pan. Layer bottom with brown sugar.

Cut small slices of butter and place in pan – 3 across 5 down putting rolls on each pat of butter.

Sprinkle butterscotch pudding and cinnamon on rolls.

Put 4Tbs of butter in a small pan and add brown sugar, melt and stir. Spoon over each roll.

Cover pan with foil to let rise overnight.

Preheat oven to 350, remove foil and bake 20-25 minutes.

Remove from oven, flip rolls onto wax paper, use caramel from bottom of pan to drizzle on top of the rolls.

Let cool, enjoy!



LME

Q U A L I T Y . S E R V I C E . V A L U E . A L W A Y S .