



VOLUME 3, ISSUE 1 & 2

NEWSLETTER

JANUARY, FEBRUARY, MARCH, APRIL, MAY, JUNE 2017

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SPECIAL POINTS OF INTEREST:

- Highlighted Terminal
- Driver of the Month award for 1st & 2nd Qtr 2017
- 2016 Driver of the Year
- Welcome to the LME Team

HIGHLIGHTED TERMINAL

LME CGO (312) TERMINAL—CHICAGO, IL

Terminal Manager: **Kevin Cracco**

Avg Daily Tonnage YTD:

IB = 742,623 lbs

OB = 1,323,546 lbs

Avg Daily Shipment count:

IB/OB = 603/862

Top 5 Accounts:

940301 LEDVANCE LLC -Light Bulbs & Ballasts

505432 SPECTRA METAL SALES—Downspouts & Gutters

965646 BRAKE PARTS Inc- Brake Parts

106019 BOBCAT Co. - Grading & Road Making Parts

106019 AMERICAN HONDA. - Lawn mowers, attachments, generators

The LME CGO Team includes:

- 33 full-time City P&D Drivers
- 25 full-time Dock Workers
- 10 part-time Dock workers
- 8 Linehaul Drivers
- 4 AM Office
- 4 PM Office

LME CGO Operation Team:

Tom Tokarczyk- Operations Mgr

Matt Czubernat- Inbound Supervisor

Ed Shaver-Dispatch

Josh Budzinski & Alex Gregorchuck- Outbound Supervisors

LME CGO Sales Executives:

JoEllen Zaremba & Nanci Hinni - CGO Sales Exec's

The CGO facility is a 92 door cross dock facility on 9 Acres in Chicago. We are a gateway to all of our partners , and on avg. handle 1250 shipments, 2.1 million lbs. daily. We have a Total of 91 people on the CGO LME Team all working diligently to provide timely service to our customers both internal and external.

The LME CGO Ops & Office Team

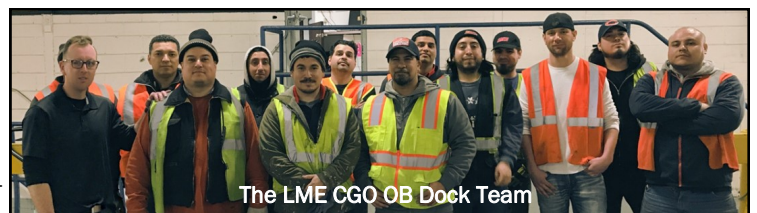


Kevin, Josh, Samantha, Kelly, Kim, Angela, Ed & Tom

The LME CGO IB Dock Team

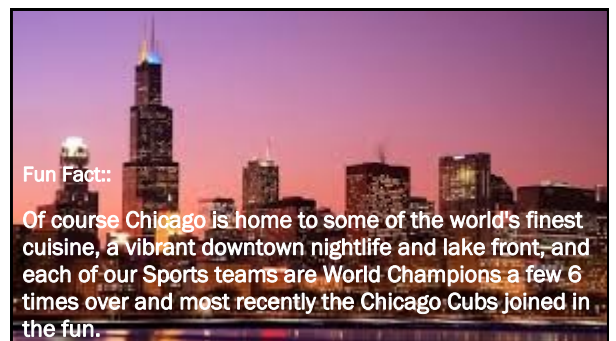


The LME CGO OB Dock Team



Fun Fact::

Of course Chicago is home to some of the world's finest cuisine, a vibrant downtown nightlife and lake front, and each of our Sports teams are World Champions a few 6 times over and most recently the Chicago Cubs joined in the fun.



CLAIM PREVENTION

SHEILA BRIESEMEISTER—CLAIMS MANAGER

For the most part, our direct area points finally have warmer weather. As we go into the summer months, we will see more of our employees taking vacation and we also see an increase in business volumes. As we fill those positions either with current employees helping out other departments or with part-time employees, communication and procedures need to be discussed. This will help them to understand the need of safe loading to prevent damage claims and being aware of shortages, should they be working in an area that deals with those issues. Team work is needed to reduce our claim exposure. Let's all pitch in to help each other.



IT / MIS - INFORMATION TECHNOLOGY

TYLER WILSEY—VP IT / MARKETING



LME is launching a new website format that is geared towards the tech savvy customer. You may have seen it as we did some soft launches this spring. Cell phones and tablets have become replacements for PCs and thanks to the efforts of Andy Swanner and James Nash, www.lme4me.com, will be mobile and tablet ready. The new website predominantly has everything where it was location wise on the page so flow through the website should feel familiar. Overall there was a lot of effort over the past 6 months that have gone into this and we are confident our staff and customers will have a better experience on our website than ever before.



Several key improvements to the web-site:

- Mobile and Tablet form with updated color scheme
- Use 'ENTER' after putting in login info instead of clicking 'login'.
- Loading pages and scrolling only in center area of webpage
- Faster load times between pages and apps stay with you
- Class calculator and transit times apps updated
- Imaging now available on home page for logged in customers
- Facebook live feed and full view service updates
- Coverage map has migrated to Google platform
- Website is now Secure with https://

Any bugs or issues staff or customers come across please be sure to report them. There will be the ability to go to the old site for a short time period. Any suggestions or ideas please keep them coming as with the rebuild we have made it possible to make changes internally on all pages.

*FYI Google is now synced to the AS400 using function keys on Customer Master Inquiry (F5), Terminal Info (F5) and Review Bill & Pro Look Up (F13). For Review Bill you need to put a cursor on Consignee/Shipper/Bill-To and then press F13 (Hold Shift-F1 if you only have 12 function keys).

PRICING

LUKE OLSON—VP OF PRICING

Howdy!

Many people think success is defined as achieving money, power or some combination of both. While I don't entirely disagree, I think that there is another factor that must be present. Many of us know someone that is 'successful' but either works all of the time or is stressed to the max.

I find myself continually appraising various aspects of my life. I always seem to find that I need to change some things in order to meet my goals or vision. Sometimes I focus harder on doing better at home – being more present, or doing more work around the house. Other times I feel I need to take better care of my body – exercise more, eat better – err, or less. Yet other times I feel I need to do better at work – focus more, be more productive. Every week or month I find my focus changing. I often think, 'is this normal?' The short answer is yes.

You can't be everything to everyone. You can't be the best at everything, either. The good news is you are not alone. All of us must strive to achieve *balance*. Balance is the missing ingredient to achieve true success.

Balance is achieved by continually putting forth effort in all that you do, but focusing more on specific areas for short periods of time as needs change. For example, if you get a new position at work you must work harder or spend more time to get up to speed. Or if you have a new baby at home, you must be there and ensure needs are met, etc.

It is simple enough to jump from fire to fire and put them out. However, it is better and healthier to keep the embers going, while at the same time not allowing for a full on conflagration. So keep introspecting and keep moving. Eventually you will achieve balance.

If you are living a balanced life you have the ability to bring more to each area in your life. Let us all achieve some level of balance this year so that 2017 can bring true success at LME. As we move into our 2017 busy season, let's all focus on achieving balance here at LME as well. With safety being paramount, we need to balance profitably and efficiently moving freight.



MESSAGE FROM EXECUTIVES

SALES & MARKETING

ROGER MCGILLIS — VP SALES

OPERATIONS

MIKE SANFORD - VP OPERATIONS

The carrier members of **The Reliance Network** have made the unanimous decision to retire the network brand.

The decision was a result of the success and growth of the individual members of TRNET, which led to overlaps in coverage areas. All members decided that dissolving the original TRNET agreement would allow each member to continue growing while still working together.

It is important to note that there will be no change to the services LME will provide. The only change is the branding of the service, which will change from “The Reliance Network” to “LME Extended Carrier Network.”

Here are the details which will be important to our associates and our customers:

- The dissolving of The Reliance Network brand is effective as of **Friday, May 26**
- There will be absolutely **NO CHANGE** in the level of service we will provide our customers
- We will still continue to provide North America LTL services utilizing the same partners as we did within The Reliance Network
- Our customers will still experience the exact same benefits to using our North America LTL services, including:
 - o competitive North America transit times
 - o seamless, real-time tracking, tracing, and reporting capabilities
 - o North America coverage through 200+ service centers
 - o Expertise and service from over 15,000 associates across North America
 - o Professional and reliable equipment, including over 25,000 trucks and trailers
 - o Secure data management

Essentially, our service will be business as usual after Friday May 26th, with the exception of The Reliance Network brand.

Marketing is currently working to update all materials that utilize the TRNET logo and branding and will be providing communications as soon as new materials are available. We will be printing and distributing new business cards that remove The Reliance Network brand. Please take a moment to check your inventory of printed and digital materials and remove any that feature The Reliance Network brand.

Additionally, we will be sending additional talking points via email in the coming days to help you communicate with customers and associates about the branding change.

Please note: If any member of the trade media contacts you about the changes to The Reliance Network, please forward their request to Roger McGillis, VP Sales.

If you or your team has any questions about this change, please feel free to contact either Roger McGillis or Mike Sanford to clarify.

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

SAFETY & RECRUITING

CINDY SENFTNER—DIRECTOR OF SAFETY

**THE PURSUIT OF EXCELLENCE THROUGH A STRONG SAFETY CULTURE!**

Anyone who's been in my office knows that I love inspirational/motivational messages and quotes (I have them posted throughout). One of my favorites is:

"Do you see the difficulty behind every opportunity, or the opportunity behind every difficulty?"

Sometimes we find ourselves spending far too much time focusing on what's wrong in a situation rather than focusing on what can be done to fix it. In the past year the safety department added a "Root Cause Analysis" worksheet that gets filled out by managers and employees whenever there's a preventable accident, incident, injury or roadside inspection with violations. Our focus in safety is on prevention. By determining the root cause of why an accident happened, we are given the opportunity to prevent future ones from occurring. Since the implementation of this process, we have seen a reduction in accidents and injuries. We all have challenges we face both in our personal lives and at work. Let's try to take the time to find the opportunities that exist behind those difficulties.

SPRING HAS SPRUNG! I always look forward to this time of year. The trees and flowers are blooming! The smell of lilacs! It's the time we open up the windows and do some spring cleaning! Ahh yes, there's that sense of newness in the air. As we enjoy all the pleasures that this time of year time offers we need to make sure we are alert to the hazards that exist. ...

Ticks! Early spring has brought out ticks ahead of schedule in Minnesota and experts are warning people to protect themselves against the serious disease they can carry, Lyme Disease. To help protect yourself against this infectious disease, make sure to dress in long sleeves and pants. Tuck your pant legs into socks if walking in tall grass and wooded areas. Use a tick repellent containing DEET. Upon returning home perform a thorough tick check from head to toe. Ticks are small and can be easy to miss, especially if they have latched themselves onto a hairy pet or a spot on a human that's hard to see such as the top of the head or back. If you suspect a tick bite, seek medical attention as soon as possible.



Road Construction – Slow down, prepare for stop and go traffic, and be aware of the space in front of you (allow plenty of following distance). Be mindful of construction workers and their safety.

Get adequate rest - Increased daylight hours can fool your body into working longer hours.

School is out -watch for children playing

Watch for pedestrians and joggers -don't be afraid to sound your horn to let them know you are there.

Keep a close eye on motorcycles - they are fast moving and can be in and out of blind spots in a matter of seconds. Allow extra following distance when traveling behind a motorcycle, they may slow down without any visual warning.

**** *Spring tip from Fran: Use the proper hook while fishing so you don't lose your worm!*****



DRIVER OF THE MONTH AWARDS:

Kenneth Anderson of the LME EAU Terminal

Kenny has been with LME since September 2008. He is a cornerstone of the EAU team. He is as dependable as it comes and is loved by anyone lucky enough to meet him. He is eager to help and his experiences and knowledge is invaluable to his team. At the beginning and end of each day you will find Kenny helping the LME EAU team with

trailer and tractor issues when they arise.

I have received countless compliments about Kenny over the last few years I have been the TM of Eau Claire terminal. Kenny's attention to detail and to safety are proven by his exemplary driving record.

Congratulations Kenny.

Aaron Telecky
ROC, EAU, CTL Terminal Manager



JANUARY 2017 Driver of the Month

Michael Evans of the LME FTD Terminal.

Michael(Mick) Evans was originally with the company at Ft Dodge, IA before the company closed the terminal in the last economic downturn. He commuted to Des Moines for a period of time and they returned to the Ft Dodge when the terminal reopened. This type of commitment to the company has continued through the present.

Mick has always been independent working from a "dark" terminal. He's always set up his own appointments, call before deliveries and setting up his own city peddle routes. He worked as the back up leadman when the lead was

off work. Last November the leadman suffered a health set back requiring him to be off work for an extended period of time. Mick stepped in and took over all of those duties at FTD. He worked with the DSM shop on tractor issues and worked closely with the DSM office on any OS&D issues. He unloaded and dispatched the other city drivers every morning and closed out the outbound trailers at night.

This was all accomplished while being accident and injury free. His commitment to the companies success continues to this day.

Danny Batt
DSM, WLO, FTD Terminal Manager



FEBRUARY 2017 Driver of the Month

Denton Strassburg of the LME CTL Terminal

Denton has been a part of the LME team since November of 2015. In this short period of time, he has become an invaluable asset to our terminal. Not only is he an outstanding P&D driver, he has also taken on the responsibility of doing our early morning yard check and equipment inspections. This portion alone of his daily contribution to our team has saved us countless hours of reloading to other

trailers due to faulty tires and lights. After his morning yard check, he also works on the dock to help get all of our loads out on the street in a timely fashion. He has come a long way professionally in his short tenure here at LME, and I am damn proud of him and his accomplishments. Congratulations Denton on your well deserved accolade.

Benton Brockett
Operations Supervisor—CTL



MARCH 2017 Driver of the Month

CONGRATULATIONS TO THE 2016 DRIVER OF THE MONTH RECIPIENTS!

DRIVER OF THE MONTH AWARDS:

William Mendoza of the LME RIL Terminal

Will has been with us since August of 2004. Will has worked the dock, ran Linehaul and is currently in the P&D operation. He runs our Peoria, IL route and is ready to go above and beyond to take care of our customers. Our customers know they can count on Will to get the job done. He never leaves the terminal with less than a full trailer and always gets everything delivered. If I need someone to come in on a Saturday, I know I can count

on him. He is a huge asset to RIL/LME and deserves the recognition of Driver of the Month.

Congratulations Will!

Teresa Duffek
RIL Terminal Manager



APRIL 2017 Driver of the Month

Bob Hickam of the LME KCS Terminal.

Robert (Bob) has been with LME for 5 years.

Bob peddles our Lawrence, KS area which suits him fine as he is an avid Kansas Jayhawk fan.

Bob is dedicated to safety both behind the wheel and

when assisting on the dock. Bob has a great rapport

with the customers on his route. He has a good working relationship with Trish Walton in

our sales dept.

Thanks Bob for a job well done!

Pat Hilke
KCS, SLU Terminal Manager



MAY 2017 Driver of the Month

LaVern Paul of the LME SXF Terminal

LaVern started with LME 10 years ago, in April of 2007. He is a P&D Driver, covering the Mitchell, SD peddle, where he is highly respected by the customers. LaVern is not only respected by customers, but his peers as well. He is very dependable, always on time, very cooperative and does whatever it takes to get the job done in a Safe manner.

LaVern has been a member of the Knucklehead Company since 1996, a club, originating in 1977, whose mem-

bers drive 1936-1937 Harley Knuckleheads. Also in his free time, LaVern enjoys spending time with his family, especially his Grandchildren. He and his wife are in the process of remodeling their retirement home in Sturgis, SD (we hope this takes him a very long time).

It is our pleasure in SXF to nominate LaVern Paul as driver of the month. He is a wonderful person, leader, peer and co-worker. Thank you LaVern for your hard work, we appreciate you!

Val Finke
WAT, ABR, SXF, RAP Terminal Manager



JUNE 2017 Driver of the Month

CONGRATULATIONS TO THE 2016 DRIVER OF THE MONTH RECIPIENTS!

2016 LME DRIVER OF THE YEAR

Congratulations to **Jim Gall** for being named:

"2016 Driver of the Year"

Jim has been with the company for over 19 years without ever having a preventable accident! Wow, what an achievement! In addition to his exemplary safety record, Jim was instrumental in getting the Minot terminal up and running. Jim is now domiciled at our Bismarck terminal where he continues to have a positive impact. He is always willing to go the extra mile and lend a helping hand.

Not only has Jim made a difference at LME, he's made a difference outside of work as well. Jim spent 20 years in the military – Thank you Jim for your service! When not at work, Jim enjoys spending time with his wife Rhonda who he married last November. He enjoys collecting miniature peddle cars and going to the casino. Jim is also an expert at darts, winning several state trophies. I had the honor of presenting the "Driver of the Year" award to Jim. He is an amazing person and well deserving of this award.



Congratulations Jim

WELCOME TO THE LME TEAM

JANUARY 2017	CTL	DCK	CHRISTOPHER W KOOB
	DSM	DCK	TANNER R WATSON
	EAU	DRV	CHRISTOPHER L ILLA
	FAR	DCK	JOE R HUGHEY
	FAR	DRV	KENNETH A HERRON
	FTD	DRV	DANNY L HALVERSON
	KCS	DCK	AUSTIN C CLEVINGER
	MIL	DRV	ANDREW C HALBRUCKER
JANUARY 2017	SLU	DRV	SCOTT J HAUSERMANN
	STP	BILL	LUCKY J KHANG

FEBRUARY 2017	APP	DRV	MICHAEL J BOUSHLEY
	BIS	DRV	ALPHONSE A CUSTER
	CGO	DRV	DARRIS N MOORE
	CGO	DCK	JACE OROZCO
	CGO	DCK	OSCAR E PARRA
	CGO	DRV	ABEL ARAMBULA
	JVL	DCK	DAVID FIGUEROA
	MIN	DRV	CHRISTOPHER L LARSON
FEBRUARY 2017	ROC	DCK	KEVIN T SORENSON
	RVT	DRV	BRADLEY J WALZ
	SXF	OFC	RHONDA E OSTENDORF

MARCH 2017	CGO	DCK	FERNANDO SANDOVAL
	CGO	DRV	MUSHTAQ H HAKIM
	DSM	DCK	LUIS M ALVARADO-ROBLES
	DSM	DCK	DAVID WILLIAMS
	DSM	BILL	ALEXIS M BARNUM
	DSM	BILL	JENNIFER L GALVIN
	DSM	DCK	DUSTIN E DILLINGER
	DSM	DCK	RYAN M HOWELL
MARCH 2017	EAU	DCK	NICHOLAS K SCHWANZ
	KCS	DCK	STEVEN M NEELEY
	MIL	DCK	RYAN M GUTKNECHT
	RVT	DCK	WALTER D SHOEMAKER
	STC	DRV	TORREY S CARROLL
	STP	BILL	PA Z YANG
	STP	BILL	GER VANG
	SUP	DCK	THOMAS F PAPLIOR
MARCH 2017	SXF	DRV	CLARK K BEESLEY
	WAT	DRV	CODY A HEAD
	WLO	DRV	KELLY J COOK

APRIL 2017	APP	JEFFREY D SNYDER	DRV
	APP	PETER V MCGRECK	DRV
	CGO	JOSE M PEREZ	DRV
	CTL	DANIEL A PELAVA	DRV
	DSM	MANUEL GONZALEZ	MECH
	DSM	BRIAN A PIERT	DRV
	DSM	HECTOR H MAZARIEGOS	DRV
	DSM	JAYLIN D STARKS	DCK
APRIL 2017	EAU	KYLE R SCHULTZ	DCK
	FAR	DONALD J GLADUE	DCK
	IND	ARNULFO DE LA ROSA	DCK
	IND	MATTHEW A YOUNG	DRV
	IND	JOSHUA A HAYES	DCK
	KCS	ADAM R WARMAN	DRV
	KCS	WILLIAM A CRAVEN	DRV
	KCS	DANA L STUEBINGER	DRV
APRIL 2017	MIL	JASONLEE R STOIBER	DRV
	RIL	DANIEL C QUAY	MECH
	STC	ZACHARY S DAVIS	DRV
	SXF	RONALD J VAN DER LINDEN	DRV
	SXF	ANDREW K STEWART	DCK
	WLO	TIMOTHY A EILERS	DRV

MAY 2017	APP	KEVIN E JORGENSEN	DCK
	BIS	PERRY R RYCKMAN	DRV
	CGO	FRANCISCO MARQUEZ	DRV
	CGO	EDWARD J NOVAK	DRV
	CGO	GIOVANNI PEREZ	DCK
	CORP	CHRISTIAN G RIVIERE	SAFETY
	CORP	PAUL D UMSCHIED	SALES
	DSM	ABDALLA MOUSA	DCK
MAY 2017	DSM	PAUL B POTTER	DRV
	DSM	ERICK L CHESSIER	DCK
	DSM	BRENT A NICHOL	DCK
	DSM	EDUARDO CID	DCK
	DSM	JON Q LE	DCK
	DSM	ALEJANDRO HERRERA	DCK
	DSM	TYRA J LEWIS	DCK
	DSM	KENNETH J DREYER	DRV
MAY 2017	DSM	ANTHONY E FEW	DRV
	DSM	ROBERT R MARKS	DRV
	DSM	GLEN E CADDELL	DCK
	DSM	SCOTT D PEPPER	DCK
	DSM	JUSTIN L HASHMAN	DCK
	FAR	DAMIEN D SIMMONS-BUTLER	DCK
	FAR	ROBBYN S RUFF	DRV
	FAR	GREGORY D HOLTE	DRV
MAY 2017	GRF	JEFFERY S NEWTON	DRV
	GRF	MICHAEL C WASFARET	DRV
	IND	HEATHER K EDEN	DRV
	IND	JACOB N CASE	DCK
	JVL	ANTHONY E BERGS	DCK
	JVL	ALEC J LAWRENCE	DCK
	OMH	MICHAEL J RING	DRV
	RIL	GREGORY L SCHMIDT	DRV
MAY 2017	RIL	COREY E DIXON	DRV
	SLU	KYLE P MCINTYRT	DRV

JUNE 2017	BIS	RONALD L BOSCH	DRV
	CGO	EUGENE A GARZA	DCK
	CGO	DARRELL SMITH	DRV
	CGO	EMANUEL RODRIGUEZ	DCK
	CGO	GENARO LEON	DCK
	EAU	AARON J SCHLEGELMILCH	DRV
	EAU	GARY L JOHNSON	DRV
	IND	DAVID DEROSSETT	DRV
JUNE 2017	KCS	SHEYENNE D CURTIS	OFF
	MIL	SAMMIE L HENDERSON	DRV
	RAP	CARY A GOODMAN	DRV
	RIL	EMILIO J VALENZUELA	DCK
	RIL	TOREE E SLAIGHT	OFF
	SXF	MONTY P DUNN	DCK
	SXF	ZELJKO SALIHAGIC	DCK



LME

500 W Cty Rd D

New Brighton, MN 55112

Phone: 800-888-4950

E-mail: info@lme4me.comWe 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



GRILLED PEACHES WITH VANILLA ICE CREAM

By Tammie Christensen / LME Corp Office

This super-simple grilled peaches recipe has only five ingredients, making it perfect for last-minute summer entertaining.

INGREDIENTS:

- 2 tablespoons light brown sugar
- 1/2 teaspoon cinnamon
- 4 fresh peaches
- Grapeseed oil (or vegetable oil)
- Vanilla ice cream

PREPARATION:

In a small bowl, combine brown sugar and cinnamon. Cut peaches along the seam all the way around and twist halves off the pit. Brush cut sides with grapeseed oil or vegetable oil. Cook, cut side down, on a hot grill until fruit has grill marks (3-4 minutes). Brush tops with oil, turn over, and move to indirect heat. Sprinkle cut sides with cinnamon sugar. Cover grill and cook until sugar is melted and fruit is tender (10-15 minutes). Serve with vanilla ice cream (sprinkle extra cinnamon sugar if you like).

**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 .