



VOLUME 1, ISSUE 1

NEWSLETTER

APRIL, MAY, JUNE 2015

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SPECIAL POINTS OF INTEREST:

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

HIGHLIGHTED TERMINAL

LME STC (338) TERMINAL—WAITE PARK, MN

Terminal Mgr: Jerry Kilby

Avg Daily Tonnage YTD:

IB/OB = 170,052 lbs / 79948 lbs

Avg Daily Shipment count:

IB/OB = 121 / 63

Top 5 Accounts:

Mann Lake - Hackensack, MN (bee keeping supplies)

Dzurik Corp—Sartell, MN (stone & block)

Bobcat—Litchfield, MN (implement parts)

Reechkraft Inc/Homecrest-Wadena, MN (outdoor furn.)

Glenn Metalcraft—Princeton, MN (formed steel units)

We have been operating out of the STC terminal since Nov 2002. In April 2003, the building caught fire and needed to be rebuilt.

It is a 19 door terminal with 13 FT Drivers. Geno is also our Lead Driver & coordinates our daily activities, as well as the AM set up. Leroy conducts the AM dock ops in addition to his daily route.

We have 2 people in the office, who also attend college:

Doug—dispatches throughout the day & takes care of the outbound / close. His choice of study—Computers.

Derek—takes pickup & Customer Service calls and is always eager to learn and help where ever we need it! His choice of study—Accounting

Fun Fact:

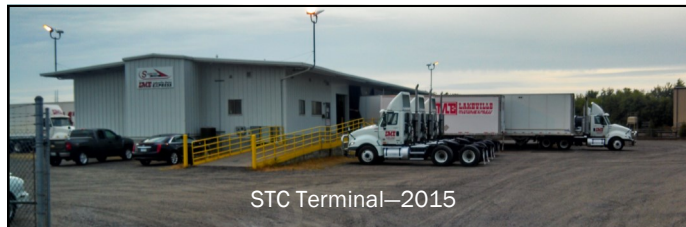
St Cloud, MN is home to one of the longest walls in the world. Built in 1922, it was second only to the Great Wall of China. Today it is still the worlds longest granite wall and was built entirely by prisoners of the prison it surrounds.



Back Row: Geno, John S, Jamie, John R, Nate, Jason S, Markus & Ross **Front Row:** Ryan, Leroy, Troy & Jason H



Doug & Derek



STC Terminal—2015

OPERATIONS

MIKE SANFORD-VP OPERATIONS

Greetings to you all. Communication is one key to success in any business and the formation of our newsletter will continue to enhance information that can be passed amongst our employees. We look forward to input from everyone to improve this tool moving forward.

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

For those of you that are new to LME or maybe just haven't seen it, this is our mission statement. What can we all contribute to continuously strive to meet this statement? I believe there are some key areas that we should concentrate on to be successful:

- **Deliver to our customers on time, every time!**
- **Deliver complete orders, nothing missing!**
- **Nothing damaged!**
- **Accurate Billing!**
- **Accurate Invoicing!**

Do all of it with Kind & Friendly People!

I know it sounds fairly simple in these terms and it can be.

It can be, if we all pay attention to our responsibilities daily. Our business, just like any other business, has processes and procedures we need to follow to be successful. Following these will result in accomplishing these simple bullet points and above all, help us to accomplish our mission statement. No single person can make these things happen.

But, all of us moving in the same direction can! The people that work at LME make the difference and I believe we have a group second to none in our industry! Remembering and applying these simple points in our day to day responsibilities will go a long way toward making LME easy to do business with and ultimately achieve the goal of exceeding expectations, managing profitable growth and recognizing accomplishments of people throughout our company!

MAINTENANCE

JASON RADANKE—MAINTENANCE DIRECTOR

LME has 1200 trailers, 325 tractors, 15 straight trucks, 4 pick up trucks, 165 fork lifts and 3 service shops in its network. Most recently we opened a 4th shop in Appleton. Currently, Tim Hovind is the lead man in the APP shop and the second mechanic will be starting the week of June

29th. This most recent shop is to help improve maintenance service to the APP JVL MIL triangle with some service to extend to EAU and CGO.

DOT compliance needs continuous maintenance. This month I attached the handout for reflective tape.

Winter is hard on reflective tape, the salt rusts the metal it is attached to making the tape full off. Please review the article and review your trucks to make sure they are in compliance. This is an easy fix and not having reflective tape is a good way to lose a clean DOT inspection.



CLAIM PREVENTION

SHEILA BREISEMEISTER—CLAIMS MANAGER

We had great news to report for the first 4 months of 2015 compared to 2014 as we had 26% fewer claims filed during that time frame.

An email was sent to ownership along with all Vice Presidents within the company to share this accomplishment with their respective departments. The Terminal Manag-

ers were also given a copy.

THANK YOU ALL FOR THE GREAT JOB!!

Let's strive to continue this trend. I participate on the weekly held Tuesday conference call with all managers. So, if you have ideas, see incorrect packaging or problem freight that could result

in a claim and you would like it discussed on that weekly call, feel free to contact me or send an email. You may also contact Carol or myself regarding any claim or OS&D questions you may have.

Sheila: Ext. 2314 sheilab@lme4me.com

Carol: Ext 2315 cdangers@lme4me.com



HAPPY BIRTHDAY TO CAROL ON JULY 8th!!

SALES & MARKETING

ROGER MCGILLIS—VP SALES & MARKETING



We are excited about our first Newsletter and we feel it's a great tool to share information and learn more about our company, co-workers and customers. Our LME Sales Team has been doing a great job securing rate increases and bringing on new business in 2015. It's shaping up to be a successful year and we could not accomplish this without the great team supporting us, which is all of you!

The Reliance Network continues to be a strong asset in our marketing strategies and we value the relationship. One of this year's TRNET goals is to grow our business in and out of Canada. If you see any Canadian opportunities out there for LME, please let us know about it.

We have a couple new accounts we would like to

highlight:

General Cable – We re-secured business into our footprint and added some additional business out of Lebanon, IN. We are picking up directly out of Lebanon which was in agreement with our TRNET partner, Pitt Ohio. We had to do it this way so we can be competitive on both rates and transit times.

Wal Mart – LME was awarded business from Wal Mart this year. We will be concentrating on prepaid business

that is controlled by the vendor since we are now a preferred carrier for Wal Mart. We will also be looking at opportunities between Averitt and LME, as Averitt was awarded "Carrier of the Year" for the 4th year in a row with Wal Mart.

There are many others we can highlight but we wanted to point out a couple for now. We would like to thank all of you for your hard work and dedication that helps us secure and keep our valued customers!

LME Sales Team Roster—Region 1**Larry Regnier—Sales Director Region 1 *(CORP)**

Aaron Telecky *(ROC)
 Bill Cullen *(FAR)
 Cecelia Walker *(CORP)
 Cheryl Olstad *(CORP)
 Dan Kackman *(FAR)
 Debbie Rueter *(APP)
 Kevin Deming *(CORP)
 Linda Shanoff *(SUP)
 Rick Smith *(JVL)
 Stan Brewers *(CTL)
 Tess Pflug *(MIL)

LME Sales Team Roster—Region 2**Jim English—Sales Director Region 2 *(KCS)**

Clark Anderson *(DSM)
 Dwayne Frazier *(DSM)
 Gordy Salmen *(SXF)
 Jacki Shaffer *(DSM)
 JoEllen Zaremba *(CGO)
 Kevin McLellan *(FTD)
 Nancy Hinni *(CGO)
 Tom Schultz *(SLU)

Note: () notates terminal based out of*

LME National Account Sales Roster

Mike Brown—Region 2 *(CGO)

Scott Ellis—Region 4 *(CORP)

Tyler Wilsey—Region 3 *(CORP)

National Regions

Reg 2: AL, FL, GA, IN, KY, LA, MI MS, NC, OH, TN, VA and WV

Reg 3: IA, KS, MN, ND, NE and SD

Reg 4: AR, AZ, CA, CO, CT, DE, ID, IL, MA, MD, ME, MT, NH, NJ, NM, NV, NY, OK, OR, PA, TX, UT, VT, WA, WI, WY and Canada

IT / MIS

INFORMATION TECHNOLOGY-DEDICATED TO KEEPING YOUR COMPUTERS & PRINTERS UP AND RUNNING 24/7

DAN STADICK-VP IT/MIS

From left to right in photo:

James Nash-our newest member, works on software, hardware, phones, made changes to our website and is currently working on the intranet (inter-company website).

Ken Berger-EDI Specialist-sets up & programs electron-

ic transmission of data with customers. Also, works with the TRNet on EDI.

Steve Schmit-Hardware Specialist- deals with issues on laptops, desktops, printers, phones, etc.

Dan Stadick (Me)-in the middle, manages the department, as well as, helping with

hardware & software problems.

Sally Scherer-Senior Programmer—works on all of our application systems, developing new systems and making changes to existing programs. Feel free to call any of us when you have issues with your computer equip.



SAFETY & RECRUITING

CINDY SENFTNER—DIRECTOR OF SAFETY

The Safety Department is comprised of myself, **Cindy Senftner** (Safety Director). I handle the accidents and injury claims, drug and alcohol compliance, permits, hazardous materials training, etc. **Fran Williams** is our Field Training Manager. Fran came to LME with many years of experience driving a truck. Fran oversees HOS (Teletrac), performs Mock OSHA audits and provides training on various topics throughout the year. **Heidi Kenning** is our compliance administrator. Heidi processes applications for employment, oversees online training making sure all employees are up-to-date on OSHA and DOT requirements, ensures all drivers are medically qualified and have current CDL's, etc.

Kelsey Dooley is in charge of recruiting. Her task is not an easy one given the current driver shortage. Kelsey is also our log auditor and assists Heidi in processing of applications.

LME is a Value-Driven Company. What does that mean to you? A Value-Driven Company defines itself as pure "honesty" driven and displays that declaration in every aspect of internal and external relationships. Creating and maintaining this core value can be difficult and challenging given the demands that everyone is under to get the freight moved and delivered. Everyone at LME (Sales, Customer Service, Operations, etc.) feels the impact of the current driv-

er shortage. Nearly 80% of consumer goods in North America are delivered by trucks. The American Trucking Association (ATA) estimates the industry is short 35,000 professional drivers. That number is estimated to rise to 330,000 by 2020!

Our goal in Safety is to insure everyone arrives home safe each and every day!



We would like to say a special thank you to the following terminals for meeting their first quarter safety goals: Appleton, Janesville, Minot, Omaha, Rock Island, Saint Cloud, Saint Louis, Superior and Waterloo.

Summer is here! Protect Yourself from Heat-Related Illnesses. The following tips can aid in protecting you from extreme conditions:

- Monitor weather forecasts to determine when a "heat advisory" or "heat alert" is in effect;
- Drink 16-32 ounces of cool fluids each hour when working outdoors, replace salt and minerals with electrolyte drinks;
- Do not rush, a slower but steady pace reduces stress on the body, avoid working in direct sunlight whenever possible, and take frequent breaks;
- Wear UV-absorbent sunglasses to protect the eyes;
- Avoid hot foods and heavy meals, since they add heat to the body. Also avoid caffeine and alcohol, due to their dehydrating properties
- If you're taking medication be aware of the potential for increased sensitivity to heat.

GET ENOUGH SLEEP/REST



HAPPY BIRTHDAY TO
FRAN ON August 3rd!!



DRIVER OF THE MONTH AWARDS:

Jerome Tinsey of the LME CGO Terminal

Jerome is a CGO Linehaul Driver and a member of the LME/CGO Team since 2012. Jerome's work ethic, positive "can do" attitude, dedication and consistent efforts going above & beyond expectations are commendable and deserving of recognition. Jerome embodies what it means to be a Professional Driver and he is a highly valued member of the LME/CGO Team.

Kevin Cracco—CGO Terminal Manager



Kevin Cracco & Jerome Tinsey
MAY 2015 Driver of the Month

"Every day when Jerome gets in, he wipes the truck down inside and out. The inside of the truck is extremely clean as well. In speaking with Jerome, he "cares" about the way our equipment looks to the motoring public, other drivers & customers."

Fran Williams—Field Safety Trainer



John Petersen of the LME SXF Terminal

John is a SXF P&D Driver and a member of the LME/SXF Team since 2010. In his 5 years with us, he has wore many "hats" at the SXF Terminal and is a valuable asset to the operation. He helps out in every area of the SXF operation such as: fills in to help work the Inbound & Outbound freight when needed, Dispatching, Driver Trainer & Route Driver. John's usual positive response when asked of something is "whatever you need me to do". I'm lucky to have a great Driver like John.

Glen Dieters—SXF Ops Manager



John Petersen & Glen Dieters
JUNE 2015 Driver of the Month

"John has been a Driver Instructor for a year and shows patience, focuses on the importance of teaching "trucking 101", and is willing to help anyone with anything. John has a good relationship with customers and displays being a professional. When he has busy days, he stays steady and get's the job done SAFELY."

Fran Williams—Field Safety Trainer

Congratulations

HR/BENEFITS

CHRISTY JOHNSON—HR/PAYROLL MANAGER

MET LIFE

As you should be aware by now Met Life is our new carrier for our Life, Supplemental Life, AD&D, LTD, Dental, and Vision.

If you have not done so already please be sure you have returned your enrollment form to Christy Johnson-STP. LME Inc provides a life insurance policy for each Full Time employee and if you have not returned the form we will not be able to verify your information with Met Life.

Any questions please feel free to contact Christy Johnson 651-286-6406.

Below is info from "My Health Rewards by Medica® flyer that went out to all:

Establish and maintain healthy goals and habits and earn rewards in the process.

My Health Rewards offers a personal, social and interactive experience that will inspire you to make positive changes in your life. Simple and creative programs reinforce healthy habits and make it easy to adopt new healthier behaviors.

Easy and fun: create your own personal path to health.

Social and engaging: makes it easy to compete with friends and coworkers.

Multi-screen access: available from many devices including desktops, tablets and smartphones.

Rewarding: healthy habits are reinforced with rewards.

Each adult on your insurance is eligible for up to \$100 per year!

Go to your member website, mymedica.com, and click on the Health and Wellness tab to get started.



WELCOME TO THE LME TEAM

APRIL 2015

APP DCK JAMES WHEATON
APP MECH TIMOTHY HOVIND
CGO DCK RUBEN GONZALEZ CHAVEZ
CGO DCK ANTHONY RAPATA
CGO DRV LAFAYETTE MCCLENDON
DSM SALES CLARK ANDERSON
DSM SALES JACKI SHAFFER
DSM DCK TRAVIS GOULD
DSM DCK JOSHUA PHUYRACH
DSM DCK JUSTIN STROUD
GRF DRV JOSHUA SOKOLIC
JVL OFC TAMMY BARLASS
KCS OFC SABRINA WITMER-SAEENZ
RIL MECH DEREK CHRISTENSEN
RIL DCK ROBERT CLARK-WILLIAMS
RIL DRV DAVID FRENCH
RIL TMP RANDALL STAPLETON
ROC DRV MICHAEL KELLNER
SLU DCK SEAN SUTTON
STC DRV JASON HOHMANN
CORP OFC LISA ANDERSON
SXF DRV STEVEN SLOCUM

MAY 2015

APP DRV MATTHEW TORPHY
CGO DCK ERIK ALVARADO
CGO DCK ERIC DONALDSON
CGO DCK RUBEN MARQUEZ
CGO OFC EDWARD SHAVER
CGO DCK DARRIEN HOY
DSM OFC GLORIA DAVIS
DSM OFC MEGAN MARCELLUS
EAU DCK DENNIS FOX
EAU DRV KIMBERLY FOSTVEDT
FAR DCK KAWA FAROK
FAR DCK AHMET WARVIN
FAR DCK WARCHEEN FAROK
JVL DRV FRANKLIN HARRIS
KCS DRV TIMOTHY HOLT
MIL DRV CHRISTOPHER VIEL
MIN DRV JEROME BROWN
RIL DCK RICHARD SHORT
RIL DRV TONY WILLIAMS
ROC DRV JAMES BLOOM
ROC DRV DANNY HERRICK
RVT DCK JASON HEINEMANN
SLU DCK SHAUN WILLIAMS
CORP OFC CHELSEY CONYERS
CORP OFC ANNE VANG
SXF DRV RHONDA STRICHERZ

JUNE 2015

BIS OFC LAWRENCE DUCHSCHERER
DSM OFC VICTORIA CAVAN
DSM MAIN DANIEL MANSFIELD
DSM DCK BROCK SAGE
DSM DCK DANIEL WILLADSEN
FAR DCK FERHAT AHMET
FTD DRV CRAIG PLAGGE
JVL DRV ZACHRY WEIDEMANN
MIN DRV WADE WHITSON
CORP OFC MONICA MILEY
CORP OFC EMILY ANDERSON
SXF DCK DUANE PAUL
SXF DCK PATRICK ZEPHIER
SXF DRV ALAN KUMLIEN
WLO DCK LOGAN GRAHAM

LME “SHOUT OUTS”

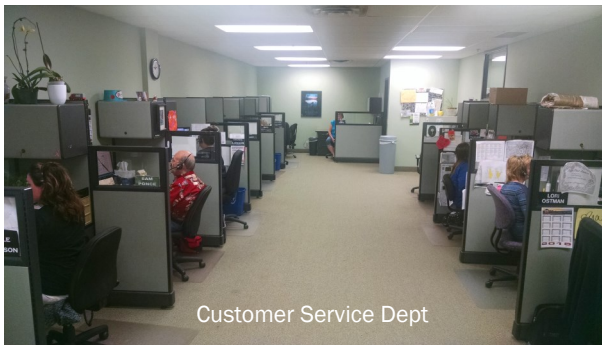
OUR #1 ASSET = OUR EMPLOYEES

A “SHOUT OUT” to **Sam Ponce**, member of the LME Customer Service Team since 2011.

NOTE FROM CUSTOMER/PARTNER:

“Hi there! I just wanted to shoot out a note to let you know how much I appreciated Sam’s helpfulness today. Long story short, Sam has been an incredible help in keeping some freight moving after the wrong carrier picked it up. She has gone above and beyond to keep me informed and up-to-date on a very time sensitive issue. I also greatly appreciated her frankness and honesty. I fully believe in giving credit where credit is due and I have never sent out one of these to a partner carrier before. Thank’s again Sam, I cannot express my gratitude enough. You are truly an asset to the company.”

AMY WILMETH Logistics Specialist NRG Management Services, Inc



A “SHOUT OUT” to **James Nash**, member of the IT/MIS Dept Team since 2014. James has put a lot of time and effort into the creation/programming of the new LME Intranet, among other projects. The Intranet is an internal company website containing department information, documents, etc. The introduction of this site to all is coming soon.

Jeff Soderstrom LME Operations

A “SHOUT OUT” to **Carol Dangers**, member of the Claims Dept Team since 2002. *“I received a call from Ellen at Palco Sports in Maple Grove, MN that she was working with Carol on a couple of shipments that delivered short and she wanted me to know that Carol did an excellent job at helping her and working on locating the shortages.”*

Sheila Briesemeister—Claims Manager



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.



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 .