



VOLUME 2, ISSUE 1

NEWSLETTER

JANUARY, FEBRUARY, MARCH 2016

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HIGHLIGHTED TERMINAL

LME JVL (314) TERMINAL—JANESVILLE, WI

Terminal Mgr: Scott Lengling (APP, JVL & MIL)
Operations Mgr: Brandon Pearson (APP, JVL & MIL)

Avg Daily Tonnage YTD:

IB/OB = 130,230 lbs / 162,234 lbs

& ReShip/Hub: 140942 + lbs

Avg Daily Shipment count:

IB/OB = 91 / 137 & Re-Ship/Hub: 85

Top 5 Accounts:

John Deere - Janesville, WI - Gators, Mowers

Staples - Beloit, WI - Office products

3M - DeKalb, IL - Misc. 3M product

Motomco - Windsor, WI - Rodenticide

Warehouse Returns - Misc LTL

The LME JVL Terminal has 42 dock doors and services south central and southwest Wisconsin. It also services north central and northwest Illinois.

The LME JVL Team includes:

- 13 full-time City P&D Drivers
- 2 full-time Dock Workers
- 2 Linehaul Drivers
- 2 part-time Dock Workers

LME JVL Operation Team:

Ian Larson - Inbound Supervisor / Dispatch

Logan Stevens - AM Dock Lead

Robert Jeter - Dispatch / Outbound Supervisor

Dee Martin - Office /Customer Service

Tammy Barlass - Office/Customer Service

Josh Kienbaum - Reship/Hub Lead

LME JVL Sales Executives:

Rick Smith - JVL Sales Executive

Fun Fact::

Janesville, WI was established on the east bank of the Rock River in 1835. The first Wisconsin Fair took place in the community in 1851.



SPECIAL POINTS OF INTEREST:

- Highlighted Terminal
- Driver of the Month
- LME "Shout Outs"
- Welcome to the LME Team
- 2015 DRIVER OF THE YEAR

OPERATIONS

MIKE SANFORD-VP OPERATIONS

Greetings.

Thankfully, by the time this reaches you, we will be done with the winter months! While there are additional obstacles in doing our business during the winter months, we should not lose focus of the importance of safety when performing our daily responsibilities year round!

Safety is critical in every aspect of our business and when we lose focus of that and have an incident, injury or accident, there is NEVER a positive outcome. First and foremost, we have exposed ourselves and our families to

a potential situation that could result in long lasting physical issues, affecting our quality of life. We also may expose others around us to the same possibilities and therefore affect the lifestyle of others in our company and community. Additional costs are incurred inevitably making it difficult to reinvest in the capital and human resources we need to do our jobs daily and reward everyone for their efforts!

We MUST think safety at all times! Will we be perfect? I don't think anyone expects that but the more we focus on



SAFETY and safe work processes in every aspect of our daily activity, I believe, we will show improvement. We must police ourselves and those around us on a daily basis to have an impact.

CLAIM PREVENTION

SHEILA BRIESEMEISTER—CLAIMS MANAGER

Claims paid come directly out of our pockets. Yours and mine. A team effort is needed to reduce and control claims. We saw what a team effort can do as indicated in 2015 when we ended up with a 23.43% decrease in the dollars paid out. As we proceed in 2016, please continue with that same team spirit. Packaging concerns should be addressed and not just skipped over, unprotected freight should be avoided, photos at delivery need to continue so we can confirm the extent of damage, and continued

education for handling and loading the freight in a safe manner. I am confident that if we all keep this up front in our thinking, claims will only continue to decrease. KEEP UP THE GOOD WORK !



Happy Birthday:

Krystle Budach in the OS&D Department
(RNET & Agent)~ April 8

Carol Dangers in the Claims Department ~
July 8



SALES & MARKETING

ROGER MCGILLIS—VP SALES & MARKETING



Greetings Everyone,

The first quarter of 2016 has come and gone. Wow... how time flies. We had our kick off meeting in early January and time was set aside to present some well-deserved awards to some of our top producers for their outstanding achievement in 2015. Please see the results below.

In the first quarter, we decided to take our sales meetings in a different direction. We wanted to get operations and sales all in the same room and open up discussion. The

meetings are designed to build team work, improve communication and openly share ideas to put more freight on our trucks. The first meeting we had was in Des Moines and we included sales and operations from Des Moines, Waterloo, Rock Island and Omaha. This meeting went very well and the next one was held in St. Cloud, which included St. Cloud, Superior and Fargo. The smaller group setting allowed everyone to participate and we were able to explore possible operational changes that could generate new business. Here is one example of the

result of the St. Cloud meeting:

Acme Electric – Grand Forks, ND DC – after sharing ideas among the group attending, our operations team was willing to make the changes necessary to secure all of Acme's branch to branch moves in ND, MN and Iowa. We now have a trailer spot in place and the revenue went from \$7,700 in February to \$31,000 in March! Great job everyone!

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

LME Sales Executives awarded plaques recognizing their outstanding achievement in surpassing their sales goal for 2015.

These awards were presented during the 2016 Sales Kick Off meetings held in January.

Congratulations to recipients!!

Top Row Left to Right: Scott Ellis / National Acct Manager, Mike Brown / National Acct Manager, Cheryl Olstad / STP STC Acct Exec, Gordy Salmen / SXF RAP Acct Exec

Bottom Row Left to Right: JoEllen Zarembo / CGO Acct Exec, Aaron Telecky / ROC EAU Acct Exec & Mgr., Nancy Hinni / CGO Acct Exec



SAFETY & RECRUITING

CINDY SENFTNER—DIRECTOR OF SAFETY

Spring is here! As the weather gets nicer out comes the motorcycles. Many of you ride and do so because you love the freedom that being on two wheels brings (me included). I ask, if you ride, be responsible. Alcohol and bikes do not mix. Wear the proper riding gear and ride within your capabilities. Most importantly, keep your eyes open for distracted drivers.



For those of you who prefer to ride on 4-wheels, please remember that over half of all fatal motorcycle crashes involve 4 wheelers. Please take an extra moment to look for motorcycles. Motorcycles are small in size and have a narrow profile that can easily be hidden in a vehicle's blind spot. Because of their small size, they may appear farther away than they actually are making it more difficult to judge their speed. At intersections motorcyclists often slow down by downshifting or merely rolling off the throttle, thus not activating the brake light. Allow extra following distance when traveling behind a motorcycle, they may slow down without any visual warning. When a motorcycle is in motion, see more than the motorcycle - see the person under the helmet. This person could be your friend, neighbor, co-worker, or relative. I look forward to sharing the road with you. Thanks. Gene Schuler

In the Midwest we like to say we have 2 seasons – **Winter and Road Construction!** Welcome to road construction! In the last five years more than 4,400 people have lost their lives in work zone crashes.

Tips to remember -

- | | | |
|---------------------------------------|------------------------------|-------------------------|
| *Stay alert and minimize distractions | * Keep your headlights on | * Don't tailgate |
| *Obey the speed limit | * Change lanes safely | * Expect the unexpected |
| *Pay attention to the road ahead | * Merge into the proper lane | |
| *Follow instructions from flaggers | * BE PATIENT | |

Health & Wellness -

We've heard it many times "to get healthy and to stay healthy you need to eat right and exercise"! Why is it so hard for many of us to do this? Did you know that the average life expectancy of a male commercial truck driver is 61 compared to 77 years for the general population? Did you know that sitting for hours on end every day, as many of us do, is now considered the "new smoking" and is slowly killing us. Sedentary behavior is associated with an increased risk of the development of chronic conditions such as type 2 diabetes and cardiovascular disease.

Here are a few tips to improve your health and undo some of the damage -

- Stretch - increases blood flow (range of motion), reduces muscle stress and reduces risk of injury
- Switch out soda or other high sugar beverages with water with a lemon wedge or tea
- Pick a parking spot farther away
- Go to the grocery store instead of a drive-thru restaurant. Purchase healthy snacks such as fruits, vegetables, beef jerky, raw nuts, string cheese, yogurt, cottage cheese, etc.
- Cut back on the carbs! Instead of ordering a 12" sub, try a 6" with double the meat.
- Make time to exercise, a little is better than none.
- Work on sleep quality. It's just as important to get enough quality sleep as it is to get the proper nutrition and exercise. It is recommended you turn off all electronics 30 minutes before heading to bed. Avoid caffeine late in the afternoon/evening. Avoid heavy or spicy meals close to your bedtime along with excessive amounts of liquids.

These changes can lead to drastic improvements in your overall health. Let's all make the commitment in 2016 to lead a more healthy lifestyle!



We would like to say a special thank you to the following terminals for meeting 2015 Safety Goals:

2015 Accident Safety Goals: EAU, FAR, OMH, STC & WLO.

2015 Injury Safety Goals: BIS, CGO, DSM, EAU, MIL, MIN, OMH, RIL, ROC, STC, SLU & SXF



DRIVER OF THE MONTH AWARDS:

David Groen of the LME DSM Terminal

Dave Groen has been a fixture at the Des Moines facility for the last 14 years. Dave currently works as a linehaul driver in the evenings. Dave is a very organized individual. He has helped train new Linehaul drivers through the years. Dave comes to work every day ready for the task at hand. Dave can always be counted on to come to work

and complete his duties safely and timely. Dave has a flawless driving record for the last 14 years. Dave is retiring this year to become a professional fisherman and will be sorely missed.

Jeff Johnson - DSM, FTD & WLO Terminal Manager



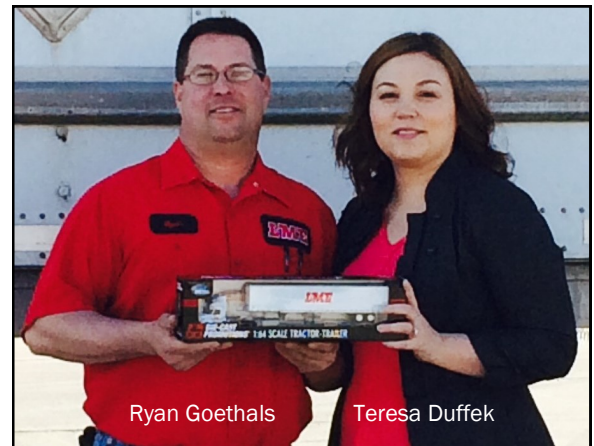
JANUARY 2016 Driver of the Month

Ryan Goethals of the LME RIL Terminal.

Ryan has been with us since April of 2014. He has a great attitude and work ethic. He is always on time and ready to work. He covers some of our furthest points in Southern Iowa including some MO areas and has been accident free. Woot woot! Our customers love him and always call to tell me what a great job he does. Ryan goes above and

beyond trying to make their deliveries as easy as possible. Without Ryan we wouldn't be able to service that area so successfully. Also, he is constantly on the look out for new business and calls me with leads.

Teresa Duffek - RIL Terminal Manager



FEBRUARY 2016 Driver of the Month

Jim Gall of the LME BIS Terminal

Jim has been working with LME for 18 years. He has become an invaluable member of our Team. He has worked primarily at our FAR Terminal, but over the last couple of years, he has also worked at our Minot and Bismarck, ND Terminals. Jim played an instrumental role in getting the Minot Terminal up and running - living out of motel rooms for over a year. With his help, the Minot Terminal is fully staffed and operational. Jim is now settled in at our Bismarck location, where it has been exceptionally hard to find Drivers. Jim has been a great sport

through all the shuffling around, never losing his sense of humor and willingness to lend a hand.

Outside of work, Jim is an avid dart player, often making it to the state tournaments.

All of us in the North Dakota territory would like to thank Jim for his hard work and outstanding performance over the years! Congratulations Jim!

Jeff Thoennes - BIS, FAR, GRF & MIN Terminal Manager



MARCH 2016 Driver of the Month

CONGRATULATIONS TO THE 2016 DRIVER OF THE MONTH RECIPIENTS!



HR/BENEFITS

CHRISTY JOHNSON — HR/PAYROLL MANAGER

I can't believe we are at the end of March already! Did you make a New Year resolution to be healthier in 2016? If you have our medical insurance, Medica wants to reward you for getting healthy.

My Health Rewards by Medica will reward you with up to \$100 a year per person on your insurance plan (18 years of age or older). Complete steps and log progress with My Health Rewards by Medica. Reach a goal; unlock the next level. Complete a Journey, start another. 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.

REWARDS FOR HEALTHY BEHAVIORS

- Rewards encourage and motivate you to complete healthy programs and activities. Medica offers a points-based incentive program with built in rewards every step of the way:
- Five incentive levels
- Each level has a value of 100 points (500 points is maximum accumulation)
- \$20 gift card tied to each level

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

I also wanted to remind everyone that if you have changes, example: did you move? Get a new phone number? Get married? Get divorced? Have a new baby? All these things are updates that payroll would need to know within 30 days. Your manager has the form to make these changes and return to payroll.

2015 — DRIVER OF THE YEAR

Jason Elmer from Janesville, WI has been named "2015 Driver of the Year". Jason began his professional driving career back in 2000 at AJ Sweet. He came on board with LME in February of 2003 and has been accident free ever since. This equates to over a Million Miles!! This is quite the accomplishment given the demands and challenges our drivers face each and every day. Outside of work at LME, Jason keeps himself busy raising and selling hay to local farmers as well as attending to his 6 horses. On June 11th Jason is getting married to Melissa! Wishing the two of you many years of happiness. Thanks again for all your hard work and dedication. It is very much appreciated.

Congratulations Jason!

Cindy Senftner - Director of Safety/Compliance



WELCOME TO THE LME TEAM

JANUARY 2016

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

FEBRUARY 2016

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

MARCH 2016

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



LME “SHOUT OUTS”

OUR #1 ASSET = OUR EMPLOYEES



A “SHOUT OUT” to **John Peterson** (SXF Driver), member of the LME JVL Team since 2010.

“We received a shipment of goods today from LME. Due to the weather conditions, the dock area was in poor condition to back a trailer. However, the LME Driver, John Peterson, shoveled the hard, packed snow so that he could back the trailer and unload the pallet.

We first apologize for not having the area cleared. We were not expecting the delivery today and the man that clears our drive should arrive within the next several hours to do this.

Most of all we want to acknowledge the exceptional service of LME and specifically that of John Peterson. We were truly impressed by his work. We appreciate it greatly. Dick Reed—Prima Provisions Co—Spirit Lake, IA.

A “SHOUT OUT” to **KCS—Kansas City Terminal Team**

“I would like to give a shout out to everyone at the Kansas City Terminal. Everyone from the terminal manager (Pat Hilke) to our dispatcher (Dan Robertson), dock crew and drivers have all been supportive in helping me. I would especially like to thank the drivers for making room in their trucks and allowing me to spend the day with them. They have been so kind and are sending me so many great leads throughout the day. Also a special thank you and shout out to the dock crew for letting me be a part of the dock team for a couple of weeks and allowing me to help flag trailers. You guys were so patient and gave me a great understanding on how the freight moves across the dock. I'm so happy to be a part of this awesome team!”

Trisha Walton—Account Executive / KCS

A “SHOUT OUT” to **Tammie Christensen** member of the LME Team since 2000 & **Brandon Budach** member of the LME Team since 2005—**CORP Rates & Corrections**

I want to give Brandon and Tammie a shout out please. They are always so willing to help and explain and go above and beyond and am so grateful for them and their knowledge!

Carrie Winger - LME Credit & Collections Manager / CORP

A “SHOUT OUT” to **Brandon Moser** (ABR Driver), member of the LME ABR Team since 2013

Thank You to all of you at LME. Your driver Brandon is a great salesman for the company and is a big reason why we use LME !!

Mark Gramm - RACEWEST - Ipswich, SD

A “SHOUT OUT” to **LME Operations Team** (ALL Terminals).

A “Thank You” to ALL for providing a great service product. “Tell your operations team, they get a big thumbs up”

Richard Green - Brake Parts Inc.



A “SHOUT OUT” to **Chris Hanes** (Revenue Accounting Mgr) & **LME**

“You Rock”. Thanks! By the way, I have a new customer that I have been sending a lot with LME and he is loving it, keep up the good service!”

Pablo Jurpik - King Solutions, Inc.

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

DAN STADICK-VP IT/MIS

After updating the phone system in January, the iSeries (AS/400) in February and the data network in March, we are now looking at moving the computer system to a Tier 3 data center in Eagan. That should happen sometime in April. All of these improvements were needed and we will actually experience

some savings switching our network to OneNet from AT&T. With all these changes, there are always bumps in the road, hopefully we have most of them corrected. As always, if you are experiencing computer issues / problems be sure to contact someone in the IT Department.



Dan Stadick—VP MIS

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LME Mission:

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

A new addition to our LME Newsletter. In each issue, we will include a recipe from a member of the LME Family. The recipes we will pull from, were submitted last year in an effort to create an LME Recipe Book.



Loved recipes Made by our Employees

3-2-1 It's Cake!

By Dan Stadick, Corporate Office

Purchase an Angel Food cake mix (the one step kind) and another box of your favorite flavor cake mix.

*Empty both mixes into a bowl and blend the dry ingredients together well (I used a whisk)
This mixture should be kept in an airtight con-*



When you want a treat, follow these easy steps...

In a microwave cup or mug, add 3 Tablespoons of cake mix and 2 Tablespoons of water - mix well

Put into microwave and cook for 1 minute (careful the cup might be hot)

Flip the cup over onto a plate - the cake should come out with a few shakes

You may frost with your favorite icing or eat plain.

You can make the mix with lemon cake mix and then used a lemon glaze.

Or make the mix with strawberry cake mix and then served it with strawberries and cool whip.

Or make it with funfetti cake mix and drizzle chocolate and sprinkles over the top.



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 .