



# THE LONE STAR DISPATCH

THE GOLD STAR STANDARD

SPRING ISSUE 2021

## A Message FROM OUR PRESIDENT

Hello Team! It has been a bit in the making, however, we are “rebooting” our quarterly newsletter. I hope you like what you see inside!

As many of you are aware, Tex Robbins retired last year in October. He had been with the company for over 26 years, and was the owner for 10 years until he sold his interest in Lone Star to Daseke in 2014. His leadership and friendship are missed here daily!

Since his retirement, I have attempted to fill the void and the shoes of a great leader for Lone Star, and I appreciate the outreaching of support that I have received from so many of you.

The year we finished in 2020 was the best year the company has had since 2008. There were several reasons for the success we had in 2020 and I would like to thank everyone involved in helping shape that success.

First, we had a banner year in our wind energy sector of business. It more than made up for the lackluster year we had on our core business which was off, primarily to the pandemic. Many of you supported the project work in some fashion and if you did, we appreciate you and all the work you did to help make this segment of business so successful in 2020.

Secondly, despite the pandemic, all of our office personnel continued to come in daily to work as we were classified as an essential category of businesses. Here at Lone Star, we suffered very few cases of COVID, with respect to our overall amount of back office employees and our 600 plus drivers. It really showed what a team we are when we come together to achieve a common goal, which was continued service to our customers, and supporting our drivers all over the country. Not many businesses can stake that claim and when I am in discussions with other employers, I am very proud that I can say we all continued to work and our drivers continued to drive. Thank you all very much for that! I know it was a frustrating time for all of us, but you never let it show or get you down!

Finally, our success in 2020 was also a result of our newest divisions that are all now part of the Lone Star family. Those divisions are LST Logistics (formerly the Schilli Companies), Steelman Transportation and Group One. With the combined efforts of our four divisions, Lone Star is now as diverse a carrier as any in the Daseke family, providing our customers with flatbed, specialized and van transportation solutions, as well as warehousing and driveaway services.

Now coming into 2021, we had a bit of a rough start to the year, with the deep freeze and all the ice and snow that shut most of the country down for almost two weeks in February. However, I am confident in this team’s ability to rebound and get things on the right track! 2021 promises to be another busy year, and there are economic signs that freight will be plentiful in many of the industries we serve, such as building materials, equipment and construction, and renewable energy. I am looking forward to see how we perform as a team this year, and I thank each and every one of you for what you do!



President, Doug Miller

# Safety zone



Vice President of Safety  
Jeff Cooney

As most of you are aware, Lone Star’s CSA scores are impeccable. These scores are not attainable unless each of us are sharply focused on our business each and every day. A thorough pre-trip inspection is critical to safe and compliant operation. It is no secret that the nation’s infrastructure is not in the best of shape and the equipment takes a beating. Pay close attention to all lamps/lighting, tires, brakes including any audible air leaks, cargo securement (remember, bungee cords are not approved for securement), and suspension systems. All time spent inspecting equipment must be appropriately logged as on-duty

not driving. Plan your day prior to departure with an understanding of your routing and where you anticipate stopping for fuel, meals and breaks. A review of weather you may encounter may also limit its potential impact on how your day will progress. Finish your day with a post trip inspection. Inspections, loading, off-loading, and fueling are all work time and must be logged as such. Well maintained equipment and proper planning will go far to minimize unnecessary down-time and enforcement violations which will have a negative impact on CSA scores as well as your personal PSP report. Thanks for all that each of you do!



## 2020 DRIVER OF THE YEAR

Congratulations to professional driver Benito Saldana for being named the Lone Star Transportation 2020 Driver of the Year!

Benito has been with Lone Star since May 9, 2014, as an owner/operator out of our Laredo, TX terminal. He is a level 4 driver and does an outstanding job representing Lone Star Transportation.

The Driver of the Year is selected from previously honored Drivers of the Month, who are chosen based on tenure, number of miles and loads run, claims and safety violations, among other criteria.

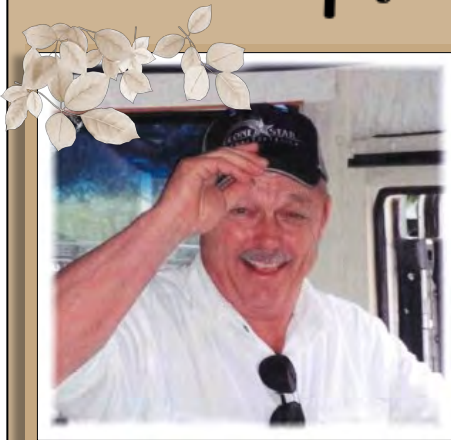


Benito is pictured with President, Doug Miller, and VP of Safety, Jeff Cooney

Lone Star Transportation loves to brag on our drivers, but we can't do it without you! We need your photos, dash cam video and drone footage to showcase your truck, your loads and your spectacular views. Send your media to **Social@LoneStar-LLC.com** and you just might be featured in a future newsletter or on our LST Facebook page, where we post daily.



# In Loving Memory



**DAVID JOE BYRD**

August 9, 1955—February 3, 2021

One of our longest tenured, and most beloved teammates passed away on February 3<sup>rd</sup> of this year. Joe Byrd had been with Lone Star for 32 years. Joe was taken from us due to complications from his long bout with cancer, which he had fought tooth and nail for the last six years. His courage in the face of the illness was an inspiration to us all.

Joe is most recently remembered as our Company Equipment Manager. However, what many of you reading this newsletter may not know is that Joe served many different and interesting positions here at Lone Star. Many may not know that in the early years of Lone Star, Joe was our first I.T. Manager! He basically flipped the switch on the one lone server we had in Abilene each morning and made sure it was running. It is not clear just what he would have done had it not come on! But that is just one of the funny facts Joe loved to share.

Joe was the perfect dispatcher and operations manager of the fledgling Lone Star Transportation. Having been a driver himself he related so well to all the drivers, and over his 30+ years he never lost what it meant to be a driver. He was always able to relate to our drivers with his own unique perspective, which very often ended up with him squinting one eye and leaning over his desk toward the driver he was talking to and asking him or her, "Are you kidding me!?"

Joe touched each of us in his own way, and those of us that knew him well have our own precious—sometimes hysterical—but always fond memories of Joe. He "rode for the brand" in everything he did, both at work and in his personal life. That is what made Joe the true Lone Star original that he was.

Happy Trails, Joe! We will miss you always!





# Driver Appreciation Events 2020



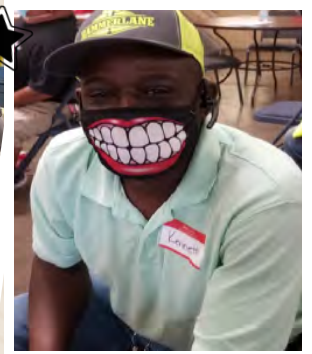
Fort Worth, TX



Houston, TX



Lafayette, LA



Fort Worth, TX



Laredo, TX



Shreveport, LA



Laredo, TX



Lafayette, LA

Check out our slideshow featuring more photos from these events on the LST Facebook page!

## We are growing!

In August of 2020, LST expanded the Lone Star Family by integrating the Steelman Companies, who had previously been Daseke affiliate companies. The Steelman Companies are comprised of Steelman Transportation and Group One, both based in Missouri.

Stelman Transportation operates out of Springfield, MO handling standard flatbed and over-dimensional freight, as well as offering brokerage and logistics services. Steelman was started in 1991, and was acquired in 1998 by current Steelman Division President, Brett Sheets. Their current fleet consists of more than 110 late model tractors and 180 trailers which carry a diverse freight mix throughout the contiguous United States, Canada, and Mexico. By being centrally located in the heart of the country, Steelman provides their customer with many service options, such as live load, drop and hook, and dedicated fleets.

Group One operates out of Kansas City, MO and is led by Wayne Sheets, General Manager of the Group One Division. Providing freight shipping and trucking services throughout the continental U.S. and Canada, Group One offers a wide variety of service options including convenient warehousing, unique customized trailers for cargo transportation, drive away services and trade show and event management.



Lone Star is very proud to have the Steelman Companies as part of our family. Give a Gold Star Standard welcome to these folks!



# BENEFITS BULLETIN:

*Get to Know Your Benefits*



**Glossary of Insurance Terms:** When it comes to understanding insurance, it helps to start with the basics. Take a look at common insurance terms and definitions and gain more confidence in your coverage.

**Beneficiary:** The term in a life insurance contract that identifies who will receive the benefit in the event of the insured's death. A policy may have more than one beneficiary. You may also select a contingent, or secondary, beneficiary. This person will receive the benefits of your life insurance if the primary beneficiary cannot. It is suggested to always choose a contingent beneficiary, even if you think it unlikely to be needed.

**Coinsurance:** The amount you pay to share the cost of covered services after your deductible has been paid. The coinsurance rate is usually a percentage. For example, if the insurance company pays 70% of the claim, your coinsurance would be 30%.

**Copay:** One of the ways you share in your medical costs. You pay a flat fee for certain medical expenses (e.g., \$30 for every visit to the doctor), while your insurance company pays the rest. Not all plan options have a copay feature. Currently, the Platinum, Gold and Silver plans have copays. The Bronze plan does not.

**Deductible:** The amount of money you must pay each year to cover eligible medical expenses before your insurance policy starts paying. Currently, on the Platinum, Gold and Silver plans, you have copays for office visits and prescriptions, but all other costs are subject to deductible. On the Bronze plan, all costs are subject to the deductible.

**Explanation of Benefits:** The health insurance company's written explanation of how a medical claim was paid. It contains detailed information about what the company paid and what portion of the costs are your responsibility. These are available for your review at [mydasekebenefits.com](http://mydasekebenefits.com).

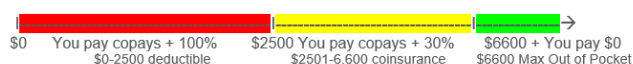
**Flexible Spending Account (FSA):** An FSA is a type of savings account that provides the account holder with specific tax advantages. The account allows employees to contribute a portion of their regular earnings pretax to pay for qualified expenses, such as medical expenses or dependent care expenses. This benefit contains a "use it or lose it" provision.

**Health Savings Account (HSA):** A personal savings account that allows participants to pay for medical expenses with pretax dollars. HSAs are designed to complement a special type of health insurance called an HSA-qualified high-deductible health plan (HDHP). HDHPs typically offer lower monthly premiums than traditional health plans. With an HSA-qualified HDHP, members can take the money they save on premiums and invest it in the HSA to pay for future qualified medical, dental and vision expenses. The HSA funds carry over from year-to-year. This benefit is only available with the Bronze plan.

**Maximum Out of Pocket:** The most money you will pay during a year for coverage. It includes deductibles, copayments and coinsurance, but is in addition to your regular premiums. Beyond this amount, the insurance company will pay all expenses for the remainder of the year.

**Examples:**

If you have the Silver Plan for each individual:



If you have the BRONZE Plan for each individual:



# An Ode To Randy

by Gary Otto

**R**andy came to work for Lone Star Transportation in September 1991 as a dispatcher in our first office, which was a trailer house on Highway 82 in Gainesville, Texas.

When Randy came to work for Lone Star, I would describe him as a country gentleman. 30 years with me and you can see how far he has come. One of the things he quickly picked up on was a new vocabulary. Once the shock wore off, he quickly mastered the new dialogue that I guess they didn't have in Oklahoma!

We worked together from Day 1. The office had a dial-up computer that we shared usually at the end of the day to enter orders.

Everything was done by phone. We spoke with customers and booked loads, assigned loads to trucks and communicated with drivers multiple times a day. If permits were needed, we called the states and ordered them and made sure the driver had them. We notified customers when the load had been delivered. We matched up paperwork to invoices and billed shipments. We did not have email, cell phones or even a pager. One of us was always on call. If you were on call, you stayed put. Again, no cell phones...

As time went on, Randy was promoted to Terminal Manager of our Gainesville location. He continued in this capacity until we were combined with Fort Worth.

I like to think of Randy as our rudder. He is steady and keeps us on course. Every now and then, we would get blown off course by a storm and Randy would use some of his new vocabulary I mentioned earlier to get us back on course.

I can think of many funny stories over the last 30 years...but none for print.



Doug Miller, Randy Walters, and Tex Robbins

*Randy,*

*Your impact on our business has been immeasurable and your relationship with us, your co-workers and friends, is something we will always treasure! Enjoy your retirement!*

*- Your Lone Star Family*



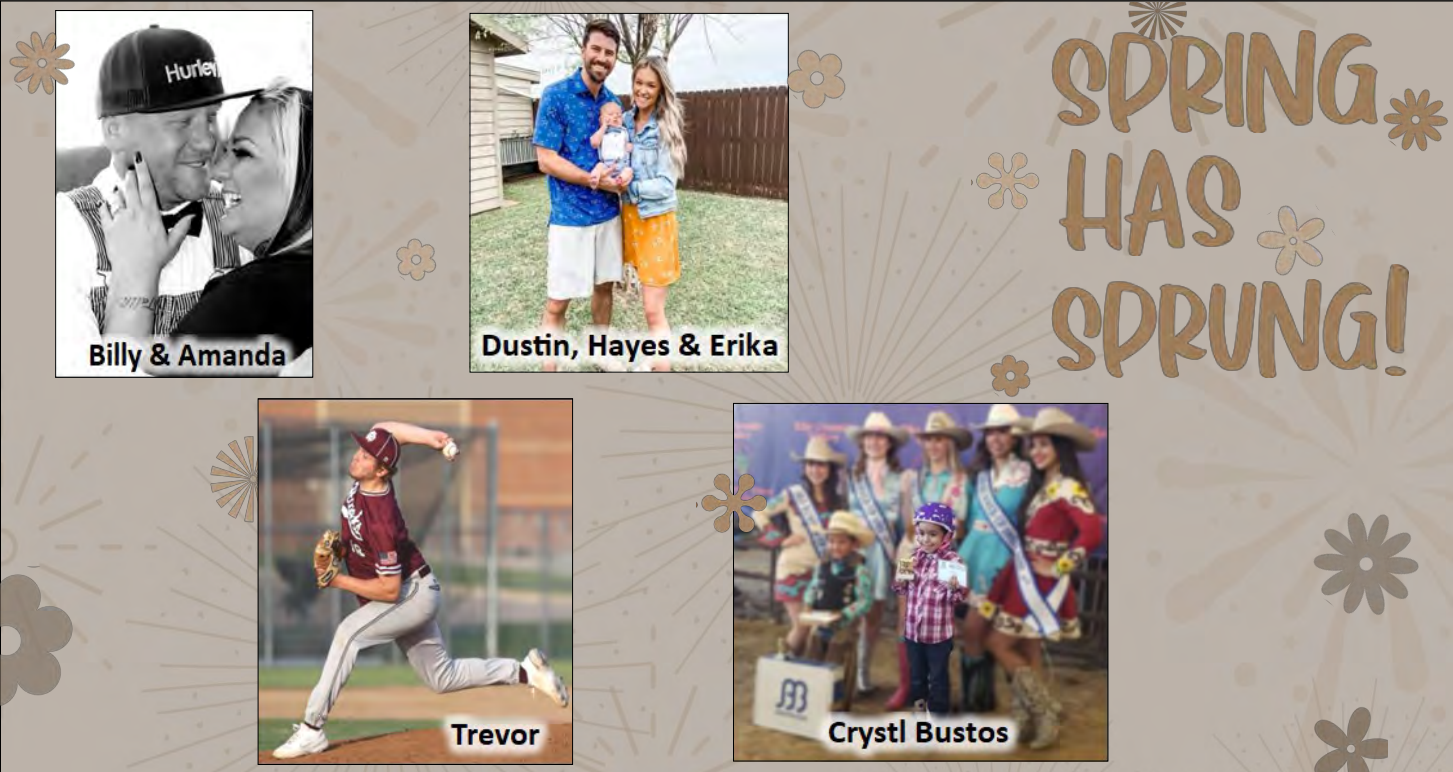
**Congratulations to:**

**Amanda Brady (Traffic Clerk, Fort Worth, TX)** on her marriage to Billy on December 19, 2020.

**Jordan Proefrock (Director of Maintenance, Gainesville, TX)** on his youngest brother, Trevor, being voted first team all-district for his high school baseball team.

**Diana Anderson (Maintenance Administrative Assistant, Gainesville, TX)** on the birth of her great nephew, Hayes Thomas Hughes, born on January 12, 2021. He weighed 9 pounds 1 ounce.

**Juan Bustos (Operations Manager, Pharr, TX)** on his daughter, Crystl Bustos, being awarded second place in the Mutton Busting rodeo event.



**EthicsPoint  
Hotline**



We all play a role in creating the best possible work environment for everyone within our organization. Each of us share a responsibility for creating a positive environment. One way you can help is by bringing forward your concerns, questions, and suggestions to your manager, leadership, or Human Resources.

In situations when you don't feel comfortable using those methods, there is also an Ethics Hotline (phone or web-based) managed by a third party. This is a way for you to communicate your concerns confidentially or anonymously (if you choose) so you help build communication and promote safety, security and ethical behavior.

<p><b>How does the system work?</b></p>	<p><b>Who should use it?</b></p>
<p>You make a report with an independent firm called EthicsPoint. The concern will be assigned to the appropriate person and followed up to make sure it's being addressed.</p>	<p>Everyone. It's for all employees and contractors. The system is available in many languages, via both the phone and web.</p>
<p><b>What is it for?</b></p>	<p><b>How do I access it?</b></p>
<p>Use the system to express concerns and offer ideas. If you'd prefer, you can also remain anonymous!</p>	<p>Call 1-855-761-8454 or go to <a href="http://www.daseke.ethicspoint.com">www.daseke.ethicspoint.com</a> and choose "File a New Report." Enter Lone Star and go to our page to file your report.</p>

# Stay CONNECTED



Submit News Items to:  
Social@LoneStar-LLC.com



Lone Star Website:  
LoneStar-LLC.com



Lone Star Transportation, LLC



@lonestartransportation



Lone Star Transportation  
YouTube



1100 Northway Drive  
Fort Worth, TX 76131



1-800-541-8271



## YOU'VE GOT MAIL!

**Social@LoneStar-LLC.com**

is one of the many outlets used to communicate company news, announcements and share upcoming scheduled events. Be sure to add this email address to your email safe sender list and keep an eye out for upcoming messages.



## ORDER YOUR LST GEAR ONLINE!

Don't forget to order your Lone Star Transportation apparel and gear online. Learn more below:

**Q: Who can order online?**

A: All Lone Star Transportation employees, drivers, family, friends, and even the general public can order online.

**Q: How are orders placed?**

A: Simply visit the Lone Star Transportation website at [www.LoneStar-LLC.com](http://www.LoneStar-LLC.com)

1. Go to Employee Section / Apparel Order
2. Click on View Apparel button
3. Choose apparel from the SanMar catalog
4. Copy the style number, which can be found just above the name of the item in the product description
5. Return to the online order page
6. Complete the order form
7. Click the submit button

**Q: How soon will I receive my order?**

A: Completed online order forms will be collected and sent to printer twice a quarter. Orders are typically received 4 -6 weeks from time of order.

**Q: Can orders be placed with or without LST logo?**

A: Yes, orders can be placed with the LST logo or without the LST logo.

**Q: Can the bright yellow "Orientation" shirts and orange "Driver Appreciation" shirts be ordered?**

A: Yes. However, because these items are not found in the SanMar catalog, be sure to specify which of these shirts are being requested for order. Place this information in the "Style Number" field on the online order form.

**Q: How will orders be paid for?**

A: Employee/Driver orders will be paid by payroll deduction. All others will be contacted by a LST Representative for payment.

