



LAGNIAPPE

MONTHLY EMPLOYEE NEWS

Incident Reporting

By: Jeremy Olivier, Lofton Safety Services

Whether at home or work, we are exposed to some level of risk. Though Lofton and our clients perform rigorous hazard assessments of each workplace, it is impossible to identify every risk in a dynamic work environment. Unidentified risks can sometimes lead to incidents, which include illnesses, injuries, property damage, or near misses. When any incident occurs, it is extremely important to report it to Lofton as soon as possible. Lofton's safety department will use the information gathered about the incident to help identify and eliminate unforeseen risks that may have contributed. The sooner information is collected following an incident, the more accurate it is, and the better we can identify those risks and implement a plan to minimize or eliminate them. The following are more reasons why immediate reporting is important.

Incidents involving injury or illness. A timely report will allow an affected employee to receive medical attention as soon as possible, if necessary. Delayed reporting can result in increased severity of any injury or illness as well as longer required recovery times.

Incidents involving property damage. These incidents may involve property that belongs to several different individuals or companies. Gathering all information about the incident will ensure that any party affected is compensated with minimal delay.

Non-work related (NWR) Incidents. If you suffer an injury or illness outside of work, it is still important to report it to Lofton as soon as possible. Each NWR report is analyzed to ensure that there will be no increased risks while at work to the employee, or others, due to effects of the incident. Early reporting gives Lofton time to determine whether the employee is free to return to work unrestricted, if accommodation is needed, or to find a temporary replacement if the employee cannot immediately return.

Near miss incidents. These are incidents which did not cause an injury or property damage, but had potential to do so. Here is an easy way to identify if a situation you are involved in (or witness) is a near miss. If you can apply either of the phrases, "That was close!", or "That could have been bad if.....", then it was a near miss incident. While it is preferable to have no incident reports at all, near miss incidents are undoubtedly beneficial. Unlike other reports, near miss reporting is proactive. They can be analyzed and used to implement change before any actual injury or damage occurs, not after.

It is not the purpose of incident reports to find fault in an employee or to justify disciplinary action. The purpose of incident reporting is to find potential faults in equipment, facilities, processes, or procedures so that they can be minimized or eliminated. This allows Lofton to focus on Putting People to Work in safe environments so they go home safely every day.

Lofton has a 24 hour / 7 day a week on-call service for reporting accidents / incidents / call offs

No Tax on Overtime

By: Sandra Hughes, Billing & Payroll Manager

The "No Tax on Overtime" provision was enacted as part of the One Big Beautiful Bill. Eligible employees can deduct the portion of their overtime pay that exceeds their regular hourly rate. Employees will not notice any changes in their take-home pay on their paychecks unless they update their Form W-4 withholding. The real benefit comes when filing federal tax returns, as qualifying overtime will reduce an employee's taxable income, potentially resulting in a larger refund or a lower tax bill.

Year-End Tax Benefits. At the end of the year, this deduction operates like any other above-the-line tax benefit. It is applied to gross income during tax filing, reducing taxable income and ultimately the tax owed based on the individual's tax bracket.

State Tax Considerations. State income taxes are a separate issue—unless your state has implemented a similar deduction, you may still be liable for state taxes on overtime income. Please consult a tax professional for guidance.

Because the OBBB was passed in late 2025, most companies were unable to implement the required changes for the 2025 tax year W2. As a result, companies, including Lofton, are permitted to print an OT report that can be used when filing your 2025 taxes.

Lofton will provide, upon your request, an overtime report. This report will have your YTD totals on it with the regular hours' wages and overtime hours' wages separated.

Please contact the payroll department at 225-924-0200 or email us at BRPayroll@lofton.jobs. We will be happy to assist and get this report to you.

March 2026

March 8

Daylight Saving Time Begins



March 17

St. Patrick's Day



March 20

First Day of Spring



March 29

Palm Sunday

STAY CONNECTED



LEAVE A REVIEW





Life is a Temporary Assignment

By: Glenda Lofton, Ph.D.

In recent months, our Lofton community has been grappling with the heartache of losing cherished loved ones. As you read in last month's Lagniappe, my Aunt Eileen passed away at the remarkable age of 101. During this same time, our Billing & Payroll Manager, Sandra Hughes's husband Keith, lost his battle with cancer. Then, just last month, Tommy and I received a heartfelt email from Matthew Bailey, Lofton Security Operations Manager, informing us of the unexpected passing of Sammie Anderson, Security Field Supervisor, at the age of 39. These events, have prompted reflections on our Christian belief in God, eternal life, and Tommy's principle that "Life is a temporary assignment."

This principle reminds us of the transient nature of our earthly journey, urging us to make the most of our time here. It's a call to action to live purposefully, cherish each moment, and invest in the relationships that enrich our lives. Whether it's through a kind word, a helping hand, or simply being present for one another, these connections are the foundation of our strength. As we navigate the complexities of life, it is these bonds that sustain us and provide the support we need to face challenges with resilience.



In times of grief, it can be challenging to find peace. Christianity offers a unique perspective on the cycle of life and death. It teaches that death is not the end, but rather a transition to an eternal life with God. As stated in John 11:25-26, Jesus said, "I am the resurrection and the life. The one who believes in me will live,

even though they die; and whoever lives by believing in me will never die."

Our faith encourages us to trust in God's plan, even when it is beyond our understanding. The scripture in Psalm 34:18 assures us that "The Lord is close to the brokenhearted and saves those who are crushed in spirit." Although this doesn't ease the pain of loss, it does offer solace, reminding us that God's presence is a source of comfort and strength. Our faith in God and the promise of eternal life provide comfort, allowing us to find peace amid sorrow and to celebrate the lives of those who have moved on to their eternal home.

Embracing Tommy's principle that "Life is a temporary assignment" encourages us to live with intent. It challenges us to prioritize what truly matters, to pursue our passions, our faith, and to contribute positively to the world around us. In doing so, we honor the legacy of those who have passed and create a meaningful impact that extends beyond our own lives.

In these moments of reflection, let us reaffirm our commitment to living fully and loving deeply. As we continue to support each other through life's challenges, may we find strength in our faith, comfort in our community, and inspiration in the enduring spirit of those who have gone before us.

End of Watch - Sammie Anderson Security Field Supervisor



It is with profound sadness that we announce the passing of Sammie Anderson, our beloved Field Supervisor, who left us on February 11th. Sammie was a true beacon of positivity and warmth, always ready to offer a kind word or a helping hand.

His absence creates a significant void felt deeply by friends, family, and colleagues alike. Sammie was known for his sense of humor, and those who had the privilege of knowing him, will recall his captivating storytelling, love for music, infectious laughter, and unwavering dedication to his work. His memory will eternally serve as a guiding light for all who had the honor of knowing him.

"The Lord is near to the brokenhearted and saves the crushed in spirit. - Psalm 34:14

10-Year Anniversary Lofton Security Service, Inc.

Please join us in honoring **Officers Kennita Cola** and **Shawanda Raymond** for 10-years of dedicated service with Lofton Security Service.

Over the past ten years, their journey has been characterized by professionalism, integrity, and a genuine commitment to ensuring safety and security. Officers Cola and Raymond have consistently shown their capacity to tackle challenges with poise and effectiveness, earning the respect and admiration of their colleagues, visitors, and our client. We are truly grateful to have them as valued members of our security team, and we eagerly anticipate many more years of shared success together.



Kennita Cola

Shawanda Raymond

