



LAGNIAPPE

MONTHLY EMPLOYEE NEWS



Safe Lifting Practices By: Jeremy Olivier, Lofton Safety Services



Every year, two million back injuries occur across the U.S.; roughly half of them – one million – are back injuries sustained in the workplace. Back pain becomes chronic and disabling in roughly 5% of cases, and up to 44% of people who initially recover have a reoccurrence within a year. Individuals having two episodes of back pain in a year are three times more likely to experience a third episode.

In attempting to eliminate these injuries and more safely lift objects, we can break a lifting operation down into several stages and discuss best practices for each stage.

Stage 1 – Preparation: First, evaluate the lifting task for safety. Know how much you can safely lift and ensure the load doesn't exceed it. Assess whether the object is too large or awkward to lift and carry safely. You need to know where you're putting the object ahead of time. Ensure the path is unobstructed, the floor is dry, and the distance you must carry the load isn't too great. If the load is too heavy, will obstruct your vision, needs to be carried too far, or must be lifted overhead, you'll need to find a safe alternative. Is it a two-person job? Is a hand truck, dolly, pushcart, or another tool required? Could gloves give you a better grip? In addition, always stretch and warm up the muscles before lifting.

Stage 2 – Lifting the Load: You should never bend forward to lift a heavy object. Instead, you should squat, secure the load, and stand by straightening your legs while keeping your back straight or slightly arched. The best practices for lifting are to:

- Stand as close to the load as possible.
- Plant your feet shoulder-width apart with one foot slightly ahead of the other.
- Bend at the hips and knees only until you're deep in a squatting position.
- Keep your head up and straight with your shoulders back to keep your back straight.
- Hold the load close to your body at waist height.
- Engage your core muscles as you push against the ground and straighten your legs.

While lifting, you should never twist your torso. Twisting while lifting is one of the leading causes of injury. Never lift a heavy item above shoulder level or carry a load that obstructs your vision.

Stage 3 – Carrying the Load: As you carry the load to its destination, you want to maintain good ergonomics by holding the load as close to your body as possible. Keep your shoulders in line with your hips as you move and don't twist the trunk. Turn with your feet if it is necessary. Take small steps and keep a good grip on the load with all your fingers.

Stage 4 – Setting the Load Down: Setting down a heavy object is just as dangerous as picking it up. You'll want to reverse the lifting process, following the same ergonomic lifting principles:

- Keep the load close to your body and your back straight or slightly arched.
- Squat down, bending only at the knees and hips.
- Tighten your stomach muscles (engage your core) as you lower yourself.
- Kneel on one knee, if necessary

Remember not to rush the lifting process or carry too heavy a load. Also, keep in mind that the most dangerous lifting tasks are repetitive and for sustained periods. You need to monitor your exertion level and take breaks. Stop before you become too tired to lift safely.

Major Medical Open Enrollment

Open enrollment for major medical will be held in August. Open enrollment dates will be announced later this month. Please make sure all of your contact information on file with Lofton is correct, as open enrollment communications will be sent primarily by email and text.

July 2026

July 4
Independence Day



Celebrating 250 Years of Independence

The signing of the Declaration of Independence on July 4, 1776, stands as a pivotal moment in history, marking the birth of a nation founded on the principles of liberty and self-governance.

As we celebrate the 250th anniversary of this monumental event, we reflect on its enduring testament to the courage and vision of the Founding Fathers who dared to build a new world.

Let us celebrate with gratitude for the past, and with hope and determination for a future where liberty and justice remain at the core of the American experience.

STAY CONNECTED





250 Years of Freedom and Faith

By: Glenda Lofton, Ph.D

On July 4, 2026, our nation will celebrate its 250th anniversary — a quarter of a millennium, two and a half centuries filled with experimentation, struggle, renewal, and a faith tested in fire and family forged through sacrifice. This occasion invites us to remember, reflect, and reaffirm our dedication to God and our nation.

For me, Independence Day has always been more than fireworks and barbecues. It's a time to ask profound questions: What legacy are we leaving for future generations? What are we passing down? And what does it truly mean — especially here in the Gulf South, within the communities we serve and the individuals we employ — to be guardians of the freedoms that so many fought so hard to secure?

The American experiment is the most extraordinary story of productive freedom in human history. From a collection of independent colonies — lacking a central bank, national currency, or guaranteed survival — grew a nation that has fed the world, triumphed in major conflicts, sent a man to the moon, and built industries that drive the global economy. None of this was a matter of chance.

This success stemmed from a system that trusted individuals — free men and women guided by faith and conscience — to build, trade, take risks, and innovate. The Declaration's promise of life, liberty, and the pursuit of happiness was, among other things, an economic covenant. It proclaimed: your labor is yours. Your ideas are yours. Your future is yours to mold.



As we embark on this once-in-a-lifetime milestone, I believe American businesses are called to reaffirm our nation's founding commitments:

Faith. When Tommy established Lofton in 1979, faith served as the cornerstone. Not faith as mere decoration, but as a guiding principle: recognizing the inherent dignity of individuals; that work was a form of service; that what we do here matters more than just quarterly outcomes.

Integrity. The Founders committed themselves to a set of principles they were willing to sacrifice everything for. This exemplifies what it means to truly stand by your words. In every business interaction — whether with a client, employee, vendor, or competitor — your word is your trust, your principle, your responsibility to follow through.

Community. George Washington reminded us that our government is of the people, by the people, and for the people. Business is not

separate from this concept. By hiring locally, mentoring the next generation, supporting our neighbors, and investing in the communities that sustain us, we do more than build a brand; we contribute to the foundation of our republic.

Courage. The men and women who built this nation were not afraid to take risks. They crossed oceans, cultivated prairies, and launched businesses amid uncertainty. Today's times may be uncertain, but uncertainty has always existed. The American response to uncertainty has never been to wait; it has been to act with faith, adapt with creativity, and persevere with a determination that borders on the sacred.

Legacy. Are we staying informed and exercising our rights as citizens? Are we instilling in our children the significance of civic duty and moral responsibility? Are we encouraging them to appreciate empathy, justice, and faith? Our actions today will resonate through generations to come.

As we look toward the future, let us remember that each of us holds a piece of this great nation's story. It's our collective responsibility to nurture the ideals that have carried us this far and to pass them on to those who will follow. In every community, from bustling cities to small towns, we can find opportunities to make a difference, to inspire, and to uplift one another.

Together, let us continue to build a nation where success is celebrated, where innovation thrives, and where justice and faith are not merely aspirations but realities. By working hand in hand, we can overcome the challenges that lie ahead and create a brighter future for all. As we celebrate this milestone, let us pledge to remain steadfast in our commitment to these principles, ensuring that the next 250 years are marked by progress, compassion, and unwavering dedication to the common good.

11-Year Anniversary

Lofton Little Rock



Congratulations **Kemberly Staten** on 11 Years of Service with Lofton Security. We truly appreciate everything you do!

Liberty & Freedom

By: Julie East, Corp. Marketing & Recruiting

In the Declaration of Independence, our Founding Fathers stated that *"all people are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the Pursuit of Happiness."* They also declared the 13 colonies to be *"free and independent states."* So, what distinguishes Freedom from Liberty?

Often used interchangeably, freedom refers to the natural, internal capacity of people to act or think without restraint, while liberty is the legally and socially protected right to exercise that freedom responsibly within a community. Liberty emphasizes the importance of individual rights and the limitations of government power, while freedom is more focused on the ability of individuals to

pursue their own interests. In essence, freedom is the power to act; liberty is the framework that protects it.

Think of it like driving: Freedom is the ability to drive anywhere you want, at any speed, across any terrain. Liberty is the road system and traffic laws set by government. While these may limit your ability to drive wherever and however you please, they provide a safe environment that ensures you can travel without the risk of collision with others.

This balance between individual desires and governmental rules reflects the essence of living in a community where rights are respected and protected. Without liberty, freedom could lead to chaos. Without freedom, liberty would merely be an empty promise, as individuals would lack the ability to pursue their goals and aspirations.