

THE DISPATCH



April 2026

APRIL 2026

Important Dates:

- April 22nd - Deadline to share important news for Driver's Corner
- April 22nd - Last day to enter Grand Slam Hidden Road Hazards Contest
- April 28th - Safety Training must be completed



We are excited to announce ITDS, Inc. will once again sponsor our Cincinnati Reds Grand Slam give away for the upcoming 2026 Cincinnati Reds Baseball season. All current ITDS, Inc. drivers will have a chance to win a four pack of Cincinnati Reds tickets, one parking pass, as well as a food and beverage voucher to select games each month. The winners will be chosen from drivers who are selected as Driver of the month, nominated for Cheers for Peers, win the safety training drawing, or participate in the monthly contests. To enter read your newsletter in the months of April, May, June, and July for entry details.

Rules:

- All current drivers are eligible to enter
- You can win one set of four tickets each month
- Entries must be submitted by the monthly deadline
- If five or fewer entries are received, drivers will choose their game date in order of entry received
- If more than five entries are received, winners will be selected by random drawing, and game dates will be chosen in the order drawn.

Grand Slam April Contest

Think you've got a sharp eye on the road? Put your skills to the test in this month's Grand Slam Giveaway Challenge!

We've included a photo in this newsletter featuring four hidden springtime trucking hazards.

To enter the contest, simply:

1. Identify all four hazards shown in the picture
2. Send your answers to contest@itdsdedicated.com
3. Submit by April 22nd to qualify for a four pack of tickets to a Cincinnati Reds game.

All correct entries will be placed into a drawing for this month's Grand Slam Giveaway prize!
Stay alert, stay safe — and good luck!



March Grand Slam

Contest Winners

We had two WINNERS! Congrats to Scott Quartier & Chris Morris!

Thank you to everyone who participated!



Chris Morris



James Smith



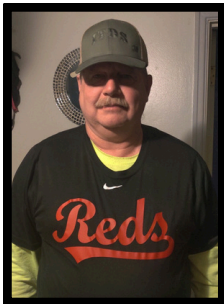
Kevin Meyer



Lonnie Belton



Matt Snider



Steven Mills



Travis Bookhart



Troy Wolfe



Scott Quartier



Matt Holwadel



Mark Slaughter



Brad Shelton



Chuck Menke



Mike Mitchell



Greg Morano



Grand Slam March Winners & Prizes

Congrats to all of our winners this month!!

Diane Woods (Driver of the Month)
Scott Quartier (Opening Day Pic)
Chris Morris (Opening Day Pic)

MARCH MADNESS CONTEST

Update!

What a thrilling start to March Madness!

Please join us in congratulating Jamie Klaus, who held first place after the Sweet 16, and Alyssa Behler, who took the lead after the Elite 8 rounds.

Sweet 16 Winner:

Jamie Klaus earned the top points for the round, however he chose to pass his winnings to the driver with the highest points for that round. Congratulations to Robert Rosenberger, who will receive 1,000 Pulse Reward Points!

Elite 8 Winner:

Alyssa Behler also decided to gift her winnings to the top-performing driver of the round.

That also goes to Robert Rosenberger who will receive 2500—congrats again!

What's Next:

- April 5: Top points awarded for the Final Four will win 5000 (\$50)
- April 7: Top points awarded for the Championship Game will win 10,000 pulse points (\$100)

Stay tuned—more winners are coming soon!



**2026 DRIVER SAFETY
MEETING
SAVE THE DATE!**

SATURDAY NOVEMBER 14TH, 2026.

**BE SURE TO MARK YOUR CALENDARS YOU
DON'T WANT TO MISS THIS EVENT!
MORE DETAILS TO COME.**

FIND YOUR NAME CONTEST

Instructions:

Each month, one drivers name will be randomly drawn and embedded someplace in the Newsletter. The name will be sporadically placed in the middle of a sentence like this, (the hidden name this month is _____). When you have found your name, call Hollie before the end of the month to receive your 10,000 Pulse rewards points which can be used to purchase a gift card of your choice valued at \$100.00.

Happy name hunting!

Our last month's hidden name was John Suits! Make sure you are reading the newsletter so you can take advantage of getting your reward points!



THE DRIVER'S CORNER

Please email any exciting news that you'd like to share to Alyssa at alyssa.behler@truckwayleasing.com by the 22nd of every month so we can feature you in the Driver's Corner!

CHEERS FROM PEERS!

Cheers for Peers is one way you can recognize and reward those that do an outstanding job and continue to make contributions in a meaningful way. Our drivers are the backbone of our organization, and we're always looking for ways to say "Thank you." This program is a personalized approach to employee rewards and recognition.

Fill out the Cheers for Peers document that is located under the SURE Mdm file on your tablet. Then email the information to Hollie.Starnes@itdsdedicated.com Or you can text your information to 513-375-7494 and we will fill it out for you. All current drivers are eligible to be nominated by another driver, office staff or customer.

Any questions contact Hollie Starnes at 513-354-1730

ITDS Safety Challenge: Q1 Update

We have officially closed the books on the first quarter of the year, and unfortunately, it was a difficult start regarding our accident costs. Our current total stands at **\$198,532.73**, which is far higher than we want to see for a single quarter.

To provide some transparency, here is a breakdown of the major incidents that impacted our numbers:

- **Jackknife (Tractor & Trailer):** \$6,866.39
- **Rollover (Tractor & Trailer):** \$75,285.69
- **Wrecked Trailer:** \$26,477.91
- **Power Divider Replacement (Shock Load):** \$12,857.78
- **Rollover (Tractor & Trailer):** \$40,270.00

The Path to \$25,000

I am sharing these numbers not to discourage you, but to show you that **our goal of staying under \$450,000 for the year is still within reach.**

Consider this: just three of those major accidents accounted for **\$142,033** of our total. Without those specific incidents, our Q1 total would have been only **\$55,967.**

If we can eliminate these "big wrecks" and limit future incidents to minor damages for the remainder of the year, we are projected to finish at approximately **\$366,000.** This would allow us to move forward with our plan to award **one lucky driver a \$25,000 prize.**

Safety Reminders

To help us get back on track during the second quarter, please stay focused on these core driving habits:

- **Eliminate Distractions:** Stay off your phone while the vehicle is in motion.
- **Maintain Space:** Keep a clear stopping distance between your tractor and the vehicle ahead.
- **Verify Surroundings:** Always double-check that your path is clear before backing up.
- **Adjust for Conditions:** Always drive at a safe speed dictated by weather and road conditions.

Let's see how low we can keep the numbers for the second quarter. Stay safe out there, and good luck.

ITDS Driver Challenge

We challenge ITDS drivers to keep our cost of repairs lower than in previous years



OR



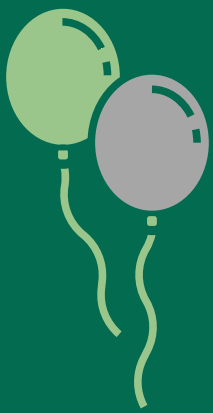
Win a brand new car or \$25,000 cash!!

- If the entire fleet can keep our repairs under \$450,000 for the 2026 calendar year, ITDS will give away a brand new car (including taxes) or a prize of **\$25,000** cash!!
- If the entire fleet repairs are above \$450,000 but below \$500,000, ITDS will give away a prize of **\$15,000!**
- If the fleet repairs are above \$500,000 but below \$550,000, ITDS will give away a prize of **\$10,000!**
- **ALL damage/repairs** to ITDS equipment is included along with any damage to other personal property. (EX: tractors, trailers, tires, mud flaps, cars, buildings, powerlines, guardrails, etc.)

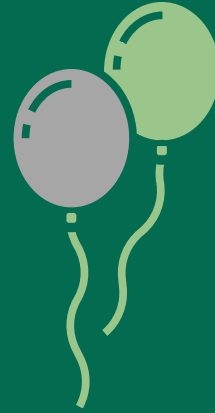
HOW TO QUALIFY

- All employed drivers working a full quarter and qualify for a quarterly safety bonus entered into a drawing for the prizes listed above
- Drivers employed for a full quarter with no damage will be entered into the annual drawing for that quarter. Drivers employed the entire calendar year will have the opportunity to be entered into the contest four (4) times during the calendar year.
- Eligibility is determined by quarterly Safety bonus's that have been given. Receiving a Safety bonus in a quarter earns an entry into the drawing. Up to four entries per year.
- To claim a prize, an employee must be an "Employee in Good Standing" at the time his or her name is drawn and at the time the prize is awarded. "Good Standing" means an active ITDS employee with no disciplinary action pending or in effect. "Employee in Good Standing" on a given date means an employee of ITDS who has not tendered oral or written notice of intent to resign or retire effective as of a date on or before the given date and has not behaved in a manner that would be grounds for termination for cause.
- Drawing Process: To ensure a random and unbiased drawing, all names will be entered into digital name drawing generator to select a winner. The first name drawn of an ITDS employee in good standing will be determined the winner.
- The winner will be notified by phone or in person
- This incentive program is open only to employed drivers of ITDS and employees are not required to take any action to enter. Employees may elect not to participate by contacting Laurie Sparks.
- If you have any questions regarding the driver equipment damage incentive program, please contact Laurie Sparks by email at laurie.sparks@itdsdedicated.com or Laurie Sparks by phone at 513-956-0196. ITDS Car Challenge

If you have any questions regarding the driver equipment damage incentive program, please contact Laurie Sparks by email at laurie.sparks@itdsdedicated.com or Laurie Sparks by phone at 513-956-0196.



HAPPY Birthday



John Sullivan - April 2
 Garry Ayers - April 3
 Michael Meyer - April 9
 Chris Morris - April 10
 Charles Menke - April 11
 Michelle Hughes - April 20
 Bill Wright - April 23
 Hayley Quatman - April 23
 Barry Priddy - April 26
 Brian Schilling - April 27
 Todd Hudson - April 28
 Steve Mills - April 29
 Tim Myer - April 30
 Darryl Smoot - April 30



HAPPY ANNIVERSARY



Bruce Hoblik - April 1, 2019 (7 years)
 Justyn Gaw - April 3, 2018 (8 years)
 Michelle Hughes - April 3, 2023 (3 years)
 Dari Yahya - April 6, 2017 (9 years)
 Tom Wilson - April 8, 2024 (2 years)
 Bill Sharpe - April 9, 2019 (7 years)
 Jonathan Steele - April 10, 2018 (8 years)
 Jack Bowling - April 10, 2023 (3 years)
 Troy Wolfe - April 16, 2012 (14 years)

Pam Kidd - April 17, 2024 (2 years)
 Brandon Lee - April 17, 2024 (2 years)
 Barry Latshaw - April 23, 2020 (6 years)
 Jade Tadlock - April 25, 2023 (3 years)
 Peter Jewell - April 25, 2024 (2 years)
 Jason Rudd - April 25, 2024 (2 years)
 Mike Hampton - April 27, 2024 (2 years)
 Adam Prichard - April 28, 2023 (3 years)

As a thank you for your hard work and continued service to ITDS we will be loading 1000 points to your Pulse rewards program account so you can redeem a gift card or your choice



ANNOUNCEMENTS

Spring Safety Spotlight: What Drivers Should Keep in Mind as the Seasons Change

As winter finally loosens its grip, spring brings a welcome shift in weather—but also a new set of challenges for professional drivers. This time of year is known for rapid temperature swings, unpredictable storms, and busier roads. A little preparation now can make a big difference in safety, comfort, and efficiency throughout the season. Spring is a season of renewal, and it's also a great time for drivers to refresh their safety habits. By staying aware of changing conditions and giving equipment a little extra attention, we can ensure a smooth and safe transition into the warmer months.

Watch Out for Spring Weather Surprises

Spring is famous for its mood swings. Drivers should be ready for:

Heavy rain and slick roads

Rain reduces traction and increases stopping distance. Slow down early and give yourself extra space.

- Foggy mornings

Use low beams, increase following distance, and stay alert for vehicles without lights on.

- High winds

Empty or light trailers are especially vulnerable. Keep both hands on the wheel and reduce speed in open areas.

- Sudden temperature drops

Early spring can still bring overnight frost—black ice is still possible.



ANNOUNCEMENTS

Spring Safety Spotlight: What Drivers Should Keep in Mind as the Seasons Change (Continued)

Seasonal Equipment Checks

Winter is tough on equipment, so spring is the perfect time for a thorough inspection:

- Tires: Check tread depth and pressure as temperatures rise.
- Brakes: Moisture and road salt can cause corrosion—inspect lines and pads.
- Wipers & washer fluid: Spring rain and pollen require clear visibility.
- Lights & reflectors: Make sure everything is clean and fully functional.
- Air systems: Condensation can build up—drain tanks regularly.

A little preventative maintenance now helps avoid breakdowns when the weather warms up.

Increased Roadwork Ahead

Spring marks the start of construction season across the country.

Drivers should expect:

- Lane closures
- Reduced speed zones
- Sudden traffic slowdowns
- Workers and equipment close to the roadway

Staying alert and patient keeps everyone safe—and helps avoid costly citations.



ANNOUNCEMENTS

Spring Safety Spotlight: What Drivers Should Keep in Mind as the Seasons Change (Continued)

More Pedestrians, Cyclists, and Motorcycles

As temperatures rise, more people head outdoors. That means:

- More motorcycles in blind spots
- More pedestrians near crosswalks and parking lots
- More cyclists on rural and suburban roads

Extra scanning and slower speeds in populated areas go a long way.

Spring Allergies Can Affect Driving

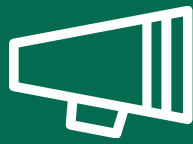
Allergies aren't just annoying—they can impact alertness. Drivers should:

- Keep cab air filters clean
- Use medications that don't cause drowsiness
- Keep windows closed during high-pollen days
- A clear head makes for a safer trip.

Stay Hydrated and Rested

With warmer days ahead, it's easy to underestimate how quickly dehydration sets in. Keep water in the cab, take regular breaks, and avoid relying on energy drinks to push through fatigue.

(The hidden name this month is Richard Schneider)



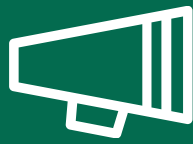
RECRUITING

Truck Wash Reminder:

ITDS Inc has a national account with Blue Beacon Truck Wash for both road and local drivers. Simply tell them you're with Interstate Truckway Dedicated Services (do not say ITDS) and they will bill us directly. The Blue Beacon app is already on your tablet, or you can use their website to find a location.

We also have an account at Scrub A Truck at 11650 Reading Rd, Cincinnati, OH 45241.

Drivers are eligible for one truck wash every other week.



SAFETY

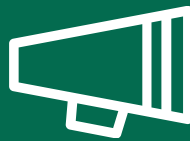
New tablets are being sent out!

There is an icon labeled Sub Truck. When switching trucks, this does not eliminate the need to contact safety during working hours.

If you complete this after hours, please make sure the relay is not plugged in until it is moved over. If you are running a paper log, (remember only 8 days in 30 days) you must also run a vehicle mileage sheet (Trip Sheet).

Also, the safety training must be complete by end of the month, this consists of both the videos and forms. April's training has been sent out. If you have issues please reach out to me.

-Laurie Sparks



HR



HR Support Summary DRIVERS

HR Team

Angela Bradley

VP, Human Resources

Phone: 513-618-2571

Mobile: 513-265-2980

Fax: 513-672-0895

Email: abradley@truckwayleasing.com

Vicki Torok

HR/Recruiter

Phone: 513-618-2573

Mobile: 513-349-7463

Fax: 513-672-0895

Email: vicki.torok@interstatetrailer.com

Sam Scheetz

HR Specialist

Phone: 859-817-7653

Cell: 513-302-2350

Fax: 513-672-0895

Email: samantha.scheetz@truckwayleasing.com

**Main Point of
Contact**

Alyssa Behler

Marketing Manager

Phone: 513-354-1725

Fax: 513-672-0895

Email: alyssa.behler@truckwayleasing.com

Reach out to **Sam** for the following:

- Benefits
- 401k
- Employee Issues/Support
- Workman's compensation
- FMLA/LOA
- Vacation balances
- Paycor assistance
- Employee Verifications
- Employee Handbook
- Workers Compensation

Reach out to **Angela** or **Vicki**:

- Back up to Sam if not available

Reach out to **Alyssa**:

- Social Media and Marketing Support

IF WE DO NOT ANSWER - PLEASE LEAVE A DETAILED MESSAGE AND PHONE NUMBER. THIS WILL ALLOW US TO PROVIDE A SOLUTION OR ANSWER WHEN WE RETURN YOUR CALL.

Payroll Support

Reach out to Angela or Peggy for Paycor/Paystub information.

Angela Bradley

Director of Human Resources

Phone: 513-618-2571

Mobile: 513-265-2980

Fax: 513-672-0895

Email: abradley@truckwayleasing.com

Peggy Homsey

Payroll

Phone: 513-541-7714 x1159

Fax: 513-725-2412

Email: phomsey@truckwayleasing.com

Timecards and Payroll Wages will be reviewed and approved by your ITDS Payroll Team.

Hayley Quatman

513-541-7714 Ext. 1125

513-618-2574 – Direct

513-532-6586 – Payroll Cell

hquatman@itdsdedicated.com

Susan Greer

513-541-7714 Ext. 1153

513-354-1721 – Direct

513-312-8053 – Payroll Cell

susan.greer@truckwayleasing.com

Driver Referral Bonus

- Sign-on (Dedicated local) - \$1,000 paid to new driver
- Payout - upon hire: \$300 on 2nd paycheck; \$300 at 90 days; \$400 180 days
- Referral (Dedicated local) - \$1,000 paid to current driver
- Payout - upon hire: \$300; \$300 at 90 days; \$400 180 days
- Sign-on (Road Driver) - \$2,500 paid to new driver
- Payout - upon hire: \$500 on 2nd paycheck; \$500 after 3 months; \$500 after 6 months; \$500 after 9 months; \$500 after 12 months
- Referral (Road Driver) - \$1,000 paid to current driver
- Payout - Payout - upon hire: \$300; \$300 at 90 days; \$400 180 days
- Sign-on (Plasma Driver - BPL) - \$2,500 paid to new driver
- Payout - upon hire: \$500 on 2nd paycheck; \$500 after 3 months; \$500 after 6 months; \$500 after 9 months; \$500 after 12 months
- Referral (Plasma Driver- BPL) - \$2,500 paid to current driver
- Payout - upon hire- \$500; \$500 at 90 days \$500 at 180 days; \$500 at 9 months; \$500 after 12 months

Note: All drivers must be current employees for bonuses to be paid out.

MARCH ROADSIDE INSPECTIONS

3/2 John Coomer - CLEAN!

3/4 David Sheldt – IFTA

3/5 Brian Schilling – Tires, ABS Lamp

3/9 Tim Peavler – Speeding

3/9 Anthony Hernandez – Speeding

3/12 Anthony Gentile – Tires, ABS Lamp

3/13 Brad Finch – CLEAN!



Thank you John & Brad for your clean inspections! They will each receive 5,000 pulse points in their accounts (\$50)!

MARCH DRIVER OF THE MONTH

**DIANE
WOODS**

**Diane is on our BPL
Indy account!**

MARCH TRAINING WINNER

**PATRICK
ROBINSON**

**DIANE CHOSE THE 4 PACK OF REDS TICKETS & PATRICK
WILL RECEIVE 10,000 PULSE REWARD POINTS
(\$100)**

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