

THE DISPATCH



August 2025



BACK TO SCHOOL ROAD SAFETY!

As the new academic year approaches, August marks the return to school for many local school districts. In light of this, it is essential to exercise caution and vigilance while navigating roads and areas surrounding educational institutions.

To ensure a safe and smooth transition, please be mindful of the following guidelines:

- Always come to a complete stop for school buses that are loading or unloading children.
- Be attentive to school crossing guards and obey their signals.
- Exercise extreme caution when driving near school, bus stops, sidewalks, and school parking lots as children may be present in these areas.
- Refrain from passing other vehicles while driving in a school zone.
- Be aware that traffic patterns around school zones may have changes since the previous school year.
- Plan ahead and allocate extra time for your morning commute to work, as traffic congestion is likely to increase.

By following these guidelines, we can collectively contribute to a safe and successful start to the new school year.



BRAKE SAFETY WEEK

AUGUST 24-30TH

During this week, law enforcement personnel will conduct inspections focusing on brake systems, particularly drums & rotors, to ensure compliance and safety.

Unannounced Brake Safety Enforcement Initiative:

- In addition to Brake Safety Week, there will be an unannounced one-day brake safety enforcement initiative that may occur at any time throughout 2025. This initiative aims to identify and address brake system violations on commercial vehicles

Purpose of Brake Safety Week

- The primary purpose of Brake Safety Week is to improve brake safety across commercial motor vehicles by conducting roadside inspections and educating drivers and motor carriers about the importance of proper brake maintenance and operation. Inspectors will perform North American Standard Level IV inspections, which include a thorough examination of brake systems.

Importance of Compliance:

- Vehicles found with brake-related violations during these inspections may be placed out of service until the issues are resolved. This emphasizes the need for drivers and fleet operators to ensure their vehicles are in compliance with safety regulations prior to these inspection periods.

PUSH 4 PENCILS SUPPLY DRIVE!

WE'RE PROUD TO TEAM UP WITH OUR SISTER ORGANIZATIONS, CASTELLINI AND RWI LOGISTICS, TO SUPPORT THE "PUSH 4 PENCILS SUPPLY DRIVE," A SCHOOL SUPPLY INITIATIVE POWERED BY CRAYONS TO COMPUTERS.

*From July 28, 2025 to August 8, 2025, Truckway, ITDS and Interstate Utility are joining the supply drive to help fill classrooms with the resources students need to thrive.
Let's make a difference, one pencil at a time.*

THERE ARE THREE (3) EASY WAYS TO GET INVOLVED:

1. SHOP LOCALLY AND PLACE IN THE COLLECTION BOX IN THE LOBBY.
(MOST REQUESTED ITEM IS CRAYOLA CRAYONS – 24 PACKS)
A. FOR OUR LOCAL CINCINNATI EMPLOYEES, WE WILL HAVE A BOX LOCATED AT OUR MAIN OFFICE AND THE INTERSTATE SHOP, PLEASE REACH OUT TO SAM, 859-817-7653, OR ANGELA, 513-618-2571, IF YOU NEED ASSISTANCE.
2. MAKE AN ONLINE DONATION ([CLICK HERE](#))
3. SHOP USING THE AMAZON WISH LIST ([CLICK HERE](#))



AUGUST 2025

Important Dates:

- August 22nd - Deadline to share important news for Driver's Corner
- August 25th - Last day to donate for Push 4 Pencils
- August 30th - Safety Training must be completed

Grand Slam Giveaway

Our 2025 Summer Grand Slam giveaway is coming to an end! This month is your last opportunity to enter the drawing for a chance to WIN! 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.

Rules: All current drivers are eligible to enter. You can win one set of four tickets each month. All entries must be in by the established deadline each month. If we only get five entries, a driver will choose game date by order of entry. If we receive more than five entries names will be chosen by a random drawing. Drivers will be able to pick games by order of drawn name.

Grand Slam August Contest

This month, we're excited to offer an unforgettable experience for Cincinnati Reds fans! By participating in our Crayons to Computer drive, you'll be entered to win FOUR Cincinnati Reds tickets, one parking pass, and all you can eat and drink!

How to enter:

It's easy to participate and make a difference in our community. Simply choose one (or all!) of the following options:

1. Shop local: Drop your donation in the collection box. Crayola Crayons (24 packs) are our most requested item. If you're a local Cincinnati employee, bring your donation to the driver's window to ensure you receive an entry.
2. Make an online donation ([click here](#)).
3. Shop using the amazon wish list ([click here](#)).
(If you purchase from Amazon or make an online donation, you will need to screen shot a receipt in order to be entered into the contest.)

Extended Deadline: More time to win!

Although the official drive concludes on August 8th, we want to give you extra time to make a difference and enter to win. So, we're accepting donations until August 25th! Don't miss this opportunity to support a great cause and win an unforgettable experience! Every donation counts and we're grateful for your support!

Grand Slam July Winners & Prizes

Congrats to all of our winners this month!!

Monday September 1st v Cardinals - James Smith
(Newsletter)

Tuesday September 2nd v Blue Jays - Mark
Slaughter (Newsletter)

Friday September 5th v Mets - Matt Howadel
(Cheers for Peers)

Grand Slam Giveaway **July Winner & Participants**

Congrats to our winners of our July contest, James Smith & Mark Slaughter! Thank you to everyone for your participation. Don't forget August is your last chance to enter!

James & Mark will be receiving 4 Reds tickets with food, drink, and parking!

Participants:
Steven Mills, Dari Yahya, & Devin Huening,

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 Barbara Richardson and she called in and got her pulse points! Make sure you are reading the newsletter so you can take advantage of getting your reward points!

THE DRIVER'S CORNER



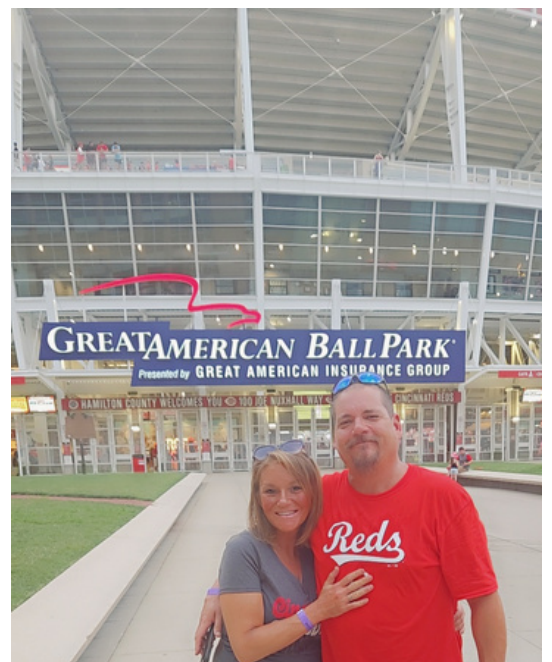
Jason Rose, who works daily at our customer Bluegrass Meats, won driver of the month in May. As a reward, Jason got to watch the Cincinnati Reds take the WIN against the Tampa Bay Rays on Sunday July 27th with three of his grandkids.

THE DRIVER'S CORNER



Jason Rudd, our safety training winner for May, chose tickets to the Cincinnati Reds V Marlins game. Despite the team's loss,

Jason said he had the best experience possible! We're grateful for his dedication to the safety training and thrilled he had a blast!





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." (the hidden name this month is Troy Wolfe)

This program is a personalized approach to employee rewards and recognition. We want to do more than just a thank you and show our appreciation for going above and beyond your assigned daily tasks with public recognition and an opportunity to choose between 10,000 Pulse Reward points or a four pack of Cincinnati Reds baseball tickets that include all food and a parking pass!

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

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Mike Mitchell, would like to recognize Laurie Sparks, for a job well done.

On July 2nd, 2025

"Laurie always takes time to help me with my logs when I need help."

CHEERS FROM PEERS' NOMINATIONS



CHEERS FROM PEERS

I Brad Finch, would like to recognize Laurie Sparks, for a job well done.

On July 15th, 2025

"Laurie goes above and beyond to help me with my logs. She even helps on the weekends."

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Mark Slaughter, would like to recognize Matt Howadel, for a job well done.

On July 23rd, 2025

“I had to pick up a load at a place I had never been before and had no idea where to go. Not Only did Matt give me directions, he stayed on the phone with me the entire time to make sure I made it to the correct location. He helped me out a lot.”

CHEERS FROM PEERS WINNER!



Matt Howadel is our winner for the Cheers From Peers Program! He will be receiving a four pack of Cincinnati Reds baseball tickets that include all food and a parking pass.

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 \$400,000 for the 2025 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 \$400,000 but below \$450,000, ITDS will give away a prize of **\$15,000!**
- If the fleet repairs are above \$450,000 but below \$500,000, 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 a drawing for
- 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
- 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.
- Proposed - 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.
- This incentive program is open only to employed drivers of ITDS and employees are not required to take
- 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.

ITDS Car Challenge (Update)

Through July we are still doing good.

If we stay on the current pace and do not have that one big accident, we should make it to the end of the year to give the car or \$25,000 away.

We are close to the end of July and our total money spent is \$206,751.72.

Remember our goal is to stay under \$400,000 damage. That includes damage to our equipment, damage to others personal property and damage to tires.

We are ahead of last year by approximately \$75,000.

Stay focused and keep your eyes on the road.

We have many safety features on our newer tractors.

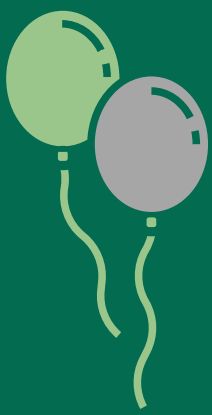
One of those features is side guard assist so when you put on your turn signals to change lanes you should know if there is a vehicle beside you, even in a blind spot. Make sure to pay attention.

We want you to be safe and so does your family.

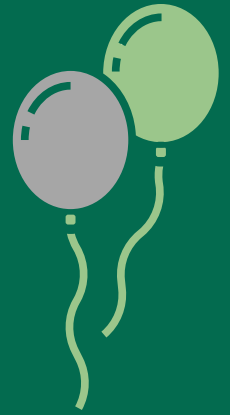
Remember the GOAL when backing (GET OUT AND LOOK)

Keep up the good work.

-Brad Howell



HAPPY Birthday



Jarret Walters - August 1
Autumn Holsapple - August 3
Greg Morano - August 11
Lori Brady - August 13
Randy Kinkle - August 14
Jeff Hunter - August 14
Michael Hampton - August 15
Chad Flannery - August 17

Kyle Wilson - August 17
Bill Sharpe - August 18
Troy Shouse - August 22
Joe Snider - August 24
John Leroy - August 25
Anthony Stallings - August 25
William Burns - August 28
Charles Sanders - August 30



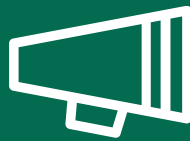
HAPPY ANNIVERSARY



Randy Haines - August 1, 2022 (3 years)
Kyle Wilson - August 1, 2022 (3 years)
Pam Fields - August 3, 2020 (5 years)
Bill Wright - August 9, 2021 (4 years)
Kevin Hockman - August 10, 2020 (5 years)
Mike Smith - August 10, 2020 (5 years)
Brad Howell - August 14, 2000 (25 years)
John Sullivan - August 14, 2023 (2 years)
Jon Alcorn - August 16, 2021 (4 years)

Tony Brown - August 16, 2021 (4 years)
Dantee Rice - August 16, 2021 (4 years)
Antonio Hernandez - August 23, 2021 (4 years)
Darrell McGuire - August 23, 2021 (4 years)
Terry Evans - August 27, 2024 (1 year)
Anthony Mendez Necuze - August 28, 2018 (7 years)
Bryan Ogborn - August 28, 2023 (2 years)
Seth Meranda - August 29, 2024 (1 year)
Candy Mullins - August 31, 2020 (5 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



HR



HR Support Summary DRIVERS

HR Team

Angela Bradley

Director of Human Resources

Phone: 513-618-2571

Mobile: 513-265-2980

Fax: 513-542-5572

Email: abradley@truckwayleasing.com

Vicki Torok

HR/Recruiter

Phone: 513-618-2573

Mobile: 513-349-7463

Fax: 513-542-5572

Email: vicki.torok@interstatetrailer.com

Sam Scheetz

HR Coordinator

Phone: 859-817-7653

**Main Point of
Contact**

Fax: 513-542-5572

Email: samantha.scheetz@truckwayleasing.com

Alyssa Behler

Social Media Specialist

Phone: 513-354-1725

Fax: 513-542-5572

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: 513-542-5572

Email: abradley@truckwayleasing.com

Peggy Homsey

Payroll

Phone: 513-541-7714 x1159

Fax: 513-542-5572

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

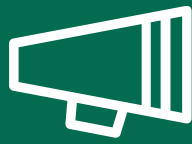
Susan Greer

513-541-7714 Ext. 1153

513-354-1721 – Direct

513-312-8053 – Payroll Cell

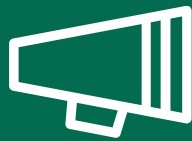
susan.greer@truckwayleasing.com



ANNOUNCEMENTS

Reminders From Safety!

1. Drivers must call prior to driving a sub truck
2. Relays need to be moved over



ANNOUNCEMENTS

Team Driving - Is it for you?

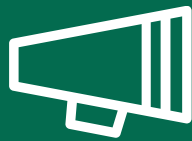
ITDS, Inc. is currently seeking two teams to operate dedicated lanes origination from Georgetown, KY. If you have ever considered team driving, this opportunity may be the perfect fit for you!

The lanes will involve regular outbound routes from Georgetown, KY with frequent destinations that including Battle Creek, MI, Rushville, IN and Smithville, TN.

In addition to the dedicated team opportunities we are also seeking to establish a core team of backup solo drivers within our current fleet. As a backup team driver, you will undergo proactive training to ensure seamless coverage of our dedicated lanes in the event of an emergency. You will continue to work you regular daily account until your services are needed to provide coverage for these routes. Your pay will reflect the rate for running the OTR lanes. In recognition of your flexibility and willingness to adapt, your compensation will reflect the rate for running Over- The-Road lanes, ensuring you are fairly rewarded for your efforts.

As a current member of our fleet, we are pleased to offer a referral bonus of \$2500.00 for qualified road drivers you refer to our organization. If you know of any skilled driver who may be interested in these opportunities, we encourage you to share this information with them.

For more information about our dedicated team and backup driver opportunities, or to learn more about our referral program, please do not hesitate to contact me directly at 513-354-173. I look forward to discussing these further with you.



ANNOUNCEMENTS

Team Driving Continued

Team truck driving is an increasingly popular option in the trucking industry that can provide numerous benefits for both drivers and carriers. Team driving involves two drivers sharing the responsibility of operating a single truck. This approach allows the truck to be on the road nearly continuously, maximizing delivery efficiency and reducing transit times. While a team driver job can lead to quicker delivery times and improved earnings, it requires a specific mindset and lifestyle that may not suit everyone.

The greatest advantage of team driving is traveling greater distances without violating federal Hours of Service regulations. According to the FMCSA, drivers can only drive a maximum of 11 hours after 10 consecutive hours off-duty. The idea is simple: one driver catches up on sleep and off-duty rest, while the other takes over driving for the next period. This system allows continuous driving, reducing delivery times significantly compared to a single driver. For many trucking companies, team driving helps ensure that freight is delivered quickly and efficiently, making it a valuable strategy in today's competitive logistics landscape. As a driver, partnering with another person can also mean sharing the demanding responsibilities of the job and increasing earning potential. Team drivers can select co-drivers they know personally or rely on the company's team-matching system.

Let's take a closer look at team driving to help you determine if it's right for you.



ANNOUNCEMENTS

Team Driving Continued

Increased Earning Potential:

Teams often receive HIGHER PAY compared to solo drivers because they can handle expedited freight or longer routes that require quicker delivery times. We offer premium pay for team drivers.

Faster Deliveries:

With expedited shipping our customers rely on the quicker delivery of goods that team driving ensures. Since the truck can operate nearly 24/7, team driving is ideal for time-sensitive loads, which can result in more lucrative contracts, extra bonuses, and steady job opportunities.

Reduced Individual Workload:

In a profession that is notorious for causing burnout, mental health and physical wellness are extremely important. With two drivers sharing the workload, each person can enjoy longer rest periods. Job responsibilities like navigating, paperwork, trip planning, or fueling can be shared, reducing individual stress and fatigue.

Safety:

Having another person in the truck can provide an additional level of security during rest stops or in emergencies. Teammates can also help each other through challenging and unsafe situations such as poor weather and narrow roads. Not to mention, the alternating shifts reduce the risk of fatigue-related accidents and health complications.

Companionship:

Many drivers enjoy the camaraderie that comes from having a partner on the road. It can make the long hours on the road more engaging and less isolating. Who you team up with is up to you, which creates the opportunity to have a friend, family member, or spouse be there to make your work more enjoyable.

Team driving isn't for everyone. It requires excellent communication, adaptability, and a willingness to compromise. While it can offer increased earnings, better work-life balance, and shared responsibilities, it also necessitates trade-offs and sharing a small space with another person. If you're considering team driving, weigh these pros and cons carefully to determine if it aligns with your driving preferences and lifestyle.

SAVE THE DATE!



2025 DRIVER SAFETY MEETING

WHEN: SATURDAY NOV 8TH 8AM-12PM
(CHECK IN BEGINS AT 7:15AM)

WHERE: RECEPTIONS EVENT CENTER
(1379 DONALDSON HWY
ERLANGER, KY 41018)

*****FLU SHOTS: WE WILL HAVE A
NURSE FROM ST ELIZABETH ON SITE
AT THE ANNUAL DRIVERS MEETING
NOVEMBER 8TH 2025 TO ADMINISTER
FLU SHOTS FREE OF CHARGE.*****

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.

JULY ROADSIDE INSPECTIONS

7/7 Mike Lester – Seat belt
7/9 Charles Sanders – CLEAN!
7/30 Mark Riggle – CLEAN!



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

JULY DRIVER OF THE MONTH

**JEFF
SETZER**

Jeff is on our Multicorr
account!

JULY TRAINING WINNER

**MIKE
SMITH**

WINNERS WILL CHOOSE 10,000 POINTS (\$100) OR A FOUR
PACK OF CINCINNATI REDS BASEBALL TICKETS THAT
INCLUDE ALL FOOD AND A PARKING PASS.

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Like, Follow, and Share our posts on our social platforms! Stay updated & possibly see yourself on a birthday, anniversary, or employee spotlight post!



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