

THE DISPATCH



August 2026

WELCOME TO THE TEAM!



Renata Rios is our new payroll specialist at ITDS, ensuring all employees are paid accurately and on time. She will be assisting our drivers by thoroughly reviewing their hours and location each week, complying with company regulations as well as labor and tax laws. Outside of the office, Renata enjoys the gym, art, hiking, drumming and creating new dishes in the kitchen.

WELCOME TO THE TEAM!



Tom brings more than 20 years of transportation and logistics leadership experience, with a proven track record of building high-performing operations, improving safety and service, and developing teams that consistently deliver results. Throughout his career, he has led fleet operations, transportation strategy, regulatory compliance, technology implementation, and operational excellence initiatives that have strengthened organizations while supporting long-term growth.

As Vice President of Operations, Tom will oversee all aspects of ITDS transportation operations, with a focus on safety, fleet performance, driver engagement, customer service, and operational excellence. His vision centers on creating a true Driver First culture—one where drivers feel valued, heard, supported, and empowered to succeed.

Tom is passionate about building strong relationships with frontline teams, fostering a culture of accountability and continuous improvement, and ensuring every decision supports the safe, efficient, and timely delivery of goods. By investing in driver development, encouraging open communication, recognizing performance, and acting on employee feedback, he is committed to strengthening both the driver experience and the future success of ITDS.

AUGUST 2026

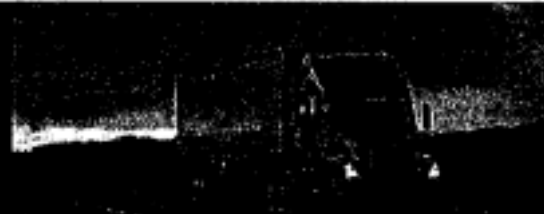
Important Dates:

- Aug 22nd - Deadline to share important news for Driver's Corner
- Aug 27th - Last day to enter Grand Slam August Trivia Contest
- Aug 31st - Safety Training must be completed



JOE MORTEN & SON, INC.

Driven To Serve®



Situational Awareness

Situational awareness involves your ability to assess what is happening around you and determine if there is a threat to your health and safety or to the health and safety of others. For truck drivers, being aware of your surroundings while driving on the road, at a customer facility, or in a parking lot is critical to avoiding preventable losses to personnel, property, and equipment.

WHY IS IT IMPORTANT?

Safety and health concerns are the number one reason drivers should always be mindful of their situational awareness. No one wants to put his or her life in harm's way or jeopardize the health and well being of others by causing a preventable crash. Furthermore, your livelihood is at stake. Even incidents involving minor property damage put your driving career at risk.

HOW CAN YOU IMPROVE YOUR SITUATIONAL AWARENESS WHEN DRIVING?



AVOID DISTRACTIONS

Focus on the task at hand by ignoring distractions inside and outside the truck. Put away mobile devices before driving, and do not perform secondary tasks, like texting and eating, while driving.



BE ATTENTIVE TO THE ROAD AHEAD

Be alert for traffic slowing ahead, pedestrian crossings, road obstacles, etc. Continually scan for potential hazards and be ready to react properly and in time to avoid a crash.



OBSERVE THE PROPER SPEED FOR CONDITIONS

Allow yourself more time to perceive and react to hazards by slowing down. Reduce speeds below the posted limit, especially in congested areas and during periods of adverse driving conditions.



MAINTAIN PROPER FOLLOWING DISTANCE

Do not tailgate. Keep a minimum of six seconds behind the vehicle in front of you. Add one second of following distance for each additional hazard present.



MAINTAIN ONE LANE

Manage the space around the truck and be mindful of the truck's blind spots. Whenever possible, stay in one lane and avoid unnecessary lane changes. Signal your intent to change lanes well in advance.



REACT PROPERLY TO HAZARDS

Practice the "What if?" method while driving. For example, scan for hazards and ask yourself what you would do if a certain hazard presented itself, like the vehicles ahead stopped suddenly. What is your best way to stop the truck and avoid causing a crash?



YIELD THE RIGHT OF WAY

After a hazard has been identified, situational awareness also involves taking action to protect yourself and others. Yielding the right of way to others can help prevent a potential loss.

Note: These lists are not intended to be all-inclusive.

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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. THIS IS YOUR LAST CHANCE TO ENTER FOR THE 2026 SEASON!

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.

A decorative border consisting of red stitching, similar to that on a baseball, runs vertically along both the left and right edges of the page.

Grand Slam July Contest **Winners & Participants**

Congrats to our winner Fred Carter!

Thank you to Corey Ramsey & James Smith
for participating

August Grand Slam Challenge

Pick the Risk: Back-to-School Safety Challenge

Test your knowledge and awareness as we head into the school season.

Spot the risks, answer the questions, and you could win rewards!

1. Which of the following are safety risks?

You are driving through a neighborhood and notice the following:

- A school bus ahead with flashing red lights
- A child standing near the curb looking at their phone
- A vehicle beginning to pass the stopped bus
- A bicyclist approaching from between parked cars
- A posted school zone speed limit

2. True or False

You must stop for a school bus with flashing red lights regardless of direction on a two-lane road.

- True
- False

3. When are school zone speed limits typically enforced?

- Only during bad weather
- Only during weekends
- When lights are flashing or during posted school hours
- Only in the morning

4. What is the safest following distance in school zones?

- 1 Second
- 2 seconds
- 3-4+ seconds
- Doesn't matter

5. True or False

Children are predictable and will always look before crossing.

- True
- False

6. You are approaching a stopped school bus and traffic behind you is getting impatient. What is the safest action you should take?

- Get out of the truck and tell the traffic behind you to stop it
- Blow your horn and yell out the window at the bus driver
- Go around the bus and get the traffic moving again
- Remain stopped, follow the law, and wait until lights stop flashing



**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.**

******FLU SHOTS: WE WILL HAVE A NURSE FROM
ST ELIZABETH ON SITE ADMINISTERING SHOTS
FREE OF CHARGE.******

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 Matt Howadel and he called in and got his points! 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! (the hidden name this month is Thomas Dunaway)

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

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Mike Mitchell, would like to recognize Ken Quatman, for a job well done.

On July 1st, 2026

“Ken is always a stand up dude! he is an awesome dispatcher that shows up ready to go everyday. He makes it easy to do what ever he asks me to do every day. Thanks Ken for making it happen every day!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Allie Young, would like to recognize Hayley Quatman, for a job well done.

On July 13th, 2026

“Hayley is a valuable member of the ITDS team who consistently demonstrates dedication and teamwork. She manages a wide range of responsibilities each day and is always willing to help anyone who needs support. In addition to her own role, she has been on boarding our new payroll specialist, often continuing to work side by side with her. She is committed to ensuring everything runs smoothly and truly embodies what it means to be a dedicated employee. Thank you Hayley for all you do!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Jamie Sloan, would like to recognize Bill Duncan, for a job well done.

On July 22nd, 2026

“On Friday we had a situation where we needed a diver to work a few hours on Saturday. I sent a group text to all drivers and not even a minute later Bill responded "Yes I can help with some loads." Him responding quickly definitely made my weekend start off much better. Bill is always willing to help and answer any questions without hesitation”

CHEERS FROM PEERS WINNER!



**Congrats to our winner, Bill Duncan! He will
be receiving 10,000 pulse rewards points!**

ITDS Safety Challenge

Update:

We are now at the half way point of the 2026 Car Challenge.

2026 has not been a good year, our total for the first half of the year is \$446,107.23. We need to keep our repairs under \$450,000. That is all damage/repairs to ITDS equipment is included along with any damage to other personal property. Example: tractors, trailers, tires, mud flaps, buildings, powerlines, guardrails, etc.

Staying focused and keep your eyes on the road. Keeping a safe distance between you and other vehicles.

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.

ITDS Driver Challenge

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



OR



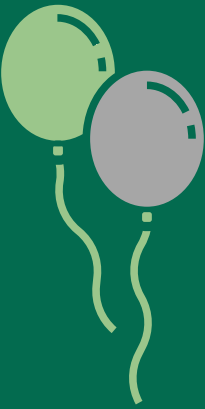
Win a brand new car or \$25,000 cash!!

- 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.)

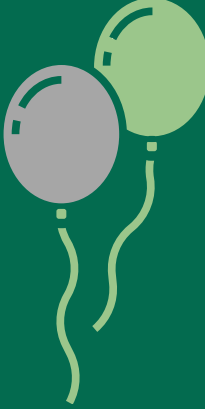
HOW TO QUALIFY

- 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



Autumn Holsapple - August 3
Carl Anderson - August 4
Gary Rowland - August 11
Gregg Morano - August 11
Lori Brady - August 13
Randy Kinkle - August 14
Jeff Hunter - August 14
Michael Hampton - August 15
Chad Flannery - August 17
Bill Sharpe - August 18
Troy Shouse - August 22
Joseph Snider - August 24
John Leroy - August 25
Anthony Stallings - August 25
William Burns - August 28
Carl Dibble - August 29
Isaac Shaw-Hamilton - August 29



HAPPY ANNIVERSARY



Pam Fields - August 3, 2020 (6 years)
Bill Wright - August 9, 2021 (5 years)
Craig Hockman - August 10, 2020 (6 years)
Bryan Ogborn - August 28, 2023 (8 years)
Brad Howell - August 14, 2000 (26 years)
John Sullivan - August 14, 2023 (3 years)
Jon Alcorn - August 16, 2021 (5 years)
Tony Brown - August 16, 2021 (5 years)
Dantee Rice - August 16, 2021 (5 years)
Sean Ringer - August 19, 2025 (1 year)
Antonio Hernandez - August 23, 2021 (5 years)
Terry Evans - August 27, 2024 (2 years)
Anthony Mendez Necuze - August 28, 2018 (8 years)
Candy Mullins - August 31, 2020 (6 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

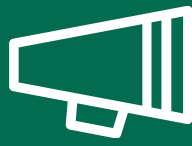


OPERATIONS

Driver Safety Reminder: Back-to-School Awareness

As we approach the start of the school year in August, we want to remind all CDL drivers to stay extra alert and focused while on the road. With more children, school buses, and pedestrian traffic, this time of year requires heightened awareness and caution. Watch for Increased school bus activity with frequent stops. Children walking, biking, or crossing streets—often unpredictable. Heavier traffic during morning and afternoon school hours. Congested areas around schools, neighborhoods, and bus stops.

Safety is our number one commitment - here are some important reminders: Always stop for school buses with flashing red lights—no exceptions! Reduce speed in school zones and residential areas. Stay alert for children who may dart into the roadway unexpectedly. Allow extra following distance and remain distraction-free. Be especially cautious in early mornings and late afternoons. Children may not always understand traffic risks, which makes it even more important for us—as professional drivers—to lead with safety, patience, and awareness.



OPERATIONS

New Kentucky School Bus Safety Law Now in Effect!

A new Kentucky law (HB 7) took effect on July 15, 2026, and changes when drivers must stop for school and church buses. The goal is to improve student safety and reduce confusion for motorists.

When Must You Stop?

If a school or church bus has flashing red lights activated and the stop arm extended, drivers must stop from both directions on:

Two-lane roads

Three-lane roads

Roads with a center turn lane

Four-lane roads without a raised barrier or unpaved median

Important: A center turn lane does not count as a barrier. Drivers traveling in the opposite direction must still stop.

Exception: You do **not** have to stop if you are traveling in the opposite direction on a roadway with four or more lanes that is separated by a raised physical barrier or an unpaved median

New Enforcement Measures:

School districts may now install stop-arm cameras on buses to capture violations.



OPERATIONS

Penalties for Violations:

- First offense: **\$300 fine**
- Additional offenses within three years: **\$500 fine**

If the driver cannot be identified, the vehicle's registered owner or lessee may be held responsible unless they can prove someone else was driving.

Remember the Simple Rule

 **See flashing red lights and a stop arm on a school bus? STOP.**

Unless there is a raised barrier or unpaved median separating your side of the road from the bus, drivers in **both directions** are required to stop.

Let's all do our part to keep Kentucky students safe this school year!



OPERATIONS



New KENTUCKY SCHOOL BUS SAFETY LAW

★ HB 7 IS NOW IN EFFECT JULY 15, 2026 ★

This new law is designed to keep our students safe.
Please know the rules. Please stop.



WHEN MUST YOU STOP?

If a school or church bus has **FLASHING RED LIGHTS** and the **STOP ARM EXTENDED**, you must stop from **BOTH DIRECTIONS** on:

1

TWO-LANE ROADS



Vehicles in both directions must stop.

2

THREE-LANE ROADS



Vehicles in both directions must stop.

3

ROADS WITH A CENTER TURN LANE



A center turn lane does **NOT** count as a barrier. Vehicles in both directions must stop.

4

FOUR-LANE ROADS WITHOUT A RAISED BARRIER OR UNPAVED MEDIAN



Vehicles in both directions must stop.



EXCEPTION

You do **NOT** have to stop if you are traveling in the opposite direction on a roadway with four or more lanes that is separated by:

A RAISED PHYSICAL BARRIER



AN UNPAVED MEDIAN



OR



A center turn lane is **NOT** a barrier. You must still stop.



NEW ENFORCEMENT

School districts may install **STOP-ARM CAMERAS** on buses to capture violations.



PENALTIES FOR VIOLATIONS

FIRST OFFENSE	\$300 FINE
SUBSEQUENT OFFENSES WITHIN 3 YEARS	\$500 FINE



If the driver cannot be identified, the vehicle's registered owner or lessee may be held responsible unless they can prove someone else was driving.



Law enforcement agencies may charge a \$25 fee for enforcing civil penalties. Unpaid fines may result in suspension of vehicle registration.



THE SIMPLE RULE TO REMEMBER:

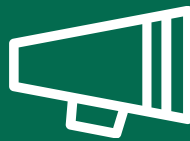
SEE FLASHING RED LIGHTS AND A STOP ARM?
STOP. IT'S THE LAW.



SLOW DOWN. STAY ALERT. SAVE LIVES.

Thank you for helping keep Kentucky students safe!





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

Know a Great Driver? Refer them today and start earning extra money for all those back-to-school expenses!

SIGN-ON BONUSES

Dedicated Local – \$1,000 (300 2nd, 300 at 90 days, 400 at 180 days)

Road Drivers – \$2,500 (500 2nd; 500 at 3, 6, 9, 12 months)

Plasma (BPL) – \$2,500 (same payout schedule as Road)

REFERRAL BONUSES

Dedicated Local & Road – \$1,000 (300 2nd, 300 at 90 days, 400 at 180 days)

Plasma (BPL) – \$2,500 (500 2nd; 500 at 90, 180, 9 mo, 12 mo)

NEW: PULSE POINTS BONUS

Earn 5,000 Pulse Points (\$50) when a referral completes a full application. No hire required.
Must have 12 months recent experience.

IMPORTANT: Must be active employee at time of payout.

JULY DRIVER OF THE MONTH

**RANDY
KINKLE**

Randy is on our
Multicorr local
Louisville account!

JULY TRAINING WINNER

**JOHN
LEROY**

RANDY & JOHN WILL BOTH RECEIVE 10,000 PULSE
REWARD POINTS (\$100)

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on LinkedIn - ITDS, Inc.



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