

THE DISPATCH



December 2025



MERRY
CHRISTMAS
AND HAPPY NEW YEAR

DECEMBER 2025

Important Dates:

- Dec 22nd - Deadline to share important news for Driver's Corner
- Dec 30th - Safety Training must be completed



2025 DRIVER SAFETY MEETING

Thank you to everyone who attended the 2025 Drivers Meeting! I hope you enjoyed the event and found the information valuable.

Congratulations to all of our winners! All prizes have been distributed either in person or via FedEx. If you have not yet received your prize, please contact the Recruiting Department.

Please see the next page for a list of all the winners!





\$100	\$100	\$250	\$500
Maria Acosta	Tone Kaiser	Carl Anderson	Les Mann
Brian Ainslie	Pam Kidd	Ron Boone	Sean Ringer
Robert Akers	Randy Kinkle	Robert Brewer	Brad Shelton
Garry Ayers	Ken Kyle	Fred Carter	
Tom Baldwin	Barry Latshaw	Bobby Chambers	\$50 Gas Card Winners
Rodney Barnes	Mike Lester	Jeff Crouch	Fred Carter
Lonnie Belton	Rodney Lofton	Carl Dibble	Marlon Dawson
Richard Bowling	Jeff Mellott	Brian Fisher	Carl Dibble
Jack Bowling	Chuck Menke	John Goodlett	Terry Evans
Frank Britton	Kevin Meyers	Todd Hudson	Chad Flannery
Julie Brooks	Mike Mitchell	Heath Johnson	Daniel Kaiser
Tony Brown	Gregg Morano	Tony Judy	Tim Peavler
James Burnette	Norman Mounts	Steve Mills	Felix Rosario
Daniel Coffey	Tim Myer	Tim Peavler	David Sheldt
Tim Cook	John Nichols	Robert Rosenberger	Anthony Stallings
John Coomer	Bryan Ogborn	Khalid Shabazz	Jade Tadlock
Larry Creech	John Phoenix	Bill Sharpe	
Jerlin Crutcher	Tony Polidori	Mark Slaughter	Can Drive Winner
Marlon Dawson	Barry Priddy	Rick Stagner	\$100 Gift Card
Scott Dickey	Jason Reutman	Don Thompson	Fred Carter
Mark Dionne	Patrick Robertson	Nelson Wharton	
Terry Evans	Felix Rosario	Zidkijah Zabad	Survey Winners
David Eve	Jason Rose		\$25 Gas Card
Tony Everidge	Rick Schneider		Rodney Abrams
Pam Fields	Nathan Scott		Richard Bowling
Brad Finch	Tom Shaver		Steve Hoover
Chad Flannery	Isaac Shaw-Hamilton		Pete Jewell
Rohit Gazmer	David Sheldt		Tone Kaiser
Mark Hamilton	Will Shelley		Sean Ringer
Mike Hampton	Joey Shepherd		Rick Stagner
Devin Heuning	Roger Smith		Jade Tadlock
Dennis Hiler	Anthony Stallings		Nelson Wharton
Craig Hockman	Jeff Stengel		
Autumn Holsapple	Julius Stevens		
Matt Holwadel	Colson Stewart		
Brian Hughes	Ignacio Torres		
Pete Jewell	Ilo Vasilevic		
Josh Jones	Diane Woods		
Ed Jump	Bill Wright		
Dan Kaiser	Dari Yahya		



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.**

CANNED FOOD DRIVE

Thank you to all that donated to the canned food drive. The winner of the \$100.00 gift card was Fred Carter. In 2024 we collected 400 items and this year, we gathered an impressive 591 canned goods and received a generous cash donation totaling \$190.00 These funds enabled us to purchase an additional 282 items, bringing our grand total to 873 items!

We would like to extend our heartfelt gratitude to the wonderful individuals at ITDS, Inc who made this possible. All donations were kindly given to Ashland Loves, located at 4255 Ashland Ave, Norwood, OH 45212.

If you or someone you know is in need of assistance, please don't hesitate to reach out to 51-531-3626 for help.



Collected 873 items!

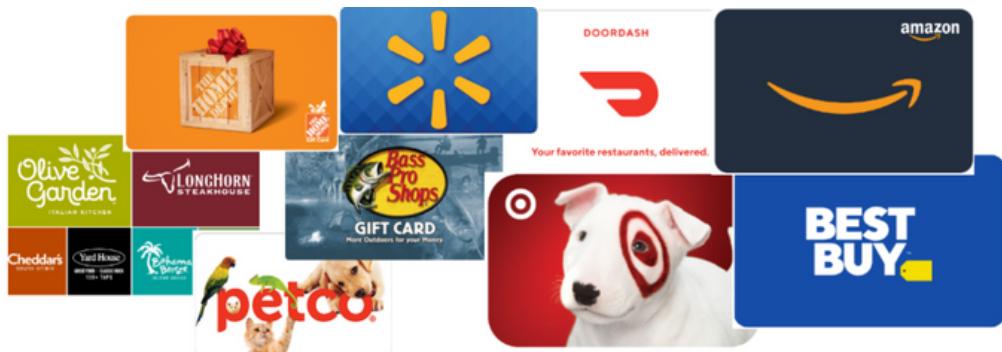




At the drivers meeting we requested your suggestions for potential giveaways in 2026. We are currently reviewing those submissions and appreciate the thoughtful input we received.

Several participants recommended gift cards from various vendors. As a reminder, your Pulse Rewards points can already be redeemed for electronic gift cards from 13 popular vendors: Amazon, BassPro Shop, Walmart, Pilot Flying J, Target, Best Buy, Doordash, Grubhub, Lowe's, Home Depot, AutoZone, Darden restaurants, and Petco.

If you need help activating your wallet or do not understand how to purchase the card with your points please reach out to Hollie at 513-354-1730.





POINTS SYSTEM

Work Anniversary 1,000 points = \$10.00

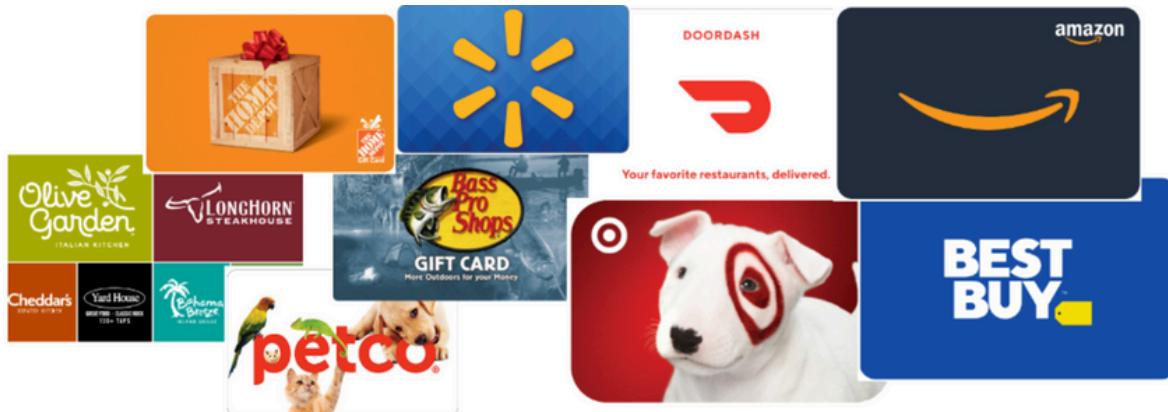
Clean Road side 5,000 = \$50.00

One (1) per month Driver of the month 10,000= \$100.00

One (1) per month Newsletter Raffle Winner 5,000 points = \$50.00

One (1) per month “Cheers for Peers” - 10,000 points = \$100.00

One (1) per month Safety training - 10,000 = \$100.00





Winter Driving Hazards

Winter driving presents unique hazards that require truck drivers to adjust their driving style to account for constantly changing conditions. Drivers must be able to recognize these winter hazards and apply the right defenses to prevent an accident. Read the information below and ask yourself if there are actions you can take to improve your driving skills and reduce the risk of a crash.



OBSERVE THE PROPER SPEED FOR CONDITIONS

Reduce speed 2-3 mph below the flow of traffic, not to exceed the posted speed limit. Adjust speed if road conditions worsen.



REACT PROPERLY TO HAZARDS

Do not use cruise control on slippery or wet surfaces. Pull over if driving conditions become unsafe.



MAINTAIN PROPER FOLLOWING DISTANCE

Keep a minimum of six seconds behind the vehicle in front of you. Add one second of following distance for each additional hazard present.



BE ATTENTIVE TO THE ROAD

Monitor weather forecasts for approaching storms. Watch traffic for signs of deteriorating road conditions. Make quick glances to mirrors, then return your focus to the road ahead.



AVOID DISTRACTIONS

Avoid distractions while driving, such as talking/texting on a phone, eating or drinking, gawking at passing crash scenes, or adjusting the radio or GPS.



CONDUCT A PRE-TRIP INSPECTION

Conduct a thorough pre-trip inspection. Clean mirrors, windows, lights, and reflectors at each stop or as needed. Keep extra windshield wipers and fluid on hand.

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

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The Four Critical Crashes

Rear-end crashes typically result in severe losses and can be catastrophic for everyone involved. Preventing rear-end crashes requires drivers to recognize the hazards that increase the odds of a crash, know the defense, and to react properly. Read the information below, and ask yourself how you can improve your vigilance and driving style.

LANE-CHANGE CRASHES



A lane-change crash occurs when a driver moves into an adjacent lane and strikes another vehicle or object.

Contributing factors: Making frequent or abrupt lane changes. Blind spots. Mismanaging the space around the truck. Failing to use turn signals. Failing to use mirrors or to keep mirrors clean or adjusted properly.

Crash-prevention techniques: Stay in one lane as much as possible. Make quick glances to mirrors. Keep mirrors clean and properly adjusted. Use the "lean and look" method to monitor blind spots. When exiting,

LOSS-OF-CONTROL CRASHES



Loss-of-control crashes include jackknives, lane departures (when one or more tires are off the road surface), rollovers, and steer-tire blowouts, resulting in losing control of the vehicle and causing a crash.

Contributing factors: Losing traction due to wet or dry surfaces (jackknives). Driving while distracted (lane departures). Traveling too fast on a ramp or curve (rollovers). Striking a pothole (steer-tire blowout).

Crash-prevention techniques: Pre-trip inspections. Observe the proper speed for conditions. Avoid distractions. Be attentive to the road ahead. Know how to straighten the truck if a jackknife occurs.

REAR-END CRASHES



A rear-end crash is when a vehicle does not stop in time to avoid hitting the back of the vehicle directly in front.

Contributing factors: Following too closely or tailgating. Speeding. Driving too fast for the conditions. Driving while distracted. Brakes improperly adjusted. Insufficient tire tread depth. Slippery surfaces.

Crash-prevention techniques: Maintain proper following distance. Avoid distractions. Drive 2-3 mph below the flow of traffic, not to exceed the speed limit. Adjust speed to the conditions. Maintain equipment properly.

RUN-UNDER CRASHES



A run-under crash - including a right-turn squeeze collision - is when a vehicle impacts the side of a truck and runs under the trailer.

Contributing factors: Blocking oncoming traffic. Missing reflective tape or malfunctioning trailer lights. Making U-turns or wide right turns. Misjudging the speed of oncoming traffic when turning.

Crash-prevention techniques: Yield to oncoming traffic. Do not make U-turns. Use traffic control assistance and a spotter if required to back up across travel lanes. Keep the rear of the trailer close to the curb when making a right-hand turn. Time left turns so the trailer does not block intersections.

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



Entering and Exiting Equipment

Slips, trips, and falls are one of the leading causes of workplace injuries. For drivers, these types of injuries commonly occur when improperly entering or exiting the cab and trailer. The result can be quite painful and, in some cases, prove fatal. The key to avoiding a preventable injury is to recognize the hazards that contribute to slip, trip, and fall injuries associated with entering and exiting equipment, and to know how to protect yourself from harm. Read this information and put the list items into practice to help protect yourself and others.

RECOGNIZE THE HAZARDS



ENVIRONMENT

Slippery surfaces, such as ice, snow, mud, and puddles, on and around the tractor and trailer, create hazards when entering or exiting equipment. Uneven surfaces including potholes and rocks can cause an injury.



EQUIPMENT

The tractor and trailer are elevated positions, so falling from equipment while entering or exiting can cause serious injuries. Likewise, if the cab steps are damaged or worn (including carpet), or the grab handles are broken or missing, a driver may slip and fall.



PERSONAL BEHAVIORS

Bad judgment and improper technique when entering or exiting equipment are two of the most common causes of broken bones, torn muscles and tendons, concussions, and even fatalities. Hurrying, jumping from the cab or trailer, not paying attention, and carrying objects while trying to enter or exit equipment are examples of unsafe behaviors.

KNOW THE DEFENSE



USE THREE POINTS OF CONTACT

Use three points of contact when entering or exiting equipment, meaning both hands and one foot or both feet and one hand are always in contact with the truck at all times. Always face the equipment when climbing on or off equipment, and keep your body as close to the equipment as possible. Do not hurry and NEVER jump from an elevated position.



UTILIZE PERSONAL PROTECTIVE EQUIPMENT (PPE)

Always wear footwear with slip-resistant soles and gloves for added grip. Never wear cowboy boots, sandals, or shoes with flat soles when working around the truck.



BE ATTENTIVE TO YOUR SURROUNDINGS

Check the ground around the truck for slip, trip, and fall hazards before entering or exiting equipment.



CONDUCT A PRE-TRIP VEHICLE INSPECTION

Ensure steps and handholds are not damaged or missing. Report deficiencies to maintenance immediately.



AVOIDING DISTRACTIONS

Avoid distracted walking. Put away cell phones, clipboards, food, etc., before entering or exiting equipment. Focus on the task at hand.

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

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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 Phoenix!
Make sure you are reading the newsletter so you can
take advantage of getting your reward points!***



THE DRIVER'S CORNER

Coming off last month's Drivers Meeting, we wanted to take a moment to remind everyone about participating in some of our newsletter activities. The newsletter is one of the ways we stay connected with you, especially since we don't get to see you regularly. It also helps keep you informed about what's happening at the home office. Additionally, we want to stay connected with you and hear about the exciting things happening in your life.

One way to stay connected is by submitting an entry to our Driver's Corner. This section of the newsletter gives you the opportunity to share exciting things happening in your life—or even brag a little about a child or grandchild. We want to hear it all! Whether your child won a spelling bee, you purchased a new home, or you tried a fantastic new restaurant and had a great experience, we'd love to feature it. The Driver's Corner is our way of hearing from you and celebrating the moments and experiences that matter most to you.

If you are interested in submitting a photo or story for Driver's Corner, you can text Hollie at 513-375-7494 or email me directly at alyssa.behler@truckwayleasing.com.

We can't wait to see what you share!



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 Joey Shepherd)

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 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 one 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 November 20th we are still in reach of giving away a new car or \$25,000 cash. If you recall last month, I projected our end of year total would be around \$360,000. At \$360,000 we would be able to give away the big money.

HOWEVER, we have had some drivers decide to have a few accidents/incidents which are putting us dangerously close to reducing the amount we can give away.

Through November 20th our damage amount has now reached \$349,657 which only leaves us \$50,000 before we cross over from giving \$25,000 away to \$15,000. I do know that we had a driver put DEF into the fuel tank and it is costing ITDS \$18,000 to clean up the engine. That will raise our current total to \$368,000.

I am asking everyone to concentrate on your driving and what you are doing when working in and around your tractor. Remember damage includes accidents, any damage to our equipment and tires or damage to personal property of a third party.

Stay focused, keep your eyes on the road, obey the speed limit and keep ample space between you and the vehicle in front of you.

GOAL – Get Out And Look behind you when backing up.

Let's give the big money away this year. We can only do it with your help!!!

-Brad Howell



Steve Ihlendorf - December 1
James Burnette - December 8
Frederick Carter - December 9
Rick Schneider - December 10
Susan Greer - December 10
Garry Middleton - December 11
Chris Flack - December 15
Nelson Wharton - December 18
Sean Ringer - December 19
Paul Watson - December 20
Ignacio Torres - December 22

Ken Quatman - December 24
John Goodlett - December 24
Joe Packer - December 25
Brian Ainslie - December 25
Mike Lester - December 26
Mark Jefferson - December 26
Jeff Setzer - December 27
Ron Holder - December 28
Rohit Gazmer - December 28
Felix Rosario - December 29

HAPPY ANNIVERSARY

Julius Stevens - December 3, 2024 (1 year)
Bobby Chambers - December 6, 2011 (14 years)
George Slaughter - December 6, 2023 (2 years)
Khalid Shabazz - December 8, 2021 (4 years)
Ron Boone - December 11, 2022 (3 years)
Tim Strait - December 11, 2023 (2 years)
Chris Holtkamp - December 12, 2022 (3 years)
Jeremy Moore - December 14, 2023 (2 years)
James Harvey - December 17, 2012 (13 years)
Rohit Gazmer - December 17, 2024 (1 year)
Ed Jump - December 18, 2023 (2 years)
Tom Helms - December 22, 2014 (11 years)
Taren Ray - December 22, 2020 (5 years)
Steve Mueller - December 26, 2016 (9 years)
Lamont Sims - December 27, 2021 (4 years)
Julie Brooks - December 28, 2015 (10 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

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

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

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

*****For the month of December any referrals that fill out a full application you will receive 5,000 pulse points (\$50.000)*****

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

NOVEMBER ROADSIDE INSPECTIONS

11/19 Chad Janssen - CLEAN!

11/26 Ron Holder – Brakes, suspension, brake drums

11/30 Dari Yahya – Speeding, failure to maintain lane, windshield obstructed; lane restriction, distracted driving, fire extinguisher



Thank you Chad for your clean inspection! He will receive 5,000 pulse points in his account (\$50)!

NOVEMBER DRIVER OF THE MONTH

**ANTHONY
GENTILE**

**Anthony is on our
Kamps Columbus
account!**

NOVEMBER TRAINING WINNER

**BRYAN
OGBORN**

**WINNERS WILL RECEIVE 10,000 PULSE REWARD POINTS
POINTS (\$100)**

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