

THE DISPATCH



February 2026

NATIONAL HEART MONTH



A time to promote heart wellness,
encourage healthy lifestyles, and support
positive choices for overall well-being.

FEBRUARY 2026

Important Dates:

- Feb 16th - Last day to complete Top Places to Work Survey
- Feb 22nd - Deadline to share important news for Driver's Corner
- Feb 28th - Safety Training must be completed

No Contest This Month — Let's Focus on What Matters Most

We will not be running a contest this month. Instead, we're focusing our energy on two important initiatives that strengthen our workplace and support everyone's success:

Top Places to Work Survey

We are aiming for 90% participation, and your voice truly matters. This is an anonymous survey, and ITDS does not see your individual responses. Your honest feedback helps us continue building a workplace where every team member feels valued, supported, and heard. If you have not received your survey, please email Alyssa at alyssa.behler@truckwayleasing.com

Safety Training

Staying current on your safety training protects you, your coworkers, and our entire operation.

It also keeps you eligible for your Quarterly Safety Bonus and gives you the chance to earn additional entries in the End-of-Year Car Challenge Giveaway. Completing your training is one of the easiest ways to stay in the running for both.

Thank you for taking the time to complete these important items. Your participation truly makes a difference.

Trucker Trivia

Answers & Winner

Congratulations to Lonnie Belton for winning the 5,000 pulse reward points for answering all the trivia questions this month! Thank you to the following drivers for participating.

Steven Mills
Troy Wolf
Travis Bookhart

Questions:

1. When is the 2026 Driver's Meeting? **Saturday November 14th**
2. For the car challenge, what does the repair total have to stay under, in order for ITDS to give away a free car? **\$400,000**
3. How much money did we raise for Miracle on Dreman Street?
\$4,500



**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. (THE HIDDEN NAME
THIS MONTH IS MARLON DAWSON)**



Rear-End Crashes

Rear-end crashes can result in severe losses and 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 react properly. Read the information below, and ask yourself how you can improve your vigilance and driving style.

RECOGNIZE THE HAZARDS



ENVIRONMENT

Both wet and dry road conditions can affect traction and the vehicle's stopping distance. Likewise, sun glare, fog, and other environmental factors can be distracting and reduce visibility, thus affecting perception and reaction times.



EQUIPMENT

Insufficient tread depth on tires or out-of-adjustment brakes can reduce a driver's ability to stop the truck safely. Likewise, an empty or lightly laden trailer may make stopping a tractor-trailer more difficult.



PERSONAL BEHAVIORS

Distracted driving, speeding, driving too fast for conditions, and tailgating are unsafe driving behaviors that can increase the risk of a rear-end crash. Likewise, driving while ill, fatigued, or under the influence of alcohol or drugs can affect one's ability to perceive hazards and react in time.

KNOW THE DEFENSE



VEHICLE INSPECTIONS

Check tires for sufficient tread depth and ensure brakes are properly adjusted. If hauling an empty or lightly laden trailer, factor the lack of trailer weight into your following distance so you stop the truck in time.



AVOID DISTRACTIONS

Focus on the task of driving, and avoid distractions inside and outside the cab. Talking or texting on the phone and eating or drinking while driving divert your attention away from hazards in front of you.



OBSERVE PROPER SPEED FOR CONDITIONS

Reduce speed by at least 2-3 mph below the flow of traffic, not to exceed the posted speed limit. Adjust your speed based on the hazards present, including construction and school zones.



MAINTAIN PROPER FOLLOWING DISTANCE

Keep a minimum of six seconds behind the vehicle in front, and add at least one second more for each additional hazard present, like rain, sun glare, or traffic congestion.



BE ATTENTIVE TO THE ROAD AHEAD

Watch for traffic slowing or stopping ahead, then get off the accelerator and apply controlled braking. Perceiving hazards sooner allows more time to react.



REACT PROPERLY TO HAZARDS

When traffic ahead stops, try to stay in one lane and avoid abrupt lane changes. If you feel fatigued or distracted, pull over and rest or resolve any issues so you can return your focus to driving.

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

Joe Morten & Son, Inc., does not provide legal or employment-related advice to customers or others on any issue that may arise in the operation of a motor carrier. Website and other publication material is provided for informational purposes only. Consult your own legal counsel for legal advice. Joe Morten & Son, Inc., and Great West Casualty Company are not responsible for any loss, action, or inaction alleged to be caused directly or indirectly related to this material. Information in this flyer is used with permission from Great West Casualty Company. © 2026 Great West Casualty Company

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 Patrick Robinson!
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 Car Challenge (Update)

Recall in the January newsletter I told you we had crossed the \$400,000 level but I still had high hopes we would stay under the \$450,000 damage level so we could give out a check for \$15,000.

I have good news, we made it. Our final damage number for 2025 is \$447,214.90. We will announce the winner of the \$15,000 on Friday February 13th.

We now turn our safety efforts to the year of 2026. Because we have more equipment running at ITDS with our new customers, I am going to raise the thresholds to qualify for our award levels.

ITDS Car Challenge (Update)

Here is a chart explaining the old levels and new levels established in 2026.

<u>Cash give away Amount</u>	<u>2026 Requirement</u>	<u>Old Requirement</u>
\$25,00 or a new car	Damage under \$450,000	Damage under \$400,000
\$15,000	Over \$450,00/Under \$500,000	Over \$400,000/Under \$450,000
\$10,000	Over \$500,000/Under \$550,000	Over \$450,000/Under \$500,000

These new parameters will increase the opportunity for an ITDS driver to win a new car or \$25,000.

We need to focus on our safe driving skills in 2026 because we are off to a rough start. We had a driver roll his tractor trailer in the first week of January. The driver was not hurt; however, I cannot say the same for the tractor and trailer. We will be looking at total damage cost of around \$100,000. That means we need to turn up our professional driving skills to avoid mental mistakes. The rollover occurred when the driver got his tires off the side of the road and was pulled over by the rain gutter running down the side of the road. Very, very preventable.

Let us see if we can limit this first quarter of damage to under \$150,000 to get ourselves back on track for the \$25,000 prize.

Stay focused, keep your eyes on the road, allow adequate space for stopping, obey the speed limit and when you get tired, pull over and take a break.

Remember “GOAL” when backing up “Get Out And Look”

Good luck!

-Brad Howell

ITDS Driver Challenge

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



OR



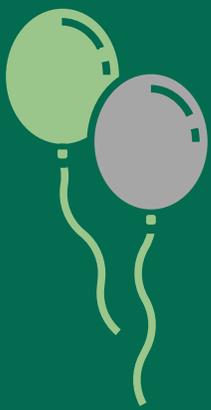
Win a brand new car or \$25,000 cash!!

- 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.)

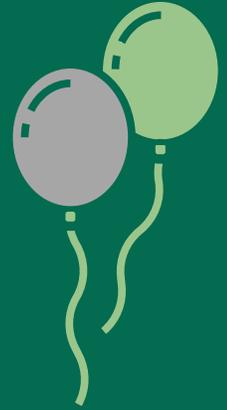
HOW TO QUALIFY

- 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.
- 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 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



Jeffrey Striet - February 1
 Danny Higdon - February 2
 Dantee Rice - February 6
 David Eve - February 7
 Jeff Mellott - February 7
 Brian Fisher - February 11
 Lamont Sims - February 11
 Ilo Vasilevic - February 12
 Roger Smith - February 14
 Danny Shuck - February 16

Devin Huening - February 19
 Burchill Kinkade - February 23
 Brent Musgrave - February 23
 Jason Cowan - February 23
 Mark Slaughter - February 24
 Chris Fletcher - February 24
 Robert Quartier - February 25
 Daniel Shackley - February 26
 Alejandro Perez - February 28



HAPPY ANNIVERSARY



Tone Kaiser - February 3, 2020 (6 years)
 Donald French - February 5, 2018 (8 years)
 Anthony Judy - February 7, 2022 (4 years)
 John Suits - February 7, 2023 (3 years)
 Zidkijah Zabad - February 8, 2024 (2 years)
 William Duncan - February 13, 2017 (9 years)
 Jeffrey Hunter - February 13, 2025 (1 year)
 David Eve - February 17, 2023 (3 years)
 Anthony Gentile - February 19, 2024 (2 years)
 Brian Hughes - February 19, 2024 (2 years)
 Kenneth Kyle - February 21, 2022 (4 years)
 Kenneth Lynn - February 21, 2022 (4 years)
 Roger Smith - February 21, 2022 (4 years)
 Arlondo Lydian - February 26, 2018 (8 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

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



ANNOUNCEMENTS

2025 Car Challenge Giveaway!

We are excited to announce that on Friday, February 13th, one lucky driver will win \$15,000 as part of our 2025 Car Challenge.

As a reminder, you can qualify to have your name entered each quarter for a chance to win in 2026, as long as we continue to keep our fleet's claims and accidents low. Your commitment to safe driving not only protects our team –it also puts you in the running for these major rewards.



RECRUITING

Mid America Truck Show

March 26–28 • Louisville, Kentucky • Booth #39440

The Mid-America Trucking Show is almost here – and ITDS Inc. is gearing up for three days of connection, opportunity, and big-time driver appreciation.

Whether you're an experienced driver looking for a better home or one of our current drivers stopping by to say hello, Booth 39440 is your spot.

For Drivers Looking for a New Opportunity

Stop by and meet the team behind ITDS Inc. We'll be sharing:

- Open driving positions with competitive pay and strong miles
- Details on our equipment, routes, and home-time options
- On-the-spot conversations with recruiters who truly understand the road
- A look at our driver-first culture and what sets us apart

If you're ready for a company that treats you like family, we want to talk to you!



RECRUITING

Mid America Truck Show (continued)

👏 For Our Current ITDS Drivers

We can't wait to see you in person. Swing by for:

- Meet-and-greets with your support team
- Updates on new programs and upcoming improvements
- Driver appreciation giveaways
- A chance to connect with fellow ITDS drivers and share the road stories that keep this industry moving

★ Plus, Show-Wide Highlights

- The latest trucks, tech, and gear
- Live demonstrations and industry showcases
- Networking with thousands of professionals from across the country

✅ Mark your calendar and come see us at Booth 39440.

Whether you're exploring new opportunities or reconnecting with your ITDS family, we're excited to welcome you in Louisville!

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.

Driver Referral Bonus: Earn 5,000 Pulse Rewards Points

Know a qualified driver looking for their next opportunity? When you refer a candidate for Green Bay Packaging, you'll receive 5,000 Pulse Rewards points once they complete a full application — even if they don't end up starting with ITDS.

Referral Requirements

To qualify, the referred driver must:

- Hold a current Class A CDL
- Have 12 months of recent tractor-trailer experience

Even More Rewards

If your referred driver does join ITDS, you'll also receive the standard referral bonus on top of the 5,000 Pulse Rewards points. It's a great way to support our recruiting efforts while maximizing your own rewards.

JANUARY ROADSIDE INSPECTIONS

12/2 Antonio Hernandez – Speeding

12/7 James Smith – unsecured cargo, not knowing
where ELD Cab Card was

12/10 Forrest Hudson – CLEAN!

12/20 Frederick Carter – Air leak at connection,
marker light missing; lamp defective

12/31 James Stengel – CLEAN!



*Thank you Forrest Hudson & James
Stengel for your clean inspections!
They will each receive 5,000 pulse
points in their accounts (\$50)!*

JANUARY DRIVER OF THE MONTH

**ANTHONY
MENDEZ
NECUZE**

Anthony is on our
Paradise Tomato
account!

JANUARY TRAINING WINNER

**JERRY
WILSON**

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

Follow Us on Social Media



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



on Facebook - ITDS, inc



on Instagram - @itdsinc



on LinkedIn - ITDS, Inc.



on YouTube - ITDS, Inc.