

# ***THE DISPATCH***



***January 2026***



HAPPY  
*New Year*  
2026

# JANUARY 2026

## **Important Dates:**

- Jan 22nd - Deadline to share important news for Driver's Corner
- Jan 28<sup>th</sup> - Deadline to submit trucking trivia answers
- Jan 30th - Safety Training must be completed



## MIRACLE ON DREMAN STREET 2025

### THANK YOU!!!

There are no words to express our gratitude and thanks for participating in our “Miracle on Dreman Street” holiday giving program. Because of your generosity and kindness, we raised \$3,500 to buy gifts for 3 families of four and 1 senior from the Salvation Army here in Cincinnati, plus an additional \$1,000 donated by Bob Castellini! We are also excited to share that because of your generous donations, we were also able to gift each family a \$450 Kroger gift card. All the gifts were delivered on Friday, Dec 5th at the headquarters downtown.

- If you donated through payroll deduction, the first deduction was on 12/26/2025
- If you were eligible for a Starbucks or Dunkin gift card and/or t-shirt, these have been sent out so you should have them by end of the week or beginning of next week at the latest!
- Congrats to our vacation winners: Lonnie Belton, Chad Flannery, Kim Lawson, Jerry Massey, & Rebecca Traut

# Trucker Trivia

The answers to these 3 questions are somewhere in the Newsletter! Submit your answers to [contests@itdsdedicated.com](mailto:contests@itdsdedicated.com) by January 28th for a chance to win 5,000 pulse reward points (\$50). All Submissions must be turned in by January 28<sup>th</sup> at 5pm eastern time.

## Questions:

1. When is the 2026 Driver's Meeting?
2. For the car challenge, what does the repair total have to stay under, in order for ITDS to give away a free car?
3. How much money did we raise for Miracle on Dreman Street?



**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.**



## Lane Change Crashes

Lane change crashes may be prevented if drivers are able to recognize the hazards that increase the likelihood of a lane change crash and take defensive measures to avoid a loss. 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 lane change crash.

### RECOGNIZE THE HAZARDS



#### ENVIRONMENT

Increased traffic on the road makes changing lanes more challenging. Construction zones where lanes are closed and force traffic to merge increase the risk of a lane change crash. Additionally, obstacles in the road (e.g., parked vehicles blocking your lane) may require an unexpected lane change.



#### EQUIPMENT

Tractor-trailers have large blind spots in front, behind, and to the sides of the vehicle. Damaged, missing, or inoperable equipment (i.e., mirrors, turn signals, etc.) reduce the driver's visibility. Additionally, mirrors become misaligned due to vibration while driving and need adjustment.



#### PERSONAL BEHAVIORS

Drivers making frequent lane changes increase the risk of a crash. Speeding and improper following distance reduce a driver's perception and reaction times to hazards, potentially leading to abrupt lane changes to avoid a rear-end crash. Poor planning and failing to use a turn signal also increase the risk of a crash.

### KNOW THE DEFENSE



#### CONDUCT A PRE-TRIP INSPECTION

Conduct a thorough pre-trip inspection. Clean mirrors, windows, lights, and reflectors at each stop or as needed. Take the time to properly align the mirrors before each trip.



#### PLAN AHEAD

Program the route in your GPS before leaving. Be mindful of construction, lane closures, etc.



#### MAKE SAFE AND LEGAL LANE CHANGES

- Avoid distractions while driving (i.e., no talking/texting on phone, eating, drinking, etc.).
- Stay in one lane as much as possible.
- Maintain proper following distance and be mindful of traffic slowing ahead.
- Make frequent, quick glances to mirrors and windows to monitor the blind spots around the truck.
- Be aware of state "Move Over" laws and whether a lane change is required to accommodate emergency vehicles on the side of road.
- Use the turn signal well in advance to warn other drivers of your intent to change lanes.
- Use the 'Lean and Look' method to ensure another vehicle is not in the tractor's right-front blind spot.
- Do not make abrupt lane changes. Move gradually into the adjacent lane.
- Move into the exit or turn lane well in advance. If you miss your exit or turn, continue on and go to the next exit or turn and circle back.

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



## Following Distance

Backing up a truck and hitting a stationary object is one of the most frequent causes of a loss for a trucking company. Read the information below on how to properly back into a straight parking spot, and ask yourself how you can improve your driving style to avoid a backing crash.

### WHAT IS THE PROPER FOLLOWING DISTANCE?

To calculate how much following distance you need, you must first know how much distance your truck needs to be able to stop. Four factors that affect stopping distance are:

- Perception time – Time it takes to perceive the need to stop (approx. 1.5 seconds).
- Reaction time – Time it takes to press your foot on the brake pedal (approx. 1 second).
- Brake lag – Time it takes for the brakes to engage (approx. 0.75 seconds).
- Braking distance – Time it takes for the vehicle to stop (approx. 3.4 seconds).

At 65 mph, a tractor-trailer is moving at nearly 100 feet per second (fps). The chart below shows how to calculate your truck's stopping distance at 65 mph in ideal conditions.

CALCULATING STOPPING DISTANCE					
	SECONDS		RATE		TOTAL FPS
Perception Time	1.5	x	100	=	150
Reaction Time	1.0		100		100
Brake Lag	0.75		100		75
Braking Distance	3.4		100		340
<b>TOTAL STOPPING DISTANCE = 665 ft</b>					

### CRASH PREVENTION TIPS

#### COUNT SECONDS



Count the number of seconds you are behind the vehicle directly ahead of you to determine if you have proper following distance. When the vehicle directly in front of you passes a stationary object, like a tree or road sign, start counting one-one thousand, two-one thousand, etc., until you pass the stationary object. Based on the chart above, at 65 mph you should be at least six seconds behind the vehicle in front of you. If you are closer than six seconds, slow down to establish the proper following distance. If other hazards are present, like rain, snow, etc., add at least one second more for each hazard.



#### SLOW DOWN

Try to drive 2-3 mph below the flow of traffic, not to exceed the posted speed limit. This practice allows faster vehicles to naturally pull away from you and reduces the amount of braking and accelerating you have to do.



#### AVOID DISTRACTIONS

Do not let distractions inside or outside the cab lessen your perception and reaction times. Stay focused on the task of driving.



#### OBSERVE PROPER SPEED FOR CONDITIONS

When road conditions are slippery, reduce your speed and increase following distance.

*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 Joey Shepherd and she called in and got her 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](mailto:alyssa.behler@truckwayleasing.com) by the 22nd of every month so we can feature you in the Driver's Corner!

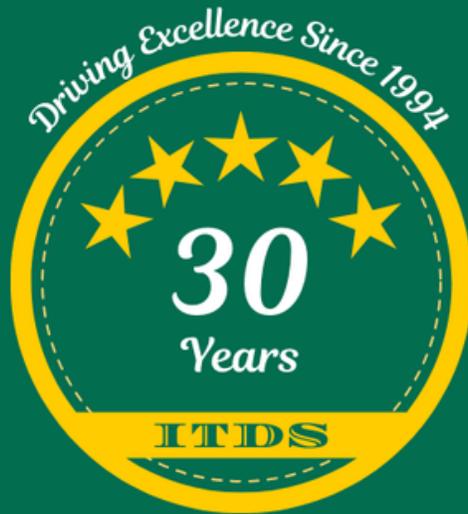
# CHEERS FROM PEERS!

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](mailto: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



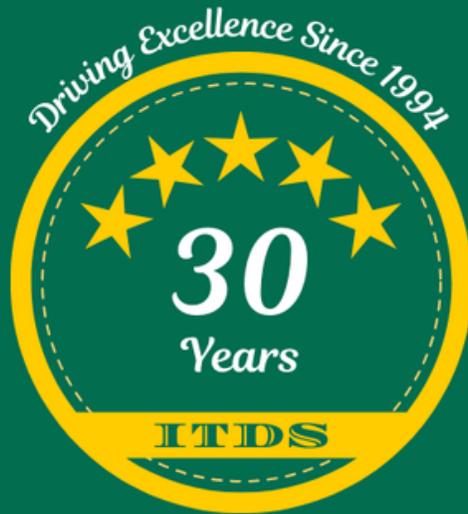
## CHEERS FROM PEERS

I Adam Prichard, would like to recognize Devin Huening,  
for a job well done.

On December 10<sup>th</sup>, 2025

**“Devin makes my life easy. He never complains, and always does what we need him to do. He has a great attitude and a wonderful work ethic!”**

# CHEERS FROM PEERS NOMINATIONS



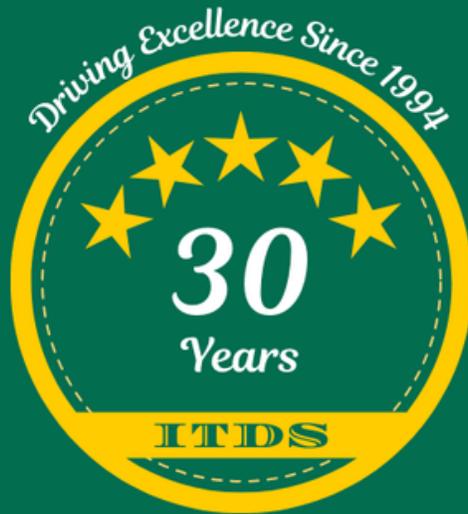
## CHEERS FROM PEERS

I Anthony Beaton, would like to recognize Will Burns,  
for a job well done.

On December 11<sup>th</sup>, 2025

“Will has been filling in this week for us at Ditsch and  
has done a fantastic job. He has been on time, prompt,  
and very easy to work with.”

# CHEERS FROM PEERS NOMINATIONS



## CHEERS FROM PEERS

I Christopher Morris, would like to recognize Devin Huening, for a job well done.

On December 12<sup>th</sup>, 2025

“I want to recognize Devin for his outstanding support and professionalism. When I was net to the team, Devin consistently took the time to answer my questions, provide guidance, and ensure I felt supported and confident in my role as a driver here at ITDS. What stood out the most was his willingness to help without hesitation even when other were unavailable.”

# CHEERS FROM PEERS WINNER!



**Devin Huening is our winner for the Cheers From Peers Program! He will be receiving 10,000 (\$100) Pulse Rewards Points!**

# 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 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 \$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 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
- If you have any questions regarding the driver equipment damage incentive program, please contact Laurie Sparks by email at [laurie.sparks@itdsdedicated.com](mailto: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](mailto:laurie.sparks@itdsdedicated.com) or Laurie Sparks by phone at 513-956-0196.**

# **ITDS Car Challenge (Update)**

**Recall through November 20, 2025 our total for accident damage was \$368,000.**

**Since then, we have had several drivers decide to bang up some ITDS Tractors and some of our four wheeled vehicles we share the highways with.**

**I do not have a final total yet but I know we crossed the \$400,000 mark to give away the car or \$25,000. I am hoping we stay under \$450,000 so we can give away \$15,000 cash to a lucky driver.**

**In late November and in December we were hit with repairs to a \$29,000 accident and a \$9000 accident. Accident damage that large really hurts the overall totals for our “CAR CHALLENGE”**

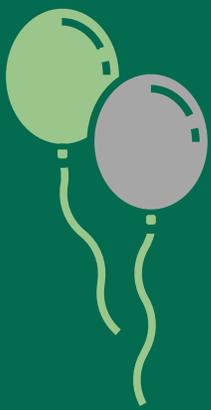
**REMEMBER, we have started a new year. We are working our way year after year to giving away \$25,000. The last two years have proven that with just a little more effort we will give away the top prize money.**

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

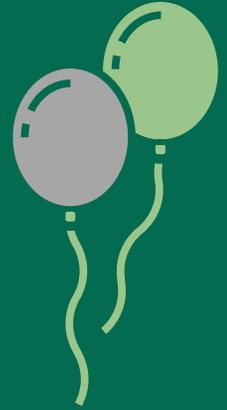
**Rember “GOAL” when backing up “Get Out And Look”**

**I will have the final tally for 2025 in the next Newsletter and we will give the prize money away in February.**

**-Brad Howell**



# HAPPY Birthday



Muktar Ali - January 1

Les Mann - January 2

Daniel Coffey - January 5

Mark Dionne - January 9

Anthony Gentile - January 11

Shawn Duncil - January 12

Scott Dickey - January 15

Candy Mullins - January 15

Bruce Hoblik - January 16

Matt Snider - January 16

Ken Lynn - January 17

Kevin Meyers - January 22

Bobby Chambers - January 24

Jamie Klaus - January 28

Curtis Cole - January 29



# HAPPY ANNIVERSARY



Burchill Kinkade - January 3, 2022 (4 years)

Steve Mills - January 3, 2023 (3 years)

Jeff Stengel - January 4, 2019 (7 years)

Rich Bowling - January 9, 2025 (1 year)

Mark Dionne - January 10, 2025 (1 year)

Steve Hoover - January 11, 2023 (3 years)

Gregg Morano - January 11, 2023 (3 years)

Norman Mounts - January 11, 2023 (3 years)

Brian Schilling - January 20, 2021 (5 years)

Jeff Setzer - January 20, 2025 (1 year)

Diane Woods - January 20, 2025 (1 year)

Brad Finch - January 23, 2017 (9 years)

Ken Quatman - January 25, 2016 (10 years)

Nathan Scott - January 28, 2025 (1 year)

*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

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## **Updating Addresses**

If you moved in 2025, please make sure your address is updated for tax documents!

Please send any updates to Sam at [samantha.scheetz@truckwayleasing.com](mailto:samantha.scheetz@truckwayleasing.com)



# 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](mailto:abradley@truckwayleasing.com)

#### **Vicki Torok**

*HR/Recruiter*

Phone: 513-618-2573

Mobile: 513-349-7463

Fax: 513-672-0895

Email: [vicki.torok@interstatetrailer.com](mailto: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](mailto: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](mailto: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](mailto:abradley@truckwayleasing.com)

#### **Peggy Homsey**

*Payroll*

Phone: 513-541-7714 x1159

Fax: 513-725-2412

Email: [phomsey@truckwayleasing.com](mailto: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](mailto:hquatman@itdsdedicated.com)

#### **Susan Greer**

513-541-7714 Ext. 1153

513-354-1721 – Direct

513-312-8053 – Payroll Cell

[susan.greer@truckwayleasing.com](mailto:susan.greer@truckwayleasing.com)



# RECRUITING

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## **OFI- Opportunity for improvement-2026**

**As discussed at the 2025 Drivers meeting we will be implementing a new program in 2026. Take a moment to review the program details below and if you have questions please reach out to Hollie Starnes @ 513-354-1730**

The Opportunity for Improvement (OFI) program is designed to empower employees to share constructive ideas and practical solutions for enhancing workplace processes, procedures, and practices. By rewarding implemented suggestions, the program promotes a culture of innovation, collaboration, and continuous improvement.

### **Program Objectives**

- 1. Inspire employees to think critically and creatively about improving the workplace.**
- 2. Provide a structured platform for submitting suggestions and solutions.**
- 3. Foster open communication and collaboration across all levels.**
- 4. Recognize and reward employees for their contributions.**
- 5. Drive positive change and operational excellence within the organization.**



# RECRUITING

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## **Program Structure**

### 1. Submission

Employees can submit suggestions through email [hollie.starnes@itdsdedicated.com](mailto:hollie.starnes@itdsdedicated.com) , or in person to the program coordinator, Hollie Starnes.

### 2. Initial Review

The program coordinator reviews submissions to ensure they meet the program criteria (see below).

### 3. Evaluation Committee

Approved submissions are evaluated quarterly by a committee of company leaders: Brad Howell, Tom Helms, Mike Lense, and Angela Bradley. The committee considers feasibility, impact, and potential return on investment.

### 4. Implementation

Approved suggestions are implemented, and the submitting employee is notified. Suggestions that are not approved will receive acknowledgment and an explanation.

### 5. Reward & Recognition

Employees whose suggestions are implemented will receive a reward, which may include a monetary bonus, additional time off, or public recognition.



# RECRUITING

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## **Program Criteria**

To ensure submissions are constructive and solution-focused, they should meet the following criteria:

1. **Specificity** – Clearly identify a specific problem or improvement opportunity.
2. **Solution-Oriented** – Provide a concrete proposal for addressing the issue.
3. **Feasibility** – Suggest realistic and practical solutions.
4. **Impact** – Demonstrate potential for positive impact on the organization, employees, or customers.



# RECRUITING

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## **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

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## 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!



# WINTER CLOTHING ORDERS

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Winter clothing order option information and pricing is attached. Payments will be made by payroll deduction.

Please direct any questions or requests to place an order by January 19<sup>th</sup> to:

Bruce Hoblik  
bhoblik@itdsdedicated.com  
859-991-3947

6 oz 100% Cotton pique long sleeve polo. Sizes available: small – XL (\$32); 2XL (\$34); 3XL (\$36); 4XL (\$38). Colors available: Oxford grey (Dark green logo); Sterling grey (Light grey logo)





# WINTER CLOTHING ORDERS

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**8oz DryBlend 50 Cotton/50 Poly Hooded pullover sweatshirt. Sizes available: small – XL (\$29); 2XL (\$35); 3XL-5XL (\$40). Color options: Ash grey, Sport grey (Dark green logo); Forest green, Black (Light grey logo)**



**8oz DryBlend 50 Cotton/50 Poly Hooded full zip sweatshirt. Sizes available: small – XL (\$31); 2XL (\$37); 3XL-5XL (\$42). Color options: Ash grey (only available up to 3XL), Sport grey (Dark green logo); Forest green (only available up to 3XL), Black (Light grey logo)**





# WINTER CLOTHING ORDERS

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**5.5 oz DryBlend 50 Cotton/50 Poly Long Sleeve t shirt. Sizes available: small – XL (\$15.50); 2XL (\$17.50); 3XL-5XL (\$20.00). Color options: Ash grey, Sport grey, Safety yellow (Dark green logo); Dark heather (only available up to 3XL), Forest green, Black (Light grey logo)**



**5.5oz DryBlend 50 Cotton/50 Poly Short Sleeve t shirt. Sizes available: small – XL (\$10); 2XL (\$13); 3XL-5XL (\$16). Color options: Ash grey, Safety green (Dark green logo); Graphite heather, Forest green, Black (Light grey logo)**



# 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. (the hidden name this month is Patrick Robertson)**

# DECEMBER ROADSIDE INSPECTIONS

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12/2 Antonio Hernandez – Speeding

12/07 James Smith – ELD Cab Card, unsecured cargo

12/10 Todd Hudson - CLEAN!

12/16 Richard Schneider – Head light out

12/20 Fred Carter – Red Glad hand leaking, ABS,  
Missing left marker light

12/31 Jeff Stengel – CLEAN!



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

# DECEMBER DRIVER OF THE MONTH

**MARK  
RIGGLE**

Mark is on our Cisco  
Indy account!

# DECEMBER TRAINING WINNER

**PAM  
FIELDS**

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.