

THE DISPATCH



July 2025



Happy
4th OF JULY



10 LIFE-SAVING SUMMER DRIVING SAFETY TIPS FOR TRUCK DRIVERS

Summer driving safety tips for truck drivers aren't just best practices—they're essential for surviving long, hot hauls. As temperatures rise and highways heat up, so do the risks for commercial drivers. From tire blowouts to sun glare and dehydration, summer brings unique challenges that demand attention and preparation.

1. **Stay Cool: Hydration Is Your First Line of Defense**

- Dehydration isn't just uncomfortable—it's dangerous. Long hours on the road in high temperatures can quickly lead to fatigue and poor decision-making. Every driver should: Drink water regularly, avoid caffeinated or sugary drinks, use insulated bottles to keep water cold

2. **Understand the Dangers of Sun Glare**

- Sun glare is more than just a visual nuisance—it causes accidents. According to The Trucker, 60% of truckers report temporary blindness during sunrise. Prevent this with: Polarized sunglasses, clean windshields inside and out, driving schedules that avoid dawn and dusk, when possible

3. **Beat the Heat by keeping your Cab cool.**

- High cab temperatures can turn a truck into a sauna.
 - Proper AC maintenance
 - Use Sunshades when possible

4. **Inspect Tires More Often in Summer**

- The risk of tire blowouts increases with temperature. Rubber expands in heat, and underinflated tires are especially vulnerable.



10 LIFE-SAVING SUMMER DRIVING SAFETY TIPS FOR TRUCK DRIVERS

5. Plan Routes with Summer Hazards in Mind

- Flooded highways, tourist traffic, and construction detours are more common in summer. If you can coordinate with dispatch to adjust schedules as needed to reduce risk exposure.

6. Educate yourself on Fire Prevention

- From overheated brakes to spilled diesel, fires are a real concern in the heat. Make sure your truck has:
 - A working fire extinguisher
 - An emergency spill kit
 - Properly stored flammable items

7. Use Visual Safety Tools

- During summer months, roadside visibility can vary with storms, smoke, and dust. Safety Flags, reflective triangles, and proper lighting all reduce risk. These details matter more when rain or dust obscures other signage.

8. Ensure Compliance with Summer Inspections

- DOT inspectors are often more active in the summer. Use your PSP report to prepare for upcoming checks and address red flags before they become violations.

9. Watch for Summer Road Signs

- From “Slippery When Wet” to construction alerts, drivers must interpret caution signs quickly and correctly. Take some time to review the basics before heading out on the road.

10. Schedule Preventive Maintenance

- Use the summer season to get ahead of breakdowns. From oil changes to trailer inspections, every small action helps avoid large emergencies.
 - Oil checks
 - Brake inspections
 - Tire rotations
 - Battery replacements



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The Enquirer



As we mentioned in June's Newsletter ITDS, Inc has once again been recognized as one of the cities Top work Places for 2025! This achievement would not have been possible for the second year in a row without our amazing fleet of drivers. As a token of our appreciation we will be delivering a small gift to each of you. Be on the lookout for your package soon. Thank you again for all your hard work and dedication. We appreciate each and every one of you!



JULY 2025

Important Dates:

- July 22nd - Deadline to share important news for Driver's Corner
- July 27th - Last day to submit June Grand Slam contest entry
- July 30th - Safety Training must be completed

Grand Slam Giveaway

We are excited to announce ITDS, Inc. will once again sponsor our Cincinnati Reds Grand Slam give away for the upcoming 2025 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. To enter, read your newsletter this summer for entry details.

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

Grand Slam July Contest

Grand Slam Giveaway for July is the easiest way to win that we have had to date!

Entering in the Grand Slam giveaway for Four Cincinnati Reds tickets, one parking pass and all you food and beverage this month is very easy!

To Participate simply,

1. View the media message in your Pulse app.
2. Send an email to Contests@itdsdedicated.com stating that you've viewed the message and would like to be entered into the drawing this month.

Note: We can track who has viewed the video, so we just need your email to confirm your interest in entering the contest. Good Luck! (the hidden name this month is Barbara Richardson)

Grand Slam June Winners & Prizes

Congrats to all of our winners this month!!

Friday August 1st v Braves - Gregg Morano
(Newsletter)

Sunday August 17th v Brewers - Jason Reutman
(Driver of the Month)

Friday August 29th v Cardinals - Candy Mullins
(Cheers for Peers)

Sunday August 30th v Cardinals - Troy Wolfe
(Newsletter)

Grand Slam Giveaway **June Favorite Faces Contest** **Winner & Participants**

Congrats to our winners of our June contest, Greg Morano & Troy Wolfe! Thanks to all for your participation. We have a few more months to play if you haven't won yet, don't give up!

Greg & Troy will both be receiving Reds tickets - enjoy guys!



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

THE DRIVER'S CORNER



Please join us in extending warm congratulations to Maria Acosta, a valued team member at our Tyson Springdale location, who has been an integral part of the ITDS, Inc family since 2021. Maria recently tied the knot with Ron Mullins on Tuesday June 17th , 2025, in the beautiful city of Gatlinburg, Tennessee. If you see Maria, be sure to offer your best wishes and congratulations on this exciting new chapter in her life!





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

Fill out the Cheers for Peers document that is located under the SURE Mdm file on your tablet. Then email the information to Hollie.Starnes@itdsdedicated.com Or you can text your information to 513-375-7494 and we will fill it out for you. All current drivers are eligible to be nominated by another driver, office staff or customer.

Any questions contact Hollie Starnes at 513-354-1730

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Adam Prichard, would like to recognize Candy Mullins, for a job well done.

On June 18th, 2025

“Candy works 6 days a week and hours most people don't want to work. Our yard looks great! She's a huge help with maintenance on trailers, and making sure our trailers get on the road safely. She takes a lot of pride in her work and goes above and beyond. Thank you Candy!”

CHEERS FROM PEERS WINNER!



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

ITDS Driver Challenge

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



OR



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

- If the entire fleet can keep our repairs under \$400,000 for the 2025 calendar year, ITDS will give away a brand new car (including taxes) or a prize of **\$25,000** cash!!
- If the entire fleet repairs are above \$400,000 but below \$450,000, ITDS will give away a prize of **\$15,000!**
- If the fleet repairs are above \$450,000 but below \$500,000, ITDS will give away a prize of **\$10,000!**
- **ALL damage/repairs** to ITDS equipment is included along with any damage to other personal property. (EX: tractors, trailers, tires, mud flaps, cars, buildings, powerlines, guardrails, etc.)

HOW TO QUALIFY

- All employed drivers working a full quarter and qualify for a quarterly safety bonus entered a drawing for
- Drivers employed for a full quarter with no damage will be entered into the annual drawing for that quarter. Drivers employed the entire calendar year will have the opportunity to be entered into the
- Eligibility is determined by quarterly Safety bonus's that have been given. Receiving a Safety bonus in a quarter earns an entry into the drawing. Up to four entries per year.
- To claim a prize, an employee must be an "Employee in Good Standing" at the time his or her name is drawn and at the time the prize is awarded. "Good Standing" means an active ITDS employee with no disciplinary action pending or in effect. "Employee in Good Standing" on a given date means an employee of ITDS who has not tendered oral or written notice of intent to resign or retire effective as of a date on or before the given date and has not behaved in a manner that would be grounds for termination for cause.
- Proposed - To ensure a random and unbiased drawing, all names will be entered into digital name drawing generator to select a winner. The first name drawn of an ITDS employee in good standing will be determined the winner.
- The winner will be notified by phone.
- This incentive program is open only to employed drivers of ITDS and employees are not required to take
- If you have any questions regarding the driver equipment damage incentive program, please contact Laurie Sparks by email at laurie.sparks@itdsdedicated.com or Laurie Sparks by phone at 513-956-0196. ITDS Car Challenge

If you have any questions regarding the driver equipment damage incentive program, please contact Laurie Sparks by email at laurie.sparks@itdsdedicated.com or Laurie Sparks by phone at 513-956-0196.

ITDS Car Challenge (Update)

We are now at the half way point of the 2025 Car Challenge.

I am happy to report that we are under our six month goal to put us on track to give a car away for this year's accident damage.

Our total through six months is \$194,293.

Remember by the year end, if we are under \$400,000 thousand dollars of tire damage, tractor damage and property damage we will give a car or \$25,000 away.

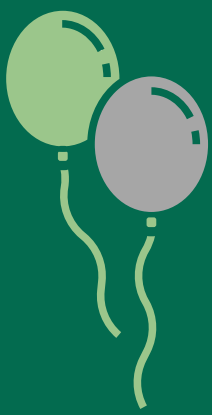
Our total at the end of June 2024 was \$259,110 so we are beating our 2024 number by \$65,000 at the half way point.

We need to stay focused and keep our eyes on the road.

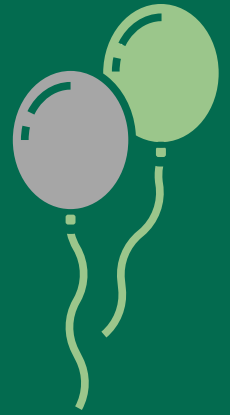
I am more confident than ever that this is going to be the year.

Keep up the good work and be SAFE.

-Brad Howell



HAPPY Birthday



Khalid Shabazz - July 3
Evelyn Raybon - July 6
Dari Yahya - July 6
Heath Johnson - July 7
Jon Alcorn - July 8
Pam Kidd - July 9
Robert Brewer - July 14
Jason Reutman - July 17

Norman Mounts - July 19
Mark Riggle - July 21
Matt Holwadel - July 21
Barb Richardson - July 22
Chris Holtkamp - July 23
Darrell McGuire - July 28
Jason Rose - July 30

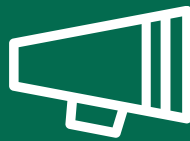


HAPPY ANNIVERSARY



Don Thompson - July 1, 2019 (6 years)
Daniel Coffey - July 1, 2024 (1 year)
John Coomer - July 3, 2018 (7 years)
Kevin Meyers - July 5, 2010 (15 years)
Lori Brady - July 6, 2015 (10 years)
Tony Polidori - July 9, 2018 (7 years)
Joshua Jones - July 23, 2024 (1 year)
James Burnette - July 25, 2007 (18 years)
Robert Rosenberger - July 29, 2024 (1 year)
Marc Walters - July 29, 2024 (1 year)
David Sheldt - July 31, 2023 (2 years)

As a thank you for your hard work and continued service to ITDS we will be loading 1000 points to your Pulse rewards program account so you can redeem a gift card or your choice



HR



HR Support Summary DRIVERS

HR Team

Angela Bradley

Director of Human Resources

Phone: 513-618-2571

Mobile: 513-265-2980

Fax: 513-542-5572

Email: abradley@truckwayleasing.com

Vicki Torok

HR/Recruiter

Phone: 513-618-2573

Mobile: 513-349-7463

Fax: 513-542-5572

Email: vicki.torok@interstatetrailer.com

Sam Scheetz

HR Coordinator

Phone: 859-817-7653

**Main Point of
Contact**

Fax: 513-542-5572

Email: samantha.scheetz@truckwayleasing.com

Alyssa Behler

Social Media Specialist

Phone: 513-354-1725

Fax: 513-542-5572

Email: alyssa.behler@truckwayleasing.com

Reach out to **Sam** for the following:

- Benefits
- 401k
- Employee Issues/Support
- Workman's compensation
- FMLA/LOA
- Vacation balances
- Paycor assistance
- Employee Verifications
- Employee Handbook
- Workers Compensation

Reach out to **Angela** or **Vicki**:

- Back up to Sam if not available

Reach out to **Alyssa**:

- Social Media and Marketing Support

IF WE DO NOT ANSWER - PLEASE LEAVE A DETAILED MESSAGE AND PHONE NUMBER. THIS WILL ALLOW US TO PROVIDE A SOLUTION OR ANSWER WHEN WE RETURN YOUR CALL.

Payroll Support

Reach out to Angela or Peggy for Paycor/Paystub information.

Angela Bradley

Director of Human Resources

Phone: 513-618-2571

Mobile: 513-265-2980

Fax: 513-542-5572

Email: abradley@truckwayleasing.com

Peggy Homsey

Payroll

Phone: 513-541-7714 x1159

Fax: 513-542-5572

Email: phomsey@truckwayleasing.com

Timecards and Payroll Wages will be reviewed and approved by your ITDS Payroll Team.

Hayley Quatman

513-541-7714 Ext. 1125

513-618-2574 – Direct

513-532-6586 – Payroll Cell

hquatman@itdsdedicated.com

Susan Greer

513-541-7714 Ext. 1153

513-354-1721 – Direct

513-312-8053 – Payroll Cell

susan.greer@truckwayleasing.com



ANNOUNCEMENTS

Instruction on how to view the Pulse app Media messages:

Stay Connected with our monthly Pulse media message! His short 2-3 minute video helps you put faces to naming in our home office and provides quick updates.

To Access the Broadcast message:

1. Open your Driver Pulse app and click ITDS
2. From there, proceed to access the Broadcast message.
3. If you have any questions about the Driver pulse app, check out this helpful link:
<https://support.tenstreet.com/hc/en-us/categories/4719686976411-Driver-Help>

It's a great resource to get you started!

SAVE THE DATE!



2025 DRIVER SAFETY MEETING

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

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

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.

*****If you refer an applicant to our Akers and they successfully complete a full application, you will be eligible to receive a \$50.00 gift card, regardless of the outcome of their hiring process. Furthermore, if your referred candidate is subsequently hired, you will be entitled to a \$1500.00 referral bonus.*****

JUNE ROADSIDE INSPECTIONS

6/4 William Sharpe – CLEAN!

6/5 Ilo Vasilevic – Failed to obey traffic device

6/9 Joe Snider – CLEAN!

6/18 John LeRoy – Speeding

6/24 Jordan Black – Seat belt

6/27 Michael Martinez – Mudflap missing



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

JUNE DRIVER OF THE MONTH

**JASON
REUTMAN**

Jason is on our Kamps
Indy account!

JUNE TRAINING WINNER

**JASON
COWAN**

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

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