

# ***THE DISPATCH***



***July 2026***





**HAPPY**  
**4TH OF**  
**JULY**

**INDEPENDENCE DAY**  
**USA**

# HAPPY

# *Retirement*



*Chris Holtkamp*

Chris Holtkamp joined ITDS in December 2022 and has made a meaningful impact during his time with us. He began his journey supporting Tyson in Springdale, then transitioned to Levi in Northern Kentucky, and is now wrapping up his time with ITDS at our Proximo Hebron account.

After an incredible 40-year career in the trucking industry, Chris is heading into a well-earned retirement. He's looking forward to spending quality time with his wife and enjoying some much-deserved relaxation—especially working out in his yard and tending to his garden. Thank you, Chris, for your hard work and dedication. Wishing you all the best in this exciting new chapter!

# JULY 2026

## **Important Dates:**

- July 22nd - Deadline to share important news for Driver's Corner
- July 29th - Last day to enter Grand Slam July Trivia Contest
- July 31st - Safety Training must be completed





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. Be sure to read your August newsletter for next month's entry details

### **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, resembling a baseball seam, runs vertically along both the left and right edges of the page.

# **Grand Slam June Contest** **Winners & Participants**

Congrats to our winner Mike Mitchell!

Thank you to Fred Carter, Joshua Gross,  
Steven Mills, Travis Bookhart, & Chris  
Morris for also participating!



# RED, WHITE & DRIVE SAFE CHALLENGE

A FOURTH OF JULY SAFETY GAME  
FOR CDL DRIVERS



## HOW IT WORKS:

Complete any 3 tasks below and send proof.



## EARN 1 ENTRY

for each completed task.



## COMPLETE ALL 6

for a **BONUS ENTRY!**

## CHOOSE ANY 3 TASKS TO EARN AN ENTRY



### RED TASK STOP & CHECK

Complete a full brake check before a trip and send a photo of your inspection sheet.



### WHITE TASK BRIGHT LIGHTS, SAFE NIGHTS

Do a lights-and-reflectors walk-around at dusk or dawn. Send a photo of your truck lit up and ready.



### BLUE TASK COOL UNDER PRESSURE

Check tire pressure on all tires before a run. Send a photo of your gauge or confirmation.



### STARS TASK STAR-SPANGLED SECUREMENT

Double-check your load securement and send a photo of one strap, chain, or lock you inspected.



### STRIPES TASK STRIP AWAY DISTRACTIONS

Commit to zero phone use while driving for one full shift. Send a confirmation message.



### FIREWORKS TASK SPARK SAFETY AWARENESS

Share one Fourth of July safety tip for drivers (heat safety, crowds, fireworks traffic, etc.).

Best tip gets a **BONUS ENTRY!**

**BONUS  
ENTRY!**



SAFE DRIVING IS OUR *Greatest* FREEDOM



SEND YOUR PROOFS OR  
CONFIRMATIONS TO BE  
ENTERED TO WIN!



# RED, WHITE & DRIVE SAFE

## CONTEST RULES

A FOURTH OF JULY SAFETY GAME  
★ FOR CDL DRIVERS ★



### HOW TO ENTER:

- 1** Complete any 3 tasks from the "Red, White & Drive Safe Challenge."  
Follow the task instructions and take a clear photo as proof.
- 2** Submit your proof by email to:  
**Contests@itdsdedicated.com**  
Include your name, driver ID, and a brief description of the tasks completed.
- 3** Each set of 3 completed tasks = 1 entry  
You can earn up to 2 entries by completing all 6 tasks.
- 4** All entries must be received by:  
**NOON on WEDNESDAY, JULY 29, 2026** 
- 5** Minimum one winner will be randomly selected from all eligible entries and contacted via phone.

### ★ DRAWING DETAILS ★



Minimum  
**1 WINNER**  
will be randomly  
selected from all  
eligible entries!  
Winner will be  
contacted via phone.

### ★ PRIZE DETAILS ★



One 4-pack of  
**CINCINNATI REDS  
TICKETS,**  
one Parking Pass,  
and all Food and  
Beverages included!



THANK YOU FOR KEEPING AMERICA  
ROLLING **SAFELY!** ★

### ★ QUESTIONS? ★

Contact Hollie in Recruiting  
for more information.



**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 Barry Priddy 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](mailto:alyssa.behler@truckwayleasing.com) by the 22nd of every month so we can feature you in the Driver's Corner!



# THE DRIVER'S CORNER



Chris Morris completed our Mother's Day Picture Bingo challenge in May and earned himself four tickets to the Cincinnati Reds game on Sunday, June 14th, where the Reds took on the Arizona Diamondbacks.

Although the Reds came up short by two runs, Chris and his family still enjoyed a fantastic day together at the ballpark. From the atmosphere to the ballpark food, it was a memorable outing and a great reward for participating in our monthly contest.

We love seeing our drivers get involved and have fun—congratulations again, Chris!

# THE DRIVER'S CORNER



On June 23<sup>rd</sup> Fred Carter took his girlfriend and her parents to watch the Cincinnati Reds take on the Brewers! Fred won tickets to our 2026 Grand Slam giveaway by participating in our Driver Bingo contest in May. We will continue to run the contest through August so if you are a current ITDS driver be sure to read your Newsletter each month for more chances to win! Congrats Fred!



# 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 Jami Slone, would like to recognize Tom Wilson, for a job well done.

On June 10th, 2026

**“We appreciate Tom for always taking excellent care of our customers. Everyone loves him and we continuously get emails praising him for a job well done.**

**Tom is the BEST!”**

# CHEERS FROM PEERS NOMINATIONS



## CHEERS FROM PEERS

I AJ Sanders, would like to recognize Pam Fields, for a job well done.

On June 22nd, 2026

“Another driver had a mix up with a trailer and was unable to make all three of his deliveries before the cut off, Pam had already went home for the day and did not hesitate to answer her phone and help. Our customer needed that load for production over the weekend. I greatly appreciate her work ethic and service to Akers and our customers She is always willing to help and gets the job done when it is crunch time.”



# CHEERS FROM PEERS WINNER!



**Congrats to Pam and Tom & thank you both for all  
of your hard work and dedication!**

# 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 \$319,394.67. 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!!

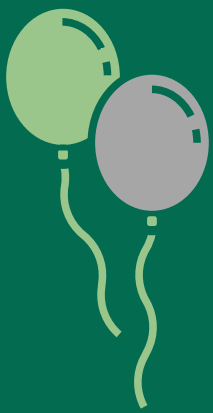
- If the entire fleet can keep our repairs under \$450,000 for the 2026 calendar year, ITDS will give away a brand new car (including taxes) or a prize of **\$25,000** cash!!
- If the entire fleet repairs are above \$450,000 but below \$500,000, ITDS will give away a prize of **\$15,000!**
- If the fleet 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.)
- (The hidden name this month is Matthew Holwadel)



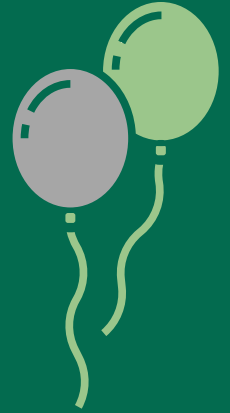
# HOW TO QUALIFY

- 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](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.**



# HAPPY Birthday



Eleanor Pence - July 1  
Khalid Shabazz - July 3  
Dari Yahya - July 6  
Heath Johnson - July 7  
Jon Alcorn - July 8  
Robert Brewer - July 14  
Jason Reutman - July 17  
Norman Mounts - July 19  
Barry Abell - July 21  
Mark Riggle - July 21  
Matt Holwadel - July 21  
Chris Flynn - July 21  
Chris Holtkamp - July 23  
Patrick Robertson - July 28  
Garry Brunk - July 30  
Jason Rose - July 30

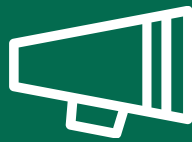


# HAPPY ANNIVERSARY



Daniel Coffey - July 1, 2024 (2 years)  
John Coomer - July 3, 2018 (8 years)  
Kevin Meyers - July 5, 2010 (16 years)  
Lori Brady - July 6, 2015 (11 years)  
Joey Shepherd - July 8, 2025 (1 year)  
Anthony Polidori - July 9, 2018 (8 years)  
Barry Abell - July 22, 2025 (1 year)  
Joshua Jones - July 23, 2024 (2 years)  
Rodney Lofton - July 28, 2025 (1 year)  
William Burns - July 29, 2025 (1 year)  
David Sheldt - July 31, 2023 (3 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

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## **Vacation Reminder: Plan Ahead for Time Off:**

As we are in the peak of vacation season, we want to remind everyone of our time-off request process to ensure we maintain adequate coverage for our clients and teams.

All vacation requests must be submitted through payroll at least **10 days in advance**, in accordance with company policy. This advance notice allows us time to plan appropriately and ensure coverage across all accounts. Please note that submitting a request 10 days ahead **does not guarantee approval**.

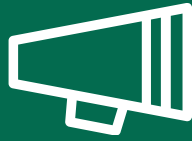
Vacation requests are approved based on business needs and staffing requirements. There may be occasions when a request cannot be approved due to multiple team members requesting the same time off. In general, **the more notice you provide, the greater the likelihood that your request can be approved**. We encourage employees to submit requests as early as possible whenever feasible.

Additionally, even if your assigned account has approved your time off, you are still required to submit the request through the **ITDS payroll system** so that we can properly document your time away.

Thank you for your cooperation and for helping us keep operations running smoothly during this busy season!

-Tom Helms



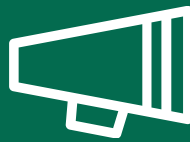


## **T-Shirt Size Update Needed**

We're refreshing our driver apparel records to make sure everyone receives the correct T-shirt size for upcoming company orders. If your size has changed, please contact Bruce Hoblik at [bhoblik@itdsdedicated.com](mailto:bhoblik@itdsdedicated.com) so we can update your information.

Thank you for helping us keep our records accurate and up to date.

-Bruce Hoblik



# 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)

# Driver Referral Bonus

Earn More This Summer – Sign-On, Referral & New Incentives!

## **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.

**START REFERRING TODAY!**



# JUNE ROADSIDE INSPECTIONS

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6/1 Joseph Stockton – Wheel/Rim fasteners  
loose/missing

6/5 Brian Schilling – CLEAN!

6/7 Brad Finch – CLEAN!

6/10 Greg Mapp – CLEAN!

6/14 Travis Bookhart – Driver failed to place warning  
devices on the road surface

6/18 Lamont Sims – Tires less than 50%

6/24 John Nichols – CLEAN!

6/25 Matt Snider – CLEAN!

6/25 Brent Musgrave – no insurance card



*Thank you Brian, Brad, Greg, John &  
Matt for your clean inspections! They  
will each receive 5,000 pulse points  
in their accounts (\$50)!*

# JUNE DRIVER OF THE MONTH

**WILLIAM  
HIMES**

William is on our  
Cisco Seeds Indy  
account!

## JUNE TRAINING WINNER

**NATHAN  
SCOTT**

WILLIAM WILL RECEIVE A 4 PACK OF REDS TICKETS &  
NATHAN 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.