

THE DISPATCH

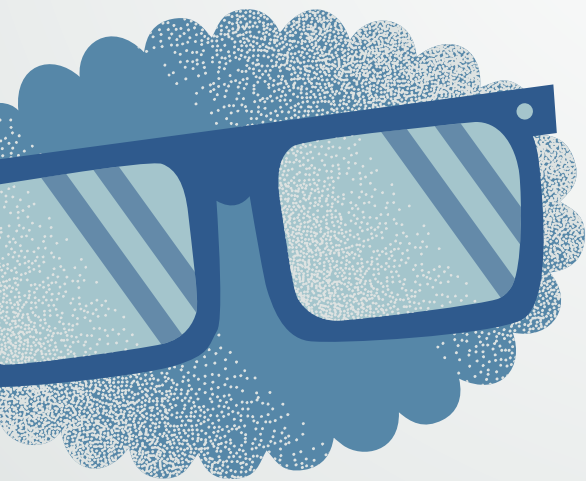


June 2025



HAPPY FATHER'S DAY

Cheers to fathers everywhere





17-YEAR CICADAS ARE HERE!

You probably have noticed that the 17 year cicadas arrived in mid-May and are expected to stick around until the end of June. We thought this would be a perfect time to remind you of some skills to keep you safe if a Cicada or any bug gets in your truck while you are driving. Cicadas are HARMLESS to humans. They do not bite or sting.

Just in case a Cicada or any other bug should get into the truck while you are driving here are a few tips to keep in mind.

Step One: Don't Panic

Panicking is usually the worst thing to do in any situation. Especially when you're driving a 80,000 lb truck at 65 mph down the highway. If you see a bug in your truck, remember to keep your hands on the wheel and your eyes on the road, no matter what! Even if there's a spider on your arm, remember that a bug bite is not as bad as a car crash.

Step Two: Slowly Pull Over

Remember to think about the traffic around you. This means not slamming on the brakes. If possible, put on your hazard lights to signal to other drivers that you are slowing down. Use your signal and pull over safely to the side of the road. From there, you can shoo the bug out of your truck, then return to your route.

Step Three: Be Prepared

If you know you are allergic to bee stings or other bug bites, then you should make sure that you have allergy medication or an EpiPen in your trucks emergency kit. It's also a good idea to keep a phone charger in your truck so that you won't have a dead phone if you need to make an emergency call to 911.

In 2005 researchers at the Virginia Tech Transportation Institute (VTTI) conducted a naturalistic driving study. If you're not familiar with that kind of study, it just means they asked for volunteers, put cameras and sensors into their cars (in this study it was 100 vehicles), and then watched what people did while they drove. It turns out that an insect in your car is really dangerous; a bug in your car increases your risk of a crash by more than six times compared to an attentive driver (without any insects in the car).



Cincinnati.com

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The Enquirer



Top work places 2025 results – We are thrilled to announce that ITDS, Inc has been named one of the Top places to work for 2025!

This is our second year in a row for winning this prestigious award. This is a testament to our teams hard work, dedication and commitment to creating a positive and supportive work environment. We are honored to be recognized among the best of the best and we couldn't have done it without each and every one of you.

Our company's mission is to This award validates our efforts to prioritize our employees' wellbeing, growth, and success. We are proud to provide a workplace culture that fosters collaboration, innovation and fun!

We would like to extend our gratitude to our entire team for their contributions to our success. This achievement is a direct result of your tireless efforts, passion and commitment to excellence. To celebrate this achievement we will be delivering a small token of our appreciation to commemorate this achievement.

Thank you again for making our company an amazing place to work!

JUNE 2025

Important Dates:

- June 22nd - Deadline to share important news for Driver's Corner
- June 27th - Last day to submit June Grand Slam contest entry
- June 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 in the months of June and July 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, 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.

For those that participate in the month of June, we have 4 sets of tickets to give away!

Grand Slam May Winners & Prizes

Congrats to all of our winners this month!!

Monday July 7th v Marlins - Mike Mitchell (Trucker Trivia)

Tuesday July 8th v Marlins - Jason Rudd (Safety training winner)

Friday July 25th v Rays - Garry Middleton (Trucker Trivia)

Sunday July 27 v Rays - Jason Rose (Driver of the Month)

Grand Slam Giveaway

May Trivia Contest Winner & Answers

Congrats to our winners Garry Middleton and Mike Mitchell! Thank you to everyone else who participated: Travis Bookhart, Devin Huening, Seth Meranda, Steven Mills, Gregg Morano , Mark Slaughter, & Troy Wolfe

Trivia Answers:

1. Why is national Motorcycle awareness month Celebrated in May? **Nice weather brings more bikes to the road**
2. Name two of the four tips as a motorist what you can do to help keep you aware of a rider?
 - **Check mirrors and blind spots for motorcyclists**
 - **Signal before changing lanes or merging with traffic.**
 - **Increase following distance behind motorcycles**
 - **Never try to share a lane with motorcycles**
3. What two states do not require you to wear a helmet?
Illinois & Iowa

Grand Slam Giveaway **June Contest**

Drivers Favorite Faces Contest

This month, we're giving you, our valued drivers, the opportunity to shine a spotlight on the best parts of your job and the amazing customers you interact with daily. To enter for a chance to win 4 tickets to a Cincinnati Reds game, food, drinks and a parking pass, simply submit a photo of yourself with someone you regularly enjoy interacting with at your assigned ITDS customer account or delivery location.

Please include the following details:

1. The name of the person in the photo with you.
2. The company they represent
3. What makes interacting with them so enjoyable.

Send your photos to contests@itdsdedicated.com by Friday June 27th to be eligible to win.

GOOD LUCK!



Proper Lifting

Improper lifting is a common cause of serious back injuries and could potentially lead to a lifetime of discomfort. Also, injuries caused by improper lifting could cost you in terms of lost wages, out-of-pocket medical expenses, and your ability to enjoy the people and activities you love. Read the information below, and ask yourself if there are actions you can take to improve your lifting technique.

RECOGNIZE THE HAZARDS

PERSONAL BEHAVIORS



Most lifting injuries occur as a result of bad judgment or improper technique. A common error is rushing to lift an object without sizing up a load first to determine if you are capable of lifting the object alone. Likewise, failing to stretch your back, legs, arms, and shoulders beforehand can lead to muscle strains. Improper technique includes lifting with your back instead of your legs, making twisting movements to change direction, failing to use available personal protective equipment, or simply not asking for help.

PRE-EXISTING CONDITIONS



A person is at higher risk of injury if he or she has a pre-existing condition, such as a previous back injury, degenerative disc disorder, or obesity.

PRE-LIFTING CHECKLIST



- Know your limits, especially if you have a pre-existing condition.
- Size up the load and ask for help, if needed.
- Warm up your back, legs, shoulders, and arms with simple stretching exercises.
- Use material handling equipment, if needed.
- Wear personal protective equipment including gloves, proper footwear, back support harness, etc.
- Locate where an object is going and ensure there is a clear path and room to set it down safely.

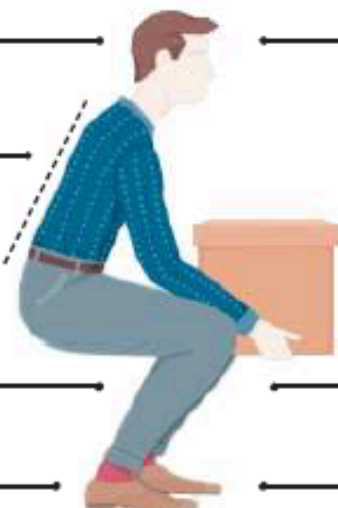
PROPER LIFTING TECHNIQUE

Plan your lift, ensuring you have a clear route.

Keep your back straight.

Bend your knees (not your waist) and lift with your leg muscles.

Wear appropriate footwear.



Face forward, do not bend your neck.

Do not stack boxes if this will obscure your view.

Get a good grip and hold the object close to your body.

Keep your feet shoulder width apart.

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

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 Goodlett!
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! (the hidden name this month is Khalid Shabazz)

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 Ryan Ayers, would like to recognize John Suits, for a job well done.

On May 2nd. 2025

“John has been more than willing to help out with directions. John has moved from Cisco to Shorr but still has helped me repeatedly with directions in and out of his prior accounts. John always goes the extra mile with a smile and a joke.”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Brian Ellis, would like to recognize James Harvey, for a job well done.

On May 17th, 2025

“Jim came in on a Saturday to move some trailers around for us while our building was getting painted. We can't thank him enough for helping!”

CHEERS FROM PEERS WINNER!



James Harvey is our winner for the Cheers From Peers Program! He will be receiving 10,000 plus 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 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 almost to the half way point in our damage expenses for the year. Through May our total damage is \$182,953.

This means we need to keep the month of June damage dollars below \$18,000 and we will be half way home to give a car away this year.

In 2024 our total at the end of June was \$259,110. If we do a good job in June of 2025 we can beat last years half way total by \$60,000.

Half of the \$182,953 of damage for 2025 is made up of three accidents. This means we definitely stay under \$200,000 damage for the 2nd half of the year with a concentrated effort.

We need to be focused when driving.

Make sure the cell phones are down and eyes are on the road.

I want to give a car away for 2025!!!

-Brad Howell



HAPPY Birthday



Steven Mueller - June 1
Mark Hamilton - June 2
Tony Polidori - June 3
Timy Strait - June 4
Jeff Stengel - June 5
John Borchers - June 6
Jim Harvey - June 9
Jade Tadlock - June 10
Justyn Gaw - June 11
Darryl Brown - June 12
Jordan Black - June 13
Hollie Starnes - June 14

Tim Broughton - June 18
Tim Peavler - June 20
Brad Shelton - June 21
Rodney Barnes - June 23
Thomas Wilson - June 24
Walt Ferguson - June 24
Jeremy Moore - June 25
Michael Martinez - June 26
Brandon Lee - June 28
Don Thompson - June 29
Adam Prichard - June 30

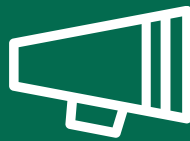


HAPPY ANNIVERSARY



Rodney Abrams - June 1, 2020 (5 years)
John Goodlett - June 1, 2020 (5 years)
Dallas Matheny - June 1, 2020 (5 years)
Jerry Wilson - June 9, 2020 (5 years)
Ignacio Torres June 11, 2024 (1 year)
Mike Mitchell - June 13, 2022 (3 years)
John Phoenix - June 17, 2024 (1 year)
Robert Brewer - June 23, 2020 (5 years)
Jordan Black - June 24, 2024 (1 year)
Netter Gill - June 24, 2024 (1 year)
Garry Ayers - June 26, 2023 (2 years)
Hayley Quatman - June 27, 2022 (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



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

SOCIAL MEDIA

Thank you for all that gave ITDS, Inc a review on our social media pages! If you have not have had a chance to do so and would still like to you can use the links below.

Facebook

Google

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.

MAY ROADSIDE INSPECTIONS

5/6 Garry Middleton – Speeding

5/8 Joe Stockton – Speeding

5/8 Autumn Holsapple – Brakes out of adjustment; lamps

5/9 Jordan Black – Failure to obey traffic control device

5/15 Kyle Wilson – CLEAN

5/27 Travis Bookhart – Overweight

5/27 Lamont Sims – Overweight (not a roadside but a citation for overweight by IL)



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

MAY DRIVER OF THE MONTH

**JASON
ROSE**

Jason is on our Blue
Grass Meats account!

MAY TRAINING WINNER

**JASON
RUDD**

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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