

# ***THE DISPATCH***



***June 2026***

HAPPY



# FATHER'S DAY

*Shoutout to all the amazing  
dads we have at ITDS!*

# HAPPY

# *Retirement*



*Rick Stagner*

After nearly two decades of dedicated service, we are proud to celebrate the well-earned retirement of Rick Stagner, who officially hung up his keys on June 5th.

Rick joined ITDS, Inc. in October 2006, and from day one, he brought reliability, professionalism, and a steady commitment to doing things the right way. Many of us remember the early years when Rick hauled Trailmobile trailer parts, a role he handled with the kind of consistency and pride that quickly made him a trusted member of the team.

Later, Rick became the backbone of our dedicated Hammer Strength route, running from Springfield, OH to Chicago for many years. His dependability on that lane set the standard for what it means to be an ITDS driver — showing up, delivering excellence, and doing it all with quiet confidence.

Rick's work ethic, loyalty, and calm, steady presence will be deeply missed. His contributions helped shape our operations and strengthened the reputation we're proud to carry today. Rick, we hope you enjoy every moment of your retirement. You've earned it, and you deserve nothing but the very best in this next chapter.

# JUNE 2026

## **Important Dates:**

- June 22nd - Deadline to share important news for Driver's Corner
- June 26th - Last day to enter Grand Slam June Trivia Contest
- June 30th - 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 July 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.

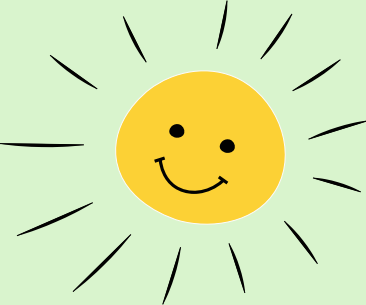


# **Grand Slam May Contest** **Winners & Participants**

Congrats to our winners Fred Carter, Rick Schneider, Chris Morris, & James Smith!

Thank you to Candy Mullins & Devin Huening for also participating!

# Picture Bingo Card

<p>A SPRING FLOWER</p> <p>(TAKEN SAFELY AT A STOP)</p>	<p>SUNRISE OR SUNSET</p> <p>(FROM A SAFE LOCATION)</p>	<p>TRUCK WASH PHOTO</p>
<p>A HEALTHY MEAL IN THE TRUCK</p>	<p>FREE SPACE</p> 	<p>PICTURE OF A CUSTOMER LOGO</p>
<p>YOUR CLEAN CAB INTERIOR</p>	<p>YOUR TRUCK BEING FUELED</p>	<p>FILLED OUT PRE TRIP REPORT</p>

# Picture Bingo

## Card

### Rick Schneider



# Picture Bingo

## Card

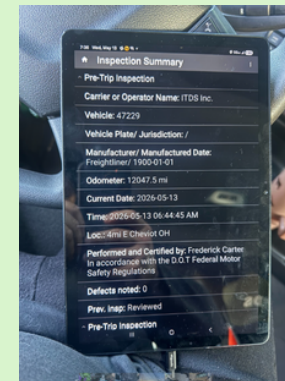
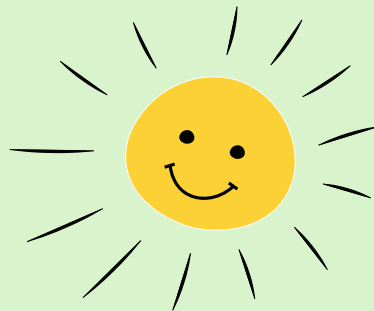
### James Smith



# Picture Bingo Card Fred Carter



FREE SPACE



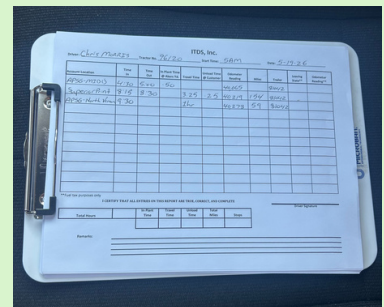
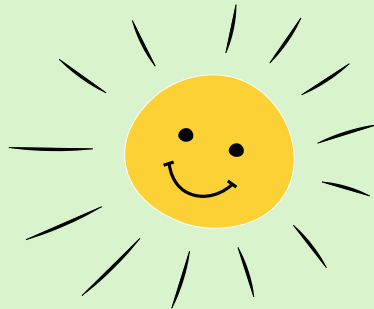
# Picture Bingo

## Card

### Chris Morris



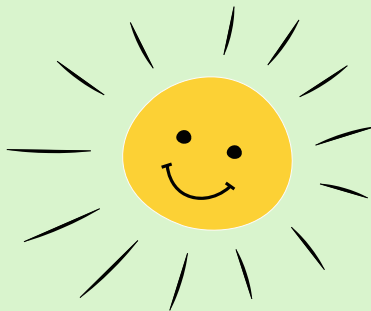
FREE SPACE



# Picture Bingo Card Candy Mullins



FREE SPACE



DRIVER'S VEHICLE INSPECTION REPORT

DATE: 05/22/24 TIME: 11:55 AM

TRACK NO. 94114 COCUMETER READING: 23544

<input checked="" type="checkbox"/> Air Compressor	<input type="checkbox"/> Front Axle	<input type="checkbox"/> Safety Equipment
<input checked="" type="checkbox"/> Oil Level	<input type="checkbox"/> Fuel Tanks	<input type="checkbox"/> Pinch/Clutch
<input checked="" type="checkbox"/> Batteries	<input type="checkbox"/> Lights	<input type="checkbox"/> Reflective Triangles
<input checked="" type="checkbox"/> Body and Hoses	<input type="checkbox"/> Horn/Bell	<input type="checkbox"/> Spare Tires and Chains
<input checked="" type="checkbox"/> Brake Accessories	<input type="checkbox"/> Tires/Inflation	<input type="checkbox"/> Spare Tire Beams
<input checked="" type="checkbox"/> Brakes, Parking	<input type="checkbox"/> Turn Indicators	<input type="checkbox"/> Steerer
<input checked="" type="checkbox"/> Brakes, Service	<input type="checkbox"/> Clearance/Marker	<input type="checkbox"/> Steering
<input checked="" type="checkbox"/> Cables	<input type="checkbox"/> Mirror	<input type="checkbox"/> Suspension System
<input checked="" type="checkbox"/> Coupling Devices	<input type="checkbox"/> Oil Pressure	<input type="checkbox"/> Tires
<input checked="" type="checkbox"/> Dashboard/Instruments	<input type="checkbox"/> Radiator	<input type="checkbox"/> Transmission
<input checked="" type="checkbox"/> Drive Line	<input type="checkbox"/> Rear End	<input type="checkbox"/> Trip Recorder
<input checked="" type="checkbox"/> Electrical	<input type="checkbox"/> Reflectors	<input type="checkbox"/> Windows and Mirrors
<input checked="" type="checkbox"/> FPM Wheel	<input type="checkbox"/> Windshield	<input type="checkbox"/> Windshield Wipers
<input checked="" type="checkbox"/> Fluid Levels	<input type="checkbox"/> Windshield Spots	<input type="checkbox"/> Other
<input checked="" type="checkbox"/> Frame and Assembly		

TRAILER(S) NO. (S) 81615

<input checked="" type="checkbox"/> Brake Connections	<input type="checkbox"/> Hubs	<input type="checkbox"/> Suspension System
<input checked="" type="checkbox"/> Braking	<input type="checkbox"/> Landing Gear	<input type="checkbox"/> Tires/Inflation
<input checked="" type="checkbox"/> Coupling Devices	<input type="checkbox"/> Lights, All	<input type="checkbox"/> Tires
<input checked="" type="checkbox"/> Coupling (King Pin)	<input type="checkbox"/> Reflectors/Reflective Tape	<input type="checkbox"/> Wheel and Flange
<input checked="" type="checkbox"/> Drivng	<input type="checkbox"/> Pin	<input type="checkbox"/> Other

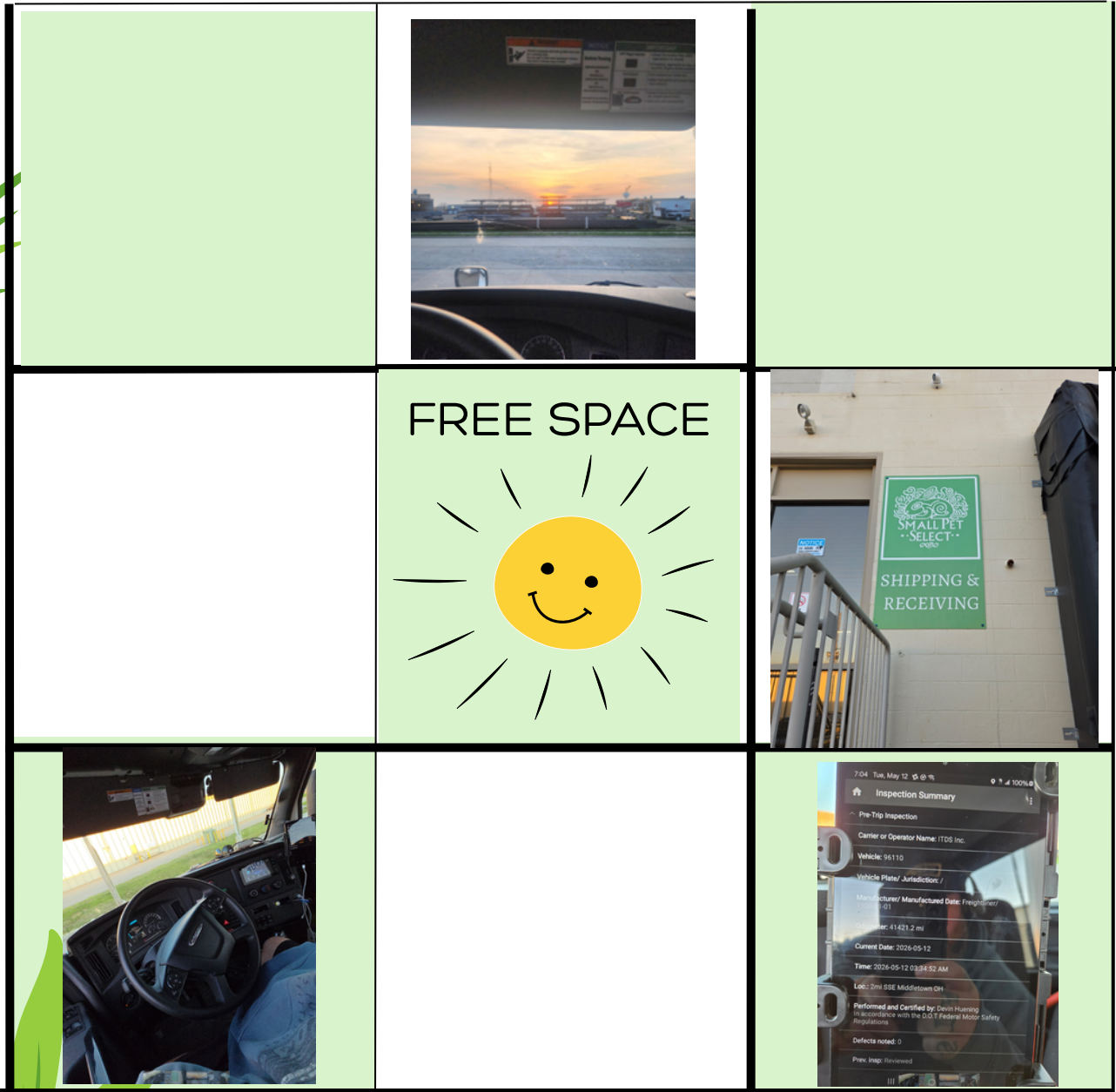
CONDITION OF THE ABOVE VEHICLE IS SATISFACTORY

DRIVER SIGNATURE: Candy Mullins

VEHICLE SAFETY EQUIPMENT IS BEING USED FOR SAFE OPERATION OF VEHICLE

# Picture Bingo Card

Devin Huening



# Grand Slam June Contest

## King of the Road Trivia:

### Father's Day Edition!

**1. Eligibility:** All active company drivers are eligible to participate in the June Trivia Challenge.

**2. How to Enter:** Read the info/article included in the safety announcement section and submit your answers to all trivia questions by emailing them to [contests@itdsdedicated.com](mailto:contests@itdsdedicated.com).

**3. Submission Deadline:** All entries must be received no later than June 26th to qualify.

**4. Determining the Winner:** The driver with the most correct answers will be declared the winner.

**5. Tie-Breaker:** If multiple drivers finish with the same number of correct answers, the winner will be selected through a random drawing among the tied participants.

**6. One Entry Per Driver:** Only the first submission received from each driver will be counted.

#### **Trivia Question and Answers:**

1. Which major Midwestern interstates contribute to higher cargo-theft risk due to heavy freight movement?
2. What types of facilities in the Ohio Valley and Midwest create more opportunities for thieves by increasing the number of loaded trailers in one area?
3. Which high-demand commodities commonly hauled through the Midwest are also among the most frequently stolen cargo types?
4. What everyday safety practices should be performed before and after every stop to reduce the risk of cargo theft?



**2026 DRIVER SAFETY  
MEETING  
SAVE THE DATE! WE ARE  
OFFICIALLY 6 MONTHS  
AWAY!**

**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 Thomas Wilson!  
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 hidden name this month is Barry Priddy)

# 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 Kathy Hutchens, would like to recognize Todd Hudson, for a job well done.

On April 26th, 2026

“ITDS was proud to support the Peanut Butter Jam Food Drive, benefiting the Hope Emergency Program food bank. A huge thank-you goes out to Todd Hudson, who delivered the peanut butter to us. Todd was fantastic to work with and even helped us unload the truck. His teamwork and positive attitude made the day run smoothly. And the donation itself — an incredible estimated 3,600 jars of peanut butter — was truly overwhelming.”

# CHEERS FROM PEERS WINNER!



**Todd Hudson is the winner of our Cheers From Peers Program! He will be getting a 4 pack of Reds Tickets!**

# 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 last six months is \$314,189.30.

Stay focused and keep your eyes on the road.

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



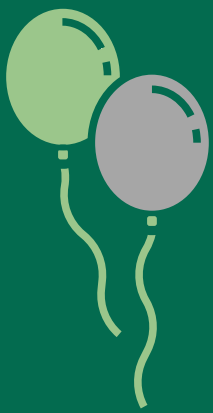
## Win a brand new car or \$25,000 cash!!

- 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.)

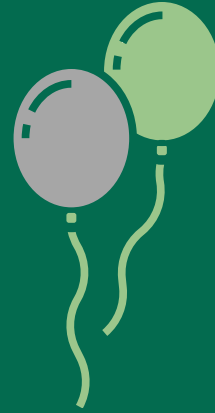
# HOW TO QUALIFY

- 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



Tom Shaver - June 1  
 Mark Hamilton - June 2  
 Tony Polidori - June 3  
 Tim Strait - June 4  
 Jeff Stengel - June 5  
 Bill Tyson - June 10  
 Jade Tadlock - June 10  
 Justyn Gaw - June 11  
 Hollie Starnes - June 14  
 Tim Peavler - June 20  
 Brad Shelton - June 21  
 Rodney Barnes - June 23  
 Tom Wilson - June 24  
 Walter Ferguson - June 24  
 Brandon Lee - June 28  
 Adam Prichard - June 30



# HAPPY ANNIVERSARY



Rodney Abrams - June 1, 2020 (6 years)  
 Rodney Barnes - June 1, 2020 (6 years)  
 John Goodlett - June 1, 2020 (6 years)  
 Jerry Wilson - June 9, 2020 (6 years)  
 Ignacio Torres - June 11, 2024 (2 years)  
 Mike Mitchell - June 13, 2022 (4 years)  
 John Phoenix - June 17, 2024 (2 years)  
 Robert Brewer - June 23, 2020 (6 years)  
 Garry Ayers - June 26, 2023 (3 years)  
 Hayley Quatman - June 27, 2022 (4 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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## **Fuel Card Reminder:** Please Check Your Card Status

We've recently had several situations where drivers needed to use their Comdata fuel card after hours, only to find out the card had been automatically shut off.

Comdata turns off any fuel card that hasn't been used in six months as a security precaution. When this happens outside normal business hours, no one is available to reactivate the card, which can leave you stuck without fuel when you need it most.

## **How to Prevent This**

To avoid your card being shut off, **please fuel at least once a month**, even if you normally don't need to. A small top-off is enough to keep the card active.

## **Why This Matters**

A quick monthly fuel stop ensures your card is ready in case of:

- After-hours emergencies
- Unexpected delays or detours
- Weather issues
- Equipment swaps or covering another driver's route
- 

If you discover your card is inactive, contact the office during business hours so we can get it reactivated.



# SAFETY

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## **This Month's Safety Training Videos**

This month, we are releasing two important safety training videos focused on protecting our drivers, our equipment, and our cargo. Completing these videos is also one of the requirements for earning the quarterly safety bonus, so please be sure to watch them in full.

**1. Recognizing Staged Accidents** This training covers the most common types of staged accidents targeting commercial motor vehicles. Drivers will learn how to identify suspicious setups, respond appropriately, and gather the right information if a staged accident is suspected.

**2. Truck Stop Parking Safety** Truck stops are one of the most frequent locations for preventable accidents and cargo theft. This video highlights safe parking practices, situational awareness, and steps drivers can take to keep their cargo secure and avoid the daily hazards found in truck stop environments.

Please take time to complete both videos. Your commitment to safety helps protect you, your load, and our entire fleet – and it ensures you remain eligible for the safety bonus at the end of the quarter.



# SAFETY

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## The Ohio Valley and Midwest continue to experience elevated cargo-theft activity. Several factors contribute to this increased risk:

- **Major Freight Corridors:** High-traffic interstates such as I-70, I-71, I-75, and I-80 create heavy freight movement, making the region a prime target for organized theft groups.
- **Dense Distribution Networks:** The region contains numerous warehouses, distribution centers, and cross-docks, increasing opportunities for thieves to target loaded trailers.
- **High-Demand Commodities:** Food, beverages, consumer goods, and electronics – all commonly hauled through the Midwest – are among the most frequently stolen cargo types.
- **Large Number of Truck Stops and Rest Areas:** More stopping points mean more opportunities for thieves to scout or target unattended equipment.
- **Organized Theft Rings:** Several theft groups operate along Midwest freight corridors, often specializing in quick trailer break-ins or full-trailer thefts.
- **Weather-Related Delays:** Winter storms and seasonal slowdowns can leave trucks stationary longer, increasing vulnerability.

Understanding these regional risks helps drivers stay alert and take proactive steps to protect themselves and their loads.



# SAFETY

## WHY THE OHIO VALLEY & MIDWEST ARE AT HIGHER RISK FOR CARGO THEFT

The infographic features a central map of the Ohio Valley and Midwest region, highlighted in red and marked with a target symbol. Four red arrows point towards this central area from the surrounding text boxes. Each text box is accompanied by an illustrative image: a highway interchange, a semi-truck, a distribution center, and a burglar.

- Interstate Hub**: Major Highway Crossroads
- High Cargo Traffic**: High Volume of Shipments
- Warehouse Clusters**: Many Storage Facilities
- Economic Factors**: Organized Crime & Black Markets

### PRIME TARGET FOR CARGO THIEVES!



# SAFETY

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## Additional Steps to Keep Yourself and the Equipment Safe

Below are some practical actions you can take every day to reduce risk and strengthen your personal safety:

- Perform a full walk-around before leaving your truck unattended.
- Park in well-lit, high-visibility areas whenever possible.
- Keep doors locked and windows secured, even during short stops.
- Avoid parking at the end of rows or near high-traffic blind-spot areas.
- Ensure your dash camera is functioning and positioned correctly.
- Report suspicious activity immediately to dispatch or local authorities.
- **Double-check cargo seals, locks, and straps before and after every stop.**
- Stay aware of your surroundings and trust your instincts if something feels off.
- Limit how long your truck remains unattended, especially in high-risk regions.
- Keep personal items and paperwork out of sight to avoid drawing attention.

Safety is more than a requirement – it's a commitment we make to each other every day. These training videos, along with your continued attention to safe practices, help ensure that every driver returns home safely and that our equipment and cargo remain protected. Thank you for your dedication, professionalism, and the pride you bring to the job.



# 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

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

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5/1 Bernard Drake – Tires

5/5 Dashaun Jones – CLEAN!

5/8 Jeff Stengel – CLEAN!

5/12 Bill Sharpe – CLEAN!

5/13 Shawn Switzer – CLEAN!

5/20 Dan Kaiser – Overweight

5/22 Robert Akers – Speeding



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

# MAY DRIVER OF THE MONTH

**JOSEPH  
PACKER**

Joseph is a floater in  
Cincinnati!

# MAY TRAINING WINNER

**FRANK  
BRITTON**

FRANK & JOSEPH WILL EACH 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.