

THE DISPATCH



March 2026

MARCH 2026

Important Dates:

- March 22nd - Deadline to share important news for Driver's Corner
- March 26th-28th - Mid-America Truck Show
- March 28th - Safety Training must be completed
- March 31st - Last day to enter Grand Slam Contest



We are excited to announce ITDS, Inc. will once again sponsor our Cincinatti Reds Grand Slam give away for the upcoming 2026 Cincinatti Reds Baseball season. All current ITDS, Inc. drivers will have a chance to win a four pack of Cincinatti 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 March, April, May, June, and July for 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.



MARCH CONTEST

Sports of all Sorts!

March Madness tips off on March 17th, and the Cincinnati Reds Opening Day is March 26th — and we've got TWO fun ways for you to celebrate and win big!

1. **Support the Reds!** Show your Reds pride for a chance to win a four-pack of Reds tickets! Send in a picture of yourself wearing any Reds gear (or red) clothing and include an ITDS logo in the photo. (Must be a photo from this year!) You can submit your entry by:  Text: 513-375-7494 Email: contests@itdsdedicated.com All entries must be received by Tuesday, March 31st at 12:00 PM (ET). Winners will be notified by phone. (the hidden name this month is John Suits)

2. **NCAA Men's basketball online bracket.** Click [HERE](#) to sign up and participate. You will have multiple opportunities to win! (The link will take you to CBS sports where you will have to create an account to log in and then create your bracket in the ITDS March Madness Pool. You will not be able to officially create your bracket until Selection Sunday on March 15th.

March 28th — Top points earned at the end of the Sweet 16 games will win— 1000 reward points (\$10.00)

March 30th — Top points earned at the end of the Elite 8 games will win —2500 (\$25.00)

April 5th — Top points earned at the end of the Final 4 games will win 5000 (\$50.00)

April 7th — Top points earned at the end of the Championship game will win 10,000 (\$100.00)

2025 SAFETY CAR CHALLENGE WINNER - PETE JEWELL!!

We're excited to announce that Pete Jewell is the winner of our 2025 Car Challenge, taking home the \$15,000 prize! Our total damages and claims for 2025 were low enough to allow one winner to be drawn—and Pete's name came out on top!

Pete works on our Proximo account in Hebron, KY and has been part of ITDS since 2024. He earned four entries into the drawing by maintaining a perfect safety record throughout 2025: No accidents or claims, and completed all quarterly safety training. Pete, thank you for your commitment to safety and excellence. Congratulations on a job truly well done!





**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.**



JOE MORTEN & SON, INC.

Driven To Serve®



Jackknifes

There is an increased risk of jackknifes in winter due to icy roadways, but this type of loss of control crash can occur any time of the year. To avoid a jackknife, or recover from one, drivers must be able to recognize the hazards that can lead to a jackknife and react properly. 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 jackknife.

RECOGNIZE THE HAZARDS



ENVIRONMENT

Slippery road conditions, like black ice, snow, sand, salt, etc., can cause tires to lose traction. Similarly, adverse weather including rain, sleet, snow, etc. can lead to poor visibility and reduce a driver's ability to identify hazards and react in time.



EQUIPMENT

Jackknifes can be caused by the tractor or trailer losing rolling traction, meaning the tire's adhesion or grip to the road surface as the vehicle is moving. If the tractor's steer tires lock up or the drive wheels slide or spin, it can cause the tractor's drive wheels to try to lead the steer tires and swing around. Similarly, the trailer may jackknife for a number of reasons, including insufficient tire tread depth, shifting cargo, a lightly loaded or empty trailer, brake failure or improper brake adjustment, a disconnected air hose, or the trailer tandems losing traction and beginning to slide or spin.



PERSONAL BEHAVIORS

Truck drivers can inadvertently trigger a jackknife when driving too fast for conditions, braking abruptly, accelerating too fast, or using the engine brake or cruise control on slippery surfaces. In addition, inexperience as well as distractions and inattention can cause a driver to overlook the hazards that can lead to a jackknife. This can cause him/her to react suddenly and turn the steering wheel too sharply.

RECOGNIZE THE HAZARDS



CONDUCT A VEHICLE INSPECTION

The best defense against a jackknife is prevention. Conduct a thorough pre-trip inspection to ensure your equipment is working properly. Be cautious of slippery driving conditions and when pulling an empty or lightly laden trailer. Pay attention to the road ahead while driving, and avoid distractions like talking/texting on the phone or driving while ill or fatigued. Reduce speed in bad weather and leave yourself extra room to execute a controlled stop.



USE PROPER TECHNIQUE

- Disengage the clutch (manual) or shift to neutral (automatic) to regain rolling traction.
- Avoid using the brakes.
- Steer in the direction of the skid, then counter-steer, as needed, to straighten the truck.

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 Marlon Dawson & 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 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 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 Brian Fisher, would like to recognize Julie Brooks, for a job well done.

On February 10th. 2025

“I want to give a huge shout-out to Julie for the incredible support she’s shown me this year. After my wife unexpectedly passed away in January, she stepped in without hesitation—covering shifts, checking in on me, and making sure I had what I needed during an extremely difficult time.

Her kindness and willingness to go above and beyond allowed me to focus on my family without worrying about work. I’m deeply grateful for everything she’s done. Julie truly embodies what it means to be a supportive teammate.”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Mark Slaughter, would like to recognize Ken Quatman, for a job well done.

On February 19th. 2025

“Over the course of my tenure here at ITDS, whenever I have needed extra hours, dispatch has come through for me. I just want to thank them!... It’s been greatly appreciated!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Mark Slaughter, would like to recognize Mark Garrison, for a job well done.

On February 19th. 2025

“Over the course of my tenure here at ITDS, whenever I have needed extra hours, dispatch has come through for me. I just want to thank them!... It’s been greatly appreciated!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Mark Slaughter, would like to recognize Matt Howadel, for a job well done.

On February 19th. 2025

“Recently I was out on the road making a delivery to a customer, and Matt was also working nearby. Matt was bobtailing back to the yard, I was heading to Kentucky, but had to drop off the TL first, he just met up with me and took the TL for me. So it saved me a trip. I appreciate his efforts and teamwork!”

CHEERS FROM PEERS WINNER!



Julie Brooks is the winner of our Cheers From Peers Program! She will be getting 10,000 reward points added to her pulse account!

ITDS Car Challenge (Update)

I want to congratulate Pete Jewell, winner of the 2025 safety award of \$15,000. Pete drove safe the entire year, which improved his chances of being drawn as the winner of our grand prize. Every driver can put four entries in for the 2026 grand prize. Be safe every quarter and you could be our next big winner.

Remember our prizes will be awarded by the following:

<u>Cash give away Amount</u>	<u>2026 Requirement</u>	<u>Old Requirement</u>
\$25,00 or a new car	Damage under \$450,000	Damage under \$400,000
\$15,000	Over \$450,00/Under \$500,000	Over \$400,000/Under \$450,000
\$10,000	Over \$500,000/Under \$550,000	Over \$450,000/Under \$500,000

These new parameters will increase the opportunity for an ITDS driver to win a new car or \$25,000.

We are off to a bad start for our 2026 safety award.

We had 16 inches of snow in January, and we could not run on Monday after the snow hit. We had one company convince our drivers to run and the result was a jackknife on the highway. In another instance we had a driver drift off the side of the road. This led to him rolling the tractor and trailer. The same driver clipped the dolly legs damaging not only the legs but the floor and subframe. This driver is no longer employed by ITDS. In early February we had a driver with a medical emergency that resulted in our tractor/trailer being winced out of a ditch.

The January weather and the February damage gave us a rough start to the new year. We have paid approximately \$150,000 in damages during the first two months. Two of the drivers who created a large part of this damage are no longer with the company. If the current fleet continues to be safe, we should be able to achieve our highest goal of a \$25,000 grand prize.

All we need to do is keep the damage to ITDS equipment and third-party property under \$100,000 per quarter and we can reach our largest prize, \$25,000. Stay focused, keep your eyes on the road, allow adequate space for stopping, obey the speed limit and when you get tired, pull over and take a break.

Remember "GOAL" when backing up "Get Out And Look"

GOOD LUCK

-Brad Howell

ITDS Driver Challenge

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



OR



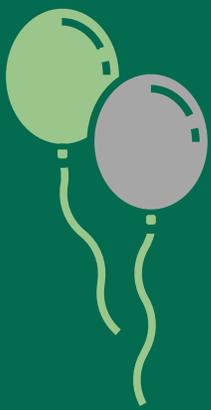
Win a brand new car or \$25,000 cash!!

- 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.)

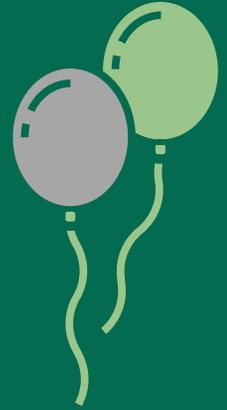
HOW TO QUALIFY

- 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.
- 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 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 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.



HAPPY Birthday



- Daniel Luna - March 2
- Bryan Ogborn - March 5
- Michael Hankee - March 5
- Lowell Jewell - March 12
- Dennis Hiler - March 13
- Maria Acosta - March 13
- Mike Smith - March 15
- Peter Jewell - March 17
- Tone Kaiser - March 18
- Brian Hughes - March 24



HAPPY ANNIVERSARY



- Randy Kinkle - March 5, 2018 (8 years)
- Darryl Brown - March 5, 2025 (1 year)
- Ilo Vasilevic - March 10, 2025 (1 year)
- John Leroy - March 12, 2007 (19 years)
- Dennis Hiler - March 12, 2024 (2 years)
- Timothy Cook - March 14, 2022 (4 years)
- Mark Riggle - March 14, 2025 (1 year)
- Robert Akers - March 18, 2007 (19 years)
- Mark Slaughter - March 18, 2019 (7 years)
- Maria Acosta - March 18, 2021 (5 years)
- Travis Bookhart - March 18, 2024 (2 years)

- Jason Reutman - March 18, 2024 (2 years)
- Joe Snider - March 19, 2018 (8 years)
- Michael Hankee - March 20, 2020 (6 years)
- Brian Fisher - March 21, 2022 (4 years)
- James Klaus - March 21, 2022 (4 years)
- Danny Shuck - March 21, 2022 (4 years)
- Rick Schneider - March 25, 2025 (1 year)
- Anthony Stallings - March 26, 2018 (8 years)
- Tim Peavler - March 27, 2020 (6 years)
- Thomas Baldwin - March 30, 2020 (6 years)
- Tim Myer - March 30, 2020 (6 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



ANNOUNCEMENTS

Congratulations on Your Retirement, Mike Lester!

After years of dedicated service, it's time to celebrate a well-earned milestone. Mike Lester, a valued driver for Multicorr in Louisville, KY, has been an important part of the ITDS Inc. family since May 16, 2022. His final day on the road, January 30, 2026, marks the end of a career defined by reliability, professionalism, and commitment.

Mike's steady presence and strong work ethic have made a lasting impact on everyone he's worked with. Whether navigating routes or supporting the team day after day, he brought consistency and pride to the job—qualities that won't be forgotten.

Wishing you all the best as you shift gears into retirement, Mike. May the road ahead be filled with relaxation, joy, and new adventures.

Congratulations on a remarkable journey and a well-deserved retirement!





RECRUITING

Mid America Truck Show

March 26–28 • Louisville, Kentucky • Booth #39338

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 39338 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

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!



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

Vicki Torok

HR/Recruiter

Phone: 513-618-2573

Mobile: 513-349-7463

Fax: 513-672-0895

Email: 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

**Main Point of
Contact**

Alyssa Behler

Marketing Manager

Phone: 513-354-1725

Fax: 513-672-0895

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: 513-672-0895

Email: abradley@truckwayleasing.com

Peggy Homsey

Payroll

Phone: 513-541-7714 x1159

Fax: 513-725-2412

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

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.

FEBRUARY ROADSIDE INSPECTIONS

2/2 Lamont Sims – CLEAN!

2/2 Tim Peavler – Tire

2/3 Jonathan Steele – CLEAN!

2/10 Dantee Rice – Tire

2/11 Garry Middleton – Tire

2/12 Brian Hughes – Tires, locking pins not engaged

**2/19 Brian Schilling – Seat Belt, Speeding, failed to
inspection emergency equipment**

2/26 Tom Baldwin – CLEAN!



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

FEBRUARY DRIVER OF THE MONTH

**WILLIAM
DUNCAN**

William is on our
Kamps Erlanger
account!

FEBRUARY TRAINING WINNER

**TONY
BROWN**

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.