

THE DISPATCH



May 2026



Peanut Butter Jam

Proud of our team and community impact!

We were honored to support the second annual Peanut Butter Jam benefiting the Hope Emergency Program at the Reds game on April 26th at Great American Ball Park.

ITDS and Truckway teamed up to provide a truck and driver to help make this event possible. Special thanks to our driver, Todd Hudson, who helped load, transport, deliver, and unload the donations at the food bank.

Thanks to everyone's generosity, donations grew from 600 jars last year to an incredible 3,682 this year — a huge success!

Thank you to everyone who helped fill the truck and support our community

MAY 2026

Important Dates:

- May 22nd - Deadline to share important news for Driver's Corner
- May 27th - Last day to enter Grand Slam Picture Bingo Contest
- May 31st - Safety Training must be completed

MARCH MADNESS CONTEST

Winners!

Thank you to everyone who participated in our March Madness competition and congrats to all of our winners below!!

Sweet 16 Winner: 1000 points (\$10) – Robert Rosenberger

Elite 8 Winner: 2500 points (\$25) Robert Rosenberger

Final 4 Winner: 5000 points (\$50) Brad Shelton

Championship Game: 10,000 points (\$100) Chris Holtkamp



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 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.

Grand Slam April Contest Winners & Participants

Thank you to the following drivers for participating & congrats to our winner Greg Morano for finding 4 hazards!

Lonnie Belton, Devin Huening, Travis Bookhart, Matt Snider, Brad Shelton, Troy Wolf, Steven Mills, Garry Middleton



Fog, deer, no trailer lights, logs, pothole

Grand Slam May Contest **Mother's Day Picture Bingo!**

In honor of Mother's Day, we're kicking off a special May Picture Bingo Challenge for all our drivers. This is your chance to have some fun on the road and compete for an amazing prize package.

Grand Prize

One lucky driver will win:

- Four tickets to a Cincinnati Reds game
- One parking pass
- All food and non-alcoholic beverages included

A perfect outing to celebrate the important moms in your life—or just enjoy a great day at the ballpark.

How to Play

- Use the 9-square Picture Bingo card from this newsletter.
- Take a screenshot of the card so you can mark off each square as you send in your photos. (This is for your reference ONLY no need to send in)
- Snap a picture for each square (only while safely parked).
- Text all photos to Hollie at 513-375-7494 or email to Contests@itdsdedicated.com

Deadline

All photos must be submitted by Wednesday, May 27th.

How to Win

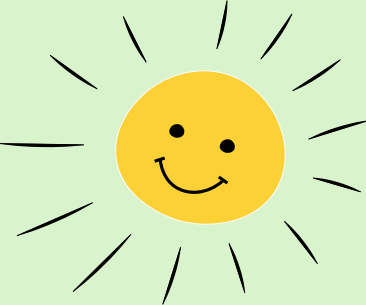
- The driver with the most squares completed wins the prize.
- If there's a tie, the tied drivers will be entered into a random drawing for the Reds ticket package.

Safety Reminder

Any photo taken in an unsafe manner will result in automatic disqualification.

Your safety always comes first.

Picture Bingo

<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>



Grand Slam April Winners & Prizes

Congrats to all of our winners this month!!

Joseph Snider (Driver of the Month)
Gregg Morano (Grand Slam Contest winner)

John Nichols (Cheers for Peers winner)



**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 Richard Schneider 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 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

(The hidden name this month is Thomas Wilson)

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

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

On April 11th, 2026

“Pam is always willing to take a Saturday delivery and even comes in on the fly when not planned ahead. We had a customer call today in desperate need of product. She was here in a matter of 15 minutes ready to take the load before my guys even had it loaded. Even though it's not a killer mileage run she did not hesitate to keep our customer supplied. We couldn't do it without drivers like her.”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Jamie Wisman, would like to recognize Patrick Robertson, for a job well done.

On April 14th, 2026

“While the entire crew here at GBP is doing great, Patrick has become one of our most reliable drivers who is willing to help out whenever needed. He gets his deliveries done in a timely manner and expedites communication when issues arise. He is doing a great job!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Jamie Wisman, would like to recognize Michael Mobley, for a job well done.

On April 14th, 2026

“While the entire crew here at GBP is doing great, Mike has become one our most reliable drivers who is willing to help out whenever needed. He gets his deliveries done in a timely manner and expedites communication when issues arise. He is doing a great job!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Tim Planitz, would like to recognize John Nichols, for a job well done.

On April 20th, 2026

“For the last several years John has been a driving force in organizing cleanup efforts around the BGR campus. His passion for nature shines through in everything he does, and his leadership has inspired volunteers to come together and make our campus look beautiful every spring. We truly appreciate Johns dedication, enthusiasm and commitment to creating a cleaner, more welcoming environment for everyone.”

CHEERS FROM PEERS WINNER!



John Nichols is the winner of our Cheers From Peers Program! He will be getting a 4 pack of Reds Tickets!

ITDS Safety Challenge: Q1 Update

We have completed the month of April, and we have continued to add to our accident total. Our current total stands at **\$248,223.36**, which is far higher than we want to see through our first four months.

To provide some transparency, here is a breakdown of the major incidents that impacted our numbers:

- **Insurance settlements that ITDS is responsible to pay: \$30,859.05**
- **Trailer hit we hit in our customers lot: \$5578**
- **Tires damaged: \$2713**

The Path to \$25,000

I am sharing these numbers not to discourage you, but to show you that **our goal of staying under \$450,000 for the year is still within reach.**

Consider this: just three of those major accidents accounted for **\$142,033** of our total. Without those specific incidents, our Q1 total would have been only **\$55,967.**

If we can eliminate these "big wrecks" and limit future incidents to minor damages for the remainder of the year, we are projected to finish at approximately **\$405,000.** This would allow us to move forward with our plan to award **one lucky driver a \$25,000 prize.**

Safety Reminders

To help us get back on track during the second quarter, please stay focused on these core driving habits:

- **Eliminate Distractions:** Stay off your phone while the vehicle is in motion.
- **Maintain Space:** Keep a clear stopping distance between your tractor and the vehicle ahead.
- **Verify Surroundings:** Always double-check that your path is clear before backing up.
- **Adjust for Conditions:** Always drive at a safe speed dictated by weather and road conditions.
- **Be careful when operating in parking lots of customers, consignees and truck stops**

Let's see how low we can keep the numbers for the second quarter. Stay safe out there, and good luck.

ITDS Driver Challenge

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



OR



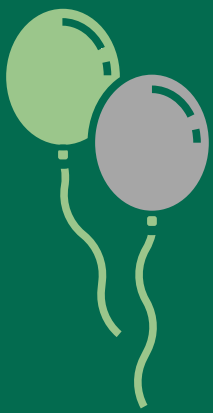
Win a brand new car or \$25,000 cash!!

- 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.)

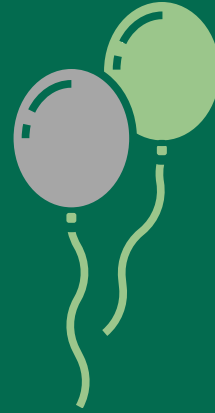
HOW TO QUALIFY

- 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 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



Troy Wolfe - May 1
 Jon Steele - May 1
 Jack Bowling - May 2
 Ken Young - May 5
 Colson Stewart - May 7
 Barry Latshaw - May 8
 Tim cook - May 10
 Ron Boone - May 11
 Brad Finch - May 14
 Marlon Dawson - May 16
 Caleb Peckham - May 17
 Terry Carver - May 19
 Jessica Aidar - May 20
 Kevin Hockman - May 23
 Rodney Lofton - May 29



HAPPY ANNIVERSARY



James Smith - May 6, 2019 (7 years)
 Colson Stewart - May 7, 2018 (8 years)
 David Garrabrant - May 7, 2021 (5 years)
 Susan Greer - May 8, 2017 (9 years)
 Frank Britton - May 8, 2023 (3 years)
 Scott Dickey - May 11, 2020 (6 years)
 Dan Kaiser - May 13, 2025 (1 year)
 Todd Hudson - May 14, 2018 (8 years)
 Mark Hamilton - May 14, 2024 (2 years)
 Joe Packer - May 16, 2024 (2 years)
 Jason Cowan - May 20, 2024 (2 years)
 Chad Janssen - May 21, 2018 (8 years)
 Devin Huening - May 22, 2023 (3 years)
 Hollie Starnes - May 24, 2021 (5 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



Rollovers

Tractor-trailers typically have a high center of gravity, which makes them susceptible to rollover crashes. The key to preventing a rollover is for drivers to be able to recognize the hazards that increase the likelihood of a crash and apply the appropriate defense measures. 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 rollover crash.

RECOGNIZE THE HAZARDS



ENVIRONMENT

Uneven road surfaces can cause cargo to shift and roll the trailer over. High winds can catch a trailer without warning and cause a rollover. Likewise, traffic conditions, like vehicles stopping suddenly ahead, can cause a driver to react abruptly and lead to a jackknife and possibly a rollover crash.



EQUIPMENT

A truck's high center of gravity makes it susceptible to rollovers. Likewise, the slosh/surge of liquid commodities or improper load securement can cause cargo to shift and roll the trailer over.



PERSONAL BEHAVIORS

Driving too fast on a ramp, curve, or turn increases the amount of centrifugal force on the trailer; the increased force will push the unit outward and possibly cause a rollover. Overcorrecting when reacting to a hazard, putting a wheel off the road surface, or hitting a curb can upset the vehicle and cause a rollover.

KNOW THE DEFENSE



OBSERVE PROPER SPEED FOR CONDITIONS

You can reduce speed 2-3 mph below the flow of traffic, not to exceed the posted speed limit. Adjust speed for stability based on vehicle weight and height of load. On ramps and curves, reduce speed by at least 5-10 mph below the posted speed limit or more based on conditions. The speed limit signs on ramps are intended for passenger vehicles.



MAINTAIN PROPER FOLLOWING DISTANCE

You can avoid hard braking by maintaining a minimum of six seconds following distance. Add one additional second for every hazard present that might affect following distance, like slippery conditions, traffic congestion, and poor visibility.



AVOID DISTRACTIONS

Avoid distractions inside or outside your cab. Be alert for traffic ahead slowing or stopping abruptly. Preplan your route and program your GPS before leaving to avoid making changes while driving.



REACT PROPERLY TO HAZARDS

If you sense centrifugal force pulling the truck to the outside of a ramp or a curve, get off the accelerator and apply controlled braking. Avoid overcorrecting in reaction to hazards.



CONDUCT A PRE-TRIP INSPECTION

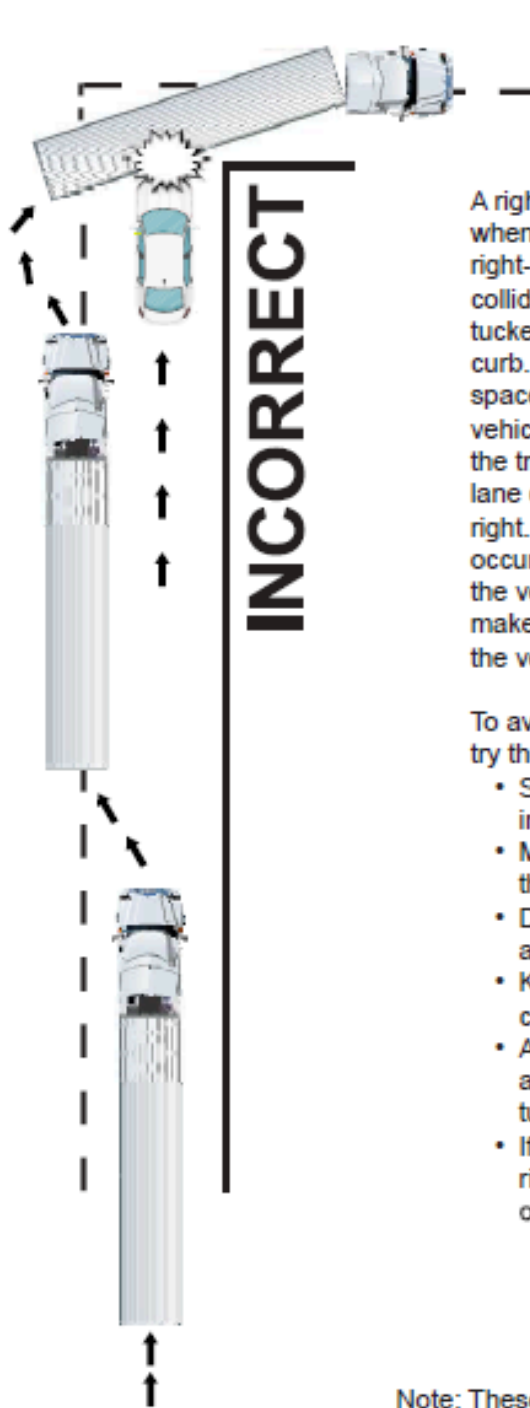
Conduct a thorough pre-trip inspection with special emphasis on brakes to ensure they are properly adjusted, and on tires to ensure sufficient tread depth. Ensure the trailer is properly hooked to the tractor.

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

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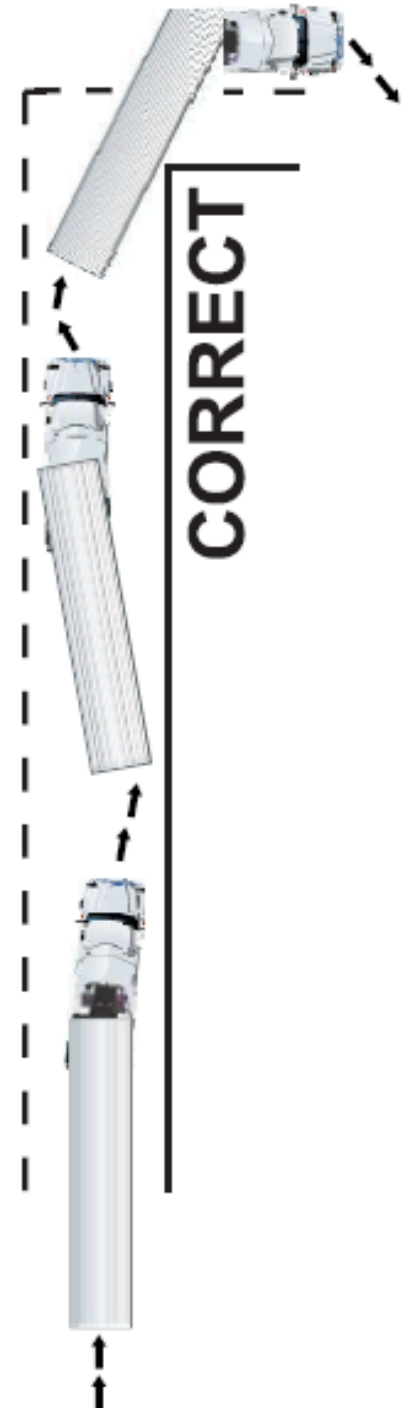
AVOID RIGHT TURN SQUEEZE CRASHES



A right turn squeeze collision may occur when a truck driver makes a sharp, right-hand turn at an intersection and collides with another vehicle or object tucked in between the truck and the curb. If the truck driver leaves too much space between the trailer and curb, a vehicle following the truck may mistake the truck driver's maneuver as a left lane change and try to pass on the right. The right turn squeeze collision occurs when the truck—unable to see the vehicle in its right-side blind spot—makes the sharp, right-hand turn into the vehicle.

To avoid a right turn squeeze collision, try the following:

- Signal your intent to turn right well in advance of the turn.
- Monitor the truck's blind spots using the mirrors.
- Do not swing the truck out into the adjacent lane to the left.
- Keep the right rear of the trailer as close to the curb as possible.
- At the intersection, ensure there is ample space to complete the right turn safely.
- If you run out of room while turning right, do not back up. Wait for oncoming traffic to clear



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

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SAFETY

New tablets are being issued and should be complete by end of month. Somethings are new and will need some training! Call Laurie Sparks at 513-956-0196 if you have any issues. More to follow next month.



RECRUITING

CVSA's International Road check Scheduled for May 12-14

From May 12 to 14, enforcement personnel throughout North America will inspect commercial motor vehicles and commercial motor vehicle drivers for compliance with vehicle, cargo and driver regulatory requirements as part of the Commercial Vehicle Safety Alliance's (CVSA) 72-hour inspection, enforcement and data-collection initiative, International Road check.

During International Road check, inspectors at weigh/inspection stations and pop-up inspection sites primarily conduct the North American Standard Level I Inspection, a 37-step procedure that includes two major parts – an examination of the driver's operating requirements and an assessment of the vehicle's mechanical fitness.

For the driver portion of the inspection, inspectors check the driver's qualifications, license, record of duty status, medical examiner's certificate, seat belt usage, skill performance evaluation certificate (if applicable), and status in the Drug and Alcohol Clearinghouse (in the U.S.). Inspectors also look for signs of alcohol and/or drug impairment. If an inspector identifies driver out-of-service violations, they will place the driver out of service, restricting that driver from operating their vehicle.



RECRUITING

CVSA's International Road check Scheduled for May 12-14

For the vehicle portion of the inspection, inspectors assess the vehicle's brake systems, cargo securement, coupling devices, driveline/driveshaft components, driver's seat, fuel and exhaust systems, frames, lighting devices, steering mechanisms, suspensions, tires, wheels, rims, hubs, and windshield wipers.

Inspections of motorcoaches/buses and other passenger-carrying commercial motor vehicles also include examination of emergency exits, seating, and electrical cables and systems in the engine and battery compartments. If out-of-service violations are found during an inspection, the vehicle will be placed out of service and restricted from movement until all out-of-service violations have been properly addressed.

A vehicle that successfully passes a Level I or V Inspection without any critical vehicle inspection item violations may receive a CVSA decal, which is valid for up to three months. A valid decal signals to commercial motor vehicle enforcement personnel that the vehicle was recently inspected and did not have out-of-service violations.

Each year, International Road check places special emphasis on a driver violation category and a vehicle violation category to highlight those aspects of an inspection.

The driver focus for this year's International Road check is on electronic logging device (ELD) tampering, falsification or manipulation. During an inspection, the inspector will review the driver's record of duty status as usual and check for false or manipulated entries, with a focus on ELD tampering.

Inaccurate ELD entries may result from a driver's lack of understanding of the federal regulations and exemptions. However, in some cases, inaccurate entries are purposefully used to conceal hours-of-service violations, and some records are manipulated to conceal driving time (with no indication the record was edited as required by federal regulations).



RECRUITING

CVSA's International Road check Scheduled for May 12-14

Last year, falsification of record of duty status was the second most-cited driver violation, at 58,382 violations. And five out of the top 10 driver violations were related to hours of service or ELDs.

This year's International Road check vehicle focus is cargo securement. Improper or inadequate cargo securement poses a serious risk to the driver and other motorists by adversely affecting the vehicle's maneuverability and/or causing unsecured loads to fall or become dislodged, resulting in roadway hazards and/or crashes.

In 2025, 18,108 violations were issued because cargo was not secured to prevent leaking/spilling/blowing/falling and 16,054 violations were issued for vehicle components or dunnage not being secured. During the 72 hours of International Road check, data will be collected, and the results will be released later this year.

CVSA is a nonprofit organization composed of local, state, provincial, territorial and federal commercial motor vehicle safety officials and industry representatives in Canada, Mexico and the U.S. The Alliance aims to prevent commercial motor vehicle crashes, injuries and fatalities and believes that collaboration between government and industry improves road safety and saves lives. Its mission is to improve commercial motor vehicle safety and enforcement by providing guidance, education and advocacy for enforcement and industry across North America

Source CVSA.org



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.

APRIL ROADSIDE INSPECTIONS

4/2 William Tyson – Improper Lane change
and speeding

4/3 Jaskaran Mehta – CLEAN!

4/5 Ronald Boone – No registration

4/5 James Stengel – Misc traffic law

4/6 Alejandro Perez – CLEAN!

4/8 Randy Kinkle – Speeding



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

APRIL DRIVER OF THE MONTH

**JOSEPH
SNIDER**

Joseph is on our
Multicorr account!

APRIL TRAINING WINNER

**ANTHONY
MENDEZ
NECUZE**

ANTHONY WILL RECEIVE 10,000 PULSE REWARD POINTS
POINTS (\$100)

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