

THE DISPATCH



November 2025



For our Miracle on Dreman Street program this year, we will be participating in the Cincinnati Salvation Army's Adopt-A-Family program and will be sponsoring 3 families of four and 1 senior.

We would like to raise enough money to get all of the items on the lists & enough to gift each family some meal items and a gift card.

Keep an eye out for an email that will be coming out in the next week or so regarding donation information



To all who served,



**WE ARE
THANKFUL
FOR YOUR
SERVICE**

Happy Veterans Day



WISHING YOU A
**HAPPY
THANKSGIVING
DAY!**

NOVEMBER 2025

Important Dates:

- Nov 8th - Driver Safety Meeting
- Nov 22nd - Deadline to share important news for Driver's Corner
- Nov 30th - Safety Training must be completed



2025 DRIVER SAFETY MEETING

DON'T MISS OUT! ITDS SWAG GIVEAWAYS, CASH RAFFLES, OPENING DAY REDS TICKET AND VACATION DAY RAFFLE, FLU SHOTS, & FOOD DRIVE!

WHEN: SATURDAY NOV 8TH 8AM-12PM
(CHECK IN BEGINS AT 7:15AM)

WHERE: RECEPTIONS EVENT CENTER
(1379 DONALDSON HWY
ERLANGER, KY 41018)

Breakfast: Breakfast will be provided - Chef's assorted pastries & baked goods, fresh fruit display, fresh yogurt w/ granola, scrambled eggs, home fries, home biscuits w/ sausage gravy, farm fresh sausage links, assorted juices, coffee, and tea.

FLU SHOTS: We will have a Nurse from St Elizabeth on site at the annual drivers meeting November 8th 2025 to administer flu shots free of charge.

HOTELS: There are several hotel chains nearby. If you are interested in more details or have questions, please contact Bruce Hoblik @ 513-591-4342

CANNED FOOD DRIVE

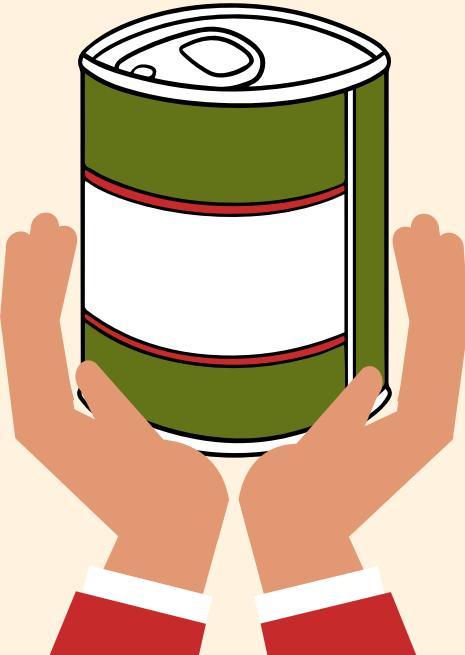
JOIN US IN MAKING A DIFFERENCE
IN OUR COMMUNITY!

At our annual driver meeting Saturday November 8th we will be collecting canned food donations to support Ashland Loves in Norwood, OH. This incredible organization provides essential food and hygiene items to 60-70 families every Thursday, totaling 600-800 items.

As a token of our appreciation, for your generosity, we will be holding a drawing for \$100 cash. Here's how you can participate:

- If you donate 5 canned goods , you get 1 entry in for the \$100 cash drawing
- If you donate 10 canned goods, you get 2 entries in for the \$100 cash drawing
- If you donate 15 canned goods, you get 3 entries in for the \$100 cash drawing
- If you donate 20 or more canned goods, you get 4 entries in for the \$100 cash drawing

To Participate:



Bring your canned goods in a bag with your name attached to the Driver Meeting. We'll tally up all the donations and announce the winner at the meeting. All donations will be delivered to the food pantry, who will then distribute them to local families in time for the holiday season.

We're grateful for your participation and generosity, and we look forward to making a positive impact in our community together!

Breast Cancer

AWARENESS MONTH

Pictures Participation, Trivia Answers, & Pulse Points Raffle Winner

Thank you to the following drivers for participation and congratulations to Pam Fields for winning our drawing this month!!

Pam will be receiving 10,000 pulse rewards points!

Pam Fields, Barry Latshaw, Mike Mitchell, & Steven Mills



Opportunity 2: Think Pink Trivia (Send your answers to Contests@itdsdedicated.com or text your response to 513-375-7494 by October 31st for one entry for 10,000 Pulse points)

1. According to the National Breast Cancer Foundation what is the recommended age for a women to start getting a mammogram? **40**
2. Which of the following is a risk for breast cancer according to the American Cancer Society? A) Having a family history of breast cancer B) Being overweight C) Drinking alcohol D) All of the above? **D) All of the above**
3. What Is the incident rate of men being diagnosed with breast cancer in their lifetime? A) 1 in 8 B) 1 in 100 C) 1 in 1000 D) 1 in 100,000 **C) 1 in 1,000**



The Hazards of Seasonal Time Changes

Every year when the time changes in the spring and fall, the risk of a commercial motor vehicle being involved in a crash increases. This change in sunrise and sunset can be disruptive to a driver's normal travel routine and increase the likelihood of a "Critical Crash", most notably a Rear-End or Lane Change crash. Two hazards associated with the time change are sun glare and reduced visibility.

During these periods, the angle of the sun changes overnight, which creates sun glare that is problematic for all motorists. In fact, according to a study by the National Highway Transportation Safety Administration, sun glare contributed to about 16% of environment-related crashes. Professional truck drivers can reduce the sun's glare by wearing sunglasses and keeping their windows, mirrors, and windshield clean.

Furthermore, the time change also brings shorter daylight hours and reduced visibility during the winter months. This means a driver's ability to perceive a hazard and react in time will be diminished unless proactive measures are taken. The Essential 7 Driving Techniques were developed by professional truck drivers for this very reason. They include:

- **Maintain proper following distance** – Six seconds is the minimum and add an additional second for each hazard present, such as sun glare, to increase reaction time.
- **Maintain one lane** – Glare on mirrors and windows makes safe lane changes difficult. Keeping to one lane reduces the risk of a lane change crash.
- **Observe the proper speed for conditions** – Slow down during sunrise and sunset when glare is at its worst. Do the same after dark.
- **React properly to hazards** – Plan breaks around sunset and sunrise, especially in metropolitan areas when commuters are equally affected by the conditions.

Thanks to our partnership with Great West Casualty Company, Joe Morten & Son, Inc. has a wide variety of resources and helpful information that addresses these and other topics.

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

Joe Morten & Son, Inc., does not provide legal or employment-related advice to customers or others on any issue that may arise in the operation of a motor carrier. Website and other publication material is provided for informational purposes only. Consult your own legal counsel for legal advice. Joe Morten & Son, Inc., and Great West Casualty Company are not responsible for any loss, action, or inaction alleged to be caused directly or indirectly related to this material. Information in this flyer is used with permission from Great West Casualty Company. © 2020 Great West Casualty Company

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 Rick Stagner!
Make sure you are reading the newsletter so you can
take advantage of getting your reward points!***

THE DRIVER'S CORNER



In September 2 coworkers Maria Acosta and Chuck Menke out enjoying the day with friends on the motorcycle riding the Triple Nickel. The Triple Nickel, also known as Ohio Route 555, stretches approximately 62 miles from Zanesville to the Ohio River near Little Hocking. It is known for its tight curves, off-camber turns, and the feeling of the road keeping you on your toes. Glad Chuck and Maria made it back safe!



THE DRIVER'S CORNER



James Burnette's granddaughter Keira, who is a 2nd grader at Oak Hills, won another 1st place trophy at her latest cheerleading competition. Her team currently has 3 first place titles and has 4 more to go!





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 John Phoenix)

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Brad Howell, would like to recognize Andy Beranek,
for a job well done.

On September 26th, 2025

"We were experiencing difficulties in covering certain lanes for an account due to the absence of some drivers. I contacted Andy to seek his expertise on finding a solution, and remarkably, within two minutes, while driving, he came up with a suggestion that perfectly addressed the issue. His timely input prevented us from missing a load. The kind of teamwork displayed here is a testament to ITDS Inc.'s excellence. "

CHEERS FROM PEERS WINNER!



Andy Beranek is our winner for the Cheers From Peers Program! He will be receiving 10,000 (\$100) Pulse 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 one 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 through the month of October and are still within reach of giving the car or \$25,000 cash away.

At the current pace I think we will end up around \$360,000 which will put us \$40,000 under the requirement for a big pay day for one lucky driver.

Through three weeks of October our total is \$296,767.

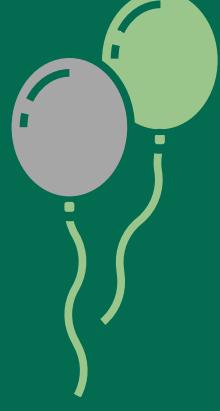
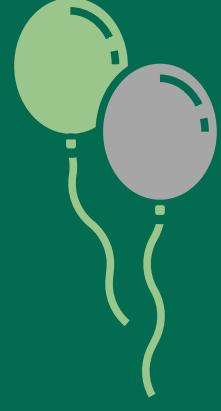
We need everyone to concentrate on the driving and stay safe to keep us under \$400,000 in damage. Remember that includes damage to our equipment, damage to others personal property and damage to tires.

Stay focused and keep your eyes on the road. Be aware of others around you.

I know we are going to make it this year.

Keep up the good work.

-Brad Howell



HAPPY
Birthday

Tom Baldwin - November 2
Terry Evans - November 3
Rick Bowling - November 6
Robert Akers - November 7
Steve Hoover - November 9
Diane Woods - November 12
Mario Core - November 13
Chad Janssen - November 18

Tom Helms - November 19
David Sheldt - November 21
James Smith - November 23
Zidkijah Zabad - November 23
Ed Jump - November 25
Marc Walters - November 26
John Nichols - November 26
Harold Stockton - November 27



**HAPPY
ANNIVERSARY**

Walter Ferguson - November 1, 2020 (5 years)
Brad Shelton - November 7, 2016 (9 years)
Charles Sanders - November 14, 2023 (2 years)
Daniel Shackley - November 20, 2023 (2 years)
Caleb Peckham - November 27, 2023 (2 years)
Jeff Striet - November 27, 2023 (2 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 TIP | EXPANDING HEALTH BENEFITS



Life's ups and downs make us who we are. When major events like marriage, childbirth, new medical diagnosis or losing a loved one occur, your benefits can adjust with you!

We have partnered with **Benefits All In** (BAI) to enhance your employee benefits and ensure you have an exceptional health insurance experience!

- Turning 65
- Birth or Adoption
- Loss of employment
- New Diagnosis
- Medicaid/Medicare
- VA or TriCare

BAI's team of expert health insurance Resource Specialists can:

- Prepare you for any upcoming changes or Qualifying Life Events
- Review your current health insurance plan and advise you on the best coverage options for you and your family.

You can now contact the BAI team directly when going through one of these life events.

Martha Hamann is our Account Executive.
Sheila Carlson is our Executive Resource Specialist.

Please call or email them directly at:
Martha.Hamann@benefitsallin.com | 513-657-4340
Sheila.Carlson@benefitsallin.com | 801-841-2144



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

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

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

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.

OCTOBER ROADSIDE INSPECTIONS

10/8 Ilo Vasilevic – turn signal

10/8 Jade Tadlock – CLEAN!

10/13 Lamont Sims – Speeding

10/14 Chad Janssen – CLEAN!

10/15 James Smith – Tire

10/28 Lonnie Belton – CLEAN!

10/27 Jade Tadlock - traffic device in school zone



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

OCTOBER DRIVER OF THE MONTH

**TONE
KAISER**

**Tone is on our Kamps
Pallets account in
Louisville!**

OCTOBER TRAINING WINNER

**MARK
SLAUGHTER**

**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.