

# ***THE DISPATCH***



# ***September 2025***



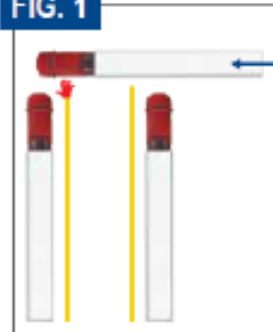
## Backing

Backing up a truck and hitting a stationary object is one of the most frequent causes of a loss for a trucking company. Read the information below on how to properly back into a straight parking spot, and ask yourself how you can improve your driving style to avoid a backing crash.

### SET UP THE MANEUVER

1. Drive parallel to the open dock, and find a point of reference to which you will align the left rear of the trailer. Some drivers drop an old glove on this spot as a point of reference to see better. (Figure 1)
2. Pull forward slowly a few feet, and then make a hard right turn to point the tractor in the 12 o'clock position. (Figure 2)
3. When the tractor is in the 12 o'clock position, make a hard left turn until the tractor is pointed in the nine o'clock position. At this point, the trailer should be at a 45-degree angle with the left rear of the trailer lined up with your point of reference/red glove. (Figure 2)

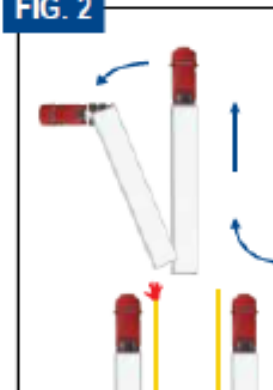
**FIG. 1**



### GET OUT AND LOOK (GOAL)

4. Turn on the four-way flashers. Walk around the tractor and trailer to ensure there are no objects around or behind the truck, like a vehicle, pallets, or people. If a reliable spotter is available, this is a good time to coordinate hand signals. (Figure 2)

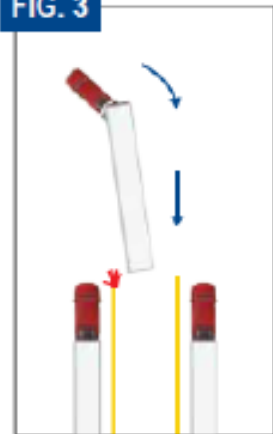
**FIG. 2**



### BACK IN

5. Get back in the truck and roll down the windows. Turn off the radio and other noise distractions so you can hear your spotter. Honk the horn to alert others nearby that you will be moving. Use your mirrors, and begin backing slowly. Turn the steering wheel hard to the left and keep the left rear corner of the trailer lined up with your point of reference. Make steering corrections as needed. (Figure 3)
6. With the left rear corner of the trailer directly over your point of reference, the trailer should be straight or nearly straight enough to back directly into the parking spot. At this point, stop the truck, and do another walk around. Make sure the left rear corner of trailer is directly over the point of reference. This action will help ensure you do not hit another trailer or object on either side of the trailer. If you need to reposition the truck, do so before backing in. (Figure 3)
7. Get back in the truck, honk the horn again, and start backing in slowly. Follow the parking space's white line (if available) as you back in. Use the trailer's tires as a reference on the lines, as well. Countersteer as needed. Before reaching the dock, stop the vehicle. Get out and look one more time behind the trailer, and retrieve your glove. If all is clear, get back in the truck, and slowly finish backing in until you bump the dock. (Figure 3)

**FIG. 3**



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

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## Tips to Prevent Future Incidents

According to the American Transportation Research Institute's (ATRI) 2018 update, titled Predicting Truck Crash Involvement, a driver with a history of past driving convictions, violations, and crashes is at a higher risk of getting involved in a future crash if that risky behavior is not corrected. Based on ATRI's research, below are four types of incidents that may increase the risk of a future crash. Even if you've never experienced one of these incidents, decide if there is room to improve your driving behaviors.



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

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# **PUSH 4 PENCILS SUPPLY DRIVE!**

**WE WOULD LIKE TO EXTEND OUR GRATITUDE TO ALL THOSE WHO PARTICIPATED IN OUR CRAYSON TO COMPUTERS DRIVE IN AUGUST. THANKS TO YOUR GENEROSITY, WE WERE ABLE TO MAKE A SIGNIFICANT IMPACT IN OUR COMMUNITY BY PROVIDING ESSENTIAL SCHOOL SUPPLIES TO MANY LOCAL STUDENT'S. AS A RESULT, THESE STUDENTS WERE ABLE TO START THE NEW ACADEMIC YEAR ON A STRONG FOOTING, EQUIPPED WITH THE TOOLS THEY NEED TO SUCCEED.**



# SEPTEMBER 2025

## **Important Dates:**

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

# **Grand Slam Giveaway**

This is our final Grand Slam drawing for the 2025 Cincinnati Reds season. We hope you've had a blast attending the games and had a little fun with the activities to win tickets. As we wrap up this season, we're already looking ahead to 2026 and can't wait to see even more enthusiastic participation from all of you next year!

## **Grand Slam Winners for August**

- Steven Mills- Crayons to Computer Donation (Sunday Sept 19 Chicago Cubs)
- Mike Mitchell -Driver of the month (Sunday Sept 21 Chicago Cubs)
- Anthony Gentile – Cheers for Peers (Sunday Sept 7 NY Mets)
- Dan Shackley Cheers for Peers (Sunday September 21<sup>st</sup> Chicago Cubs)

# THANK YOU TO ALL OF OUR DRIVERS!

As we celebrate National Driver Appreciation week September 14th-20th, we want to take a moment to express our heartfelt gratitude for all that you do. Your dedication, hard work, and commitment to safety are the backbone of our organization and we are honored to have you as part of our team.

As a small token of our appreciation, we are excited to announce that this year, each of our CDL drivers will receive 2500 Pulse Reward points! You can redeem these points for a gift card of your choice, whether it's to treat yourself to something special or to share with a loved one.

But that's not all! We are also working on an additional special gift to present to each of you at our 2025 Drivers Meeting November 8<sup>th</sup>. To ensure we get it just right, we will be reaching out to each of you in the coming weeks to confirm your size preferences. Please be on the lookout for a call or text and respond accordingly.

We are proud to recognize the important role you play in our success and we hope you know that your efforts do not go unnoticed. Your professionalism, expertise, and passion for driving are what sets us apart, and we are grateful for your contributions every day.

Thank you again for all that you do. We look forward to celebrating National Driver Appreciation week with you!

# 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 Troy Wolfe and he called in and got his pulse points! Make sure you are reading the newsletter so you can take advantage of getting your reward points!***

# THE DRIVER'S CORNER



We're thrilled to announce that Gregg Morano was the lucky winner of our Newsletter Grand Slam giveaway contest in June, scoring tickets to the August 1st Cincinnati Reds vs. Atlanta Braves game! Gregg shared the exciting experience with his wife Stephanie and friends Chris and Ruby, making it a memorable outing for all. As an added bonus, it was Ruby's first-ever baseball game, made possible by Gregg's participation. After the game, Gregg expressed his gratitude, saying, "Thanks ITDS for the Reds tickets! Great seats, great time, and we even left with a win!"



# THE DRIVER'S CORNER



Candy Mullins is beaming with excitement after winning tickets to the Cincinnati Reds v St Louis Cardinals game on August 29<sup>th</sup>!

Candy was nominated for our Cheers for Peers program in July which recognizes our drivers who go above and beyond in providing exceptional service and commitment. When asked about her experience Candy said “I had an AMAZING time at the Reds game!” She also gave a special shout out to the all-you-can-eat counters, where her daughter absolutely LOVES the pulled pork sandwiches.



# THE DRIVER'S CORNER



James Smith, his wife and his niece, along with her husband was part of the crowd cheering on the Cincinnati Reds as they won 5 to 4 against the Blue Jays on September 1<sup>st</sup> . And speaking of wins, did you know that scoring prizes from ITDS is as simple as participating in our monthly contests? Don't miss your chance to take home exciting rewards- join in on the fun this month!



# 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!

# 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 Daniel Nicholson, would like to recognize Rick Schneider, for a job well done.

On September 1st, 2025

“Rick approaches his job with the utmost in respect and professionalism, every day, without fail. He is always willing to adapt to an ever-fluid environment and is the ultimate "go with the flow" type of team player someone hopes for. While he does not experience the luxury of consistent routing, he never falters in his willingness to service our clients' needs as well as ours, no matter what that entails.”

# CHEERS FROM PEERS NOMINATIONS



## CHEERS FROM PEERS

I Daniel Nicholson, would like to recognize Tim Strait, for a job well done.

On September 1st, 2025

“Tim's ongoing commitment to excellence shines in many ways, from his customer service and level of detailed communication to the pride he takes in maintaining his equipment, to his never-ending willingness to help his fellow man, even without being prompted. He is a true team player and valued asset. Tim takes pride in producing quality service both through his own work and his work to help others.”

# CHEERS FROM PEERS NOMINATIONS



## CHEERS FROM PEERS

I Aaron Smith, would like to recognize Dan Shackley, for a job well done.

On September 1<sup>st</sup>, 2025

"Dan has been put in numerous situations with customers and Kamps that goes above and beyond the call of duty. He is always ready to step in and take that extra run that puts him at a 12 hr day or moves those extra trailers without question. He holds the face of our business to our customers with a smile to give everyone the best customer experience possible. Dan just goes the extra mile consistently. He has worked for us for a couple of years and still has that drive to exemplify the "BEST IN CLASS" level of service that our customers need every day. We are grateful to have such an upstanding driver to help us."

# CHEERS FROM PEERS NOMINATIONS



## CHEERS FROM PEERS

I Tyler Long, would like to recognize Anthony Gentile, for a job well done.

On September 1<sup>st</sup>, 2025

“Anthony is one of the hardest working drivers I have ever had. He starts early and stays late. He's always asking if there is anything else that needs done to make sure everything is taken care of each day. He works weekend and holidays volunteering and helping out whenever I need it. Honestly I hope we never lose him as a driver!”

# CHEERS FROM PEERS NOMINATIONS



## CHEERS FROM PEERS

Rex & Jamie from Green Bay Packaging, would like to recognize  
Tony Brown, for a job well done.

On September 1<sup>st</sup>, 2025

“Tony constantly helps the team if someone is running late. He not only handles deliveries, he helps us in the yard before and after making deliveries. He helps the office staff with insight on the customers processes. He does orientation for new drivers and never complains if we ask him to come in early, stay late or work a Saturday. He has even cleaned out another drivers truck and returned the drivers property to him. Tony helps everyone!”

# ITDS Driver Challenge

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



OR



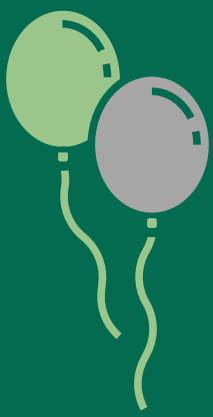
## Win a brand new car or \$25,000 cash!!

- 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.) (the hidden name this month is Pam Fields)

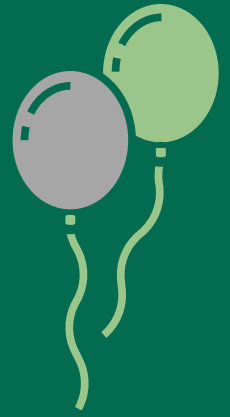
# HOW TO QUALIFY

- All employed drivers working a full quarter and qualify for a quarterly safety bonus entered a drawing for
- Drivers employed for a full quarter with no damage will be entered into the annual drawing for that quarter. Drivers employed the entire calendar year will have the opportunity to be entered into the
- Eligibility is determined by quarterly Safety bonus's that have been given. Receiving a Safety bonus in a quarter earns an entry into the drawing. Up to four entries per year.
- To claim a prize, an employee must be an "Employee in Good Standing" at the time his or her name is drawn and at the time the prize is awarded. "Good Standing" means an active ITDS employee with no disciplinary action pending or in effect. "Employee in Good Standing" on a given date means an employee of ITDS who has not tendered oral or written notice of intent to resign or retire effective as of a date on or before the given date and has not behaved in a manner that would be grounds for termination for cause.
- Proposed - To ensure a random and unbiased drawing, all names will be entered into digital name drawing generator to select a winner. The first name drawn of an ITDS employee in good standing will be determined the winner.
- The winner will be notified by phone.
- This incentive program is open only to employed drivers of ITDS and employees are not required to take
- If you have any questions regarding the driver equipment damage incentive program, please contact Laurie Sparks by email at [laurie.sparks@itdsdedicated.com](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



John Suits - September 1  
Jeff Crouch - September 3  
Bill Duncan - September 4  
Jason Rudd - September 4  
Nathan Scott - September 9  
Rodney Abrams - September 16  
Rick Stagner - September 16  
Ken Kyle - September 16  
Taren Ray - September 16  
Frank Britton - September 18

Tony Brown - September 19  
Travis Bookhart - September 21  
Mark Garrison - September 22  
Daniel Kaiser - September 22  
Don French - September 26  
Julie Brooks - September 26  
Mike Mitchell - September 27  
Josh Jones - September 28  
Laurie Sparks - September 30

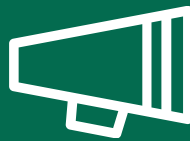


## HAPPY ANNIVERSARY



Matt Holwadel - September 11, 2023 (2 years)  
Charles Menke - September 11, 2023 (2 years)  
Nelson Wharton - September 16, 2022 (3 years)  
Heath Johnson - September 17, 2024 (1 year)  
Larry Creech - September 18, 2023 (2 years)  
Chad Flannery - September 21, 2015 (10 years)  
Garry Middleton - September 29, 2017 (8 years)

*As a thank you for your hard work and continued service to ITDS we will be loading 1000 points to your Pulse rewards program account so you can redeem a gift card or your choice*



# HR



## HR Support Summary DRIVERS

### HR Team

#### **Angela Bradley**

*Director of Human Resources*

Phone: 513-618-2571

Mobile: 513-265-2980

Fax: 513-542-5572

Email: [abradley@truckwayleasing.com](mailto:abradley@truckwayleasing.com)

#### **Vicki Torok**

*HR/Recruiter*

Phone: 513-618-2573

Mobile: 513-349-7463

Fax: 513-542-5572

Email: [vicki.torok@interstatetrailer.com](mailto:vicki.torok@interstatetrailer.com)

#### **Sam Scheetz**

*HR Coordinator*

Phone: 859-817-7653

**Main Point of  
Contact**

Fax: 513-542-5572

Email: [samantha.scheetz@truckwayleasing.com](mailto:samantha.scheetz@truckwayleasing.com)

#### **Alyssa Behler**

*Social Media Specialist*

Phone: 513-354-1725

Fax: 513-542-5572

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: 513-542-5572

Email: [abradley@truckwayleasing.com](mailto:abradley@truckwayleasing.com)

#### **Peggy Homsey**

*Payroll*

Phone: 513-541-7714 x1159

Fax: 513-542-5572

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)

# **SAVE THE DATE!**



## **2025 DRIVER SAFETY MEETING**

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

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

**\*\*\*FLU SHOTS: WE WILL HAVE A  
NURSE FROM ST ELIZABETH ON SITE  
AT THE ANNUAL DRIVERS MEETING  
NOVEMBER 8<sup>TH</sup> 2025 TO ADMINISTER  
FLU SHOTS FREE OF CHARGE.\*\*\***

# 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.**

# AUGUST ROADSIDE INSPECTIONS

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8/2/25 Garry Middleton - Speeding

8/14/25 Richard Stagner – CLEAN!

8/21/25 Lamont Sims – Speeding

8/25/25 Brian Hughes – CLEAN!

8/26/25 Tim Cook – Wheel Rim missing  
fastener

8/26/25 Garry Middleton - Tires

8/28/25 Jason Rose – CLEAN!

8/29/25 Mathew Snider – CLEAN!



*Thank you Richard, Brian, Jason, &  
Mathew for your clean inspections!  
They will receive 5,000 pulse points  
in their accounts (\$50)!*

# AUGUST DRIVER OF THE MONTH

**MIKE  
MITCHELL**

**Mike is an off-shift  
floater in Cincinnati!**

# AUGUST TRAINING WINNER

**FRANK  
BRITTON**

WINNERS WILL CHOOSE 10,000 POINTS (\$100) OR A FOUR  
PACK OF CINCINNATI REDS BASEBALL TICKETS THAT  
INCLUDE ALL FOOD AND A PARKING PASS.

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on Instagram - @itdsinc



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