

THE DISPATCH



September 2026

DRIVER APPRECIATION WEEK!

September 13th-19th, 2026

At ITDS Inc. we know that our success starts with the hardworking drivers who keep our business moving every day. During National Driver Appreciation Week, we want to take a moment to recognize and thank each of you for your commitment, dedication, and the countless miles you travel safely on behalf of our company.

Your professionalism, reliability, and customer-first attitude make a difference every single day. Whether you're delivering on schedule, overcoming challenges on the road, or representing our company with pride, your efforts do not go unnoticed.

As a small token of our appreciation, we have a special gift for each driver that will be delivered to you during Driver Appreciation Week. We hope you enjoy it and know that it comes with our sincere gratitude for everything you do. Thank you for your hard work, your dedication, and for being an essential part of our team. We are proud to celebrate you this week and every week.

Happy National Driver Appreciation Week!

With Appreciation,
The Leadership Team
ITDS Inc.

WELCOME TO THE TEAM!



Randy has 22 years of experience in the supply chain industry, with backgrounds in both inventory management and transportation. He is dedicated to supporting the Proximo account and is committed to improving our scorecard performance, enhancing communication, and implementing processes that better meet the customer's needs. His focus is on providing timely and accurate data, building a stronger relationship with Proximo, and delivering exceptional service. By strengthening our partnership and continuously improving our operations, he hopes to help create opportunities to grow our transportation business and add even more value for the customer.

SEPTEMBER 2026

Important Dates:

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



Thank You for Participating in the 2026 Grand Slam Giveaway Contests!

A big thank you to everyone who participated in our 2026 Grand Slam Giveaway Contests throughout the baseball season!

We hope you had fun taking part in the contests and enjoyed the friendly competition along the way. More importantly, we hope these activities provided a positive way for drivers to stay connected with the ITDS office staff and engage with safety programs throughout the year. Your participation helps make these contests a success, and we appreciate everyone who took the time to get involved.

As we wrap up another exciting Reds season, we hope you're already looking forward to what we have planned for 2027. Thank you for all you do and for helping us build a stronger, more connected ITDS team.

Go Reds!

A decorative border made of red stitching, resembling a baseball seam, runs vertically along both the left and right edges of the page.

Grand Slam August Contest **Winners & Participants**

Congrats to our winners Mike Mitchell &
James Smith!

Thank you to Travis Bookhart, Troy Wolfe,
& Chris Morris for participating!

August Grand Slam Challenge

Pick the Risk: Back-to-School

Safety Challenge (**ANSWERS**)

1. Which of the following are safety risks?

You are driving through a neighborhood and notice the following:

- A school bus ahead with flashing red lights
- A child standing near the curb looking at their phone
- A vehicle beginning to pass the stopped bus
- A bicyclist approaching from between parked cars
- A posted school zone speed limit

ANSWER: ALL OF THE ABOVE

2. True or False

You must stop for a school bus with flashing red lights regardless of direction on a two-lane road.

- True
- False

ANSWER: TRUE

3. When are school zone speed limits typically enforced?

- Only during bad weather
- Only during weekends
- When lights are flashing or during posted school hours
- Only in the morning

ANSWER: WHEN LIGHTS ARE FLASHING OR DURING POSTED SCHOOL HOURS

4. What is the safest following distance in school zones?

- 1 Second
- 2 seconds
- 3-4+ seconds
- Doesn't matter

ANSWER: 3-4+ SECONDS

5. True or False

Children are predictable and will always look before crossing.

- True
- False

ANSWER: FALSE

6. You are approaching a stopped school bus and traffic behind you is getting impatient. What is the safest action you should take?

- Get out of the truck and tell the traffic behind you to stop it
- Blow your horn and yell out the window at the bus driver
- Go around the bus and get the traffic moving again
- **Remain stopped, follow the law, and wait until lights stop flashing**



ANNUAL DRIVER SAFETY MEETING

NOVEMBER 14, 2026



DATE

November 14,
2026



MEETING TIME

8:00 AM –
12:00 PM



CHECK-IN BEGINS

7:15 AM



LOCATION

Receptions
Event Center
1379 Donaldson
Highway
Erlanger, KY 41018



Breakfast
Buffet
Served



FLU SHOTS

A nurse will be on site
administering flu shots
free of charge.



FOOD PANTRY DRIVE

Donate canned food
items for a chance to
win a gift card!



GIVEAWAYS

- ✓ ITDS Swag
- ✓ Gift Cards
- ✓ Cash Prizes

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 Dunaway 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



Rick Schneider was the lucky winner of tickets to the August 14th Cincinnati Reds game against the Miami Marlins, where the Reds secured a hard-fought 1-0 victory!

Rick earned his winning tickets by participating in our July Red, White & Drive Safe Contest, a program designed to reinforce safe driving practices and recognize our drivers' commitment to safety.





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. (The hidden name this month is Michael Hampton)

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 AJ Sanders, would like to recognize Candy Mullins, for a job well done.

On August 22nd, 2026

“Candy along with another driver, was willing to take a load to one of our largest customers when they called on a Saturday morning. Within 30 minutes, both drivers were here, in uniform, and ready to go! It is drivers with dedication like this that help us meet our customers' unexpected needs at any given moment. Our customers, our team here at Akers, and I appreciate the dedication these two drivers show at all times!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

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

On August 22nd, 2026

“Pam along with another driver, was willing to take a load to one of our largest customers when they called on a Saturday morning. Within 30 minutes, both drivers were here, in uniform, and ready to go! It is drivers with dedication like this that help us meet our customers' unexpected needs at any given moment. Our customers, our team here at Akers, and I appreciate the dedication these two drivers show at all times!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Adam Prichard, would like to recognize Colton Smith, for a job well done.

On August 25th, 2026

“Colton is a brand new driver to ITDS. He is only six days in but he has a wonderful attitude, and has hit the ground running. He has figured the job out quick with zero hand holding required, and that can be challenging on this account as a mileage driver. He has shown a super positive attitude and is knocking runs out like he has been here for years. He is a new guy that is making my job easy and that very much appreciated! I hope he sticks around for a very long time!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Cheyenne Fulcher, would like to recognize Mike Mitchell, for a job well done.

On August 28th, 2026

“Mike has covered for us in a pinch twice this week and done a fantastic job! Without his quick response we would have been responsible for shutting down production for the entirety of the weekend. Thank you for saving me in a pinch!”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Tyler Long, would like to recognize Roger Smith, for a job well done.

On September 1st, 2026

“Roger has perfect attendance, gets his routes finished in great times, and is always willing to do extra whenever needed. He is one of the best examples of what you look for in a good driver.”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

I Brian Ellis, would like to recognize Ken Young, for a job well done.

On September 1st, 2026

“Ken is always willing to go above and beyond. He is always volunteering to help ensure the job gets done.”

CHEERS FROM PEERS NOMINATIONS



CHEERS FROM PEERS

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

On September 1st, 2026

“Anthony's perfect attendance, strong work ethic, and readiness to go the extra mile make him a valuable member of our team. He consistently completes his routes efficiently and is always willing to help whenever needed. Anthony truly represents what you look for in a great driver.”

ITDS Driver Challenge

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



OR



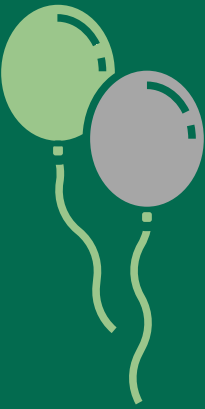
Win a brand new car or \$25,000 cash!!

- 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.)

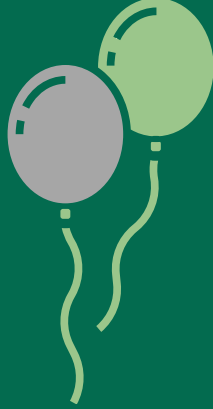
HOW TO QUALIFY

- 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 Tom Morris.
- If you have any questions regarding the driver equipment damage incentive program, please contact Tom Morris by email at tom.morris@itdsdedicated.com or by phone at 859-393-3040

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HAPPY Birthday



John Suits - September 1
Nathan Atkins - September 1
William Duncan - September 4
Jason Rudd - September 4
Daniel Smith - September 9
Nathan Scott - September 9
Abdul Bah - September 15
Rodney Abrams - September 16
Kenneth Kyle - September 16
Taren Ray - September 16
Frank Britton - September 18
Tony Brown - September 19
Travis Bookhart - September 21

Stephen Garrison - September 22
Daniel Kaiser - September 22
Victor Emanuel - September 24
Lawrence Palmer - September 25
Nicson Dorelus - September 25
Donald French - September 26
Michael Garske - September 26
Julie Brooks - September 26
Michael Mitchell - September 27
Joshua Jones - September 28
Joshua Eversole - September 29
Robert Hamel - September 30



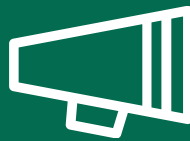
HAPPY ANNIVERSARY



Nathan Atkins - September 1, 2025 (1 year)
Marlon Dawson - September 1, 2025 (1 year)
Carl Dibble - September 1, 2025 (1 year)
Steven Ihlendorf - September 1, 2025 (1 year)
Michael Meyer - September 1, 2025 (1 year)
Brent Musgrave - September 1, 2025 (1 year)
John Nichols - September 1, 2025 (1 year)
Thomas Shaver - September 1, 2025 (1 year)
Isaac Shaw-Hamilton - September 1, 2025 (1 year)

Carl Anderson - September 2, 2025 (1 year)
Patrick Robertson - September 4, 2025 (1 year)
Matt Holwadel - September 11, 2023 (3 years)
Charles Menke - September 11, 2023 (3 years)
Daniel Luna - September 15, 2025 (1 year)
Nelson Wharton - September 16, 2022 (4 years)
Heath Johnson - September 17, 2024 (2 years)
Larry Creech - September 18, 2023 (3 years)
Chad Flannery - September 21, 2015 (11 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

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

SEPTEMBER DRIVER BONUS PROGRAM

SCORE BIG THIS FALL WITH DRIVER REFERRALS!

Know a great driver? Put them on our championship team and earn bonus money through our September Driver Bonus Program.

SIGN-ON BONUSES

- Dedicated Local - \$1,000
- Road Drivers - \$2,500
- Plasma (BPL) - \$2,500

REFERRAL BONUSES

- Dedicated Local & Road - \$1,000
- Plasma (BPL) - \$2,500

NEW! SCORE BIG WITH REFERRALS & PULSE POINTS!

 Earn **5,000 Pulse Points (\$50)** when your referral completes a full application!

- ✓ No hire required
- ✓ Referral must have 12 months recent experience
- ✓ Must be an active employee at time of payout

REFER A DRIVER TODAY & SCORE BIG!

HELP US BUILD A CHAMPIONSHIP DRIVER TEAM THIS FALL!

-  Refer. Recruit. Reward.
-  Earn Bonuses.
-  Build the Team.

AUGUST ROADSIDE INSPECTIONS

8/3 Shawn Duncil – tires less than 50%

8/9 William Tyson – failed to review any unassigned driving time

8/14 Gage Kinman – CLEAN!

8/18 Terry Evans – lane restriction violation

8/18 Abdul Bah – registration violation

8/19 William Duncan – CLEAN!

8/20 Robert Quartier – defective brakes

8/28 Anthony Polidori – CLEAN!

8/30 Michael Hampton – CLEAN!

8/31 Frederick Carter – failed to obey traffic control device



Thank you Gage, William, Anthony, & Michael for your clean inspections! They will each receive 5,000 pulse points in their accounts (\$50)!

AUGUST DRIVER OF THE MONTH

**JERRY
WILSON**

Jerry is on our
Proximo account!

AUGUST TRAINING WINNER

**SCOTT
QUARTIER**

JERRY & SCOTT WILL BOTH RECEIVE 10,000 PULSE
REWARD POINTS (\$100)

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Like, Follow, and Share our posts on our social platforms! Stay updated & possibly see yourself on a birthday, anniversary, or employee spotlight post!



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