



**Cincinnati, Ohio**

**THE DISPATCH**  
**1<sup>st</sup> Quarter 2021**



# For the month of April: \$1,000 Referral Bonus



- New drivers will receive a \$1,000 sign-on bonus.
- Driver must start by May 15, 2021.
- Payout is as follows:
  - Upon hire: \$300
  - At 90 days: \$300
  - At 180 days: \$400

## Earn Even More....

Receive an enhanced bonus of **\$3,000** for referring a new **ROAD DRIVER**. Payout is as follows:

- At 30 days: \$1,000
- At 90 days: \$1,000
- At 180 days: \$1,000



Any new road drivers will receive a \$2,000 sign-on bonus.

**RECRUITING 513-541-7810**

Note: You must be a current driver of ITDS as of April 1, 2021 to qualify.

# ITDS Driver Challenge

At the beginning of 2020 ITDS introduced the “ITDS Driver Challenge”. The purpose of the challenge was to reduce the damage to ITDS equipment. If you recall, in the “Official rules to the ITDS Driver Damage Challenge,” what is included as damage:

- Tires
- Mud flaps
- Air Lines
- Keys locked in tractors
- Lights left on requiring a jump start
- Accident damage to ITDS equipment and to third party vehicles and personal property

The prizes were:

- A total under \$350,000 would allow the winner to pick between a new car (including taxes) or a prize of \$25,000.
- If fleet damages were above \$350,000 but below \$400,000 ITDS would give the winner \$15,000.
- If fleet damage totals were above \$400,000 but below \$450,000 ITDS would give the winner \$10,000.

There is good news and bad news on the total for year ending December 31, 2020.

The **bad news** is nobody won the car as the total damage was \$512,509.47. This number is entirely too high for the size of the ITDS fleet.

Total that created the \$512,509.47 were:

- Accidents totaled \$353,362
- Tire damage totaled \$139,271.47
- Miscellaneous damage totaled \$19,876

# ITDS Driver Challenge

*continued*

The **good news** is we now have proof that our goal is obtainable.

We had two major accidents last year that contributed a large amount to our total.

- One accident was a rear end accident that was our fault. Driver did not see traffic setting at a stop light and hit a car at full speed. This accident cost ITDS \$100,000.
- Accident number two was a roll over that totaled the tractor and the trailer. Cost was \$75,000.

(Neither of these two drivers are still employed by ITDS)

If we went through the year without having these two major accidents our total would have been under \$350,000 and we would have been drawing a driver's name to give away a car.

We are going to run the "ITDS Drivers Challenge" again in 2021. The official rules are on the following page.

Let's get off to a good start:

- Avoid having incidents and accidents
- Keep your tires inflated and avoid curbs
- Avoid damaging mud flaps and air lines
- Turn out your lights and avoid locking your keys in the car
- Read the Car challenge rules and make sure you get an entry each quarter.

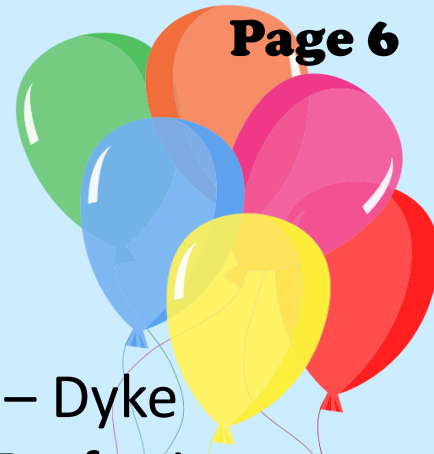
**ITDS would love to give someone a car for the year of 2021!!!**

# Official Rules



- ITDS is conducting a driver challenge as an incentive to our drivers to help reduce the damage to ITDS equipment and damage to a third party.
- The start date of the driver incentive program is January 1, 2021.
- The ending date for the incentive program is December 31, 2021.
- If the entire fleet repairs are under \$350,000, the winner will have a choice of a new **Chevy Malibu** (including tax) or **\$25,000 cash**.
- If the entire fleet repairs are above \$350,000 but below \$400,000, the winner will receive **\$15,000 cash**.
- If the entire fleet repairs are above \$400,000 but below \$450,000, the winner will receive **\$10,000 cash**.
- All employed drivers working a full quarter without any damage expense to a tractor, trailer or third-party property will be 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.
- Damage to tractors and trailers will include any damage that ITDS incurs the expense. (This includes but is not limited to tires, mud flaps, airlines, keys locked in tractors, lights left on requiring a jump to start, accident damage, damage to a third parties' property or vehicle)
- Once all names have been entered into the drawing, a name will be drawn from a bucket on March 1, 2022. The first name drawn of an ITDS employee in good standing will be determined the winner.
- 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.
- 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 in order to enter. Employees may elect not to participate by contacting Diana Wiesner. (See below)

If you have any questions regarding the incentive program, please contact Diana Wiesner by email at [diana.wiesner@itdsdedicated.com](mailto:diana.wiesner@itdsdedicated.com) or by phone at 513-618-2597.



February

- 2/2 Steven P – Dyke
- 2/3 Paul G – Perfetti
- 2/11 Tony M – Hammer
- 2/12 Paul Studer – Akers Pkg
- 2/22 Don Petty – Akers Pkg
- 2/24 Mark S – Kamps KY
- 2/25 Richard H – Kamps IN

January

- 1/2 Les M – Duro Bag
- 1/9 Jeremy M – Floater
- 1/10 Mike M – Floater C-bus
- 1/15 Scott D – Cisco Seeds
- 1/15 Candy M – Akers Pkg
- 1/16 Bruce H – Safety
- 1/16 Matt S – Akers Pkg
- 1/19 Charley Y – Kamps IN
- 1/21 Renee W – Recruiting
- 1/22 Kevin M – John Morrell
- 1/24 Bobby C – Perfetti
- 1/24 Brandon L – MMI
- 1/24 John V – Perfetti

March

- 3/1 Tracey M – Floater
- 3/1 Tom V – Akers Pkg
- 3/5 Mike H – Kamps IN
- 3/5 Steve H – Kamps IN
- 3/5 Bryan O – BGR Lou
- 3/12 Sean H – BPL
- 3/13 Maria A – Akers Pkg
- 3/15 Mike S – Hoosier Cont
- 3/18 Tone K – Kamps Lou
- 3/18 Dan S – Floater





# Happy Anniversary

## January

1/4/19 Jeff S – BPL  
 1/6/20 Larry W – Hoosier  
 1/18/17 Paul G – Central Steel  
 1/19/15 Ed G – Adv. Pierre  
 1/23/17 Brad F – Road  
 1/24/18 Robert G – Road  
 1/25/16 Ken Q - Dispatch  
 1/28/19 Laurie M – Kamps OH

## February

2/3/20 Tom H – Multicorr Road  
 2/3/20 Tone K – Kamps Lou  
 2/12/19 Sean H – BPL  
 2/12/19 Rusty I – Kamps Lou  
 2/13/17 Bill D – Kamps KY  
 2/17/20 Randy R – Cisco  
 2/23/18 Ross R – BGR Lou  
 2/26/18 Arlondo L – Multicorr  
 2/26/20 Josh T – Hoosier Cont.

## March

3/4/19 Norm W – BGR IN  
 3/9/20 Kelvin B – Kamps OH  
 3/11/20 Arab C – Adv. Pierre  
 3/12/18 Puspa B – Adv. Pierre  
 3/12/20 John L – BPL  
 3/13/17 Jim B – I Herb  
 3/14/15 Robert A – MMI  
 3/15/18 Randy K – Multicorr  
 3/18/19 Mark S – Kamps KY  
 3/19/18 Larry D – Multicorr  
 3/20/20 Mike H – Cisco Seeds  
 3/20/18 Joe S – Multicorr  
 3/24/20 Steve P – Dyke  
 3/25/19 Paul S – Akers Pkg  
 3/26/18 Anthony S – Multicorr  
 3/27/20 Tim P – BPL back up  
 3/30/20 Tom Baldwin – Floater  
 3/30/20 Tim M – Multicorr  
 3/30/20 Dan S – Floater

**Drivers celebrating an anniversary can send in a LUNCH receipt for reimbursement!**

# -Announcements-

*Do you have an interest in getting a couple more company t-shirt(s) or polo(s) this Spring?*

Please let Bruce know what you have an interest in ordering and how many, by emailing him at the following: [bhoblik@itdsdedicated.com](mailto:bhoblik@itdsdedicated.com). By getting a general idea of the overall quantity wanted, we can find out what kind of price break is available to us. Based upon interest, an order form will be sent out that will list pricing, sizes available and order deadline



A heads up to everyone, we are beginning to swap out our tablets for newer models. We will continue to use Omnitracs for the ELD, so nothing new to learn on your part. You will be notified of the process when it comes to your time. Thank you in advance for your cooperation and help!

**REMINDER:** each and every one of you are a representation of ITDS. Please be respectful to everyone you encounter, including other motorists. If you have issues that need addressed, please notify the office immediately.



# Drivers of the Month

December:

John C – MMI Doors

January:

Jerry W – Duro Bag

February:

Bill D – Kamps KY

Winners should contact Lori by email at [lbrady@itdsdedicated.com](mailto:lbrady@itdsdedicated.com) or by phone at 513-354-1722 to claim your \$100 gift card!!!

# Monthly Quiz Winners

December:

Jeff S - BPL

January:

Jim B – I Herb

February:

Colson S – Floater

Winners should contact Lori by email at [lbrady@itdsdedicated.com](mailto:lbrady@itdsdedicated.com) or by phone at 513-354-1722 to claim your \$100 gift card!!!

# Roadside Inspections

## December:

12/3 George C – US Nonwovens – **CLEAN!**

12/3 Bobby C – Perfetti – **ABS lamp**

12/9 Curtis P – Floater – **CLEAN!**

12/9 Annette M – Multicorr Road – **CLEAN!**

12/12 Jonathan S – Multicorr Local – **CLEAN!**

12/15 Steve G – Mahle – **CLEAN!**

12/15 Larry B – BPL – **CLEAN!**

12/16 Robert G – Road Floater – **overweight tandem**

12/16 Tim P – Multicorr – **CLEAN!**

12/22 Barry L – Akers Pkg – **CLEAN!**

12/23 Dallas M – Akers Pkg – **CLEAN!**

12/28 Dan S – Floater – **CLEAN!**

## January

1/8 Randy K – Multicorr Local – **head lamp inoperable**

1/13 Jeremy M – Floater – **CLEAN!**

1/13 Netra D – MMI Doors – **flat tire, brakes out of service**

1/21 Austin B – Kamps OH – **inop lamps, defective ABS, air leak**

1/25 Rodney B – Akers – **CLEAN!**

1/29 Brian S – Cisco Seeds – **overweight tandem**

1/29 Tim M – Multicorr local – **lane restriction**

## February

2/2 Rick S – Hammer – **CLEAN!**

2/8 Chris R – Cisco – **CLEAN!**

2/11 Garry M – BPL – **CLEAN!**

2/18 Robert A – MMI Doors – **CLEAN!**

2/22 David L – BPL – **failed to have blank logs**