

Traffic Plan's
official employee
publication

UNITE



LOOKING BACK

MOVING FORWARD

As 2019 comes to a close, it's exciting to look back and see how much we've accomplished this year. And it's equally exciting to see the many opportunities that lie ahead for 2020.

Here are some highlights from this year:

- A record number of employees were hired. We currently have over 570 employees!
- We continued to expand our service area.
- Our new website went live! It supports our "Partners in progress, united by purpose" branding and makes it easier for our clients and job seekers to connect with us for their service or employment needs.
- We continue to grow our Progress Training Institute into one of the most impressive traffic control training centers on the East Coast.

Our highly skilled workforce and the success of our company would not be possible without the valuable support of the American Traffic Safety Services Association (ATSSA).

The ATTSA mission is to advance roadway safety by supporting the industry with legislative advocacy, traffic control safety training, and member partnerships. Traffic Plan is proud to be one of the 1,500 member companies representing over 11,000 industry professionals.

When we started Traffic Plan seven years ago, we both completed ATSSA's certified flagger training and began to understand and appreciate just how much traffic control services can positively impact the lives of our clients and communities. We recently retested and remain certified by ATSSA. We're grateful for the industry resources and training support the organization offers.

In closing, we want to say THANK YOU and remind you that we are committed to the care and advancement of our Traffic Plan family! And as a women-owned business, we're also dedicated to providing an environment where everyone is heard and has an equal opportunity to improve their lives.

In these final weeks of 2019, let's remain focused on keeping people safe in those work zones—and making lives better through progress and purpose!

Happy Fall to All!
Carolyn Kiely and Mary Kiely





PREP YOUR CAR FOR FALL & WINTER

- 1

CHECK YOUR TIRES

Big temperature changes can cause a loss in tire pressure. Make sure your tires are adequately inflated.
- 2

UPGRADE YOUR WIPER FLUID

Swap your wiper fluid out for a winter-friendly version that's designed to quickly melt frost and ice.
- 3

SWITCH OUT WIPER BLADES

Replace your wipers if they appear dull, or upgrade to a winter wiper blade to combat icy conditions.
- 4

CLEAN YOUR HEADLIGHTS

Wipe down your headlight covers for maximum brightness, and make sure your lights are properly aligned.

PROGRESS BULLETIN

FALL SAFETY TIPS —

IT'S FALL, Y'ALL!

Fall is the time for football, hayrides, apple picking, and of course, pumpkin spice everything. It's also a good time to take extra precautions when driving on the roadways.

Check out our top six fall driving tips:

1. Watch for Deer

Fall is by far the busiest season for deer-related accidents, as the animals are on the move for mating and migrating. Take extra care when driving, especially on dark and heavily wooded roads. Deer like to travel in groups, so if you see one, slow down. There are probably more in the area. Deer also tend to dart in front of vehicles if they see headlights.

2. Avoid Wet Leaves

Autumn leaves can be treacherous when they're wet and covering a road. Whenever possible, avoid wet leaves—they can be slippery and just as dangerous as ice. Leaves can also cover up potholes, lane lines, and street markers, so drive slowly and brake gently to avoid potential mishaps.

3. Be Careful on Bridges

Weather conditions brought on by cooler weather can lead to less-than-ideal driving conditions, especially on bridges. Always use your low beams on foggy bridges and roads, and watch out for black ice—especially on bridges, which can freeze before the roads. And always keep a safe distance from the vehicle in front of you.

4. Guard from Sun Glare

Fall is prime time for bright sunrises and sunsets. Have sunglasses on hand in your vehicle, and keep your windshield clean to minimize sun glare. If you can, opt for driving on shady, treelined streets to avoid the rush hour sun.

5. Scrape the Morning Frost

Mornings are a busy time of day, but don't forget to scrape the early morning frost off all your vehicle windows before getting behind the wheel. Frost can also build up on shady roads, bridges, and overpasses, so take caution.

6. Be Careful at Dusk

Fall and winter bring fewer daylight hours. Be mindful of your vehicle's surroundings at dusk. People are still out and about, including pedestrians, runners, cyclists, and families coming home from their late-afternoon school activities.

STAND & TAKE A BOW

In each issue of *United*, we recognize the achievements of Traffic Plan's most valuable asset—you, our employees.

PROMOTIONS

Christian Ensinger,
Long Branch Office, Promoted from
Crew Chief to Equipment Technician

5-YEAR ANNIVERSARIES

Julie D. Verosky07/07/14
Travis H. Reed07/21/14
Randy C. Spencer07/21/14

1-YEAR ANNIVERSARIES

Stuart A. Lee.....07/05/18
Jimmy L. Davis07/09/18
Christian O. Perez Matias.....07/09/18
Nathaniel V. Jackson07/09/18
Christopher R. Arias07/16/18
Isaiah Y. Gillison.....07/16/18
Dawn M. Phillips.....07/17/18
Amanda D. Auger07/24/18
Josiah A. Holmes07/24/18
Briana C. Grant.....07/24/18
Bridgette M. Griffin07/25/18
William T. Strebe.....07/25/18
Romeo Muniz III08/09/18
Thomas F. Edgington.....08/09/18
Tyler M. Saunders.....08/09/18
Jesse W. Sherman.....08/09/18
Christian B. Ensinger II.....08/09/18
Raymond M. Noble Jr.....08/14/18
Richard S. Gleadall.....08/14/18
Shaun R. Soder08/14/18
Angel N. Blount08/15/18
Zachary D. Streno08/16/18
Bruce A. Moyer.....08/20/18
Jacob P. Williams.....08/20/18
Sean M. Fullin.....08/20/18
Christian L. Jacopetti08/28/18
John L. Hill.....08/28/18
Jason R. Leonard08/28/18

Andrea Strebe08/29/18
Justin Fennell09/04/18
Mason Slocum09/04/18
Simone Harris.....09/05/18
Christina Ader.....09/05/18
James Mathes09/06/18
Maria Luz.....09/06/18
James Parnell09/10/18
Randy Rice09/10/18
Michael Mulrain JR.....09/10/18
Kenneth Jones09/10/18
Walter VanHorn09/12/18
Ismael Velez.....09/13/18
Marod Bradley09/17/18
Kevin Moon09/19/18
Demetrius Carter10/04/18
LaVoe Casey.....10/04/18
Christopher Guerrido.....10/09/18
Savannah Quintero.....10/09/18
Rita Bodkins10/09/18
Cristina Montanez10/09/18
Imani Bryant10/09/18
Rahat Beale.....10/09/18
Vincent Marzulli10/09/18
Bilal Harvey.....10/11/18
Alejandro Alvarado10/11/18
Derek Yenser10/16/18
Daisey Smith10/16/18
Michelle Flory10/16/18
Jamaal Berry10/18/18
Jack Hamilton.....10/23/18
John Dunn10/25/18
Douglas Paul10/25/18
Jeannette Dotson10/30/18
Joseph Young.....10/30/18
Carlos Cartagena Laboy.....10/30/18
Lea Hafner.....10/30/18
Keith Thornton.....10/30/18



FOCUS ON

HEIDI CHERRY

Heidi Cherry is a Crew Chief in our Chesapeake, Virginia, office. She recently celebrated her two-year anniversary with the company, and we are happy to have her on board as part of the Traffic Plan team.

WHAT'S YOUR ROLE AT TRAFFIC PLAN?

As Crew Chief, I've not only mastered the local primary and secondary traffic control guidelines set forth by the Virginia Department of Transportation, but I've also begun the task of mastering the interstate guidelines. I've been part of every Traffic Plan interstate job in Virginia so far this year. Some of the projects I've worked on include TMA Mobile Operations for ECO Technologies at the Hampton Roads Bridge-Tunnel on I-64, as well as the Monitor-Merrimac Memorial Bridge-Tunnel on I-664 and the Runway Tunnel on I-564. I've also provided services for GET Solutions and Fishburne Drilling on Virginia's local interstates.

WHAT MADE YOU WANT TO JOIN TRAFFIC PLAN?

When I started looking for a new job, Traffic Plan came onto my radar. They presented themselves very well and seemed like a great company to work for. I still feel that way today!

WHAT HAS YOUR PROGRESS AT TRAFFIC PLAN LOOKED LIKE?

I started out as a Flagger. After working with some great Traffic Plan Crew Chiefs in both Virginia and Pennsylvania, I was given the opportunity to take on a Crew Chief position. Although I work out of our Chesapeake office, I really enjoy traveling to Pennsylvania during October to continue my training and to support the Bethlehem office with any work they need help with.

WHAT DO YOU ENJOY ABOUT WORKING AT TRAFFIC PLAN?

I enjoy the environment and all the great people I get to meet. When you work at a client site or in a neighborhood for an extended amount of time, you get to know a lot of friendly faces. It makes the work fun and also makes the day go by fast.

“ I WOULD LOVE FOR MY WORK TO EVOLVE INTO A MANAGEMENT POSITION. ”

WHAT DO YOU LIKE TO DO OUTSIDE OF WORK?

When I'm not busy working, I enjoy playing with my dog and babysitting.

WHERE DO YOU SEE YOURSELF AT TRAFFIC PLAN IN THE FUTURE?

Eventually I would love for my work to evolve into a management position. It would be great to provide my knowledge and hopefully help the business grow.

DO YOU HAVE ANY ADVICE FOR ANYONE WHO'S NEW TO THE TEAM?

I would say just keep your head up—even if you're having a rough time. You always have people who will help you get through it!



WHAT UNITES US

Thank you to everyone who filled out the employee survey we posted on Facebook recently! We love getting to know the **Traffic Plan** family better, and it's fun to see what we're all united on...and what we're not. Here are the results from our August survey. **Stay tuned for more in the future!**

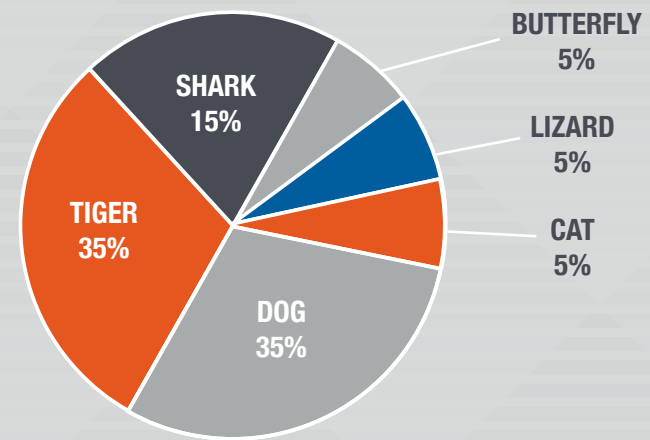
HOW DO YOU KEEP YOUR MIND SHARP WHILE AT WORK?

- Pay attention to my surroundings at all times
- Chew gum
- Play word games in my head
- Stretch, breathe, and survey my surroundings
- Think of the safety of my family as if they were going through the work zone
- Keep up-to-date with changes to traffic management
- Focus on the zone and make sure I go home to my family every night the way I left in the morning
- Sing songs to myself

WHAT ARE YOU CURRENTLY BINGE-WATCHING ON TV?

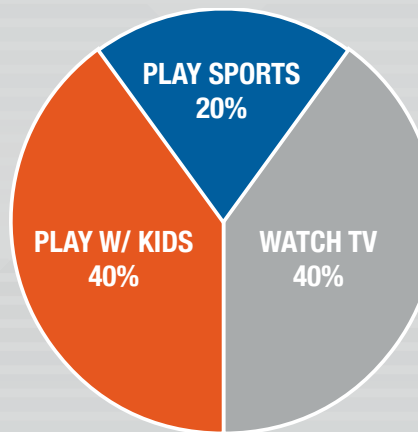
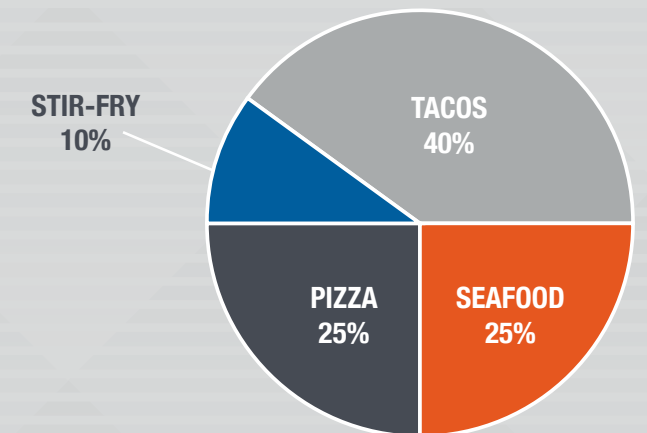
- Orange Is the New Black
- Origin
- The Sinner
- Stranger Things
- Big Little Lies
- Power
- Whose Line Is It Anyway?
- Sons of Anarchy
- Game of Thrones
- Supernatural
- CNN
- Designated Survivor

IF YOU COULD VISIT ANYWHERE IN THE WORLD YOU'VE NEVER BEEN, WHERE WOULD YOU GO?



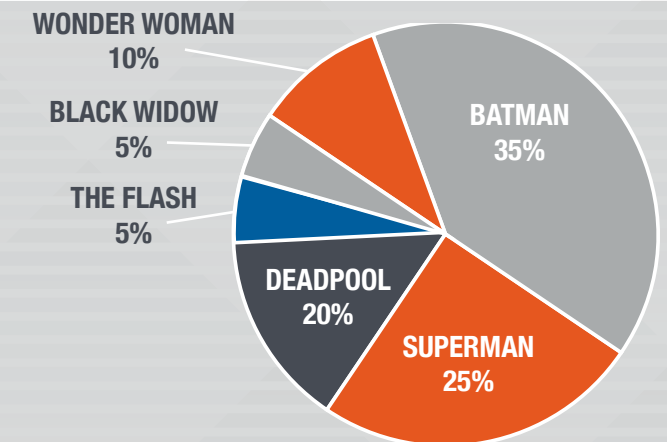
IF YOU COULD BE ANY **ANIMAL**, WHAT WOULD YOU BE?

WHAT DO YOU WANT FOR **DINNER** TONIGHT?



WHAT DO YOU DO TO **RELAX** AFTER WORK?

WHO IS YOUR FAVORITE **SUPERHERO**?



HOW TO STASH MORE CASH

NEW BONUS PROGRAM FOR FIRST-YEAR EMPLOYEES

Earn up to \$1,250 in bonuses after one year of employment.

Milestone Bonuses

4 months - \$500 | 12 months - \$500

Employees will receive bonus money thirty days after reaching their milestone dates of four months and twelve months. Employees must be actively employed by Traffic Plan at the time of payment to receive the bonus.

Promotion Bonus

Crew Chief - \$250

Employees promoted to Crew Chief will receive their bonus six months after the promotion date. It will be scheduled in the next payroll.

This bonus program is for union employees only and may be discontinued at any time based on management discretion. It is not retroactive.

TAKE HOME AN EXTRA \$1,000!

Attention all Traffic Plan employees: Don't forget we have an employee referral program. If you refer a new employee and they remain employed in good standing with Traffic Plan for six months, you'll receive a \$1,000 bonus. Make sure the person you're referring puts your name on their job application!

UNION WAGE INCREASES

New employees (Technician I) receive increases after 90 days, 180 days, and at one year.



Happy fall! Even though we're well into the season according to the calendar, this summer seemed to linger an extra-long time. I want to acknowledge all the Traffic Plan Crews who worked so hard through this summer's heat and uncomfortable weather.

Being involved in the traffic control industry for many years, I know that most of what you do every day goes by unnoticed. I want to assure all Traffic Plan Crews that I understand the sacrifices and commitment you make, not to mention the responsibility of protecting all who enter our work zones.

Setting up a traffic control pattern seems simple from the public's point of view—but we know it's the total opposite. A good deal of skill and knowledge goes into the daily task of creating a proper work zone. As a traffic control specialist, you know your worth, and you take great pride in protecting our workers, customers, and the motoring public. The gratification of knowing that you did your job well is all the recognition necessary to motivate you.

Back in the day, especially after setting up a difficult work zone pattern, I enjoyed driving through the zone to visualize the pattern as just a regular driver on the road, whose only thought was reaching their destination. My goal was to determine whether I had created a safe and smooth transition with my setup. Afterward, I would think

to myself, "Yes, that looks good," then pat myself on the back, knowing probably no one else would.

Well, I can assure all Traffic Plan Crews that you have my pat on the back as well, along with continuing acclaim for work well done. I know each and every time we expose ourselves to traffic, danger persists. This job is a difficult one, and I appreciate the hard work and dedication you exhibit daily. Take pride in knowing that being a traffic control specialist is a multifaceted position that encompasses many elements of proficiency.

A pat on the back is nice, but I know acknowledgement from management goes a little further. Don't forget, supervisors will continue to hand out TP Recognition Cards in appreciation of your dedicated efforts. These cards are a small way for you to gain a little extra money, and on a larger scale, receive the message from management that you're not alone. I understand the work that's being accomplished, and I thank you very much for being part of Traffic Plan.

Stay Safe!

Frank Emmons, Vice President of Operations

If you have any questions or topics you would like to see discussed here, please email me:

FRANKLYSPEAKING@TRAFFICPLAN.COM

TOOLBOX TIPS



USE OF TRUCK-MOUNTED ATTENUATORS / CRASH CUSHIONS

The deployment of a truck-mounted attenuator / crash cushion protective device prior to the activation of a traffic control work zone must be carried out cautiously and in line with MUTCD / state standard guidelines. Here are a few tips to keep in mind:

- Always activate this equipment in a safe location.
- Crash cushion should be placed in the downward position, when practical.
- Arrow board should be placed in the upward position to ensure proper directional messaging, when practical.
- All warning lights must be activated.
- Prior to driving, move safely on/off the roadway clear of traffic.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Reminder! Issued PPE—such as your vest, pants, and hard hat—should be worn during all traffic control operations. It is important to present a clean, professional, and safe appearance as you represent Traffic Plan.

Contact your supervisor as needed to replace PPE that is damaged or worn-out.



ENTERING AND EXITING CONSTRUCTION VEHICLES SAFELY

When entering and exiting all Traffic Plan vehicles, take precautions to prevent unnecessary injuries. Strains, sprains, broken bones, and in rare cases, fatalities can occur when a worker is not paying attention and is focused on just getting the job done—instead of getting the job done safely.

Take the time to coordinate your movement when entering and exiting. Always keep three points of contact with the vehicle: one hand and two feet, or two hands and one foot.

WHEN ENTERING A CONSTRUCTION VEHICLE:

- Wear shoes with sturdy, non-slip soles and a heel.
- Face the vehicle, take hold of the grab bar, and use it to help you climb up.
- If a grab bar is not available, grip the seat or other fixed object in the vehicle.
- Don't grab the steering wheel unless it is "locked." It can turn suddenly and throw you off balance.
- Don't grab the door or handle because it can swing out and cause you to fall.
- Clean and maintain vehicle steps. Wet or oily surfaces can be very slippery.

WHEN EXITING A CONSTRUCTION VEHICLE:

- Examine the ground before you step out. Look for ice, water, cracks, uneven surfaces, and debris.
- In hot and cold weather, wearing gloves can help you grip handrails safely.
- Climb on dedicated stepping areas only. Fuel tanks and fenders can be slippery.
- Face the vehicle and step down backward while holding on to the grab bar or other stable surface.
- Use all of the steps until you reach the ground.
- Never attempt to jump down out of a vehicle. You can catch your clothing on the door handle, seat adjustments, or seatbelt, causing a serious fall. Jumping also increases the force and strain on your bones and joints, mainly affecting the ankles, knees, and back.

PROGRESS INSTITUTE

UPDATES FROM

TRAFFIC PLAN TRAINERS

Three words: we...are...BUSY!

Here's the latest Progress Institute news from the Traffic Plan training team.

MIKE NORDSTROM JOINS TRAFFIC PLAN

It's our pleasure to welcome Mike Nordstrom as our new Traffic Plan Trainer.

Mike comes to us from the New Jersey State Police, where he recently retired as a Lieutenant. He was with the NJSP since 1994. Mike progressed from general road duty Trooper, to Call Center Supervisor, to Training Officer for the Communications Bureau, a position he held for six years. He was later promoted to Unit Head of the Training Bureau (Academy), Managerial Development Unit.

Mike has his BA from Rutgers University and has completed a number of Work Zone and Traffic Incident Management courses. He's also a certified Traffic Control Coordinator (TCC).

Please join us in welcoming Mike to the Traffic Plan team—he's a great addition!

NEW HIRE ORIENTATION

Between May and August, trainers Mark Hickling and Steve Albanese held an impressive 45 new-hire orientations—training 255 employees. By end of year, we project to have 750 new employees trained.

ADVANCED CREW CHIEF TRAINING

Between April and September, we held Advanced Crew Chief training for about 30 employees in PA and NJ. These hands-on classes were conducted in a small-group setting and were well received. Stay tuned for more info on future training sessions.

ADVANCED HIGHWAY TRAINING

In spring and summer, we conducted several Advanced Highway Training courses in PA and NJ. We were fortunate to have our PA teams complete their EVOC (Emergency Vehicle Operators Course) training on the EVOC training site to perform full-length highway traffic control setups.

VIRGINIA TRAINING

In April, six employees completed the VDOT Intermediate training. Our teams down south are quite busy, and there's a lot more work to come! Stay tuned for updates in the coming months.

TRUCK-MOUNTED ATTENUATOR (TMA) TRAINING

Four TMA training classes were held this past quarter, with 29 employees completing the course. On September 23, we also had six employees complete the ATSSA TMA "Train the Trainer" course. The session was held at our Gainesville, VA, office.

UPCOMING TRAINING OPPORTUNITIES

More training opportunities are in the works for 4Q 2019 and 1Q 2020. Stay tuned for updates regarding our advanced training classes and other Progress Institute sessions!





TRAFFIC CONTROL SERVICES

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WE'RE MAKING PROGRESS!
BE ON THE LOOKOUT FOR OUR NEW TIMESHEET SOFTWARE.