

VOL. 5

Traffic Plan's  
official employee  
publication

# UNITED





# STRONGER TOGETHER

A few months ago, it seemed like the world changed overnight. The way we live and conduct our daily activities — at work, home, school, church — is quite different today. But one thing that has remained the same through it all is the strength of our Traffic Plan family.

In the wake of the COVID-19 crisis, we have been fortunate to be designated as an essential business, and we are extremely proud of how the company has come together to continue serving our clients and general public.

All employees have shown a true sense of the potential dangers surrounding the pandemic and risen to the occasion, maintaining a positive, professional frontline presence while supporting each other. Everyone is doing their best to adapt, and your determination and ability to be creative with solutions is inspiring!

## STAYING SAFE

For the health and well-being of everyone, we continue to follow the safety guidelines outlined by the state of New Jersey and the Centers for Disease Control and Prevention (CDC). Our work crews are wearing masks, gloves, and safety glasses to stay protected. They are also taking temperature checks before reporting to work and are practicing social distancing on job sites.

Office personnel have worked remotely when asked. To stay informed at every level, we have been conducting daily and weekly calls with our clients and key industry partners.

All of these new procedures and protocols have been well received and eagerly accepted by our employees. We appreciate your positive attitude and dedication to health and safety.

## HELPING OUT

To support our community, we personally and professionally donated masks and safety glasses to the Monmouth Medical Center in Long Branch, New Jersey.

We also thank those individual Traffic Plan employees who are doing their part to help out and lift the spirits of their friends and neighbors who are struggling at this time.

## THE NEW NORMAL

As we look ahead to our new normal, one area of our business that will very likely look different is our Progress Institute.

The need to hire and train personnel at a fast pace lent itself to having as many candidates or students together as possible at one time. However, COVID-19 will change the way our training program is run. Our team is working hard to implement new plans that will include smaller class sizes and safety protocols like physical distancing and the cleaning/sanitizing of training spaces. Stay tuned for more details.

## IN THIS TOGETHER

Our business is all about personal service, and we know that staying apart from our colleagues, friends, and loved ones is difficult and unsettling. Just remember we're all in this together! Stay healthy and keep showing kindness in the face of adversity. We will all come back stronger and benefit from lessons learned.

Stay positive!

*Carolyn Kiely and Mary Kiely*



# TOGETHER WE STAND

## FOR DIVERSITY & INCLUSION

We would like to reinforce our company expectations and commitment to the principles of customer satisfaction, equal treatment, and racial justice.

Traffic Plan is an equal opportunity employer, and we do not tolerate discrimination or harassment of any kind — whether it involves our employees, our customers, or members of the public. We proudly stand in support of all those dedicated to bringing an end to racial and social injustice.

## FOR CUSTOMER & PUBLIC SATISFACTION

As Traffic Plan employees, our job is to protect the public on the roadways. However, it is also our job to ensure that every customer interaction is a positive one. We are often seen as an extension of the utilities we work for, and as such, our customers are both the utilities and the general public. Regardless of the situation, it is our responsibility to treat everyone respectfully and without prejudice.

Customer service starts with each one of us. It is critically important that we maintain the highest degree of professionalism at all times. Traffic Plan will not be complacent in our commitment to customer service and equal treatment. When you joined the Traffic Plan family, you attended an orientation devoted to keeping the workplace free of discrimination and harassment. Stay tuned for further training devoted to these topics, as well as ongoing opportunities to continually improve how we serve our customers.

Remember, we are united in this together. If you have any questions or concerns regarding Traffic Plan's commitment to diversity and inclusion, please contact Anne-Marie Russo at [amrusso@trafficplan.com](mailto:amrusso@trafficplan.com).



# SUMMER WORK ZONES

## 9 WAYS TO STAY STAFE

As we are in the middle of summer, it's the perfect time to share a few reminders on how to work safely in hot weather. Follow these nine tips to keep you and your team safe in the heat.

- 1

**KNOW THE SIGNS OF HEAT STRESS**  
High temps and humidity can cause heat-related illness. Fainting, dizziness, nausea, and muscle spasms are some typical signs of heat stress. If you or a coworker experience any of these symptoms, seek medical attention right away.
- 2

**DRINK LOTS OF FLUIDS**  
Staying hydrated is important. Always have access to water, and drink lots of it throughout the day. Don't wait until you are thirsty. Avoid beverages with sugar and caffeine.
- 3

**WEAR PROPER CLOTHING**  
Wear lightweight safety apparel that's made of breathable materials. This will help keep the heat away from your skin.
- 4

**COVER YOUR HEAD AND NECK**  
A hard hat will keep your head protected from the sun. Also, use a cooling bandana to block your neck from direct sun exposure.
- 5

**TAKE BREAKS**  
When possible, take a break. Find a fully shaded area to rest, rehydrate, and cool down. You'll be more productive throughout the day.
- 6

**AVOID AIR CONDITIONING**  
When you've been out working in the heat, avoid going into cold, air-conditioned spaces. Extreme temperature swings can put shock on your body and lower your natural defenses.

- 7

**GET SLEEP**  
Heat can make you groggy, so make sure to start the day well rested. Get a good night's sleep, and stick to a regular sleeping schedule. That includes turning off your electronic devices at a decent hour each night.
- 8

**EAT WELL**  
Avoid high-fat, greasy foods that leave you feeling full and bloated. Opt for lighter fare like fruits, veggies, and whole grains.
- 9

**LOOK OUT FOR YOUR COWORKERS**  
Remind your coworkers to play it safe and follow the above tips. Stay cool — we're all in this together!



STAND & TAKE A BOW

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

### CREW CHIEF PROMOTIONS

CHRISTOPHER DENELEYKER  
JONATHAN STEVENSON  
NACHELE PIMENTEL  
ROBERT LAWRENCE  
ELIZABETH ALAIMO

### TSS PROMOTIONS

JEFFREY THOMPSON  
JAMES MOUNTCASTLE

### SUPERVISOR PROMOTION

THOMAS SIEGLER

### FIVE-YEAR ANNIVERSARIES

BRUCE FUSCO.....5/4/2015  
ANTHONY STRENO.....5/18/2015  
NOLAND EDWARDS.....5/18/2015  
HENRY GRAY.....6/8/2015  
CHRISTOPHER STONE.....6/29/2015  
DRAKE WILLIAMS.....6/29/2015

### ONE-YEAR ANNIVERSARIES

ANTHONY RIDLEY.....3/7/2019  
ANTONIO JOHNSON.....3/18/2019  
RODOLFO LOPEZ JR.....3/19/2019  
FELIX GLENNON.....3/19/2019  
LAUREN ABELS.....3/21/2019  
ANTHONY FONSECA.....3/21/2019  
CHARLES MILLER.....3/26/2019  
EMILY PALM.....3/27/2019  
JAMES KESSLER.....3/27/2019  
NANCY ALBRIGHT.....3/27/2019  
AMANDA SHOWER.....3/27/2019  
SEAN BOYD.....3/27/2019  
ROBERT HAGGRAY.....3/27/2019  
LATASHA IRBY.....3/27/2019  
RAMON MORALES.....4/1/2019  
KAREN CAPPADONNA.....4/1/2019  
KAYLA ROE.....4/3/2019  
DESMOND ARMSTRONG.....4/3/2019  
RUTHANN GROVE.....4/4/2019  
ANTHONY CHISOLM.....4/4/2019  
PHILIP BELL.....4/4/2019  
RICHARD LOPER.....4/4/2019

JASON BRANDENBURGH.....4/8/2019  
NICHOLAS RENTAS.....4/8/2019  
MICHAEL WOOD.....4/8/2019  
FELIPE BALDERAS.....4/8/2019  
ANDREW WEBB.....4/8/2019  
JAMES O'HARA.....4/8/2019  
VALERIE HAYWARD.....4/10/2019  
FREDDIC PERRY.....4/15/2019  
KEITH KELSON.....4/15/2019  
JAMIE YOUNG.....4/15/2019  
TYQUAN JAMES.....4/15/2019  
MICHAEL METERKO.....4/15/2019  
NORMAN RAFTER JR.....4/15/2019  
CRYSTAL VERNON.....4/17/2019  
JAMES MACMICHAEL.....4/22/2019  
ANDREW FUNK.....5/2/2019  
SERGIO SAAVEDRA TORRES.....5/6/2019  
JERROD CLARK.....5/6/2019  
GEORGE BRIGGS.....5/7/2019  
JUAN FIGUEROA.....5/9/2019  
KYLE FULLER.....5/13/2019  
JOLEEN SARNICKY.....5/13/2019  
ALEXANDER PEREZ.....5/21/2019  
GWENSZETTA GRAHAM.....5/21/2019  
ALI WILLIAMS.....5/21/2019  
GEORGE ROBBINS.....5/21/2019  
ROBERTO MARTINEZ JR.....5/23/2019  
JONATHAN STONE.....5/23/2019  
SUSAN DAWSON.....5/23/2019  
TRACY WISMER.....5/29/2019  
DENNIS LUCYKANISH.....5/29/2019  
LAWRENCE COOLEY.....6/10/2019  
ZAMERE PATTERSON CHANDLER.....6/10/2019  
PHAROAH REED.....6/10/2019  
TARA RAPCHAK.....6/11/2019  
EQUINES BROWN.....6/12/2019  
CRYSTAL PENDLETON.....6/18/2019  
ERIC SABO.....6/20/2019  
ROBERT JENISCH.....6/24/2019  
NACHELE PIMENTEL.....6/24/2019  
MARK WOOD.....6/24/2019  
ELIJAH GALEANO.....6/24/2019  
KEVIN BUTLER.....6/26/2019  
JOHN LARSEN JR.....6/26/2019  
TAHILYAH PITMAN.....6/26/2019





# FOCUS ON

## ALFONSO EVANS JR.

**HOW LONG HAVE YOU BEEN WITH TRAFFIC PLAN, AND WHAT'S YOUR ROLE?**

I joined the team on December 23, 2019. My role as Crew Chief is to first maintain a professional and safe work experience. Secondly, I'm a teacher, and my role as a teacher is to help my crew understand how to safely set up different traffic scenarios to help ensure that those on the main line, as well as pedestrians, are safely protected.

**WHAT MADE YOU WANT TO JOIN TRAFFIC PLAN?**

It's not the boy-meets-job love story you might be thinking. I found myself suddenly in need of a job — and fast! Long story short, I was laid off from a previous company and was fortunate enough to have someone there admire my work ethic and refer me to this amazing company. I've always loved doing traffic, and heard some great things about Traffic Plan, so it was no question that I wanted to join the team.

**WHAT HAS YOUR PROGRESSION AT TRAFFIC PLAN LOOKED LIKE? AT WHAT POSITION DID YOU START?**

I was brought on as a flagger and was quickly promoted to Crew Chief a month later. It has been such a pleasure to be recognized by Traffic Plan for my hard work in such a short period of time. Traffic Plan not only noticed my hard work but has provided me with great incentives.

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

I would hope that in the future, Traffic Plan will continue to value my work ethic and one day promote me to Supervisor over a whole team.

**WHAT IS YOUR FAVORITE THING ABOUT TRAFFIC PLAN?**

I love the attention Traffic Plan has shown me for my hard work and dedication. I must admit that having my own company vehicle and petrol card is also kinda bada\$\$, but I also love the people I work for. Traffic Plan has shown me that not only do they value hard work, but they work just as hard to show you their appreciation for it.

**WHAT'S YOUR FAVORITE PART OF YOUR ROLE?**

My favorite part of this position is the trust placed in me to keep these guys safe. I enjoy being meticulous in my setup, and the response I get from my superiors for a job well done is awesome. I'm responsible for people's safety and well-being, and I don't take that lightly. Whether they're down in a hole or up in a bucket, they can take comfort in knowing that the scene that's been set up for them is one that will ensure maximum safety for motorists and workers alike.

**FAMILY IS THE BEST THING I'VE GOT GOING.**

**WHAT DOES HOME LIFE LOOK LIKE FOR YOU?**

All family, all the time. I have a beautiful wife of almost 12 years. I have 3 daughters and 2 sons — ages range from 30 to 3 years old. I also have 5 grandkids who put a nice bow on the whole family package. Family is the best thing I've got going.

**WHAT DO YOU LIKE TO DO OUTSIDE OF WORK?**

I have three daughters and a wife. That right there is enough to keep a man plenty busy, and I thoroughly enjoy keeping a smile on their faces.

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

What's worth doing is worth doing well, and you must have a desire to do well. Pay close attention. Don't hold back if you have questions. Assume nothing. These things may be a bit cliché, but in this line of work, they may very well save a life!



# 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 June survey. Stay tuned for more in the future!

## **80% OF EMPLOYEES FEEL INSPIRED TO EXTREMELY INSPIRED BY THE PURPOSE OF TRAFFIC PLAN:**

We are committed to the effort of keeping communities both comfortable and safe. By partnering with our customers and providing assistance in helping them complete a specific task, we are never distracted from the common good — progress and the benefits that come with it. As a partner, we are there when our customers need us most.

## **53% OF US HAVE MISSED SEEING FAMILY AND FRIENDS MOST DURING THE TIME OF SOCIAL DISTANCING,**

while 33% missed sports activities most. Concerts and unsolicited high-fives were less missed social activities.



**OF US CHOSE REESE'S PEANUT BUTTER CUPS AS OUR FAVORITE CANDY!**

## **MOST OF US DON'T LIKE TO SPEND OUR TIME GARDENING.**

When asked, "What's your favorite type of summer flower or plant," 60% chose "just mulch or stone works for me" as opposed to working on vegetable gardens or enjoying ferns or sunflowers.

# HOME SWEET HOME

WHEN WE AREN'T WORKING, OUR DREAM HOUSE TO SPEND TIME IN WOULD MOST LIKELY BE A SUBURBAN FARMHOUSE WITH A POOL. OTHER TOP CHOICES ARE A CABIN IN THE WOODS OR A PENTHOUSE WITH A BEACH VIEW.



## **WE LOVE OUR VANS!**

Some favorite van names include Stan the Van, Ron, Big Betty, Snowball, and Old 75.

## **MINT CHOCOLATE CHIP, BLACK RASPBERRY, BANANA SPLIT — IT DOESN'T MATTER.**

For 53% of us, ice cream is our favorite summertime dessert. 20% enjoy campfire s'mores, and 13% each go for homemade pie or freshly picked fruit.





# FRANKLY SPEAKING



My communication to all Traffic Plan employees for this issue of *United* is simple. It's a strong message, but one that is extremely easy for me to evoke. Simply stated, I wish to express my gratitude for everyone's continued effort and commitment through these turbulent times. I especially wish to thank all the furloughed Traffic Plan employees for their understanding during the temporary separation due to our customer restraints. I was thrilled to give a huge "Welcome back!" as work resumed to normal levels.

**A TRUE SENSE OF BEING UNITED BY PURPOSE**

In mid-March, the COVID-19 pandemic was introduced to the country, with much of the virus epicenter surrounding Traffic Plan work regions. To remain compliant as a workforce, we were presented with certain mandatory protocols and procedures very new to the company. Action plans were disseminated to frontline workers with direction as to proper PPE, social distancing, and sanitizing. I can certainly say that all elements distributed in order to maintain our viability through this pandemic were well received. I do not recall hearing any complaint or pushback from the field team members. All of you remained strong and performed your duties effectively.

We also learned how critical the work is that we provide once the label of "essential worker" was bestowed upon us. It's not just law enforcement, firemen, doctors, nurses, or even ultrasound technicians that the community looked toward for assurance. You, the traffic control provider, are a necessity, maintaining essential services for living.

I end this with a quote from Roman philosopher Seneca the Younger: "Difficulties strengthen the mind, as labor does the body."

Stay strong. Stay safe! Be proud of the work you perform, as I am of all of you.

Sincerely,  
Frank

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

**FRANKLYSPEAKING@TRAFFICPLAN.COM**

# WORK WITH US. EARN WITH US.

**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!







# TOOLBOX TALK

## THINK BEFORE YOU LIFT!

Improper lifting techniques can result in injury. Keep the following tips in mind to avoid hurting yourself when lifting on the job.

### BEFORE YOU LIFT

- ◆ Warm up. Stretch your legs and back before you lift anything.
- ◆ Clear a space around the object you're going to lift to ensure you have enough room to maneuver. Make sure you can see where you will be walking with the object and know where you are going to put it down.
- ◆ Push the object lightly with your hands or feet to see how easily it moves. This tells you about how heavy it is. Remember, a small size does not always mean a light load.
- ◆ Don't overdo it — don't try to lift something too heavy for you. If you must strain to carry it, it's too heavy.

### WHILE YOU LIFT

- ◆ Get as close as you can to the object and grip it tightly.
- ◆ Look around before you lift and as you carry.
- ◆ Keep the load close to your body. Having to reach out to lift and carry an object may hurt your back.
- ◆ Do the work with your legs and your arms — not your back.
- ◆ Use low and smooth movements. Hurried, jerky movements can strain the muscles in your back.
- ◆ Avoid walking on slippery, uneven surfaces while carrying something.

# SAFE WORK ZONES

As Traffic Plan continues to expand field operations, especially with electrical utility companies, it is important to understand and remember our role as traffic control technicians with respect to work zone safety and proper positioning.

- ◆ Crews must always remain clear of the work area/site, hole and drop zone.
- ◆ Crews must always retain proper positioning in order to satisfy their role as a traffic control technician.
- ◆ Crews must remain cognizant of situational work zone awareness.

A drop zone is a defined area below work that is being performed above ground, where there is the potential for suspended loads, tools, equipment, waste, or other items to fall and create a risk to workers or members of the public.



# IF YOU ARE NEAR, STAY CLEAR! SAFETY IS GOAL #1.



# PROGRESS INSTITUTE

## UPDATES FROM TRAFFIC PLAN TRAINERS

For those of you who are recent hires and are new to *United*, this section is your go-to resource for the latest news about training updates and upcoming educational opportunities.

Here's a recap of what our trainers have been up to since the start of 2020.

### NEW EMPLOYEE TRAINING

Between January and May, we conducted new employee training for nearly 200 hires! The second half of the year is sure to be busy, and we look forward to bringing more great people on board.

### TRUCK-MOUNTED ATTENUATOR (TMA) TRAINING

In April, we conducted one Truck-Mounted Attenuator (TMA) training class for seven of our Virginia employees. In addition, we held 11 additional training sessions between January and May for 76 employees in other locations.

### ADVANCED CREW CHIEF TRAINING IN PA AND NJ

In the first quarter of the year, we held two training sessions in Pennsylvania, as well as two sessions in New Jersey, for a total of 20 employees.

Our Advanced Crew Chief training curriculum for Pennsylvania and New Jersey was recently updated. Stay tuned as we roll out new classes soon!

### NEW! ADVANCED HIGHWAY TRAINING IN PA AND NJ

Our Advanced Highway Training course was also updated earlier this year under the guidance of Frank Emmons, and we are ready to kick off our first new class in July.

### CUSTOMER TRAINING

Progress Institute trainers conducted TMA training for 15 employees of SUEZ Water Technologies and Solutions back in March. There are also several flagger classes in the works for New Jersey American Water.

### SAFETY IS WHAT WE DO!

Remember, safety isn't a secondary consideration at Traffic Plan — keeping our customers, coworkers, and public safe to ensure the progress of our communities is our primary focus.

Whether you're a new hire or a traffic control veteran, we rely on YOU to maintain safe working conditions in every situation and in all kinds of elements. Always keep these safety tips in mind when in the field:

- ◆ Maintain situational awareness at all times.
- ◆ Do not get complacent.
- ◆ Know what to do when something goes wrong.







**TRAFFIC CONTROL SERVICES**

Corporate Headquarters

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Our traffic control services team stands ready and able to continue providing traffic planning to our partners. We are dedicated to being a partner in progress serving our communities during this time of adversity.