

VOL. 6

Traffic Plan's  
official employee  
publication

# UNITE





# THANKFUL

for all you do

We're approaching the end of another year, and it's the perfect time to pause and think about what we are thankful for.

In this unprecedented 2020, we are so incredibly thankful for all of our wonderful employees. You have shown patience, grit, and positivity despite all the uncertainty we've been faced with in both our personal and professional lives.

As a company, we continue to adapt to our new normal in the face of our ongoing pandemic and a world that is ever changing. We appreciate your support of our ongoing health and safety measures, and we appreciate how you continue to reach out and support each other and our local communities whenever possible.

Each day is met with a new success, hurdle, or surprise — one truly never knows what might happen! This can be both exciting and stressful, but just like our newsletter name says, we are UNITED as a team, and we're all in this together.

We wish you much health and happiness this holiday season. Thank you for all you've done in 2020.

With much gratitude,  
*Carolyn Kiely and Mary Kiely*

## OUR COMMITMENT TO DIVERSITY AND INCLUSION

Traffic Plan's mission, as you know, goes beyond keeping people safe in work zones. Our goal is to make lives better through progress and purpose, and we can't achieve that without having a steadfast commitment to diversity and inclusion.

As a women-owned business, we are passionate about having a workplace culture where diversity is embraced and where everyone is treated as an equal — regardless of gender, race, or religion. These principles represent the core values of our organization, and in today's unsettled world, they are more important than ever.

It is the responsibility of each and every one of us to carry out our greater mission of making lives better. That starts with treating our coworkers, customers, and the general public with kindness and professionalism at all times.

If you have any questions about Traffic Plan's commitment to diversity and inclusion, please contact Anne-Marie Russo at [amrusso@trafficplan.com](mailto:amrusso@trafficplan.com).





# PROGRESS BULLETIN

## STAYING SAFE IN FALL AND WINTER WEATHER

Staying safe on the job is always a priority, and each season has its own unique set of challenges that we need to be aware of and ready for. Here are some helpful tips for keeping safe on the job site and behind the wheel this fall and winter.

### IN THE FIELD

- 1 Wear several layers of clothing that you can easily add/remove.
- 2 Protect exposed areas of skin with warm gloves and a hat.
- 3 Wear double-layer thermal socks and insulated work boots.
- 4 Eat foods during the day that are high in fat and carbohydrates.
- 5 Drink warm beverages to help increase your body temperature.
- 6 Keep moving and get some stretches in to stay energized.
- 7 Remove ice/snow from the bottom of your boots to avoid falls.
- 8 Change out of any wet or damp clothing as soon as you can.
- 9 Get plenty of rest so you're alert during dangerous conditions.
- 10 Take short indoor breaks and warm up whenever possible.

### BEHIND THE WHEEL

- 1 Keep your gas tank near full in advance of bad weather.
- 2 Check tire pressure often to ensure all tires are properly inflated.
- 3 Scrape the early morning frost from all vehicle windows.
- 4 Wipe down vehicle headlights to ensure maximum brightness.
- 5 Use winter-friendly wiper fluid that will quickly melt snow/ice.
- 6 Clear your exhaust pipe of dangerous snow or ice buildup.
- 7 Always keep the roof of your vehicle clear of snow and ice.
- 8 Be on the lookout for black ice — especially on bridges.
- 9 Avoid hard braking or sudden acceleration in bad weather.
- 10 Keep an extra set of warm, dry clothes in your vehicle.

## 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

TYLER HEWITT  
DREW CANCELOSI  
JOSHUA HARDY  
RONALD BARRINGTON  
TYRON TURNER  
BEN ALAMON  
DAN TARPEY  
EMILIO GUERRA  
DONTAE CARTER  
DONTAE GREEN  
KENNETH WALKER  
JULIO RODRIGUEZ  
JEFFREY LEWIS  
DEREK GRANTON  
JUAN FUENTES  
TAHILYAH PITMAN

### SUPERVISOR PROMOTION

WALEED EBEID

### FIVE-YEAR ANNIVERSARIES

CAROL J. ARENA ..... 7/27/2015  
MALIK K. STEWART ..... 12/2/2015  
JOSEPH H. D'AGOSTINO ..... 12/21/2015

### ONE-YEAR ANNIVERSARIES

JOHN GUMPHIER SR. .... 7/1/2019  
KYLE BOAZMAN ..... 7/9/2019  
ALPHONSO EDWARDS ..... 7/10/2019  
KEISHA EVANS ..... 7/15/2019  
KHALIL ABDULKARIM ..... 7/15/2019  
LARRY BOWMAN ..... 7/16/2019  
STEVEN LIND ..... 7/17/2019  
JONATHAN T. STONE ..... 7/17/2019  
JOHN SADAK ..... 7/17/2019  
DARYL TOGANS ..... 7/31/2019  
ALFREDO RIVERA ..... 8/12/2019  
MICHAEL MATULLO ..... 8/14/2019  
JERRY BROWN ..... 8/14/2019  
DEREK GRANTON ..... 8/14/2019  
TERRY PARR ..... 8/14/2019  
ALEC PANKO ..... 8/19/2019  
DOROTHY NUNAMCHER ..... 8/27/2019  
RALPH HODGSON ..... 9/4/2019  
MICHAEL JACKER ..... 9/4/2019  
LAMAR BUFKIN-HENDERSON ..... 9/9/2019  
QURAN BARNES ..... 9/9/2019  
BRADNON COTE ..... 9/9/2019  
EDDIE OTERO ..... 9/11/2019  
TRISTAN RYDER ..... 9/11/2019  
TYLER HEWITT ..... 9/11/2019  
JAMES ARNOLD ..... 9/16/2019  
ANTONIO MITCHELL ..... 9/16/2019  
ZAKARY TURNER ..... 9/16/2019  
CHRISTOPHER DENELEYKER ..... 9/16/2019  
ADALBERTO DONES ..... 9/16/2019

LLOYD TREESE ..... 9/18/2019  
CAITLYN DICKERT ..... 9/18/2019  
MICHAEL CARTER ..... 9/25/2019  
JAMAZ JONES ..... 9/25/2019  
LISA RASMUSSEN ..... 9/25/2019  
MARIAH HODGES ..... 10/1/2019  
JOSE UZHCA ..... 10/1/2019  
KARRA JENKINS ..... 10/3/2019  
JOHN GOULET ..... 10/3/2019  
KEITH GONZALEZ ..... 10/3/2019  
SARA MENDEZ ..... 10/3/2019  
TYLER KEMMERER ..... 10/9/2019  
RICHARD BRANDOW ..... 10/9/2019  
BRIAN SCHNEIDER ..... 10/9/2019  
DANIEL PELICANO ..... 10/9/2019  
JULIANA CLARK ..... 10/23/2019  
SEAN LYONS ..... 10/24/2019  
TROY BREWINGTON ..... 10/30/2019  
CORY REYES ..... 10/30/2019  
PETER TAMBLYN ..... 10/30/2019  
RONALD BARRINGTON ..... 10/30/2019  
PATRICK HART ..... 10/31/2019  
HAMP POOSER ..... 11/4/2019  
DONTAE CARTER ..... 11/4/2019  
KENNETH WALKER ..... 11/6/2019  
JOSEPH MELENDEZ ..... 11/6/2019  
BRYAN MALONE ..... 11/6/2019  
PHILIP MONTEMURRO ..... 11/12/2019  
PETER ZUHOWSKI ..... 11/12/2019  
BENNIE THOMPSON ..... 11/13/2019  
MICHAEL FRITZ ..... 11/25/2019  
JOSHUA HARDY ..... 11/25/2019  
JULIET MATULLO ..... 11/25/2019  
LARRY KELLEY ..... 12/3/2019  
ROBERT LAWRENCE ..... 12/9/2019  
TENICIA OAKMAN ..... 12/9/2019  
EARNEST SCOTT ..... 12/9/2019  
JAMALL BROWN ..... 12/11/2019  
MICHAEL SAGGAU ..... 12/11/2019  
SEAN AVILA ..... 12/11/2019  
EDWIN HERNANDEZ ..... 12/11/2019  
WOJCIECH WANDYCZ ..... 12/11/2019  
RYAN VADINO ..... 12/11/2019  
VICTOR CICCOLELLO ..... 12/11/2019  
ADAM PATTERSON ..... 12/18/2019  
GARY MEYER JR. .... 12/23/2019  
RICHARD ADAMS ..... 12/23/2019  
FRANK SCHOENSTEIN ..... 12/23/2019  
WILLIAM DANZ ..... 12/23/2019  
LAWRENCE FOLEY ..... 12/23/2019  
DEBRA THOMAS-ALDRIDGE ..... 12/23/2019  
PATRICIA FITTING ..... 12/23/2019  
ALFONSO EVANS JR. .... 12/23/2019  
CHARLES FERRIER JR. .... 12/23/2019  
JOSEPH ROTTINA III ..... 12/23/2019  
ANTHONY PERRY ..... 12/30/2019  
JADUS MCINTYRE ..... 12/30/2019  
DEAUNDREA AMEDU ..... 12/30/2019





# FOCUS ON

## AGRON KURTISHI

Agron Kurtishi is a true Traffic Plan success story. He's been with the company from the beginning, starting as a flagger in 2012 and working his way up to his current role of Regional Safety Supervisor. You may know him from his time helping to open Traffic Plan offices in Pennsylvania and Virginia, or you may get to know him soon — as Regional Safety Supervisor, Agron travels our service area to inspect crews and ensure the highest safety standards are being followed to protect Traffic Plan employees, our customers, and the public. Keep reading to learn more about Agron and his time with us at Traffic Plan.

**WHAT HAS YOUR PROGRESSION AT TRAFFIC PLAN LOOKED LIKE?**

When I started with the company, I was a flagger, and after hard work and dedication, I was promoted to Supervisor. Earlier this year I was promoted to my current position, Regional Safety Supervisor.

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

I was introduced to Traffic Plan by a former colleague, whom I worked with years prior for a different company.

I was very impressed with how the owners of Traffic Plan interacted with each employee and truly cared for each one.

“ I SEE MYSELF GROWING ALONGSIDE THE COMPANY AS IT FLOURISHES INTO THE BEST TRAFFIC SAFETY COMPANY ON THE EAST COAST. ”

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

I see myself continuing to work my hardest to ensure that the company progresses in the most positive route. I see myself growing alongside the company as it flourishes into the best traffic safety company on the East Coast.

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

My favorite thing is the whole company — owners, management, supervisors, and flaggers are part of a family. It's not just a job. We all view each other as family.

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

My favorite part is when I see everything is as safe as possible, when each work zone upholds the utmost safety for each person involved.

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

My home life consists of spending time with my wife, three daughters, friends, and family.

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

Spend time with my family and friends.

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

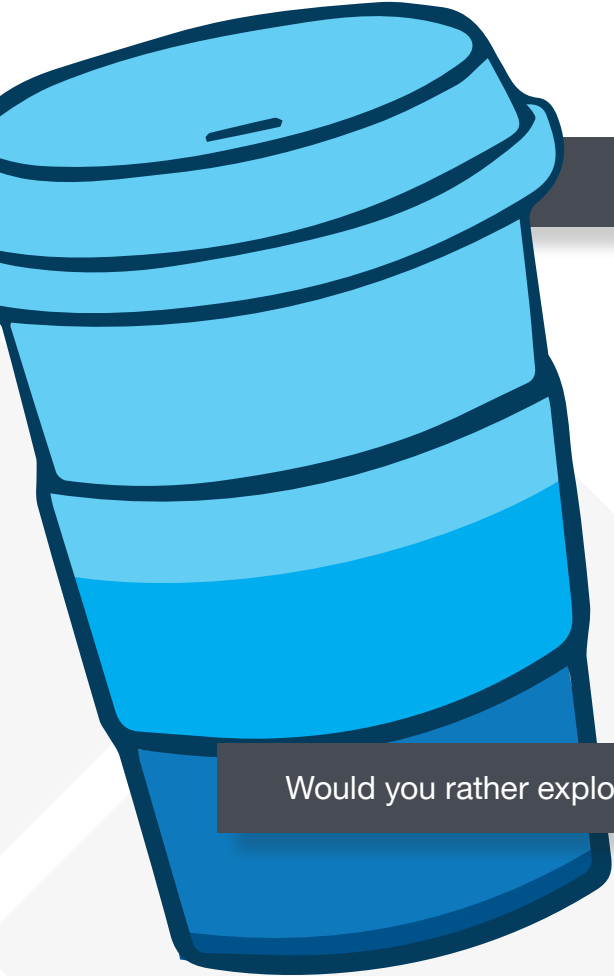
The best advice I would give is to work hard and practice safety in all you do. Be dedicated to the company's values, and ensure you represent the company well to the best of your ability.

I would also say that with hard work and dedication, moving up in the company is not only possible, I am proof of it. I have been where you are. Starting as a flagger and moving up in the company is attainable.



# WHAT UNITES US

Back in October, we posted an employee survey on Facebook and Instagram to get to know our Traffic Plan family a little better. The results provide a look at what unites us...and what doesn't. Thank you to everyone who filled out the survey — stay tuned for more in the future!

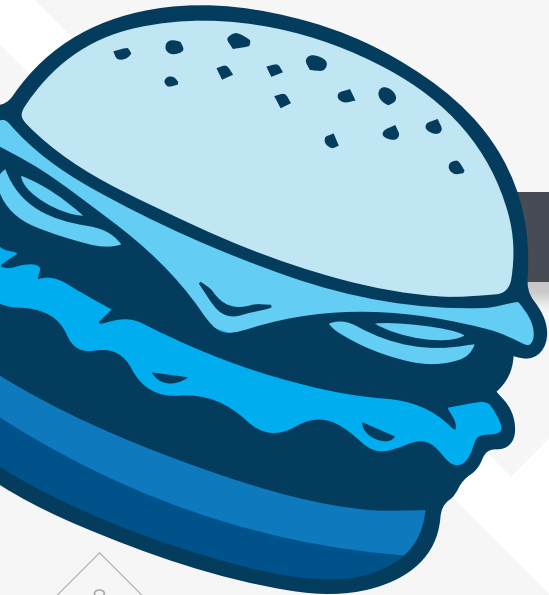


What is your favorite drink to help you stay awake?

<b>66%</b>	<b>17%</b>	<b>17%</b>
Coffee	Energy drink	Water

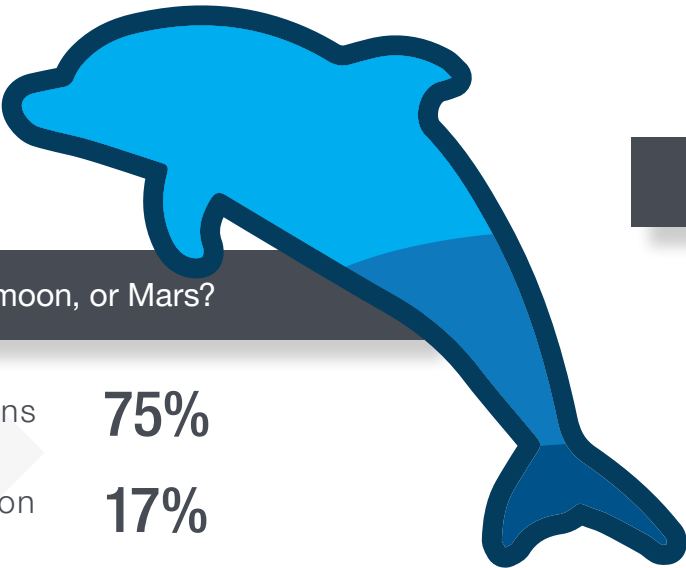
Would you rather explore the world's oceans, the moon, or Mars?

Oceans	<b>75%</b>
Moon	<b>17%</b>
Mars	<b>8%</b>



What is your favorite meal to cook?

<b>50%</b>	<b>17%</b>	<b>17%</b>
Burgers	Thanksgiving meal	Breakfast specialty
<b>8%</b>	<b>8%</b>	
Pasta	Seafood and rice	



Would you rather go back in time or into the future?

<b>92%</b>	<b>8%</b>
Past	Future

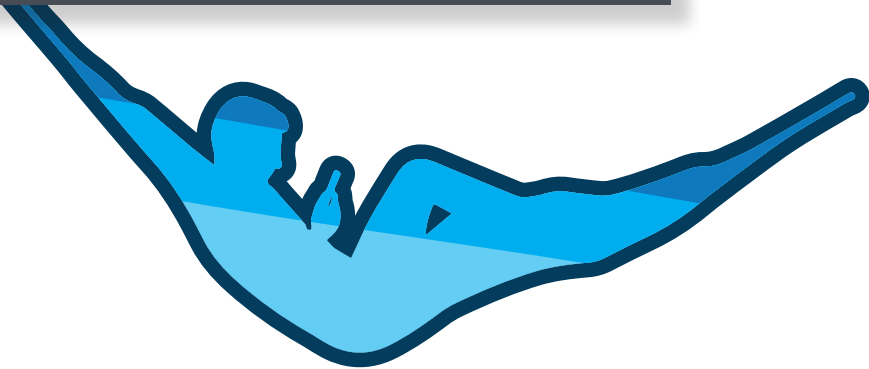
What winter sport or activity is your favorite?

<b>84%</b>	<b>8%</b>	<b>8%</b>
Relaxing by a fire	Ice skating	Skiing/Snowboarding



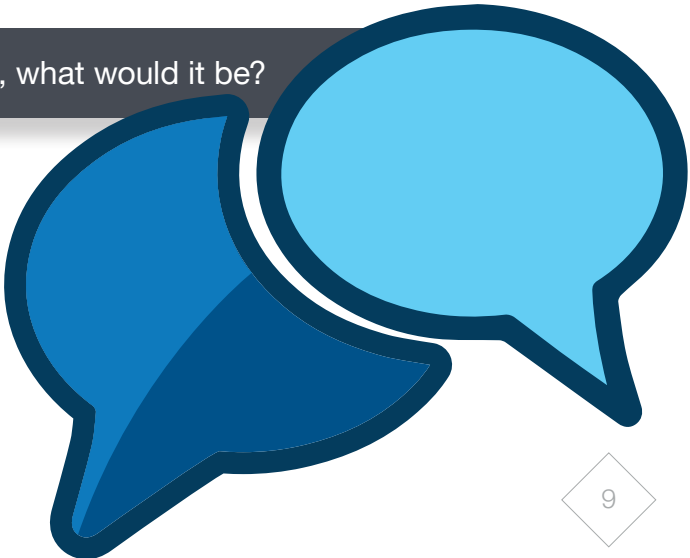
How would your friends describe you?

<b>42%</b>
Talkative yet relaxed
<b>42%</b>
Quiet and chill
<b>16%</b>
Life of the party



If you could instantly become an expert in something, what would it be?

Speaking another language	<b>50%</b>
Science or math	<b>25%</b>
Woodworking or another trade	<b>25%</b>





# FRANKLY SPEAKING



With the reintroduction of sports after a break in games due to the coronavirus, I'm reminded of the "team" aspect that's paraded on every field, court, and diamond as a key element of success. This same team environment, however, transcends sports, making its way into the business world, onto the highway, and straight to Traffic Plan.

The variables that comprise a cohesive team — training, leadership, working together, honing your skills, doing the job at hand — are all so necessary for reaching the common goal and winning the trophy. And for us here at Traffic Plan, the "trophy" is protecting the people we service and then returning home from work safely to our loved ones.

On any sports team, the concept of meshing toward a common goal remains the same. As a group, Traffic Plan team members with diverse backgrounds are placed together with the basic understanding that to move forward in a positive way, all must come together as one. Not always easy to do! It sounds cliché, but it does happen naturally very early on.

Everyone starts at Traffic Plan the same: the two-day onboarding training. I've sat in on many classes

and listened in on more. The same camaraderie tends to be the norm, although no one in the classes has previously met or knows one another. This togetherness begins the team element, and quite "frankly," it happens without anyone realizing.

It's extremely important to remember that feeling and build on it. Take advantage of the advanced classes for traffic control offered, and fully engage yourself in the training. Elevate your skill level; be a mentor; teach your fellow employee; work as one.

Remember, we are all different, but as a workforce, **WE ARE TRAFFIC PLAN.**

Sincerely,  
Frank

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

[FRANKLYSPEAKING@TRAFFICPLAN.COM](mailto:FRANKLYSPEAKING@TRAFFICPLAN.COM)

# work with us EARN WITH US

## 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!

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.

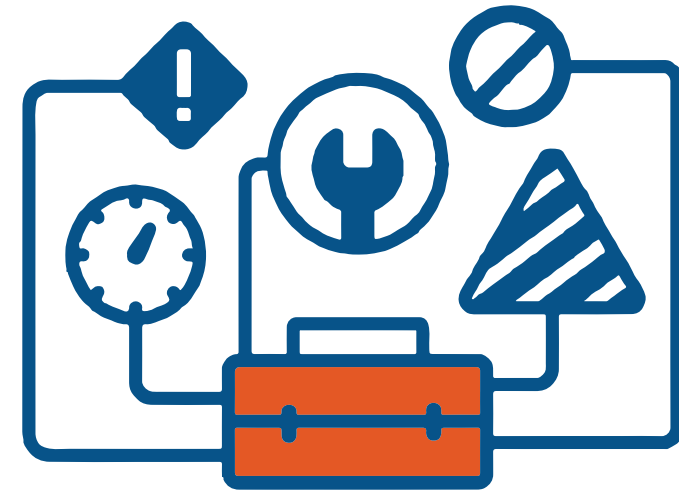
## PROMOTION BONUSES

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.





# TOOLBOX TALK

Safety is paramount at all times. Keep the following tips in mind to keep you, your coworkers, and the traveling public out of danger.

## KEY COMPONENTS OF A SAFE & EFFICIENT WORK ZONE

- ◆ Complete the pre-job brief.
- ◆ Remain on point. Be visual.
- ◆ Keep the proper distance away from the work area.
- ◆ Do not smoke.
- ◆ Do not use your cell phone, including earbuds.
- ◆ While on-site, no two crew members in van.
- ◆ Do not back up a vehicle without a spotter.
- ◆ Always use proper communication.
- ◆ Notify your supervisor ASAP in the event of:
  - ◆ Complaints from a customer, inspector, or motoring public
  - ◆ Negative/unusual encounters with the motoring public
  - ◆ Equipment malfunctions
  - ◆ Accidents/injuries
  - ◆ Safety concerns
  - ◆ Traffic control questions
  - ◆ Any unusual circumstances

## TMA / SAFETY TRUCK IDLING

Truck-mounted attenuators / safety trucks **MUST** refrain from idling during ALL daytime operations. Failure to follow this directive could result in disciplinary action.

### Idling could result in:

- ◆ Sustained damage to vehicles
- ◆ Substantial cost overruns
- ◆ Heavy MV, OSHA, or DEP fines
- ◆ Harm to the environment, release of air contaminants

Intermittent idling is permitted during nighttime operations to activate the safety amber lights for visibility purposes.



# PROGRESS INSTITUTE

## UPDATES FROM TRAFFIC PLAN TRAINERS

Winter, spring, summer, or fall — Traffic Plan is always training our new hires and current employees to be the best in the business.

Here's a rundown of the latest training sessions that took place at our Progress Institute between June and September. We are fortunate to have highly skilled trainers and great training facility environments that have allowed us to continue our training programs while practicing safe social distancing.

### ADVANCED CREW CHIEF TRAINING

We conducted a total of seven classes, training 34 employees. Smaller class sizes were organized in order to follow our current health and safety guidelines. Now through the end of the year, we will conduct two classes each month.

### ADVANCED HIGHWAY TRAINING

Two classes were held, training a total of seven employees. We are currently scheduling one session per month through the end of the year. Each training session lasts two days.

### TRUCK-MOUNTED ATTENUATOR CLASSES

We conducted a total of four classes, training 24 employees. We plan to schedule at least one TMA class every month from now until the end of the year.

### NEW EMPLOYEE TRAINING

Between July and September, we conducted 45 new employee training classes — welcoming a total of 192 new employees to the company.

### CLIENT TRAINING

Client training classes are currently on hold due to COVID-19, but we are keeping in touch with all of our clients to see when future training opportunities will resume. Stay tuned for more updates.



### DID YOU KNOW?

Advancement opportunities abound at Traffic Plan. We're always on the lookout for Crew Chiefs and Traffic Safety Specialists — and want to invest in team members who want more responsibility and have proven they deserve it. If you're ready to make traffic control a career and not just a job, contact your Supervisor for more information.







**TRAFFIC CONTROL SERVICES**

Corporate Headquarters  
5300 Asbury Road  
Farmingdale, NJ 07727  
844-875-2644



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.