

VOL. 7

Traffic Plan's
official employee
publication

UNITED



SPRINGING FORWARD WITH HOPE

As we move forward into the spring season, it's hard not to think about the challenges our world has been facing for the past year. But it's important to stay positive — and safe — for the health and well-being of ourselves and our loved ones. Better days are just around the corner!

Traffic Plan was fortunate to climb back from our temporary setbacks in 2020, and we're looking forward to a great year with some exciting changes.

Welcome Monika Jensen

We recently welcomed Monika Jensen to our team in the new role of Recruiting Manager. Adding new talent to our diverse workforce is a huge part of what our organization does, and we appreciate the great work she's done since coming aboard. If you haven't had an opportunity yet to meet Monika, drop her a note and say hello! And help spread the word that we continue to hire and train individuals for job opportunities in Pennsylvania, New Jersey, and Virginia (have you seen our recruiting billboards around town?).

National Work Zone Awareness Week

It's almost time for National Work Zone Awareness Week (NWZAW). This annual spring campaign is sponsored in part by the American Traffic Safety Services Association (ATSSA) and is held at the start of the construction season. This year, NWZAW takes place April 26–30 and helps spread awareness of work zone safety across the country. This year's theme is "Drive Safe. Work Safe. Save Lives." If you're on social media, you can show your support by using the hashtags #NWZAW and #Orange4Safety.

Stay positive!
Carolyn Kiely and Mary Kiely



ONE TEAM, UNITED

As our company mission states, we are partners in progress — united by purpose.

Everything we do is carried out in the best interest of others. Together, we're not only improving the infrastructure of our communities, but we are making lives better!

April is commonly recognized here in the US as Celebrate Diversity Month. Although diversity and inclusion should be celebrated year-round, this month is the perfect time to remember that our

differences in race, gender, sexuality, religion, and politics make our organization stronger.

More and more companies today are committed to creating a diverse and inclusive work culture where everyone is embraced and encouraged to be their true self. It's important for everyone at Traffic Plan to do the same — not only when it comes to how we treat our colleagues, but also how we treat our customers and the general public that we interact with every single day.





5 TRAITS OF A GOOD FLAGGER

Flaggers are an important part of any work zone, and the lives of many depend on them — from road crews and motorists to pedestrians and cyclists. Here's a quick reminder that good flaggers:

1

Receive and communicate instructions clearly, firmly, and courteously.



2

Move and maneuver quickly to avoid danger.

3

Control signaling devices safely in all work zones.

4

Understand and always apply safe traffic control practices.

5

Recognize dangerous situations and warn others.

The construction season gets extra busy this time of year, and it's important to remember best practices for working outside and operating vehicles during the spring season. Follow the tips below to keep yourself and others safe on the road and in the work zone.

1. Watch Out for Flooded Roadways

Spring can bring heavy rain and thawing snow, which can turn normally safe rivers and creeks into dangerous waterways that can flood streets and highways. If you see a flooded road, move to higher ground. Do not attempt to drive through it. Remember that 6" of water can knock over an adult, 12" of water can carry away a small car, and 18–24" of water can carry away a large SUV.

2. Avoid Downed Wires and Utility Poles

If you encounter downed wires or a utility pole, stay away. Downed power lines can energize the ground up to 35 feet away, even further in wet conditions. To avoid the strong risk of shock, never walk or drive over a downed power line or anything that is in contact with it. Never try to move a downed power line. If you are in a vehicle, stay there. In the event of fire or smoke in the vehicle, don't touch the ground and the vehicle at the same time. Jump from the vehicle with your feet together, or shuffle away and avoid lifting your feet.

3. Be Ready for Bad Weather

Springtime often brings severe weather, so keep an eye out for threatening skies. If a storm approaches, seek shelter inside an enclosed vehicle or building when you can. If you're outside with no available shelter, stay off elevated ground and avoid open structures and spaces like fields, parks, playgrounds, or ponds. Never seek shelter under a tree, and avoid metal objects that can conduct electricity.

4. Prevent Heat-Related Illness

High temperatures can creep up on us, even during spring months. Know the common signs of heat-related stress, like headaches, dizziness, nausea, fainting, or muscle aches. Remember to drink lots of liquids that are low in sugar and alcohol-free (water is the best choice).

STAND & TAKE A BOW

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

FIVE-YEAR ANNIVERSARIES

RYAN ENRIGHT3/1/16
RONALD B. ANTHONY3/3/16
JOSEPH J. DIGAUDO3/28/16
CHARLES A. BARRETT3/28/16
EVERSON L. ANGEL4/4/16
CHELSEA N. BENDELE4/18/16
TIMOTHY W. FISCHER4/18/16
DANNY THEN.....4/21/16
LOUIS A. DIANGELO4/21/16

ONE-YEAR ANNIVERSARIES

MICHAEL PARKER1/6/20
RYAN HARMS1/6/20
MATTHEW KEENAN1/6/20
DEAMONTE HOLDEN.....1/13/20
ELIZABETH ALAIMO1/13/20
MARK ROSS1/15/20
TY VISCO1/15/20
MADELINE FLESCH.....1/15/20
PETER JAGIELLO1/22/20
RAMPERSAUD UDITNARINE..1/22/20
DONALD HOUSHOLDER1/27/20
JOSHUA BURNS1/29/20
MARTIN MCKENNA.....1/29/20
DREW CANCELOSI2/3/20
DOLORES MAMMOCCIO.....2/3/20
MATTHEW TENERELLI.....2/3/20
DANIEL MATHIS.....2/3/20
ANDREW STATIA2/5/20
JONATHAN STEVENSON.....2/11/20
DONALD JOHNSON2/12/20
GARY WALKER.....2/12/20
JESSICA STEWART2/12/20
RICHARD MINUSKIN.....2/12/20
ALEXANDER AVERY JR2/12/20

JULIAN MILLAN ESPITIA.....2/18/20
EMILIO GUERRA2/18/20
DANIELLE RILEY2/26/20
JOSEPH STENDARI.....2/26/20
MICHAEL WARNER2/26/20
LUIS CABAN2/26/20
ANDREW STURGE2/26/20
BARBARA ORE.....3/4/20
JULIO RODRIGUEZ3/4/20
MARK BALDWIN.....3/10/20
RYAN GRAY3/11/20
WISTELY HOSTY3/11/20
ALICIA ZAKAS3/17/20
IAN PRESSLEY3/17/20
JOSE RODRIGUEZ3/17/20
DANIEL BATTEN JR.....3/31/20
COREY HARMON4/14/20
BERKUM KRAEUTER4/15/20
GINA MCCOY4/20/20
DONNY BUNTING4/22/20
ALGALEHIA SATCHELL JR....4/28/20



FOCUS ON

NANCY HAFER

Reading Crew Chief Nancy Hafer has been a standout Traffic Plan employee for almost five years now. She does exceptional work and is requested over and over again by the customers she has worked with. It's no surprise, then, that she describes herself as a people person! Thanks to her hard work and awesome attitude, we wanted to shine a spotlight on Nancy in this issue of *United*.

HOW LONG HAVE YOU BEEN WITH TRAFFIC PLAN, AND WHAT IS YOUR ROLE?

I've been with Traffic Plan just shy of five years. I became a Crew Chief six weeks after my start date.

WHAT MADE YOU WANT TO JOIN TRAFFIC PLAN?

I had previously left my job in the medical field and was facing foreclosure on my house. After two months of filling out applications for med-tech positions at numerous facilities, and looking for a place to stay, I happened to pass a sign on North Reading Road that said "Now Hiring, Apply within Thursday 10–2." Guess what? It happened to be Thursday — and 10:30 at that!

Tom Craig greeted me and told me they needed me in the medical field, seeing as I had been in it for 20-plus years. My response was "Maybe it's time for a career change." I'm adventurous and will try anything once. I love the outdoors, and I love to travel. Tom took a chance on me and hired me on the spot. (Even though I had a bad attitude and answered all his questions sarcastically. Sorry, Tom!) By God's grace, I also found a place to stay that same day. After training, the very first day in the field, I also made settlement on a house.

WHAT HAS YOUR PROGRESSION AT TRAFFIC PLAN LOOKED LIKE?

I started out as a second seater (Technician as it's called now). My Crew Chief was a great teacher and had seniority over extra hours that became available. He went on vacation, and that's when Traffic Plan gave me a van and designated me Crew Chief. It was a little scary, but I had been thrown in the frying pan before, and I survived.

WHAT IS YOUR FAVORITE PART OF YOUR CURRENT POSITION?

My favorite part is knowing the contractors we work for feel safe. They know we have the traffic pattern set up properly and are keeping them safe, so they don't have to be looking over their shoulder. They can focus on what they need to do.

WHAT IS YOUR FAVORITE THING ABOUT TRAFFIC PLAN?

My favorite thing about Traffic Plan is they tell you where you're going and when to be there. There is no stress, and the work is outdoors. The work truly is not hard! There is no need to rush. I also like the opportunities to meet all kinds of people. I'm a people person.

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

I love where I am right now as Crew Chief. I don't see myself retiring unless I'm physically unable to do my job. I'm happy where I am with Traffic Plan. I'm not looking for any advancement, and I'm not going to go work for another company. Traffic Plan is where I want to stay.

WHAT DO YOU LIKE TO DO OUTSIDE OF WORK?

Outside of work, I'm always looking for ways to have fun with friends. With the pandemic, that has pretty much come to a halt. I do a lot of reading, and I like to sew and do crafts. I've been scrapbooking old family photos. I also bake and enjoy riding bikes.

WHAT DOES HOME LIFE LOOK LIKE FOR YOU?

My husband and I are empty nesters (outside of having a 40-year-old son living with us). Basically, it's stress-free living, doing what I want to do.

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

Stay positive. Attitude is important. Smile. Dress according to the weather. Be punctual and dependable! If you prove yourself worthy, Traffic Plan will be good to you. A company is only as strong as its weakest link. Don't be that link. Happy flagging!



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 February survey. **Stay tuned for more in the future!**



86%

OF US THINK IF A MOVIE WERE MADE OF OUR LIVES, IT WOULD BE A ROMANTIC COMEDY

14% of us think of our lives as an action film, and none of us think a movie of our lives would be a mystery.



42%

OF US WOULD LIKE TO TAKE UP PHOTOGRAPHY THIS YEAR

29% of us would like to start hiking, and another 29% would like to learn to cook!



42%

OF US WOULD CHOOSE TO BE JEFF BEZOS FOR A DAY...

While 29% of us would like to be Michelle Obama, and another 29% would like to be LeBron James.



57%

OF US THINK WE'RE MOST ADDICTED TO CAFFEINE

29% of us are most addicted to shopping, and 14% are most addicted to smoking.

57%

OF US ARE MOST ANNOYED WHEN SOMEONE DOESN'T HOLD THE DOOR FOR THE PERSON BEHIND THEM

43% of us are annoyed when someone uses their phone while talking to us, and none of us care if someone uses the express checkout with a few more than 10 items.

43%

OF US READ OR WATCH THE NEWS FIRST THING IN THE MORNING

Another 43% shower first, and 14% get a coffee before anything else!



57%

OF US FIND OUR FAMILIES MAKES US LAUGH THE MOST

29% of us like to laugh at comedic entertainment, and 14% like a classic joke.



Welcome to the first installment of Frankly Speaking in 2021! The year 2020 is finally gone, but not forgotten. It's been a trying time for the country. COVID-19, an election cycle, and many conflicts tried to divide us as a nation. Optics appeared bad, as news outlets presented negativity throughout the year. Everything seemed to be wrong. Well, not so fast, my friends.

My perspective on the past year, and the state of Traffic Plan, is mired in good feelings. As challenges mounted, all of you pulled together and got the job done. Designated vital personnel, our team members provided the necessary tools to continue the flow of critical infrastructure resources. I am very proud of the commitment, fortitude, and perseverance exhibited by Traffic Plan field personnel. For that, I thank all of you.

It's now time to set our goals for the future, to incorporate the lessons learned from 2020 and build on them. Set a positive, productive mindset to propel yourself — and your teammates — forward. Envision a roadmap for success, beginning with these key elements:

- Motivation
- Self-Confidence
- Accountability
- Teamwork
- Support

I can say confidently that if we infuse these few, but very important, components into the equation, the resulting impact will reflect positively on all of our professional careers.

With the help of everyone, we have built a strong reputation for being the top-notch traffic control company within the industry. I constantly hear the accolades from our customers. Please remember the polices, protocols, and training that brought us here.

I conclude this column with a very important note, recalling the past year one more time by referencing a phrase that flooded our airwaves. Whatever side of the aisle you sit on — red, blue, or purple — we can all agree, a vote for **safety** wins every time.

I'm Frank Emmons, and "frankly speaking," I approve this message.

Sincerely,
Frank

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

FRANKLYSPEAKING@TRAFFICPLAN.COM

EARN UP TO \$1,250 IN BONUSES AFTER ONE YEAR OF EMPLOYMENT

WORK WITH US — EARN WITH US

\$250

PROMOTIONAL BONUSES

CREW CHIEF

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.

\$500

MILESTONE BONUSES

AT 4 MONTHS & 12 MONTHS

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.

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

FIRST MOVE FORWARD POLICY

Traffic Plan developed our First Move Forward policy to reduce — if not eliminate — accidents that occur during vehicle backup. These accidents can mean employee injuries, lost work and restricted days, equipment damage, loss of good will, insurance costs, and even lawsuits.

The concept of First Move Forward means that you should park in such a way that when you return to your vehicle, your next move is driving forward:

- 1

Look for a parking lot with open-ended stalls.
- 2

Choose a parking spot that you can pull through and park facing out.
- 3

When you return to your vehicle, you will be able to drive forward out of your parking spot.

If vehicle backing must occur, ALWAYS use a spotter, and remember your training in proper backing techniques.



IDLING RESTRICTIONS

As a reminder, state and local laws limit the amount of time a vehicle can be left idling. Traffic Plan employees operating company vehicles should not idle unless there is an essential reason. Also, to ensure safety and security, you should not leave an idling vehicle unattended.

Compliance with vehicle idling laws, just like other traffic laws, is the driver's responsibility. Monitor your idling time,

and limit it accordingly. If questioned by the public about your vehicle idling, politely explain the reason why the vehicle needs to be running.

Complying with idling regulations positively impacts Traffic Plan by reducing both fuel consumption and air pollution. See below for state-by-state regulations.

STATE	MAX IDLING TIME	EXEMPTIONS	ENFORCEMENT ACTIVITY
PA	<ul style="list-style-type: none">No driver or owner of vehicles over 10,001 lbs shall allow the engine of the vehicle to idle for more than 5 minutes in any continuous 60-minute period.	<ul style="list-style-type: none">Operating power takeoff equipment such as, but not limited to, dumping, cement mixers, refrigeration systems, content delivery, winches, or shredders.To perform needed work.Traffic conditions.Natural gas or electric vehicles.	<ul style="list-style-type: none">Minimum fine of \$500.Subsequent offenses double the amount of the previous fine.Enforcement focuses on tour buses, construction trucks, taxi cabs, and solid waste transfer trucks.
NJ	<ul style="list-style-type: none">Diesel and gasoline-powered vehicles: 3 minutes.Diesel vehicles that have been stopped for 3-plus hours: 15 minutes.Diesel vehicles at the place of business where they are permanently assigned: 30 minutes.	<ul style="list-style-type: none">Traffic conditions.Primary power source used to do work.Waiting to be or being inspected.Repairs.Connecting or disconnecting a trailer.Vehicles whose primary power source is used for necessary and prescribed mechanical operations.Vehicles actively performing emergency services, such as fire, police, snow removal, and utilities.	<ul style="list-style-type: none">Penalties for commercial vehicles: \$250 first offense, \$500 second offense, \$1,000 third offense and subsequent offense.
VA	<ul style="list-style-type: none">3 minutes in commercial or residential urban areas.10 minutes for diesel-powered vehicles.	<ul style="list-style-type: none">Operating auxiliary power other than heating or cooling.	<ul style="list-style-type: none">Fines less than or equal to \$25,000.

PROGRESS INSTITUTE

UPDATES FROM TRAFFIC PLAN TRAINERS

At Traffic Plan, we're proud to have our very own Progress Institute, where we teach our employees (and some clients!) the latest techniques and best practices for work zone safety. Our goal is to promote a safe and efficient work environment to protect ourselves, our clients, and the traveling public at large. The more we know, prepare, and engage, the safer we become.

Although the pandemic changed some of our usual procedures, we stayed busy over the winter months, and we look forward to training both new and current Traffic Plan employees this spring.

ADVANCED CREW CHIEF TRAINING

This winter we conducted a total of five classes, training 30 employees. We will offer two Advanced Crew Chief Training classes each month throughout the rest of 2021.

ADVANCED HIGHWAY TRAINING

We held two Advanced Highway Training classes and trained nine employees. This two-day class will continue to be held once a month.

TRUCK-MOUNTED ATTENUATOR CLASSES

We conducted three classes, training 17 employees in how to safely operate truck-mounted attenuators. Moving forward, the Progress Institute plans to schedule this class at least once a month.

NEW EMPLOYEE TRAINING

Over the fall and winter, we were thrilled to welcome 117 new Traffic Plan employees in the course of 29 classes! That's a lot of new traffic control experts in the field.

CLIENT TRAINING

Client training classes had been put on hold last year due to COVID-19, so we were excited to pick them up again this winter with client New Jersey American Water (Short Hills division). We trained 33 of their employees, increasing their knowledge of safe and efficient work zones. Traffic Plan will continue to schedule Client Training as requested.





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.