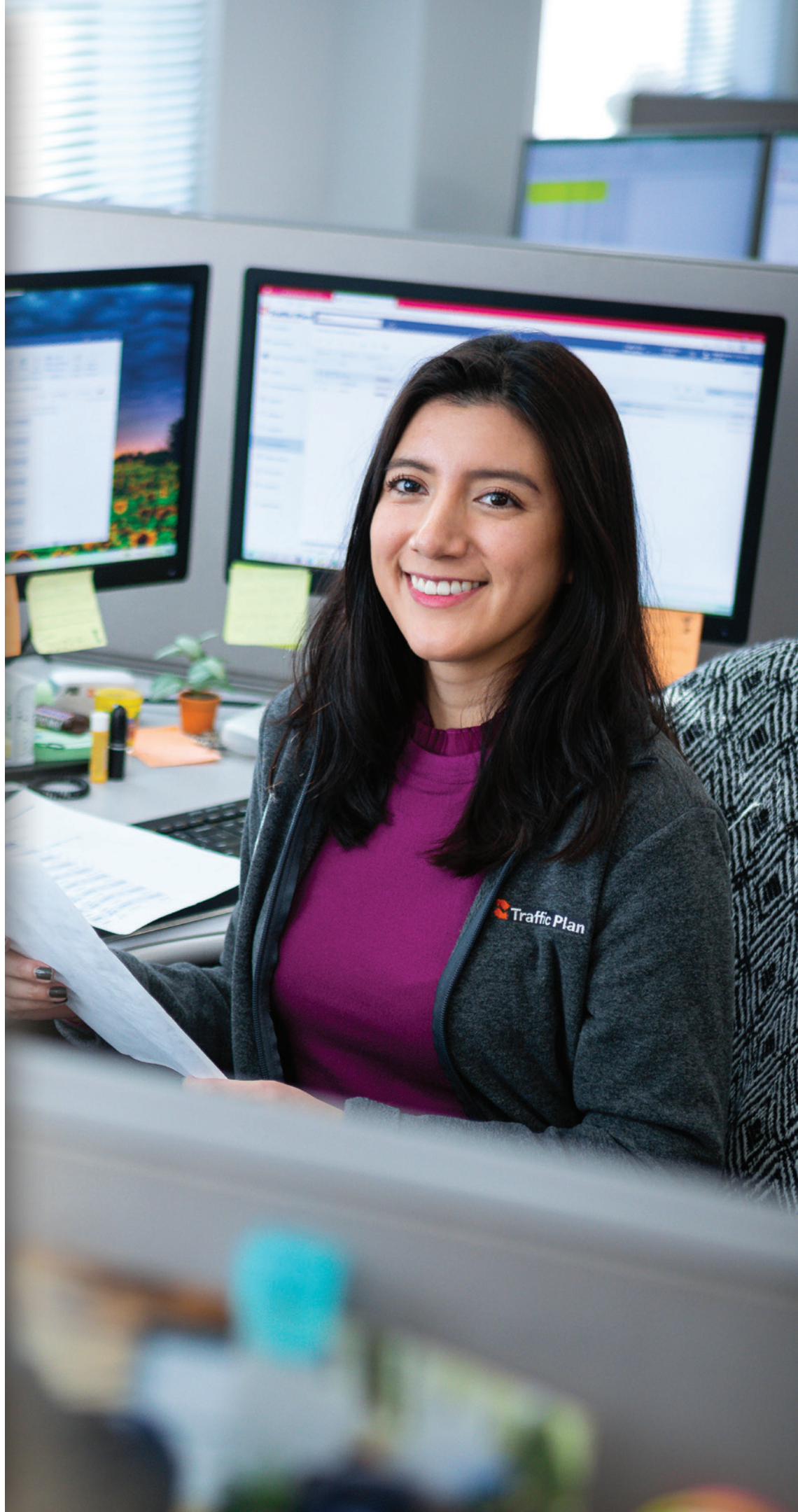


VOL. 10

Traffic Plan's  
official employee  
publication

# UNITE



# CELEBRATING A **10-YEAR MILESTONE**

Each year in our company's history has been better than the last, and 2022 looks like no exception — it's Traffic Plan's 10-year anniversary! Time sure flies, and we have come a long way since opening our doors with just three vans and six employees.

In 2012, we founded Traffic Plan when we saw a need to provide traffic control services to local communities and utilities in New Jersey. The only traffic control provider in the area had left, leaving law enforcement to fill the gap. So, Traffic Plan was born.

When Hurricane Sandy hit in October 2012, the need for traffic safety services grew fast. Soon after, we brought on a large utility client from Pennsylvania and a few years later acquired a traffic safety equipment and rental company. Being able to provide quality traffic control services along with equipment sales and rentals set the foundation for our growth.

Today, Traffic Plan has offices in 4 states, operates in 5, and employs a workforce that's more than 500 people strong! The success of our organization wouldn't be possible without our wonderful customers and, of course, you, our valued associates!

Many team members have been with us from the very beginning. Here, a few of our esteemed veterans share their thoughts on 10 years with Traffic Plan:

## **Matthew McGrady, Hire Date 8/11/12**

Matthew has been a Crew Chief for nearly a decade. His favorite part of the job? Experiencing all the different job site locations across different towns. It's also been exciting to see the company's growth. When it's time for Traffic Plan to celebrate our 20-year anniversary, Matthew thinks he'll still be working hard for us!

## **Ken Walker, Hire Date 7/9/12**

His first day on the job, Ken knew he was joining a team committed to success and serving the community. He still feels that way 10 years later and is proud that our customers can count on Traffic Plan to deliver superior traffic control services and the highest safety standards in the industry. Ken predicts continued steady growth for our company, thanks to the quality of our employees and proactive ownership and management.

## **Agron Kurtishi, Hire Date 10/1/12**

Agron started at Traffic Plan as a Crew Chief, then became Field Supervisor. He is currently a Regional Safety Supervisor. His favorite part of his job is being responsible for the safety and well-being of others, and he believes our best accomplishments to date have been our continued growth and the level of teamwork that's present throughout the organization. Over the next 10 years, Agron sees Traffic Plan growing throughout the East Coast.

If you have any memories you'd like to share with us, let us know! We'll be celebrating our special milestone all year long, and we can't wait to see what the next 10 years have in store.

Thanks for everything you do to keep our company progressing!

*Carolyn Kiely and Mary Kiely*



# ALWAYS STANDING **TOGETHER**

As Traffic Plan employees, it is our job to protect our customers and the public on roadways. But it is also our responsibility to make sure that every customer experience is a positive one. Our teams are often viewed as extensions of the utilities and communities we work for — and in all situations, we must treat everyone equally and with respect.

Achieving outstanding customer service and embracing our commitment to diversity and inclusion starts with each one of us. We encourage employees to express and celebrate individual differences,

including those in age, color, ethnicity, religion, sexual orientation, and physical and mental ability.

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. Our actions help make lives better — the lives of our colleagues, our customers, and the communities we serve.

If you have any questions about Traffic Plan's commitment to diversity and inclusion, please contact Jessica Carriero at [jcarriero@trafficplan.com](mailto:jcarriero@trafficplan.com).

## PROGRESS BULLETIN

# SPRING DRIVING SAFETY TIPS

### 1 WATCH OUT FOR POTHOLES

Winter weather and extreme temperature shifts take a toll on our roads and create potholes. Spring showers fill them with water, making them easy to miss — and a danger to our cars — as we travel.

### 2 SLOW DOWN FOR SPRING SHOWERS

When rainwater mixes with contaminants on the road like oil and grease, travel becomes dangerous. Roads are most slippery when rain begins. Slow down, and allow ample distance between you and other drivers for proper braking.

### 3 WATCH FOR MOTORCYCLES

Warmer weather means more motorcycles on the road. Because of their size and speed, they can quickly come in and out of your blind spots. Take a second look before changing lanes or turning.

### 4 MAINTAIN YOUR TIRES

Check that your tires are properly inflated now that temperatures are warming up. Tires often lose air in cold temps, and warmer temps can cause them to be overinflated. Also, make sure you have adequate tire tread and replace tires as needed.

### 5 PAY ATTENTION IN CONSTRUCTION ZONES

Be attentive when driving through construction zones. Nobody knows better the importance of safety in these areas than our crews. Slow down, follow signs, and remain patient.



# STAND & TAKE A BOW

Employees are Traffic Plan's most valuable asset. Here, we'd like to take a moment to recognize your milestones and give you a round of applause!

### FIVE-YEAR ANNIVERSARIES

TIMOTHY L. SMITH.....01/09/2017  
MAURICE P. PROCTOR.....02/20/2017  
LYNN S. KEENER.....03/23/2017  
MARK E. COUNCIL.....03/01/2017  
ERIC NELSON..... 04/24/2017

### ONE-YEAR ANNIVERSARIES

ROBERT STIERS ..... 01/06/2021  
JERRY LOPEZ .....01/19/2021  
CARRIER MCKELVEY .....01/19/2021  
PATRICK BATTLE ..... 01/25/2021  
THOMAS HOLDEN ..... 01/25/2021  
JOSE IRIZARRY ..... 01/25/2021  
ZOMMEN DOLE.....01/27/2021  
BOBBY SUTTON .....01/27/2021  
MICHAEL SEARLE JR.....01/27/2021  
CAROL MOORE.....02/02/2021  
FAIEZ NANOUH ..... 03/02/2021  
DANIEL PATTON ..... 03/10/2021  
LAUREN PACE..... 03/10/2021  
NIKOLAY NIKIFOROU ..... 03/10/2021  
RASHAUN SMITH ..... 03/15/2021  
DAVID WARDELL ..... 03/19/2021  
PHILIP SERFATY ..... 03/24/2021  
JUSTIN GINO ..... 03/24/2021  
DOUGLAS AMPULA .....03/24/2021  
TOM MARINO ..... 03/30/2021  
ROBERT PRYOR.....03/30/2021  
SERENA SERIJO..... 04/07/2021  
HERMAN HODGSON..... 04/19/2021  
PAUL FOLINO ..... 04/19/2021  
ISAIAH SKYES JR.....04/19/2021  
JACQUELINE FRIERSON ..... 04/19/2021  
ADIL MUNIR..... 04/21/2021  
MICHAEL SERGEON ..... 04/21/2021

# WHAT UNITES US

With the weather warming up, we have vacations and ice cream on our minds. In this edition of What Unites Us, we asked about leisure activities. Keep an eye on Traffic Plan's Facebook page to have your say in the next issue of *United!*



## Which Spring Sport or Activity Is Your Favorite?

**WALKING OR HIKING WAS THE FAVORITE OF 50% OF YOU,** with dining outside, gardening, and hockey playoffs just about evenly split. Surprisingly, baseball trailed in last place.

## When Vacationing, Do You Prefer...

**THE MAJORITY OF YOU PREFER TO SLEEP INDOORS, THANK YOU VERY MUCH!**

66% of you like to stay in a hotel or with friends and family. Camping rounded out the answers.

## What Is Your Favorite Ice Cream Topping?

**TRAFFIC PLAN EMPLOYEES ARE A BUNCH OF CHOCOHOLICS!**

Responses were split down the middle between chocolate sprinkles and hot fudge. Strawberry sauce and caramel received no love whatsoever.

## What Are You Currently Binge Watching on TV?

**YOUR NETFLIX AND HULU ACCOUNTS ARE GETTING A WORKOUT!**

Popular answers included *Ozark*, *Inventing Anna*, *30 Rock*, *Downton Abbey*, and *Below Deck*.

## What Is Your Favorite '90s Jam?

**FAVORITES RANGED FROM THE NOTORIOUS B.I.G.'S "BIG POPPA," TO "POISON" BY BELL BIV DEVOE, TO "ANYTHING BY THE RED HOT CHILI PEPPERS."**

But who can forget those boy bands? "I Want It That Way" by the Backstreet Boys and NSYNC's "Bye Bye Bye" came up multiple times.

## What Is Your Favorite Part of the Job?

**OKAY, WE DID ASK ONE WORK-RELATED QUESTION — AND THE TOP ANSWER WARMED OUR HEARTS.**

While "learning new things" and "working outside" were popular answers, 67% of you said your favorite thing is your coworkers! Now that's being united.



# FOCUS ON

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## KAREN LASH-ANDERSON

Karen's helpful nature and passion for the job shine through in everything she does — and it's not just us who have noticed. A member of the public wrote to Traffic Plan recently just to let us know how “easygoing, patient, and eager to help” Karen was when she inquired about a job, calling her “a bright spot in a hectic world” and adding, “it's refreshing to know there are good people out there willing to help a complete stranger.” We couldn't agree more!



“ I HOLD FLAGGERS IN HIGH REGARD. THEY KEEP US ALL SAFE, AND I AM GRATEFUL FOR THEM. ”

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

I've been with Traffic Plan since May 19, 2021, when I was hired as the Pennsylvania Recruiter. I reach out to applicants, schedule them for interviews, extend offers of employment, and discuss the next steps of the hiring process. I attend job fairs and recruiting events where our six Pennsylvania offices are located, and since mid-October, I've also been overseeing print advertising and serve as the contact for our newspaper/media relations.

### WHAT'S YOUR FAVORITE PART OF THE JOB?

Meeting new people and helping them realize their potential!

### THE MOST CHALLENGING PART?

In the current climate, it's finding applicants that are TRULY interested in the position and then making sure they complete an application, ACTUALLY show up for an interview, and, if they are selected for hire, follow through with the rest of the hiring process.

What I find most challenging about working in the industry is the common misconception that flagging is easy! I will always defend field employees and explain just what it takes to be a reputable flagger — that one must remain vigilant the entire time they are flagging. That means: eyes on the road, thoughts constantly present about what's happening, and ears alert to their radios, what the client is doing, and what's happening in their surroundings. Try standing for hours on end in the heat, cold, rain, and snow; it's not an easy job. I hold flaggers in high regard. They keep us all safe, and I am grateful for them.

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

I see myself continuing in the role of Pennsylvania Recruiter. If the option to serve as Recruiting Manager arose, I would relish the opportunity to prove that my experience and knowledge in the field would be an asset.

### ANY ADVICE FOR SOMEONE WHO'S NEW TO THE TEAM?

BE PROUD. Never think, “I'm just a flagger” or “I'm just a recruiter.” Everyone who works at Traffic Plan is working to make roadways safer and to keep our clients and the motoring public safe. We are not “just” anything. Be proud every time you put on your PPE, every time you turn on your computer, every time you get in your van.

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

I am a total bookworm, and I love to walk! There's nothing better than getting “lost” in an audiobook while observing the beauty of nature. Since I started in the traffic control industry in 2016, I've lived by the principle that if I was dispatching field employees to go flag in the extreme heat, cold, rain, snow, and wind, then I, too, would put myself out in the same conditions in a kind of solidarity with my coworkers. I also love spending time with my husband. We celebrated our two-year wedding anniversary on February 14!

### WHAT'S A FUN FACT PEOPLE MIGHT BE SURPRISED TO LEARN ABOUT YOU?

When I was 10, I had the honor and privilege of tap-dancing onstage with the late actor/dancer Gregory Hines. It was a truly amazing experience!

### HOW WOULD LOVED ONES DESCRIBE YOU IN THREE WORDS?

Energetic, compassionate, and loyal!

# FRANKLY SPEAKING



There is an old baseball adage that comes up every year during springtime: *Hope springs eternal*. This phrase, considered a kick-start for baseball's spring training, has been adopted to renew optimism for the coming season. Teams start their training with the hope of a winning year. To help accomplish this, the fundamentals are practiced early on, which in turn strengthens the foundations of a player's skill set. As our peak season approaches, I would like to focus on a similar mindset to initiate a fresh start here at Traffic Plan. Allow yourselves time to delve into what led us here in the first place: **a strong commitment to work, along with a sense of duty to protect our customers and serve the public as safely as possible.**

The best way to reenergize our commitment is to take a moment and reflect internally on the standards that you as an individual set for yourself. Are there elements within your skill set that may need fine tuning?

If so, it is good to fall back on best practices by remembering the founding principles taught during the onboarding process. Let us explore the key elements presented by the Traffic Plan Training Staff during initial training:

- **Attention to Detail**  
In your personal appearance, PPE, etc.
- **Safety Is Paramount**  
Personal, client, and motorist/pedestrian.

- **Situational Awareness**  
Not every work zone is the same. Consider gas versus electric and how they are different.
- **Proper Flagging Procedures**  
Use proper signs, setups, and traffic control. Ask yourself, is the work zone clearly understandable to the motorist/pedestrian?
- **Clear Communications**  
Both verbal and physical communications with the public, clients, and other Traffic Plan employees.
- **Company Policies & Protocols**  
Periodically review, and always follow, Traffic Plan policies and protocols.
- **COMPLACENCY!**  
As in, don't be complacent! Please remember the dangers above, below, behind, and right in front of you.

Remembering these very important items will set us up for a great peak season. **Play ball!**

Stay safe,  
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)



# TOOLBOX TALK

## AVOID LINE OF FIRE INJURIES

Line of fire injuries occur when you unintentionally put your body, or parts of your body, in the line of fire of a moving object or an object under tension. Common reasons for these incidents include rushing to get a job done, not considering potential hazards ahead of time, and/or safety equipment malfunction. But these three steps can help keep you safe.

1

### LOOK FOR HAZARDS BEFORE STARTING A TASK

At its most basic level, the line of fire is the path a moving object will travel. If you're in this path, you're at risk of injury. Avoid being in the line of fire by asking yourself:

- What objects are moving or under tension?
- If an object under tension is released, am I likely to be in the path of its movement?
- Can a sudden movement around me put me in the line of fire?

2

### ELIMINATE HAZARDS WHERE POSSIBLE

Once a line of fire hazard is identified, take steps to eliminate the risk of harm. The best-case scenario is to remove the hazard completely. For example, if you can, remove the source of tension or pneumatic pressure from an object. If an object is no longer under pressure, it cannot move with the amount of force required to cause an injury.

3

### USE BEST PRACTICES FOR MINIMIZING HAZARDS

If the tension or pressure cannot be eliminated, make sure the object is guarded to provide a physical barrier should it be released. Ensure the barrier can sustain the released force without failing and that any movement will be away from your body rather than toward it.



## SPIN THE WHEEL TO KEEP US SAFE

This pinwheel provides quick visual elements that illustrate just what it means to be a Traffic Plan Traffic Control Specialist.



### LEADERSHIP

Honesty, Trust, Work Ethic, Educate/Coach, Listen

### EMPLOYEE

Team Member, Coworker, Friend/Colleague, Safety Professional

### HAZARD ID & MITIGATION

Pre-Job Brief, 360 Walk-Around, Line of Fire Hazards — Mitigate by Recognition

### EDUCATION & TRAINING

Onboarding ATSSA Certification, Advanced Crew Chief Training, Advanced Highway Training, TMA Training, TCC/DOT Advanced Training

### MONITOR & IMPROVE

Self-Reflection, Persistence, Complacency, Expert

## JOB BRIEFS/TAILBOARDS

Job Briefs (tailboards) are a daily responsibility! A Job Brief should be conducted upon arrival at a job site, before beginning work, to discuss the potential hazards and mitigation strategies related to performing the assigned job and its preliminary pre-job tasks. These include but are not limited to:

- Seasonal/Terrain Conditions
- Work Area Protection
- Positioning of Vehicles or Traffic Control Devices
- Uneven Surfaces
- Obstacles
- PPE, Safety Glasses, Whistles, Masks
- Hazardous Conditions

The Job Brief should identify the nearest medical facility, and the four key questions and corrective actions taken should be discussed. This is also a great time to review company policies, such as:

- First Move Forward
- Circle of Safety
- Line of Fire
- 3 Points of Contact

Don't forget: GMs/Supervisors are required to review the Pre-Job Brief Report!

# PROGRESS INSTITUTE

## UPDATES FROM TRAFFIC PLAN TRAINERS

Being our clients' partner in progress means that we help keep them safe while they work to improve our communities. Our very own Progress Institute trains employees in the latest work zone safety techniques so people can make it home safely — including our clients, the traveling public, and one another.

Between September 2021 and January 2022, the Progress Institute trained more than 300 new and existing Traffic Plan employees!

### ADVANCED CREW CHIEF TRAINING

We held five classes and trained 29 employees to be Advanced Crew Chiefs. Two classes a month will be held moving forward.

### ADVANCED HIGHWAY TRAINING

Five employees received Advanced Highway Training in this two-day class, which we will continue to hold once a month.

### ATSSA 4-YEAR FLAGGER RECERTIFICATION

ATSSA requires flaggers to be recertified every four years. Throughout the fall, 22 employees earned this recertification, ensuring they are up-to-date on the latest safety standards.

### TRUCK-MOUNTED ATTENUATOR CLASSES

We trained 45 employees over the course of six classes. At least one TMA class will be scheduled every month, with more added as needed.

### NEW EMPLOYEE TRAINING

The Traffic Plan family grew by 236 newly trained employees! We were thrilled to welcome them over the course of 49 classes and will continue to schedule these trainings as needed.

### CLIENT TRAINING

The Progress Institute isn't just for Traffic Plan employees. We're honored to share our industry knowledge with clients too. Although we did not host any clients this time around, we're always happy to schedule trainings at their request.



### LOOKING TO ADVANCE?

If you would like to make traffic control a career, not just a job, you're in the right place. Traffic Plan is always looking for Crew Chiefs and Traffic Safety Specialists, and we want to invest in team members who've proven they're ready for more responsibility. Contact your Supervisor to learn more.







**TRAFFIC CONTROL SERVICES**

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

# BONUS OPPORTUNITIES

## MILESTONE BONUSES - \$500 & \$2,000

Receive a \$2,000 bonus 30 days after your 6-month employment milestone, then \$500 30 days after your 12-month milestone! Must be actively employed by Traffic Plan at the time of payment to receive bonus. Valid for union employees only.

## CREW CHIEF BONUS - \$250

Receive a \$250 bonus 6 months after promotion to Crew Chief.

## REFERRAL BONUS - \$2,000

Refer a new employee, and if they remain employed in good standing with Traffic Plan for 6 months, you'll receive a \$2,000 bonus! **Make sure the person you're referring puts your name on their job application!**

