

TRAFFIC PLAN'S OFFICIAL EMPLOYEE PUBLICATION

UNITED



VOL.15

REFLECTING

on a Remarkable Year

2023 was an amazing year here at Traffic Plan, and we are thrilled to be able to look back with gratitude and gladness.

SAFETY FIRST

As always, our year was focused first and foremost on the safety of our crews and the safety of the drivers, pedestrians, and communities we work in. Thanks to your unwavering attention to safety protocols, traffic continues to move efficiently around the work zones we flag and the events and festivals for which we direct. At this busy time of year, it's critical that we keep this up and maintain an ever-watchful eye, especially as more delivery trucks are buzzing along our roadways.

CELEBRATING WINS: HIGHLIGHTS OF THE YEAR

We've been fortunate in 2023 to have maintained our workforce strength – in both expertise and in number. Traffic Plan's continued success would not be possible without you, our highly skilled workforce. Our team at Traffic Plan remains 600+ employees strong. Whether you're a new hire or longtime employee, we value your unique contributions to every work zone. In Q3 alone, we onboarded more than 230 new employees—be sure to say hello to them and welcome them to your team!

We are also proud to recognize the contributions of dozens of our employees who have reached five and even ten-year milestones with Traffic Plan. Learn more about them on pages 6 and 7.

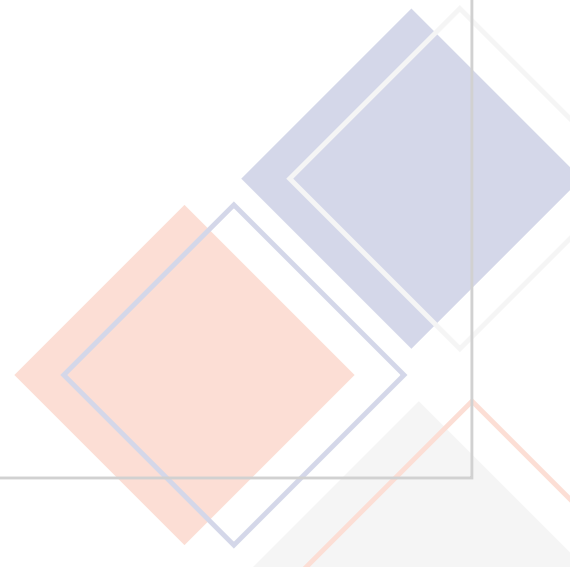
In the realm of new business, we're excited to have gained a new utility customer, Dominion Energy, based in Virginia. We are delighted to serve as their partner in progress and to manage their traffic control needs with safety and excellence.

READY FOR ANOTHER YEAR OF SUCCESS

Thank you for all you've contributed to Traffic Plan in 2023. In these final weeks of the year, let's remain focused on keeping people safe in our work zones—and making communities better through progress and purpose in 2024.

Wishing you a safe and festive holiday season,

*Carolyn Kiely, President & Executive Director
& Mary Kiely, CEO*





Have ideas for how to promote diversity and inclusion at Traffic Plan? **Contact Jessica Carriero at jcarriero@trafficplan.com**

FOSTERING BELONGING IN THE WORKFORCE

As the winter holidays draw near, we find ourselves reflecting on the unique strength that each one of you brings to our traffic control organization. Our workplace is a vibrant tapestry of skills, backgrounds, and experiences, and at Traffic Plan, we believe it's crucial to celebrate this diversity during the festive season.

Embracing unity in diversity is not just a value, it's a necessity for our team to function at a high level and to keep our crews and the public safe. So, let's celebrate our diversity as we appreciate all the rich traditions we celebrate that make our team unique, both now and throughout the year. Whether you celebrate Christmas, Hanukkah, Kwanzaa, or another meaningful occasion, know that your traditions are valued and respected here.

Our unity in diversity fosters a sense of belonging that is not just a feel-good factor; it is a cornerstone of a thriving and productive work environment. Belonging goes beyond the superficialities of workplace camaraderie – it is about creating a space where every team member feels valued, accepted, and heard.

May the winter holidays be a time of joy, belonging, and connection for each and every member of our Traffic Control family. Thank you for your hard work and dedication—it's the diversity of our team that makes us truly exceptional.




Traffic Plan
TRAFFIC CONTROL SERVICES

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FOCUS ON BETH HAUGHT

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

On February 1, 2023, I was hired as a flagger. Now, I'm a crew chief.

WHAT MADE YOU WANT TO JOIN TRAFFIC PLAN?

Earlier this year, as I was pursuing new job opportunities, I saw an ad for Traffic Plan and I found it intriguing.

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

I started as a Flagger and Second Seater in February of this year, and was excited to be promoted to Crew Chief on September 22, 2023.

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

I've grown so much in my new position as a Crew Chief since September. Although I'm not sure where my path will lead, I hope to keep learning, growing, and advancing here at Traffic Plan.

WHAT IS YOUR FAVORITE THING ABOUT WORKING AT TRAFFIC PLAN?

From the day I started working at Traffic Plan, I knew it would be a very different job than anything I'd done before. Now, after almost eight months and a promotion, I can still say this job is different, in a good way, than any other job I've had.

WHAT IS THE MOST CHALLENGING PART OF WORKING AT TRAFFIC PLAN?

Temperature regulation is the most challenging part of working at Traffic Plan. It takes some good clothing and smart planning to stay cool in the summer and warm in the winter!



WHAT DO YOU LIKE TO DO OUTSIDE OF WORK?

When I'm not working, I enjoy spending time with my husband and family, hosting pool parties, and enjoying life in the farmland of South Jersey.

WHAT IS A FUN FACT PEOPLE MIGHT BE SURPRISED TO LEARN ABOUT YOU?

Another activity I enjoy outside of work is riding my own Harley Davidson. I've ridden my Harley in over 38 states and even to Canada!

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

I would advise new team members to be open to listening and learning as much as you can.

“ I HOPE TO KEEP LEARNING, GROWING, AND ADVANCING HERE AT TRAFFIC PLAN. ”

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!

ONE-YEAR ANNIVERSARIES | 2022

DEXTER AGENT
PAUL ANTHONY
MARCOS AVILES
STEFANIE BARTELL
RUSSELL BECKMEN
ARNOLD BRODHEAD
TROY BRUNDRIDGE
DAVID GARNETT
EMILIO GUERRA
WILLIE GUY
JOHN HABINOWSKI
SCOTT HANSFORD

EDWARD HIGGINS
JAMES HUNTER
JOHNATHAN LACEWELL
CARMEN LEMA
DAVONN LEWIS
DANTE MCCALISTER
KANISHA MACK
DAVID MALDONADO
JAMES MARCELIN
WILLIE MARSH
CHRISTOPHER MIRCOVIC
JORDY MORA

GEORGE NEAL
JOSEPH PARADISE
SHAWN PERRY
JAMES RICKS
J SAINTCYR
ANN MARIE SHIPLEY
VICTOR STORY
ROBERT SULLO
SHAUN SWEAT
WILLIAM THOMPSON
CHHOUN TOUCH
RAHLEEK WALKER
PERCY WORRELL

FIVE-YEAR ANNIVERSARIES | 2018

MATTHEW MUELLER
THOMAS PIRKOWSKI JR.
RICHARD RUNGE
MANUEL MALDONADO
EDWARD DONLON
JAMES MORGAN JR.
THOMAS HALL IV
STUAR LEE

CHRISTIAN PEREZ MATIAS
CHRISTOPHER ARIAS
DAWN PHILLIPS
ROMEO MUNIZ III
THOMAS EDGINGTON
RICHARD GLEADALL
ANGEL BLOUNT
CHRIS WEIGELT

PROMOTED TO CREW CHIEF

BRANDON CORDERY
RODNEY HAMMONDS
EDWARD HIGGINS
KANISHA MACK
PERCY WORRELL



10 YEAR ANNIVERSARIES

MARK MACINTOSH

7/18/2013 | FARMINGDALE, NJ

Over 10 years ago, Mark Macintosh closed his deli and started a new chapter at Traffic Plan. Although it was not an easy transition, Mark was excited to tackle the challenge of working in an industry that was all new to him. After starting as a Technician, he was quickly promoted to the role of Crew Chief. Today, he is the Yard Supervisor at the Traffic Plan Farmingdale office. Mark loves the challenge of never knowing what the day might hold and enjoys being able to problem solve and help his fellow coworkers each and every day on the job. In another 10 years, Mark hopes to be retired and spending as much time with his family and grandchildren as possible.



CONTRIBUTING TO A

ROTH 401(K)

At Traffic Plan, we know that saving for retirement is incredibly important. We partner with Mountain Hill Investment Partners to provide investment planning support and financial education so that you can make informed decisions when it comes to financial matters and retirement savings.

WHY YOU SHOULD CONSIDER CONTRIBUTING TO A ROTH 401(K)

Most people are familiar with how traditional 401(k) plans work, but many are not as informed about the Roth 401(k). A Roth 401(k) is a great option for many employees, particularly those with at least fifteen years until retirement. For a Roth 401(k) to be most effective, sufficient time is needed for the money to grow. Read on to learn whether a Roth 401(k) might be a suitable option for you.

TAX-FREE WITHDRAWALS IN RETIREMENT

The hallmark feature of a Roth 401(k) is the tax treatment of contributions and withdrawals. Unlike a traditional 401(k), where contributions are made with pre-tax dollars and withdrawals are taxed at your ordinary income tax rate in retirement, a Roth 401(k) works in reverse. After-tax dollars are contributed to a Roth 401(k), but all qualified withdrawals, including both contributions and investment earnings, are tax-free! This means that you can enjoy your retirement savings without worrying about a hefty tax bill. As aforementioned, it also means that you need a decent amount of time for the money to grow and make up for that initial tax you incurred.

DIVERSIFY YOUR TAX STRATEGY

In saving and investing for retirement, you have the option to contribute to both a traditional 401(k) and Roth 401(k). By utilizing each, you can diversify your retirement savings strategies. With both accounts,

you can choose to withdraw money in retirement from your traditional 401(k) and pay taxes as necessary or take tax-free withdrawals from your Roth 401(k). This flexibility allows you to optimize your tax situation in retirement, potentially reducing your overall tax burden.

NO REQUIRED MINIMUM DISTRIBUTIONS

Another significant benefit of the Roth 401(k) is that it doesn't require you to make mandatory withdrawals during your lifetime. This contrasts with traditional retirement accounts, like 401(k)s and IRAs, which require mandatory withdrawals once you reach a particular age (currently 72 years old). With a Roth 401(k), you can let your investments grow tax-free, providing an option to leave more to your heirs if you don't utilize the funds for your retirement expenses.

POTENTIAL FOR LOWER TAXES IN RETIREMENT

If you anticipate being in a higher tax bracket during your retirement years, choosing to contribute to a Roth 401(k) becomes especially appealing. Paying taxes on your contributions now, while your income is lower, can lead to substantial tax savings compared to paying taxes on withdrawals in retirement at a potentially higher tax rate.

NO INCOME LIMITATIONS

Unlike Roth IRAs, Roth 401(k)s have no income constraints to participate. This means high-income earners can tap into the tax-free withdrawals Roth accounts offer. In contrast, Roth IRAs have income limits that may prevent individuals with higher incomes from contributing.

The Roth 401(k) offers several advantages for retirement planning. Its tax-free withdrawals, diversification of tax strategies, freedom from required minimum distributions, and potential tax savings for those in lower tax brackets during their working years make it a sensible choice for securing one's financial future.

LEARN MORE

As independent advisors, Mountain Hill Investment Partners have no products to sell, and their services are an employee benefit, available at no cost to you. Please contact any of the advisors below to schedule a meeting to determine if a Roth 401(k) aligns with your financial situation and goals.



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Andy Kaiser

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PROGRESS BULLETIN

OPEN ENROLLMENT

GET IN TOUCH!

if you have any updates
or questions.



Jessica Carriero
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Kary Candelaria
(kcandelaria@trafficplan.com)

At Traffic Plan, we prioritize the safety and well-being of our employees. That's why we are committed to providing comprehensive health benefits that not only cater to your current needs but also anticipate and address your future requirements. Annual Enrollment is your opportunity to review, select, and customize your health coverage to ensure it aligns with your individual and family needs.

**ANNUAL ENROLLMENT WILL TAKE PLACE IN FEBRUARY 2024.
MORE DETAILED INFORMATION COMING SOON.**

Some noteworthy items that may affect your benefits:

- Did you get married and want to add your spouse?
- Did you or your spouse have a baby?
- Do you want to add Traffic Plan benefits?
- Do you want to drop benefits?
- Did you move/change address?

Reviewing and updating this information as well as your personal information is crucial for processing your W-2 at the end of the year. If, during the course of 2023, you have undergone a change in your address or name, or if you wish to make adjustments to your withholding information for tax purposes, we kindly request you to reach out to our Human Resources department.

PROGRESS INSTITUTE

UPDATES FROM

TRAFFIC PLAN TRAINERS

Traffic Plan is proud to provide continual training and professional development opportunities to our employees at our Progress Institute. Because safety is our top priority, we are passionate about making sure our entire team, and even our clients, are updated on the latest safety guidelines and best practices. Providing the necessary expertise to keep our clients and communities safe helps us to fulfill our mission of being a partner in progress.

Winter weather has arrived, and we are gearing up to train new and current Traffic Plan employees and clients on the latest safety measures for handling hazardous conditions. But first, here's a look at what the Progress Institute was up to throughout the summer and fall.

ADVANCED CREW CHIEF TRAINING

Between June and October, we held three classes and trained 19 employees to become Advanced Crew Chiefs. We will continue to schedule one training each month.

ADVANCED HIGHWAY TRAINING

18 employees received training during our three Advanced Highway Training classes. These two-day classes will continue once a month, starting in the beginning of March.

ATSSA 4-YEAR FLAGGER RECERTIFICATION

The American Traffic Safety Services Association requires flaggers to be recertified every four years. Between June and October, 12 Traffic Plan employees were recertified, ensuring they are up-to-date on the latest safety standards.

TRUCK MOUNTED ATTENUATOR CLASSES

The Progress Institute led three classes and trained 23 employees on best practices for using truck-mounted attenuators. We will continue to offer at least one TMA training each month.

NEW EMPLOYEE TRAINING

The Traffic Plan team grew by 233 newly hired and trained employees between June and October! We were so excited to welcome each new team member that was onboarded, spanning 44 separate training classes.





FRANKLY SPEAKING

A uniform is a distinctive set of clothing worn by members of a particular organization or group to identify themselves and establish a sense of unity. Many companies require their employees to wear a branded work uniform which identifies their organization. As Traffic Plan employees, our uniforms are pretty standard, but with a twist.

WHY COMPANY UNIFORMS MATTER

Uniforms unite employees as a true team and help boost morale and productivity. They can also have a psychological effect, creating an immediate perception of competence, expertise, and credibility. Professionalism, brand image, and **SAFETY** are key factors in the Traffic Plan uniform design.

DRESSING FOR SAFETY, DRESSING FOR SUCCESS

Here at Traffic Plan, our first level uniform is simple and seasonal. Our summer attire consists of a Traffic Plan fluorescent short sleeve tee shirt and pants. Colder

temperatures require warmer base layers, a Traffic Plan long sleeve shirt or sweatshirt, and heavy-duty pants.

The **twist** occurs when we don our second level uniform, PPE —**Personal Protective Equipment**. These required additions are a key element of our **SAFETY** practices. The PPE worn at Traffic Plan consists of a Class 3 safety vest, pants, hard hat, glasses, footwear, and ear protection. These pieces are not only a Traffic Plan policy, they serve important workplace functions, are a mandatory provision for our customers, and a required safety standard within the traffic control industry.

The PPE uniform is our first line of defense in traffic safety. It gives us high visibility, so we can be seen while performing our daily duties. When suited up in our PPE, a clear distinction is drawn between us and the general public. PPE can also influence motorist behavior as they approach a work site. The distinct vision of Traffic Plan employees wearing sharp, clean,

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THE PPE UNIFORM IS OUR
FIRST LINE OF DEFENCE
IN TRAFFIC SAFETY.

”

uniforms and professional PPE commands attention and respect, eliciting a positive response from our customers, pedestrians, and drivers.

I encourage you to wear the full Traffic Plan uniform proudly, for professionalism, duty, and most of all, **SAFETY**.

As you can see in my picture, I'm wearing my hardhat just in case a thought hits me in the head.

Stay Safe,
Frank



If you have any questions or topics you would like to see discussed here, please email me:
FRANKLYSPEAKING@TRAFFICPLAN.COM



TOOLBOX

TALK

SAFETY ALERT: PPE-PERSONAL PROTECTIVE EQUIPMENT

To reiterate some information found in this issue's Frankly Speaking, Traffic Plan company policy mandates that proper PPE must be worn during all field operations.

SAFETY ALERT: PPE-PERSONAL PROTECTIVE EQUIPMENT

- Reflective Safety Vest
- Reflective Safety Pants
- Issued Hard Hat
- Eye Protection (when applicable)
- Ear Protection (when applicable)
- Proper Foot Protection (Work-Boot)> Steel Toe/Composite

Traffic Plan Employees' PPE Appearance should always be **CLEAN & SERVICEABLE**. PPE is our first line of defense and is meant to assist in the reduction of accidents and injuries. **Clean** and **professional** PPE is noted as a first impression item during inspections.

SAFETY FIRST, NO EXCEPTIONS

SAFETY REMINDER: SIGHT DISTANCE FOR SAFETY

What is meant by sight distance?

Sight distance is the distance a driver can clearly see ahead on the roadway. It is a critical factor for safe and effective driving because it allows drivers to identify potential hazards, make informed decisions, and react in a timely manner. Sight distance is influenced by various factors, including road geometry, visibility conditions, and the driver's speed. If the stopping distance to an object is greater than the driver's sight distance, they are in danger of hitting the object.

How does sight distance influence traffic control?

Setting up every Traffic Plan work zone following adequate and appropriate sight distance protocols allows motorists proper reaction time to adjust to a hazard, temporary traffic control pattern, or flag person.

PROPER SIGHT DISTANCE FOR TRAFFIC CONTROL MUST COMPLY WITH STANDARD DOT AND MUTCD SPECIFICATIONS.



SAFETY REMINDER: SAFE DRIVING

Safety when driving is priority #1.

At Traffic Plan, we travel hundreds of miles each month. When an employee is involved in unsafe driving behaviors on the job or when commuting, it affects our organization's daily operations.

Negative effects of unsafe driving can reverberate throughout the entire company:

- Compromises brand image, not a "Safety Company"
- Potential injury
- Vehicle damage
- Negative experience with the public
- Motor vehicle violations
- Direct negative impact on customers
- Human performance reporting issues
- Discipline relating to company policy

Eliminate bad driving habits and prioritize good ones:

- Stay focused, eyes on the road, no cell phones
- Be a defensive driver – understand that other vehicle drivers' operation may be unsafe
- Keep a safe following distance – general rule is to stay two or three car lengths behind the car in front of you
- Follow all traffic laws – speed, stops, signals, etc..
- First move forward before backing out and use a spotter for guidance when possible
- Never engage in a road rage incident
- Take your time – assess and evaluate before starting from stop. Is it safe to proceed?
- Use extra caution when driving in adverse weather conditions
- Always wear your seatbelt

A majority of our workday is spent behind the wheel. So, it's important to understand the value of **SAFE DRIVING**. It is impossible to hide as we drive from point A to B in our Traffic Plan vehicles. The motoring public knows who we are and expects safety.

Let's all do our part. Arrive and return home safe & sound. DRIVE SAFE.





TRAFFIC CONTROL SERVICES

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Two smartphones are shown, one in the foreground and one slightly behind it. The foreground phone displays the Instagram profile for "traffic_plan", showing 359 posts, 603 followers, and 277 following. The background phone displays the Facebook profile for "Traffic Plan - Traffic Control Services", showing 1.5K posts and 1.6K followers. Both profiles include a bio and a website link.

STAY IN
THE LOOP
ON SOCIAL

Follow Traffic Plan on **Facebook** and **Instagram** to see our latest updates, behind-the-scenes photos, and exciting announcements. You may even recognize some familiar faces!