

TRAFFIC PLAN'S OFFICIAL EMPLOYEE PUBLICATION

UNITED



SUMMER & SAVING

Planning ahead always pays off the earlier you start.

SUMMER SIZZLE

It's been another brutally hot summer. Our gratitude and respect, as always, go out to all our crew members in the field who keep traffic moving across sweltering streets, roads, and highways.

Now, as back-to-school season approaches, let's plan to keep our focus on making sure pedestrians and drivers are safe in our work zones at all times, as well as our clients and fellow crew members. And if we look further ahead, cooler weather will soon be on the way!

MAPPING YOUR RETIREMENT

Arranging for your future may seem like an abstract notion in your 20s, but those years are the perfect time to start creating a plan for your retirement years. We want to make it as easy as possible for you to start saving — as a Traffic Plan employee, you will have access to our company's 401(k) program, depending on your time on the job.

But what if you're past your 20s, you ask? It's still important to begin planning and saving, no matter your age. Turn to pages 8–11 for a comprehensive article from our friend Lauren Siewert at Mountain Hill Investments (mhipartners.com). She lays out the steps we should take at each stage of life, from our early years through raising a family and homeownership, to the years leading up to the culmination of our working life.

Of course, today not everyone stays in the same job their entire career. We suggest talking to the financial advisors at Mountain Hill to consolidate any 401(k) plans you may have accrued over the years. They're experts at navigating the often-confusing landscape of financial planning.

Stay cool out there,

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



HELP IS AT HAND

The modern world is full of stressors, from personal relationships and our jobs to the relentless 24-hour news cycle. Any of us can get overwhelmed.

Many of us are reluctant to talk about mental health, even privately with a professional healthcare provider. We understand that finding the courage to admit you need help can be difficult. However, support and care are close at hand — our Employee Assistance Program (EAP) offers Traffic Plan employees a friendly and 100% confidential ear for all who would like assistance. They can provide short-term counseling and, if necessary, refer you to service providers in your community for additional treatment.

Your professional EAP counselor is available to help with just a phone call to (800) 542-0184 or via the EAP app. To download the app, go to your app store and type in Preferred Behavioral Health. Once installed, log in with the company code TRAFFIC.



Your conversations with EAP counselors are strictly confidential. The information you share will never be included in your personnel file. And, all costs are covered by Traffic Plan, so there's never a fee to utilize EAP counseling help. If you're referred to another professional or program in your community, fees for that service will be your responsibility. Your ability to pay is taken into consideration before any referral is made, and health insurance may cover a significant portion of those fees.

Your complete physical and mental health are important to all of us — please don't hesitate to reach out when you need a helping hand.



Have ideas for how to promote diversity and inclusion at Traffic Plan?

Contact Jessica Carriero at jcarriero@trafficplan.com

STAND & TAKE A BOW

We're proud to celebrate your milestones with you. Your commitment to Traffic Plan is what makes us a stronger company — thank you!

1-YEAR ANNIVERSARIES | 2023

NIKOLE ALERT
MARGARET ANDERSON
JOHN BLAKLEY
JOSEPH BLOISE
COLTON BOSARGE
TYRONE BROWN
CHRISTOPHER CONEY
JEVON COTTE
KARAM CUMMINGS
RICHARD DALMAU
JASON DIPAOLO
DAUNTE FOOTE
SEAN GORTON
JOAO GRACA

HENRY GREEN
LIZBETH HAUGHT
DONOVAN HOILETT
NATHAN HOOVER
YVONNE HORAN
JOSEPH JANKOWSKI
MATTHEW JETTER
MARIO JOHNSON
ROBERT JUNIOR
PAUL LARKIN
CARTER LILLY
BYRON LINDER
DAKOTA LOGAN
ROBERT MAROULIS

JENNIFER MCSHANE
KENNETH MIDDLETON
HASSAN NORMAN
YOUSEF OREIBI
NICOLAS REYNOLDS
JULIENE SOLLARS
LAUREN STABINSKI
JAMES TAYLOR
LAURA VITUCCI
GEORGE WALSH
NASIR WILLIAMS
ANTHONY WILSON

5-YEAR ANNIVERSARIES | 2019

DESMOND ARMSTRONG
KAREN CAPPADONNA
TIFFANY CHARD
MICHAEL CHARTERINA
ANN COOPER
PAUL FURY

RUTHANN GROVE
VALERIE HAYWARD
ANTONIO JOHNSON
JAMES MACMICHAEL
MICHAEL METERKO
PAUL MILES

CHARLES MILLER
RAMON MORALES
JAMES O'HARA
THOMAS SIEGLER

PROMOTIONS

MICHAEL ORANGE Assistant General Manager
JEFFREY THOMPSON Supervisor
ROMMEL ALVARADO Crew Chief
SABRINA ANELLO Crew Chief
PAUL ANTHONY Crew Chief
ARIEL ARROYO Crew Chief
JOHN BLAKLEY Crew Chief
DESIREE COOMBS Crew Chief
KHALIL CRAIG Crew Chief
JOSEPH DIGIACOMO Crew Chief
JASON DURN Crew Chief
PAUL FOLINO Crew Chief
ANTHONY GONZALEZ Crew Chief

JOAO GRACA Crew Chief
NATHAN HOOVER Crew Chief
SHANNON HOTLEN Crew Chief
RICK KONDIAN Crew Chief
DAKOTA LOGAN Crew Chief
DYLAN MAHER Crew Chief
VERNON MARTIN Crew Chief
JORDY MORA Crew Chief
RUSSELL PETTY Crew Chief
GEORGE ROBBINS JR Crew Chief
CHRISTIAN SMITH Crew Chief
TERRIN WALKER Crew Chief
JEREMY WILLETT Crew Chief

CONGRATULATIONS TO ALL THOSE WHO CELEBRATED
ANNIVERSARIES AND PROMOTIONS IN THE FIRST QUARTER OF 2024.

10-YEAR ANNIVERSARIES

THOMAS CRAIG JR.

Tom oversees day-to-day field operations as the General Manager of the Pennsylvania region. Before joining Traffic Plan in 2014, he served 23 years in the Bethlehem Police Department, attaining the rank of Lt. Detective before retiring. He has now accumulated vast traffic control knowledge specific to Pennsylvania, including certifications from Pub-213, PennDOT, and ATSSA.

DAVID TROXELL

David started 10 years ago as a Flagger, then transitioned to building and putting out signs while also maintaining our fleet. He quickly taught himself to fix more and more of the machinery and was soon repairing almost all of our equipment. David is extremely driven and expects the same focus and dedication from others that he puts forward to get the job done.





FOCUS ON TROY BOGIN

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

I've been with Traffic Plan for around 9 years and am currently the General Manager for the Farmingdale office.

WHAT IS YOUR FAVORITE PART OF YOUR JOB?

I enjoy having a job where you get to have a steady interaction with the employees, customers, and the public.

WHAT IS THE MOST CHALLENGING PART?

On any given day, you can be handling numerous issues at once, and it's my job to find the best solution. At times it can be hectic, but in the end, it's very rewarding knowing that you helped someone who had an issue or a problem.

WHAT HAS YOUR CAREER PROGRESSION AT TRAFFIC PLAN LOOKED LIKE?

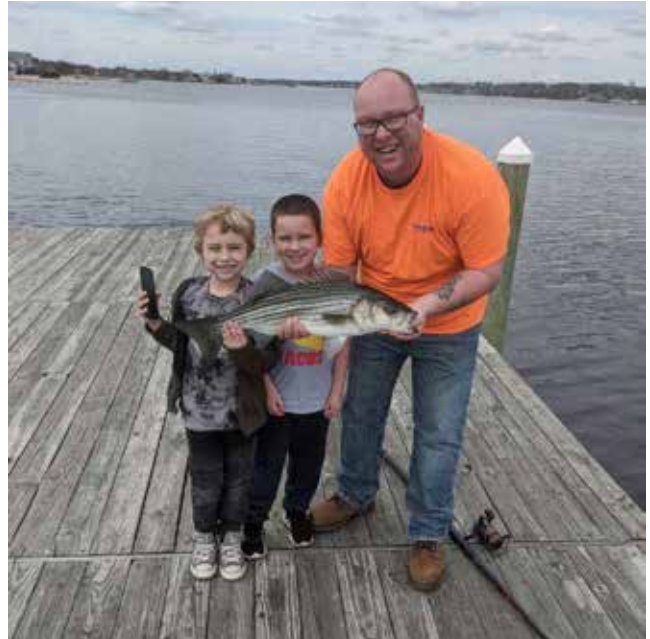
I started with Traffic Plan in 2015 as a Technician, then was promoted to the role of Crew Chief after about a year. Around two years later, I became a TSS (Team Support Specialist). I held that position for a couple of years and eventually was promoted to Supervisor for traffic crews out in the field. In November of 2022, I was promoted to General Manager.

ANY ADVICE FOR SOMEONE WHO IS NEW TO TRAFFIC PLAN?

Utilize what you learned in training out in the field. Follow our company policies and procedures — they will help you succeed. Another piece of advice would be to treat people how you would want to be treated.

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

I've been coaching baseball for a little over seven years now. I coach my youngest son's Little League ball team and also my oldest's travel baseball team.



WHAT DO YOU LIKE TO DO IN YOUR FREE TIME?

I enjoy fishing in my free time, whether it's on a boat, the beach, or a dock. I've fished as long as I can remember with my brother and grandfather. Now I have two sons that I get to spend time fishing with.

HOW WOULD FRIENDS OR FAMILY DESCRIBE YOU IN THREE WORDS?

They would say I'm hardworking, funny, and caring.

“

**UTILIZE WHAT YOU LEARNED
IN TRAINING OUT IN THE FIELD.
FOLLOW OUR COMPANY POLICIES
AND PROCEDURES — THEY WILL
HELP YOU SUCCEED.**

”

MAPPING YOUR RETIREMENT

BY: LAUREN G. SIEWERT | PARTNER |
MOUNTAIN HILL INVESTMENT PARTNERS

Planning for retirement isn't just a destination, it's a journey that requires continuous navigation through life's twists and turns. At every stage, it's crucial to review your finances, particularly your 401(k) and other retirement assets, to ensure they are properly invested according to your risk tolerance and time horizon. As a Traffic Plan employee, you are eligible for our 401(k) program depending on your length of time on the job.

As you advance in age, your financial strategy must adapt to reflect evolving circumstances, goals, and priorities. Let's explore some crucial factors to consider and proactive steps you can take in each stage of your life.



IN YOUR 20s: BUILDING A FOUNDATION

Navigating the financial landscape in your 20s is a pivotal part of your journey. This transformative decade is a time of building foundations, making strategic investments, and creating good financial habits that lay the groundwork for future financial success.

1. Establish Financial Foundations

A solid financial foundation starts with three crucial pillars: creating emergency savings, reducing debt, and budgeting effectively. An emergency fund, also known as rainy day money, serves as a safety net against unforeseen expenses, aiming to cover at least three to six months' worth of living expenses. Prioritize paying off existing debts like student loans while steering clear of accumulating new high-interest debt like credit cards. Creating and sticking to a budget allows you to manage income and expenses carefully.

2. Start Early with Retirement Savings

Time is your most valuable asset when it comes to saving for retirement. The earlier you start, the more time your investments have to grow through the power of compounding. Even small contributions made in your 20s can have a significant impact on your retirement savings over time.

3. Utilize the Roth 401(k)

For younger participants in lower tax brackets, the Roth is generally an easy decision to make. The main difference between the Roth and the traditional 401(k) is the tax treatment of the contribution. Roth contributions are made with after-tax dollars, and offer tax-free growth and withdrawals in retirement, providing valuable diversification later in life.

4. Invest for the Long Game

You have a long time before retirement, which means you can worry very little, if at all, about short-term financial market volatility. Stay invested and understand that market corrections are opportunities at this age.

5. Explore Your Financial Goals

Start setting short-term and long-term financial goals, such as saving for a down payment or travel.

IN YOUR 30s:

GROWING INCOME & RESPONSIBILITIES

Navigating finances in your 30s is about setting yourself up for long-term financial stability while juggling the realities of life's big milestones. By making smart financial decisions now, you can pave the way for a more secure and comfortable future.

1. Boost Your Savings & Investments

Now that you're settling into your career, it's a good time to ramp up your savings and investments. A 10% 401(k) savings rate should be your goal, but if that's not feasible early on, you can make small increases over time. The savings rate can be changed throughout the year.

2. Manage Big Life Expenses

Your 30s often come with significant life changes like buying a home, starting a family, or maybe even upgrading to a bigger space. It's crucial to plan for these expenses carefully. Consider how much you need for a down payment, mortgage rates, and ongoing costs of homeownership.

3. Protect Your Loved Ones

Now that you might have dependents or a growing family, it's wise to think about their future security. Review your life insurance coverage to ensure it's sufficient to support your loved ones financially if something unexpected were to happen.

4. Make Your Estate Plan & Will

Setting up or updating your will and estate plan is very important in this phase of life, especially if you have started a family. This ensures your assets are distributed according to your wishes and can help avoid unnecessary complications for your loved ones during a difficult time.

5. Balance Debt & Savings Goals

As you handle larger expenses and possibly new debts (like a mortgage or car loan), it's essential to strike a balance between paying down debt and continuing to save for your future. Look into strategies like debt consolidation or potentially refinancing to manage your debt more effectively while still working toward your savings goals.



IN YOUR 40s:

MID-CAREER FOCUS

Your 40s are often characterized by increased financial responsibilities: mortgage payments, college savings for children, home renovations, etc. Despite these competing priorities, it's crucial to stay focused on saving for retirement.

1. Assess Your Retirement Goals

Take time to revisit your retirement goals and assess whether you're on track to meet them. Consider factors such as your desired retirement age, lifestyle preferences, and estimated retirement expenses.

2. Increase Your Savings Rate

Aim to increase your retirement savings rate as your financial situation allows. If you haven't hit the 10% 401(k) savings goal yet, examine closely how you can reach that. Look for opportunities to cut expenses or increase income to free up additional funds for retirement contributions. Make sure that you're invested appropriately based on your risk tolerance.

3. Check Your Emergency Fund

While this is a top financial priority at any age, a well-stocked emergency fund is especially important in the peak earning years, when there can be more at stake financially and you're responsible for more people than in earlier years. There should be enough in the fund to cover living expenses for at least three to six months. Having a cushion that lasts up to a year is ideal and will help you avoid borrowing against retirement assets to cover unforeseen expenses.

4. Explore Retirement Income Options

Start exploring potential sources of retirement income, such as Social Security benefits, rental income, and other investments. Consider how these income streams will supplement your savings in retirement and factor them into your retirement planning.

5. Revisit Your Will

A will ensures that your assets are appropriately distributed based on your wishes. They require updates as time passes, so spend time to review it now and make necessary changes.





IN YOUR 50s:

FINAL PREPARATIONS

Your 50s represent the final countdown to retirement, making it a critical time to fine-tune your strategy and make any necessary adjustments.

1. Reassess Your Retirement Timeline

Confirm your desired retirement age, and ensure your financial plan aligns with it. Consider whether you need to adjust your retirement date based on your financial situation and lifestyle preferences.

2. Maximize Catch-Up Contributions

Take full advantage of catch-up contributions available to individuals aged 50 and older. These additional contributions can help boost your savings in the years leading up to retirement.

3. Consolidate Retirement Accounts

Review your retirement accounts and consolidate where you can. If you've changed jobs three or four times by this point in your life, you likely have multiple accounts to keep an eye on — which takes time you could spend doing something else. It could also prove cumbersome for your family if something should happen to you, so consolidation is generally smart.

4. Get Your Debt in Order

When you retire and begin to rely on your savings, you'll want to have minimal debt. If you're 50 and still have debt, focus on eliminating it as quickly as possible.

5. Explore Social Security & Healthcare Options

Find out how much Social Security income you can expect to receive in retirement, based on when you plan to retire, by creating an account at ssa.gov. Also, research your options for healthcare in retirement, including Medicare eligibility, supplemental insurance plans, and healthcare savings accounts.

Mountain Hill Investment Partners understands that retirement planning is a lifelong journey. We provide the right tools and educational resources at every step to help you achieve your goals. For more information or to schedule a comprehensive review of your 401(k) plan, please contact me, Lauren Siewert, at (732) 554-1146 or laurensiewert@mhipartners.com.

PROGRESS INSTITUTE

UPDATES FROM TRAFFIC PLAN TRAINERS

No matter if you're a recent addition to our team or a longtime veteran, training classes are the best way to stay up-to-date on our industry's best practices. Equipment training and knowledge of safety protocols are indispensable keys for all of us. When we're current with the latest information, we can better protect the public, our clients, and our fellow crew members. It's also a pathway to career advancement within the company.

Let's make Traffic Plan the company with the most knowledgeable team members in the traffic management industry — talk to your supervisor to enroll in one of our classes!

ADVANCED CREW CHIEF TRAINING

Between February 1 and June 30, four Advanced Crew Chief Training Classes were conducted and 24 employees trained. We will schedule two classes each month going forward.

ADVANCED HIGHWAY TRAINING

Twelve employees received training during our two spring Advanced Highway Training classes. We will continue to offer one two-day class every month.

ATSSA 4-YEAR FLAGGER RECERTIFICATION

The American Traffic Safety Services Association requires flaggers to be recertified every four years. Between February and June, 21 Traffic Plan employees were recertified, ensuring they are up-to-date on the latest safety standards.

CLIENT TRAINING CLASSES

The Progress Institute hosted Traffic Plan client DSA for Truck-Mounted Attenuator Classes, training 19 of their employees. We will continue to schedule future classes as requested by clients.

NEW EMPLOYEE TRAINING

We were excited to bring on 253 new employees over the past few months. Training for these newcomers took place with 47 separate classes.

TRUCK-MOUNTED ATTENUATOR CLASSES

The Progress Institute led four classes and trained 20 employees on best practices for using truck-mounted attenuators. We will continue to offer at least one TMA training each month.





FRANK'S TIPS TO BE A MORE PATIENT PERSON

- Make yourself wait calmly.
- Stop doing things that aren't important.
- Be mindful of the things making you impatient.
- Relax and take deep breaths.

FRANKLY SPEAKING

During trying times, the phrase “just stay patient” is often offered up as advice from others. We even say it to ourselves in the hope that things will settle down and work out. Today, as many of our entertainment, dining, and search needs are met nearly instantly, when we find ourselves waiting, even for a few seconds, we get more frustrated than is really called for. I, for one, have had instances when waiting longer than anticipated has gotten me a little aggravated, and I had to remind myself that patience is, in fact, a virtue.

Of course, situations arise in our lives that may bring us to the brink of losing our patience — none more so than in this sometimes-chaotic industry of traffic control. I can go on and on about scenarios during work hours that have put us to the test, like a motorist trying to get onto a closed road, a driver getting testy while stopped during a flagging operation, or a team member who may have a different approach. Or how about simply dealing with changing weather, from heat to cold or rain — and back again! It's certainly not easy to maintain patience doing this job.

But, as hard as it is, there are positives to practicing patience that can strengthen us as people and help us perform better at work.

6 BENEFITS OF PRACTICING PATIENCE

- You can make more rational, realistic decisions.
- You develop persistence and resilience.
- You have less frustration learning new skills.
- It allows you to be a better listener.
- You make others feel comfortable.
- You can better focus on your long-term goals and dreams.

No one is immune from losing their patience at times, including myself. But if we try to stay calm, acknowledge the frustration, and remind ourselves that this too shall pass, we can all back down our stress levels and have an easier day.

Stay Patient,
Frank Emmons
Traffic Plan Vice President of Operations

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



TOOLBOX TALK

PERSONAL SAFETY IN THE WORK ZONE

Recently, Traffic Plan employees providing traffic control in an urban area encountered an individual with possibly ill intentions. Their response was the correct one — put distance between yourself and the suspicious individual, call the authorities, then notify your supervisor.

Situational awareness is the first step in staying safe on the job site. By following the below safety protocols, you'll better protect yourself and your fellow crew members. Remember, the goal is to return home to our families and loved ones safely.

Minimize Your Vulnerability

- Always be alert of your surroundings.
- Use extra caution in high-risk, high-crime areas.
- Maintain a reactionary gap using physical distance.
- Observe the behavior and actions of others around you.
- Remain in public view when possible.
- Report suspicious activity.
- Leave at the first sign of danger.

Do Not Become a Victim

- Always have a plan to respond to suspicious conditions while maintaining your continuous observation and assessment of the job site.
- Act when a threat presents itself. Remember that getting away is almost always the best option.
- Do not stay and challenge a threat to maintain honor.
- Report suspicious or threatening suspects and/or vehicles to 911 and your supervisor ASAP.

Maintain Field Security Awareness

- Never leave an unattended vehicle running or unlocked.
- Do not respond physically or emotionally to the provoking behavior of others.
- Depart efficiently when the job is finished, continuing your assessment until you have cleared the area.
- Secure all valuables and lock your vehicle after parking.



HAND SAFETY & INJURY PREVENTION

After your brain, your hands are your most important tools on the job. That's why it's critical to use your head to keep your fingers and hands safe and protected when setting up early warning systems, sign stands, arrow boards, and other equipment, and when implementing traffic control devices.

Seriously injuring your hands can affect your ability to work and your quality of life. Keep them safe with the following tips.

Best Practices to Protect Your Hands

- Remove your hands from the line of fire when doing a task that could result in injury to your hands or fingers.
- Never put your hands in an area where you cannot see them.
- Always wear proper hand protection for the task you are doing. Understand the limitations of your gloves and the tasks for which they're appropriate.
- Always be aware of your surroundings and what others are doing.





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 anniversary, then a \$500 bonus 30 days after your 12-month employment anniversary! 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 - \$1,000

Refer a new employee, and if they remain employed in good standing with Traffic Plan for 6 months, you'll receive a \$1,000 bonus! Make sure the person you're referring adds your name to their job application.