

TRAFFIC PLAN'S OFFICIAL EMPLOYEE PUBLICATION

UNITED



VOL. 19

Make Spring the Season for **SAFETY**

In this spring issue, we first want to take a moment to thank you for all your hard work over the winter. It seemed like our first “real” winter in a few years, with measurable snow, icy conditions, bone-chilling cold, and arctic winds that made being in the field a real challenge. Your professionalism, safety protocol knowledge, and grit kept traffic moving safely through our clients’ work zones, and we can’t overstate how much it’s appreciated by us and the public. Thank you.

With the change of seasons and warmer weather, we see an increase in roadwork projects. Staying alert and focused, whether in spring rains or under sunny skies, helps to ensure everyone goes home safely at the end of the day.

WORK ZONE AWARENESS WEEK

Because of the rise in construction projects in spring, National Work Zone Awareness Week is perfectly timed. During the week of April 21–25, the public will be reminded to slow down, stay alert, and respect road workers. Distracted driving and speeding in work zones put lives at risk, and we must do all we can to calm traffic with well-designed traffic diversions, attentive flagging, and clear communication between our crew members as well as with the public. Remember, a confused driver is a dangerous driver: let’s make it easy for them to follow our signs and get them through our clients’ work zones safely and efficiently.

MAY IS MENTAL HEALTH AWARENESS MONTH

As we all know, driving stress is a real concern. Whether it’s workers on long commutes, parents driving kids to school or practices, or professional drivers heading for their next destinations, mental well-being is crucial for all of us. Take simple steps like deep breathing, getting proper rest, and planning routes ahead of time to take some of the stress out of our days.

At Traffic Plan, we’re committed to making every journey a safe one. If we help the public — and each other — pay attention to the roads this spring, we’ll all get to enjoy the warmer months ahead.

Happy spring!

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

WE’RE IN THIS TOGETHER

Understanding one another helps us all to build empathy and grow as people as we trek through this world together. Let’s take the opportunity to broaden our viewpoints and learn something about ourselves along the way.

EMBRACING DIFFERENCES

April is Celebrate Diversity Month, a time to recognize, honor, and appreciate the rich variety of cultures, traditions, and perspectives that shape our world. This observance encourages individuals and communities to foster inclusion, understanding, and respect for one another. Say hello to someone, start a conversation, and learn something you didn’t know before!

There are many ways we can embrace diversity this month, from attending music, dance, and theater events to exploring international films and trying sports and games from other cultures. One of the most enticing ways to get to know other cultures is through their food. Give something different a try, either at an ethnic restaurant or farmers/food market, or by making an unfamiliar dish for family and friends.

MENTAL HEALTH MATTERS

From depression and anxiety to bipolar disorder, ADHD, PTSD, eating disorders, and others, mental health conditions affect 1 in 5 US adults each year,

REACHING OUT

with 1 in 20 experiencing serious impairment. The conditions vary in severity, but all affect a person’s thinking, behavior, and mood. If you think you or a loved one may be affected, know that you’re not alone. There are resources available, including NAMI, the National Alliance on Mental Illness. Call their helpline at (800) 950-6264, or text “helpline” to 62640, Monday through Friday, 10 am to 10 pm. In a crisis, call or text 988 anytime, day or night.

Let’s take the time to learn more about each other at work, at home, and in our neighborhoods. Listening to people, getting to know them and their viewpoints, and seeing their culture through their eyes, can be an incredibly rewarding experience. What’s more, checking in on how they’re doing, and being there when they need help, could save a life.



PROGRESS INSTITUTE

TRAINING UPDATES

A safe workplace starts with thorough training. At our Progress Institute, we provide our crews and our customers with the tools and knowledge to feel confident in protecting both ourselves and the people we serve. In addition to the foundational training each employee receives, we encourage all our team members to go beyond the basics and continue to learn and grow by attending new classes.

Attending training sessions allows you to keep your knowledge and skills sharp and up-to-date. Talk to your Supervisor about attending one or more of our classes.

ADVANCED CREW CHIEF TRAINING

Between October 2024 and February 2025, five classes were held and 31 employees trained. We will schedule two classes each month moving forward.

ADVANCED HIGHWAY TRAINING

We trained five employees in one class this winter. Moving forward, we will hold one class every month.

NEW EMPLOYEE TRAINING

Between October and February, we welcomed 140 new employees who were trained over the course of 27 classes. We're always excited to welcome new team members, and we know this group has a bright future!

CLIENT TRAINING CLASSES

This winter, we trained 106 of our clients' employees. We will continue to schedule future classes as clients request them.

TRUCK-MOUNTED ATTENUATOR CLASSES

From October through February, six classes were held, and 26 employees were trained. We will continue to schedule at least one TMA class every month going forward.

ATSSA 4-YEAR FLAGGER RECERTIFICATION

Flaggers are required to complete the American Traffic Safety Services Association certification every four years. This winter, we recertified 30 existing employees.

SAVINGS

IN FULL BLOOM



ticketsatwork

Traffic Plan employees can get exclusive discounts on travel, shopping, and more through **TicketsatWork!** Plan a getaway, focus on self-care, or pick up a gift (even if it's for yourself) with some of spring's best offers:

WALT DISNEY WORLD RESORT

3+ Day Adult Tickets at Child Prices
(Non-FL Residents)

CRUISES

Up to \$1,500 Onboard Credit

FLIGHTS

Up to 20% Off Flights

HAPPIER MEDITATION APP

Free 60-Day Trial

KNACK BAGS

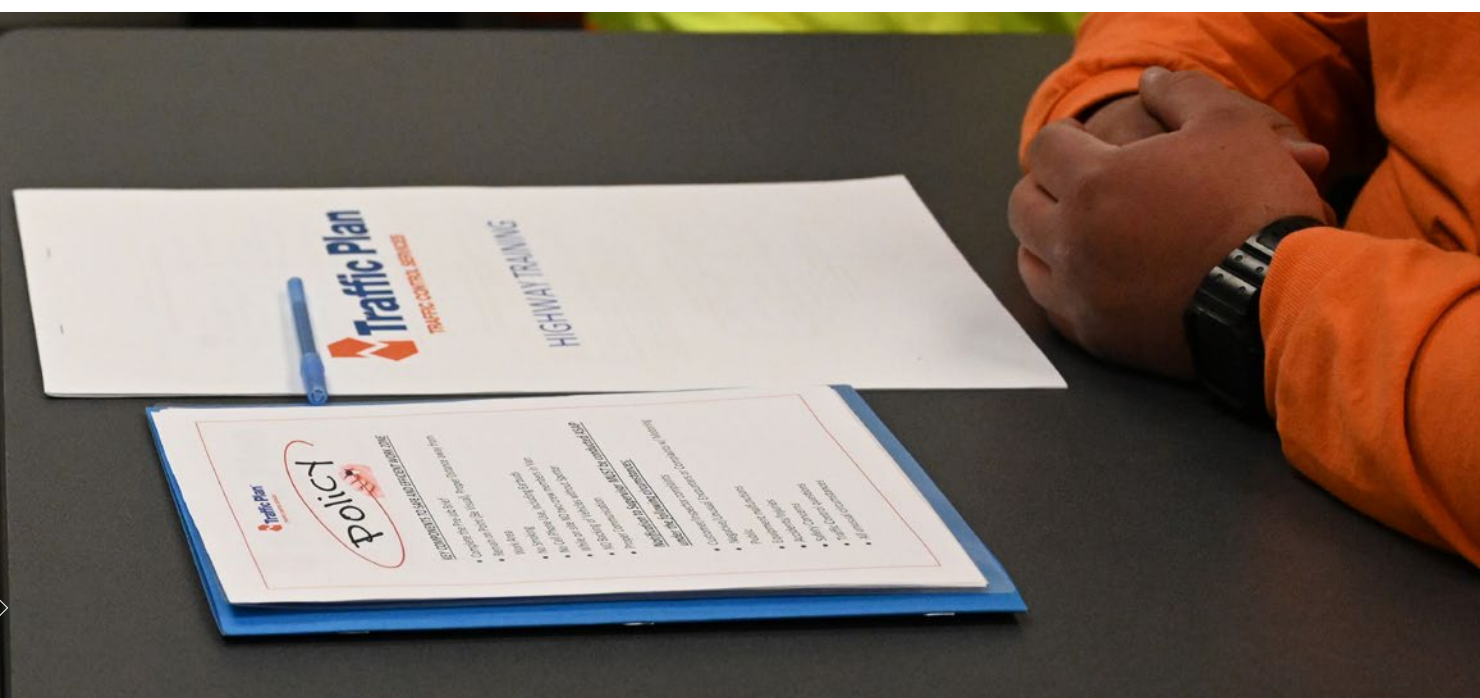
12% Off Your Online Order

TURBOTAX ONLINE

An Extra 20% Off

HOW TO SAVE \$\$\$

1. Scan the QR code or type **ticketsatwork.com** into your browser.
2. Log in to your TicketsatWork account. Or, create your account using the company code **TRAFFICFUN**.
3. Find these and **hundreds of other discounts** on home goods, food delivery, streaming services, car rentals, hotels, and more!



HARD HAT SAFETY



All Traffic Plan field employees are required to wear hard hats — because no matter how careful we are, the job site always poses safety risks.

“Struck-by accidents,” for instance, are a leading cause of construction-related injuries and deaths. Examples include being struck by a passing motorist or pinned between a construction vehicle and a wall. They’re also caused by falling objects, when we

might be working beneath cranes or scaffolding. Or, flying objects can be the culprit, when items that are being pushed, pulled, or pried accidentally become airborne.

These accidents can lead to abrasions, blindness, concussions, or even death. Proper head protection can help keep us safe.



WHICH TYPE OF HARD HAT DO YOU NEED?

There are various types of hard hats, but Traffic Plan employees are required to wear one that meets a specific standard: **ANSI/ISEA Z89.1, Type I, Class E.**

How can you be sure you have the right type? Check the inside. You should see a label that lists the ANSI standard, ANSI type (I or II), and ANSI class (G, E, or C) along with other information like the hat size and manufacture date.



Source: Full label image courtesy of Cooper Safety Supply.

HOW TO TAKE CARE OF YOUR HARD HAT

If you don’t take care of your hard hat, it can’t take care of you. Follow these tips:

- 1. Inspect your hard hat before and after each use.** If you see or feel any cracks, dents, or other damage, replace it immediately.
- 1. Clean your hard hat before putting it away.** Use a mild soap to wash its exterior, then let it air dry. Dirt, debris, and chemicals can build up over time and weaken the material.
- 2. Avoid storing your hard hat in harsh environments.** Prolonged exposure to direct sunlight and/or extremely high or low temperatures can reduce its integrity.
- 3. Don’t put stickers on your hard hat.** Not only can they hide wear and damage, they can also be an arcing hazard when working around electricity.

WHEN TO REPLACE YOUR HARD HAT

Hard hats should be replaced **every two years, or sooner if they are damaged or subjected to force.** Hard hats are designed for single-use impact protection. If yours experiences significant impact, whether or not you are wearing it at the time, it should be replaced immediately — even if it does not appear to be damaged.

STAY PROTECTED

Along with reflective clothing, a hard hat is the most important piece of PPE you can wear. Protecting your brain from injury will keep you on the job and able to enjoy life for many years to come. Be sure your hard hat is up to ANSI standards and on your head firmly. As always, our goal — every day — is for all of us to get home safely.

If you’re ever unsure if your hard hat is the correct type, or if you need to replace your hard hat, talk to your Supervisor.



STAND & TAKE A BOW

The road to success is paved with many milestones. Congratulations to all those who recently celebrated work anniversaries or promotions!

1-YEAR ANNIVERSARIES

DAVIDE BRANCO
LUIS CARDONA
MIGUEL CHINCHILEMA
DESIREE COOMBS
PATRICE COONE
JOE DIGIACOMO
JOSEPH DINOIA
ROLAND HOOPENGARDNER
JAYLEN HOOVER
EBONI JONES
RONALD KAUTZ

JAMES KESSLER
JOSEPH KILPATRICK
CLARENCE KNOWLES
RICK KONDIAN
ASHANTY LANE
ANDRE LINDSAY
JAMES MATTHEWS
KIMBERLY MIKRUT
RAFAEL RAMOS
JUAN RANGEL
BARBARA ROEMER

DAIMION SMITH
STEVEN SOBER
ROLAND STEWART
TIFFANY TOMPKINS
JOSEPH TORRES
TERRIN WALKER

5-YEAR ANNIVERSARIES

RICHARD ADAMS
SUSAN BOWLES
LAMAR BUFKIN-HENDERSON
DONTÉ CARTER
MICHAEL CARTER
VICTOR CICCOCHELLO
ALFONSO EVANS JR.
WILLIAM GEISEL

JOHN GOULET
JOSHUA HARDY
RALPH HODGSON
MICHAEL JACKER
ROBERT LAWRENCE
SEAN LYONS
JADUS MCINTYRE
GARY MEYER JR.

ANTONIO MITCHELL
JOSEPH ROTTINA III
MICHAEL SAGGAU
BRIAN SCHNEIDER
LLOYD YOUNG
PETER ZUHOWSKI

PROMOTIONS

MORGAN CARNEY... Manager Fabrication and Shop Services
JANICE GODOWSHY... Team Support Specialist
PAUL SMITH... Team Support Specialist
KARY CANDELARIA... Sr. Human Resources Generalist
STEVE AVIS... Crew Chief
JARED BIELECKI... Crew Chief
JALEN BRYAN... Crew Chief
MIGUEL CHINCHILEMA... Crew Chief
WILLIAM CORBY... Crew Chief
JOSEPH DUCKWORTH... Crew Chief
RENO GAUTIER... Crew Chief
SAIDE HEINEY... Crew Chief
MALIK JAMES... Crew Chief
ASHANTY LANE... Crew Chief
DENNIS LUCYKANISH... Crew Chief

JADUS MACINTYRE... Crew Chief
MARCOS MARINEZ... Crew Chief
NICK PASTOR... Crew Chief
KEVIN PECUNIA... Crew Chief
ROBERT RICHES... Crew Chief
JOSH SCUDERI... Crew Chief
COLLIN SLACK... Crew Chief
JOAO VIEIRA... Crew Chief
NASIR WILLIAMS... Crew Chief

10-YEAR ANNIVERSARIES

KENNETH GREGG

Kenneth started working at Traffic Plan as a Technician 10 years ago and quickly advanced to Crew Chief. His favorite part of the job is interacting with the public, but he also appreciates his Traffic Plan colleagues, particularly his Supervisor, David Korecky, who encouraged him to become Crew Chief. In the future, Kenneth envisions himself working at Traffic Plan, either as Crew Chief or in a new position.

JOHN PLANTAMURA

John started his career at Traffic Plan 10 years ago, and over the years, he's developed a reputation for being dependable and well-respected by clients. There is no setup that is too difficult for him, as he knows Publication 213 like the back of his hand. When he's on the job, his commanding presence and use of clear communication help him keep the site running safely and efficiently.





FOCUS ON FRANKLIN PHILLIPS

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

It will be four years in July. I am a Second Seater Technician (Technician 2) and have been an acting Crew Chief at times. I come to work on time, build up a reputation with the people I work with, including people in the office. I drive the TMA truck, and I've repaired things, like power ports on the TMAs.

WHAT'S YOUR FAVORITE PART OF THE JOB?

This is the best job I've ever had. I love working outdoors and working on projects in rural areas as opposed to working in a city.

Also, I love working with people who are dedicated and go above and beyond. For instance, I was working with a Crew Chief, and it started to rain — she just said, "The construction crew is still working, so I am going to continue to work."

WHAT'S THE MOST CHALLENGING PART?

New people who don't care for the job, people who aren't dedicated to the job.

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

If I can, I'll stay here until I can't work anymore. It is a good job.

ANY ADVICE FOR SOMEONE WHO'S NEW TO TRAFFIC PLAN?

Learn the job. Be the best that you can be at it.

WHAT'S SOMETHING PEOPLE MIGHT BE SURPRISED TO LEARN ABOUT YOU?

I am an avid reader, history and religion books mostly. I play multiple instruments.



WHAT DO YOU LIKE TO DO IN YOUR FREE TIME?

Right now, I am watching religious videos, studying the Bible. Sometimes I play guitar, saxophone, or keyboard, just by myself.

HOW WOULD FRIENDS OR FAMILY DESCRIBE YOU IN TWO WORDS?

Hard worker, talented.

**THIS IS THE BEST JOB I'VE
EVER HAD. I LOVE WORKING
OUTDOORS AND WORKING
ON PROJECTS IN RURAL
AREAS AS OPPOSED TO
WORKING IN A CITY.**

STAYING THE COURSE

Managing Your 401(k) During Market Volatility

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

MOUNTAIN HILL
INVESTMENT PARTNERS

We receive a lot of calls during periods of market volatility, which is completely understandable — uncertainty can make anyone anxious. While the ups and downs can feel unsettling, especially when your retirement savings are affected, staying focused on your long-term goals is like sticking to your planned route, even if there are a few bumps along the way.

WHY DO MARKETS FLUCTUATE?

Markets move in cycles, reacting to things like economic conditions, interest rates, inflation, and world events — and there has certainly been plenty to react to lately. Sometimes stocks race ahead (a bull market), and sometimes they hit the brakes (a bear market). While short-term volatility can be unsettling, history has shown that markets always find their way back to growth.

STAYING FOCUSED ON THE LONG TERM

Your 401(k) is designed for long-term growth, meaning it's built to withstand market fluctuations. Here's why sticking to a long-term strategy is essential:

1. History Favors Long-Term Investors

Looking at past data, every downturn has been followed by a recovery (e.g., after its major downturn during the 2008 financial crisis, the market rebounded and reached new highs). Those who stayed invested during those times were rewarded for their patience.

2. Timing the Market Is Nearly Impossible

Some investors try to “time the market” by pulling their money out when stocks are

falling and reinvesting when things improve. However, this rarely works. Studies have proven that missing just a few of the market's best-performing days can significantly reduce overall returns. The best approach is to stay invested and let time and compounding work in your favor.

3. Dollar-Cost Averaging Helps Reduce Risk

Every time you contribute to your 401(k), you're dollar-cost averaging. Instead of trying to guess the best time to invest, you invest a fixed amount on a regular basis. When the market is down, your money buys more shares at lower prices. When the market is up, your money buys fewer shares at higher prices. Over time, this can help reduce your average cost per share and the impact of market volatility.

WHAT SHOULD YOU DO DURING MARKET VOLATILITY?

1. Stay the Course

Review your long-term goals, and remember why you're investing. Retirement savings are meant to grow over decades, not days.



2. Diversify Your Portfolio

A well-balanced mix of investments can help reduce risk. If you're unsure about your asset allocation, schedule a meeting with Mountain Hill Investment Partners.

3. Review, But Don't Obsess

Checking your 401(k) daily is like rubbernecking on the highway; it only adds stress. Review your account quarterly, spending about 30 minutes evaluating your balance, savings rate, and investment selections.

4. Increase Contributions When Possible

Market downturns can present opportunities. By increasing your contributions when prices are low, you can buy more shares, potentially boosting your returns when the market recovers.

WHAT IF YOU'RE NEARING RETIREMENT?

If you're close to retiring, the long-term perspective may feel less relevant — you don't have as much time to recover from a market correction. Reduce your equity exposure by shifting into bonds and cash for increased stability. This helps reduce the impact of market swings while keeping your portfolio in motion. Also remember that retirement doesn't mean immediately withdrawing all your savings. Many retirees rely on their investments for more than 20–30 years, so maintaining some growth-oriented investments can be beneficial. Review your asset allocation to ensure it aligns with your goals, timeline, and comfort level with risk.

WE'RE HERE TO HELP

If market volatility makes you nervous, remember that you're not alone. At Mountain Hill Investment Partners, we're here to help you understand your 401(k) and make informed decisions about your financial future. Call us to schedule a one-on-one meeting to review your investment strategy and ensure you're on the right path toward a secure retirement.



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FRANKLY SPEAKING

How many times has someone said, “This is on you,” or “That’s up to you,” each time pinpointing that no one else but you has the **responsibility**? How does this affect your course of action? Do you shy away from taking the lead, or do you embrace the challenge?

We are constantly confronted with responsibility, with managing our decisions and accepting ownership of our actions and facing the consequences. Being responsible means being accountable. It is a vital life skill, crucial for personal growth. It helps us to develop confidence and a sense of accomplishment within ourselves and to build trust and respect with others. Responsibility can be personal or social. Personal responsibility involves self-care, while social responsibility involves caring for others and the environment.

At Traffic Plan, both personal and social responsibility are part of our decision-making process, which directly affects our daily operations. Each decision we make while performing our duties impacts us either individually or as a group. For instance, knowing which traffic control pattern to implement — this heavy responsibility to be safe is not only for you and your team, but also for the people we are setting up the protection for.

What level of responsibility is presented every time we climb up into a fully stocked Safety Truck or TMA, then drive from the yard? I would say it is high!

The responsibility for the safe operation of that vehicle is accepted by the driver and should never be taken lightly, no matter how many times we do it.

And of course, just wearing full PPE, as routine as it is, exhibits self-responsibility and a decision to be safe. Many facets of our day-to-day operation rely solely on you and your willingness to accept full responsibility.

Responsibility is pivotal in shaping who we are as Traffic Plan employees. It fosters trust, cooperation, and respect. Embracing responsibility, therefore, is a major stepping stone toward personal success and becoming a full-fledged professional within the traffic control industry.

I thank all of you for your commitment and your acceptance of all the responsibility that comes with being a Traffic Plan employee.

Stay Safe,
Frank Emmons, VP of Operations

Questions? Topics you would like to see discussed here?
Email FRANKLYSPEAKING@TRAFFICPLAN.COM



TOOLBOX TALK

STOP. THINK. ACT.

Let’s all do our part to stay safe. Before and during operations, remember the big six:

1. Take a **two-minute pause** before beginning work or if there are any changes to the work plan.
2. Conduct a **clear and concise pre-job brief** for every location.
3. Implement **the proper TTC requirements** for the operation. Refer to the MUTCD, site-specific plans, or the typical application. Contact your Supervisor if needed.
4. Wear **proper PPE**: clean safety vest and pants, first-alert whistle, hard hat, safety glasses, and protective footwear.
5. Get in **the appropriate monitoring position**: each end of the work zone, away from the drop zone or work area, and, if applicable, the proper flagger post.
6. Maintain **situational awareness**. Adhere to your training, always remain alert, and avoid complacency.



EARLY WARNING SIGNS

Early warning signs (EWS) alert motorists to an upcoming change in roadway patterns or roadwork conditions. When you place them, make sure they do not become the obstruction!

- Follow MUTCD/TCP specifications for placement.
- When access to surroundings prohibits exact safe placement, adjust EWS to be within a reasonable distance of it.
- Use safe sight distance. Avoid placing EWS where they cannot be seen by motorists.
- NEVER encroach into a live lane of travel with EWS / sign stands.

PINCH POINTS!

A pinch point is any point where it’s possible for a hand (or other body part) to get caught, like between two moving parts — or between a moving and a stationary part — of an object, machine, or traffic control sign / WindMaster base. To avoid the pinch:

- Avoid shortcuts.
- Wear proper gloves and PPE.
- Do not place hands where you cannot see them.
- Pay close attention to moving parts.
- Be certain you are properly trained before maintaining equipment.



TRAFFIC CONTROL SERVICES

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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.