

TRAFFIC PLAN'S OFFICIAL EMPLOYEE PUBLICATION

UNITED



VOL. 20

STAYING SAFE

All Summer Long

As we swelter through the dog days of summer, we want to take a moment to thank each of you for the incredible work you've done this season. Whether you're flagging on a lonesome local road or have your hands full on a busy highway, you are the front line of safety — not just for our clients' crews, but for everyone who passes through these work zones. Your dedication, professionalism, and attention to detail do not go unnoticed.

SIZZLING SUMMER SAFETY

Summer brings unique challenges to our work zones, like higher temperatures, increased traffic, sudden thunderstorms, and drivers who may be more distracted than usual. Please take care of yourselves on the job: stay hydrated, take breaks when needed, wear your sun protection, and be alert for erratic driver behavior. As always, a few seconds of caution can prevent a serious incident.

We also want to remind you of the importance of following safety protocols and paying close attention to instructions from your Crew Chiefs. Our lifesaving practices and planning protect you, your crew, and the public. If you ever feel unsure about a setup or a situation, don't hesitate to speak up. Safety is everyone's responsibility, and your voice matters.

HERE COME THE BUSES

As summer winds down, keep in mind that back-to-school traffic will soon return. This means more buses, more young drivers, and more morning and afternoon congestion. Be aware and continue to use good judgment and communication with your teammates.

We're proud of the way you represent this company and the work you do every day. Thank you for your resilience through the summer heat and for your unwavering attention to the job at hand. You make the roads to our destinations safer for all of us.

Stay safe, stay sharp, and stay cool!

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

IT'S NATIONAL WELLNESS MONTH!



August is National Wellness Month, a nationwide reminder to focus on self-care, to manage your stress, and to adopt healthy routines that support long-term well-being. Whether you're looking to boost your mental clarity, improve your physical health, or simply slow down and reconnect with what matters most, this month is a perfect opportunity to take meaningful steps toward a healthier lifestyle.

It's important to remember that wellness isn't just about exercise and nutrition. It's also about emotional well-being, quality sleep, mindfulness, and the connections you share with others. Making small changes — like drinking more water, taking short daily walks, meditating, or reducing screen time — can have a big impact on each of us.

This month, consider involving your friends and family in your wellness journey. Group activities not only make us accountable to others, but they also make the process more fun and meaningful. Try hosting a healthy potluck, starting a family step challenge, or spending time outdoors together, whether biking, hiking, gardening, or just enjoying an evening walk after dinner.

You could also explore wellness in creative ways: take a yoga class with a friend, start a gratitude journal with your kids, or unplug from devices for a "digital detox" weekend. Prioritizing wellness together encourages stronger bonds, shared goals, and long-lasting habits that benefit everyone.

National Wellness Month is more than a celebration — it's a call to action. Use this time to assess your overall health, to set realistic health goals, and to support others on their wellness journeys. Whether you're starting small or making big changes, every step counts toward a healthier, more balanced life.



PROGRESS INSTITUTE

TRAINING UPDATES

Safety starts with proper training. At the Progress Institute, we're dedicated to giving our crews and clients the knowledge and skills they need to stay safe and protect others. Every employee receives thorough training from the start of their time at Traffic Plan, but we encourage ongoing learning through advanced classes and refresher courses.

Continued training helps you stay sharp and aware on the job. If you're interested in additional training, be sure to speak with your Supervisor about upcoming opportunities.

ADVANCED CREW CHIEF TRAINING

From March through June of this year, we held four sessions and trained 33 employees. Moving forward, we plan to host two classes each month.

ADVANCED HIGHWAY TRAINING

Two spring sessions trained 12 employees. We will schedule one 2-day class every month going forward.

NEW EMPLOYEE TRAINING

We welcomed 195 new team members across 40 classes between March and June.

CLIENT TRAINING CLASSES

This spring, 139 of our clients' employees were trained. We'll continue offering sessions based on client demand.

TRUCK-MOUNTED ATTENUATOR CLASSES

Three sessions were held, training 13 employees. At least one TMA course will be scheduled monthly moving forward.

ATSSA 4-YEAR FLAGGER RECERTIFICATION

Flaggers must recertify every four years. This spring, 10 team members completed their recertifications successfully.

FRANKLY SPEAKING

In traffic control, resilience isn't a buzzword; it's a daily requirement.

We work in unpredictable conditions: The weather shifts, schedules change, and public frustration flares. Yet through it all, you show up with professionalism, vigilance, and purpose. Resilience isn't just enduring the hard moments, but how you lean into them, adapt, and keep operations moving safely and smoothly.

WHAT RESILIENCE LOOKS LIKE IN OUR FIELD

- **Steady Focus in High-Stress Situations:** Whether it's a multi-lane closure or a detour at rush hour, your ability to stay calm and think clearly makes all the difference.
- **Adaptability on the Ground:** Plans don't always go as written. You adjust with speed and precision, keeping the public and your team safe.
- **Team-Oriented Grit:** You watch each other's backs. A resilient crew lifts one another up, especially when the pressure's on.
- **Professional Presence:** Your demeanor, communication, and posture influence the public's perception. You hold the line with integrity and pride, even when challenged.
- **Commitment to Protocol:** You know the playbook, and you use it. Following procedures in pressure situations isn't just good practice; it's lifesaving.

HOW WE GROW RESILIENCE, SHIFT AFTER SHIFT

- **Stay Mission-Focused:** Our work goes beyond cones and signs. We protect lives and safeguard movement. That purpose fuels resilience.
- **Prepare for the Unexpected:** Resilient teams aren't thrown off by surprises — they're ready for them. That's why debriefs, scenario drills, and procedural refreshers matter.
- **Pause & Reset:** A rested mind is a sharp one. Take time to regroup and hydrate. The best operators are strategic with their energy.
- **Lead by Example:** Resilience is contagious. When you own tough moments with composure, others rise to meet the standard.
- **Train for Tomorrow:** Every shift is a lesson. The more we reflect, the stronger we become, not just as individuals but as a unit.

PRIDE IN EVERY POST

You stand in rain, in heat/cold, and on holidays. You field complaints, manage tensions, and maintain order with poise. You don't just work the streets — you protect them. We see that!

So, let's keep raising the bar, not just in what we do, but in how we carry ourselves doing it. That's the core of resilience: shaking it off, showing up, and being ready — every time.

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

Stay Safe,
Frank Emmons, VP of Operations



SELF-DRIVING CARS IN THE WORK ZONE

What to Know Now

Self-driving cars, also known as autonomous vehicles or AVs, are coming to our roadways — and some are already here. How should we deal with a car that’s driving without direct human input when it encounters unusual traffic patterns in construction zones?

HOW THEY WORK

Self-driving cars are equipped with advanced hardware and software systems that allow them to navigate and operate without direct human input. With a combination of sensors, artificial intelligence (AI), and real-time data processing, they are designed to perceive their environment, make driving decisions, and control vehicle functions such as steering, braking, and acceleration.

Vehicles are now being categorized by their level of autonomy, using a classification system that ranges from Level 0 (no automation) to Level 5 (fully autonomous, no human needed at any point). Most AVs today fall between these, into Level 2 or Level 3 (partial or conditional automation), while experimental and pilot-program vehicles are exploring Levels 4 and 5.

Tesla is currently the most recognized maker of self-driving cars, but other manufacturers are in various stages of bringing their vehicles to the commercial market.

HOW WILL I KNOW IT’S A SELF-DRIVING CAR?

Recognizing a self-driving car is important for you as a traffic management professional. Here’s what to look for:

- Sensor arrays on top of the vehicle, like domes, roof-mounted sensor bars, and side and bumper cameras
- Logos or other indicators that say “Waymo,” “Cruise,” or “Autonomous Test Vehicle”
- No visible person in the driver’s seat
- Slow turns, long following distances, full stops at intersections (no drifting through stop signs, etc.), and pausing or stopping when confused by roadwork and unrecognized signage

WHAT SHOULD I DO WHEN I SEE ONE?

So far, AVs aren’t reliable on their own in work zones. A Level 2 or 3 car will have its human driver take over in these situations, but be vigilant when you spot what you suspect is a self-driving car. Watch for any unexpected movements or stops. If the vehicle should get “stuck” in the work zone, contact your Supervisor for a plan of action. Above all, stay safely away from the possibility of injury and warn other crew members.

As AV systems improve and smart tech becomes standardized, our work zones will also evolve to use AI in coordinating traffic and maintaining safety. For now, follow your training and stay alert for the self-drivers on our roads.

NATIONAL WORK ZONE AWARENESS PHOTO CONTEST WINNERS!

During National Work Zone Awareness Week this past April, we asked you to submit your best work zone photos on the theme “Respect the Zone So We All Get Home,” and you didn’t disappoint! Thank you to everyone who sent their photos to us – we received some great pics of your teams’ work zone safety configurations.

CONGRATULATIONS TO OUR WINNERS!



1ST PLACE: Jennifer Rovneyko



3RD PLACE: Jeremy Willett



2ND PLACE: Cristina Montanez

STAND & TAKE A BOW

Your career is a journey. We're proud to celebrate the important milestones you've achieved along the way!

1-YEAR ANNIVERSARIES

JONATHAN AVERSA
STEVEN AVIS
LAZARO BARRIOS
ALFUQUAN BRAIME
DAVID BREWER
CHRISTOPHER BROWN
KRISTY BUXBAUM
JAMES COCKRILL
DANIEL COOPER
ANTHONY CORTES
KIARA CRAWFORD
KALEB DANIELS
ELIZABETH DELUCIA

DAVID DEVITT
COURTNEY DUDNEY
XAVIAH FERRELL-NIXON
COLIN FITZPATRICK
JOSEPH GASKILL
CHELSEA GORDON
DOLORES HERNANDEZ
SEAN KOSCHORRECK
STIVINS LASENBERRY
MARCO MARTINEZ
NATHAN MCCORD
ARNOLD PATE JR
KEVIN PECUNIA

JOSEPH PINTADO
JAMIR RIVERA
ANTHONY SANZARI
WILLIAM STANISLAWCZYK
CHRISTOPHER STONE
JACOB SUBLETT
DONTAI TURNER
MCKENZIE TURNER
WILFREDO VARGAS
JOAO VIEIRA
RAYMOND WHELAN
RICHARD WILLIAMS

5-YEAR ANNIVERSARIES

SCOTT ANUSZSEWSKI
MARK BALDWIN
LUIS CABAN
MADELINE FLESCH
DONALD HOUSHOLDER

DONALD JOHNSON
BERKUM KRAEUTER
JULIAN MILAN ESPITIA
RICHARD MINUSKIN
JULIO RODRIGUEZ

MARK ROSS
JONATHAN STEVENSON
MATTHEW TENERELLI
JEFFREY THOMPSON
TY VISCO

PROMOTIONS TO CREW CHIEF

MARGARET ANDERSON
IAN ANGELO
THOMAS BARGANSKI
ERIC BUFO
KIMBERLEY COOKE
KALEB DANIELS
BRIAN FULLERTON
ANGELA GARLICK
AZMAR LAWS
JOSEPH MARTIN

MARIO MARTINEZ
HA'JIRAH MUHAMMAD
OMAR ROJAS-RODRIGUEZ
JOHN ROMAN
ZACKERY SPRINGETT
ROLAND STEWART
ZYON STEWART
WILFREDO VARGAS JR
JESSICA YOUNG





FOCUS ON DANIEL CHIN

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

I've been with Traffic Plan for 3 years in November, and I am a Crew Chief.

WHAT'S YOUR FAVORITE PART OF THE JOB?

I would have to say my favorite part of my job is the number of different interesting people you meet while working.

WHAT'S THE MOST CHALLENGING PART?

The most challenging part is those same interesting people you meet while working, because essentially my job is to slightly inconvenience everyone's daily routine, but make sure they move through our site calmly and safely.

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

I think I'd like to be a Supervisor, if at all possible, but who knows? Plans change every day!

ANY ADVICE FOR SOMEONE NEW TO TRAFFIC PLAN?

My advice would be to make sure it's the job for you. A lot of the job is interacting with other, often frustrated, people. Patience is key.

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

That's a toss-up between me growing my hair out for the last 12 years or that I used to live in Jamaica.



WHAT DO YOU LIKE TO DO IN YOUR FREE TIME?

I love to take a good nap with my lady and my dog!

HOW WOULD FRIENDS OR FAMILY DESCRIBE YOU IN TWO WORDS?

Loyal and trustworthy.

**A LOT OF THE JOB
IS INTERACTING
WITH OTHER, OFTEN
FRUSTRATED, PEOPLE.
PATIENCE IS KEY.**

“SHOULD I START MY 401(K) NOW?”

Here's Why the Answer Is *Yes*

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

MOUNTAIN HILL
INVESTMENT PARTNERS

Jessica Carriero, Traffic Plan's HR Director, recently sat down with Mountain Hill Investment Partners' Lauren Siewert to answer some of the most common employee questions about their retirement savings. Here's what she had to say.

“WHY SHOULD I START CONTRIBUTING TO MY 401(K)?”

Your 401(k) is one of the most powerful tools available for building wealth. Even small contributions can add up significantly over time, thanks to the power of compound interest. Whether you start with \$25 or \$250 a month, every bit helps. Your 401(k) is more than just a savings account — it's a tool designed to help your money grow.

“WHAT'S SO SPECIAL ABOUT COMPOUND INTEREST?”

Think of it like a snowball rolling downhill. With compound interest, your contributions pick up speed and size. Your money doesn't just grow; it builds on itself, accelerating over time.

“DOES IT REALLY MATTER WHEN I START?”

Absolutely. For example, if you start contributing \$100 a month to your 401(k) at age 25 and maintain that consistently with an average 7% annual return (a reasonable long-term growth rate), by age 65, you could have over \$300,000 saved, even though you only contributed \$48,000 out of pocket. That's the power of starting early and letting your money grow!

“SHOULD I WAIT UNTIL I CAN AFFORD TO CONTRIBUTE MORE?”

Please don't wait! Start now, even if it's a small amount. Once you set up automatic contributions, even if it's just \$10 a week, it becomes a habit. And as your income grows, you can gradually increase that amount. The most important thing is to get started.

“I DON'T TRUST THE STOCK MARKET. WHAT IF I LOSE MONEY?”

That's a common concern. Remember, your 401(k) is a long-term investment. While markets fluctuate in the short term, historically they trend upward over time. Those who take a long-term view and understand the risk-reward balance tend to do well.

Most 401(k) plans, including Traffic Plan's, offer target-date funds, which automatically adjust your investments as you approach retirement. These funds gradually become more conservative, helping manage risk without you needing to make changes. They're a smart choice for many because they take the guesswork out of investing. You don't need to be a financial expert to get started.

“I'M JUST GETTING STARTED. WHAT SHOULD I DO FIRST?”

It's great that you're thinking about this. Before making 401(k) contributions, ask yourself:

1. **Have I paid off any high-interest debt, like credit cards?**
2. **Am I paying my bills on time each month?**
3. **Do I have 3-6 months of emergency savings?**

If you can answer yes to these, you're probably in a good position to start contributing. Here's how:

- Set up automatic contributions — even \$10-25 per paycheck is a great start. You can adjust the amount throughout the year as needed.
- If you're under 50, consider the Roth 401(k) option, which is funded with post-tax dollars and offers tax-free withdrawals later. This differs from the pre-tax traditional 401(k) option, which is taxed when you take money out.
- Start now and stick with it. The earlier you begin, the more time your money has to grow.
- Review your account a few times a year and make adjustments if necessary.

Joining your 401(k) and contributing is one of the smartest financial decisions you can make. It doesn't have to be a lot. Just start, and let time and consistency do the work.

Ready to get started? Log in to your 401(k) account or contact Jessica Carriero in HR to get set up.



Lauren Siewert
(732) 554-1146
laurensiewert@mhipartners.com

WE'RE HERE TO HELP

Mountain Hill Investment Partners is Traffic Plan's corporate 401(K) advisor. We're here to help you understand your 401(k) and make informed decisions about your financial future. Call me, Lauren Siewert, to schedule a one-on-one meeting to discuss your specific circumstances, answer any questions you may have, and get you on the right path toward a secure retirement.



TOOLBOX

TALK

FATIGUE MANAGEMENT FOR NIGHT SHIFTS

Working night shifts as Crew Chiefs and Technicians comes with unique challenges, especially fatigue. Your body naturally craves rest at night, making it harder to stay sharp. Fatigue can slow reactions, impair judgment, and pose serious safety risks. Managing it requires planning and awareness: Prioritize daytime sleep, limit caffeine to the beginning of your shift (so you can sleep afterward), stay active and moving, and support your team.

Key Reminders

- Avoid heavy meals and sugary snacks before or during your shift.
- Keep an emergency rest plan in place if fatigue becomes overwhelming.
- Rotate tasks, if possible, to stay mentally engaged.

INCIDENT REPORTING

All incidents must be reported, investigated, and addressed promptly to maintain a safe, compliant, and supportive work environment. Failure to do so may result in disciplinary action. ***Do not seek treatment without speaking to your Supervisor first.***

ROLES AND RESPONSIBILITIES

Employees

- **Immediately** report all incidents, injuries, near misses, or unsafe conditions to your Supervisor or Site Lead.
- For a non-life-threatening injury, assist the injured team member if applicable.

- Call 911 in the case of a severe injury or when police assistance is needed for an MVA.
- Police reports are required for **all** incidents involving third parties.
- Provide statements to police if required and cooperate fully with internal investigations.

Supervisors

- Inform the General Manager and VP of Operations immediately upon being notified of an incident. The VP of Operations will notify the Director of Risk & Safety.
- For a non-life-threatening injury, assist the injured team member, if applicable.
- Have the employee contact Axiom. If instructed by Axiom, seek treatment at one of our work comp providers.
- Take witness statements from employees and any third-party witnesses.
- Take detailed photos of the entire scene, involved vehicles, and/or relevant equipment.
- Ensure the safety and well-being of employees and arrange medical attention or transportation as needed.
- Conduct full investigations.
- Fill out required reports and send to relevant management contacts (per protocol).

KNOW YOUR TCP

Every work zone operates based on a Traffic Control Plan (TCP), a detailed guide that ensures safe traffic flow around the site. For crew Crew Chiefs and Technicians, knowing the TCP is essential. It helps reduce confusion, prevent accidents, and protect both the crew and the public. Before your shift, review the plan with your Supervisor or Safety Lead. Identify key areas like flagging stations, buffer zones, detours, signage, and tapers. If anything is unclear, ask questions until you're confident.

Understanding the layout allows you to anticipate movement, respond in emergencies, and identify issues like missing signs or misaligned cones. It also helps improve communication across the team, ensuring everyone works from the same safety framework. Following the TCP isn't just a rule; it's a way to take ownership of site safety and become a proactive problem solver.

Key Reminders

- Review the TCP layout before every shift.
- Know your role and location within the plan.
- Ask questions if anything is unclear.
- Report any missing or misplaced elements.
- Use TCP knowledge to anticipate and prevent hazards.

"LINE OF FIRE" SAFETY

"Line of fire" incidents account for 25% of recordable workplace injuries. These occur when a person unintentionally places their body in the path of a moving object or an object under tension. Common causes include poor situational awareness, being too close to live traffic, failing to assess hazards before starting a task, or rushing to complete a job.

To prevent these injuries, identify potential hazards before beginning any task. The line of fire is the path a moving object takes — if you're in that path, you're at risk. Ask yourself:

- What objects or vehicles are moving nearby?
- Is my back to traffic?
- Where are the safe zones?
- Could something move unexpectedly?

Use spotters and protection devices when necessary. Eliminate the hazard if possible, or remove yourself from danger. Always plan an escape route, use best practices, and stay alert. Awareness and preparation are your best defenses.



TRAFFIC CONTROL SERVICES

Corporate Headquarters
1 Radar Way
Tinton Falls, NJ 07724
(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.