

TRAFFIC PLAN'S OFFICIAL EMPLOYEE PUBLICATION

UNITED



VOL. 21

HAPPY FALL



As the weather turns colder and leaves swirl in the autumn wind, our time tends to be spent more inside than out, keeping us closer to family and enjoying the comforts of home together. We hope you connect with family and friends this fall, to come together over meals, football, board games, projects, or whatever brings you closer. It's also a time of Thanksgiving, to celebrate each other and to recognize the many blessings we enjoy all throughout the year. Take time to slow down, reflect, and share moments that remind you of what really matters most.

BUNDLE UP!

In this issue of *United*, we review how best to dress for days spent on the job, outside in the elements. Read the article about layering under your PPE on page 7 to be sure you're prepared for anything that autumn can throw at you, from warm, sunny days to cold, windy mornings. Staying warm, dry, and alert is key to safety. Remember that proper layering helps you focus on traffic flow and job site awareness instead of fighting off the chill. Shorter daylight hours and wet conditions can make fall work especially hazardous, so stay visible, wear your PPE correctly, and always look out for one another. A little extra care this time of year keeps everyone safe and heading home healthy.

THANK YOU

We're thankful for you and our entire Traffic Plan team — every day. Your hard work and dedication help our communities grow, rebuild, renew, and prosper. Your mindfulness of safety procedures keeps everyone safe and able to get home to their families at the end of the day. And your support of one another keeps this whole thing moving in the right direction, with kindness, teamwork, and watchfulness. We appreciate you and all that you do for this company.

Wishing you a warm, safe, and happy holiday season of good food, plenty of laughter, and quality time with loved ones!

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

NATIVE AMERICAN HERITAGE MONTH

TO LEARN MORE, CONSIDER VISITING:

- **The Museum of Indian Culture in Allentown, PA**
museumofindianculture.org
- **Cultural Center & Trading Post of the Lenape Nation of Pennsylvania in Easton, PA**
lenape-nation.org/cultural-center
- **National Museum of the American Indian in New York City & Washington, DC**
americanindian.si.edu
- **Nanticoke Indian Museum in Millsboro, DE**
nanticokeindians.org

Before the arrival of European settlers in the 1500s and 1600s, Native Americans had lived across North America for more than 12,000 years. Their cultures, languages, and customs were rich and diverse, and many tribes traded and lived together peacefully. The arrival of Europeans brought enormous change, and Native communities were often displaced from their ancestral lands, suffered from new diseases, and faced violent conflicts as settlers moved westward.

Native American Heritage Month, observed every November, is a time to recognize and honor the history and traditions of these first peoples. Although the month has passed, we encourage you to learn more about their stories, to reflect on the challenges they faced, and to celebrate the enduring strength and culture of the tribes who once lived in our area, what we now know as New York, New Jersey, Pennsylvania, Delaware, Maryland, and Virginia.

History isn't always easy to face, but understanding it helps us see the world through others' eyes. By learning about different cultures and experiences, we build empathy, strengthen our communities, and help future generations grow up with a deeper understanding of the many threads that make up our shared history.

**Please join us in observing
Native American Heritage Month
each November as we continue
to honor and celebrate the
many cultures that shape our
nation's story.**

STAND & TAKE A BOW

Congratulations to everyone celebrating promotions and milestones, and from all of us at Traffic Plan, thank you for your hard work!

10-YEAR ANNIVERSARIES

CAROL ARENA

Carol began her journey in our Farmingdale office, where her work ethic, reliability, and natural leadership quickly stood out. She next helped launch our South Jersey operations, bringing her experience and steady hand to a region that was just beginning to take shape. Along the way, Carol has been more than a Crew Chief; she’s been a mentor, a role model, and a trusted presence for both new hires and seasoned team members alike. She fosters leadership by example, always willing to guide, teach, and support those around her.

BRUCE FUSCO

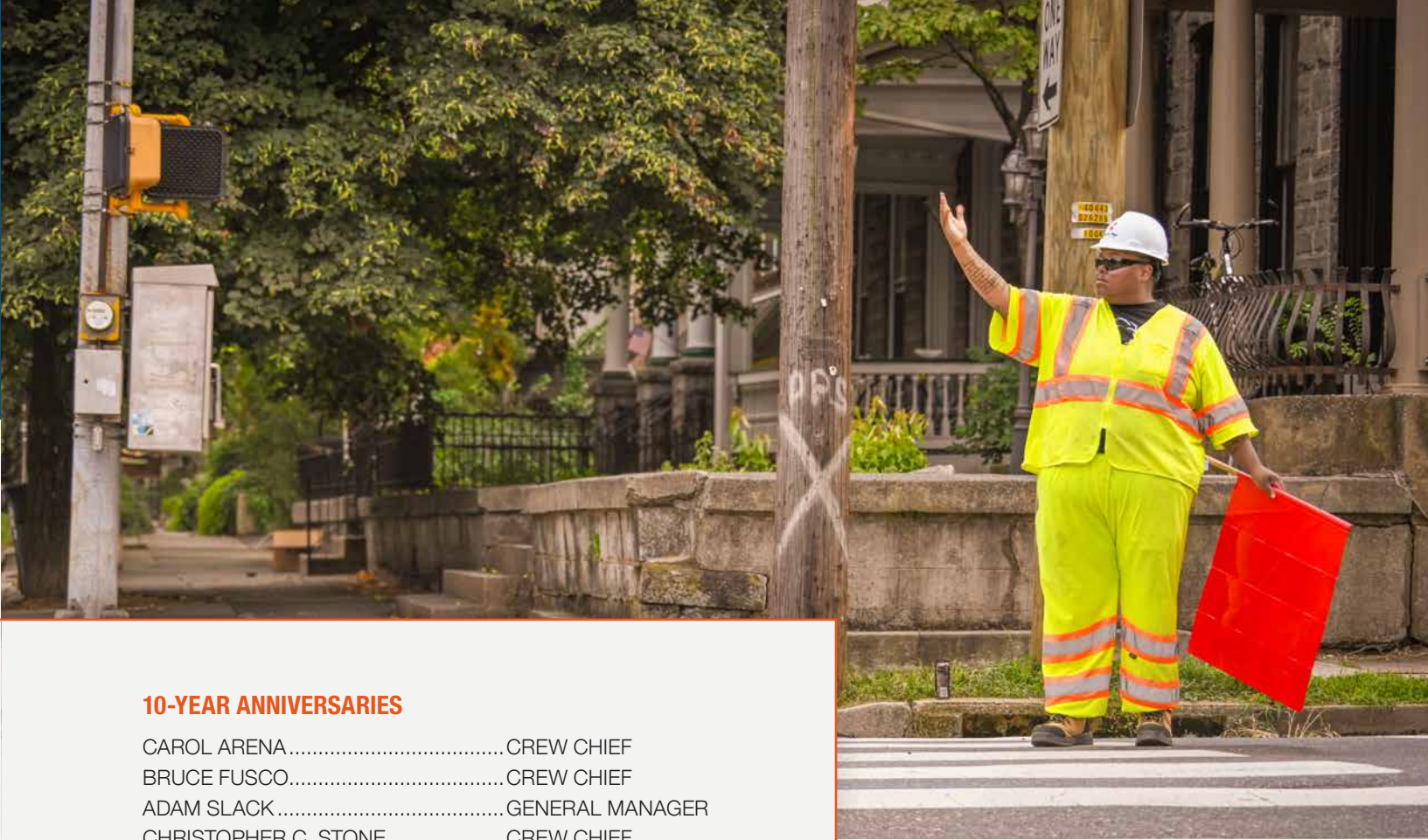
Bruce started with Traffic Plan in May 2015 as a Technician and became a Crew Chief later that year, in September. His favorite part of the job is figuring out the safest traffic pattern for the contractor he’s working for. Ten years from now, he sees himself still working for Traffic Plan as Crew Chief — and he wouldn’t change a thing. In Bruce’s free time, he likes going to the beach and to Atlantic City.

ADAM SLACK

Adam was hired at Traffic Plan as a Technician, learning his craft as a frontline flagger before moving up to Crew Chief, then entry-level management as a Team Support Specialist, then Supervisor, and ultimately to his current role as General Manager. He now oversees our two South Jersey offices, where he manages the day-to-day field operations, focusing on crew disbursement to customer requests and then everything in between to provide proper traffic control services. His direct reports are eight management team members who, in turn, supervise 100 Crew Chiefs and Technicians. Step-by-step in his career, Adam was able to perform at a high level, and his service continues today with the same commitment and attention to detail. When not working, he volunteers at the South Jersey Food Bank and is an avid golfer.

CHRISTOPHER STONE

When Christopher started his career with Traffic Plan 10 years ago, he began as a Technician, then became a Crew Chief in February 2016. His favorite part of the job is working on highways, and in 10 years, he hopes to be a Supervisor, teaching new employees about safety and awareness. In Christopher’s free time, he is a first responder in his town.



10-YEAR ANNIVERSARIES

CAROL ARENA	CREW CHIEF
BRUCE FUSCO	CREW CHIEF
ADAM SLACK	GENERAL MANAGER
CHRISTOPHER C. STONE	CREW CHIEF
CHRIS WEIGELT	SUPERVISOR
DRAKE WILLIAMS	CREW CHIEF

CHRIS WEIGELT

Chris began his Traffic Plan career as a Technician, then rose through the ranks as Crew Chief, Team Support Specialist, and now Operations Scheduler. Today, he is the backbone of our South Jersey operations. His loyalty and consistency have anchored countless projects, and his ability to navigate the fast-paced demands of the field has made him an indispensable part of the leadership team. Chris doesn’t just schedule crews — he supports them, anticipates their needs, and ensures they’re set up for success.

DRAKE WILLIAMS

Drake started working for Traffic Plan in June 2015, when he came aboard as a Technician before quickly rising to the position of Crew Chief. His favorite part of the job is working with people who make him feel important and respected. In 10 years, Drake hopes to still be healthy and enjoying his retirement. In his free time, he enjoys watching court TV programs, Philly games, and just enjoying life. He takes it one day at a time, and staying stress-free is his secret to success.

LAYERS TO WEAR UNDER YOUR PPE

Staying dry is essential to staying warm.

1-YEAR ANNIVERSARIES

IAN ANGELO.....CREW CHIEF
VINCENT BALDWIN.....FLAGGER
JALEN BRYAN.....CREW CHIEF
ERIC BUFO.....CREW CHIEF
KIMBERLY COOKE.....CREW CHIEF
WILLIAM CORBY.....CREW CHIEF
FRANK CRESPO.....FLAGGER
SHAKEAM DEAN.....FLAGGER
SCOTT ELIAS.....FLAGGER
GEORIBERT FERMIN TACTUK.....FLAGGER
OMARIAN FITZPATRICK.....FLAGGER
ROBERT FOLEY.....FLAGGER
ANGELA GARLICK.....CREW CHIEF
KYLIE GARLICK.....FLAGGER
RENO GAUTIER.....CREW CHIEF
DENNIS GILSON JR.....FLAGGER
HAIDEN GREENLEE.....FLAGGER
SADIE HEINEY.....CREW CHIEF
EUGENE LARNERD.....FLAGGER
GARETT LEWELLEN.....FLAGGER
HANNA MANGOLD.....FLAGGER
JOSEPH MARTIN.....CREW CHIEF
MARIO MARTINEZ.....CREW CHIEF
MICHAEL MILLER.....CREW CHIEF
MICHAEL OLMAN.....CREW CHIEF
BRENDA PEREZ.....FLAGGER
ANTOINETTE ROBINSON.....FLAGGER
JENNIFER ROVNEYKO.....FLAGGER
JOSHUA SCUDERI.....CREW CHIEF
QUINCY SKINNER.....CREW CHIEF
COLLIN SLACK.....CREW CHIEF
TONYA SLOCUM.....CREW CHIEF
DUANE SMITH.....FLAGGER
MATTHEW SMITH.....FLAGGER
SYDNEY SMITH.....FLAGGER
JOHN SPECHT.....CREW CHIEF
ZACKERY SPRINGETT.....CREW CHIEF
JERRY STIVERS.....SUPERVISOR
TRAVIS THOMPSON.....FLAGGER
ALYSSA URBANSKI.....FLAGGER
MARK WILLIAMS.....FLAGGER
TREINA WISE.....FLAGGER
ALEXANDER WOLFERMAN.....FLAGGER
JESSICA YOUNG.....CREW CHIEF

5-YEAR ANNIVERSARIES

WAYNE ALTMARK.....FLAGGER
DEVONE DARDEN.....FLAGGER
JEFFREY EGNEW.....CREW CHIEF
KELLY MATOS SANCHEZ.....BILLING SPECIALIST
JAMES MOUNTCASTLE.....SCHEDULING COORDINATOR
DEVIN NATAL.....CREW CHIEF

PROMOTIONS

We're proud to announce that the following Traffic Plan team members have been promoted to:

CREW CHIEF

BRANDON BARLOW	RUBEN LUGO
NELSON CARDONA	NOEL MARTINEZ
KIMBERLY COOMBS	RUTH POLANCO
ELIZABETH DELUCIA	JARROD ROBINSON
BRIANNA ENGLEMAN	PORFORIO ROMAN
JEREMY EPPARD	JOSH SANTIAGO
ZACHARY HOUSTON	ZAYNE TROSTLE
RICHARD JONES	MICHAEL VASSELL
JOSEPH KILPATRICK	DAVID WEAVER
CALEB KIRBY	

Additional promotions include:

TEAM SUPPORT SPECIALIST

CARRIE MCKELVEY

YARD TECH

RUSSELL PETTY

We're out in the elements for hours at a time, protecting work crews and directing traffic in summer and winter alike. We've talked previously about dressing for the heat — but do you know how to dress properly for the coldest days of the year? It's all about layering and wearing the right fabrics.

What you wear under your PPE can make all the difference in cold weather. We recommend using a three-layer system: a base layer for moisture control, an insulating layer for warmth, and an outer layer for protection against the elements.



1 BASE LAYER

Your base layer is closest to the skin and helps regulate body temperature by drawing moisture away. Remember, staying dry is essential to staying warm. Choose lightweight, breathable fabrics such as wool, silk, or polyester/synthetic blends designed for moisture wicking. Long underwear is a wise choice here, which will keep your legs and upper body warm, and don't forget about comfortable, supportive, warm socks for your feet.

2 INSULATING LAYER

The middle layer keeps the chill out and maintains consistent warmth by trapping heat close to your body. Materials like wool, down, or fleece are excellent options to keep you warm without adding bulk or restricting movement. A lined pullover or zip-up jacket is ideal — just be sure this layer doesn't interfere with the proper fit or function of your PPE.

3 OUTER LAYER

The outer shell serves as your weather barrier, protecting against wind, rain, and snow and keeping the inner layers dry and effective. Look for insulated or waterproof outerwear such as parkas, bibs, gloves, and boots that can stand up to harsh winter conditions while allowing movement and comfort. Be on the lookout for places where water and cold air could infiltrate your clothing, and keep this outer layer in good shape, without holes or tears.

FOCUS ON

RICHARD RUNGE

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

I've been with Traffic Plan for about seven and a half years now. My current position is Crew Chief, which I've been doing for about six years.

WHAT'S YOUR FAVORITE PART OF THE JOB?

I'd have to say that working with a great group of people is something that makes the job enjoyable. I've been lucky to have had some really good partners, and that can really make or break your day. All of the Supervisors are great, easily accessible, and always helpful if needed. Another thing that I enjoy is seeing so many different parts of the state. Almost every day, we can be traveling to a new area that may only be 30 miles from my home, but I've never been to.

WHAT'S THE MOST CHALLENGING PART?

I'd say that one of the most challenging parts is getting to a new job site that requires some thinking about how and where to set up your work zone safely, and you've got foremen looking at you because they wanted to start 20 minutes ago. Another thing is learning to deal with drivers who are upset because you're costing them one minute to help keep everyone safe.

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

I honestly haven't really thought about that because I'm very comfortable doing what I'm doing. I enjoy being around people and being out on the road trying to help keep people safe.

ANY ADVICE FOR SOMEONE NEW TO TRAFFIC PLAN?

I think the best piece of advice I try to give to a new hire is to always keep your head on a swivel and always pay attention. There are a lot of terrible drivers out there who shouldn't be on the road, as well as the ones who can't drive without their phone in their hand. Never count on them to be watching out for you.

“
**MY BEST ADVICE IS:
KEEP YOUR HEAD ON A
SWIVEL AND ALWAYS
PAY ATTENTION.**
”

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

One thing that might be surprising is that before I started working here, I worked for over 30 years in the casino industry. One thing's for sure, it's good to get some fresh air!

WHAT DO YOU LIKE TO DO IN YOUR FREE TIME?

My wife and I both enjoy spending time with our two kids. Our son is in college at Rutgers, and our daughter lives near him, so we don't see them as much as we'd like.

HOW WOULD FRIENDS OR FAMILY DESCRIBE YOU IN ONE WORD?

Easygoing.

PROGRESS INSTITUTE

TRAINING UPDATES

Safety starts with knowledge — and improves with continuing education. Stay sharp. Stay current. Ask your Supervisor which training opportunities are right for you.

Between July and October this year, the Progress Institute was proud to hold the following trainings.

ATSSA 4-YEAR FLAGGER RECERTIFICATION

Every four years, Flaggers are required to complete the American Traffic Safety Services Association certification. Since July 1, we recertified 28 existing employees.

ADVANCED CREW CHIEF TRAINING

We conducted one class and trained seven employees. Moving forward, we will schedule two classes a month.

ADVANCED HIGHWAY TRAINING

Four classes were held, and 22 employees were trained. For the coming months, we will schedule a two-day class every month.

NEW EMPLOYEE TRAINING

To welcome our newest team members, we hosted 37 classes for 131 new employees.

TRUCK-MOUNTED ATTENUATOR CLASSES

We conducted four of these important classes, training 20 employees. We will continue to schedule at least one TMA class every month.

STRONG FOUNDATIONS

PRACTICAL STEPS FOR FINANCIAL WELLNESS

MOUNTAIN HILL
INVESTMENT PARTNERS

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

In construction support and traffic services, the work is physical, the weather is unpredictable, and schedules can change at a moment's notice. Managing your finances can feel the same way: variable, pressured, and full of surprises.

Financial wellness isn't about perfection or dramatic moves — it's about creating a plan, reducing stress, and making steady progress toward stability over time. At Mountain Hill Investment Partners, we talk with employees at all stages of their financial journeys. Our goal is simple: help people make better decisions today so their future financial selves are stronger tomorrow.

Traffic Plan provides an important employee benefit by partnering with Mountain Hill Investment Partners to support your 401(k) and broader financial questions. Our services are available to you at no cost — call us anytime to schedule a confidential conversation.

Read on for a few practical, realistic examples of where employees often find themselves — and the small, repeatable actions that helped them move forward. Remember, personal finance is personal, and these examples may not fit your exact situation. If something here sounds relevant, reach out and we'll talk through what makes sense for you.

EXAMPLE 1

Joe, *Flagger*, Age 25

Joe works long shifts and relies on each paycheck to cover his rent, food, transportation, and credit card bill. Within two weeks, he faced three unexpected expenses: a flat tire, a broken phone, and an ER visit. They caused a lot of stress, both financially and physically, and he decided he never wanted to be caught off guard again.

What Joe did:

- **Opened a “rainy day fund” savings account** and directed \$20–\$30 from each paycheck into it, with a goal of saving three months of living expenses.
- **Put his credit card and utility bills on autopay** to avoid late fees.
- **Spent 10 minutes each week reviewing his transactions** to catch unnecessary expenses and adjust his spending.

RESULT: Within a few months, Joe built a small emergency cushion — enough for minor repairs or short schedule disruptions. The immediate balance wasn't huge, but the impact was. His stress dropped, knowing he could handle the next unexpected expense.

EXAMPLE 2

Lori, *Supervisor*, Age 39

Lori manages crews and her household. She'd been contributing 5% of her paycheck to her 401(k), but with kids, steady bills, a mortgage, credit card debt, and limited savings, she felt constant financial pressure. She called us, and together we mapped out a plan.

What Lori did:

- **Prioritized high-interest debt.** While saving for retirement is smart, paying off expensive debt can be even more powerful. We suggested Lori temporarily pause her 401(k) contributions and redirect that money toward paying down her credit card balances. In less than two years, her high-interest debt was gone.
- **Reviewed her bills** and found she was still paying subscription fees for services she no longer needed. Cutting those added up quickly and freed money to start an emergency fund.
- **Reallocated her paycheck strategically.** Once her credit card debt was gone, Lori redirected 3% of her paycheck to build her emergency fund and 2% back into her 401(k), knowing she could adjust this anytime during the year.
- **Resumed her full 5% 401(k) contribution** once she had built a comfortable emergency cushion and decided, with our help, that it was better for that contribution to go into the Roth 401(K).

RESULT: The combination of an emergency buffer and ongoing retirement contributions meant Lori could handle a recent car repair without using credit or disrupting household cash flow.

EXAMPLE 3

Tom, *Senior Supervisor*, Age 55

Tom has worked in the field for decades. With retirement on the horizon and his kids nearly grown, he shifted focus from day-to-day expenses to preparing for the future. He'd done a lot right — steady work, a strong savings habit, no credit card debt, and consistent 401(k) contributions — but he wasn't sure if his investments still fit his goals.

He set up a 30-minute call with us to review his 401(k). Together, we walked through his portfolio and made sure it aligned with his timeline and comfort level.

What Tom did:

- **Gradually increased his 401(k) contribution**, aiming for 6–10% of his pay.
- **Simplified his investments** by moving his balance into a Target Retirement Date Fund — a single, diversified option that automatically becomes more conservative as retirement approaches.
- **Mapped out next steps**, such as paying off the mortgage before retirement and setting a timeline to reduce work hours.

RESULT: Tom left the meeting feeling clearer and more confident. His plan didn't require dramatic changes, just thoughtful adjustments to ensure his hard-earned savings keep working for him. He also included his wife in the conversation, which helped align their goals for retirement.



END-OF-YEAR REMINDERS

- **W-2s will be mailed** to the address we have on file for you. Be sure to check and, if necessary, correct your address as soon as possible.
- **To access your pay stubs online**, contact HR@trafficplan.com.
- **Open Enrollment** is coming in February of 2026.



PRACTICAL HABITS THAT MOVE THE NEEDLE

Getting ahead financially isn't about big, flashy moves. It's about small steps you can repeat — the kind that build momentum over time. The best thing you can do is to schedule a quick check-in with us. In just 15 minutes, we can likely help identify simple, practical steps that could make a real difference.

HOW MOUNTAIN HILL INVESTMENT PARTNERS CAN HELP

Everyone's situation is different. Whether you're saving your first \$100, paying off debt, or preparing for retirement, we're here to help you sort it out.

Our team at Mountain Hill Investment Partners is available to answer everyday questions, from balancing saving and spending to understanding your investment options. Conversations are confidential and free for all Traffic Plan employees.

Call Lauren Siewert to schedule a one-on-one meeting to review your current plan, talk through your goals, and help you take steady steps toward a more secure future.

You work hard to keep the roads safe — let us help you build a financial path that's just as solid.



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

FRANKLY SPEAKING

The rigors of work are a constant endeavor day after day, week after week, and — dare I say — year after year. Staying engaged can be hard. There's a Greek myth about a king named Sisyphus, doomed for eternity to roll a boulder up a hill each day, only for it to roll back down every night. Today, we might call it "Groundhog Day."

The slang definition of Groundhog Day, made popular by the 1993 Bill Murray movie, is a situation where events repeat in the same way. This sums up how many people view work. Of course, traffic control adds a twist: traffic. While installing signs, cones, and traffic patterns is generally consistent, the traveling public is anything but. That's why we must stay sharp and avoid a Groundhog Day mindset.

HERE ARE SOME TIPS:

- **Treat every day as a fresh start** — Lean on your skill set and ability to implement work zone protection properly, no matter how many times you've done it before. Remember that your work is protecting people.
 - **Embrace learning** — Traffic control is always evolving. Be an expert in your field, and continue that learning curve. Take pride in the fact that you are a certified traffic control specialist.
 - **Avoid complacency** — Steer clear of going on autopilot, of boredom, daydreaming, shortcuts, neglected tasks, and missing PPE. These are all safety risks that can quickly sneak up on the most experienced team members. Thoroughly complete the pre-job brief. Make safety a habit!
 - **Be a mentor** — Stay fresh by helping teammates. Teach, coach, and be a good example to fellow workers. This will help elicit engagement on both ends.
 - **Overcome daily stresses** — Maintain a mind-body balance with proper rest, nutrition, exercise, yoga, hobbies, and time with family and friends.
- Make each day a chance to learn or teach something new. Think of work as a challenge, where the only thing that repeats is our focus on safety and protecting the teams we serve. Leave Groundhog Day to Punxsutawney Phil.
- Stay Safe!
Frank Emmons, VP of Operations



TOOLBOX TALK

PREVENT BACKUP INCIDENTS

With some pre-backing checks and other safety measures, we can significantly reduce the risk of accidents on job sites. It only takes a few moments to ensure your vehicle moves safely to protect your teammates, our clients, and the public.

1. **Choose pull-through parking** when available to avoid the need to back up.
2. **G.O.A.L. – Get Out And Look!** A mandatory, full 360° walk-around inspection will identify obstacles, pedestrians, and changes in surroundings before they become hazards.
3. **Use a spotter!** Refer to your spotter training, and if no spotter is available, seek alternate parking or assistance.
4. **Safety equipment**, including mirrors, cameras, and audible alarms, must be fully functional and properly adjusted before every shift and checked again prior to backing.
5. **Slow means safe!** Back up slowly and deliberately, continuously monitoring your progress. If visibility is lost, STOP immediately.

LINE OF FIRE

Being struck by a vehicle remains one of the leading causes of injury and death in roadway work zones. Even with cones, barriers, and signage, distracted or unaware drivers can create danger in an instant. Staying alert is essential, and never assume a driver sees you or will stop.

Remember, your job is to guide traffic safely — focus on prevention, not confrontation.

Strategies for Staying Out of the Line of Fire

- Maintain a safe distance from active traffic lanes at all times.
- Use cones, signs, and barriers to clearly define safe work zones and buffer areas.
- Always have an escape route in mind in case a vehicle enters your zone unexpectedly.
- Do not approach a vehicle that has passed through a barrier or failed to stop — let them go.
- Communicate clearly and calmly with your crew, especially when traffic behavior changes.

NIGHTTIME FLAGGING

Stay Visible • Stay Alert • Stay Connected

Nighttime flagging brings unique safety challenges. Low visibility, fatigued or impaired drivers, and heavy reliance on lighting all demand extra awareness and preparation. Keep these tips in mind to protect the work zone, and yourself, when flagging at night.

- Use portable lights to clearly illuminate your station, and test all lighting before your shift.
- Wear ANSI Class 3 high-visibility gear with reflective strips front and back.
- Add LED armbands, flashlights, reflective gloves, and hard hat stickers for added visibility.
- Stay alert for erratic or slow-responding drivers, and always keep a clear escape path.
- Never assume a driver sees you! Signal slowly and deliberately, and make eye contact with them when possible.
- Stay in radio contact with your crew at all times.

4 STEPS TO SAFELY HOOK TOW EQUIPMENT

1. **Inspect the Tow Apparatus:** Check that the pintle hook and lunette ring are in good condition, the locking mechanism functions properly, and safety chains are structurally sound.
2. **Attach Safety Chains:** After connecting the tow equipment, cross chains under the tongue to form a cradle. Secure them to designated mounts on the tow vehicle, keeping them taut but allowing turning clearance.
3. **Perform a Tug Test:** Gently pull forward to confirm a secure connection.
4. **Document the Pre-Check:** Record completion on the daily equipment inspection report.





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.