

TRAFFIC PLAN'S OFFICIAL EMPLOYEE PUBLICATION

UNITED



VOL. 22

HERE COMES THE SUN

After a long winter, colorful signs of spring are finally showing. Flowers are blooming, grass is turning green again, and beautiful sunshine is making everything look bright and alive. This nice weather brings more activity to our roadways as well, and with so much to see in our revitalized world, distracted driving is a top concern. While on the job, stay vigilant and follow all safety protocols to protect you, your team, the crews who hire us, and the general public moving through our work zones. Likewise, as a driver, be sure to pay attention to the road and all possible hazards.

SAFETY GLASSES

As our jobs ramp up in the warmer weather, it's more important than ever that we wear proper PPE from head to toe. In this issue, we're highlighting the vital role that safety glasses play at the job site. Bolts, stones, glass, and other debris can be kicked up by passing vehicles or blown by the wind, posing incredible danger to your eyes. [See pages 14–15](#) to read about the proper use of safety glasses, which could help prevent 90% of eye-related work injuries.

SAVING LIVES, TOGETHER

We want to take a moment to ask all of you to help us support an incredibly important cause: On Sunday, May 31, in Dayton, New Jersey, Traffic Plan will be taking part in the first NJ Construction Hike for Hope. Each year, approximately 5,000 construction workers take their own lives, an average of 12 per day. The Hike for Hope will bring attention to the devastating impact suicide has in the construction industry while raising money to create educational programs, fund research, support those affected by suicide, and more. Traffic Plan is gathering a team of walkers for this powerful event, and we sincerely hope you'll join us. [See page 7](#) for more information.

This spring, stay safe, stay well, and stay connected with each other.

Carolyn Kiely, President & Executive Director
Mary Kiely, CEO



MENTAL HEALTH
AWARENESS

There Is *Always* Hope



Today, 12 construction workers in America will take their own lives. In fact, the industry accounts for nearly 13% of all deaths by suicide each year. But we can all do our part to stop this, together.

WHAT TO KNOW

It's not always easy to talk about mental health, or to see when someone is struggling in their personal life. Having open discussions can break through the stigma of the subject and lead those in pain to open up and receive help.

Hard Hat Courage, an initiative launched by the American Foundation for Suicide Prevention and supported by a coalition of leading construction organizations, offers construction-specific suicide prevention resources in both English and Spanish at [HardHatCourage.com](https://www.hardhatcourage.com). There, you can learn ways to start a caring conversation — and how to keep it going.

Suicide is preventable. It's up to all of us to educate ourselves and to check in with each other.

NO ONE IS ALONE

If you or someone you know is in crisis, please call the **National Suicide Prevention Lifeline at 988**, or contact the Crisis Text Line by texting **TALK to 741741**.

STAND & TAKE A BOW

Congratulations to everyone who celebrated promotions and milestones in the last quarter of 2025. From all of us at Traffic Plan, thank you for your hard work!



5-YEAR ANNIVERSARIES

THOMAS AVERSA
KEITH COLDON
RYAN CZESLAW
EDWARD DESIDERIO
GARY GILLESPIE
KAITLYN GRABOWY
DAVID HENDERSON
BRIAN KORENSKI
KENDRA MCKENZIE
MICHAEL MELICI
JASON SICCO
WENDELL STANDARD
JOHN VAN HEEST
JEFFREY ZANDERS

PROMOTIONS TO CREW CHIEF

VINCENT BALDWIN
KINDRA BROWN
KEVIN BURDEN
JARMOUL CORBIN
GEORIBERT FERMIN
JACOB FOSTER
STEPHON JOHNSON
JEFFREY KELCOURSE
MEGAN SCHNEIDER
TYLER WINN

1-YEAR ANNIVERSARIES

KEITH BOYNTON
KAYLO BROOKS
NELSON CARDONA
JAYDEN CLEMENTE
ANTHONY DELUCA
JORELL ELSTON
JEREMY EPPARD
NOEL MARTINEZ FLORES
JACOB FOSTER
JAMES FRY
JAMES HERRINGTON II
ZACHARY HOUSTON
FELICIA HUNTER
MALIK JAMES
TIMOTHY JOHNSON
RALANDA JONES
JOSHUA KAMIL
FRED LANPHERE
PHILLIP LOFTIN
JOSEPH LOTSEY
BRIAN MCGUIGAN
ALBERT PASCAVAGE
FRANCISCO PENA
LYNANNE RIVERA
CLAY ROBINS
JOHN ROMAN
ANTHONY ROWE
CORRADINA SIPIONE
MARK SMEDLEY
JLIN STORY
TIMOTHY SZELIGA
DYLAN THOMAS
MARK WIENCZEK

10-YEAR ANNIVERSARIES

TROY BOGIN General Manager | Farmingdale, NJ

Troy began his Traffic Plan career as a Flagger Technician in 2015. His hard work and commitment to safety helped him rise to Crew Chief within a year, then to management and supervisory roles. With his high-level work ethic, integrity, and industry knowledge, he advanced again to become the General Manager overseeing all Central and North New Jersey operations in 2022. When not working, Troy enjoys fishing, coaching his two sons in baseball, and vacationing at Walt Disney World.

JOSEPH D'AGOSTINO Crew Chief | Farmingdale, NJ

Drawn to the hands-on nature of the work, Joseph joined Traffic Plan as a Technician, and within two years, his dedication and strong performance earned his promotion to Crew Chief. He takes pride in helping everyone arrive home safely at the end of the day, and he values the responsibility that comes with protecting our customers and communities. Looking to the future, Joseph hopes to continue building on his experience and taking on new challenges and opportunities with Traffic Plan.

JEFF HERZOG Supervisor | Grantville, PA

Before joining Traffic Plan, Jeff had served as a Field Training Officer for the city of Bethlehem since the 1990s. He began in our Bethlehem office as a Supervisor, then moved to the Grantville office, where he's worked hard to continue Traffic Plan's growth in the area. Known by his coworkers for being reliable, knowledgeable, motivated, and detail oriented, Jeff's commitment to our company's high standard of service and safety is second to none.

MALIK STEWART Crew Chief | Long Branch, NJ

Malik's journey with Traffic Plan began with his love of the outdoors and grew from there. In just his second year, he was promoted to Crew Chief, a reflection of his dedication, reliability, and strong leadership in the field. He enjoys that he's able to work outside on nice days, but more importantly, that he helps to keep others safe in a potentially dangerous environment. Outside of work, Malik enjoys hiking, spending time at the beach, and relaxing with family.

DAVID STRAUB Supervisor | Long Branch, NJ

After many years of service as a NJ State Trooper, David was a Safety Director for a national trucking company before joining Traffic Plan. One of his favorite parts of working here is sharing his experience and insight with others, contributing wherever he can to support the team and strengthen safety across the board. An avid saltwater fisherman, he hopes to retire one day "somewhere warm under a palm tree, watching the boats go by with a cocktail in hand."

PASSION FOR THE CAUSE



We're proud to announce that **Barbara Brennan, Traffic Plan's Director of Risk & Safety**, is the American Foundation for Suicide Prevention (AFSP) chairperson of the Planning Committee for the first-ever NJ Construction Hike for Hope. She is also Traffic Plan's Team Captain for the Hike.

The AFSP, in conjunction with its education initiative called Hard Hat Courage, offers mental health resources that can save lives and improve the overall well-being of the construction workforce.

"In 2009, I lost my brother, Kevin, to suicide. That loss has shaped my 'why.' If I had been aware of these types of resources, I think Kevin's story might have ended differently," says Barbara. "It's my honor and privilege to share information to let those in crisis know that there is hope!"

To raise awareness, foster connections, and raise funds to allow AFSP to invest in research, create educational programs, advocate for public policy, and support survivors of suicide loss, we hope you'll join the Traffic Plan team for the **NJ Construction Hike for Hope on Sunday, May 31**. *See the next page for details.*

Barbara's nearly 16 years in construction and her passion for the cause made her an obvious choice to represent the state. She has been a volunteer and presenter with AFSP for several years.

"Leading this effort is deeply meaningful to me, both personally and professionally. The money we raise will expand access to life-saving mental health resources for construction workers and their families across New Jersey."

**MY GOAL IS TO BE A
LIFELINE FOR SOMEONE.**

— Barbara Brennan

NEW JERSEY CONSTRUCTION HIKE FOR HOPE SUNDAY, MAY 31, 2026

IUOE Local 825 Training Center Dayton, NJ

On-site registration starts at 10:00 am
Program starts at 11:00 am



To learn more or to pre-register, contact
Barbara Brennan
732-484-1337
njconstructionhike@gmail.com



Scan the QR code to visit
our team page and sign up
to join Traffic Plan as we hike
together for this great cause!



FOCUS ON **BRIAN SLUSARZ**

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

I have been with Traffic Plan for four years. My role at the company is a Crew Chief/TCC.

WHAT'S YOUR FAVORITE PART OF THE JOB?

My favorite part of the job includes being outside, going somewhere new almost every day, creating unique types of work zones, and working with different contractors.

WHAT'S THE MOST CHALLENGING PART?

I honestly don't find anything too difficult at Traffic Plan. Sometimes, waking up in the morning after a long shift from the day before, or maybe trying to flip your sleep schedule for a night shift, can be challenging.

ANY ADVICE FOR SOMEONE NEW TO TRAFFIC PLAN?

You gotta ride the wave for sure. You can definitely make good money here, but you gotta put your time in and devote a lot of your free time/weekends to get some extra OT. Become a Crew Chief — be willing to show why you deserve certain jobs. Try to make yourself stand out!

WHAT DO YOU LIKE TO DO IN YOUR FREE TIME?

When I'm not working, I enjoy golfing and attending Philly sporting events. Go Birds!

HOW WOULD FRIENDS OR FAMILY DESCRIBE YOU IN TWO WORDS?

Trustworthy and loyal.

“

**BECOME A CREW CHIEF —
BE WILLING TO SHOW
WHY YOU DESERVE
CERTAIN JOBS.**

”

THE FINANCIAL CHECKUP:

A Simple Habit That Can Strengthen Your Future

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

MOUNTAIN HILL
INVESTMENT PARTNERS

Most people wouldn't drive their truck for years without checking the oil, rotating the tires, or scheduling routine maintenance. The same concept applies to your finances. Even if things are running smoothly, a periodic review can help you catch small issues before they become bigger problems.

The good news? A financial checkup doesn't require hours of spreadsheets or complicated analysis. In many cases, a simple 30-minute review a few times a year can make a meaningful difference.

At Mountain Hill Investment Partners, we encourage employees to treat their finances the same way they treat their health or their vehicles: Check in periodically, make small adjustments, and stay focused on the long road ahead.

Here are six things we recommend doing during a quarterly financial checkup.

1 UPDATE YOUR BENEFICIARY

This is one of the most overlooked — but important — parts of financial planning.

Your beneficiary designation determines who receives your 401(k) if something happens to you.

If you're married, your spouse is typically the default beneficiary. If you're not married, you can name a parent, sibling, child, or another loved one.

Reviewing your beneficiaries takes just a few minutes, but it ensures your savings go exactly where you intend. Life events such as marriage, divorce, or the birth of a child are good reminders to double-check these selections.

2 REVIEW YOUR 401(K) CONTRIBUTIONS

Your 401(k) is one of the most powerful tools you have for building long-term wealth, but it works best when contributions grow along with your income.

Many employees set a contribution rate when they first enroll and then forget about it for years. While that's certainly better than not contributing at all, small increases over time can have a big impact.

Consider asking yourself:

- ◆ Has my income increased since I set my contribution rate?
- ◆ Could I increase my savings by 1% or 2% without significantly affecting my budget?
- ◆ Am I taking full advantage of any available employer match?

Even a small increase can add up over time thanks to compounding. For example, changing your contribution rate from 5% to 7% may not feel dramatic in the moment, but over a career spanning 20–30 years, it can translate into a much larger retirement balance.

The key is gradual progress. You don't need to jump straight to a high savings rate overnight — small, steady increases often work best. Remember that you can change your contribution rate at any time during the year, and you can adjust it more than once if needed. Many people increase their savings by just a percent or two and find they barely notice the difference. And if your situation changes, you always have the flexibility to adjust it again.



3 CHECK YOUR INVESTMENT ALLOCATION

Your 401(k) contributions are important, but how your money is invested also matters.

When you first selected your investment options, they may have made perfect sense for your age and goals. But as time passes, it's worth confirming that your investments still match your timeline and comfort level with risk.

For many participants, a target retirement date fund is the simplest option. These funds automatically adjust the mix of stocks and bonds over time, gradually becoming more conservative as retirement approaches.

If you've built your own investment mix, it may be worth reviewing whether your portfolio is still balanced appropriately. Markets move, and over time your allocation can drift away from your original plan. In addition, as you get closer to retirement, it's generally wise to gradually reduce your risk exposure.

A quick review can help ensure your investments are still aligned with your long-term goals.

4 REVISIT YOUR EMERGENCY FUND

Life has a way of throwing unexpected expenses our way. A car repair, medical bill, home repair, or temporary change in work hours can all put pressure on your finances.

That's why we often recommend maintaining three to six months of living expenses in an emergency fund. This money can just be kept in your preferred bank account.

During your financial checkup, ask yourself:

- ◆ Do I currently have an emergency fund?
- ◆ Has my monthly spending changed?
- ◆ Would my current savings realistically cover several months of expenses?

If you need to strengthen your emergency savings, start small. Setting aside even \$20–\$50 per paycheck can slowly rebuild your cushion over time.

An emergency fund may not feel exciting, but it's one of the most important tools for reducing financial stress.

5

REVIEW DEBT AND INTEREST RATES

Debt isn't always bad — many people carry mortgages, car loans, or student loans. However, high-interest debt, particularly credit cards, can slow financial progress.

During your quarterly review, it can be helpful to look at:

- ◆ Outstanding credit card balances
- ◆ Interest rates on those balances
- ◆ Opportunities to accelerate repayment

Sometimes the best financial move isn't increasing investment contributions, it's eliminating expensive debt first. Paying off a credit card with a 20% interest rate can often provide a better return than many investments.

Once that debt is gone, those same payments can be redirected toward savings or retirement contributions.

6

REVISIT YOUR FINANCIAL GOALS

Finally, your financial checkup is a good time to step back and look at the bigger picture.

Financial planning isn't just about numbers — it's about aligning your money with your goals and priorities.

Ask yourself:

- ◆ Has my retirement timeline changed?
- ◆ Am I saving for other goals, such as a home purchase or education?
- ◆ Are there financial habits I'd like to improve this year?

Goals evolve over time, and your financial plan should evolve with them.

WE'RE HERE TO HELP

If you haven't reviewed your finances recently, this might be a great time to schedule a quick check-in.

Mountain Hill Investment Partners serves as Traffic Plan's Corporate 401(k) Advisor, and our team is available to help employees better understand their retirement plans and answer broader financial questions. These conversations are confidential and available to you at no cost.

Sometimes, a short 20–30-minute conversation is all it takes to identify a few practical steps that can improve your financial outlook. If you'd like to schedule a one-on-one meeting, please contact me, Lauren Siewert, at (732) 554-1146 or laurensiewert@mhipartners.com.

You work hard every day keeping roads and job sites running safely. Taking a little time each year to review your finances can help ensure your financial future stays just as steady.



Lauren Siewert

(732) 554-1146

laurensiewert@mhipartners.com



Winter is finally over. Kudos to getting past Ol' Mother Nature and everything she threw at us this year, including frigid temperatures, snow, ice, and wind chills. As front-line employees, the winter elements are always a difficult challenge. I want to thank everyone who dealt with the harsh conditions and shone through the adversity of the season, despite Her attempts to have us quit.

As the weather changes, our mindset must now adjust to a new season. No, not *spring*, *summer*, or *fall*, but another type of season — the **traffic control peak season**. No rest for the weary! The climate gently eases, but the workload rises, causing us to strengthen our commitment to the job at hand. Work schedules double, sometimes even triple, as access to roadway projects multiplies. Consequently, what needs to be done to prepare for this new season?

- ◆ **Maintain Mental Toughness:** Mentally rehearse your performance. Think about tasks that elevate safety, like inspecting equipment, completing pre-job briefings, having the correct tools, and wearing proper PPE.
- ◆ **Stay Physically Tough:** Prepare your body for long workdays by maintaining proper nutrition, obtaining adequate sleep hours, and staying active to build up tolerance and physical strength.
- ◆ **Sharpen Your Skill Set:** Revisit training elements, work zone requirements, Toolbox Talks (see pages 16–19 of this issue), and company protocols. Team up with fellow team members to share precise techniques and proper execution of work zones. Attend advanced training sessions when possible.

The more we prepare, the safer it becomes for everyone. So, grab the tinted safety glasses, sunscreen, and bug repellent, but most of all, seize a renewed and refreshed attitude to manage our “prime season” with confidence.

Stay Safe!

Frank Emmons, VP of Operations

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



SAFETY GLASSES

See Why They're Essential PPE

Sight is a precious gift that we often take for granted. From seeing the faces of our loved ones, works of art, and beautiful sunsets, to being able to spot dangerous situations, our eyes serve us well every day. But eye injuries can occur in just a moment, leaving us impaired — or even blind — for a lifetime. We only get one pair of eyes, so let's talk about how we can protect them.

In work zones, our eyes are at risk of injury from a number of factors — wind-borne debris and falling objects being just a couple. Dislodged rocks or dropped tools can end up beneath tires, then be kicked up into the air. Building materials can also become airborne, from bolts to pieces of metal or glass.

According to the US Bureau of Labor Statistics, about 20,000 Americans are seen in emergency rooms annually due to eye injuries suffered in the workplace.¹ Of those, an estimated 90% could have been prevented if proper eye protection had been worn. So what is the recommended or required level of protection?

Traffic Plan highly recommends that employees wear OSHA- and ANSI-certified safety glasses

at all times on the job site. Some of our utility customers go a step further, making it a strict requirement to do so. These industry-standard glasses are supplied by Traffic Plan in both clear and tinted styles, and if you normally wear eyeglasses, they're large enough to fit over them. Don't rely on those eyeglasses, or sunglasses, as enough protection on their own. They can shatter and cause tragic injury if not used together with safety glasses.



Your eyesight is priceless — don't take chances with it. Even if it's not required, consider wearing safety glasses on every job, every time.

If your safety glasses break, chip, or otherwise don't function as they should, contact your Supervisor immediately for a replacement.

¹ US Bureau of Labor Statistics. (2023). *Workers suffered 18,510 eye-related injuries and illnesses in 2020*. The Economics Daily. <https://www.bls.gov/opub/ted/2023/workers-suffered-18510-eye-related-injuries-and-illnesses-in-2020.htm>



TOOLBOX TALK

BACK IT UP – SAFELY!

We've recently experienced an unacceptable increase in backing incidents: events where a vehicle moving in reverse struck something in its path. These pose serious risks to people, property, and our company's reputation, so let's take a moment to refresh our training.

Causes of Backing Incidents

Most backing incidents share a common factor: **They are preventable.** The most common causes we see include:

- ◆ Inadequate pre-backing checks
- ◆ Overreliance on mirrors or technology without full situational awareness
- ◆ Failure to use a spotter
- ◆ Rushing or complacency in tight areas

Steps to Prevent Backing Incidents

It takes just a few moments to significantly reduce the risk of accidents on job sites. All employees are expected to complete the following safety measures and pre-backing checks:

- ◆ **Choose pull-through parking when available.** This eliminates the need to back up later.
- ◆ **G.O.A.L. — Get Out and Look!** Do a full 360° walk-around of your vehicle before backing up. Look for obstacles, pedestrians, and changes in surroundings before they become hazards.
- ◆ **Check your safety equipment** before every shift and again before backing up. Make sure mirrors, cameras, and audible alarms are fully functional and properly adjusted.
- ◆ **Use a spotter!** If no spotter is available, seek other parking or assistance.
- ◆ **Slow means safe!** Back up slowly and deliberately. Monitor your progress continuously. If you lose visibility, STOP immediately.

"WHEN DO I NEED TO WEAR PPE?"

It is Traffic Plan policy that all field employees must wear proper personal protection equipment (PPE) when they're:

- ◆ In an active work zone
- ◆ Engaged in a work activity
- ◆ Monitoring work zones
- ◆ Implementing traffic control devices
- ◆ Exposed to live traffic

Mandatory PPE

- ◆ Safety pants and vests (ANSI Class 3 High-Vis)
- ◆ Company-issued hard hat
- ◆ Safety work boots that provide ankle protection (6" tall) and have a protective toe (steel, alloy, or composite) — **no sneaker-type boots!**

Recommended PPE

- ◆ OSHA- and ANSI-certified safety glasses (always recommended, sometimes mandatory depending on the customer)
- ◆ Protective gloves as necessary

PPE must be in good condition, serviceable, neat, and clean. Contact your Supervisor to replace it when necessary.





SAFETY FIRST: PRE-JOB BRIEFS

Safety is everyone's responsibility, and it starts as soon as your shift does. When you arrive on the job site, your #1 priority is the **pre-job brief**.

Every work zone is different, and conditions can change from day to day. Starting each shift with the pre-job brief allows everyone to review the day's plan, identify potential hazards, and make sure we have the proper equipment and strategies in place to keep everyone safe.

What's Included in the Pre-Job Brief?

Before any work begins, Crew Chiefs and Technicians must assess the job site and meet to discuss the day's tasks, conditions, and any potential issues. Ask yourself:

- ◆ What are the seasonal and terrain conditions?
- ◆ Are there any safety hazards (uneven surfaces, obstacles, etc.)?
- ◆ How will we mitigate any risks posed by the site conditions or hazards?
- ◆ Are all safety devices and pieces of equipment working properly?
- ◆ Are all protection devices — like TMAs, shadow vehicles, and proper buffer spaces — in use? (DO NOT let these sit idle.)
- ◆ Are all crew members wearing the proper PPE: safety vests and pants, hard hats, safety glasses, steel-toe boots above the ankle, and whistles?

Throughout the workday, any changes in these conditions should be communicated to a Crew Chief or Supervisor immediately. Stay alert, be aware of your surroundings, and don't get complacent.

Crew Chief Responsibilities

Crew chiefs, take the lead on conducting the pre-job brief with your crews. You're also responsible for completing the **pre-job brief report**, which includes information specific to the job site's:

- ◆ Operation type
- ◆ Roadway type
- ◆ Surroundings (ground/air)
- ◆ Hazards identified by the energy wheel
- ◆ Safety avenues

The pre-job brief report is an industry standard, and it's mandatory per Traffic Plan policy. Company management and customer teams *will* request it for inspection, so be prepared.

Supervisor Responsibilities

Supervisors, it's your role to conduct a complete inspection of the job site and crew:

- ◆ Is the pre-job brief report correct and complete?
- ◆ Is equipment functioning safely?
- ◆ Is traffic control set up correctly?
- ◆ Is the crew positioned properly?
- ◆ Are protection devices being utilized?

Immediately address any issues discovered in your inspection. Remember **the three C's: correct, communicate, coach!** This not only keeps everyone safe, but it also strengthens our team's knowledge and skills.

REMEMBER! SAFETY STARTS BEFORE TRAFFIC EVER REACHES THE WORK ZONE.



TRAFFIC CONTROL SERVICES

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**STAY IN
THE LOOP
ON SOCIAL**

Follow Traffic Plan on **Facebook** and **Instagram** to see our latest updates, behind-the-scenes photos, and exciting announcements. And now, catch us on **TikTok**, too!

