



IN THE

ZONE

Wishes Come True At Flagger Force



Flagger Force's commitment to helping others goes beyond our passion for safety. On June 25, 2012, Chad Smith, our Baltimore Warehouse Coordinator, was informed his thirteen-year-old daughter Caitlyn was diagnosed with cancer.

paperwork for the trip, Chad learned that Flagger Force is a significant supporter of the Make-A-Wish Foundation. We have contributed financially, provided traffic control services for the annual Mother's Day truck convoy, and even donated a truck for the event in years past.

"Just two months before her 14th birthday, my daughter was diagnosed with Stage 4 Non-Hodgkin's Lymphoma (NHL). She has completed chemotherapy and is in remission as of right now, but still has to go through the checkups every six months," explained Chad.

This particular type of cancer is treatable, and it starts in the lymph nodes, weakening the body's immune system, and hindering the body from fighting off everyday infections.

Wanting to do something that would take Caitlyn's mind off of her treatments and give her something to look forward to, Chad contacted the Make-A-Wish Foundation of Central Maryland and asked if they could help with Caitlyn's dream of visiting Walt Disney World. While in the process of filling out the

On June 21, 2014, the Smith family saw their daughter's wish fulfilled by going to Walt Disney World!



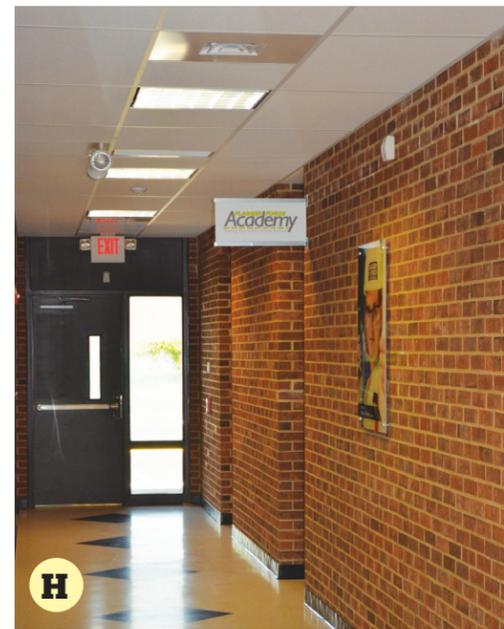
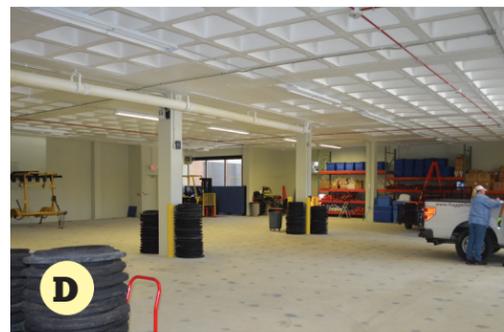
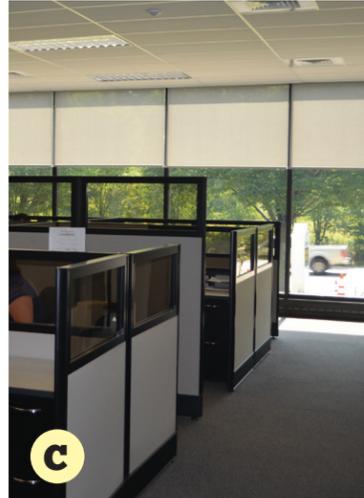
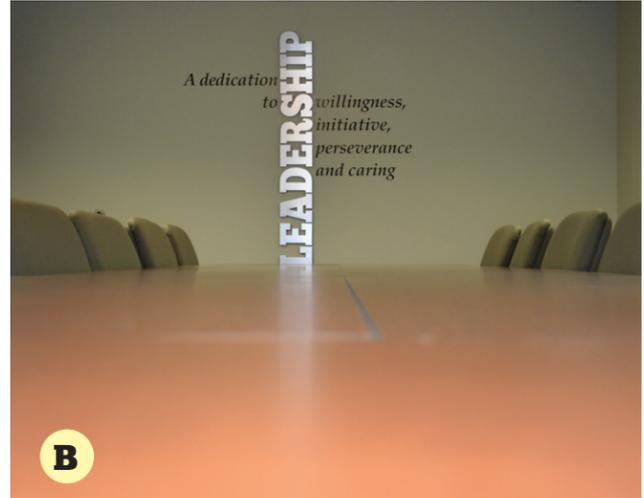
Chad reached out to offer his own support, "In understanding Flagger Force's strong commitment to Make-A-Wish, I really want to give back to Flagger Force and help out any way I can," says Chad. "The Make-A-Wish Foundation has given Caitlyn and our family this very unique opportunity to take a trip we could never have afforded. We are so grateful."

At Flagger Force, we are committed to supporting the Make-A-Wish Foundation and their goal of helping others achieve their dreams. To learn more about how you can get involved, visit Make-A-Wish Foundation online at www.wish.org or contact the Flagger Force HR department.

Stay tuned to learn more about Chad and Caitlyn's trip in the September/October Issue.



- **A New Facility in Baltimore ... on pages 2 & 3**
- **Realize Your Potential with Flagger Force ... on page 4**
- **Coaching for Excellence ... on page 5**
- **Inspiring a Younger Generation & Summer Safety ... on page 6**
- **KUDOS! ... on page 7**
- **Employee Assistance Program ... on page 8**



Flagger Force Opens a New Facility in the **Baltimore/Washington** Marketplace



To support the rapid development of business demand in the Baltimore area, Flagger Force has opened another location. On June 6, 2014 Flagger Force completed the move to a newly renovated space, located on 8th Avenue NW in Glen Burnie, MD. This new location increases our ability to meet our clients' needs and further develop our team of safety-driven professionals.

The building was originally an AT&T switching station built in 1974 to house telephone equipment. It featured a 24" concrete roof, solid masonry walls and minimal windows, offering very little natural light. Although the telephone equipment was moved out long ago and the building changed hands several times, it ultimately stood vacant, waiting for someone with vision to convert it for an alternative use.

A. Academy Training Room, **B.** Conference Room, **C.** Customer Service & Dispatch, **D.** Warehouse & Loading Bay, **E.** Equipment Parking, **F.** Large Parking Lot & On-site Training Area, **G.** Reception Area, **H.** Employee Entrance

The Flagger Force Leadership Team instantly recognized its potential and committed to renovating the underutilized property, transforming it into a flagship facility for our Baltimore/Washington region. Floor to ceiling windows were added to the front of the building to provide plenty of natural light, and the interior was opened up to create a collaborative office space. Other modifications included a training space and a new warehouse area to house traffic safety equipment.

As an added benefit, part of the large fenced-in parking lot has been turned into a spacious exterior training area,

so crews can get valuable hands-on coaching in a low risk environment.

Despite all the changes, the original character of the building was maintained, and Flagger Force takes pride in its ability to implement a sustainable re-use philosophy when renovating this structure by utilizing many of the materials that were taken down. By breathing new life in this building, the organization is providing a foundation to create new jobs and increase capabilities to better serve our clients.

Realize Your POTENTIAL with Flagger Force



Kevin (right) instructs three clients from United Water how to safely set-up a work zone.

In 2011, when Kevin Venable started working at Flagger Force, he was simply looking for a job to supplement income while attending school. He started flagging intersections; however, after only a few months, he was supervising others at the job sites he was previously responsible for. Kevin has been promoted five times in three years and is currently working as a Safety Advocate who trains clients on the latest traffic control safety methods.

“I never had an employer see so much potential in me in such a short amount of time,” says Kevin. “I want to show people that I’ve grown in this company because I wanted to grow, and I couldn’t have done this without staying true to our organization’s core values.”

Kevin fully exemplifies the Flagger Force core values;

Leadership

A dedication to willingness, initiative, perseverance and caring.

Integrity

Speaking and living the truth in an authentic manner.

Respect

A commitment to honoring the diversity of others with dignity.

Trust

Counting on ourselves and each other to give our best every single day.

Despite his success, Kevin initially lacked confidence. “When I first became an Instructor, I had doubts that maybe I would not be a great Instructor. How could I keep the audience engaged and focused; what if I mess up on my presentation; and most of all, what if I fail my students?”

However, Kevin’s in-depth knowledge of safety from his hands-on experience in the field, combined with his ability to communicate and command the respect of the clients soon distinguished him in the role.

“I’ve had the pleasure of working with many instructors over the years,” said Rich Musicant, Environment Health and Safety Specialist at United Water. “Every time Kevin comes to train my guys, I get nothing but positive feedback.”

Kevin is a valued member of the Flagger Force Family and a great example of the growth potential among all Flagger Force employees.

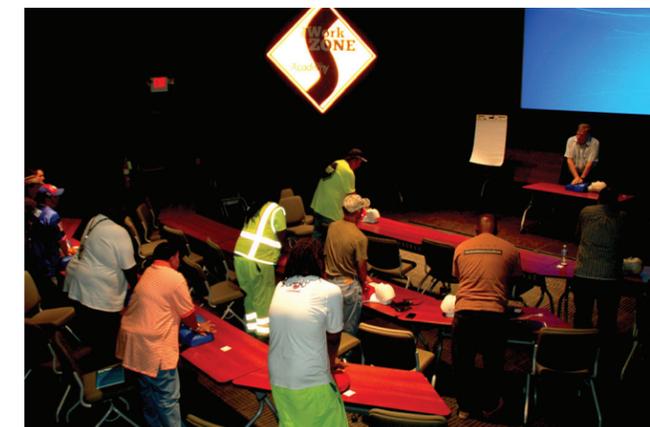
“I am grateful for the opportunities Michele & Mike Doner have provided me as it relates to my career,” Kevin said. “This opportunity allowed me to become a role model for people who want to become successful in this industry.”

We are honored to have Kevin as part of our team and hope he continues to challenge himself and grow within the organization.

Coaching for Excellence

The right training makes a world of difference when it comes to being prepared to handle a situation; whether on the job or at home. At Flagger Force, we provide the most up-to-date training so we can all look out for each other. Some of the training is required by the state, while some helps individuals develop to leadership roles. An example of this training is listed below.

In addition to offering skills training, Flagger Force is now encouraging Crew Leaders to complete CPR and First-Aid training in order to ensure the safety of their clients and employees on the job site. Think you won’t need it? Hesitant to travel to Flagger Force corporate office for additional training? The following encounter shows just how valuable CPR and First-Aid training courses can be:



While working out at his local gym, Joshua Baldwin, an Advanced Crew Leader, noticed a group of individuals around another gentlemen who seemed to be in trouble. The gentlemen on the floor was showing the beginning signs of a seizure. Joshua laid the man on his side while another gentlemen dialed 911. He continued to monitor and help until paramedics arrived on site. Joshua later stated to Justina Alcox, an operations specialist in our Baltimore office that “First -Aid training really does come in handy.”

Advancement Training Outline

Below you will find the outline required for training. The training courses need to be completed in this order.

1 PA & ATSSA Flagger Training
PA valid for 3 years & ATSSA valid for 4yrs

2 Orientation Training

After completing steps 1 & 2, you are eligible to become a Crew Member

3 Basic Work Zone Training

4 Driver’s Safety 101
(Smith System Driver Training)
• Prerequisite: Must be a Crew Member and have completed Basic Work Zone Training

After completing steps 3 & 4, you are eligible to be promoted to Crew Leader and assigned a company truck

5 Lane Closures & Complex Set Ups

6 Driver’s Safety 102
• Prerequisite: Must be a Crew Leader and have completed Lane Closures & Complex Set Ups

After completing steps 5 & 6, you are eligible to be promoted to an Advanced Crew Leader

7 Maryland TTC Preparation Course
• Should be an Advanced Crew Leader

8 VA Basic Work Zone Course
• Crew Leader or Advance Crew Leader who will work in VA

9 VA Intermediate Work Zone Course
• Advanced Crew Leaders or Supervisors
• Prerequisite: VA Basic Work Zone Course

10 Specialty Equipment Operations
• Advanced Crew Leaders
• A driver’s application and DOT physical are required prior to entrance of course if being considered to drive a TMA/Stake Body

11 Flagger Re-Certification Training
• All field employees must complete this course in order to retain employment with Flagger Force.



Inspiring a Safer Generation



Flagger Force is a growing company that recently got the attention of a local fourth grader. Scotty Ammons, a student at the John Humbird elementary school in Cumberland, MD was assigned a report and a presentation on a company for his school's career day. Scotty spoke to his family friend, Mark Dorsey who just happens to be a Traffic Manager for the Maryland team at Flagger Force. Scotty looks up to Mark and asked for his help. Mark explained to Scotty what Flagger Force does and the importance of keeping field crews and the public safe. Mark explained the benefits of how he and many others within the company foster a Safety-Driven culture.

After listening to Mark and learning all that he could, Scotty put together a great presentation for his class. Word got back to Flagger Force corporate and we were so impressed that our Safety Manager, Matt Craley, paid a visit to Scotty's school and made the entire class honorary Flagger Force team members for the day. It was a great experience for everyone! The students even said they would remind their parents to be safe and patient in work zones, so everyone can stay safe.



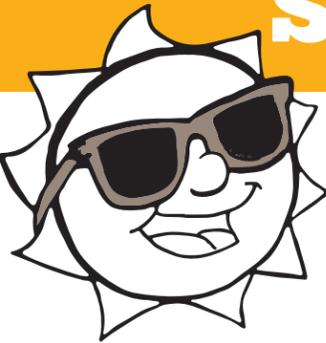
TO: kudos@flaggerforce.com

SUBJECT: KUDOS!

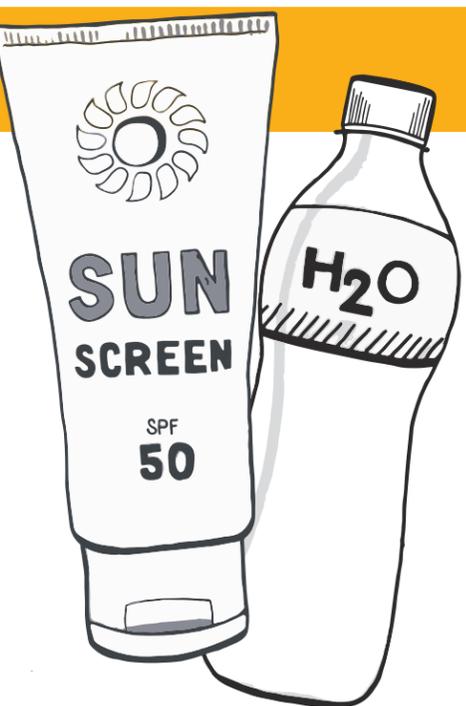
We are making it easy to show your appreciation!

Email your acknowledgments to Flagger Force at kudos@flaggerforce.com

Summer SAFETY



Long hours, high temperatures and increased sun exposure means you need to pay attention to the sun's UV rays. It is important for workers to protect themselves by generously and frequently applying sunscreen, covering up exposed skin with long sleeves and pants, wearing sunglasses and hats, and resting in shaded areas whenever it is safe and possible to do so. Below are a few more tips to protect yourself from the summer sun:



- Cover up** Wear tightly woven, breathable, light-colored clothing that blocks out light, and avoid dark colors (they absorb the sun's rays). Try this test to see if the fabric is protective enough: Place your hand between a single layer of the clothing and a light source. If you can see your hand through the fabric, the garment does not offer enough sun protection and you should find a fabric with a tighter knit.
- Always use sunscreen** An SPF of at least 15 blocks 93 % of UV rays, but SPF 50 or higher is best when on the job. You want to block both UVA and UVB rays to guard against skin cancer. Be sure to reapply often and don't forget your hands, nose, ears and lips!
- Wear neck covering** A bandanna or other covering fabric will keep your body cool and shielded from the sun. Look for neck coverings made specifically for outdoor workers that attach to the band inside your hard hat.
- Wear UV-absorbent safety glasses** If you don't already have dark safety glasses, you can pick up a pair at your nearest Flagger Force branch office. They block 99-100% of UVA and UVB radiation.
- Drink liquids and then drink more** Drink hydrating fluids (water or sports drinks, NOT caffeinated beverages) before, during and after work. If you start to feel dizzy, have strong headaches, or feel nauseous while working outdoors, ask your team for help, then seek shade and sip water gradually. An important note to remember is that proper hydration actually starts the night before.

Your folks are fantastic to work with! Thanks for your help!! - Joan Altomare, PECO Energy

Kevin Sweger, Wallace Butler, Timothy Huff, and Aaron Betts performed a great set up, used proper signage and cone spacing. There was good communication between all crew members. - Branch Manager

With all of my experience working in the field, I was most impressed with **Tavon Ross, Raven Randall, and Oscar Mendoza**. They needed no correction, nor prompting, and they safely and professionally executed all duties. This is a great representation of Flagger Force thus far. - Sean Baynard, BG&E Foreman

Miguel Huertas does a great job; he really understands and knows what he's doing. Please send him back anytime! - Adam Mitchell, Allan A. Myers

Tracy Porter and Seabreen Riser did an Excellent job today! - Chris Hoeger, PECO

I requested to have **Eric Johnson** back on our job site. Eric and his crew (**Gina Alburnio** and **Deborah Ebersole**) did an awesome job. - Steve Everhart, Everhart & Hoover

David Wallace did a phenomenal job in Lancaster. I had in mind the way I wanted the job to be done, and David suggested an alternative setup that worked out extremely well. I wanted to thank David for his input and ability and I appreciate his work. - Ryan Frank, Morrison Excavating

I called in to request **Yusoff Stafford** and **Kelly Bradley** back to Philadelphia. Our foreman said they are an outstanding crew. Our team feels safe, and that Yusoff and Kelly know the job well. - Rachel Simpson, Master Locators

Allen Hamm, Sue Darhower, and their crew (Cole Mahaffey and Andres Rivera) did a nice job on Lincoln Highway yesterday. The Lineman Leader on site, told me that they did a nice job setting up the arrow panel and everything associated with it. - Todd Gohn, PPL Electric Utilities

Glenn Stitt and **Joe Gibbons** did a superb job keeping this extensive rolling stop and shoulder closure project in Lackawanna County for PAR Electric running with all specialty signage needed, equipment running, and keeping ongoing communication with the Fleet Teams.

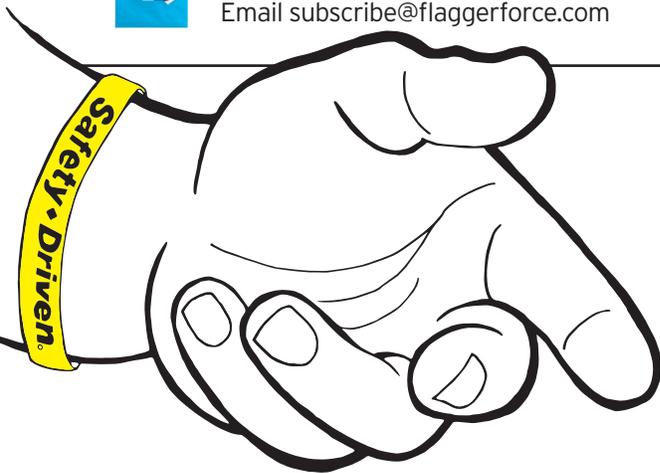
Flagger Force employees that did a FANTASTIC JOB were as follows: **Philip Samuels, Ken Linsinbigler, Tyler Bird, Don Weaver, John Recknagel, Kim Abbott, Rich Orr, Charles Randall, Dave Pearson, Beth Wilson, Rodger Keaveney, Terri Rode, Heather Moyer, Louis Spolsky, Charlie Gardecki, Stephany Baver, Allen Hamm, Kevin Sweger, Sarah Rodenizer, Walter Thomas, Mike Yarnes, Nick Adams, James Shaffer, Rusty Miller, Joe Vandergriff, Schuyler Williamson, Kristin Mancina, Richard Florio, Scott Winters, Ed Lednovich, Stephen Rooth, Deb Warner, Tina Zotynia, Luke Anspach, Kyle Kozak, Scott Richwine, Tom Fisher, Keron Sawyer, Vincent Simmons, Stephen Heckler** - Jenn Harmon, Flagger Force Field Superintendent-KOP



Corporate Headquarters
8170 Adams Drive
Hummelstown, PA 17036
888.312.FLAG
www.FlaggerForce.com



Want to receive this via email?
Email subscribe@flaggerforce.com



EAP

Employee Assistance Program

Flagger Force continues to support our employees both on and off the job. We know that sometimes challenges in your personal life can end up impacting your ability to stay focused on the job. That's why we offer an Employee Assistance Program (EAP). Our EAP is a confidential program that Flagger Force sponsors to help resolve day-to-day issues such as:

Managing stress

Handling relationship issues

Balancing work and life

Quitting tobacco or alcohol use

Controlling depression and anxiety

Caring for children or aging parents

And many other issues that may arise

EAP Services include 24/7 telephone consultation, referrals to child and elder care services, online information, webinars, podcasts, and referrals to local community resources if you need additional assistance. These services are available at no cost to you or your family. These services are all confidential.

Call Toll Free: **1-800-456-4006** | Online: **IMagellanHealth.com/member**

Contact Beth Tice in the Flagger Force HR department:
beth.tice@flaggerforce.com

