

# IN THE LOOP

The Quarterly Newsletter of Midasco, LLC.

Volume 3 Issue 2 ■ Spring 2007

## Signing ■ Lighting ■ Signals ■ ITS ■ Construction and Maintenance

### New Jobs

- 07-05-00: VICO @ College Drive and University Blvd.; Traffic Signal Intersection.
- 07-06-00: American Infrastructure @ I-95 Express Toll Lanes; Electrical and ITS.
- 07-07-00: VDOT Eastern Regional Traffic Signal Maintenance.
- 07-08-00: EV Williams @ NIT South Area Renovations, Phase 6 & 7; Electrical and Lighting.

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## Message from the President

### What's Your Vision?

Once there were three bricklayers. Each one of them was asked what they were doing. The first man answered gruffly, "I'm laying bricks." The second man replied, "I'm building a wall." The third man said enthusiastically and with pride, "I'm building a cathedral for the glory of God."

These three men were essentially doing the same type of job, yet that is where the similarity ends. Of the three, only the third man had the right attitude for achieving success. His ability to see the bigger picture allowed him to look beyond the task at hand. His grand vision focused his energy, giving him the right motivation to succeed.

It may very well be that the third man may never be anything more than a bricklayer. And that's OK. We all contribute in our own way, and there is no profession that's superior or inferior to another. Most importantly, of the three men, he was undoubtedly the happiest and most contented. The others simply saw the job as something lowly and unimportant.

Consider your own job. Whether you're a laborer, project manager, foreman, operator, accountant, superintendent, or administrator ask yourself, does your work have value? How do you contribute to the world? Having the right attitude and the ability to see the bigger picture - only then can you be happy and successful at work.

So, what are we doing at Midasco? Laying bricks? Or building cathedrals? I would argue that we are building cathedrals. Think about it - we are building tomorrow's transportation systems and there is nothing (except possibly the weather) that affects people's everyday lives quite like transportation does. Transportation allows people to choose where to live, where to work, and where to play. Transportation drives the economy. The interstate highway system enabled the United States to become a world superpower following World War II. Transportation is freedom. Our projects enable the public to travel the roadways safely and efficiently. Our projects give people choices, offers them convenience, saves them time. In essence, we give people freedom.

We don't just dig trenches, put up lights, hang signs, shuffle paper, pull wire, pour concrete, or install devices. We are building tomorrow's transportation systems. It's important work, it's work worth doing and it's work that we should be proud of. See the big picture and do a great job whatever your job is! Thank you for your hard work and thank you for your vision.

*Michael Filipczak*  
President

## Fleet For Thought

The summer season is fast approaching which means better weather, longer days and better utilization of company equipment. With the increase in utilization, repairs are more frequent either adverse or scheduled. Scheduled preventative maintenance work is extremely important during this time to prolong the life of the unit and minimize unwanted breakdowns.

**Roger “Gunny” Taylor**, (Equipment Manager), **Al “Colonel” Minear**, (Master Mechanic), **Chuck “The Snowman” Williams**, (Truck Driver/Mechanic), and **Lisa Slane-Stephan**, (Fleet Administrator) is the team behind the fleet in Elkridge, MD. **Mark “Down South” Murray** is the lead and only mechanic for our Williamsburg, VA location.



Also working with the shop is the yard crew which consists of **James “Shorty” Holland**, **Jordan Young**, and **Dave Wilson**. With the demobilization of the Springfield project fast approaching, the yard crew is reshaping and reorganizing the yard to allow for more stock and better utilization of space. While all this is going on, **Joe “The Boss” Teal**, is trying to manage and order all of the supplies and parts for the projects.

We would like to let the men and women in the field know that they are doing a better job with the upkeep and appearance of the equipment but there is always room for improvement. Everyone needs to fill out their daily inspections forms for each piece of equipment on the project no matter if you are not using it that day. This is an OSHA and MOSH requirement and we can be cited for not following the proper procedures. Thank you for your support and **“SAY NO TO RENTALS”**.

*Mark Malamphy  
Fleet Manager*

## Birthday Bash– Employees with Birthdays in the Second Quarter

Christopher Gay 4/2	John Mallinson 5/7	Alexandra Lincoln 5/3
Robert Davis 4/4	Anthony Gilberto 5/7	Steven Hubbard 6/5
Jason Johnson 4/4	Leon Davis 5/11	
Arron Jackson 4/4	Joshua Thompson 5/11	
Jeffry P. Young 4/6	James Hartwell 5/11	
Bradley K. Mattlin 4/7	Lisa Slane Stephan 5/12	
Melvin Mayorga 4/10	Alfredo Morales 5/13	
Charles N. Mason 4/14	Jeremy Campbell 5/14	
Tenea Y. Clements 4/15	Charles Goles 5/14	
Joseph W. Teal 4/16	Cyndi Dosey 5/15	Charles Tamayo 6/17
Kenneth H. Page 4/19	Gregory Gresko 5/17	Scott Schuh 6/21
Santos S. Espinal 4/20	Mack Harrell 5/19	Steven Denning, II 6/23
James Larkins 4/22	Rashard Anderson 5/19	Frederick Daniels 6/26
James Anderson 4/28	Joseph Dudding 5/24	David Wilson 6/17
Alan Minear 4/29	Kim Gonzales 5/28	
Jose Alvarenga 5/2	Timothy Cheek 5/29	



## Idea Corner



The Idea System Launch for Elkridge held on April 30th and Williamsburg held on May 1st was a huge success. We received 10 ideas in the three days following the launch and the ideas are still rolling in. We have received 66 to date. **Rico Renzi** was the first employee to submit an idea to the Idea System. His idea was to have **Sherri Williams** create a reference book with job numbers and cost codes for signing out materials for Joe Teal's office. The idea was implemented "On the Spot" and the reference book is now being used by our Foreman.

Of all the ideas that have been submitted, 50% have been implemented, 41% are in the review stage and 9% were unable to be implemented. Time Savings is the top idea category to date. A Time Savings idea that was submitted by **Kevin Hynes** is to permanently mount Mtags to company vehicles which will save time from trying to track down Mtags that were not turned in. **Lisa Slane-Stephen** is in the process of purchasing permanently mounted Mtags.

We have only received 13 "On the Spot" Ideas, so far. We would like you to submit any idea that you implement "On The Spot" to the Idea System.

**The Winner of the SONY Digital8 Handycam is [Kevin Hynes!!!!](#)**

Thank You for your support by submitting [5 ideas](#) to The Idea System.

Thank you to everyone who submitted their ideas! Let's keep them coming in!!!

We will have another drawing at the end of next quarter during the first week of October.

*Carden Snider  
Executive Assistant*



## Health News—What Happens When You Quit Smoking?

Everyone knows that smoking causes heart disease, cancer and lung problems. We could fill pages on the effects smoking and second hand smoke have on the body. **Ok, but what happens when you quit smoking?**

- ☺ Within 30 minutes of quitting smoking, your pulse rate slows down and blood pressure drops towards normal.
- ☺ Within hours of stopping, the level of carbon monoxide in your blood drops, enabling the blood to carry more oxygen.
- ☺ Two days after quitting, nerve endings begin to recover and your sense of smell and taste return.
- ☺ Within 72 hours of quitting, your lungs' bronchial tubes expand and lung volume increases.
- ☺ Months after quitting, shortness of breath diminishes.
- ☺ In the first year, the risk of heart attack attributed to smoking declines for both men and women.
- ☺ Two to three years after quitting, the risk of heart attack attributed to smoking is virtually gone.
- ☺ After 10 years, the risk of developing cancer is about the same as nonsmokers.



Sounds great, but quitting smoking is never easy. Here are some tips on how to occupy yourself during those spaces in your day.

- take a walk or exercise.
- read a book, magazine or newspaper.
- call a friend you haven't spoken to in a while.
- get a task done on your to-do-list. ( Git-Er-Done!!!)

*Carden Snider  
Executive Assistant*

## Foreman's Reports

Foreman's reports are the way the company gets paid for the work that is completed everyday by the foreman. Without a foreman's report the states that we work in would not be able to record the quantities, areas and locations of work that gets completed daily.

Important things on a foreman's report that need to be as clear and accurate as possible; date, (day or night time), job number, work order number, location of job, items and description. Item numbers are very important. Make sure you have the correct number for the jobs. Quantity is also very important. Quantity has to be clearly marked. Please make as clear as possible footage, cubic yard, lump sum and each. If you make a mistake scratch it out and drop down to the next square and make another entry or throw it away and start over. It is very important to take the time and effort to make an accurate foreman's report for every day.

Please try to fill out a report daily. As we all know, it is hard to remember the next day what was completed the day before. We at Midasco really appreciate all that the foreman do for us everyday. Without foreman Midasco would no longer be Midasco. We need our foreman. We have a good bunch of guys and we appreciate the quality of work that you do everyday. Keep up the good work and take the extra 2-3 minutes to look over your reports before turning them in.



THANK YOU  
*Tony Gilberto*  
*Project Manager*

## Featured Recipe

L.A.'s Recipe for **Yellow Casserole**

*From A Sweet Potato Queen's Guide to Life by Jill Conner Browne*

Five Ingredients, all yellow:

Zatarain's **Yellow** Rice—1 box  
 Cream of Chicken Soup—1 can  
 Butter—1 stick  
 Cheddar Cheese—1 cup  
 Mexicorn—1 can

- Prepare rice as directed on package but omit the butter.
- Mix together soup, butter, corn, 1/2 of the cheese.
- Put in casserole pan, top with remaining cheese.

Bake at 350 degrees until brown.



*LA Brickner*

## Tenea's Tidbit— WHY WE ALL NEED HEALTH INSURANCE!

Health insurance relates to a group of insurance policies which pay for health-related costs when the need arises and according to how each policy is written. We currently offer Medical and Dental Insurance. The need for health insurance was recognized in the early part of the 20th century. **The main reason to have it is simple: it can prevent you from facing financial ruin if there is a catastrophic illness or accident involving you or your family. (i.e.= Cancer, Heart Attack)** At such a time, it is hard enough to deal with your health problems without the added knowledge that huge medical bills are exhausting your savings and future financial independence. You probably already know health insurance is something you should never be without. Please contact me if you are unsure of your eligible date for enrollment. Open enrollment is December 1<sup>st</sup> of each year. Here are some common Health Insurance terms used:



- EOB: Explanation of Benefits (The statement from your insurance plan that itemizes the actions taken on claims that have been submitted including what you are expected to pay and what payment/if any was made to the Physician)
- SPD: Summary Plan Description (A booklet outlining the rules of your plan).
- COBRA: Consolidate Omnibus Budget Reconciliation Act (A federal law that includes important benefits for individuals who lose their employee health insurance because of a loss of job or a death. This law provides the opportunity for individuals to continue the same insurance coverage for 18-36 months. The individual is responsible for paying the full insurance premium. There may also be language in your policy on provisions for continuing the same coverage. The Insurance Commissioner in your state or your employer may offer information on your rights for continuation).
- PPO: Preferred Provider Organization (A group of Physicians under contract that agree to provide services under our carrier that are accessible without a referral. Members must have a primary care physician who is a member of the PPO. You may use providers outside the plan for greater out-of-pocket costs).
- UCR: Usual, customary, and reasonable (A fee controlling system to determine the lowest value of physician reimbursement bases on: 1) the physician's usual charge for a given procedure, 2) the amount customarily charged for the service by other physicians in the area, and 3) the reasonable cost of services for a given patient after medical review of the case. The Insurance plan will not allow a doctor to charge an unusually LARGE fee over this).

So before deciding coverage, please call me to discuss your options. **We have coverage for as little as \$19 per week.**

*Tenea Clements  
Payroll Supervisor*

## Midasco's New Employees— Second Quarter

Jeremy Campbell—Laborer, Elkridge  
 Paul Davis—Laborer, Elkridge  
 Stephen Denning, II - Laborer, Elkridge  
 Joseph Dudding—Laborer, Williamsburg  
 Arron Jackson—Laborer, Elkridge  
 Tulsa Sturges— Project Manager, Williamsburg  
 Michael Sugarman—Laborer/Operator, Elkridge  
 Rick Tormo—H.R. Director

David Wilson—Mechanic, Elkridge  
 Alison Pittman—Admin, Williamsburg



## Human Resources

What an exciting first month this has been! I would like to take this opportunity to thank everybody here at Midasco for making me feel welcome in my new position.

Since you have all taken the time to share who you are with me, I would like to take this opportunity to tell you a little bit about myself. My name is **Rick Tormo** and I have spent the last 8 years as the Director of Human Resources for Magnolia Plumbing and Joseph J. Magnolia out of Washington DC. I decided it was time to find a job closer to home. I currently reside in Frederick with my wife, **Robin** and our two children **Tyler**, 6 and **Morgan** 2.

I earned my Bachelor of Arts degree in Psychology from UMBC and recently completed my MBA degree. I have also completed several human resources certification courses. I was born and raised in Montgomery County, Maryland. You may have heard me speaking Spanish around the office or out in the yard. I am fluent in Spanish, having been born to Cuban and Argentinean parents.

I am very excited to be a part of the Midasco team. As a Director Human Resources, I always have an open door policy. I welcome the opportunity to meet with each of you. What exactly does the Director of Human Resources do? My goal as the Director of Human Resources is to put in new processes for recruiting, hiring and retention of employees, employee incentive programs and policy development. This also includes implementing new employee orientation programs. The Human Resources Department is also responsible for educational training programs. These can be related to benefits, company policy's, employment laws or specific job related trainings.

My job also includes implementing insurance plans, educating employees on their benefits, 401K education and enrollments, staying abreast of changes in employment laws and handling all other matters related to employees that may come up. It is the responsibility of the Human Resources Department to conduct these activities in an effective, legal, fair, and consistent manner. Please know that confidentiality is the number one priority of the Human Resources Department.

My goal as the Director of Human Resources is to help Midasco grow their business in order to reach their company goals and to help employees reach their professional and personal goals. **Please feel free to contact me at: 410-579-6732** in the office, on my cell phone 410-365-4605 or email me at [rtormo@midasco.net](mailto:rtormo@midasco.net).

Thanks,

*Rick Tormo*  
Director of Human Resources



## A Word from Williamsburg—Job 06-02-00

Project **06-02-00** is finally coming to a close. This project consisted of relocating the existing Fiber optic cable, Bored Conduits, High Mast lights, low level street lights, Junction boxes, Cameras and RTMS units for The Virginia Department of Transportation.

There in the beginning this project started off a little slow. Subsequently, a concentrated team effort from **Tracy Hare, Paul Leatherman, Troy Young, Dave Wolf, John Mallinsion, Sandy Stewart, Bob Beno, and Jason Herring** turned this project around by placing it into high gear. I would personally like to thank these employees for their efforts they put fourth to completing this project on time. Job will done, keep up the great teamwork.



*Charles Tamayo*  
Senior Project Manager

## Employee Spotlight- Charles Mason (Williamsburg Office)

**Question:** When did you start with Midasco and what made you want to work here?

**Answer:** I started in May of 2004. I saw a Midasco company truck at a job site on Hampton Roads in James City, Virginia. (Job 04-35-00) . I thought the work was interesting so I walked over and asked the Foreman about available job opportunities.

**Question:** What was the biggest change that you witnessed at Midasco's office in WBG since you began?

**Answer:** I see the company growing and the work we are doing is more extensive.

**Question:** What do you LOVE about your job?

**Answer:** I love that there is plenty of change and that EVERY day is different. I like that there is always something new for me to learn.

**Question:** What have you learned since working here?

**Answer:** Ah, that would be hard to say. I have learned a lot. One thing would be that I learned how to install traffic signals from beginning to end. It is really satisfying to see something thru to completion! I've learned how to work under and above ground with a variety of tasks.

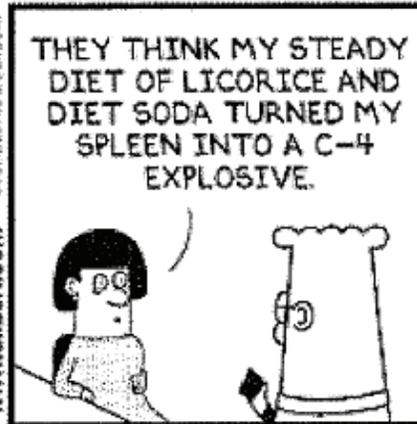
Interviewed By:  
*Tenea Clements*  
*Payroll Supervisor*



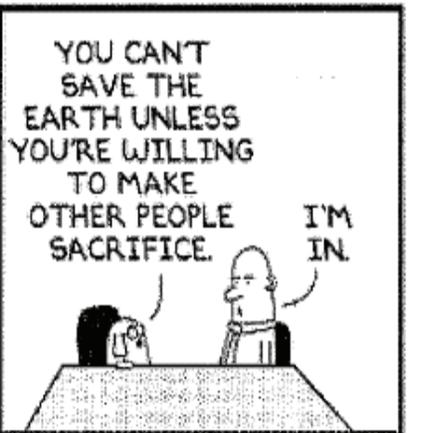
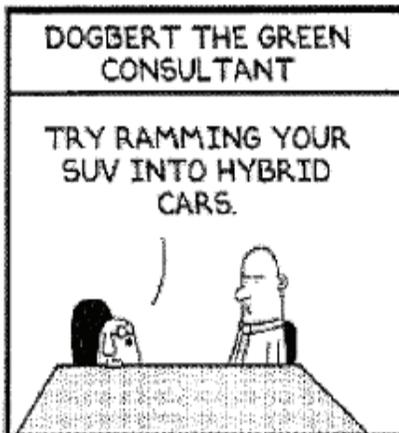
# Dilbert



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## Midasco's 25th Anniversary Picnic Celebration

Our 25th Anniversary Picnic is about a month away. The RSVPs are in. As a reminder:

When: Friday, August 17th  
 Where: Centennial Park, East Area, Pavilion H  
 Address: 4800 Woodland Road  
 Ellicott City, MD 21042  
 Time: 11am-5pm



Williamsburg Employees:

- 🕒 Bus leaves the Williamsburg Office at 7am
- 🕒 Bus leaves Centennial Park, Ellicott City, MD at 5pm

## Where We Stand

**Ready, set, go!** Since the temptation to hibernate during cold overcast days of winter is long gone and the rebirth of spring has past, it is now time to **CRANK IT UP!** We are halfway through the year and have a great amount of work remaining to perform before the winter season returns. We are fortunate to have a full backlog of work securing our future existence in the Baltimore-Washington and Hampton Roads areas for a long time creating great new opportunities for every employee who walks through our doors. We need energetic, enthusiastic and competent people to go on this exhilarating journey with us. We know there will be times when a project or job starts out exciting and positive then it becomes harder and less fun, until it hits a low point-HARD. This is not the time to give up and throw in the towel. The ability to escape the dead ends quickly, while staying focused and motivated when it really counts is what sets the **SUPERSTARS** apart from everyone else. We want **SUPERSTARS** at every level in our organization.

The Management Team over the past several months has reviewed what has worked well and what did not and have planned accordingly. I think we have ensured that we have in place the right plan that will contribute to the success of the company and every employee at Midasco. I am very pleased with our progress thus far and promise to continue my focus on improvements and refinements for our company. Any ideas that you may have would be most welcomed because everyone's efforts and input is crucial for our success. *(Remember to submit your ideas to The Idea System).*

I would like to offer a warm welcome to our newest employees in Elkridge and Williamsburg. To those of you that I have not personally met, I look forward to seeing you soon.

Please remember that we are in the busy travel season and the traffic counts have increased immensely. Please be careful in the work zones and look out for your coworkers. The life you save is someone's child, parent or sibling.

Work hard, play hard, be safe and have a great summer.



Greg Gresko  
 Senior Project Manager

## A Thank You Letter from the Maryland Transportation Authority



**MARYLAND  
TRANSPORTATION  
AUTHORITY**

Martin O'Malley  
Governor

Anthony Brown  
Lt. Governor

John D. Porcari  
Chairman

Susan M. Affleck Bauer, Esq.  
Louise P. Hoblitzell  
John B. Norris, Jr., P.E.  
Carolyn Y. Peoples  
Carol D. Rieg  
Walter E. Woodford, Jr., P.E.

Ronald L. Freeland  
Executive Secretary

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Baltimore MD 21222-2200  
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Construction Division  
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Baltimore MD 21222-2200  
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410-537-7802 (fax)

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e-mail: [mdtaengineer@mdtransportationauthority.com](mailto:mdtaengineer@mdtransportationauthority.com)

[www.mdtransportationauthority.com](http://www.mdtransportationauthority.com)

May 8, 2007

RECEIVED  
MAY 14 2007

BY:.....

Midasco, Inc.  
7121 Dorsey Run Road  
Elkridge MD 20743

ATTN: Mr. Greg Gresko

RE: Thanks for Your Help

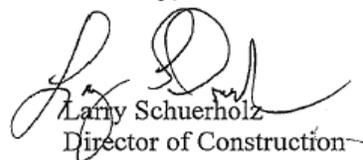
Dear Greg,

The Authority would like to thank you for your assistance and quick response to the serious accident that occurred at the Fort McHenry Tunnel on the morning of April 30, 2007.

The location of this accident affected all south bound routes into the Baltimore City. If not for your Superintendent Rico Renzi and his forces reacting immediately to our request for help, we could have had a potential serious roadway hazard develop.

We are making every effort to minimize traffic delays at the Fort McHenry and Baltimore Harbor Tunnels. Your response to these incidents has helped us greatly in minimizing the impact to the traveling public.

Sincerely,

  
Lamy Schuerholz  
Director of Construction

C: Geoff Kolberg  
Clay Gottlieb  
Dave Rohmer  
Vince Rethemeyer

## Midasco Trivia Contest Answers

1. What was the first official name of Midasco?  
Answer: We were first officially incorporated on August 26, 1982 as Mid-Atlantic Contractors, Inc. That name changed to Mid-Atlantic Steel Contractors, Inc. (partial credit for this answer) in April of 1983 and then to Midasco Incorporated in October 1994. Midasco, LLC was created in December 2005.
2. Where was our first office?  
Answer: Our first office was in the basement of 3716 Court Place in Ellicott City. We moved to 4653 Montgomery Road in 1990.
3. What was the street location of our old yard?  
Answer: Our old yard was located at 1191 Stoney Run Road in Hanover.
4. When did we move into our current building (month and year)?  
Answer: We moved into our current building in February 2001.
5. Who won the contest to name the newsletter when it was first issued?  
Answer: Lisa Hoffman (Craig Hoffman's wife) was the winner. She came up with the name "In the Loop".
6. When was the first newsletter issued?  
Answer: The first newsletter was issued in the spring of 1999.
7. Name or describe one article in the first newsletter (it could be one you wrote!).  
Answer: Many answers here: President's Message; Newsletter Naming Contest; Mo's Moments; A Word from Harry (Leef); Office Move; Benefits Update; Safety and various project related articles.
8. What was the first major piece of equipment that Midasco purchased?  
Answer: The first major piece of equipment we purchased was a Ford F-700 bucket truck (#301). It was purchased in 1994 and we used it until 2003. However, our first National (#303) was ordered in 1993 but we did not take possession until 1994 after the bucket truck.
9. What was first Midasco job? Who was the General Contractor?  
Answer: Missing? It wasn't printed in the previous newsletter, so we will have the answer in the next newsletter along with another trivia contest with some easier questions.
10. What was our first sign job?  
Answer: Our first sign job was in 1991. It was I-95 at Occoquan with McLean Contracting. The total contract amount was \$244,000.
11. Our first electrical job?  
Answer: We started our first two all electrical jobs in the summer of 1995. One was I-270 at Middlebrook Road with Kibler Construction (\$951,000). The other was I-695 at Bear Creek with Wagman (\$218,000).
12. What was our first Prime job?  
Answer: Our first prime job was with VDOT, mostly signing, in Hanover and Henrico Counties. It had a value of \$408,000 and was started and completed in 1997.
13. What was our first job with Corman Construction (not rebar)?  
Answer: Our first non-rebar job with Corman Construction was a joint venture with Corman and James Julian in 1992. It was at US 50 and 301 and had a value of \$1,041,000. It was mostly signing with some rebar.
14. What job was the farthest location from the Maryland office?  
Answer: The job that was the farthest from our Maryland office was a signing job, Greenville, South Carolina.

### AND THE WINNER IS: Craig Hoffman

Not only did Craig answer 7 questions correctly—he was the only one to submit answers at all! Craig wins a gift card. Congratulations Craig!!!! **Craig wins a gift card!!!**

Kathy Conti  
CFO



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Fax 410-579-6794

**Signing · Lighting · Signals · ITS**  
**Construction and Maintenance**

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**Reminder:** Friday, August 17th is our  
25th Anniversary Picnic!!!



## **LET'S TALK SAFETY– Defensive Driving – Safety-conscious drivers prevent accidents**

Defensive driving is driving to prevent accidents, in spite of the incorrect actions of others or adverse weather conditions. Drivers who are safety-conscious have developed good habits and practice them daily. Every time they get behind the wheel, they remember to:

- **Keep alert and focus on driving.** Keep the mind free of distractions and concentrate on the road. Road hazards can pop up in a split second, and you may not catch them if you're fiddling with the radio, talking on your car phone, scanning the newspaper headlines, or putting on makeup in the rearview mirror.
- **Obey all traffic laws.** Pay attention to changing speed limits and other posted warnings. Make a full stop at stop signs. And remember, a yellow light means slow down and prepare to stop, not speed up and try to beat the red light.
- **Be courteous to others.** Give other drivers a break. Road rage leads to accidents. Defensive drivers take it easy and get home safely.
- **Adjust your driving to suit weather conditions.** Driving on wet or slippery surfaces is not the same as driving on dry surfaces. When the weather is bad, slow down and adjust your driving time and habits to the road conditions.
- **Stay a safe distance from the vehicle ahead of you.** One vehicle length for each 10 mph is the minimum distance for safety. This gives you time to apply your brakes gradually so that you don't go into a spin or grind to a stop so quickly that the vehicle behind you runs into you.
- **Anticipate traffic problems.** Defensive drivers constantly scan the road and look for potential problems—for example, curbside vehicles pulling out into traffic without warning, drivers running stop signs and red lights, unexpected stops and turns by other drivers, drivers changing lanes without signaling.



When you get behind the wheel of any vehicle, remember that defensive driving is a full-time job. The most dangerous mile you have to drive is the one directly ahead of you.

*Mike Anderson*  
*Safety Manager*

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