

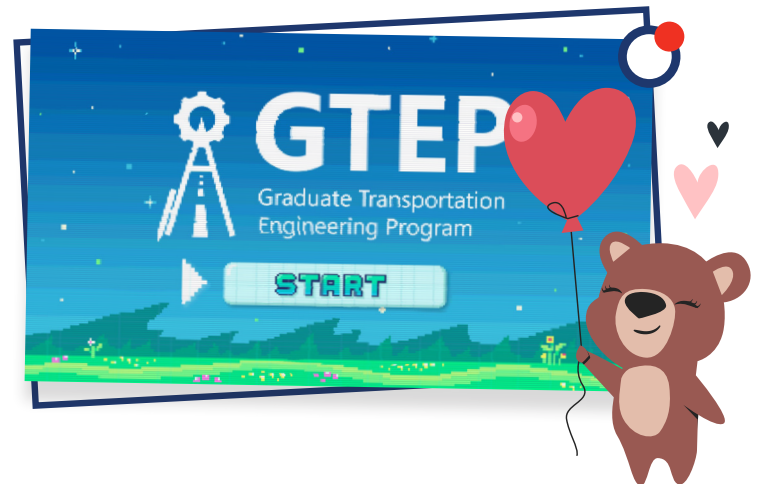
FEB 2023

MONTHLY NEWS

## GTE Video

We are excited to share our newest recruitment video for the Graduate Transportation Engineering (GTE) Program! While our Graduate Transportation Associate Program (GTA) allowed entry-level engineers to gain experience in one discipline, our GTE program was developed to give new TDOT employees the opportunity to level-up their skills through hands-on experience in multiple disciplines to help them best choose their career path. The GTE program is a real-life example of what TDOT will look like under EPIC and IPD initiatives, as new employees will gain an understanding of each division and contribute to meaningful projects from the get-go.

Recent or soon-to-be graduates with a bachelor's or master's degree in engineering, construction/project management or concrete industry management are eligible to participate in the GTE program. The application for the 2023 GTE Program is now live! Applicants will be able to submit an application through Wednesday, March 15th. If you know anyone who may be interested in applying, please pass this video (located [HERE](#)) along and direct them to the GTE Program website.



Click [HERE](#) to visit the GTE Program website.

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RAISES

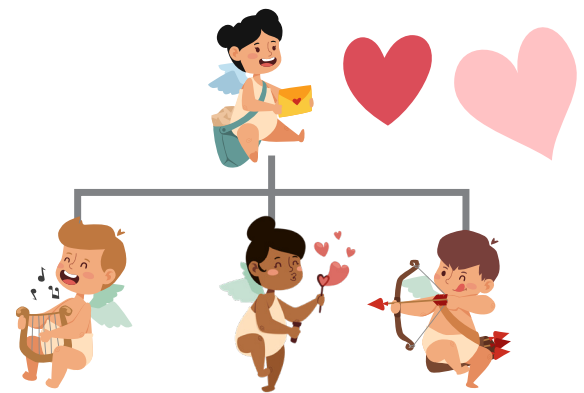
EPIC NEWS

## EPIC Raises

Recently, Commissioner Eley announced 1,200 of our employees received raises on the first of February. A majority of these employees were front-line workers. Through EPIC, it has been our goal to be more competitive and ensure we retain our top talent by paying our employees as close to market rate as possible. We will provide further updates as we continue to implement our EPIC compensation plan.

## New Classifications Series Approved by DOHR

The Department of Human Resources (DOHR) has now approved new classification series which include maintenance, project management, leadership and engineering. This is the first step required for EPIC implementation. You can visit our EPIC News & Updates page [HERE](#) to learn more information on these classification series.



## The Matrix Organization

**What is a Matrix Organization?**  
A matrix organization is defined as one in which there is dual or multiple managerial accountability and responsibility. In a matrix there are usually two chains of command, one along functional lines and the other along project, product, or client lines.

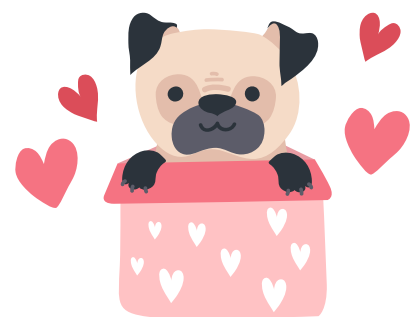


### Why the Matrix?

The matrix developed as a natural evolution of organizational structures in answer to a very definite real-world need. The need was for an organizational form capable of managing limited resources. The conventional hierarchical management organization could not cope with the recent very large and very complex programs, projects, and problems, and for managing limited resources. The conventional hierarchical management organization that had to be processed, and added complexity and the enormous amount of information that had to be processed, and the conventional management theory was of little help in solving these new and unique problems.

## Matrix White Paper

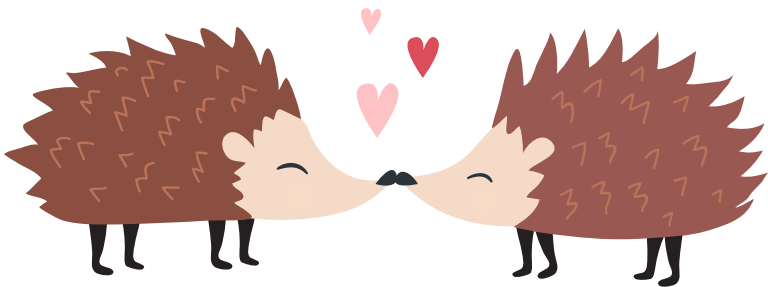
We have created a matrix white paper to help our employees understand why we are transitioning from a conventional hierarchical management organization to a matrix organization. We shared this document with our preconstruction directors during our EPIC Business meeting last month. Click [HERE](#) to learn more.



Floating Maintenance Video

Almost every morning, a parade of heavy machinery pulls out of TDOT's Region 1 Headquarters in Knoxville to tackle the big jobs that keep our roads open and safe. These heavy machines require the specialized skills of our Floating Maintenance team to operate and maintain.

In this spotlight video, we met up with TDOT's Floating Maintenance team in Region 1 to get an inside look on a day in their life. Watch the team in action by clicking [HERE](#).



Want to get involved or have feedback? Click here!