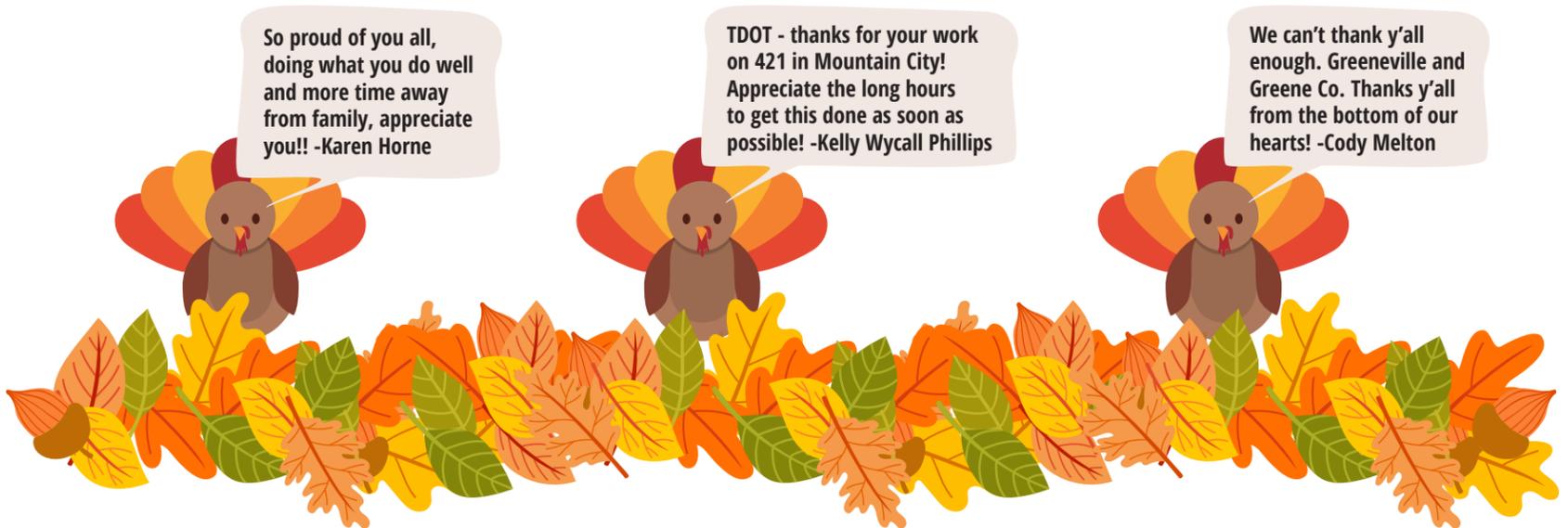


### Giving Thanks to Our TDOT Family

As we prepare to celebrate Thanksgiving, we want to take a moment to reflect on the incredible dedication, talent, and heart each of you brings to our TDOT family. Every day, you demonstrate what it means to empower people and influence culture—whether through innovative solutions, supporting one another, or delivering exceptional service to the people of Tennessee.

This holiday season reminds us to pause and appreciate the meaningful connections we share and the collective impact we make. Together, we're building a culture that uplifts and inspires, paving the way for a brighter future—not just for TDOT but for all the communities we serve.

Below you will find some heartfelt comments from the public shared on social media, expressing gratitude for the hard work and dedication of our employees.



As we reflect on this season of gratitude, more than 2,000 employees participated in the 2024 Engagement Survey. Although we are still combing through your responses, here are a few statistics that highlight your commitment to TDOT:

- **82% of respondents** said they intend to continue working for TDOT for more than three years, with **71% planning to stay for five years or more and 11% planning for 3-5 years.**
- An inspiring **90% of respondents** agreed with the statement, *"I am proud of the work I do."*

Your engagement is invaluable, and we're grateful for the insights you've shared. Our goal is to provide a comprehensive report on the full results soon. Ensuring your voices are heard is a top priority, and we remain committed to finding ways to empower our team and foster a positive, inclusive culture at TDOT.

Thank you for your hard work, resilience, and continued dedication to making TDOT an EPIC workplace: Empowering People, Influencing Culture. We are truly grateful for each of you and the unique contributions you bring to our team.

Wishing you and your loved ones a safe, joyful, and restful Thanksgiving!

### Exciting Career Opportunities and Updates

We're excited to share that TDOT HR has posted more than 30 new opportunities for employees to explore and apply for during the month of November! These openings are a great chance to take the next step in your career and continue making an impact within TDOT.

In addition, we've created a new page on **TDOT EPIC Careers** to share the latest divisional org chart for **ASSET MANAGEMENT**. Be sure to visit TDOT EPIC Careers regularly for updates, as we'll continue adding new org charts to keep you informed about our evolving structure and opportunities.

Thank you for your continued commitment to empowering people, influencing culture, and shaping TDOT's future!

