

HR CORNER By Megan Stone, HR Supervisor

The end of 2018 is near, but we are still moving full speed ahead. Griffith Company has seen a lot of exciting changes including new team members, new projects and new initiatives. Even though we have grown in many ways, we still have the same values and hold the Griffith Way at the top of our priority list. When we bring in new team members, it is important to help them understand the Griffith Way and how we operate. To help our employees understand who we are, we formed the Quarterly Onboarding Information Sessions. We invite our new hires for the quarter to meet with our managers and executives to hear about important topics such as The Griffith Way, Safety, History, Structure, Training, Systems, and Accounting/Operational Procedures. Everyone plays a role in helping new team members to be successful here at Griffith. We post our new hires on SharePoint, announcing their joining of Griffith Company, so when you encounter a new member of the team, please help to make them feel welcome.

One of the ways that all team members can connect with one another is to get involved in some of our company initiatives. We have a lot going on right now including GC4C, training programs, SharePoint development, campus recruiting, and many more. Griffith Company for Community (GC4C) is a

community service committee that began in 2016. Since the kickoff of the committee, Griffith employees have been involved in various service efforts in the communities where we work and live. One initiative has been to partner with the ACE Mentor Program to mentor high school students in their path toward career discovery. Ben Walnum has led this effort by mentoring a group of students at La Habra High School who have an interest in the Architecture, Engineering and Construction fields. He has spent many hours working on projects with them, coordinating activities and helping them to understand more about the industry. Students who stay engaged in the ACE Mentor Program are eligible to receive scholarships and build lasting relationships with industry

professionals. Thanks for all the hard work on this, Ben! Training has also been a big focus this year and will continue into 2019. We have come a long way in our training efforts and have much more to accomplish. Dan Leeper has led several training sessions for the Project Management team and is always willing to share his knowledge with others. We really appreciate all of the hard work that Dan puts into these trainings. Tristan Holtz, Shahin Agahzadeh, Starr Stallings, Steve Ruelas, Ron Pierce, Ben Walnum, Dave Diaz and others have stepped in to help lead some training topics and we appreciate all they have done to support the development of our teams. If anyone is interested in providing training to others, please contact Human Resources.

At this point in the year, we are immersed in benefit planning for 2019, so I want to encourage everyone to take some time to get to know your benefits. Griffith Company's benefit plans provide excellent coverage to you and your dependent family members, so it is important to know what is available to you. If you experience a qualifying life event during the plan year such as marriage, birth of a child or loss of coverage elsewhere, reach out to Katelynn Jimenez so that she can walk you through the process of obtaining coverage. The Human Resources Department is here to assist you so please feel free to reach out to us with any questions you may have. On behalf of the HR team, I wish you all a wonderful holiday season!

SAFETY CORNER By Randy E. Franklin, CSP, Corporate Safety Director

The Power of Great Safety Observations

Safety observations have been around for a couple of decades now and are universally understood to be the backbone of any great safety program. Griffith Company has a safety observation process through Safety Mojo. Front line supervisors and managers are asked to complete one safety observation per week. Most are committed to this process. Sadly, many are not.

Safety observations are golden opportunities for front line supervisors and managers to engage with workers on safety issues. Taking a photo of a worker wearing PPE and submitting it as an observation is nearly a wasted effort, especially if no conversation took place. Stopping a worker who is about to use a cut-off saw without a face shield and having a calm, polite discussion on the importance of protecting one's face and eyes is the type of safety observation that makes a difference. Any great safety observation will be accompanied by a conversation that surrounds the observed behavior. The whole idea is to observe at-risk behaviors, have a conversation about it, and have an agreement that the at-risk behavior will change going forward. That is the real power behind Safety Observations; the in-field opportunity for Griffith leaders to authentically engage with workers and have meaningful discussions around safe and at-risk work behaviors.

I would like to challenge each foreman, superintendent and manager to make November the month where we start to practice meaningful and authentic Safety Observations each week. The ones that include a real conversation about work behaviors. The ones that can really make a difference.

Griffith Grapevine

Four members of the Griffith Company family had a golden opportunity to attend Game 3 of this year's World Series between the hometown Los Angeles Dodgers and the Boston Red Sox. Elaine Aguilera (Receptionist), Josh Williams (Foreman),



Kathleen Penner (Contract Administrator) and Ron Roberts, Jr. (Recruiter) were all the fortunate winners of a company-wide raffle for the game tickets. The foursome had a great view of the game action as they were seated not too far behind the

Dodgers dugout. Elaine, Josh, Kathleen and Ron are thankful to Griffith Company for providing this type of opportunity for its employees.



Carlos Moreno, reported that his son's soccer team, the Oceanside Breakers, has made history by advancing to represent the Southwest Division of the Super Y League (SYL) in the North American Finals in Bradenton, Florida. The boys are the youngest Oceanside Breakers team to ever qualify for a National competition. Carlos Sr. is very proud of his son, Carlos, who'll be competing on December 3.

Condolences go out to Kash Khan and his entire family on the death of his father in September.



Project Manager Linda Hynds reported that her team helped out the fire department on the Manchester Square Demo project by allowing them to train in the units to be demolished. Captain Ken Willahan of LAFD was grateful for the training opportunities and said, "This hands-on training is invaluable for our younger firefighters and

for our seasoned members alike. The ability to simulate real life scenarios and situations is the training that prepares us best for the real thing. One of our Department's mantras is: 'Train as if your life depends on it, because it does'. You should know that your assistance could possibly save a life some day!" Southern Region Foreman,

Birth Announcements

Congratulations to Brad Olson, Estimator/PM for the Concrete Division. Brad and wife, Nita,



welcomed baby girl Sofia Luna Olson on June 11.

Congratulations to Tim Solum, Project Manager for the Underground Division. Joyce Racheal Solum was born on October 8 at 7:30pm and weighed 8lbs 6.7oz. Tim says,



"Big Brother Johnathan loves his baby sister and helps Nina and I as much as possible."

Griffith Company News

The Griffith Company News is published four times per year in order to keep our employees better informed of Griffith Company events and accomplishments.



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Griffith Company News

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CHAIRMAN & CEO'S CORNER



By Tom Foss
Chairman & CEO

Time to Say Goodbye

This is my last contribution to the newsletter as your Chairman and CEO.

There are many heartfelt words that I want to say, but I will limit them to just a few. As you may know, I started with Griffith Company in 1978 as a laborer and except for a few years, I have spent my entire career here. I have loved every minute. What has made my time so enjoyable is the Griffith people. At every turn, I was taught by those who walked before me. When I came on as a laborer, experienced laborers showed me the ropes. When I became a foreman, it was the same. When I came into the office as a trainee estimator, senior estimators spent the time to get me started correctly. And of course, as I started up the ranks of management there was always someone leading the way. I, too, have always shared the knowledge that comes from hard work and experience with those around me. I have always done my best to help others be successful. That is the magic of Griffith Company. As I depart, I see the strength of our culture is mature, and the magic that makes us Griffith Company is

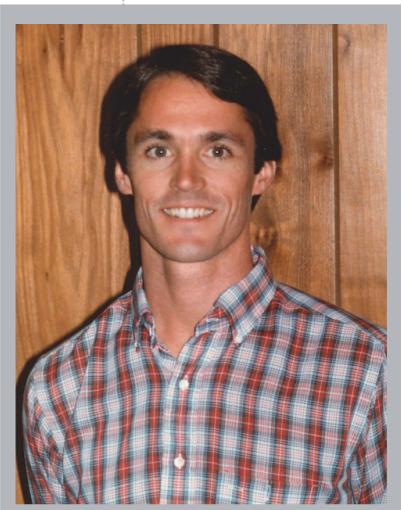
in place. We have never been stronger as a company. The executive and management teams are young, strong and prepared for the future. They will continue the upward success of Griffith Company.

Our corporate structure of Regions and Divisions adds incredible strength to the Company, helping to fulfill our Vision Statement "to become the contractor of choice." And, in so many of our markets we have become just that, the contractor of choice. Now that we are pursuing alternative delivery projects our reputation will help to open that market for us as well.

During my tenure I have seen great growth and development here at Griffith Company. I'm proud to have been part of such a great team. As I say goodbye,

it is time to welcome our next leadership team. Jaimie and Ryan are ready and able to take the reins and lead us to the next level. We are in such a good place as a company, I have complete faith in our ongoing success. I know this because our future is in good hands--all of you.

Thank you for your support. You have made this a wonderful experience for me.



Griffith Company is an equal opportunity employer and an employee-owned company.

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Upcoming Events:

- Tuesday, December 25**
Christmas Day
- Tuesday, January 1**
New Year's Day

- Monday, March 18**
Annual Stockholders Meeting & Quarterly Board Meeting

Visit us on the Web at:
www.griffithcompany.net





Jaimie Angus

Gas Tax to Stay in Place: Future Funding Looks Good

By Jaimie Angus, President

Prop 6, the proposition to repeal the new gas tax, was defeated on November 6. This is a major milestone for our industry and Griffith Company, as SB-1 was passed in the Legislature to increase the gas tax by 12 cents to help repair our crumbling infrastructure. This means that over the next 10 years \$52 Billion will be generated. This additional revenue will help to keep our industry more stable, allowing us to plan better for the future and help with workforce development. The highs and lows of our industry have always made it very difficult to retain and train a good workforce without a promise for future work.

The future for Griffith Company looks very bright with this guaranteed funding. We have a record backlog and the potential for increased margins with a continual revenue stream of new work. Our Industry raised \$35 million for the defeat of Prop 6, the largest amount of money raised for a construction issue I have seen in my career. Griffith Company was an industry leader in the effort to pass SB-1 and defeat Prop 6. Our team made hundreds of phone calls, met with dozens of contractors and participated with AGC and other associations to get this done. Tom Foss, as his last hurrah for the industry, spent countless hours fundraising, meeting with the Governor and his team and helping Southern California Partnership for Jobs in their outreach efforts. I thank all our employees for getting so involved in this issue and a special heartfelt thank you to Tom for his extraordinary efforts.

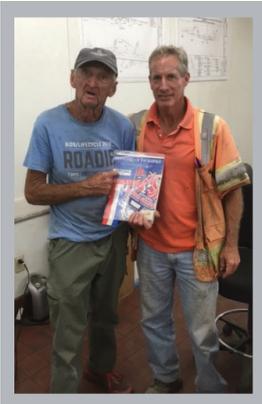
As part of our Griffith Way we believe we have an obligation to support our industry through involvement in industry associations. We also believe we are to be politically aware and make our views known to protect the best interests of our industry, company and employees. Tom Foss's efforts on Prop 6 certainly exemplify our values and set an example for us to follow in the future. Our industry will be well funded for the next ten years, for which we all can be very grateful.



Tom Foss rallies the troops to Vote No on Prop 6. He personally visited several Griffith Company projects to educate our field forces on the importance of the vote.

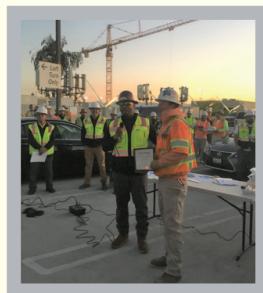
KUDOS KORN E R

Nearly three years ago, Superintendent **Dave Schmidt** befriended 81-year old Ronnie Wald. Ronnie would use a vacant dirt lot with rocks and rubbish, adjacent to our N. Spring Street Project, to hit golf balls. Dave found out that Ronnie had aspirations to compete in the Senior Olympics, so Dave sponsored him to participate locally. Because of Dave, Ronnie was able to fulfill this dream by qualifying



has been actively involved with NAWIC Orange County as well as with a similar organization, Women in Construction Operations (WiOPS). Mercy will serve a 1-year term as a Director up until September of 2019.

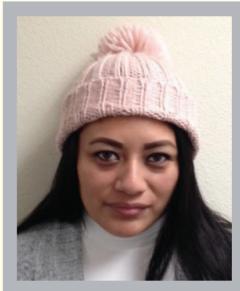
On November 15 at the Delta Terminal 2 & 3 Modernization Project monthly stand down, our carpenter foreman, **Dave Brozowski**, was recognized for his commitment to safety while working on this project. Dave



for the 2017 Senior Games in Birmingham, Alabama, and secured the title of 5th place overall. He was very proud to come back and share his story with Dave after the games. Kudos to Dave of our Structure Division for making a difference in the community!

Mercy Canul, Project Engineer for our Southern Region, was recently appointed as a Board Director for the Orange County chapter of the National Association of Women in Construction (NAWIC). Mercy

and superintendent Scott Trotter have been working diligently on this project, often on nights and weekends, and are currently beating their budget while getting the work done safely! This was a well-deserved recognition from our client, Delta and LAWA.



On July 27, Regional Safety Manager Danny Cortez recognized Foreman **Mario Suales** for his work ethic and pro-active safety performance. Mario was hired in 2012 as 2nd period apprentice and joined our team with passion and enthusiasm. Over the last two years, he was asked to run work as a foreman and respectfully recognizes all his mentors for his achievements and success. Mario has recently completed the Woodley Compton airport project and is proud to be part



of the Griffith family, Southern Region. (Mario on right)

Michael Grider of the Central Region was recognized in August during a site visit to Bakersfield. Michael was



observed performing multiple duties that required multiple thought processes, and he completed each task in a safe and professional manner, always keeping his safety awareness level up.

Guy Duplantier, Superintendent of our Southern Region, was recognized in August for successfully completing his Safety Trained



Supervisor for Construction (STSC). Congratulations on your accomplishment and on continually building on your education, Guy!

Martin Zendejas has been with Griffith Company for 12 years, 2 of which as an exceptional line setter for the Concrete Division. His safe work ethic and positive attitude have been



noticed by many, and Regional Safety Manager Danny Cortez recognized and presented a token of appreciation to Martin. (Martin on right)

Arturo Magallanes of our Landscape Division has been in construction landscaping for 20 years. In 2013 he started with Griffith Company as an



apprentice, and in one year Arturo quickly proved that he was capable of running his own crew as a field foreman. Regional Safety Manager Danny Cortez said he's certain it's Arturo's positive attitude and dedication, even under challenging circumstances, that's led to this; he is a valued employee who is constantly seen promoting safety throughout each project. Thank you, Arturo, for always staying optimistic and encouraging our guys to think safe.

Kash Khan recognizes LULEP Superintendent **Joe Roa**: In conjunction with the proactive efforts of LAWA Safety Manager, Madeline Vaughn, Joe helped keep several members of the public from injury; helped prevent a potentially newsworthy incident of property damage; was personally compassionate to the individuals in need; communicated with and assisted local authorities, and possibly even saved

lives. He did this by being observant of his surroundings, thinking quickly, taking swift and decisive action, and communicating clearly with those who needed to take action. All of this was done in respect to an incident that was unrelated to the project but was near enough to our operations to be observed and action taken. Joe is an example of proactive leadership and safety that we can all aspire to. My hat goes off, and my thanks go to Joe.

Kash Khan recognizes LULEP Project Manager **Francis Dehnad**: Francis put a tremendous amount of work into a permit training presentation — not only with all the data he gathered from third parties, but also the hours he put in over the last month. We appreciate the extraordinary effort. It shows



his commitment and will go a long way to helping the team feel prepared for all future projects. And his presenting next steps as questions really helped everyone feel like they were part of the process. That's the kind of inclusion that'll help us work better as a team. Nice work, Francis.

Griffith Company Wins Safety Award Of Excellence

On October 26, Griffith Company stacked up yet another safety award, this one coming at AGC of California's Annual Conference in Lake Tahoe. We won 1st Place in the Safety Award of Excellence for the Heavy/Civil/Highway Division: 600,001 – 1 Million Worker Hours Category. Dan McGrew (Vice President, Business Development) accepted the award on the Company's behalf. Griffith Company is proud of this

award and considers the safety of our employees as one of its core values.



Camp NAWIC

This summer, Griffith Company hosted Camp NAWIC, a week-long event intended to expose high school girls to the construction industry and related career options. The young women who participated volunteered their time to educate and acquaint themselves with the use and safety of power tools, hand tools, personal protective equipment, heavy equipment and more. Each of the ladies built their own toolbox and contributed to the building of a tiny house that was donated to the Turning Point Foundation. The project was a success, and we look forward to doing it again next year! For more information on NAWIC, please visit www.nawicoc.org.

