



GRIFFITH COMPANY NEWS

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Annual Picnic and Awards Issue



GRIFFITH
COMPANY

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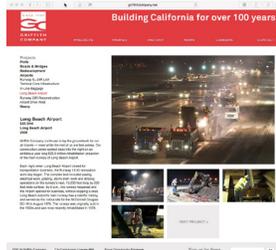
Upcoming Events

Friday, December 7
Board of Directors Meeting

Thursday, November 22
& **Friday, November 23**
Thanksgiving Holiday

Tuesday, December 25
Christmas Day

We're on the web:
www.griffithcompany.net



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



PICNIC 2018

This year's Annual Safety Picnic was held on May 19 at Oak Canyon Park in Orange County. We had over 750 attendees, and the theme was All American Sports. Many showed support of their favorite team by wearing themed apparel, and we even held a softball tournament where winners received medals. If you couldn't attend this year's picnic, we hope you'll be able to next year. Save the date now in your calendar—it'll be on Saturday, May 18, same venue, new theme, and we'll be bringing back the softball games!



Griffith Company Honors Excellence

Each year is challenging when it comes to the judging for our annual Excellence Awards. We encourage our managers to nominate those with stellar performance and congratulate all the winners.



Project of the Year- Meadows Field Runway Rehabilitation 12L-30R

The \$14 million Meadows Field Runway Rehabilitation Project in Bakersfield for the Central Region is this year's winner.



Project of the Year: Meadows Field Runway Rehabilitation Project

Environmental restrictions prompted the team to devise a new staging plan that accelerated the project. Our crews worked around the clock to ensure our commitments were met — the Griffith Way.

Our team utilized a GPS Total Positioning System to perform the HMA paving on the 100' wide runway. The Airport District commented that our work was "the best paving they ever had at the airport." To accomplish this successful project, the team utilized the tools in our Project Management Procedures including extensive pre-construction planning, weekly

planning and cost budget meetings while keeping strong collaborative relationships with the Construction Manager, Inspector and airport staff.

A hat tip goes to the project team of Eric Eucce, Project Manager; AJ Robinson, Superintendent; Paul Sisco, Jason Brown and Joe Archuleta, Foremen; and Walt Weishaar, Regional Manager and Estimator.

Superintendent of the Year- Scott Miles

Scotty Miles is the ultimate team player. Many times, he handles the entire project from the estimate to the final bill



Superintendent of the Year:
Scott Miles (middle)

acting as Estimator, Project Manager, Project Engineer and Superintendent. Most of these are small "oddball" projects

that are each different and challenging, but Scotty was able to put almost \$15 million in place for 2017. Because his projects are so different, he is diligent in planning and scheduling the work such that it meshes with the core projects in the Central Region's volume.

When it comes working with our owners, Scotty gets high marks. He works diligently to resolve all issues at the lowest possible level and fairly considers the interests of all stakeholders. He is an asset to Griffith Company. Congratulations to Scotty on winning Superintendent of the year!

Foreman of the Year- Clarence "Paul" Sisco

Paul Sisco was the managing Foreman on four projects in the Central Region during the 2017 construction season with a total over \$16 million at 21% gross gain. In all cases, Paul's projects are habitually well thought out and scheduled to complete ahead of time.

Paul has a can-do attitude. He is the first to recognize that success is driven by the team; not just the Griffith Team but the whole project team. Because of his preparation and collaboration, he has

an excellent rapport with the various owners, so they regularly request him as the Foreman for their next project. Congratulations, Paul!

Foreman of the Year- Carlos Moreno

In 2017, Carlos Moreno was instrumental to our success on three tough projects in the Southern Region with BNSF Railway, Cal State San Bernardino and the City of Pomona, each of which tracked well above our anticipated margin. And, just like Paul, these agencies request Carlos back on to the next project!

Carlos has success because of his planning, scheduling and execution. This was very evident on the BNSF job which was fast-tracked with lots of changes. He communicated a good plan, had his work laid out well and completed the project early. The Paving plan he and the Team devised and executed may be one of the all-time best paving operations in the Company's history! Kudos to Carlos!

Estimator of the Year- Jason Spear

In 2017, Jason Spear of the Southern Region personally bid just under \$300 million of

work and was low-bidder on just over \$181 million. That is 62% hit rate by dollar. This amount includes the largest



Estimator of the Year:
Jason Spear (middle)

solo venture project ever won by Griffith Company. Jason's department put out 262 bids and was low on 42 of them for a 16% hit rate. In dollars, the total bid amount is \$716.3 million and low bid is \$220 million for a dollar hit rate of 31%. That is fantastic!

While he was winning work, he was also rebuilding his department; training, recruiting and building the team. The best part is that Jason wants to win every bid he pursues. This is contagious and makes the bid room a fun environment. Well done, Jason!

Project Manager of the Year- Dan Leeper

Dan Leeper of the Southern Region has directly contributed



Project Manager of the Year:
Dan Leeper (middle)

to the success of the region. He effectively managed 18 jobs by himself in 2017 with a gross gain of 17%. And in the process, he successfully used the PMP manual to schedule, execute and document what occurs on the projects to protect our interests.

Dan has been a huge contributor for Company initiatives as well, taking time to train PMs and PEs on various facets of our operation. In addition, he has volunteered in GC4C, helping pave a parking lot for a homeless shelter, taking collections for Toys for Tots and putting together bicycles for Together We Rise. Dan, congratulations on your efforts and award!

Office Professional of the Year- Stephanie Gulmatico

In 2017 the Southern Region put \$84 million in the ground, and Stephanie Gulmatico dispatched a significant number of man-hours, equipment, and



Office Professional of the Year:
Stephanie Gulmatico (middle)

materials. She manages a very heavy workload daily, often facing very stressful situations. But through it all she has a smile on her face and a genuine desire to connect with every one of our Superintendents and Foremen.

Stephanie excels in effective communication with our management group in the office as well as the field personnel. She is a team player that balances the different agendas in her environment, always trying to do what's right for everyone involved. Way to go, Stephanie!

Project Engineer of the Year- Mercy Canul

In 2017, the six projects in the Southern Region that Mercy Canul was involved with had a gross gain over 17% and the document management was exceptional, closely following the PMP Manual procedures. But more than that, her forward thinking led to early submittal approvals and timely RFIs to keep her projects on schedule.

Mercy is multi-faceted, involved with training other engineers, helping in recruitment, volunteering for GC4C and representing Griffith Company with the National Association of Women in Construction and Women in Construction



Project Engineer of the Year:
Mercy Canul (middle)

Operations. Already, early in her career, she has become a great asset for us. Congratulations, Mercy!

Service Awards

Congratulations to the following people who have reached milestones in their careers at Griffith Company:

- | | |
|--|---|
| 35 Years
Dave Diaz | VP/Field Operations Manager |
| 30 Years
Dan McGrew | VP Business Development |
| 25 Years
Ricky Chairaz
John Cook
Jeff Damon | Structure Division
Structure Division
Southern Region |
| 20 Years
Clay Arcelus
Mike Garcia
Emilio Palomino-Martinez
Jose Rangel | Southern Region
Central Region
Central Region
Underground Division |
| 15 Years
Scott Angus
Robert Gomez
Juan Gomez, Jr.
Francisco Rojas
Scott Trotter
Joe Tuttle
Johnny Ybanez | Southern Region
Southern Region
Concrete Division
Concrete Division
Structure Division
Southern Region
Underground Division |

Young Achievers

Below is a list of this year's award winners:

High Achievement in Academics awards went to Brayden Cox, Aiden Ruelas, Aileen Gomez, Andrew Carpenter, Aniyahry Chanthavong, Annabelle Binkley, Annie Trinh, Arissa Navalta, Aubrey McGrew, Austin Aukerman, Ava Medina, Blake Carpenter, Brandon Shearer, Brennan Gulmatico, Carter White, Cassandra Malafa, Cassid Cisneros, Chloe Pulido, Christopher Fowler, Cole Mago, Cristina Carrillo, Diego Ruelas, Durood Khan, Edward Gomez, Elizabeth Alvarez, Emma Blomeley, Forbes McLure, Gabriella Ruelas, George Alvarez, Gregory Malafa, Harper McLure, Isabella Ruelas, Janie Latimer, Jayse Reyes, John Beam, Jonathan Malafa, Kai Koenig, Kayla Pulido, Kelsey Luna, Kierstin Dunaway, Kylie Devoto, Kylie Mago, Landon Medina, Madison Gulmatico, Madison Loftis, Makaela Broad, Marcus Ramirez, Marlene Lemus, Mckayla Reed, Noor Khan, Olivia White, Owen Weishaar, Prisila Zamora, Ray Gulmatico, Robert Ramirez, Ryan Blomeley, Samar Rana, Shayna Cope, Timothy Malafa, and Zachary Weishaar.

Most Improved in Academics awards went to Ashton Harris and Brennan Gulmatico

Arts/Sports/Community Service & Music awards went to Aiden Ruelas, Alahna Chanthavong, Alyssa Shearer, Andrew Carpenter, Aniyahry Chanthavong, Annabelle Binkley, Annie Trinh, Arissa Navalta, Ashley Mendoza, Aubrey McGrew, Blake Carpenter, Brandon Shearer, Brennan Gulmatico, Carson White, Carter White, Cassandra Malafa, Chloe Pulido, Christopher Fowler, Cole Mago, Cyrane Pahimna, Diego Ruelas, Ella Cope, Emma Blomeley, Forbes McLure, Gabriella Ruelas, Gregory Malafa, Harper McLure, Haylei

Nunley, Isabella Ruelas, Jasmine Pahimna, John Beam, Joseph Lemus, Kai Koenig, Kayla Pulido, Kelsey Luna, Kierstin Dunaway, Kylie Devoto, Kylie Mago, Madison Gulmatico, Madison Loftis, Marcus Ramirez, Mckayla Reed, Nolan Dennis, Olivia White, Owen Weishaar, Ray Gulmatico, Robert Ramirez, Ryan Blomeley, Timothy Malafa, and Zachary Weishaar.

The Young Achiever Program's mission is to support Griffith Company kids in their efforts for excellence in the same spirit of celebrating the hard work of their parents. Everyone that is participating in the Young Achiever Program is doing a great job, and we encourage all of you to work hard and stay focused.

If you would like to get more



information about our program, send an e-mail to ya@griffith-company.net or call Megan Stone at 714-984-5527.

Important Note: Employees with breaks in service must resubmit an enrollment form for their child in order to reenlist them, and all enrollee forms and award submittals must be received by the due date in order to be considered. Due date will be announced.

SAFETY CORNER

Every year we present awards for our safety program's top performers. The awards are based on criteria that includes Tool Box Meetings, Job Observations, Incident Rates, and Costs resulting from losses. The district with the best mix of the criteria is the recipient of the "Best of the Best" award.

This year we were pleased to present the Best of the Best award to Southern Region.

Safe Driver Award – In order to become eligible for the raffle pool, employees must drive the entire year without incident, citations or complaints. Consecutive years lead to multiple tickets in the raffle pool. This year's raffle winner of the coveted \$500 Home Depot gift card was Dale Langston of our Central Region.

General Safety Raffle – In order to be eligible for this raffle pool, employees must remain injury free and without citations and must also have completed and submittal their required daily safety forms consistently for the entire year. Multiple, consecutive, injury-free years lead to multiple tickets. The first prize, a \$500-Nordstrom gift card, went to Brandon Turner of the Southern Region. The grand prize, a Hawaiian vacation, went to Ismael Macias of the Southern Region.

Congratulations to our winners for making safety a #1 priority!



Safety Award: Best of the Best.

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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