



GRIFFITH COMPANY NEWS

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**GRIFFITH
COMPANY**

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Upcoming Events

Wednesday, July 4

Independence Day

Monday, September 3

Labor Day

Friday, September 7

Board of Directors Meeting

We're on the web:

www.griffithcompany.net



A Manager's Perspective:

By Mike Carpenter, Jr. Division Manager, Environmental Services

As a full-service contractor since its inception in 1902, Griffith Company continues to innovate and add services for its private and public-sector clients on their projects throughout California. This history of excellence has now been expanded with exciting work opportunities in the environmental arena. Our new Environmental Services Division will develop, train and manage environmental capabilities and add value to our projects while we increase the knowledge to our project teams.

I'm Michael Carpenter, Jr. and the leader of the new Environmental Services team. I have worked in the environmental service industry for more than 28 years with

expertise in waste management, waste treatment, recycling, transportation, disposal and environmental contracting. I have an undergraduate degree from USC (BS) and Masters of Environmental Science Degree (MS) from Cal State Fullerton.

We are currently managing existing internal projects- making recommendations and establishing strategies to save Griffith Company tens of thousands of dollars. Whether it is hazardous material removal or soil remediation, the training, management and team work we bring combined with regulatory

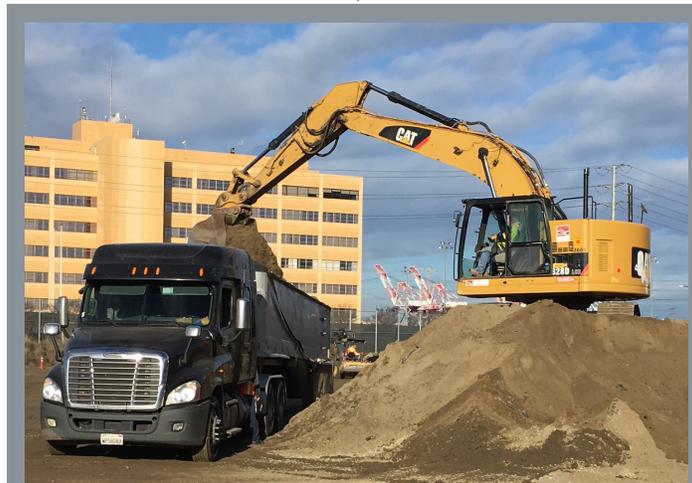
and industry knowledge will allow us to gain experience and reduce cost on future work.

And while we're helping the Regions with their current projects, we are actively bidding on new projects all over Southern California. We have been established for less than four months, bid over \$5mil of work and booked just under \$1mil in revenue. Our primary goal is to build our volume and perform our work profitably, but we would also like to create a culture of environmental knowledge with systematic approaches to common remediation problems. As our division grows in knowledge and experience, our project teams can internalize most environmental issues and safely provide solutions to our clients and team mates.

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White Lane crusher plant after fire. We have sampled the soil and are assisting the cleanup.



Removal of 4,000 yards of hazardous soil from Harbor Plaza with the former office building of the Port of Long Beach as a background.



Tom Foss

We Are the Owners

by Tom Foss

In the last newsletter I spoke of the importance of the Griffith Way, about becoming the "Contractor of Choice." To accomplish this, we need to be intentional in how we do our business. Our Mission and Vision Statements are very clear about who we are as a Company, what we do and what we want to become. These ideas should affect the way we do business each day and certainly add to our success. As a Company we are 116 years old with the heritage of three generations of the Griffith family. We are 100% employee owned, but we have inherited and earned a company that is built on the principles passed down to us from the Griffith family. It is our responsibility to protect and grow our Company. Since it is our Company, the extra effort and hard work we put in benefits us, the stockholders.

Whether you are processing AP's or receivables, helping to manage a project on a Project Team or estimating our next job, the discipline that comes from being an owner (which we are), makes all the difference. Whatever responsibility you have here at Griffith Company, your attitude and concern as we follow our Mission and Vision Statements will continue to make us successful.

Since the rainy season has passed and we are off to a good start this year, now more than ever is a good time to stay engaged and disciplined. We have a good backlog and the projects we have are off to a strong start. It is now up to us to keep focused and bring in a good year. Each one of us needs to do our part.

Let's do this and we will be celebrating at yearend!

President's View: Stop the Repeal of the Gas Tax

by Jaimie Angus

In November we will be voting to stop the repeal of SB-1, the gas tax bill. Conservative Republicans are campaigning to repeal it. They are for bettering our infrastructure, but insist that there is enough money from existing taxes to maintain our roads. Currently our state lacks adequate funding to address a shortfall of deferred maintenance of our local streets of \$7.8 billion per year and \$5.7 billion per year on State highways.

They argue that government spends the existing taxes inefficiently so the Democrat controlled legislature raised the gas tax rather than making cuts

in other programs. Well, I wouldn't disagree that our government is inefficient but we as voters vote many things in that make our government spend more. The primary reason we need an increase in our gas tax is very simple, it has not been raised since 1994. Inflation has caused the money to fall short of its original spending power (40% less) with less money being collected due to high mileage and electric vehicles. A gas tax is the best means of taxing the ultimate user of the roads. It is



Jaimie Angus

a pay as you go fee, which we all would agree is best.

Currently the state of California has the second highest share of roads in poor condition in the nation with

4 of the 5 cities with the worst road conditions in the nation. SB-1 sets performance goals by 2027 of (1) at least 98% of state highway pavement in good to fair condition; (2) at least 90% level of maintenance of potholes, spalls, and cracks; (3) 90% of culverts in good or fair condition; (4) 90% or better

transportation management systems in good or fair condition; and (5) at least 500 bridges repaired.

SB-1 will give our industry a sustainable budget for a continual flow of work making it easier on our company to plan our future, have a sustainable workforce and provide employees with steady work. Please help our industry stop the repeal of the gas tax by voting in November. If you would like to do your own research, Southern California Partnerships for Jobs would be a good website on which to start.

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In early May, the Environmental Services Division has completed training for 14 of our new team members. This training

Company, with the vast talent base of the existing team members, we look forward to integrating environmental

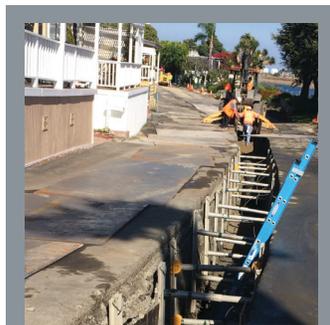


The final solution of a removed hazardous soil stockpile from Parking Lot "E" and LAX.

is meeting the standards for OSHA 29 CFR 1910.120 allowing the Griffith Company workforce to work onsite to complete several of the environmental projects on our schedule. To date Griffith has 17 employees with the required training to work under OSHA 29 CFR.

In closing, please stop by my office in Brea to say hello or email me with any questions you may have. At Griffith

solutions to the existing client base to pursue new and profitable opportunities.



Provide consultation for Utility Installation at Belmont Shores Mobile Estates.

2nd Annual Griffith Women In Construction Luncheon

On March 9, over 40 of Griffith Company's women employees gathered at the Brea Embassy Suites to attend the "2nd Annual Griffith Women in Construction Luncheon". The women came from our Bakersfield, Brea and Santa Fe Springs offices as well as from project sites. In addition to some good food and great networking, the ladies were treated to an empowering talk, "5 Secrets to Career Advancement", by Susan Howington, an author and CEO of Power Connections an Orange County outplacement services firm.



Thanks to Cassandra Malloy, Megan Stone, Katelynn Jimenez and other members of Griffith Company's Culture Committee for their efforts in organizing such a rewarding event for the women of our Company.

KUDOS K O R N E R

Congratulations to **Jamie Qasim**, HR Assistant! Jamie graduated from Cal State Fullerton with her Bachelors of Science degree in Psychology. Jamie has been a tremendous help to the HR and Safety departments. Her ambition to learn and wonderful personality will take her far in her career.



Dan McGrew was recognized by the State Assembly for his contribution to the construction industry and advocacy.



On April 12, Apprentice Laborer **Kai Welton** (left) of our Southern Region was recognized by Regional Safety Manager Danny Cortez for his consistent safety

performance and exceptional attitude during his work at POLB Pier E project. Danny stated, "I've observed Kai all week and wanted to make sure his hard work and attitude for safety didn't go unnoticed... Keep up the good work!"



On April 26, **Bob Amaral**, MGJV night Superintendent, was recognized at LAWA's monthly safety meeting for his active safety participation that greatly contributes to ensure workers and

passengers are safe as well as avoiding FAA security issues. This is the second time Bob has been recognized by the LAWA team for his safety efforts. In January Bob was recognized for obtaining his Safety Trained Supervisor-Construction certification. Thank you, Bob, for your continued safety support and for leading by example!



Griffith's 2018 Summer Interns Are Ready To Make An Impact

This summer, Griffith will be employing 15 interns to support our Project Managers, Estimators, Project Engineers and field teams. The interns will be coming from schools such as Cal Poly Pomona, Cal State Fullerton, Cal State Long Beach and UC Riverside. In addition to the immense learning that will come from their day-to-day tasks, the summer interns will also engage in several activities that will enhance their understanding of Griffith and the heavy civil construction industry as a whole. This particular group of summer interns seems very excited and motivated, so we are looking forward to their start in June. Please be sure to welcome the summer interns that are staffed in your office or on your project site.

Griffith Grapevine

Birth Announcements:

HR Supervisor **Megan Stone** and husband Mike welcomed their 2nd child on April 11. Benjamin Michael Stone weighed 6lbs, 15oz, and is baby brother to big sister Harper.



Congratulations to Estimator/PM **Marlon**

Buenaventura of our Concrete Division on the birth of his baby girl, Margaux, born April 26, weighing 6.14lbs.



Safety Director **Jason Gilles** and wife Nicole welcomed a baby boy on April 28. Welcome, baby Luke!



In Memoriam

Curt Waggoner's mother, Gloria Sue Waggoner, 77, of San Bernardino, CA passed away on Wednesday, March 28, in Menifee, CA. Gloria was a devoted wife, genealogy researcher and mother and will be forever remembered by her family.



Retiree **Frank Senteno** passed away peacefully in his home in Long Beach on April 2. Frank



was born June 3, 1921 and would've been 97 years old this year. Condolences and prayers to Frank's family.

Retiree **William Storrs Griffith** passed away on January 28 in Pacific Grove, California. Bill served two years on the USS Morris DD417, earning nine battle stars for action in the Aleutians, South Pacific, Philippines and Okinawa. In this battle, the ship was hit by a Kamikaze. Bill was 93 years old and leaves his wife, Ruth, whom he married in 1973; his daughter, Lyn; Ruth's daughter, Janice, and several nieces and nephews.



of facilitated conversation topics during lunch. Among the many topics that were covered during the Conference were achieving work-life success, keeping talented women engaged, creating a safety culture, women mentors, personal branding, and why male buy-in matters. From left to right are the Griffith women that attended the Conference: Starr Stallings (Regional Accounting Manager, Southern Region); Heather Harris (Project Accountant); Tina Hutton (Business Manager, LULEP Joint Venture); Mercy Canul (Project Engineer); Kathleen Havoonjian (Senior Business Systems Analyst); and Denise Denapoli (Regional Accounting Manager, Central Region).

SAFETY CORNER

This Guy Murphy

By Jason Gilles, Safety Director

I have worked on many projects and with countless people through my career. Construction forces us to become comfortable with ever-changing environments and new people to work with; something I have come to enjoy. Even though our environment changes on a daily basis, I cannot help but recognize that someone follows me from project to project. Moreover, even though we think we are doing everything we can to be safe, every time he shows up something bad happens. I cannot get away from this guy Murphy.

Yes, I am talking about Murphy's Law: If something can go wrong, it inevitably will. We must push for a culture in which nothing can go wrong. Of course, this begs the question, on dynamic jobsites, is it possible to eliminate every hazard? Ultimately, that doesn't matter and shouldn't discourage us from trying to eliminate every hazard so nothing can go wrong. For we will only achieve our best results when we plan all our operations to our 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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