



GRIFFITH COMPANY NEWS

VOLUME 39, ISSUE 2

JUNE 2020



**GRIFFITH
COMPANY**

Inside this Issue

A Manager's Perspective	1
CEO's Corner	2
Executive Vice President's View	2
2020 Internship program	3
Griffith Photo Competition	4
Griffith Grapevine	4
Safety Corner	4

Upcoming Events

Monday, June 15
Submittal deadline for Young Achievers

Send submittals to ya@griffithcompany.net. Although the picnic was canceled, we will still be administering our annual awards. Safety Awards, Excellence Awards, Young Achievers' winners, and the Service Awards will be announced soon. Stay tuned!

Friday, July 3
Company Observed Holiday in lieu of Independence Day

Monday, September 7
Labor Day

Monday, September 14
Board of Directors Meeting

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



A Manager's Perspective:

By Edgar Martinez
Assistant Division Manager, Landscape Division

The Landscape Division has had an extremely busy start to the year. Although the economy has seemingly come to a halt around us, we have been fortunate enough to continue business as usual with some added COVID-19 safety precautions. Our team has made an excellent effort to maintain safety while continuing our daily operations.

The Landscape Division has overcome some challenges these last two years that has grown our team's experience which set us up for a great 2020. We ended April with \$5.5 million

in work completed which is well ahead of our business plan while keeping a strong \$30 million in backlog. The first 4 months of the year we have already been low bidder on \$6.5 million worth of work with the majority being backlog for next year and beyond. With exciting new changes to our estimating team, we have expanded our wealth of knowledge as well as profitable opportunities in new markets.

This year also marks new challenges for our field as we continue to expand our areas of expertise. In the past we would

install no more than 20,000 SF of rock blanket in any given year making it a small portion of our work. Over the last 6 months, our rock blanket crew has installed over 316,000 SF of rock blanket. That's over 15 times the amount we have ever done with over 100,000 SF still planned for the remainder of the year. Late last year when we started installing large quantities of rock blanket, we quickly realized it was not our area of expertise. Collaborating with our new superintendent Jose Correa and foreman Kevin Baltazar, we figured

continued on Page 3



Rock Blanket Crew Installing Arizona Rock Cobble in 10" of concrete (photos taken pre-COVID-19)

CEO'S CORNER

What a Difference a Few Months Make

By Jaimie Angus, President & CEO



Jaimie Angus

My last newsletter article was about our success in 2019 and a bright future forecast. Two weeks after we went to press, our world was turned around. COVID-19 was introduced to California, and Governor Newsom shut down the State for all non-essential businesses. Thanks to the hard work of AGC of California, construction was deemed an essential service. We have been very blessed to all have been working. I thank all of you for doing your part in wearing your PPE's, masks, gloves, using hand sanitizer and social distancing. We have had a few employees self-quarantine with potential symptoms but no confirmed cases. The Governor has issued Executive Orders during the pandemic that make it more difficult to do business. There have been changes to unemployment, sick leave, Workers Compensation and the ability to gather in groups of more than 10. Rules vary by County and City and are different depending on the size of the workforce. The last three months have been a challenge to keep abreast of these changes and protect our company. We use many sources for this information, but AGC of California has been the best. Our Human Resources Director, Megan Stone, and our Corporate Safety Director, Randy Franklin, have done an amazing job of staying informed and instituting and educating us on the appropriate safety protocols.

The world has changed quickly...where do we go from here? We have canceled all business travel, social events and in-person Manager's meetings. We even reluctantly cancelled our famous Tahoe Stag event, the first time in over 40 years. We are all feeling the effects of this pandemic, so please keep a positive attitude and pay special attention to those around you. COVID-19 is not over. Yes, we are currently starting to re-open, but the economic impact will be long lasting. Although SB-1 has provided sustainable funding for highways and roads, the long-term budgetary changes are still unknown. But Griffith Company is ready, financially strong with ample backlog to get us well into next year. So keep up the hard work and be considerate and kind to others as we all go through this together.

Executive VP'S View: Strength Through Adversity

By Ryan Aukerman, Executive Vice President

As 2020 continues to evolve into our Country's and State's most difficult year in modern history, Griffith Company continues to forge ahead. Our company has been through many trying times on our 118-year history, yet we always come out stronger. Our company and people are tough and resilient--I am so proud of how we have responded to these trying times. Our operations' teams quickly adjusted to building projects with a new level of safety protocols while replacing

many face-to-face meetings with web-video conferencing. Kudos as well to our IT department for working diligently to get all our projects and employees set up to operate in this new format. They also had the foresight to begin this effort well before the pandemic hit as an effort to make us more efficient and nimbler in times such as these.

As Jaimie eluded to in his article, we are not certain what



Ryan Aukerman

the future holds for funding, but the current landscape is still very bright. Our private and public works bid schedules continue to be very full, and we have been

successful on many recent bids. With our LULEP project approaching closeout, we have a great opportunity to bring some really great and talented people back to Griffith which now allows us to spread our wings and take on

more work successfully. Our training initiatives continue to progress with a large focus on educating and improving our field forces, along with creating great reference materials. The material being generated from this effort under the leadership of Dave Diaz will benefit and support our company for years to come. I look forward to watch as we rise to meet this current challenge. We'll look back on 2020 as a defining moment in our history.

continued from Page 1

out how to adjust our crew to quickly increase productions and salvage budgets. The quality of work that came with the change has come to be the best in the industry. So much so that Caltrans District 8 has used our rock blanket projects as a standard for their inspectors to compare new work. This has also given us an edge on bidding new work as a package along with the rest of our landscape work as rock blanket continues to be large portions of Caltrans projects.

Another new challenge presented itself this year on our new \$13.5 million North Coast Project in the City of Carlsbad. This job is a 3-year long job that

will present great opportunities as an anchor project to expand into the San Diego market. To begin the job, we had to import approximately 20,000 Cy of Topsoil. This quantity was a challenge in itself for our division. The topsoil also had to be installed at night within an 8ft-wide planter that was 8 miles long at the centerline of the 5 Fwy. With careful planning and advice from both Ryan Aukerman and Scott Goglia, this operation was a major success for our division as well as great earthwork experience for our team.

The amount of growth our division has seen in a short amount of time has led to the

formation of great leaders. Horacio Hernandez and Frank Varley being our division anchors with their wealth of knowledge and experience have helped guide our young team both in the office and in the field. One thing that has improved our tight knit team's efforts is the consistency in our daily communication, be it good news or bad. I see a flow in our team between Project Accountants, Project Managers, Superintendents, as well as Foremen. This has kept everyone on the same page to help strive towards our division's goals. I would like to take this time to thank the Griffith Family for all the advice and help the Landscape Team has received!



Griffith Company will kick off its 2020 Summer Internship Program on June 1. This summer, we will have 16 interns onboard with us across our 3 offices and on some of our larger project sites. This crop of summer interns hails from 6 different college campuses. Seven of the 16 interns were with us in 2019, and 6 of those 7 interns are currently employed with us. Please make our summer interns feel a hearty Griffith welcome.



Olive Trees being Staged at Magic John Park Project (photos taken pre-COVID-19)

1st Quarter Winner: Griffith Photo Competition

Kudos to Jeff Zimmerman for being the 1st Quarter winner of our recently launched Quarterly Photo Competition. This Competition provides a platform for our Project Managers, Estimators, Project Engineers and Superintendents to showcase compelling photos from their respective projects. Jeff won for his photo of a PCC paving pour at our Pier E project at the Port of Long Beach. The 1st Quarter runner up consisted of a team from our Los Angeles Sports & Entertainment District project (Luis Cervantes, Henry Hernandez, Joe Tuttle, Chris Martinson, and Joe Martinez). This team's photo was of a paving operation at Parking Lot J of Sofi Stadium. The winner and runner-up team earned awards of \$50 and \$25 Amazon gift cards respectively. We are anticipating some more great photos for our 2nd Quarter – submissions are due June 19.

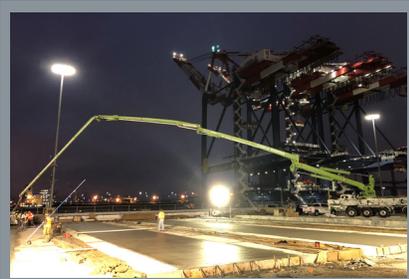


Photo by Jeff Zimmerman



Team: Luis Cervantes, Henry Hernandez, Joe Tuttle, Chris Martinson, and Joe Martinez

Griffith Grapevine

Congratulations to **Denise Denapoli** of our Central Region whose youngest daughter, Kris, gave birth on May 9 to 7lbs 7oz Audrey Layne Liberty. Congratulations to Kris and her husband, Logan, on their baby girl!



On April 23, the POLA San Pedro Waterfront team moved the bell from the Heavy Cruiser U.S.S. Los Angeles. Brian Diaz, a veteran from the Navy Seals, was honored to lead the bell's transportation to its new home inside the Los Angeles Maritime Museum. We could not have made this



happened without the Port of Los Angeles and Marifrances Trivelli from the Maritime Museum.

SAFETY CORNER

Safety Leadership in Uncertain Times

By Randy E. Franklin, CSP, Corporate Safety Director

As we battle through the global pandemic that is COVID-19 while also dealing with high heat and humidity and a whole host of other construction related issues, sometimes it is necessary to step back a little bit and reflect on safety leadership and how culture and field supervisors drive the safe work performance of an organization.

"Employees who exercise supervisory functions shall, to the extent of their authority, furnish employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm. They shall also comply with the occupational safety and health standards applicable to their agency and with all rules, regulations, and orders issued by the head of the agency with respect to the agency occupational safety and health program." This is known as the OSHA general duty clause.

Be leaders in supervision. Seek to know and understand the rules and regulations that govern our work. Seek to lead by example and personal commitment. Do not accept unsafe work behaviors. Hold people accountable for safe work activities such as THAs, toolbox talks, and regular jobsite inspections. Set the example by wearing your PPE at all times, and make sure you enforce PPE rules with everyone on the project, including subcontractors. When an incident does occur, take maximum responsibility to conduct a timely investigation and report the incident immediately, not the next day. Make sure our workers get the immediate medical care they may need if injured on the job, and immediately notify the Safety Department that you have taken a worker to the clinic. Ensure post-incident drug-testing protocols are followed for all workplace incidents. Take responsibility, accept and distribute accountability, and ensure integrity and reliability in the safe performance of work. That is The Griffith Way.

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.



GRIFFITH
COMPANY

For more information contact:

Cassandra Malloy

(714) 984-5500, ext. 5572

cmalloy@griffithcompany.net