



GRIFFITH COMPANY NEWS

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GRIFFITH
COMPANY

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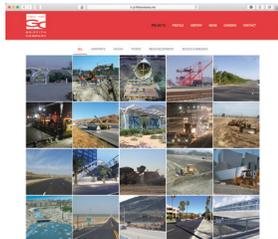
Upcoming Events

Monday, December 2
Board of Directors Meeting

**Thursday, November 28
& Friday, November 29**
Thanksgiving Holiday

Wednesday, December 25
Christmas Day

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



A Manager's Perspective:

By Mike Fenley
Division Manager, Underground & Structure Divisions

It is an exciting time in the Underground Division...

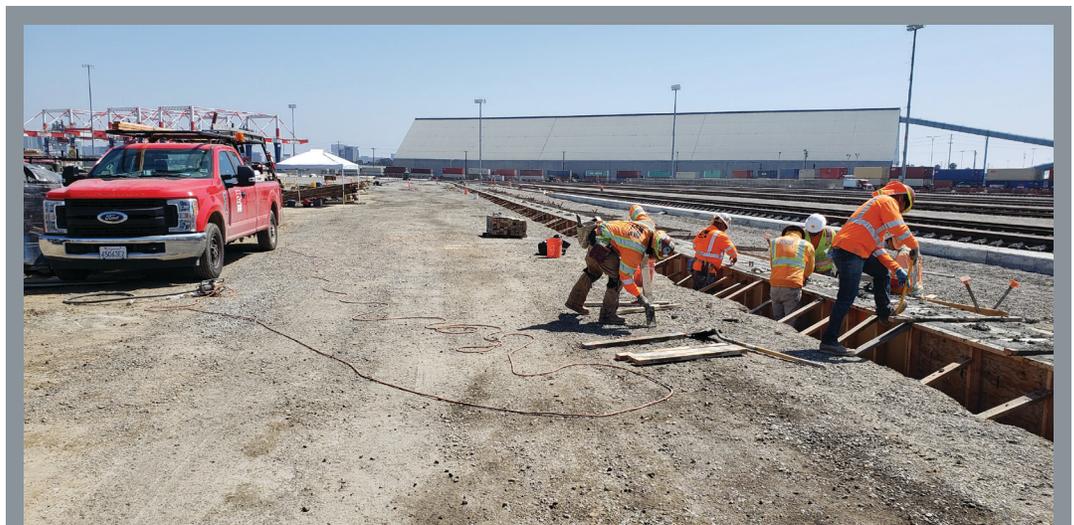
The Underground Division is alive and well, and, as most of you know, things are pretty busy out there. For the last couple of years, we have been working all over Los Angeles. We have been out at LAX. We have been working from Pacific Palisades to UCLA. We have been down in Long Beach on Pier E. The division is even gearing up to head out east for a little while. We have been working with a lot of private clients as well as public clients. It is a busy time.

Pier E has been an anchor project for our division. The

job has been a hub for us over the last two years. The project has a lot of moving parts and pieces that required extensive coordination. Under the leadership of Chris Gansen, the team focused on preplanning, efficient work flows, and back-up schedules in case anything needed to be adjusted. As with everything we do, cost and schedule are of the utmost importance. Understanding cost is key, and the crews on Pier E established goals and pushed one another to achieve them. This level of accountability and empowerment is something all of us here at Griffith Company can be proud of. Great job, team!

We have also been working out at Magic Johnson Park. The project team has been pushing, and progress is visible everywhere you look. We have knocked out sewer, fire water, domestic water, and some of the storm drain systems. We are currently gearing up to tackle the toughest portion of the project with the installation of the 84" diversion structure and mainline feed to the storm drain pump station. Josh Gerlek and his team have done an excellent job maximizing opportunities to get as much built as we can on track and within budget. Keep up the good work!

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Trench Drain Installation at Pier E – Port of Long Beach

CEO'S CORNER

Annual Stockholders Meeting: How Are We Doing?

By Jaimie Angus, President & CEO



Jaimie Angus

Recently we had our Annual Stockholders Meetings for 2018. It was exciting to share our results with our stockholders and see old faces as well as meet some new ones. We meet to inform our stockholders of ESOP Trustees' roles and responsibilities and ESOP eligibility, vesting, distribution rules, qualifying events, contributions, dividends and share price. We shared the exciting news that this year's share price increased by 7.5%. We also shared the past 10-year history of our share price, net worth, revenues and profits. I love to see the excitement in the room as we share this information and show how all our hard work has paid off. In addition, we share the business side of contracting with years of cash flow, backlog, work acquired, capital expenditures and our business plan versus actual results. We share this information to show how you play a special role in the outcome of our business results as we strive to be a best-in-class contractor.

This year we invited Senior Project Managers to showcase some of our larger and more interesting projects currently under construction. Some of the projects included California Highspeed Rail, 24th Street, BNSF yard, Pier E, Devil's Gate Dam, and Los Angeles World Airport's LULEP Project. Ryan Aukerman gave a report on our current operations and ongoing training efforts. Our field teams are doing an amazing job building our projects at or better than our budgets. I would like to give kudos to them for a job well done. Without the hard work of our trained tradesmen and our hard-working Foremen and Superintendents this level of success would not be possible. With the solid economy and strong funding, it looks like there is no slowing down in the next few years. So, congratulations, stockholders, and keep up the good work!

Executive VP'S View: Summer Interns Have Once Again Come, Gone and Stayed

By Ryan Aukerman, Executive Vice President

Griffith Company recently completed its 2019 Summer Internship Program where we employed the largest number of Interns (17) ever. Our interns came from 8 universities and were deployed in our 3 offices and at some of our projects like Devil's Gate, LULEP and Pier E. As Griffith Company has endeavored to create ample learning opportunities for our full-time employees, a similar focus has been on our summer interns. In this spirit, we facilitated intern tours of two project sites (Devil's Gate and Pier E), and of two of our partner sites (Thompson Pipe and Vulcan Materials). Additionally, our interns were trained on

The Griffith Way of estimating and project management and were given access to several of our Project Engineers and Estimators who agreed to serve as a pool of mentors.

A highlight of our intern learning was individual meetings with our CEO/President, Jaimie Angus. He shared The Griffith Way, his industry experience and career advice. There are not many other companies, if any, where the CEO spends time mentoring interns as we do. The interns concluded their experience with presentations



Ryan Aukerman

to our managers about their learning experience and accomplishments.

One of our interns has transitioned into a Project Engineer, and 10 others are staying on during the school year. This is due in large part to the quality experience that Griffith Company has provided. Former and current interns have raved about how much they have learned here – sometimes in comparison to peers at other companies much larger than us. This is chiefly due to our managers who have given our

interns challenging experiences. We hope that our interns will share their experience on campus and help create a buzz about the wonderful opportunities at Griffith Company for interns and full-time employees.

I would like to commend our HR department along with all of the men and women of Griffith Company that helped bring in quality-level interns and gave them a rewarding and knowledgeable experience in their time here. It is our responsibility to not only help train the pipeline of new talent coming into the company but also the new talent coming into our industry as a whole.

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We have been keeping busy with projects for private clients. We worked for Caruso in Pacific Palisades on a storm drain improvement project.

Plaza by having us install an underground storm water detention system. We are starting a new project with AECOM/Hunt at the United

The Underground Division is also gearing up to start moving forward on Griffith Company's first CM at Risk project for Inland Valley Development Agency. A project nearly seven years in the making—Mountain View Avenue—has some underground components. There is an extensive storm drain system that runs the length of the project that will require several bio-filter units to be constructed. The project will also include some waterline relocation work and new water system upgrades that will be installed in a newly constructed bridge. It is fun to be part of a new project delivery system, and we look forward to interacting with the team.

ours is a people industry and working together to achieve our common goals is the best way to build any project. We need to stay focused on damage prevention and the discipline of the business. Most importantly, we need to remember to be safe out there. It is an exciting time to be part of the Underground Division. Have fun and keep up the good work.

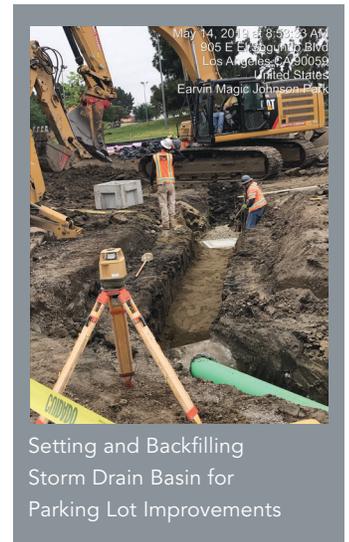


Pier E RCP Installation

We finally wrapped up the Southwest Air Terminal 1 and 1.5 projects for Hensel Phelps at LAX. We have been helping PCL with their improvements to the Anderson School of Management at UCLA. Webcor has been utilizing our services at the New Century

Airlines Hangar facility, and we have been requested to help PCL start the first phase of demolition at the Conrac facility for LAX. It is good to see that relationships in the industry are still important; after all, the construction industry is a people industry.

As we are all busy, it gets easy to lose track of things and overlook significant everyday tasks. We need to stay focused on our goals and objectives. We need to remember that



Setting and Backfilling Storm Drain Basin for Parking Lot Improvements

KUDOS K O R N E R

A belated congratulations to some of our Excellence Awards winners who were unable to attend the Safety Picnic in May:

Mike Brown won Foreman of the Year, and **Emilio Palomino Martinez** won Craft Worker of the Year. Both Central Region winners were surprised and honored when presented their awards in front of their crew who were very happy for them.

Jose Luis Mesino-Lopez of our Underground Division also received Craft Worker of the Year—this is the first year that Griffith Company has given this award, and we had 2 winners this year!

We had several employees earn the STSC designation in 2019 from the BCSP – Board of Certified Safety Professionals: **Scott Trotter, Tom Handwerk, Levi Pivovarov, Jason Mora, Josh Gerlek, Josh Williams, Chris Gansen, George Alvarez, Tyler Novak and Carlos Romero**. Their knowledge of safety standards and practices ensure safer worksites, and Griffith Company recognizes these safety leadership roles along with the importance and responsibility that first-line supervisors bring to our workplace – job well done!



Mike Brown



Emilio Palomino Martinez



Jose Luis Mesino-Lopez (middle)

Griffith Grapevine

Birth Announcements:

Congratulations to **Aaron**

Ennis from Corporate Accounting and his wife, Michelle,



on the birth of their daughter, Addison, born on August 20.

Henry Hernandez of our

Southern Region and his wife, Evelyn, welcomed baby boy Elliot Ernesto Hernandez



on July 2. Congratulations!

Congratulations to **Baktash Karimi** of our Southern Region

and his wife, Jeena, whose son, Haris Karimi, was born July 17 at 7:13pm.



Please join me in Congratulating **Carlos Romero**

of our Southern Region and wife, Susy, in welcoming their new addition, Sebastian Romero.



Baby Boy Sebastian was born April 15 at 3:44am.

Anita Basurto from Dispatch is in Heaven! She's proud to announce the birth of her 9th grandchild: Gardiner



Angell II was born on April 10 at 12:02am, which brings the current count to 3 boys, 6 girls.

Please join me in Congratulating **Luis Cervantes** of our Southern Region and his wife, Lucie, in welcoming their new addition, Laurel Quinn Cervantes.



Baby Girl Laurel was born March 9 at 6:05am.

Gilbert Salgado of our Concrete Division and his wife, Blanca, are proud to announce that their son,

Gary, and daughter-in-law, Justine,

welcomed twin babies on August 19. Maverick weighed 5 lbs, 5 oz

and was born at 5:05am; Georgia was 5 lbs, 11 oz, born at 5:30am. What a blessing!



SAFETY CORNER

Safe Planning and Execution of Construction Work

By Randy E. Franklin, CSP, Corporate Safety Director

We have all heard the mantra "Plan your work and work the plan". Safety is really a function of quality project planning to ensure every aspect of the work, every task, every delivery, and every ingress and egress point is properly planned and safely executed. So often construction activities are planned to ensure production rates can be maintained without compromising quality. Sadly, safety is often overlooked or deferred to the "safety professionals" to handle. Safety cannot ever be effectively managed in either a police mode (issuing warnings or reminders) or in an afterthought mode (we have created an access point to the work and now we have to guard it).

We know that 97% of all incidents occur due to at-risk behaviors. It makes no sense to effectively manage those behaviors through after-the-behavior warnings or reprimands. The at-risk behavior has already happened, and only sheer luck has prevented an incident from happening. We must get out in front of those behaviors by analyzing the work tasks, recognizing the potential hazards, and then thoroughly and precisely discussing with the workers exactly how the work is going to be handled safely. This is in essence how a great JSA/THA should be conducted. JSA/THA's are the behavioral tools supervisors and project managers should use to ensure workers do not engage in at-risk behaviors, and to ensure the work is conducted effectively and efficiently.

Where do you stand as a project manager, project engineer or supervisor? Have you adopted best practice principles for safely planning and executing the work? Are you thoughtfully and methodically considering all the work tasks and ensuring authentic engagement with JHA/THA? Are you thoughtfully and methodically planning work zone layouts, work areas, storage areas, ingress and egress points, and communicating those to workers and the public? Are you looking at work tasks proactively to assess potential at-risk behaviors and effectively communicating your observations to the workers? Your answers to these questions may reveal much about our ability to safely, effectively and efficiently plan for the proper execution of construction work activities.

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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