



GRIFFITH COMPANY NEWS

VOLUME 39, ISSUE 3

SEPTEMBER 2020

Honors and Awards Issue



GRIFFITH COMPANY

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Upcoming Events

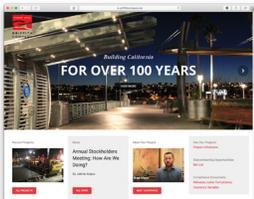
Monday, December 7
Board of Directors Meeting

Wednesday, November 11
Veterans Day

Thursday, November 26
& Friday, November 27
Thanksgiving Holiday

Friday, December 25
Christmas Day

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



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

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.

We are excited to present Griffith Company's Excellence Award Winners for the 2019 year. Each of the individuals and teams worked very hard and deserve recognition with this prestigious award.

There were many outstanding submissions in each category which made the judging process very difficult. In fact, in some categories two awards were handed out.

Congratulations to all our Excellence Awardees. Keep up the great work!

Project of the Year —
Wheeler Ridge, Central
Region Team: AJ Robinson,

Jason Brown, Eric Eucce,
Steve Devers, Mike Williams,
Walt Weishaar

The project consisted of 60 lane miles of Rubberized Hot-Mix Asphalt paving with such high quality that only one day of corrective profile grinding was needed. In the past we would average approximately

10-15 days of profile grinding for a job this size.

The team improved the paving/milling process with the use of grade control technology on the milling/paving machines and correctly adjusting the placement of these sensors for the best resulting product.



Project of the Year — Wheeler Ridge, Central Region

Picnic 2020

We were all very disappointed that this year's Safety Picnic was cancelled due to the COVID-19 pandemic, but the health and safety of our valued employees and families is of utmost importance to Griffith Company.

Even though we couldn't hold our traditional ceremony as we normally do at the picnic, we would still like to recognize and congratulate all our winners.

It's been a challenging year for us all, and everyone has been

affected by the COVID-19 pandemic. Although there is a lot of uncertainty of the future, we look forward to getting back on track with things and having our annual picnic next year at Six Flags Magic Mountain.

Griffith Company Honors Excellence continued

All Griffith Company personnel associated with this project have been working with the local District 06 Caltrans office and inspectors for over 20 years. The project was short on working days with only 45 days to complete all contract item work. In order to complete all contract items, a well-choreographed pre-bid schedule was put together utilizing two traffic control crews, with contract work taking place in both directions of the divided highway. All contract item work was completed, and the project was accepted within 41 working days, 4 short of the 45 working day maximum. Lastly, the project had an exceptional safety record and the team brought the project home well above the anticipated profit goals at bid time.

Superintendent of the Year — Joe Archuleta, Central Region

Joe ran the 24th Street Project, the Roundabout Project, and the 99 Project. All these jobs require constant attention and planning along with great safety and budget perspective. Joe represents Griffith Company so well that he brings in new talent from our competitors. Many in the Bakersfield area want to work for Central Region and much of that comes from Joe's recruiting efforts. He is a great team member, promotes training for the younger people, and pushes his team to better themselves while



Joe Archuleta

training laborers to be aspiring Foremen. This is not the first time Joe has been nominated and will not be his last.

Foreman of the Year — Chris Gansen, Underground Division

Chris has had a positive impact on everyone around him. He works well on each project coordinating closely with the Regions, Divisions and customers. In the office, he has become a resource for our estimating team in giving them confidence to increase productions to make us more competitive. What has really set him apart is the fact that he sets goals for our project field crews and empowers the teams to achieve them. He shows his team how to be successful and supports them with positive reinforcement.



Chris Gansen

Foreman of the Year — Jason Brown, Central Region

Jason is very committed and hard working. He cares immensely about the company, his project, team and work product. Central Region had a



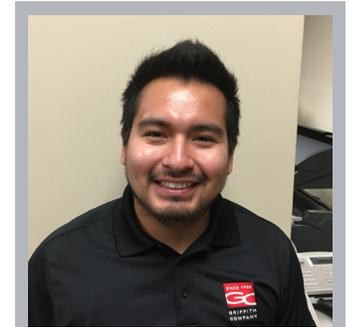
Jason Brown

large and busy paving schedule all last year, putting down over 300,000 Tons, and Jason did a great job make it all work. He had amazing quality on the final product, without a single instance of rework which is outstanding for that much tonnage. As with the rest of this team, he bleeds Griffith Red and handles way more than the average person can. He is one of the most vital team members to the Central Division. There is a lot of potential risk and money tied into our paving operation, and Jason handles it with ease.

Project Manager of the Year — Anthony Flores, Landscape Division

Anthony's mindfulness, attention to detail, and professionalism have done a great deal to impress our clients. New and old clients continue to reach out to

Anthony as a point of contact because of how comfortable they are to work with him. The Landscape Division is growing quickly and no matter how much work he has on his plate

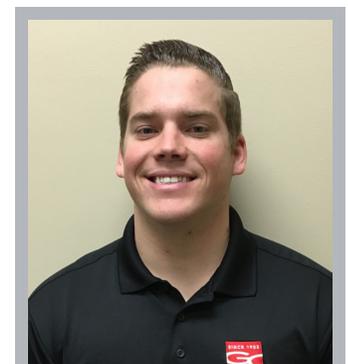


Anthony Flores

he is always quick to volunteer to take on more projects. He is very accountable and works hard to make sure he captures any additional revenues on his project and pursues timely payment. Additionally, he works with his field team to beat project budgets.

Estimator of the Year — Ky McLeod, Southern Region

As an estimator in our Private Works group, Ky's measured estimating output in Work Acquired doesn't represent all his yearly effort due to the multiple pricing iterations

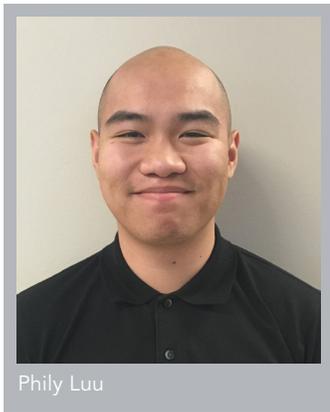


Ky McLeod

required for some of his customers and projects. He bid 51 projects totaling \$150.9M and was awarded 12 projects totaling \$20.1M at an above average markup. As Ky's projects were constructed and completed, they typically came in 4 – 6 percentage points better than margin figured at bid time.

Office Professional of the Year — Phily Luu, LULEP Project

Phily has been able to develop great working relationships with the Project Managers

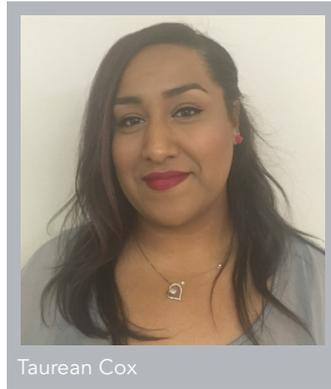


Phily Luu

and Engineers. He is well respected among his peers and vital to the project accounting team. Phily has played a major role in developing ways to help support the Project Managers and accounting staff to "work smarter, not harder" by creating formulated spreadsheets for cost tracking/ comparison and import tables to Viewpoint from Excel. He takes initiative to get the job done timely and correctly. He transitioned to the LULEP project to assist in project accounting and with his efforts and achievements, Phily has become vital to the day-to-day operations, job costing and accounting cycle success.

Project Engineer of the Year — Taurean Cox, Concrete Division

Taurean is one of the many success stories at Griffith

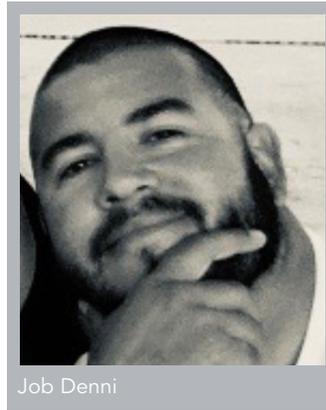


Taurean Cox

Company. She joined us as a Project Accountant in Sept 2014, and from the beginning, she showed dedication for the Company. She learned the accounting process and worked efficiently. Her hard work, dedication and initiative was recognized, and she showed interest and potential to be a Project Engineer. She transitioned from Project Accountant to Project Engineer in Nov 2017. In her transition to Project Engineer, she has helped the other Project Managers in quantity tracking, monthly billings, doing the project budgets in B2W & project budget uploads, doing extra work, submitting submittals & RFI's, and attending owner meetings.

Craft Worker of the Year — Job Denni, Central Region

Job is a great asset to the Central Region. With his skill level he can run anything we have from big excavators pulling shields on deep pipe to a finish blade with GPS. Aside from his skill level he has great work ethic and puts in 100% all



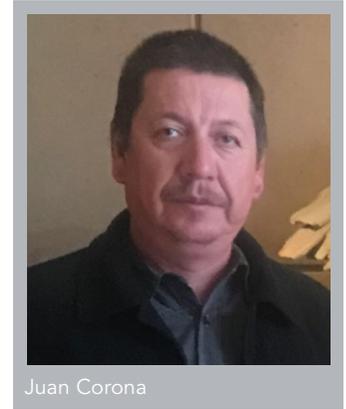
Job Denni

the time without complaints. He is willing to work, days/ nights/weekends, it doesn't matter to him. His work ethic and attitude are contagious as he makes people around him much better, along with helping the younger guys and training them right.

Craft Worker of the Year — Juan Corona, Landscape Division

Juan is a hard worker and always offers to assist when

new and challenging work is presented. He has helped in setting up forms for rock blanket concrete pours and is very concise. He spearheads challenging work and closely assists the foreman in making sure the job gets completed. Juan is seen as one of the competent leaders in our rock



Juan Corona

blanket crew and is one of the main reasons we managed to dramatically drop our costs and outperform budgets.

Service Awards

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

25 Years

Tom Handwerk Underground Division

20 Years

Jason Dennis Underground Division

Joe Torrez Concrete Division

Mac Alexis Tarrosa Concrete Division

15 Years

Conrado Rosales Central Region

Danny Dominguez Concrete Division

Eric Pennington Underground Division

Francisco Ruvalcaba Southern Region

James Stubblefield Central Region

Jose Luis Mesino-Lopez Underground Division

Kash Khan CRB

Martin Zendejas Concrete Division

Richard Robledo Underground Division

Salvador Barrientos Concrete Division

Young Achievers

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

High Achievement in Academics awards went to

Alyssa Shearer, Amanda Selfridge, Andrew Navalta, Andrew Robledo, Annabelle Binkley, Annie Trinh, Arissa Navalta, Ashley Mendoza, Aubrey Hernandez, Brady Phillips, Chloe Gaston, Chloe Pulido, Diego Martinez, Durood Khan, Elizabeth Alvarez, Ethan Martinez, Forbes McLure, George Alvarez, Gracie Phillips, Gunner Guerrero, Harper McLure, Jaelyn Le-Chanthavong, Jayse Reyes, Joseph Lemus, Kaden Turner, Kai Koenig, Karina Garcia, Kayla Pulido, Lailaa Khan, Lyla Johnson, Lynnette Malagon, Mackenzie Ottosen, Madison Loftis, Makaela Broad, Makenzie Broad, Marcus Ramirez, Marlene Lemus, Nigel Truitt, Noor Khan, Oasis Malagon, Oliver Guerrero, Owen Weishaar, Robert Lemus, Robert Ramirez, Samar Rana, Sierra Selfridge, Stella Johnson, Valerie Robledo, Yeyetzi Galindo-Malagon, and Zachary Weishaar.

Most Improved in Academics awards went to

Pearl Truitt.

Arts/Sports/Community Service & Music awards went to

Alyssa Shearer, Amanda Selfridge, Andrew Navalta, Andrew Robledo, Annabelle Binkley, Annie Trinh, Arissa Navalta, Ashley Mendoza, Brady Phillips, Diego Martinez, Forbes McLure, Gracie Phillips, Gunner Guerrero, Harper McLure, Jayse Reyes, Kaden Turner, Lyla Johnson, Madison Loftis, Marcus Ramirez, Noah Knight, Oliver Guerrero, Owen Weishaar, Robert Ramirez, Sierra Selfridge, 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@griffithcompany.net or call Megan Stone at 714-984-5527.



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". As many of you know, 2019 was a difficult year for our safety program for every division, therefore we were unable to select a "Best of the Best" award winner. However, we would like to recognize the Landscape Division as the division with "The Most Improved" safety performance. Congratulations to Edgar Martinez and his team!

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 Clark James Sanders, Southern 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 submitted 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 Jason McNutt, Central Region. The grand prize, a Hawaiian vacation, went to Josh Williams, Southern Region.

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

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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For more information contact:

Cassandra Malloy

(714) 984-5500, ext. 5572

cmalloy@griffithcompany.net