

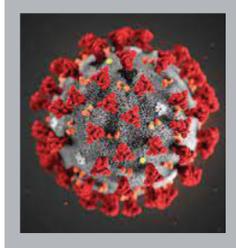
HR CORNER

By Megan Stone, HR Director

“Confused.” “Disappointed.” “Done.” “Over it.” These are all terms I have heard people use to describe 2020. As we all know, this has been the year of events that were completely unexpected to all of us. We look at the world around us and we see uncertainty. The pandemic has impacted all of us as individuals in different ways. In March and April, we entered “quarantine life” when shutdowns of restaurants, schools, parks, and many businesses occurred. We all had a hard time finding toilet paper, eggs, milk and basic items that have always been so available. Parents had to deal with their children being home and not having access to childcare from elderly family members and day-care providers. Unemployment rates rapidly increased and many businesses struggled to survive; many are still struggling. We have all found ourselves living in a “new normal”. Griffith Company has been heavily impacted by the pandemic. The requirements of local health orders, state regulations, CDC guidelines and more have had a huge effect on how we conduct business. Even through all of this, I have taken great comfort and pride in how Griffith Company has managed to adapt and thrive

in these times of uncertainty. We have managed to navigate through these challenges, continue to be profitable, and retain our employees.

We are now in the heart of cold and flu season and this will impose additional challenges as we manage the COVID-19 surges. I would like to remind everyone that we all have a part in preventing the spread of illness in the workplace. This is a reminder to please continue to follow our



protocols for reporting symptoms, staying home when sick and reporting potential exposures. The Human Resources and Safety departments are working to assess each situation and provide necessary directives consistent with public health guidelines. Please continue to social distance from co-workers, vendors, subcontractors and Owner representatives. Social distancing means keeping 6 feet between you and the other person. Face coverings are required at all worksites. Any questions regarding these protocols should be directed to myself or Randy Franklin.

We envisioned that 2020 would be a great year for Griffith Company and it in fact has been. Although we did not carry out all initiatives as planned, we were able to continue with many of our existing plans. From a training perspective, we shifted in-person trainings to virtual settings. Virtual training is not ideal for all training topics but given that employees are often working

from jobsites, it has allowed us to reach more people who can log on from anywhere and access important information.

In-house trainers such as Dave Diaz, Randy Franklin, Dan Leeper, Ben Walnum and more have been instrumental in continuing our goal to create a learning culture at Griffith Company. In addition to in-house offerings, we also have access to AGC of California’s training exchange which has developed tremendously over the last year. We have also rolled out relevant monthly training topics through Franklin Covey’s All Access Pass. As we continue to develop our training initiatives, we welcome feedback from all of you to make our training program successful. Any training

inquiries can be made to the HR Department.

We look forward to celebrating our annual Griffith Appreciation week beginning on December 7th, 2020. We are not able to convene for activities and lunch but that does not mean we can’t celebrate! Griffith Appreciation week is about recognizing our history and the accomplishments of our organization. This is a week to show company spirit so wear your Griffith Company swag. This year, we will also be developing education and communication pieces surrounding our culture of employee ownership. Keep an eye out for information and updates on this.

I am hopeful that 2021 will treat us well as we continue to navigate through these challenging times. It has been encouraging to witness our Griffith family members supporting one another. To all of our parents out there with kids doing distanced learning at home, you are doing great! Thank you for hanging in there and doing the impossible juggling act. And to all employees, thank you for making Griffith Company the loving family that it is. On behalf of the HR team, I wish all of you a happy holiday season with your families!

Griffith Grapevine

Birth Announcement

Congratulations to **Fernando “Ferry” Gonzalez** of our Southern Region and Regina Barba on the birth of their baby boy! Jaimeson Santana Gonzalez was born at 5:45PM on July 16 and weighed 8 lbs 2oz.



Wedding News

Congratulations to **Ben Walnum** and his beautiful bride, Jennifer, who were married on April 25, despite COVID-19 forcing them to have their families watch virtually.

SAFETY CORNER

By Randy E. Franklin, CSP, Corporate Safety Director

COVID-19 Update: Cal-OSHA COVID Regulations

This week, Cal-OSHA came out with Emergency Regulations to deal with the threat of the COVID-19 (SARS-CoV-2) virus in the workplace. Title 8, Division 1, Chapter 4, Subchapter 7, Section 3205 of the General Industry Safety Orders was amended to specifically address COVID-19 Prevention in the workplace. This section is also applicable to the Construction Industry.

The new regulations require Griffith to adopt these regulations as part of our Injury and Illness Prevention Program (IIPP) within the week, and enforcement of these regulations will start on January 1, 2021.

Thankfully, we anticipated this move by the California Department of Industrial Relations. When the pandemic struck back in February, Griffith implemented our COVID-19 Exposure Control Plan. Our plan adequately addresses all of the issues contained in the new regulations with the exception of mandatory testing of all employees where there is an “outbreak” as defined in the regulation. An outbreak is defined as 3 or more employees testing positive in the same work location in a 2-week period. Those regulations will be updated in our COVID-19 Exposure Control plan and disseminated to the field in the next week.

The bottom line is that California State Law now requires us to perform our work within the confines and restraints of Section 3205, our COVID-19 Exposure Control Plan, and our IIPP, which will be amended to include section 3205. Wearing masks while working, social distancing, hand washing, sanitation of common tools and surfaces, etc., are all now OSHA laws. We must abide by the new laws or face citations, fines and penalties just like every other provision of Cal-OSHA Laws.

It is incumbent upon every employee to enforce Cal-OSHA regulations, our company policies and procedures, and ensure compliance with our Injury and Illness Prevention Plan (IIPP). We must ensure our subcontractors also abide by these provisions when working on Griffith Company projects. That is the law. Please do your part to help us remain compliant with Cal-OSHA regulations.

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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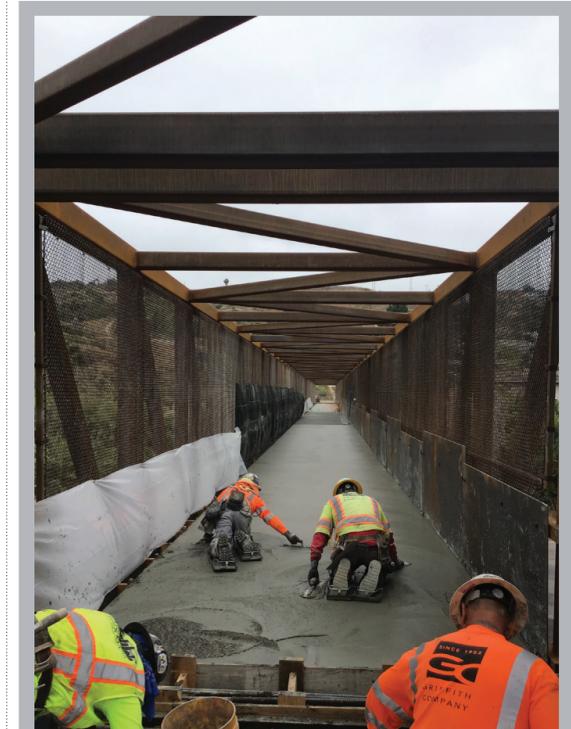
Project Spotlight

By Mike Fenley
Division Manager, Structure Division

Park to Playa Pedestrian Bridge

2020 has brought challenges in building and completing projects with the impact of COVID-19 and California shutting down all non-essential businesses. We were very blessed to continue working as construction was deemed an essential service as long as we provided safety measures to ensure our employees’ safety. We had two great projects complete this year: “Earvin Magic Johnson Park” and “Park to Playa Pedestrian Bridge”, another Griffith Company design-build project. In this issue I will highlight the construction of the Park to Playa Pedestrian Bridge.

The Park to Playa Regional Trail is a 13-mile regional trail that connects a network of trails, parks, and open spaces from the Baldwin Hills Parklands to the Pacific Ocean. The trail has 6 segments: Stocker Corridor, Kenneth Hahn State Recreation Area, Blair Hills - Segment C, Baldwin Hills Scenic Overlook, Culver City Park, and Ballona Creek Bike Path. This bridge project was the last connecting piece to complete the seamless



Concrete bridge deck placement

path providing access to the ocean for underserved communities.

This was a design-build project in which Griffith Company partnered with McLean and Schultz as the design lead who was charged with completing the design and permitted drawings. The County of Los Angeles issued the Notice to Proceed on 9/13/2018 at an estimated contract price of \$6,788,000. The design partners included Lead Designer McLean and Schultz, Miyamoto International (Structure Design), Lynn Capouya (Landscape), CWE (Storm Water) and Diaz-Yourman

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



CEO'S CORNER



Jaimie Angus

2020: A Year to Remember

By Jaimie Angus, President & CEO

The year 2020 has been a wild ride. COVID-19, large fires up and down the west coast, hurricanes off the East Coast, riots in major cities throughout the United States, and an election that still is being disputed and votes counted several weeks later. Our economy has been pushed to its limits, and to understand what the future holds is very difficult. The one thing we do know for certain is Construction is the best way to stimulate an economy and get people working again with money flowing for business and economic growth.

What does this all mean to Griffith Company? As we prepare to close our books on 2020, we did very well this year even with the turmoil. The Stockholders should get over an 18% return on their equity. We still have good backlog for next year but could use more for 2022. This leaves us in a good place to build profitable work without lowering our margins. Our overhead will undoubtedly rise given increased insurance costs from the fires, riots and natural disasters. This is something we can manage and will have to pass on to our customers. We are in high hopes for a new stimulus transportation bill from the Federal Highway Administration, and with a new president this is more likely to happen because it will help the economy and it is now politically feasible. A long-term Federal Highway bill has been deadlocked for the last four years over competing interests between the two parties. We hope a bill can be passed in the coming year.

As to COVID-19, we all must strive to stay safe. Please respect others by wearing your mask, staying 6 feet apart and washing your hands. We need all businesses to get back to work. We will continue to have issues with our permitting and design approval processes with so many employees from engineering firms, Cities, Counties and State working from home. This impacts our ability to put work in place, but eventually they will catch up with us. Without having a steady revenue stream or adequate engineering service, our industry suffers. I'm looking forward to a more predictable, profitable, sociable, and fun next year.

Executive VP'S View: Staying Positive During

Difficult Times By Ryan Aukerman, Executive Vice President

For the past nine months, the term "challenging times" has felt like an understatement. We have experienced stress in all aspects of our lives, with so many unknowns with what is to come. Several of our favorite neighborhood businesses and restaurants are closing and many of you who are parents have had to become teachers in your households while still juggling careers and everyday life events. Our kids are struggling with not being in school, missing time with friends, and so many of us are trying to be creative to find alternative and safe social outlets.

This year has gone so fast and so slow all at the same time yet through all the difficult months, the resilience that Griffith possesses stands at the forefront. Amidst all the turmoil COVID-19 has caused in our state this year, our company has remained sturdy and is continuing to thrive. I have so much pride in our company and am always taken back by the dedication of our entire team whose hard work and discipline continues to position Griffith



Ryan Aukerman

to achieve notable results yet again. This year was made possible because of careful planning, coordination and solid execution of the work that we do best. It is imperative that each and every one of us take care of ourselves not just physically, but also mentally. Our team was successful this past year because there was leadership displayed at all levels of the company. Our Safety Department produced innovative ideas that aided in

new policies or protocols that keep our company safe and in good health. We all need to take note of the lessons that we have learned and ensure that we are doing what we can to keep us all at our best. As we stay the course to finish out 2020, there is nothing more important that the well-being of not only our company, but each and every one of our team members. Let's keep a positive, yet realistic, outlook on 2021, roll up our sleeves, and seek out the progressive points setting the pace for another great year for Griffith Company.

continued from Cover (Geotechnical). Griffith self-performed the structures work (Structure Division), landscaping (Landscape Division), and

of structural steel to complete the bridge that spans over La Cienega Blvd. The two 30' tall bridge piers are resting on 5' diameter CIDH piles that were installed more than 70' into the ground. The finishing touches to the project included planting nearly 1,000 individual plants and over 20 mature 48" box trees along the trail. Some of our Key Subcontractor on the project were Mahaffey Drilling (CIDH Piles), Next Century Rebar (Rebar), JV



Finished bridge surface and wildlife crossing

grading (Southern Region) for the project. The final design included placing 1,000 CY of reinforced concrete to support the bridge structure, grading over 5,000 CY of soil for the trail, and erecting over 140 tons

Land Clearing (Clear and Grub), Crown Fence (Fence and Handrail), and Adams & Smith (Bridge Erection).

Another unique aspect of this project is that it was set up

using a "shared profit" model at the start of the project. This model got buy-in from all the division managers involved, and it was agreed that the profit for this project would be shared across all the divisions at the end of the project. This approach allowed the field crews to focus



View of westerly approach to pedestrian bridge



Bridge Span 2 being erected over La Cienega Blvd during a full road closure

on getting the work installed as efficiently as possible without getting bogged down with who was in charge of any specific scope.

The reason that this was the last portion of the Park to Playa trail system to get completed

was that this project had the challenge of spanning the very busy La Cienega Blvd. The project team coordinated three full weekend closures to get the bridge erected safely after it was delivered from Colorado, where it was fabricated. Through diligent planning and coordination, the project team was able to get the bridge assembled in one full weekend and then place the concrete

bridge deck during a 12-hour closure the following weekend, greatly reducing the overall impact to the surrounding community. The Park to Playa Pedestrian Bridge was opened to the public on October 29, 2020. The owner was happy to announce



Inaugural hike across the completed bridge

that this project was opened ahead of schedule and on budget during the inaugural opening with a hike across the completed bridge.

Griffith Company can be proud of a very successful design-build project that is a testament to our commitments to collaboration, construction know-how and efficiency in completing the work. Kudos to Ben Walnum - Project Manager, Dan Leeper - Design Build Manager and the whole team who met all these commitments. We were able to work closely with the County team to provide a design that met the challenge of a tight budget and high expectations from community stakeholders while keeping the project on schedule. Well done!

KUDOS KORN ER

Kudos to the following employees on their promotions this year:

Anthony Flores – Assistant Project Manager
Justin Whitted – Project Engineer, Southern Region
Mercy Canul – Senior Project Engineer, Southern Region
Bill Grider – Private Works Manager
Jim Pardee – Superintendent, Southern Region

Mike Loftis – Superintendent, Southern Region
Marquis Johnson – Senior Project Engineer, Southern Region
Diego Bautista – Senior Project Engineer, Southern Region
Mike Perez – Senior Project Engineer, Southern Region

Kudos to our winners of the quarterly photo competition: **James Walsh** for Q2 and **Darrell Waterman** for Q3. Our runners-up were **Ben Walnum** and **Steven Black**, respectively.



POLA San Pedro Waterfront: Making The Grade Decks by James Walsh



POLB Pier E: Aerial View From A Crane by Darrell Waterman



Park To Playa: Bridge Installation by Ben Walnum



POLB Pier E: MSC Cargo Ship by Steven Black