

GRIFFITH COMPANY SUMMER BBQ'S

Summer BBQ's are back! We've had amazing meals hosted by Underground, Landscape, Structures and the last one will be by the Executive team. Many thanks to those divisions for your time and hard work. This has been a wonderful tradition giving us the opportunity to bond with our Griffith family.

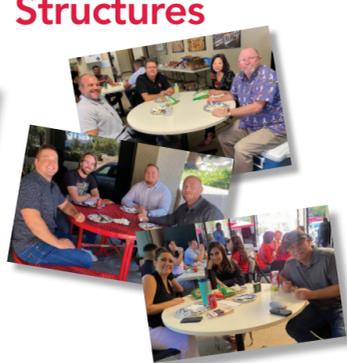
Landscape



Underground



Structures



More Picnic



Undefeated Three-Peat Softball Tournament Champions, Landscape Division with Celebrity guests Mark Davenport and Ben Walnum



Best of the Best Award for Safety is the Landscape Division

Young Achievers

Young Achiever Program Mission Support Griffith Company kids in their efforts for excellence in the same spirit of celebrating the hard work of their parents. –Brenda McDonough

Award categories: High Achievement in Academics, Most Improved in Academics, Excellence in Sports/Community Service/Arts



SAFETY CORNER

By Randy E. Franklin, CSP, Corporate Safety Director

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.

The winners are announced at the annual Safety Picnic for the previous calendar year. The Best of the Best Award for 2021 went to the **Landscape Division (D41)** with solid safety metrics across the board, with Honorable Mention going to our **Mechanic/Administrative staff**.

Safe Driver Award – In order to become eligible for the raffle pool, employees must be assigned a company vehicle and drive the entire year without an incident, citation, or complaint. Consecutive years lead to multiple tickets in the raffle pool. This year's Safe Driver winner of the coveted \$500 Home Depot gift card went to **Saul Hernandez** from the **Landscape Division**.

General Safety Raffle – In order to be eligible for this raffle pool, employees must remain injury free and without citations, and must have completed and submitted their required Safety Mojo submissions for Safety Observation, Jobsite Safety Inspections, Jobsite Safety Meetings, and Task Hazard Analysis each week. Multiple, consecutive injury-free years lead to multiple tickets into the raffle pool. The first prize, a \$500 Visa Gift Card went to **Jose Elizondo** from the **Central Region**. The Grand Prize, a 6-day/5-night Hawaiian vacation and \$500 cash to cover expenses, was awarded to **Richard Robledo** from the **Underground Division**.

A hearty Congratulations to all our winners and Thank You! for making Safety a Griffith Core Value.



Randy Franklin



Saul Hernandez



Jose Elizondo



Richard Robledo

Levels are: Elementary School, Middle School and High School
 Isabella Landazuri, Andrew Landazuri, Diego Martinez, Brayden Sargent, Parker Sargent, Korie Mackenzie, Mireya Cerna Tapia, Noah Knight, Kaden Turner, Cassidy Turner, Kolten Turner, Caleb Mingli, Colton Nunley, Zack Mingli, Chloe Pulido, Kayla Pulido, Avery Martinson, Bailey Martinson, Gunner Martinson, Kylie Mago, Edward Gomez, Aimee Gomez, Aileen Gomez, Stephanie Zamora, Prisila Zamora, Chloe Gaston, Aiden Gaston, Joseph Lemus, Gianna Rodriguez, Anthony Callahan, George Alvarez, Elizabeth Alvarez, Madison Wine, Cruz Figueroa, Aria Rigney, Erica Garcia, Jayse Reyes, Jordyn Reyes, Pearl Truitt, Nigel Truitt, Bella Stassi, Johann Manzano, Giovanni Manzano, Kamila Manzano, Isaac Rivas, Isis Rivas, Annabelle Binkley, Lailaa Khan, Durood Khan, Yeyetzi Galindo, Lynnette Malagon-Marmolejo, Gabriel Tarrosa, Harper Stone, Madison Loftis, Cecilia Madrigal, Oliver Guerrero, Gunner Guerrero, Alyssa Shearer, Kai Koenig, Janie Latimer, Valerie Robledo, Andrew Robledo, Cole Aukerman, Mia Aukerman, Conner Rittenhouse, Cooper Mergen, Samar Rana, Sierra Selfridge, Billie Rae Ritchie, Christopher Ritchie, Andrew Navalta, Arissa Navalta, Bailey Cox, Brayden Cox, Johnathan Solum, Lyla

Johnson, Stella Johnson, Owen Weishaar, Zach Weishaar,

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.

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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GRIFFITH COMPANY NEWS

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Annual Picnic and Awards Issue



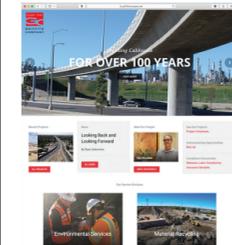
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- Picnic 2022
- Griffith Company Honors Excellence
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- Summer BBQ's
- Young Achievers
- Safety Corner

Upcoming Events:

- Friday, September 30**
Last Summer BBQ
- Friday, November 11**
Veterans Day
- Wednesday, November 23**
Turkey Shoot
- Thursday, November 24 & Friday, November 25**
Thanksgiving Holiday
- Monday, December 12**
Board of Directors Meeting

Visit us on the Web at:
www.griffithcompany.net



PICNIC 2022

Griffith's Annual Safety Picnic was back at Oak Canyon in Orange. It was a successful turnout with amazing food, games and prizes. Many came dressed up supporting this year's theme "Pirates". We were happy to see everyone enjoying safely with their friends and family. Save the date for next year's picnic which is tentatively scheduled for Saturday, May 20th, 2023.



Griffith Company Honors Excellence

Another year of many candidates deserving of our annual Excellence Awards, making it difficult for our leadership team to narrow it down to just a few. Well-deserved recognition to the winners for their high achievement and stellar performance. We congratulate all the winners.

Office Professional of the Year – Kathleen Penner

Kathleen Penner goes above and beyond the call of duty



Kathleen Penner

while exemplifying the Griffith Way. She is the Contact Administrator for three Divisions: Structures, Underground and Landscape. As Underground and Landscape have begun bidding more projects as prime contractors, Kathleen's workload has increased incredibly. Her work is extremely detailed and it is very important that she does not make mistakes. But even being so busy, she always has time for special requests and through it all keeps smiling!

Estimator of the Year – Juan Estrada

With Juan Estrada's leadership, in 2021 and the 1st quarter of 2022 the Landscape Division bid



Juan Estrada's

\$182million worth of work and was low on \$37million and the work in place met the Division's goal for margin gained. He helps the Division Manager manage three other estimators and works constantly on improving processes to reduce risk and bid errors while working with the superintendents for production improvements to make us more competitive. He works with each of the estimators to make them well-rounded to become stronger assets for the team. We know his leadership skills will lead to more success in for the Landscape Division!

Foreman of the Year – Josh Williams

Josh Williams is a widely respected Paver in the industry. He has taken our Paving crew from good to great. He is professional, conscientious,



Josh Williams

fair, honest, knowledgeable, and experienced. Josh is a very good planner and scheduler, and he uses his experience and knowledge to deliver a quality product to our clients. Josh takes pride in his work and in his team. He takes the time to

teach, mentor and challenge others to continuously improve. Josh is respected by his peers, managers, inspectors, and vendors. We consistently receive feedback from Inspectors that Josh cares and can be depended on to provide high quality paving. Josh is the Foreman any good company would want and we are proud of him!

Foreman of the Year – Juan Gomez, Jr.

Juan Gomez, Jr.'s biggest role in 2021 was running the PCC paving operations on



Juan Gomez Jr.

the United Hangar Apron project. Juan beat the budget and represented Griffith Company well. Juan is professional and respectful in his business dealings and how he approaches building the work. Juan has displayed an eagerness and willingness to step up and challenge himself to lead operations he is not familiar with. Juan is a good leader and will accept responsibility given to him and always gives his best effort. He has a good attitude toward his

work and his crews.

Superintendent of the Year – Brandon Turner

Brandon Turner completed Pier E, the largest single project contract in Griffith's long history, up until this year. There was no shortage of challenges on this project. Due to Brandon's knowledge, leadership and discipline, Griffith Company was able to work through a lot of the challenges and impacts to complete the job. Brandon is a natural leader. He is genuine and aims to do the right thing. Brandon has the strength to communicate both positive and constructive feedback to develop his team, and because of this, he has earned the respect of his managers, peers, and team members. Brandon has an awesome attitude and instills that same attitude in his teams. He is tough, but caring and humble. We have watched him grow through his career here at Griffith and are proud of him and his accomplishments. We are fortunate to have Brandon Turner part of our wonderful company.

Craft Worker of the Year – Tom Delgado Jr.

Tom Delgado Jr. has worked for Griffith Company for 15 years. As a Blade Man in our Southern Region, Tom's skills,



Tom Delgado Jr.

work ethic and teamwork are an example to those around him. He always shows up early and is ready to go on time. He stays

busy and expects others to do the same. His productivity is unmatched and because he is able to meet or beat budgets, he is highly requested from all 23 foreman and 7 superintendents in the Southern Region. He has earned a great reputation for his performance and consistency across a wide variety of projects all over the Region.

Craft Worker of the Year – Kenny Perkins

Kenny Perkins started as a Laborer Apprentice three years ago in our Underground Division and is now a key



Kenny Perkins

leadman and an emerging leader in the Division. Kenny has stepped up to lead his fellow pipe layers by establishing production goals and tracking cost with the crew. His growth and leadership qualities along with his great attitude, his approach to teamwork and planning have led the Division to have Kenny represent the Company at owner's project meetings. We look forward to future success from Kenny.

Project Manager of the Year – Johnny Yang

Johnny Yang is a trusted Project Manager. He is well respected among engineers for his knowledge and training skills. He has invested his time in training other engineers and has been given the nickname "Griffith 101". Johnny is also

well liked by his clients. He is trusted because he is honest, diligent, and organized. He



Johnny Yang

understands the importance of building with quality and how it affects both our bottom line and client satisfaction. Johnny works to identify problems early and resolve them before they become an emergency. Johnny does the discipline of the business. He has displayed the ability to communicate clearly and effectively with clients and build important working relationships. He is a pleasure to work with and willingly jumps in to help others. We look forward to Johnny's continued growth here at Griffith Company!

Project Engineer of the Year – Jason Mora

Jason Mora, of the Concrete Division, has worked on very challenging projects at LAX that



Jason Mora

require detailed management of schedule, cost and changes. Jason has been instrumental in preparing paving plans that have helped document inefficiencies due to General Contractor scheduling, leading to additional revenues. He

works hand-in-hand with the field making himself available for project meetings, field measurements, night work and trouble-shooting field issues. He approaches each project with a passion and conviction of making it successful. He thinks outside of the box and makes sure he is looking out for Griffith Company. Well done, Jason!!

Project Engineer of the Year – Harjot Chahal

Harjot Chahal is a Sothern Region Project Engineer working in the San Diego Division. He has shown excellence in all aspects of his work responsibilities. He has worked hard in the field preparing and sharing daily costs to keep the project teams on track, while improving margins. When opportunity arose in San Diego, he was quick to volunteer and

has now relocated to the area. He worked tirelessly on the San Diego Airport Project schedule, our largest solo contract to



Harjot Chahal

date, ensuring the 2,000-activity schedule was accurate. And he does everything timely and with a great attitude. We know we'll be hearing great things about Harjot in the future!

Service Awards

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

35 Years Scott Goglia Jaimie Angus	Southern Region Executive
30 YEARS Ismael Macias Jr.	Southern Region
25 YEARS Denise Denapoli Sergio Salazar-Palomares	Central Region Central Region
20 YEARS Lucas Walker	Southern Region
15 YEARS George Alvarez Thomas Delgado Jr Matthew Joyner Mirinda Koenig Gabriel Lopez-Reyes Christopher Malafa Jose Ruelas David Salazar David Sanchez Andrea Trinh Bill Grider	Concrete Division Southern Region Central Region Southern Region Concrete Division Corporate IT Concrete Division Concrete Division Concrete Division Corporate Accounting Southern Region

Project of the Year – Devils Gate Reservoir Restoration Project

The Devils Gate Reservoir Restoration Project was a \$66.6 million dollar project awarded to Griffith Company by the County of Los Angeles. This was a three-year project which consisted of street improvements, storm drain improvements and hundreds of yards of concrete, in addition to sediment removal and build out of infrastructure improvements at a rock quarry site. Griffith Company faced many compliance challenges while working on this project. However, the Devils Gate team worked through each challenge by finding unique solutions and partnering with the County and the haulers. The Concrete, Underground and Structures Divisions came together to form partnerships to get this job to the finish line. We completed this job ahead of schedule and the team did an excellent job of tracking time and materials and partnered with the county to keep us in a healthy cash flow position.

We developed and nurtured a respectful and dependable relationship with the Owner, celebrated together, and even mourned losses and setbacks together during the onset of the pandemic. The County was happy with the quality of our work and were great partners to navigate through issues with. This job closed out flawlessly and was a great success for Griffith Company as a whole!



The Devils Gate Reservoir Restoration Project



San Diego Team group

From left to right: Darrell Waterman, Kyle Litten, Dawn Devilla, Marcela Bravo, Yuli Carrillo (Front), Woody Daigle (Back), Aykut Altindis, Jesse Espinoza, Brittney Gomes, Steven Becerra!