



Griffith Company For Community



Caltrans Construction Mentor Protégé Program

especially small and disadvantaged ones, by equipping them with the tools and guidance needed to effectively compete in Caltrans construction projects.

The CMPP aligns with Caltrans' core priorities—safety, equity, climate action, and economic prosperity—and supports broader goals of fostering new businesses and expanding contracting opportunities within California. The program offers a comprehensive curriculum that includes interactive workshops and one-on-one mentoring sessions.

A key component of the CMPP is the involvement of established construction firms, which volunteer their time and expertise to mentor emerging companies. Griffith Company has actively contributed to this mentorship effort from the start. In the inaugural class of 2023, Griffith Company's Dan Leeper and Sadaqat Rana served as mentors, providing guidance to their protégés. Following their lead, Nathan Lopez took on this mentorship role in 2024, and Ky McLeod is slated to continue this tradition in 2025. Over several months, Griffith Company's mentors facilitated discussions on topics including contracts,



Caltrans standard plans and specs, estimating, disputes, and change orders.

Other notable companies participating as mentors include Flatiron and Sully-Miller. Protégés benefiting from this mentorship include companies like Alameda Construction Services, CEM Construction Corp., Fehoko Concrete Inc., Flo Engineering Inc., and OJI Califco Consortium Inc.

The CMPP helps emerging firms overcome industry barriers by focusing on key areas: building relationships and connections, providing education and resources, enhancing understanding of Caltrans processes, and developing technical skills. Through this structured support, protégés are better equipped to navigate the complexities of the construction industry.

The program's success is evident in the growth and development of its participants. Protégés report gaining valuable business knowledge,

expanding their professional networks, and acquiring a deeper understanding of public sector contracting requirements. Mentors find the experience rewarding, contributing to the industry's future by fostering the next generation of construction leaders. As the CMPP continues to evolve, it remains committed to its mission of nurturing small and disadvantaged construction firms. As Griffith Company continues its role as mentor to future DBE contractors, we are poised to instill 'The Griffith Way'—honesty, integrity, and commitment to delivering on our promises—into the fabric of the construction industry.

donations were crucial in providing hot homemade meals for veterans.

GC4C San Diego also set up donation boxes for clothing and food at the main Sabre Springs office and the San Diego Airport office trailer. The collected items, including adult-size warm socks, blankets, clean shirts, winter jackets, and comfortable shoes, were delivered to VVSD to support our heroic veterans. "This was a truly rewarding experience for our Griffith team!," said Brittney Gomes, one of the event organizers. "Every item donated made a difference".

A special thank you goes to John Murnan and Brittney Gomes for leading this effort and ensuring its success!



GC4C San Diego's Thanksgiving Donation Drive: Supporting Our Veterans



In November 2024, the San Diego members of GC4C (Griffith Company For Community) organized a heartwarming Thanksgiving Drive to support those in need. Senior Project Manager and event coordinator, John Murnan, highlighted the importance of this initiative in his charity event email, stating, "San Diego County is home to many military

facilities and bases, and thus has many Veterans in need. We believe helping those who have served our Country deserve our support. That is why we chose Veteran Village of San Diego (VVSD) to provide much-needed clothing and food during the month of November. This is a win-win and what Griffith Company is all about—giving back to the communities we build in and live in." Throughout November, the office collected canned and boxed foods to deliver to VVSD during Thanksgiving week. These

Griffith Grapevine

Birth Announcements

Congratulations to **Tracey Novak** and her son, **Tyler Novak**, and daughter-in-law, **Melissa**, on welcoming **Liam**



J. Novak to their family on September 26th, 2024, making him Tracey's 6th grandbaby!.

Brian Diaz from our Southern Region and his wife, **Taylor**, welcomed their adorable baby boy born on December



20th, 2024! Grant William Diaz weighed 9 lbs. 9 oz and measuring 20 inches long. Congratulations Brian!



Congratulations to **Victor Valenzuela**, on the arrival of his beautiful granddaughter, **August James Ochoa**, who was born on Christmas Day



Dan Leeper, and his wife **Region** welcomed **William Gregory Leeper** at 4:25 am, February 20th. He is 22" and 7lbs, 15 oz. Mom and baby are doing great!

SAFETY CORNER

By Randy E. Franklin, CSP, Director of Risk Management and Safety

One Year of Safety Culture Evolution: A Director's Perspective

As the Director of Risk Management and Safety, I've seen our company's safety culture evolve significantly over the past year. This journey, marked by challenges, growth, and notable improvements, has been transformative. While safety has always been a priority, our deliberate shift towards a more robust and sustainable safety culture has made a remarkable difference.



A year ago, we began this journey with a clear vision: to instill a Safety-First mindset that goes beyond mere compliance and becomes an ingrained aspect of our organizational identity. The goal was not just to meet regulations but to foster an environment where every individual - from the CEO to our newest team member - would feel empowered to prioritize safety in their daily activities.

Building the Foundation

Our first step was a thorough analysis and evaluation of the existing safety culture, emphasizing safety as a shared responsibility. Recognizing that cultural change required a mindset shift, we introduced ongoing training programs like Safety Culture Improvement workshops, focusing on leadership, hazard identification, and proactive risk management. Additionally, we launched communication strategies, including regular safety meetings, team briefings, and digital channels, to facilitate open dialogue. This two-way communication became a cornerstone of our Safety Culture Evolution.

Empowering Employees at Every Level

By creating an environment where safety is everyone's responsibility, we've seen increased involvement in safety committees, the reporting of near misses, and the active identification of potential hazards. Supervisors and frontline leaders are working to become key advocates for safety, demonstrating that safety culture isn't something that comes from the top down, but something that is nurtured collectively.

This empowerment has been a game-changer. In the past, safety compliance was seen as a set of rigid rules. Today, employees understand that safety is about protecting themselves, their colleagues, and the integrity of the company. This cultural shift will eventually improve our safety performance, and more importantly, a stronger sense of ownership and accountability in maintaining a safe work environment.

Measuring Success and Looking Ahead

While we've made progress, we recognize that evolving our safety culture is an ongoing journey. The rise in incident rates over the past year is concerning, as many incidents are avoidable. We need to foster a positive safety attitude across the organization, empowering employees to confidently speak up about risks and integrate safety into every aspect of our work.

Looking ahead, we'll focus on maintaining momentum and deepening safety integration into our core values. We'll introduce new initiatives like safety performance incentives and refine our training with industry best practices.

In conclusion, building a strong safety culture requires dedication, persistence, and collective effort. I'm confident that we'll not only meet but surpass our safety goals, setting a new standard for safety excellence in the industry.

Wedding News

Congratulations to **Jameson Ramos**, and his beautiful bride, **Stephanie**, who were married on November 16, 2024, at The 1909, in Topanga, CA. They enjoyed a magical honeymoon at Disneyworld and Universal Resort in Florida.



GRIFFITH COMPANY

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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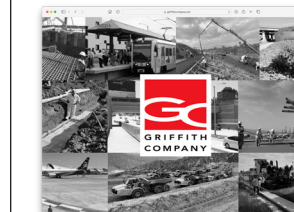
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- Griffith Grapevine
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Upcoming Events:

- Saturday, May 17**
Annual Safety Picnic at Oak Canyon Park, Silverado
- Monday, May 26**
Memorial Day
- Monday, June 9**
Quarterly Board of Directors Meeting
- Friday, June 21**
1st Summer BBQ

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

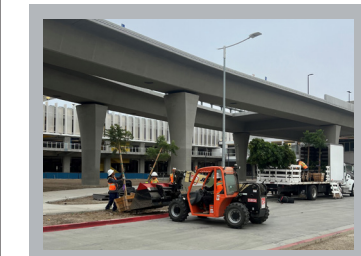


A Manager's Perspective:

By Luis Cervantes, Landscape Division Manager
Triumph Through Teamwork: Griffith's LAWA APM Journey to Success

The Los Angeles International Airport (LAX) is undergoing a major transformation, centered around the Los Angeles World Airports' (LAWA) Automated People Mover (APM). This transportation system aims to streamline traveler experience by connecting the new rental car facility to various terminals. Despite its potential to improve passenger

flow, the project has faced significant challenges, setbacks, and delays. However, through resilience and teamwork, the project continues to progress, overcoming obstacles that could derail less prepared teams. Initially projected to take three years, the LAWA APM faced a two-year delay, particularly



affecting landscaping, due to unforeseen hold-ups and staffing changes. The departure of key personnel from civil project management led to continuity gaps and loss of project knowledge, which in

turn complicated progress. The loss of both written and verbal agreements made it harder to keep the project moving forward as envisioned. Securing temporary support

elevated inspection schedule for soil, plant, and irrigation submittals to keep the project on track. Eric's input found solutions that maintained quality and avoided extra costs. His communication and discussions were crucial. Our team's efforts saved the company over a million dollars. Despite these achievements, significant hurdles remain. One pressing issue is the lack of access to reclaimed and potable water meters, essential for the automated irrigation system of the new landscape. Without

from Eric Hopkins and Victor Valenzuela from our Alternative Delivery Division was crucial. They investigated and documented delays, helping us

submit claim costs and recoup hundreds of thousands of dollars. Their efforts, along with the expertise of Eric Viado, our Business Development Manager and licensed landscape architect, were invaluable in keeping the project on track despite its complexity. Eric Viado navigated design challenges and managed the project's multi-level inspection process with the City of Los Angeles, LAWA, and third-party QA/QC inspectors. He worked with the design team and



these water sources, hand watering is the only alternative, a method expected to continue

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

continued

PRESIDENT'S VIEW



Ryan Aukerman

Griffith Company's Place in Disaster Relief Efforts

By Ryan Aukerman, President

Between January 7th and 31st, 2025, a series of seven relentless wildfires tore through the heart of Los Angeles County's metropolitan area and San Diego County. The fires were fueled by drought conditions, low humidity, an overgrowth of vegetation from the previous winter, and fierce Santa Ana winds gusting at 60-100 miles per hour. As of February 20th the wildfires have claimed 29 lives, forced over 200,000 evacuations, and destroyed or damaged more than 18,000 homes and structures. The majority of the damage was caused by the Eaton Fire in Eaton Canyon, Pasadena, and the Palisades Fire in Pacific Palisades, which are the fifth and seventh-deadly fires in California's history, respectively.

In the wake of the catastrophic wildfires that swept through Los Angeles, the critical efforts of recovery and rebuilding are well underway. Griffith Company is working hard to play a pivotal role in Phase 2 of the debris removal process, ensuring that affected communities can safely move forward. Phase 2 debris removal is crucial for recovery, involving the systematic clearing of hazardous materials, ash, and structural remains. Unlike Phase 1, which focuses on the immediate removal of household hazardous waste, Phase 2 is a more extensive effort to ensure properties are safe for rebuilding.

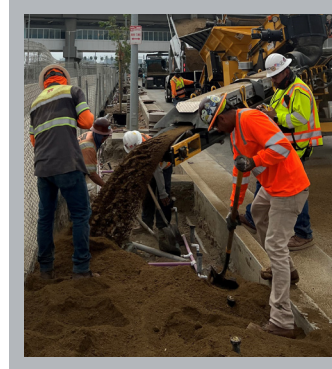
Once the extent of the devastation was clear, Griffith

Company began assessing how many highly skilled teams and specialized equipment we could have ready to deploy to remove fire-damaged debris efficiently and safely, while complying with environmental and public health regulations. Our company's strong expertise in heavy civil construction uniquely qualifies us to handle the complex logistical and safety challenges of post-fire debris removal. Griffith employs one of the largest and most skilled labor forces in Southern and Central California, complemented by the deep knowledge and technical proficiency of our Environmental Services Division, which specializes in Best Management practices for excavation, remediation, fire debris management, safety, hazardous material management and waste minimization transportation and disposal.

Griffith is in communication with government agencies, property owners, and local communities to streamline the cleanup process and facilitate the timely rebuilding of homes and infrastructure. The goal is to restore normalcy as quickly as possible while prioritizing the health and safety of residents and workers alike.

While the road to recovery is long, Griffith Company remains dedicated to helping Los Angeles communities rebuild stronger than ever. By taking an active role in Phase 2 debris removal, we are not only clearing a path for new beginnings but also reinforcing our longstanding commitment to public service and community resilience. For over 120 years Griffith Company has proudly led initiatives such as the one before us now to support the communities we serve in the most powerful way and to the fullest extent of our capabilities. We take immense pride in our achievements and the positive impact we make. In these challenging times, we are moved by the strength and resilience of those affected by the wildfires. Our thoughts are with those who have suffered great losses, and we are committed to helping them rebuild a brighter, stronger future.

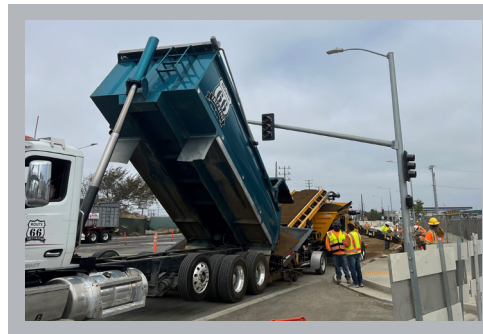
continued from cover for at least three years during the maintenance period. This temporary setback is being managed with skill and patience. In the world of large-scale projects, landscaping often goes unnoticed, yet it is the first thing that catches the public's eye once construction is complete. Imagine millions of travelers passing through LAX, each



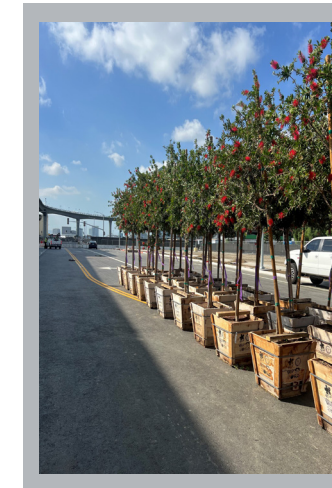
one admiring the meticulously crafted landscape that stands as a testament to our expertise. Landscaping is more than just an aesthetic addition; it's a powerful statement of our company's capabilities and commitment to excellence. There's no better marketing than exceptional work that speaks

for itself, and our landscape project at LAX is a prime example. As travelers navigate through the bustling terminals of LAX, they are greeted by the lush, vibrant landscapes that we have meticulously designed and installed. Every glance at the landscaping we've contributed to LAX is a reminder of the dedication and skill that define Griffith Company.

What sets Griffith Company apart is our culture of problem-solving and collaboration. Despite the loss of key personnel and the inevitable complications that come with delays, our team has consistently rallied around each new challenge. The support from other divisions and senior leadership has been crucial in keeping us on track. We



are fortunate to have a deep bench of experts across various disciplines, and it is this wealth of knowledge and expertise that allows us to tackle projects like the LAWA APM with confidence. Every division, from engineering and estimating to design and project management, has contributed to the success of this project. Looking ahead, I am optimistic about the future of the project and the growth of our division. With the addition of new team members, such as Senior Project Manager Tony Galindo, Project Managers Angel Perez and Jonathan Ondreyku, and Superintendent Salvador Navarro, I am confident we have the right mix of talent to take our division to new heights. Along with our dedicated young



engineers, estimators, and field team, the future looks bright. As challenges continue to arise, I am sure we will rise to meet them, guided by our core values of collaboration, problem-solving, and a commitment to excellence. Ultimately, the LAWA APM project represents more than just an infrastructure improvement; it is a testament to the strength and resilience of our team. Despite the obstacles we have faced, we have kept the project on track, solved problems creatively, and delivered a product we can all be proud of. As we move forward, we will continue to work hard, adapt, and provide the level of service and quality that our clients have come to expect from Griffith Company.

PROMOTION

We are thrilled to announce the well-deserved promotions of the following employees. Their exceptional dedication and excellence in their roles have been truly remarkable, and we are excited to celebrate their achievements. (06/2024 to 01/2025).



James Gable
Promoted to Project Manager



Christopher Ngo
Promoted to Estimator III



Deanne Roehl
Promoted to Community Outreach Coordinator



Ahmed Abouelhassan
Promoted to Project Manager



Enrique Barajas
Promoted to Senior Project Engineer



Brian Diaz
Promoted to Senior Project Engineer



Tristan Holtz
Promoted to Estimator III



Eddie Torres
Promoted to Senior Project Engineer



Jacob Rivers
Promoted to Estimator I



Mark Monroe
Promoted to Construction Manager

HANG UP YOUR HARD HAT



Retiree Mark Davenport

After a distinguished career, **Mark Davenport** decided to retire from his role as Materials Division Manager at Griffith Company. Mark's tenure has been marked by his exceptional leadership and dedication to overseeing recycling sites and portable crushing operations throughout Southern California. His expertise, dedication, and leadership have left a lasting impact on Griffith Company and the industry. We wish him all the best in his well-deserved retirement and thank him for his invaluable contributions. Congratulations, Mark!



Retiree Ron Skinner

Ron Skinner made exceptional contributions to the company in his six years as a Project Manager at Griffith Company. He demonstrated poise and professionalism as he managed challenging and high-volume projects. Across multiple projects and owners, Ron built great relationships with clients and subcontractors. His experience, demeanor and leadership brought his team together to create successful projects. We wish Ron the best as he hangs up his hard hat and enters a new chapter of his life!



Retiree Ronnie Grace

Ronnie Grace, Structures General Superintendent, hung up his hard hat at the end of 2024 after a thirteen-year career at Griffith. Starting as a carpenter, Ronnie advanced to the role of Superintendent by consistently delivering projects safely and efficiently. As a Superintendent, he always took the time to mentor the next generation and improve those around him. Ronnie will be enjoying his retirement with his wife, five children, and five grandchildren (with a sixth on the way!). He will be greatly missed, and his hard work has positioned the Structures team for continued success.



Retiree Ron Pierce

After 15 years as General Counsel for Griffith Company and over three decades in law, **Ron Pierce** is retiring. Ron has been a key figure in So. Cal's legal community, specializing in construction, employment, and commercial contract issues. His expertise and role in the AGC of California's Legal Advisory Committee have been invaluable. Ron understood our non-litigious culture and was instrumental in resolving large claims. He has always shared Griffith's family-oriented values by attending company events. We thank Ron for his dedication and wish him a fulfilling retirement. Congratulations, Ron! Go Dodgers!

WELCOME, NEW HIRES!



Moukhtar Alsamman
Project Engineer



Dennis Argleben
Division Safety Manager



Aaron Argomaniz
Dispatcher



Justine Cabrera
Receptionist



Yocanda Castillo
Receptionist



Vito Clarizio
Estimator II



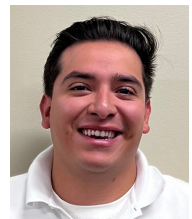
Jeremy Colgin
Assistant Project Manager



Daniel Cortes
Project Accountant Assistant



Jason Crilly
Project Superintendent



Brian Escalera
Project Engineer I



Daisy Hernandez
Accounting Clerk



Danyelle Korth
Joint Venture Manager



Geoffrey Kraemer
General Counsel



Alfredo Leyva
Payroll Clerk



Anna Liang
Senior Staff Accountant



Anna Maggio
Project Engineer II



Renee Malkemus
Accounts Payable Clerk



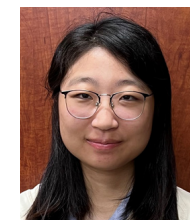
Jasmine Martinez
Dispatcher



Paige Melendrez
Project Manager



Christopher Mize
Senior Estimator



Hannah Oh
Project Accountant Assistant



Jonathan Ondreyko
Project Manager



Alex Perez
Project Superintendent



Angel Perez
Project Manager



Robert Scott
Division Safety Manager



Kenneth Stuzynski
Senior Project Engineer



Algida Tinajero
Accounts Payable Clerk



Michelle Torres
Labor Compliance Administrator