Jaimie Angus Named President of AGC California

Griffith Company is pleased to announce that on January 29, 2016, our very own Jaimie Angus was sworn in as President of the Associated General Contractors of California for 2016. Not only is this an important achievement for Jaimie, but it is also a prestigious tribute to and reflection on Griffith Company.

As a company, we believe strongly in “giving back” to our industry, and one of the best ways to do that is through involvement in the industry associations, such as the AGC. In fact, Griffith Company was one of the original 53 founding members of the Southern California Branch of AGC formed in 1920, and one of just 15 participating engineering contractors. Since then, four Griffith executives served as President of the AGC in California including our Chairman and CEO, Tom Foss in 2009, and our past CEO, Jim Waltze, served as President of AGC of America in 2004.

Jaimie has always taken an active role in the AGC. He has served on the Board of Directors and Chair of the Los Angeles District, on the State Board as Joint Engineering Division Chair in 2013, and on a variety of Committees and Councils including the Union Contractors Council where he has been instrumental in labor negotiations in Southern California. In 2016, he will apply his experience and knowledge of the construction industry to lead AGC of California, the state’s largest construction association.

Jaimie plans to continue the work begun in recent years by AGC leadership with special emphasis on increasing the association’s membership numbers, its diversity and the level of participation by both new and existing members.

In Jaimie’s acceptance speech, he told the group that greater participation is key to continuing as the leading voice of the industry. It’s important for our association to be proactive for change and not just reactive for protection of our industry.

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Chairman & CEO’s Corner

Join Us for the Annual Safety Awards Picnic
by Tom Foss

One of the most enjoyable events of the year is Griffith Company’s Annual Safety Awards Picnic. The wheels are already in motion as we plan this year’s event.

We will again be at the Oak Canyon Park. This is a location that provides ample room and events, great food and entertainment and best of all, since it is exclusively Griffith Company employees, it also provides a safe environment for our children in attendance.

The three main components of the picnic are the Safety Awards, the Excellence Awards and the Young Achievers awards.

Safety is a core value with Griffith Company and is the central focus of our picnic. We have planned and invested in our employees’ safety so that they return home to their families each night in good condition. The Region or Division that achieves the best overall safety rating is recognized.

Along with the Safety awards we also recognize multiple Excellence Awards. We all work hard and it is nice to recognize the outstanding work our co-workers accomplish each year.

The last portion of the awards is for our Young Achievers. This is a great part of our culture. We recognize the accomplishments of our Griffith Family children. This is a way that we hope we can help motivate our employees’ families to achieve to the best of their abilities.

Finally, it is an event where we get to meet the families of our fellow employees. I am looking forward to seeing you there. Make sure you plan to attend and RSVP when you receive the invitation.

President’s View:
Industry Challenges Mean Back to Basics
by Jaimie Angus

It’s a new year with new responsibilities and challenges. Griffith Company built its biggest ever backlog with many challenges within it. We ended up in profits but not an acceptable return. We all worked very hard to build this work and should enjoy the benefit of increased stock value. I personally apologize for our lack of success. It’s time to get back to what we do best and evaluate risk more clearly. We don’t need to be the biggest, only the best. It is my goal this year to get back to the basics and demand that policies and procedures are met to make us more profitable.

After participating in AGC for many years, I have been appointed President of AGC California. My role will be to lead the Leadership of AGC to help our industry. My goals at AGC are to increase membership, create and continue diversity, and increase member participation. Greater member participation is key for AGC to be the leading voice of the industry. We want our association to be proactive for change and not just reactive for the protection of our industry. Prompt payment, working to grow our transportation funds and combating over-zealous regulatory measures are some of the other areas we’ll continue to work on.

I look forward to your help and support as we bring our company and the AGC into better position to face the challenges that are facing our industry today. Together we will make a difference.
After a long lasting career in the construction industry, **Leonard Dunn** has hung up his hard hat. Leonard started out with Riverside County Flood Control and worked his way through college to become a professional engineer. Leonard worked for some of the best underground contractors in the business and finally retired at the end of 2015 after six years at Griffith Company. Thank you, Leonard, for all of your commitment, loyalty and a work ethic that was second to none… Enjoy!

**Jim Coury** began his construction career in 1964 as an asphalt dispatcher and advanced through the ranks from Dispatcher to Director of Sales and Marketing, working in all aspects of the material industry, including his final role as Division Manager for Materials where Jim was responsible for production and sales of Griffith Company’s recycling division. After 51 years in the industry—9 years of that with Griffith Company—we wish Jim a fond farewell. We’ll miss you, Jim!

**Gary Gibson** of our Southern Region is another to join the esteemed group of Griffith retirees. You may not know that Gary’s first construction job was at Griffith and his dad was a General Superintendent here. We all wish Gary a happy and safe retirement; we know he will enjoy this new season of life!

**Jaimie Angus** continued from Page 1

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Jaimie is an example of the opportunity to grow within our company. He began working for Griffith Company in 1989 as a laborer and after getting his degree in Aeronautical Engineering was soon moved into the office as an estimator in Orange County. In 2000 Jaimie was appointed the position of District Manager of the Los Angeles District and was named Vice President soon after. In 2010 he was named Executive Vice President of Griffith Company, and in 2014 was promoted to his current position as President.

With a full agenda for 2016, Angus will be busy with the leadership of both AGC and Griffith Company in the year ahead. In his personal time, he continues to enjoy the Southern California lifestyle and, while there’s not nearly as much opportunity these days, he still enjoys surfing, ocean fishing and snowboarding.

Angus also enjoys spending time when possible with his kids, daughter Sarah (28), Taylor (24), and Nicholas (16) as well as three grandkids: Arnoldo, Gus and Beckett.

**Hang Up Your Hard Hat**

On Nov 20, 2015, **Alfred “Chach” Medina** (37 years) and **Alfred “Pete” Jezowski** (16 years) celebrated their well-earned retirement. The retirement party was held at the Summit House Restaurant where 98 people attended the event. In attendance were family members, co-workers, inspectors, owner-representatives and friends in the industry with whom they have worked.

Chach joined Griffith Company in 1979 as a cement mason. Eight months later, he earned the position of Concrete Foreman and eventually became General Superintendent for the Concrete Division. Pete joined Griffith Company in 2000 as an estimator and a few years later was promoted to the first ever Manager of the Concrete Division.

Both Chach and Pete worked well together growing the division’s annual revenues from a few million dollars a year to $32M last year. They have a great attitude in the work place and a great knowledge of concrete derived from their families’ construction background.

We are fortunate to have worked and have known these two amazing individuals that have given so much to Griffith Company. We’ll surely miss them in the years to come and we wish them all the best life has to offer in their well-earned retirement.

**Alfred “Chach” Medina and Alfred “Pete” Jezowski**

After a long lasting career in the construction industry, **Leonard Dunn** has hung up his hard hat. Leonard started out with Riverside County Flood Control and worked his way through college to become a professional engineer. Leonard worked for some of the best underground contractors in the business and finally retired at the end of 2015 after six years at Griffith Company. Thank you, Leonard, for all of your commitment, loyalty and a work ethic that was second to none… Enjoy!

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After serving our industry for more than 50 years and with Griffith Company for more than 14, **Gary Gibson** of our Southern Region is another to join the esteemed group of Griffith retirees. You may not know that Gary’s first construction job was at Griffith and his dad was a General Superintendent here. We all wish Gary a happy and safe retirement; we know he will enjoy this new season of life!
Griffith employees from the Central Region had the pleasure of participating in the KUZZ Cares for Kids Christmas, an annual event that the local radio station organizes for families in need at Christmas time.

The sponsored family had five children, ages 5-18. Two have health issues, along with their Dad who is fighting Lymphoma. On December 15, KUZZ held a breakfast at the Crystal Palace for the families to receive presents and meet the people that brightened Christmas for them. Kelly Enns and Barbara Newton went to represent Griffith. All were so grateful and thankful for what was given to them.

Thanks to AJ Robinson, for being up early to get this family for us and to the Bakersfield employees for making this family’s Christmas one they’ll always remember!

Birth Announcements:
Jaimie Angus became a grandfather twice in 2015: Augustus Cruz Moreno, was born on June 14, weighing 7lbs 6oz, to parents Taylor Angus & Arnoldo Moreno, Jr.; Beckett Richard Kruger was born on September 24 and although he was born 6 weeks premature, weighing only 5lbs 2oz, mama Sarah Kruger (Angus) and dad Chris Kruger say you’d never know it, because this little roly-poly “steam roller” is all smiles, coos and giggles. These two munchkins make a total of 3 grandkids for grandpa Jaimie!

Michelle Dujenski and husband Chase welcomed their first child, Caleb Benjamin Dujenski, into this world at 3:35PM on October 2nd. Baby boy Caleb weighed 7 lbs 11 oz and has the most adorable dimple on one of his cheeks. Congratulations on your adorable bundle of joy, Michelle!

Wedding News:
Kay Harris of the Montclair Office wed her longtime boyfriend Timothy Thompson of 13 years on Sunday October 11, 2015 in Pasadena, CA. Congratulations, Kay!

Eastern Region Office Manager Susan Walt was married on November 28, 2015. Congratulations to the new Mrs. Susan Hasting on your nuptials and on your new family!

Employee Training Badges
By Chris Morgan Safety Director, CHST
Griffith Company invests approximately $70,000 in safety training classes for our employees per year. If you included all labor hours associated, the number would be much, much more. We want to get the most value out of our training efforts, including the ability to quickly determine if training is needed or not and an automated process to let us know when certifications and training are about to expire.

In the near future, we will be deploying employee training cards to all of our employees who receive training from Griffith Company or while at the Company. Each badge will have a QR code on it and when scanned will show your training history to interested foremen, superintendents, safety, and clients alike. This will enable all of our work teams to determine who has what training in an immediate fashion.

When we can manage and confirm our training in the field, we can be exponentially safer and better informed to accomplish our work. So as our Safety Program continues to lead the industry in cutting-edge innovations look out for the new cards, and let’s move the discussion about safety training to a new level!