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Company of the Month: Tough times, tougher Griffin: Weathering the storm together at Wayne J. Griffin Electric

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Holliston, MA During these unprecedented times of COVID-19, businesses across the country and world are in uncharted territory as they navigate the future impact of this health crisis. Despite so many uncertainties, the construction industry remains a vital fixture in a disrupted economy. With public and private sector projects moving ahead, labor shortages and the need to attract and retain a team of skilled individuals is a persistent challenge.

Throughout the current climate, Wayne J. Griffin Electric (Griffin Electric) has remained committed to doing everything possible to ensure the safety and best interests of its clients, project partners, and its workforce. A leading electrical subcontractor throughout New England and the Southeast for over four decades, Griffin Electric is fortunate to have remained open and is proud to have maintained key business operations throughout the pandemic.

Adapting to change is never an easy task, and the company knows that it requires a unified commitment and a complete, conscientious effort on everyone's part to successfully implement. Having updated many policies and procedures across its more than 200 active jobsites, Griffin Electric has seen firsthand what a privilege it is to employ a workforce that truly embodies its motto of "Work with the Best. Be the Best." The dedicated men and women of the Griffin Electric team put forth tremendous effort each day and continue to work together in lockstep as the company pushes forward and strives to keep everyone safe.

Guided by a belief that people are Griffin Electric's biggest asset, the company feels strongly that recruiting, hiring, and maintaining a dedicated and diverse workforce is the key to exceeding the

expectations of its clients. Since the start of the company, it has been the expertise and competence of these individuals that has allowed Griffin Electric to maintain the highest standards and given the company the opportunity to earn new and repeat business. And it will be these same team members who will continue to press onward and help Griffin overcome this challenging period.

As the company continues to grow and the construction industry evolves towards innovation, the need to incorporate diversity becomes even more of a necessity. Including people from different viewpoints and backgrounds can only enhance the project planning process, and they have an important perspective to add to the landscape of changing ideas and methods of delivery. Establishing strong connections throughout the community is a major component of company outreach. As part of its ongoing efforts, Griffin Electric strives to not only recruit a strong pool of diversified candidates, but to work actively with schools and organizations in the community to encourage young people that they can pursue the apprenticeship pathway as a successful and lucrative career.

Throughout the year, representatives from the Griffin team plan visits to local high schools and colleges to speak to young people about the benefits of electrical and telecom careers. Expanding beyond local schools to organizations within the community allows the company to further promote apprenticeship to those who may be looking for a career change. The company makes it a priority to offer a supportive environment for education and training through its comprehensive apprenticeship program, as well as numerous personal and professional development opportunities, to provide a smooth transition as men and women of different walks of life start their new pathway to success.

For more than 25 years, Griffin's in-house Apprenticeship Training Program has prepared hundreds of men and women for rewarding careers in the electrical trade. The program is accredited by the National Center for Construction Education and Research (NCCER) and designated as an approved training site by the U.S. Department of Veterans Affairs. Apprentices experience both classroom and on-the-job learning, where they earn excellent wages and benefits while gaining practical field experience under the supervision of a licensed journeyman. Many Griffin apprentices and electricians grow with the company and even advance into foreperson, estimating, and project management positions.

The company's investment in its employees and ongoing efforts to build the strongest team possible has paid off. While no one ultimately knows what the future might bring, Griffin Electric has been able to remain resilient in the face of adversity. By taking things one day at a time and standing united as "5 regions. 1 team" the company is confident that it can weather any storm. Now more than ever, Griffin Electric is committed to work together and take care of each other in all that they do.

For more information about Griffin Electric and its employment opportunities, please visit www.waynejgriffinelectric.com, call its recruiting hotline at 800-421-0151, or email your resume to fieldrecruiting@wjgei.com.