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2016 March Madness Recap

Thanks to everyone who participated in the 9th Annual March Madness Ping Pong Tournament. It was great to see so many new participants join in the tournament this year!

The final singles match came down to the defending champion, Leon Matthews, against Kyle Nakagaki. It was a very exciting and close contest but Kyle was victorious and was crowned the 2016 Singles Division Champion,

ending Leon's eight year reign!

In the doubles division, Dona Nielson and James Imbruglio claimed the championship by defeating Carmen Ruiz and LeeRoy Young in a very well-played match! Thanks to both teams for such an entertaining contest that was a lot of fun to watch!

Father Larry Goode from the St. Francis of Assisi Parish and Youth Club was our special guest once again for the finals and lunch. This year our employees donated \$1,774 and our generous WAM management matched our donation for a total of \$3,548! A check was presented to Father Goode for the benefit of the St. Francis of Assisi Youth Club at St. Francis of Assisi Church in East Palo Alto. The Youth Club serves local 3rd – 8th grade boys and girls in their after school program and incoming 4th – 7th grade youth in their summer program. They also provide support for 7th – 12th graders through their "Be the First" program that encourages youth through mentoring, academic support and college tours to be the first in their families to obtain a higher education. Father Goode was extremely grateful for our generous donation and promised to put it to good use!!

Thank you for helping to make this event a success!

Photo on the left to right:

Carmen Ruiz and LeeRoy Young (our second place doubles team)
Kyle Nakagaki (our new singles champ),
Leon Matthews (our second place singles)
James Imbruglio, and Dona Neilson (our doubles champs)
Congratulations to everyone!!!



Letter From a Principal

What a difference a year makes! Last year at this time WAM was struggling; this year, we are profitably processing a record backlog of work.

Construction is booming in the Bay Area, and we are riding the wave. With our solid base of service work, the construction division is processing at a pace we only dreamed of during the recession.

Hats off to all of us. From our selling partners that negotiate and bring the work in, to our trained union journeymen and women in the field that install it, WAM is firing on all cylinders.

Backlog continues to look strong into 2017. Barring an economic jolt we should be able to carry this forward another year.

I want to speak a bit about some lessons we learned from 2015-2016. While I believe that the robust economy has most to do with our turnaround, I also firmly believe that some steps we have taken toward tighter job management have contributed significantly.

Several years ago WAM leadership realized that we needed to separate construction operations and marketing in order to take our company to the next level of growth. It was too much for a partner to try and oversee and run jobs while continuing to sell a steady stream of new work.

Our company was fortunate to find Jim Jeffrey, who has much experience in large job management and the systems that it takes to run jobs intelligently and consistently.

A lesson learned over the last few years was that we needed to manage our jobs in a tighter and more consistent fashion. Jim has a lot of experience with previous companies that he has worked with and with my help is now putting these systems in place. From a consistent management oversight comes better planning, a more consistent approach to change order requests, and a more proactive approach to day to day job management.

There is hardly an area that our project management initiative has not touched. Estimating, purchasing, monthly job forecasts, are all included in this ambitious initiative. These changes and improvements will put us in good shape to bid competitively and manage work when the economy does wane.

Continued on Page 6





Will The Internet Stay Free?

By Matthew Schmuck

We have come a long way in just 25 years. "WWW" was invented in 1989 and the first web page was posted by Sir Tim Berners-Lee while working at CERN. All he wanted to do was share his papers with other institutions. Today of course we can search on any topic at any time from any device, even ones held in our hands, and find insightful useful information. Just a few clicks away or even more so now by voice from your phone. "Siri" or "Ok Google", "What was the Giants score?", "Where is the closest pizza?" (my personal favorite two searches). We all know just how great this is but who is paying for it? It's free right? Every time you go to Google and search it doesn't cost you anything. Or perhaps you like Yahoo, MSN or CNN and read the news of the day. All free, or is it?

Actually it costs millions and millions of dollars to run these sites and we pay for it by being presented advertisements on the pages we view. There are two issues with online advertising everyone should understand. First, these ads **keep the internet FREE**. Content we enjoy is paid for by advertising. Second, **not all ads are created equal**. Many are very deceptive and can be damaging in the form of malware/viruses they deposit on your computer. Let's review both of these.

Keeping the internet FREE: It is very frustrating when you go to your favorite online site only to have the entire screen hijacked by a full page ad staring you in the face. You have to close the ad before you can get to the FREE content you wanted. But wait. Someone spent time and money, sometimes lots of time and lots of money to provide you with this FREE content. Is it really so bad that we have to take three seconds to close this monster sized ad? Let's say for a minute that the internet content you wanted was not subsidized by advertisements. The content would be horrible and not useful because of course who would write articles and report news if they weren't paid for their work. Or you would hit what is known as a "Pay-Wall". A screen pops up and asks you to pay \$2.00 to read this article or subscribe for \$10 a month to read all articles on this site. Pay-Walls are becoming more and more popular because people are irritated by all the ads. Some people are now using AD Blockers while browsing the internet from their computer or phone. This is a problem. If we allow AD Blocking to continue, the websites we want content from for free are going to have to monetize their work in other ways, like Pay-Walls.

Not all ads are created equal: The majority of ads are legitimate advertisements for goods and services. The page views and clicks are the measurement that advertising companies use to understand how valuable a website is. The more views and clicks the more companies want to advertise at that site, the more money the site makes. Advertisers are required now to let you know what you are looking at is an ad. They put "AD" in the top corner, or "SPONSORED" somewhere on the ad. Unfortunately, some advertisers create false reports disguising them to look like real news or information. Some sites use what is known as "Link Bait" to get more viewers to be presented with ads. Normally Link Bait can be found at the bottom of a page often from MSN, Yahoo, CNN and the likes. These Link Bait ads are named to draw you in... "The secret all dancers use to lose weight", "The Stock Market will fall 80% in 2016", "What Trump says to his kids every night". Etc. etc. These are Paid Content and Sponsored Ads, in other words junk. Don't click on them no matter what the headline reads. You know you've seen these.

Finally, there are the malicious ads that contain viruses. Just by viewing the web page your computer can become infected. Worst of all you won't even know the malicious code has been installed on your computer. For example, when you go to MSN.com it loads data from over 300 servers down to your computer. It does this in just a few seconds. But who monitors all 300 servers to make sure those ads and content are virus free.

The advertisers are getting more and more crafty trying to catch your attention while browsing the internet. Bold, colored, flashing, full sized ads, fake ads that look like real content. It's everywhere. More and more now it's baked into apps on our phones. All those free apps are supported by advertisers. We must weigh the pain of constant ads versus paying for premium content. So if you want ad free content be prepared to pay in other ways. I don't know where the future lays here, but I do know I like the FREE content I can get anytime anywhere. So I put my "ad blinders on" (just ignore them) and keep on using the FREE internet.



2016 Summer Interns

By Dawn Hahn



ALEXANDER ROHWEDDER

Alexander is from right across the Bay in Newark. He is currently in the Manufacturing Engineering program at Cal Poly SLO, and anticipates graduating in March of 2017. He worked as an intern in the Estimating Department with Eddie Patterson. Alexander enjoys gatherings with friends and family, where he usually takes over the barbeque to make sure the meat is "cooked the way it was meant to be." One day he hopes to move out of his parents' home and buy a bigger grill.

BEN SIMON

Ben was an intern in our Sheet Metal Shop. He graduated from St Francis High School this past spring and will be attending Cal Poly, San Luis Obispo in the fall. He will be studying the field of Industrial Technology and Packaging. Ben enjoys playing sports with his friends, often playing tackle football and pick-up basketball, and is a huge movie enthusiast. He is also known as a food connoisseur.

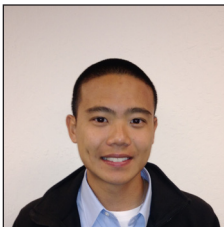


JOE O'BRYAN

Joe grew up in San Francisco and attends Santa Clara University. He worked as an intern for Zach Russi's team. Joe is studying Mechanical Engineering and will graduate in 2018. After graduation, Joe would like to visit Ireland and Japan and then work as a mechanical engineer. Before this summer he wasn't sure which field of mechanical engineering would interest him, but after his internship with Western Allied, Joe has developed a strong interest in HVAC and can definitely see himself working in this industry. In his free time, Joe enjoys playing the guitar, playing pick-up basketball, and watching ballgames.

JOSE TORRES

Jose was born and raised in San Jose, CA. He is currently attending San Jose State University and plans on graduating next spring. Jose is studying Mechanical Engineering with a minor in Mathematics. He was an intern this summer for Pete Kelly's team. Jose looks forward to traveling to Europe or Asia after graduation and then plans on working in the Silicon Valley. He enjoys going for a run or a hike, likes working on cars on the weekend and sometimes attends motorsport events.

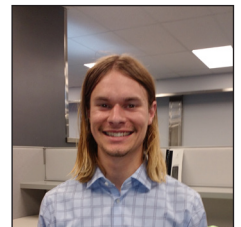


JUSTIN YU

Justin is from San Francisco and goes to San Jose State University. He worked as an intern for Angie Simon's team this summer. Justin is studying Mechanical Engineering and expects to graduate in May, 2017. He would like to travel to Europe after graduation. After traveling, he would like to get into project management or cancer treatment device development. Justin likes to play soccer in his free time.

LIAM MADDEN

Liam is from Seattle, Washington and attends Cal Poly, San Luis Obispo. He expects to graduate at the end of next year. Liam is studying Mechanical Engineering and Mathematics and was an intern in the Engineering Department this summer. His future plans may include going to graduate school at University of Washington. Liam enjoys backpacking, reading, and adventuring with friends.



Our Returning Vet



EMMA KEELEY

Emma Keeley came back to WAM for her second year of interning and worked with the construction team. She attends Binghamton University in NY and will graduate in May 2017. This year for her junior project she redesigned the mechanism in a mechanical pencil that advances the graphite. Her design wasted less graphite than the existing designs. Last year Emma lived with CoRE, an on campus program that put people with interests in Computers Robotics and Engineering together.



Health-By Terry Juri

Want to reach your health and fitness goals? Need help getting started or a little help to get you to the next level? Look no further than 1170 O'Brien Drive.

Since August 2012, personal trainers from Maximum Fitness + Performance have been motivating employees at our own fitness center at WAM. Currently, classes are held Tuesdays and Thursdays from 11:30 – 12:15. All ability levels are welcome.

Classes consist of boxing, bodyweight training, core strengthening, barbells, dumbbells, kettlebells, circuit training, squats, lunges, burpees, sit-ups, pushups, cardio training, and more.

Our personal trainer, Joey Nava, is a co-owner of Maximum Fitness + Performance located in Redwood City. He creates a workout for the group each Tuesday and Thursday and pushes everyone beyond what they would do on their own.

The class has been going strong for 4 years now. Joey helps the group set and meet goals. Some of the accomplishments for the group so far:

- Tough Mudders
- Half Moon Bay Pumpkin Challenge and Run

- San Francisco Half Marathon
- Rugged Maniac
- Mud Man
- Avon 39 Mile Breast Cancer Walk

The training classes also help people get in shape for bike-to-work day, weddings, vacations in Hawaii, or simply fitting into that favorite pair of pants again!

No easier way to start or increase your training. Turn your lunchtime into a great workout. Attend as often as your schedule allows.

Join the group – set and meet your goals and have fun doing it!

Still thinking about it? What's there to think about? Just get started already. When you start seeing the results that you want, you will wonder why you didn't start sooner.

Not enough hours in a day?

An hour-long workout is 4 percent of your day. There are no excuses... You can do it!

"You don't have to be great to start, but you have to start to be great."

Zig Ziglar, motivational speaker

Safety-By LeeRoy Young

What is Defensive Driving?

Defensive Driving is utilizing safe driving strategies to enable motorists to address hazards in a predictable manner. These strategies go well beyond instruction on basic traffic laws and procedures. We learn to improve driving skills by reducing risks and anticipating situations, making safe well-informed decisions. Such decisions are based on road and environmental conditions present when completing a safe driving maneuver.

Benefits of Defensive Driving

The benefits of taking a defensive driving class could include a reduction in your insurance rates and new skills that can help you prevent a collision.

Traffic Crashes

Approximately 41,000 die annually as a result of traffic collisions, with an additional 3,236,000 injuries. About 38% of all fatal car crashes are alcohol related with another 30% attributed to speeding. Western Allied has 6 at-fault collisions and 6 no-fault accidents this year, which are far too many. We have 99 monitored speed violations for 2016 which is far more than we should have. The causes of crashes, and the resulting emotional impact and costs are covered in our courses. The goal is to reduce accidents by enabling us to exercise caution and good judgment while driving.

Psychological Factors

On the roadways, drivers have to deal with many factors. Though some of them are beyond the control of the driver, psychological factors can be controlled when we know what to look for and how to handle it. We focus on how we can overcome factors such as stress, fatigue, distress and road rage. We offer instructions for developing a positive attitude

behind the wheel and increasing your focus on the driving task.

Human Factors – DUI

Driving under the influence of drugs or alcohol continues to impact thousands of American drivers each year. While the specific effect of each drug on your body takes place in differing stages, the effect of drivers operating a vehicle while under the influence is disastrous.

The Dynamics of a Crash

Crashes are almost always preventable. Speed, place of impact and size of object being impacted determine the severity of the crash. However, one vehicle hitting another vehicle or other object is not the only collision that occurs. The second collision, in which the driver and other passengers collides with the windshield, seat or other object within the car when not wearing a seat belt is equally dangerous.

Crash Prevention Techniques

The key to any good defensive driving strategy is knowing how to avoid traffic crashes and recognizing potential hazards before it's too late. We learn crucial crash prevention techniques that include:

- Scanning the roadway and adapting to surroundings
- Employing proper following distances
- Knowing your vehicle's stopping distance
- Being aware of reaction distance
- Environment hazards
- Vehicle emergencies
- Sharing the road
- Passing and necessary clear distance
- Right of way
- Speed adjustments and railroad crossings



Employee Profiles

Austin King

Austin King grew up in Tracy and San Francisco, CA. The San Jose State Alum first joined WAM as an intern with the Estimating Department 6 months ago and has since transitioned into a full-time position a month ago. Before joining the Western Allied team, Austin worked as a project manager for San Francisco Municipal Transportation Agency. He enjoys learning more about the HVAC industry through Estimating and hopes to get his masters degree in the future. His favorite thing about WAM is meeting everyone and learning more about where they came from. As an avid basketball fan, he enjoys playing basketball and is a huge Warriors team fan. His passion for basketball comes in handy during fantasy basketball season, where Austin tends to dominate. During the weekends he likes to relax, sleeping being among a top favorite hobby. Austin also enjoys working on his cars. He is currently rebuilding the engine of one with his family and hopes to work on the interior of the car once it's finished.



Scott Kirkpatrick

A Bay Area native, Scott Kirkpatrick was raised in Burlingame, California. He first joined the Western Allied Team 12 years ago as a pipefitter, where he stayed for about two years. Since then he has been working in the Startup Department and is now the Startup Superintendent. He enjoys the daily challenges and learns something new every day. He says his "role of Superintendent is humbling as I get to see just how hardworking my guys are and it's a pleasure working with everyone." When Scott isn't enjoying the wonderful wildlife in his backyard, he is spending time with his two energetic kids, Cade(2), and Tycen (5). As a family, they like to go crawdad fishing with sticks and hot dogs in their backyard. Scott is currently remodeling his backyard and hopes one day get back into Krav Maga (a style of hand to hand combat training).



Mary Hanlon

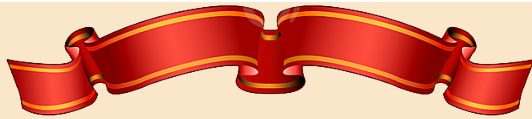
A Bay Area native and daughter of a family of 12, Mary grew up in San Carlos, CA and attended Carlmont High School. She first joined the Western Allied team a year ago in the Accounting Department, and enjoys "the people and the good atmosphere" here. In October she will be celebrating her 17 year anniversary with her husband Jeff. Mary has three daughters: Jordan (16), Samantha (14), and Kasey (13). When she isn't spending time with her family and raising her girls, Mary likes to run. She ran her first half marathon this summer (San Francisco Half Marathon) and wants to run another one in November (Monterey). Along with running half marathons, she competes in mud runs with her friends and family regularly. Mary also likes to experiment with food when it comes to dinner, and tries to incorporate as many different recipes as she can.



Rob Kintz

Rob has been a long time fixture in the WAM Sheetmetal Shop. Although he spent many years in the field, he's been working solely on fabrication in the shop at Casey Court for the last several years. Rob was born in Burlingame and grew up in San Mateo. He entered into the HVAC trade through a friend. In his entire career, he has only worked at 3 shops. He feels that Western Allied is by far the best company to work for because it's like a family from the top down. Rob has been at WAM for nearly 18 years! In his personal life, Rob enjoys going to heavy metal rock concerts. He recently went to see Black Sabbath and hopes to go see Tool. Rob also enjoys spending time at his family's cabin in Nevada City. He loves the outdoors, hiking, fishing and spending time with his niece and nephew.





Celebrating Service Awards

The anniversaries listed are for employees celebrating significant milestones with the company. Congratulations and thank you to all!

30 Years

Dave Croffoot- Nov. 2016
Dave Cook- Nov. 2016

10 Years- Cont.

Leon Matthews- Jan. 2017
Brian Dusine- Feb. 2017

25 Years

Henry Sanchez- Dec. 2016

5 Years

Luis Solis- Nov. 2016
Paul Jimenez- Feb 2017

20 Years

Anthony Sotelo- Feb. 2017

Events and Celebrations!

Congratulations Taylor Gomez, Kevin's daughter will be attending SDSU for nursing and water polo!

Congratulations Rob Monaghan on his plane winning 1st place at the Reno Air Show!!!!



Congratulations to Steve Grassi and his wife on the birth of their son Lucas Grassi on August 30th!

Congratulations to Angie Simon for being elected as the Vice President of SMACNA National.

Congratulations to Kathryn and John Reynolds on the newest addition to their family!! Kora Elaine Reynolds joined brother Thomas and parents on 4.5.2016!



ANNIVERSARIES & EVENTS

Letter From a Principal Continued

Continued from page 1

Our peer group continues to be an important influence on our operation. From the talents of like business leaders around the country, we contribute and receive ideas that improve us all. Many of you recall the peer group visiting our facility in the spring of 2011. We received a lot of excellent feedback at that meeting that we have since implemented. They are coming back! In March of 2017 we will once again have the privilege of hosting these folks to take another look at our business. More to come on that in the next months...

In closing, I would like to take a moment to share a comment from a fellow employee that warmed my heart. It had to do with the WAM Family and the comradery that all of us share. To this individual a business decision needed to be based not only on dollars and cents, but on our culture and our family. I can speak for all the partners of Western Allied when I echo this view. We want coming to work to be fun as well as professionally fulfilling.

Hopefully you were able to attend the WAM Family Picnic at Flood Park on Saturday October 1st. We all had a great time! Highlights to come in our spring newsletter!

Jeff Pierce

Jeff Pierce

Bike to Work 2016 Recap

Our 5th Annual WAM Bike to Work Day was a huge success. We had 22 riders this year, our largest attendance so far!

We set out from various locations on May 12th but many of us met at the E-Station (Energizer Station) at the Menlo Park train station to pick up some "Bike to Work" goodies and snacks to keep us going!

Dona Neilson coordinated this event once again this year. Dona organized us, planned our routes, made sure we are safe (WAM orange safety vests were available!) and all participants received a very nice WAM Bike to Work Day long sleeve shirt! Riders were also given lunch compliments of WAM.

A big thanks to Dona and WAM management for promoting this fun event for our employees each year.





Some Current Large WAM Projects

Prothema TI	Angie Simon	Three floors of biotech tenant improvement in a four story building. The buildout includes a vivarium, tissue culture suite, general lab and office buildout. All supply mains are Koolduct with heating hot water VAV zones.
450 E. Jamie Court Pony Chiller	Angie Simon	This project consists of an addition of a 150 ton water cooled pony chiller for the Alexandria building at Jamie Court. This addition will back up the existing chiller and provide better energy efficiency on low loads.
Genesis South Tenants	Zach Russi	Explora and Achaogen have signed leases in Genesis South and we have started design. This involves the build out of ~ 60,000 square foot of vivarium lab and office on three floors and should start construction in September
VF Outdoor Bldg. E	Zach Russi	This is the 5th building at the VF Outdoor Campus in Alameda. The campus is LEED Platinum and the new building will add 55,000 square feet to the campus. We have started design and expect to start construction late 2016.
Grail Phase 2	Zach Russi	We are completing phase 1 in September and will be starting on Phase 2 in October. This is a 40,000 square foot lab/office tenant improvement for the growing biotech company.
Genentech B9	Zach Russi	After a long break in work out at Genentech's South San Francisco campus, we have secured a 20,000 square foot office/lab tenant improvement at building 9. We expect to start the first phase late 2016.

ATTABOYS

Attaboys

151 Oyster Point Crew

- "I would like to take a moment to thank you and your employees for going out of their way to help one of my electricians that had a medical emergency. Your employees made the right phone calls, rendered first aid, and stayed with him while we coordinated the paramedics. Their quick action was key to getting him the help he needed very quickly. We have a good team working on this project and was great to see how much we care about each other."
- Customer

Andrew Workman

- "I just want you to know that Andrew Workman is a great asset to Western Allied and to Abbott Hematology HVAC Service in my option. He provides excellence service, communications and stays with the work in hand until the job is completed."
- Customer

SLAC B53 Project Team

- Congratulations to the SLAC B53 team, the project was selected as a finalist for two awards.

Mark Edwards, Robert Balcioni, and Andrew Workman

- "The chillers are running well. Thank you for such a great job"
- Customer

Randy Freitas & Gary Partin

- "Randy Freitas and Gary Partin along with their crew managed to safely set all 30 units at Amazon in an hour! This was an amazing accomplishment."

Dave Cook & Kyle Nakagaki

- "Dave Cook headed a job where we collected all of the model & serial numbers off all of the equipment for Tarlton's big buildings. More than 30 buildings. Kyle Nakagaki took all of this information and set up current PM agreements. A huge time intensive project, but so appreciated!"

Dave Thompson

- "Throughout the years, Dave has bailed me out on multiple occasions. Especially with the more intricate and non-rudimentary technicalities that I have encountered out in the field. His knowledge, experience and technical skills are invaluable. As those who have "hung up the tools" in the past, when Dave decides to do so, he will be greatly missed."

Daniel Ortiz & Crew

- For doing a superior job on the weekend multiple cooling tower replacement at Genesis Towers.

Donna Mroz

- "For continuing to show up to work when I would be hiding in bed."

Remember, we welcome attaboys from all! The nicest compliments are the ones from your teammates. All attaboy contributors will remain anonymous. Drop a note to attaboy@westernallied.com!!

Attaboys

Aaron Stender & Victor Villarreal

- "Big thanks to Victor and Aaron for their ingenious solution to quickly and effectively (and inexpensively) add some balance to the Lab Supply Plenums at Denali using PXP grilles. Keep us posted on any other hood balancing issues and we get out there to support if possible."

Aleia Pubill & Kathy Sinfield

- "They both go out of their way to accommodate all the special billing requests, "redo"s, etc. that are of course their jobs, while being pleasant about it"

Mike Aureilo

- "BIG ATTA BOY for completing his UA instructors training certification program! He joins a few of WAM Family Members who are actively Teaching at the Local 467 hall and contributing to the Apprentice Program."



SEPTEMBER 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
				WAM Board Meeting Local 393*, 467* Off		
4	5	6	7	8	9	10
	Labor Day! Holiday for ALL			Bay Area SMACNA Board Meeting		
11	12	13	14	15	16	17
			IFMA Deep Dive Breakfast	BOMA SF Luncheon		
18	19	20	21	22	23	24
	BOMA SF Golf Tour. AFE Golf Tour.		Nor-Cal Facilities Expo	AFE Luncheon		
25	26	27	28	29	30	1
			IFMA Silicon Valley Monthly Meeting		WAM COMPANY PICNIC!!!!	

DECEMBER 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
				BOMA SF Holiday Party		
4	5	6	7	8	9	10
			IFMA SV Holiday Party			
11	12	13	14	15	16	17
		Birthday Celebrations Operations Meeting	WAM Cook-off!		AFE Membership Mixer	
18	19	20	21	22	23	24
					Holiday for ALL!	
25	26	27	28	29	30	31
Christmas	Holiday for ALL!				Holiday for Local 38, 342*, 393* and 467*	

OCTOBER 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
2	3	4	5	6	7	8
		IFMA World Workplace	Safety Committee Meeting			
9	10	11	12	13	14	15
	Local 393* holiday	Birthday Celebrations Operations Meeting	IFMA FM Luncheon BOMA SF Boat Cruise			
16	17	18	19	20	21	22
SMACNA Convention			Center for the Built Environment Conference			
23	24	25	26	27	28	29
	MSCA Conference		IFMA Silicon Valley Monthly Meeting	AFE Luncheon BOMA SF Luncheon		
30	31					
	HALLOWEEN!					

JANUARY 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
New Years Day!	Holiday for ALL					
8	9	10	11	12	13	14
		Birthday Celebrations Operations Meeting	Safety Committee Meeting			
15	16	17	18	19	20	21
	Local 38, 342*, 393*, 467* & 104 holiday					
22	23	24	25	26	27	28
			IFMA SV Kick-Off Meeting			
29	30	31				

NOVEMBER 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
			DBIA Convention			
6	7	8	9	10	11	12
CHANGE CLOCKS HPE Peer Review		Birthday Celebrations Operations Meeting	IFMA DDB Construction Safety Mtg.	Local 342* holiday		
13	14	15	16	17	18	19
	Local 393* holiday		Service Safety Mtg.	BOMA SF Luncheon		SMACNA Annual Installation Dinner
20	21	22	23	24	25	26
			Thanksgiving HOLIDAY FOR ALL	Holiday for ALL		
27	28	29	30			

FEBRUARY 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
					393* Off	
5	6	7	8	9	10	11
			WAM Annual Safety Breakfast	Annual WAM Board Meeting		
12	13	14	15	16	17	18
		Birthday Celebrations				
19	20	21	22	23	24	25
Peer Group Financial Leaders Peer Group Owners Summit	President's Day-Holiday for ALL					
26	27	28				

More info. visit www.westernallied.com

*-Building Trade holidays only

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