



Contents

Letter From a Principal	1
2017 March Madness	1
Construction Initiatives	2
2017 Summer Interns	3
Health	4
Safety	4
Employee Profiles	5
Anniversaries & Events	6
Attaboys	7
Projects	7
Bike to Work 2017	7
Calendar	8

2017 March Madness

Our 10th Annual March Madness Ping Pong Tournament was another successful and entertaining event!

The final singles match came down to the defending champion, Kyle Nakagaki, against the champion for the first eight years of our tournament, Leon Matthews. As usual, it was a close and exciting match to watch! Kyle came out on top and for the second year in a row he holds the title of WAM

March Madness Singles Division Champion. Tom Cvelbar took third place and Sandy Yu fourth place in the Singles Division.

In the doubles division, Terry Juri and Rob Monaghan/Zach Russi (thanks for stepping in at the last minute!) claimed the championship by defeating Ted Tiongco and Mike Henderson in a very well-played match!

Father Larry Goode and Mar Y Sol Alvarado from the St. Francis of Assisi Parish and Catholic Charities Youth Club in East Palo Alto were our special guests once again for the finals and lunch. This year our employees donated \$2,290 and our generous WAM management matched our donation for a total of \$4,580, our largest donation to date to the Youth Club. The Youth Club helps youth in the community grow into responsible adults by providing activities that foster character development, academic achievement, physical fitness and community stewardship. On presenting the check to Father Goode he said, "It is wonderful of Western Allied to be so generous to us! We are so grateful." Program Director Mar Y Sol Alvarado commented, "We couldn't do this important work without you! Thanks for your generous support."

Thank you WAM employees and management for making this event a success each year and for supporting the youth in our community!



Photo left to right:
Singles Division

Leon Matthews-2nd Place
Sandy Yu- 4th Place
Kyle Nakagaki- 1st Place
Tom Cvelbar-3rd Place

Congratulations to everyone!!!

Letter From a Principal

Over the course of my career, I have been mentored by many people along the way: my dad, my aunt, a former boss, a former superintendent and various SMACNA people. All of these people played a big role in my life and helped me become who I am today.



Now, it is time to turn that around and help others with their growth in this great industry. We all need to help, mentor and share our experiences that we have had in life and in our careers. If you are a senior project manager, making time to take a junior engineer to lunch and sharing your experiences, or if you are a foreman, taking an apprentice under your wing and teaching them what is expected of them is a great way to help nurture the next generation.

"A mentor is someone who sees more talent and ability within you, than you see in yourself, and helps bring it out of you."
— Bob Proctor

Western Allied Mechanical is one of the top names in air conditioning and this is because of the people of WAM – the people are who make Western Allied what it is. We all need to work together to make sure this same attitude, culture and quality continues to the next generation. We do this by working with our young people to make sure they understand what makes WAM different and special. Don't be afraid to take the time to reach out and give a little of yourself to help others find more of their hidden abilities.

"If your actions inspire others to dream more, do more and become more, you are a leader."
— John Quincy Adams

I challenge all of you to reach out to someone and offer to be there for them. We all have something to teach and to give to others. If you are a fifth period apprentice, you can help a pre-apprentice by sharing your experience. If you are a journeyman that is reaching the end of your career, you have many life experiences to share with others. And if you see someone that you would like to be your mentor, don't be afraid to ask them to take the time to help you. It is very rewarding for the mentor as well.

Change is happening at a lightning-quick pace in today's world of the Internet. The construction industry of last year will look very different next year!

Continued on page 6



Construction Initiatives

By Angela Simon

Over the last two years, many changes have been made throughout the construction division in terms of process and procedures. Jim Jeffrey joined WAM just over 3 years ago as our Construction Operations Manager. We asked/challenged him at that time to help us become more efficient and productive in all aspects of construction operations. Since then, he has moved us leaps and bounds ahead of where we were.

The following are some of the improvements and initiatives that the construction division has undertaken:

- Rollout of productivity tracking – this has been embraced by both the field and the project management staff and we continue to refine it and make it better.
- Monthly P&L's are now being done by all project managers and reviewed by Jim. This is providing us with a timelier look at how a job is doing.
- Development of project schedules and 4 week look ahead – this is helping both our PM's and our foremen plan their projects better in regards to manpower and equipment procurements.
- Improved electronic forms – many of our standard forms are now electronic and are uploaded directly to BOX for review. We are getting safety tool box talks and daily reports are being electronically submitted.
- Schedule of Values (SOV's) being done right in the accounting system – (Spectrum/Dexter Chaney)
- Time from the field is being put in electronically.
- Purchasing is shopping out pricing and locking in multipliers on commodities. They are working with estimating to keep current pricing in our system.
- ASANA is a scheduling program that we are now using to schedule/fabricate and deliver our ductwork. This calendar is being displayed on large monitors in both the shop and the S&R area. We have also rolled this out in detailing and estimating.
- Project engineer/project manager training has been formalized and we are marching thru this training.
- Tool inventory is being rejuvenated with the new Milwaukee tool tagging system which uses GPS technology to keep track of the tools.
- We are fully converted to a new estimating program – ESTMEP which will integrate with both our design and detailing systems in the future. We can also view all ductwork and piping in the 3D world which helps visualize when estimating.
- Bluebeam has become a powerful program that we are using to help in many areas – from tracking fabrication progress, detailing progress and installation progress of our duct systems to making forms easier to fill out and making estimating in a conceptual world much easier. 2018 will hold many more uses for this existing product.
- Our engineering department is also helping us move into the future with Revit – designing in 3D as well as many other powerful tools. They are starting to automatically fill out air and water balance sheets straight from the engineered drawings. This is saving time for the field tech who now can start balancing as these forms are already filled out for them.

The advances listed above made by the construction division over the last few years are amazing and we appreciate everyone's patience and Jim Jeffrey's diligence to push so hard for these. The plans for 2018 are very exciting as we will continue to push technology to make us a LEAN/MEAN mechanical contractor!



2017 Summer Interns-By Lisa Oneto & Dawn Hahn



BEN SHINSHIRO- Shop Intern

Ben is a Mechanical Engineering major, going into his 3rd year at the College of San Mateo. Some of his hobbies are hanging out with friends, playing sports, and playing video games. His goal by the end of summer was to have set a good impression on Western Allied, so that we might consider him for another internship



BEN SIMON- Estimating Intern

Ben is an industrial technology and packaging major and a rising sophomore at Cal Poly, San Luis Obispo. His hobbies are building things, playing sports and watching "It's Always Sunny in Philadelphia" on Netflix. His goal by the end of his summer internship was to annoy Eddie Patterson as much as possible (although that seems to be a hobby for most people).



CLAUDIA MENDEZ- PM Intern

Claudia is a Mechanical Engineering major and going into her 3rd year at Cal Poly, San Luis Obispo. Her hobbies include reading and running. Her goal was to learn more about the HVAC industry.



JACK TARLTON- PM/Engineering Intern

Jack is going into his 2nd year at Bowdoin College in Maine. He will be triple majoring in Mechanical Engineering/Mathematics, Neuroscience, and English. In his spare time, he enjoys partaking in rowing competitions, cooking, and reading science fiction novels. By the end of the summer, his goal was to have made a significant contribution to one or more WAM jobs. "Also, if Angie knew my name [by the end of summer], that would be pretty wicked."



JESSICA MARTINEZ- Accounting Intern

Jessica just completed the business program at JobTrain. She enjoys puzzles and Sudoku. She hopes to have gained valuable work experience this summer.



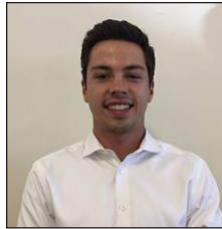
JOE O'BRYAN

Joe is returning for his second summer internship with us. He is a mechanical engineering major and going into his senior year at Santa Clara University. Some of his hobbies are playing the guitar, playing basketball, and hunting waterfowl. "Over the course of the summer, I hope to gain more valuable experience in the HVAC industry, and I hope to better understand the work done and obstacles faced by project managers and engineers."



KATIE NUTE- Engineering Intern

Katie is a Mechanical Engineering major and going into her 3rd year at Cal Poly, San Luis Obispo. She likes to go backpacking, do yoga, and rock climb. Her goal by the end of this internship was to become more familiar with the overall design process, as well as to learn Revit!



NICK WERNER- PM Intern

Nick is a Mechanical Engineering major and going into his senior year at Cal Poly, San Luis Obispo. Some of his hobbies include playing golf, fishing, and watching football with family and friends. His goal by the end of the internship was to gain experience in a wide variety of different areas within the company with an emphasis on project management. He hopes to have a well-rounded experience at WAM allowing him to be more successful in project management down the road.



Health-Designed Wellness

By Terry Juri

Western Allied Mechanical's office employees are participating in the ACEC Life/Health Trust's Designed Wellness Program. The program is coordinated by RedBrick Health, an Internet-based, personal health improvement program. The program was launched on June 21, 2017. Many employees are well on their way to discovering how to be healthier.

The goals of the program are to:

- Provide information about current health status
- Help set realistic wellness goals
- Provide tools and resources to help reach wellness goals

Employees and spouses who are eligible for health insurance through Western Allied Mechanical are eligible to participate in the program. Eligible employees are automatically enrolled. Spouses can be enrolled by contacting Terry Juri.

The program offers a \$100 incentive for participating and completing \$100/points of the following requirements: (Note: All of these activities are FREE.)

Activity

Personal Health Assessment
Biometric Screening
(Complete at WAM (in 20 minutes) on 9/13/17 or with your personal physician)
Telephonic Coaching
Health Journeys
Tracking Physical Activity

WAM Wellness Activities

Points/Dollars Earned

\$35 Required for the incentive
\$40 Required for the incentive
\$15 per coaching call
\$25 per Journey Completed
\$25 for a wellness score of 300 for 45 days
\$5 per activity (\$10 max)-
1 training class & flu shot

This is our first time participating in this program, but it seems like it will be a great way to help everyone to set and reach wellness goals. We hope to continue participation in this program again next year (and for a full year). Now that we have an idea of how the program works, we will improve upon it next year by including more "WAM Wellness Activities" which will allow us to put our own personal touch on the program.

We're looking forward to helping all employees become healthier through this program.

Office employees can register at www.DesignedWellness.com/webportal.

Safety- By LeeRoy Young

In the time I have been at Western Allied, I have seen the company's safety culture move substantially forward. When I arrived at the company's experience modification rate (EMR) was at 1.07, which is considered high and in some cases limits the work we are allowed to pursue.

I knew we could handle the challenge presented by our safety statistics, because we had, and still have, management and eager employees with the drive and mindset to improve. Each year since then, we as a company improved our EMR, and also lowered our recordable incident rate in the process.

The first year of this cycle, our EMR improved from 1.07 to 0.87. The next year, we moved the needle further to an even better 0.80. Today we stand with an EMR of 0.72, an accomplishment we can all share with pride.

This work didn't happen overnight and was not completed by a single person or a small group. These achievements are only possible when we focus on safety as an overall Western Allied Mechanical Team!

This is not the finish line by any means. We all have to do our part, not just to maintain this level, but to drive for further improvements. How can we do this? Each of us must continue on the path and take the time to identify the hazards associated with our jobs, each and every day. If we let things slip, it could take years to get back to where we are today.

COMPLACENCY: are we doing enough to tackle complacency here at Western Allied? Complacency is a lack of vigilance due to familiarity with a task. Complacency is a leading cause of safety-related incidents occurring in workplaces everywhere. Once we diligently fulfill our roles for an extended period of time, our confidence grows and awareness decreases. This results in lack of concentration and foresight. We often go into 'autopilot' and stop paying an adequate level of attention to what we are actually doing and the risks we encounter.

Incident prevention, hazard awareness, and general occupational health and safety have become an integral part of our work. We are provided with comprehensive training on health and safety in our on-boarding, ongoing training, reminders and daily hazard analyses. Occupational health and safety have become part of everyday life and a regular practice in everyone's roles. Please for goodness sake, and for the wellbeing of you and your family, let's not become complacent about our safety and view it as just another task. Let's always remember, this is how we return home safely each evening after our workday is complete.

Our increasing safety awareness has likely prevented many workplace incidents. Some of us would not have come safely, if it were not for our change of focus.

Continued on page 6



Employee Profiles

Daniel Ortiz

Daniel was born and raised in Daly City, CA. He started his apprenticeship in the piping union right out of high school by recommendation of his cousin, who was a welder. Daniel joined Western Allied as a 4th year apprentice and has been a piping foreman for 8 years, going on 11+ years total at WAM. As a piping foreman, Daniel likes the sense of purpose it gives him; and he really likes the team culture at WAM. In his personal life, Daniel is raising two daughters on his own. His eldest, Amanda (21), is recently living on her own in Southern California, while his youngest, Tatianna (11), is attending middle school. Daniel enjoys volunteering at the middle school and also being a soccer coach for his daughter's team. Outside of work he is also an entrepreneur with his own small business in custom apparel. Living in the Bay Area, Daniel saw custom apparel as an opportunity for additional income. As the designer and maker of his custom apparel, he is able to draw on his interest in design and art. He also sees art in his piping work, as well. "Being a business owner myself I understand that the quality of the work will keep a customer and GC asking for more."



Jeremy Goodland

Jeremy was born and raised in Santa Cruz, CA. The Cal Poly Grad has been with Western Allied Mechanical since 2005. Jeremy first started as a project engineer with Service after interviewing with Bob Dills at a Cal Poly ASHRAE meeting as a student and helping Bob hitch his truck the next day when he was stuck in Pismo. The current senior project manager and junior partner, has always enjoyed problem solving in the Service Department. The clients in service tend to be unhappy when they first call and Jeremy has found it satisfying having to come up with a quick and creative way to fix the client's issue. Over the years, he has also come to have a great appreciation for teaching and leading others and understanding the different components that go into managing a business.

Jeremy has been married to Caasi since 2015, whom he met while working here at Western Allied. The two have recently purchased their first house together in Santa Cruz, following in Bob's footsteps. When he's not working, Jeremy enjoys spending time with friends and family and is an avid craft beer enthusiast, currently having sampled 670 unique beers per untapped.



Manuel Uribe

Manny was born in San Jose and moved to Modesto when he was in middle school. In high school, his Work Experience teacher helped him get a job at a local sheetmetal company in the valley, where he worked part-time through college. Manny worked while going to school, supporting himself all throughout college. He got hands-on duct fabrication and installation experience through this job, which led to his interest in HVAC. Manny started an internship with WAM the summer of 2009, while he studied Mechanical Engineering at SJSU. He continued to intern with the Special Projects group for the next 2 years until he graduated and was hired full-time. On Manny's first day of work, he was swiftly moved from engineering to project management due to an immediate need. He laughs as he recalls when the Ops Manager at the time (Si Upton) called him into his office and said, "there's been a disturbance in the Force." He's been in project management ever since! In his personal life, Manny and his wife of two years, Lauryn, are focused on caring for their newborn daughter, Natalie Rose. Maybe someday in the future Manny will get back into his old hobbies of playing ice hockey and brewing his own beer, but in the meantime, he is enjoying life as a new dad and husband.

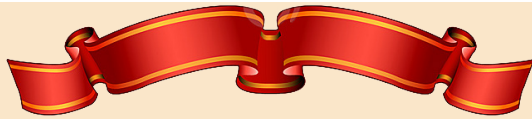


Vanessa Lasseson

Vanessa grew up in different cities within Placer County, CA. The Cal Poly grad has been with Western Allied since 2015 in the Engineering Department. Her favorite part about WAM is the people. Vanessa thinks everyone is really cool and easy to talk to, almost like talking to family. She has been together with her fiancé David since 2010, and the couple has been engaged since 2013. David is expected to move up to the Bay Area within the next year, and then the two plan to get married.

In her free time, Vanessa likes to run everyday, read, and watch anime & tv (particularly Game of Thrones and Stranger Things). Vanessa also volunteers with the San Jose ASHRAE Chapter on the Member Promotion committee and as the Grassroots Government Advocacy Committee chair, GGAC. She became the GGAC because she has always wanted to be part of politics and wants to help inform politicians of HVAC+R topics. Vanessa is also part of a weekly writing group.





Celebrating Service Awards

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

30 Years

John Barbuscia- Oct. '17

20 Years

Dave Miske- Sept. '17

10 Years- Cont.

Kevin Johnson- Nov. '17

Dawn Hahn- Jan. '18

5 Years

Corey Simon- Dec. '17

Rick Retchless- Feb. '18

James Imbruglio- Feb. '18

Ellie Varley- Feb. '18

Events and Celebrations!

Western Allied was presented with the 2017 Dexter-Chaney Innovator of the Year Award for the company's use of Spectrum!! Congrats to everyone involved!!

Congratulations to Dave Thompson, Dave Lazzari, Jeff Seidl and Ted Tiongco on their retirements! Enjoy it!

Congratulations to Yindy Felkins for receiving her DBIA Certification!



Congratulations to Robert Balcioni on his graduation from the UA Instructors Program from Eastern Michigan University!!

Congratulations to Kevin Bianchi and his wife Christina! They are expecting their first child in November!



Congratulations to Manuel Uribe and his wife Laurn! They welcomed sweet Natalie Rose on June 22nd!



ANNIVERSARIES & EVENTS

Letter From a Principal Continued

Continued from page 1

I have found that every summer when our interns join us from college, I learn as much from them as they do from us. They know way more about the newest technology and they are not afraid to try new things! So mentoring can go both ways. We "more experienced" (never say old!) folk share stories from our past life experiences, but we can learn much as well from the younger folks.

"Tell me and I forget. Teach me and I remember. Involve me and I learn." — Benjamin Franklin

Angie Simon

Angie Simon

Safety Continued

Continued from page 4

But there is always a risk of becoming overly comfortable or uninterested when following health and safety procedures. This can cause important steps to be skipped which may result in a preventable incident occurring.

An example of safety complacency can occur in the use of job hazard analyses (JHAs) or job safety analyses (JSAs) before doing a task. When we complete the same task often, instead of filling out a new JHA/JSA every time (as we should) and actively thinking about the risks involved in the task, we may mentally or physically copy previous documents or skim over them. This causes hazards and mitigations to be missed.

Employers have a duty of ensuring their workplace is free from hazards. Some of the ways to combat employee complacency in the workplace and fulfill employer's duties are as follows:

- Highlight the risk of becoming complacent with employees, and have discussions about times when employees have become complacent and how they could have resolved the situation.
- Change employee's routines so they never become overly comfortable in their tasks and become lax.
- If employees have an overly repetitive role, think about having rotations through this role so the employee never spends too much time on the same task.
- Encourage employees to constantly think about what they are doing while they are doing it.
- Consistently remind employees about possible safety hazards and the consequences. If these hazards are verbalized during the review, it is more likely employees will think about them when performing a task.
- If you see employees taking short cuts or risks, remind them that safety procedures are in place for a reason and must be strictly followed.
- Try to make safety fun and interesting to keep employees engaged.

Bring in fresh eyes to look at the work and risks periodically, and challenge the way things are done. This will often identify risks and exposures that are overlooked. Be brave, and stand up for your safety and the safety of your teammates.



Some Current Large WAM Projects

NetApp Building 7	Pete Kelly	Replace 300-ton chiller and pumps for chiller 2.
UC Berkeley Cory Hall	Pete Kelly	Replace 40,000 CFM air handling unit.
Exelixis Alameda Campus	Zach Russi	140,000 Square foot lab/office campus for Exelixis.
Skyline College Building 12N	Zach Russi	25,000 SF Ground Up Net-Zero Ready events space overlooking the Pacific Ocean.
North 1st St. Campus	Zach Russi	4 building campus core build out in San Jose. Design/Build LEED Gold buildings.
1430 O'Brien Drive	Zach Russi	70,000 Square foot amenities space and spec lab build out here at Menlo Business Park.
Grail-1605 Adams	Zach Russi	Grail is expanding into another 75,000 square foot Tarlton building in Menlo Business park.

Bike To Work 2017-By Diana Kadash

We had another great Bike to Work Day on May 11th. This was our 6th Annual WAM Bike to Work Day and we had 21 riders and one roller blader!

We started from various locations but many of us met at the E-Station (Energizer Station) at the Menlo Park train station. There were 40 E-Station's across San Mateo County. This gave riders a chance to stop for a snack, pick up a tote bag with goodies and get some encouragement from the volunteers that staff the station.

Dona Neilson coordinated this event for us once again this year. Dona planned our routes, made sure we were safe (WAM orange safety vests and helmets are a must!!) and everyone received a very cool WAM Bike to Work Day vest this year! Participants were also provided lunch compliments of WAM.

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



2017 Bike to Work group

Attaboys Continued

Nathan Adler

- "On Labor Day weekend during our heatwave Nathan was on call and took so many service calls with smiles, he deserves a HUGE attaboy!!"

Pete Kelly, Jeremy Goodland & Anthony Morello

- "Congratulations to the team for winning the competitive Wells Fargo multiple location equipment replacement project, valued at approximately \$850K. High quality special projects work. It took a lot of high quality team play and hard work to compile the offering. That combined with the years long cultivation of the WFB relationships won the day. Awesome work guys! I admire you."

Lou Gonzalez

- Thanks to Lou and our other guys who consistently go above & beyond for our clients which leads to happy customers and usually more work opportunities! Much appreciated!

"I just wanted to send a quick email to let you know that we appreciate all the extra help we have received from Mr. Gonzalez here at Foxboro. He was on site today working on other things related to his own job, but was willing to help our custodian manage the temperatures manually. We know this took time away from his own job, so we wanted you to know we were please with his willingness to make our teachers and students more comfortable. Thank you!"

- Customer

Walter Salguero & Ricardo Neri

- "Thanks Walter for the paperwork, also thanks for the updates, the job is going well, very impressed with Ricardo!! Good Job"

- Customer

Matthew Schmuck & Eric Bartolome

- Thanks to Matt and Eric for being such an important part of our team! They are able to fix things quickly with allowing employees to still get work done! Great work!!

LeeRoy Young

- "Leeroy helped everyone understand the importance of safety regarding your surroundings when operating the AWP, what to look for before using the machine, and what to do in case of an emergency. It's nice to know that we have a safety coordinator that is knowledgeable on the proper use of the equipment for anyone that is unfamiliar with these machines. It is definitely a class that I will be recommending to other people."

Kevin Gomes

- "I wanted to send you a note and tell you how much I appreciated having Kevin Gomes on the project. Kevin was the definition of a team player, never complained, respected all of Dome's safety requirements, and did so with a positive attitude. He is welcome on any of my future projects!"

-Customer

If you would like to submit an attaboy please email:

attaboy@westernallied.com!!



SEPTEMBER 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 Labor Day- Holiday for ALL!	5	6	7	8	9
10	11	12	13 IFMA FM Roundtable	14 WAM Flu Shots	15	16
17	18	19	20	21	22	23
24 Dee Cramer Peer Review	25	26	27 IFMA Silicon Valley Monthly Meeting	28	29	30

DECEMBER 2017

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

OCTOBER 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5 IFMA EFP Event	6	7
8	9 Local 393* Holiday	10 Birthday Celebrations Operations Meeting	11 IFMA Deep Dive Breakfast	12 GROW Organization Block Party!	13	14
15 MSCA Convention	16	17 IFMA World Workplace	18	19	20	21
22 SMACNA National Convention	23	24	25 IFMA Silicon Valley Monthly Meeting	26 WAM Blood Drive	27	28
29	30	31 Halloween!				

JANUARY 2018

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

NOVEMBER 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4 SMACNA Installation Dinner
5 Change Clocks Synergy Executive Forum	6	7	8	9	10 Local 342* Holiday	11 Local 342* and 393* Holiday
12	13 Local 393* Holiday	14 Birthday Celebrations Operations Meeting	15	16	17	18
19	20	21	22	23 Thanksgiving Holiday for ALL!	24 Holiday for ALL	25
26	27	28	29	30		

FEBRUARY 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2 Groundhog Day	3	4 393* Off	5
6	7	8	9	10		
11	12	13 Birthday Celebrations Operations Meeting	14 IFMA FMRT/ DDB	15	16	17
18	19	20	21	22	23 Local 393* & 467* Holiday	24 Local 393* Holiday
25	26	27	28			

More info. visit www.westernallied.com

*-Building Trade
holidays only

Contributors

Angie Simon
Bob Dills
Caasi Bonura

Cinthya Mendez
Dawn Hahn
Diana Kadash
Jeremy Goodland

LeeRoy Young
Lisa Oneto
Terry Juri