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March Madness!

Thanks to everyone who participated in the 8th Annual March Madness Ping Pong Tournament. It was great to see so many join in the tournament, spectate and show their WAM spirit!

The final singles match came down to the defending champion, Leon Matthews against first time participant, Tom Cvelbar. Tom played tough but Leon prevailed and was crowned the 2015 Singles Division

Champion. Leon needs an additional shelf installed in his office to display his many ping pong trophies!

In the doubles division, Dona Nielson and Marcus Tam claimed the championship by defeating Matthew Schmuck and Duncan Green in a very exciting match!

Father Larry Goode of St. Francis of Assisi Parish and Youth Club was our special guest once again for the finals and lunch. He expressed his appreciation for our event and our generous donation to their Youth Club each year.

This year our employees donated \$1,450 and our generous WAM management matched our donation for a total of \$2,900 presented to the St. Francis of Assisi Youth Club. 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” Saturday program. This program encourages youth to be the first in their families to graduate high school and obtain a higher education.

Thank you once again for helping to make this event a success!

Bike To Work 2015

Our 4th Annual WAM Bike to Work Day was once again a big success. We had 15 participants this year, our largest attendance so far!

We set out from various locations on May 14th but all met at the E-Station (Energizer Station) at the Menlo Park train station to pick up some “Bike to Work” swag and nutritious snacks to keep us going!

Thank you once again to our “Bike to Work Day” ambassador, Dona Neilson, for organizing us and providing a very nice ‘WAM Bike to Work Day’ long sleeve shirt for all participants. A big thanks to WAM management for promoting this fun event for our employees.

Letter From a Principal

A good succession plan helps insure a strong future for WAM.

While attending the retirement party for Chris Miller and Mike Matta last July, I was humbled to realize that I was actually a little older than both of them. It kind of struck a nerve about my mortality, but really made me appreciate the past 27 years of my career at Western Allied.



As a Junior Partner, I attended my first Board of Directors meeting back in 1992, and did a lot of listening and very little talking. I was impressed by the focus of the board on a strong succession plan, to insure that Western Allied would continue to thrive into the distant future. I was graced with the presence of Harold Waterman, the last active “Founding Partner” of Western Allied. Also in attendance were the 2nd generation of partners, Gil Beck, Pete Bordas, Dick DeBrine, Dennis Schreck, and Steve Kieve. I remember they were in their 50's and seemed old (but wise) to me, and ironically, I'm now in my mid 50's. Then there was the members of the up and coming 3rd generation group, consisting of Jim Muscarella, Tani Poe, and Rick Collier, who were kind enough to welcome me onto their team.

In short order, Harold Waterman, Gil Beck and Dick DeBrine retired, and we in Northern California added Angie Simon, Pete Kelly, Bob Dills and eventually Jeff Pierce into the 3rd generation. I watched as we brought in young talent, and experienced first-hand, the effectiveness of the ever important succession plan.

As the company turns 54 years old, we're well into the 4th generation of owners, with Zach Russi leading the charge. James Kastelic, Daniel Wong and Jeremy Goodland are also establishing themselves as solid junior partners, and as you will soon see, there are a few new up and coming candidates to replace the “old” partners like me.

I would be remiss not to mention the many mentors of mine who have passed on to greener pastures. We lost my first boss Dennis Schreck in 1997, Pat Matson (Founding Partner) in 1998, Dick Debrine in 2006, Hans Sommers (Founding Partner) in 2012, Harold Waterman (Founding Partner) in 2012 and Gil Beck in 2015. All of these great men had the foresight to develop a solid succession plan for our company, and in witnessing the strength of our wonderful family here at WAM, it's obviously a winning formula.

Robert E. Monaghan
Executive Vice President



Western Allied Continues as a Community Leader in Being Green

By Jim Jeffrey

The media and scientific debate continues regarding climate change and its effects on everyone. However, we at WAM have experienced a change in the weather patterns over the last couple of years. The evidence being the drought we are currently experiencing and the promise of an El Nino this winter. Whether this is a permanent change or a temporary blip remains to be played out. However, our electrical utility and the California Public Utilities Commission have recognized climate change and instituted a time of use pricing matrix which is aptly named "Peak Day Pricing".

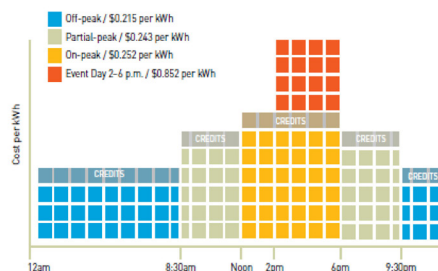
What is Peak Day Pricing? It is a PG&E program that gives businesses a discount on regular summer electricity rates in exchange for higher prices on an anticipated range of 9 to 15 Event Days per year. The Event Days are typically the hottest days of the summer season when the power grid is under the most strain by demand. Event Days are called when Sacramento and Modesto are predicted to have temperatures above 99F.

The program was optional between November 2012 and May 2015, after that WAM and other businesses automatically would be transitioned to the program. WAM opted to move to the program in April. The program gives WAM a base winter rate of \$.175 per kWh against a regular summer peak rate of \$.252 per kWh and Peak Event (2:00p.m.-6:00p.m.) of \$.852 per kWh.



Peak Day Pricing Rates for Business Customers.

Now that you've joined the Peak Day Pricing program, your Winter Rates, Summer Rates, and Summer Event Day Rates will all be different. We've created a handy interactive online chart to show you all the information at a glance.

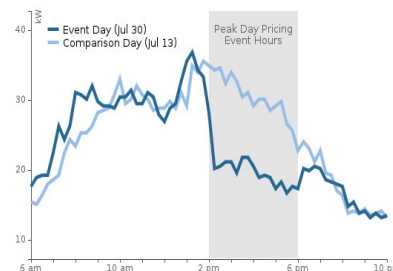


So far this summer, WAM has experienced a total of 8 PG&E Event Days. To comply with our agreement, we have taken measures to reduce lighting and to decrease the load on our air handler units. WAMMERS can take pride in the fact that we have done our part. We have averaged a 34% energy use reduction during the peak period. We have shifted some tasks around to take advantage of the cheaper rates, endured the reduced lighting, suffered warmer temperatures in the work space and continued to work at our normal pace.

Our goal is to continue to improve on this effort without compromising our work space and comfort. This should not be difficult as the WAM Family has been, and continues to be, a champion of sustainability and energy conservation. We have been rewarded by PG&E for our efforts this summer. WAM has earned and obtained the bragging rights to being a 5 percenter. "PG&E has formally recognized WAM for being in the top 5% of customers who reduced energy during PEAK DAY EVENTS."

CONGRATULATIONS ONE AND ALL!

Your energy use on the July 30 Event Day



80 kWh Total Event Hours energy use

82 kWh Average across all Event Days

34% kWh savings from conservation

Great job reducing energy use

Your energy use dropped around 2:15 p.m. Enjoy your bill savings, and try to repeat or even extend your conservation efforts on future Event Days.





2015 Summer Interns!

BENITO FERREYRA

Benito Ferreyra was born in central Mexico but grew up in the Watsonville area in Santa Cruz county. He attends San Jose State University, is studying Mechanical Engineering and will graduate in spring 2016. Benito is an intern for Bob Dills' team. He enjoys exploring new restaurants with quality food and drinks. In his free time, Benito likes to swim, works on carpentry projects and runs a homesteading farm for European Mouflon sheep and other livestock.



CHERIE NIXON

Cherie Nixon is from Rocklin, CA and attends Cal Poly, San Luis Obispo. She is studying Mechanical Engineering and is expected to graduate this December. Cherie is a summer intern for Todd's engineering team. After she graduates, she plans on spending some time traveling and then start work in the HVAC industry. Cherie loves to be active outdoors and likes to hike and play golf. She is also an avid sports fan and likes the Giants!



EMMA KEELEY

Emma Keeley grew up in Millbrook, NY which is a rural town about 2 hours north of New York City. She attends Binghamton University in NY and is on schedule to graduate in May 2017. Emma interned in our Engineering department. She is studying Mechanical Engineering and after graduation wants to work as an engineer, possibly in California. She enjoys outdoor adventuring, playing the guitar and traveling.



KEVIN HAHN

Kevin Hahn is our Bay Area SMACNA intern for our Sheet Metal Shop! He is from San Mateo and will be starting De Anza College in the fall. Kevin will also play baseball, as a pitcher, for De Anza. Kevin loves to be active and plays all types of sports: baseball, basketball, soccer, football – the list goes on and on. He was Athlete of the Year for San Mateo County last year.



JAMES TEETER

James Teeter was born and raised in Orangevale, which is about 40 minutes east of Sacramento. He is studying Mechanical Engineering at San Jose State and will be graduating next May. He is working as an intern for Pete Kelly's team. James likes to work on his car and enjoys going to fairs, festivals and concerts. After graduation, he would like to get a job in the mechanical engineering field and looks forward to having time to pursue a couple of dreams – like getting his private pilot's license and working on a project car.



JORDAN PRATT

Jordan Pratt is from Monmouth, Oregon. He graduated this past June from Stanford University with his undergraduate degree in B.S. Energy & Design Engineering and is currently working on his master's degree in Sustainable Design & Construction (Civil Engineering). Jordan is an intern in the Engineering dept. Next summer, he plans to backpack with his wife, Amy, through either Central or South America. Once Jordan returns from his backpacking trip, he will start work as a design engineer either in the Bay Area or Portland, OR. His many hobbies include surfing, fly fishing, reading, golfing, hiking with his wife, and leading football & baseball camps for high school and middle school athletes.



Our Returning "Vets"



ALYSHA FUCHINO

Alysha Fuchino is back with us for another summer. She is an intern in the Estimating department and works with Eddie. She attends Chico State University. This past year she was part of a group that designed and built a wind-powered charging device. Alysha is super excited to be in her last year of schooling and to soon be a degree-recognized Mechanical Engineer!



Sleep...You Deserve and Need Your Zzz's.

By Terry Juri

We all know that sleep is important, but with a busy schedule there isn't always time for a good night sleep, and how much sleep do we really need?

Sleep Guidelines from the CDC (Centers for Disease Control):

Newborns	16-18 hours a day
Preschool-Age children	11-12 hours a day
School-Age children	At least 10 hours a day
Teens	9-10 hours a day
Adults	7-8 hours a day

If you (or your children) are not getting close to the hours of sleep needed per day or find that you are not very energetic during the day, try the following tips to get a better night sleep:

1. Stick to a Sleep Schedule

Go to bed and get up around the same time every day, even on weekends. Being consistent can promote better sleep. However, if you don't fall asleep in about 15 minutes, get up and do something relaxing (instead of worrying about not falling asleep).

2. Pay Attention to What You Eat and Drink

Don't go to bed hungry or too full. Skip bedtime snacks. Drink fluids earlier in the day to avoid middle-of-the-night bathroom visits. Limit nicotine, caffeine and alcohol.

3. Create a Bedtime Ritual

Do the same routine before going to bed – it will help your body know that it is time to sleep. Relaxing activities can help make you drowsy and prepared for sleep. Avoid electronics (TV and computers) before bedtime.

4. Get Comfortable

Make sure your bed, bedding, and night clothes are comfortable and the room is quiet, cool, and dark.

5. Limit Day Time Naps

This, of course, applies to Teens and Adults. Limit naps to 10 – 30 minutes and don't take those naps within 4 hours before bed time.

6. Include Physical Activity in your Daily Routine

When your body gets some exercise, you can fall asleep faster and enjoy deeper sleep. Exercise 30 – 60 minutes each day. Exercise can be as simple as a 30 minute walk. Exercise at least 4-6 hours before you go to bed, so that your body has enough time to cool down and be ready to sleep.

7. Manage Stress

When you have too much to think about, your sleep is likely to suffer. Manage your stress by getting organized, setting priorities and delegating tasks. Before bed, jot down what's on your mind and then set it aside for tomorrow.

If you try these tips and have trouble sleeping, keep a diary for several weeks of the items above. (Examples: Time you go to bed and get up, what and when you eat and drink, etc.). Make an appointment to discuss your sleeping issues with your doctor. He or she might be able to help you get the sleep you need. Good Night!

4 Main Types of Ladder Accidents

By LeeRoy Young

We as a team need to look at common practices we do each and every day that can cause injuries to not only you but the personnel around you. Each employee needs to take an extra moment to assess the task and tools for themselves and employees around them, to help prevent senseless injuries and even possible death. Ladder accidents are extremely common even though they are entirely preventable. Ladder accidents come from a wide variety of issues, but the following four causes account for a majority. If the simple loss prevention tips for each cause are followed, we as a team can almost eliminate ladder incidents from our company.

1. Selecting the Wrong Type of Ladder

One thing to consider when selecting an appropriate ladder is the ladder's weight capacity. Each ladder is designed to support a maximum weight limit and if the climber exceeds that limit the ladder could break and cause the user to fall or become injured. Another consideration when selecting the appropriate ladder for a job is the necessary height of the ladder. Many injuries occur due to ladders being too short for a specific task, and instead of selecting a new ladder for the job, workers will place the ladder on something to extend its reach or will stand on the top rung to gain the necessary height. Both scenarios are extremely dangerous and can result in serious injuries.

2. Using Worn or Damaged Ladders

Another common contributing factor to ladder accidents is the use of old, worn, or damaged ladders.

Damaged ladders are extremely dangerous as they can easily break while being used and cause serious injuries. To protect yourself from being injured make sure to thoroughly inspect each ladder before using it. If any damage is found do not use the ladder until it has been safely repaired to the manufacturer's specifications or it has been replaced.

3. Incorrect Use of Ladders

Human error is by far the leading cause of ladder accidents. Never use a ladder in any other way than what the manufacturer intended it to be used for. Also, do not lengthen or alter a ladder in any way. While using a ladder always maintain 3 points of contact with the ladder to ensure stability. Also, never attempt to reach for something while on the ladder, it is much safer to get off the ladder, move it, and then climb back up.

4. Incorrect Placement of Ladders

Make sure that when positioning a ladder the ground you place it on is level and firm. Ladders should never be placed in front of a door that is not locked, blocked, or guarded. A good practice to ensure a ladder is secure is to always have a helper support the base while a ladder is being used. If the ladder cannot be held by someone else make sure it has an appropriate foot pad and is secured to prevent it from slipping. The feet of the ladder can be staked if you are using a ladder outside and no one is available to support the feet of the ladder.

Follow these tips and you and your team will be able to work another day. Think safe and working smart can go a long way.



Employee Profiles

Donna Mroz

Donna Mroz grew up in Detroit, Michigan. Before joining the Western Allied team 13 years ago, Donna worked in purchasing for 10 years at Air Systems. Donna says she really likes the guys she works with here at Western Allied. "They're my boys." Donna has provided our office with red licorice and other sweet treats for many years, always inviting people to stop by her cube and say hi while providing us all a welcomed sugar rush. If you have ever stopped by you know that bats, spider webs, and other Halloween decorations surround her cubicle, which makes sense as it is her favorite holiday! Donna was diagnosed with stage 4 lung cancer last September. She is still undergoing Chemo treatment but continues to stay positive and enjoys coming to work every day! Donna hopes to visit Austin, Texas to visit the Ann W. Richards Congress Ave Bridge that houses up to 1.5 million bats under it during certain months. If you didn't know, Donna LOVES bats! I am sure if she could, Donna would already have a pet bat waiting for her to come home every day, but her cute little black dog SJ will have to do the trick (even though she kind of looks like a bat). Donna says she would also like to go horseback riding on the beach and visit Napa for her first time.



Dave Miske

Dave was born in Hayward but raised in San Jose, CA. This December he and wife Lisa will be celebrating their 20th anniversary! They have two children Brian (13) and Frankie (10). Dave worked for AirCom Mechanical as a purchaser, dispatcher and field apprentice for 2 years before coming to join the team here. He started here in 1997 in our Service Department as a project engineer, hired through Trade Technical School job placement services by accident. Dave has been making the long commute from Santa Nella (near Los Banos) everyday for the last 16 years. Dave's favorite part about working for Western Allied is "the opportunity Western Allied has provided me to raise a family and continue my personal growth in the air conditioning service field." Dave enjoys archery, exercising, swimming and barbecuing. Lisa and Dave plan on traveling to all the baseball stadiums across the US and Canada once he is retired.



Duncan Green

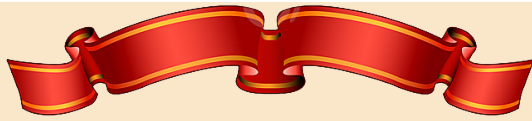
Duncan Green was first introduced to WAM as an engineering intern in 2010 and was hired 4 months later after he graduated from Cal Poly San Luis Obispo with a Mechanical Engineering degree and a concentration in HVAC. In his 5 years, Duncan has seen many changes in the engineering department, including the move to go from 2-D to 3-D design. He enjoys being able to design new types of systems and getting involved with commissioning and functional testing. Duncan was born in Alameda and grew up in Chico, CA. He enjoys going to concerts, music festivals, and local sporting events. A fan of the Raiders, A's, and Sharks, he goes to a game every chance he gets. Duncan also enjoys traveling domestically and internationally. Duncan has been to New Orleans several times on various occasions and is drawn to its friendly, laid-back atmosphere. He has also visited Seattle, Montana, New York, and Washington DC. He has been to many countries overseas in Southeast Asia, Eastern Europe, and Western Europe. His next goal is to travel to countries in South America, including Chile, Peru and Argentina.



Dave Lazzari

Dave Lazzari is celebrating his 25th anniversary this year as a service technician at Western Allied! Dave appreciates the people at WAM and the fact that he continues to have work. He was hired under previous ownership, but he found that when Rob took over, he appreciated the emphasis on safety and getting the proper tools. The highlight of his career at WAM is when he took a service call on the new portion of the Bay Bridge for a chiller that cooled the welding equipment being used to build the new bridge. He got to tour the tower and rode the elevator to the top where he had an amazing view of the whole Bay Area. A Bay Area native, Dave was born in San Francisco and raised in Pacifica. Being near the beach, he grew up surfing and diving. He still free-dives for abalone to this day. Some of Dave's hobbies include golf, mountain-biking, and backpacking. He goes backpacking with friends in the Sierras up to a week at a time. Dave has also traveled to tropical locations, such as Cabo San Lucas and Hawaii. He would love to go to Tahiti or Australia once he retires.





Celebrating Service Awards

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

20 Years

Lisa Oneto- Sept. 2015
Andy Menicou-Oct. 2015
Rick Henderson-Oct. 2015

10 Years

Rodney Torrales- Oct. 2015
James Kastelic- Oct. 2015
Tom Demartini- Nov. 2015

15 Years

Greg Heath- Sept. 2015
Keith Cabral- Oct. 2015

5 Years

Frank Kobertz- Oct. 2015
Gary Smith- Oct. 2015
Michael Mom- Dec. 2015
Steve Jespersen- Jan. 2016
Duncan Green- Jan. 2016
Dona Neilson- Jan. 2016

Events and Celebrations!



Congratulations to our newest graduated Journeymen Spencer Reese, Joshua Edwards and Andrew Workman!!



Congratulations to Daniel Wong and Natalie Korthamar on your engagement!!!!



Congratulations to Chris Miller and Mike Matta on retirement! We miss you both!!!!

Jeremy Goodland and Caasi Bonura got married in June! Congrats to the Newlyweds!

Congratulations to Manuel Uribe on his engagement to now Fiance Lauryn!!! They will be getting married in October of this year!

Congrats to Alyssa and husband Shaun Whisenhunt who are expecting their first child! We can't wait to meet baby Lily!



ANNIVERSARIES & EVENTS

2015 Summer Interns Continued

Continued from page 3

Our Returning "Vets" (see photo on page 3)

AJ CHAMORRO

AJ Chamorro has returned to WAM for his third year interning on Zach Russi's team. He attends Cal Poly, San Luis Obispo and is on track to graduate in 2017. AJ was the captain of the Cal Poly Mechanical Team which took first place at the Associated Schools of Construction Mechanical Competition in Reno, NV this year.

JENNIFER ARELLANES

Jennifer Arellanes came back to WAM for her second year of interning with Pete Kelly's team. She is the current secretary of ASHRAE for the HVAC club at Cal Poly, SLO. This past school year, Jennifer studied abroad at the Royal Institute of Technology in Stockholm, Sweden for 4 months. She is an avid cook and enjoys making up her own recipes.

Attaboys

Cyrus Patel

"Cyrus is one of the most dedicated foremen I've worked with. He understands the project budget and schedule concerns, and was able to keep his crew as needed to maximize productivity. He knows the radiant floors system well, and he added lots of valued comments and feedback during design phase with our engineering group. We all know SLAC is famous for their safety and inspection rules and regulations. He was able to manage to get us through smoothly and I heard great feedback from SLAC personnel. I am so glad to work with him on this project and hope to work with him again in the future."

Mickey Dematteis

"Another compliment for Mickey from a customer. I've never had so many customers express how much they like Mickey and what a great job he does. He's so awesome. He enjoys working with the apprentices and teaching them too. And he really cares about the work he does. I can go on and on about all of the good qualities he shows."

Marin EOF CREW

Congratulations! We just received the LEED-GOLD confirmation letter! Well done all!!!

Mike Matta and Ny Bay

Thank you for your help on the Rebuilding Together project you worked on for a few days! Great work for a great cause!!

Chris Miller

Let Chris know how happy I am for him and his family, he is hands down the best subcontractors Foreman (Any Trade) that has stepped foot on my project. I promise you he will be missed in the construction industry.
-Client

Joe Chin

Mr. Chin has been one of those who have contributed greatly to this effort. Your support of this activity is vital and greatly appreciated, and I believe the personal growth achieved through active participation in ASHRAE has benefited your organization.

Dave Miske

"Dave is GREAT to work for. His jobs always seem to go smooth. He orders everything you need, even stuff that you didn't think you would need, but usually do. I know I'm not the only tech that feels this way, everyone likes being on Dave's jobs."

ATTABOYS



Some Current Large WAM Projects

Channing House	Angie Simon	Channing House is a historical iconic structure in Palo Alto. This entire 10-story tall senior housing building was seismically isolated in 2000 to allow 17-inch of movement in horizontal plane while the building was occupied. During our engineering investigation survey, we found the original 1961 central plant system included a centrifugal chiller is still operating today. We have two projects going on currently. One is to complete a 2nd floor remodel with water cooled VRV Daikin System. The other one is 1st floor work to upgrade and troubleshoot the chilled water air handler system serving that floor.
Pentair	Angie Simon	Work includes the addition of 19 package units for the new office and lab spaces as well as two heat / vent units serving their R&D and manufacturing areas. Specialty work includes the disconnect and reconnection of extruders, dust collectors, and various other manufacturing components. Andy Menicou, Rodney Torrales, and Kiley Johnson have worked diligently to survey and produce a 3D set of drawings showing the existing conditions, for use in the reinstallation.
Bayer QC B88	Zach Russi	80,000 SF Ground up lab facility in Berkeley. This is a new GMP lab facility that is slated to begin construction in late September and will run through 2016. The XL Construction team was so pleased with our work at Theranos Headquarters that we were able to successfully capture this large contract. Good job to all of the Theranos team!
Pacific Bioscience	Zach Russi	150,000 square foot, design/build, lab/ office tenant improvement in Menlo Business park. With Facebook purchasing the Willow Office Park, Pacific Bioscience is consolidating from five buildings to MBP3. Construction is slated for October 2015 thru June 2016.

WELCOME TO WAM!! NEW OFFICE EMPLOYEES (as of March 2015)

Aaron Skiver-Controls
Robert Kuttner- Controls
Mary Hanlon-Accounting
Cinthya Mendez- Engineering
Vanessa Lasseson- Engineering
Julia Fua- Administration
Leana Tran-Le- Construction

Attaboys Continued

Eddie Patterson

- "I want to acknowledge Eddie's very helpful contribution to the article Steve Taylor is writing for an upcoming Journal column. He went above and beyond to provide accurate pricing data which will help establish a more robust design standard for the industry."

Chris Heinz & Andrew Workman

- "I wanted to let you know how pleased I am with Chris and Andrew. They perform quality work with extensive knowledge, and are top notch technicians that I have ever had the pleasure to work with. I am so glad to have them service my equipment."
-Customer

Dave Thompson

- "Dave Thompson for coming to our rescue on a late Friday afternoon when our critical process chiller failed. Also, thank you to Dave Miske and Dane for their part in the repairs."
-Customer

Andy Menicou, Billy Gee and Crew

- "Thank you for an excellent job on the 450 Golden Gate valve encapsulation project. Anytime we work in a GSA government building, there are always more intricacies than the normal construction project. Receiving a compliment like the one from Mike Wynne from Enovity is a commendation in itself. Performing at a high standard is what has kept clients like GSA and Enovity working with us over the past 10+ years."

Joe Chin

- "For his awesome cheat sheets and great work on helping all the sheet metal & fitter Foremen get up to speed with WAM's IPAD/ paperless forms."

Bryan Stewart

- "While working with an outside contractor at 600 Townsend changing VFD's for the buildings condenser loop, he was able to keep the system on so as not to interrupt the buildings operation. He also cleaned up the VFD panel's electrical and sold a cooling upgrade to the customer for the VFD cabinet."

Eddie Patterson & Todd Gottshall

- Congrats to you both on making international news in the July issue of ASHRAE Journal!

Robert Balcioni & Keith Cabral

- Congrats on the completion of your field supervisors training class!!! Well done guys!!

Victor Villarreal & Aaron Stender

- Congrats on the completion of your Title 24- CEC Acceptance Test Technician Certification. Great work!

Justin Young

- For always willing to help out with whatever we need and he's always cheerful & positive. He does a great job.

Jeannette Funcke

- "I've been very pleased with your attitude recently. You've been upbeat, helpful, and a pleasure to work with. Keep up the good work and your positive demeanor! It definitely doesn't go unnoticed."

Victor Villarreal

- "Thanks for your help this morning. I think that you contributed a lot to the process here at Channing House." -Customer



SEPTEMBER 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4 WAM Board Meeting	5
6	7 Labor Day-Holiday for All	8 Birthday Celebrations Operations Meeting	9 IFMA FMRT	10	11	12 Cancer Benefit Spaghetti Feed**
13	14	15	16	17 BOMA SF Luncheon	18	19
20	21	22	23	24	25	26
27	28 SMACNA National Convention	29	30 IFMA Silicon Valley Monthly Meeting			

DECEMBER 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2 BOMA SF Holiday Party	3	4	5
6	7	8 Birthday Celebrations Operations Meeting	9	10	11	12
13	14	15 IFMA SV Holiday Party	16	17	18	19
20	21	22	23	24 Holiday for local 38,342, 393,467 and Office	25 Holiday for ALL	26
27	28 Holiday for Local 104*	29	30	31 New Years Eve-Holiday for local 38,342, 393,467		

OCTOBER 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6 IFMA World Workplace	7 Safety Committee Meeting	8 BOMA SF-Young Professionals Boat Cruise	9	10
11	12 Local 393* Holiday	13 Birthday Celebrations Operations Meeting	14 IFMA Deep Dive Breakfast	15 BOMA SF Luncheon GROW Organization Block Party	16	17
18 MSCA Conference	19	20	21	22	23	24
25	26	27	28 IFMA Silicon Valley Monthly Meeting	29	30	31

JANUARY 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 New Years Day-Holiday for ALL	2
3	4	5	6	7	8	9
10	11	12 Birthday Celebrations Operations Meeting	13	14	15	16
17	18 MLK Day	19	20	21	22	23
24	25	26	27 IFMA Chapter Meeting	28	29	30

NOVEMBER 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Change Clocks- Daylight Savings	2	3 ISPE Commuter Conference	4	5 BOMA SF un-Oktoberfest	6	7 SMACNA Installation Dinner
8	9 Local 393* Holiday	10 Birthday Celebrations Operations Meeting	11 Construction Safety Meeting	12	13	14
15 Bonland Peer Review	16	17	18 Service Safety Meeting	19 BOMA SF Luncheon	20	21
22	23	24	25 IFMA Lunch w/ a Leader	26 Thanksgiving-Holiday for All	27 Holiday for All	28
29	30					

FEBRUARY 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31 Peer Group Owner's Summit	1	2	3 Service Safety Meeting	4	5	6
7	8	9 Birthday Celebrations Operations Meeting	10 Construction Safety Meeting	11	12 Lincoln's Birthday	13
14	15 Presidents Day-Holiday for ALL	16	17	18	19	20
21	22	23	24 IFMA Chapter Meeting	25	26	27
28	29					

More info. visit www.westernallied.com

Caasi Bonura
Dawn Hahn
Rob Monaghan
LeeRoy Young

Contributors

Terry Juri
Lisa Oneto
Diana Kadash
Jim Jeffrey

*-Building Trade holidays only

**-- For more information on the Cancer Benefit see Jim McTiernan in the shop!