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March Madness & Bike to Work 2014

Our 7th Annual March Madness Ping Pong Tournament kicked-off on March 10th and ran through March 27th with both Competitive and Doubles divisions. The Competitive division was very exciting this year with the reigning champion Leon Matthews taking on Sam Leung and what a match it was!

With team Matthews on the sidelines, Krystal and son Josh, cheering him on, Leon prevailed once again. Sam was quite a match for Leon...maybe an upset next year?!

The Doubles division was dominated by the ladies this year as Dona Neilson and Lisa Oneto claimed the victory. James Imbruglio and Diana Kadash took second place.

Father Larry Goode and Jose Martinez of St. Francis of Assisi Parish and Youth Club were our special guests at the finals and lunch. Father Goode and Jose thanked the WAM community for their continued support of the Youth Club in East Palo Alto. Jose gave an inspiring talk about the club and the many opportunities they offer to the youth of East Palo Alto.

One of the most worthwhile parts of this fun event are the donations we receive from the employees for a local charity. Our donations are matched by WAM management and we were able to present the St. Francis of Assisi Youth Club of East Palo Alto with a check for \$2,552.00!

Thank you again for your participation and showing your WAM spirit!!



Right: March Madness action shot of the intense match between Sam and Leon

Left: Bike to work group!



Our 3rd Annual WAM Bike to Work Day was a huge success! We had 12 participants this year, 11 on bikes and one rollerblader! Fun was had by all and we received many comments regarding our bright orange vests with our Western Allied logo on the back! Thank you to our "Bike Ambassador", Dona Neilson, for organizing Bike to Work Day for us each year and to WAM management for promoting this great event for our employees!

Letter From a Principal



When I started at Western Allied in 1987, the company did less than half of its current volume. Over the 27 years we have grown to one of the top 10 Mechanical Contractors in volume and one of the most respected design/build contractors in the greater Bay Area.

To achieve this growth, changes have to occur to be able to handle the additional employees that are hired and the projects that we now want to tackle. The key to successful growth in my opinion is to maintain and nurture the culture of the company and continue to achieve teamwork at all levels.

The success we have had in the past has been built on a solid culture and a great team of employees that work well together. As we grow to a more formidable company we will strive to continue to keep the teamwork and culture as strong as ever.

So we need everyone's help as we grow. I know that change is not always easy or wanted because it can be uncomfortable. But know that we need some change to be successful. Your willingness to embrace and assist with changes, welcome new employees, and adapt to new structure will help us to continue our greatness.

WAM has established solid core values and a culture that makes this a great place to work. The respect that all employees have for one another, the pride we possess in providing a quality project, and the relationships we have built and maintain with our clients need to continue as we grow. We are so proud of the past 50+ years and look forward to seeing what we can achieve over the next 50!

A few thoughts to leave you with:

- Without continual growth and progress, such words as improvement, achievement, and success have no meaning. – Benjamin Franklin
- As we look ahead into the next century, leaders will be those who empower others. – @BillGates
- The world hates change, yet it is the only thing that has brought progress. – Charles Kettering
- Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it. – Lou Holtz
- Change is such hard work. – Billy Crystal

Angie Simon, P.E.
President



Connecting 24 X 7-Communications in the Mobile World

By Matthew Schmuck- Director of Technology

Do you remember when...? You could only take calls in your kitchen because that's where your home phone handset was mounted? Remember the day you got that extra-long handset cord, so you could stretch it to the living room? How about the rotating cord attachment so the handset cord wasn't constantly coiled up? Too often during my daily travels for work I would look for a pay phone to make several calls to customers and check in with the office. I was so happy when I got my first "phone card" to charge my pay phone calls to instead of digging for change constantly. I can still vividly remember the day I got work voice mail. My first phone at work only had four extra buttons besides the actual number keys.

Then came the Pager! When I got my first pager I knew at that point in my career I had made it to the big time. You could only page someone from an actual phone. And could only use numbers, so 411 or 911 was the code du jour. I can't begin to tell you how many pagers my employees lost in the toilet. Those darn belt clips weren't the best.

Ok, so you're only 27-years old. You probably have no idea what a rotary phone is, and you may remember your mom or dad using a pager. Your first work-related tech was most likely a cell flip-phone. You might have gotten lucky and got to use a PDA (Personal Data Assistant), which was the predecessor to the smart phone of today.

Today, if you don't have a full on computer in your pocket (smart phone or tablet with touch screen), you're probably still living in 1982. The average smart phone of today is 1-million times more powerful than the first desktop computers we used in the late 1980's. In the 80's we talked about kilobytes and megabytes, today we talk about gigabytes and terabytes. I even hear the term petabytes from time to time.

Communicating today is fast and easy but a bit all over the place. I can take a call, email, text message, get alerts from Twitter, and check the news, weather, stocks and sports. My phone or tablet sends me notices from my calendar, team's calendars, and my family's calendars. I get notices when my kids arrive at home, or when my wife spends too much money at Costco. I can set task notices and emails to send in the future. My phone can be set to "do not disturb" automatically based on my meeting schedule for the day. My phone knows when I'm driving so voice activation is the default. My phone informs me of traffic problems before I'm stuck in it and offers me alternate routes. My phone even knows when I'm sleeping so it mutes notification sounds and I get a better night's sleep.

There are so many ways to communicate. The overall communication struggle today is... which tool or tools do I use? Most of us have desk phones, cell phones and tablets. We all have voice mail on our phones. My voice mail can send me typed emails of the actual message while other voice mail systems send audio files. We have company email and personal email. We also have chat and messaging from our computer or phone, like Yahoo Messenger, IM or via SMS text messaging. We can video chat through applications like GoToMeeting, Skype or FaceTime. Video conferencing tools are exploding these days and entire network infrastructures are being built to support full video to the desktop phone. What tool should I use as my primary? All of the above. I have found that some customers would rather email me, some would like to talk and call me, and yet others prefer texting. I use whatever is most convenient for my customer. Realistically monitoring all these systems is a real chore.

Sure I'm connected 24 x 7 x 365, but should I be? It appears so, as these days many folks see a quick response as a customer service attribute. With this in mind, here are my pet peeves regarding communications in an always connected world.

- If at all possible don't make phone calls on public transit. I really don't need to overhear the details of your grandmother's irregularities. Use your email or text instead.
- If you aren't hands free while driving... Get There! You will injure someone or worse. Not to mention how frustrating it can be in the car behind you when you aren't paying attention.
- If you call me on the weekend it needs to be an issue that is impacting business. If your mouse has stopped working there isn't much I can do about it on a Sunday. Send me an email instead so I can respond during the work week.
- If you send me a text with an emoji or acronym, it needs to be age specific. I'm old and may not know what FLDSMDFR is. "Flint Lockwood Diatonic Super Mutating Dynamic Food Replicator". What movie is this from... hint, you will need to have young children to know this one.
- And finally the worst offense of all. Please don't call me or take my call if you're in the bathroom. Trust me, it can wait. Don't tell me you're NOT in the bathroom, we all know what that echo chamber sounds like.

"Hey, whatever happened to meeting in person?"; a quote from one of our esteemed partners. Happy calling, emailing, texting, chatting, videoing.



WAM Making Contributions to Sustainability and Making it Pay!

By Bob Dills

There have been many recent Western Allied developments on the energy frontier. We have always been known for designing and constructing high performance HVAC systems. And our service crews are pros at restoring and maintaining peak performance in systems under our care. But with our emerging controls group, teamed with our engineering, start-up and commissioning teams we are stronger than ever in supporting our clients' needs to provide sustainable environments, and making it pay!

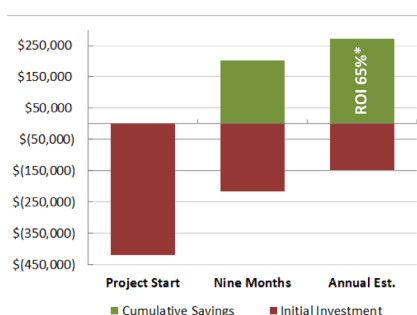
One of the recent case studies is 5440 Patrick Henry Dr. located in San Jose. The site consists of mixed lab and office space totalling nearly 190,000 square feet in a single story structure. Existing equipment included: a boiler and chiller plant with associated pumps, 18 package air handling units, and pneumatic VAV controls.

Existing controls at the site were found to be severely antiquated and in disrepair. Western Allied was able to repair twelve of the eighteen package unit controls and implement energy saving strategies based on demand control ventilation. All associated pump motors were replaced and variable frequency drives were added to the new motors. Plant controls for both the chiller and boiler systems were replaced and sequencing upgraded to increase overall efficiency.

- Total project cost was \$420,000.00, which included mechanical repairs and the controls retrofit.
- Verified annual returns are \$203,450, providing just over a two year return on investment, and represented a meaningful reduction in the firm's carbon footprint.
- Annual DDC & mechanical maintenance contract with the customer has ensured continued savings as well as a verified additional return of \$15,000 annually through 2014 due to sequence optimization.

In order to efficiently provide this kind of result for many other Western Allied clients, we have put additional resources in place, including our Air Advice Energy Benchmarking and Analysis Program. With Air Advice, we place several portable modules in a client's facility for two to three weeks. The modules continuously collect temperature, humidity, ventilation and lighting data, which are automatically transmitted to a central server offsite. The site collected data, along with utility data transmitted electronically from the gas and electric supplier, is combined and analyzed to provide a report of low and no cost energy savings opportunities. Further, the data is entered in the EPA Portfolio Manager to generate an EnergyStar rating for the client's site. This EnergyStar rating in an important first step in judging the building's sustainability compared to other similar buildings in the same climate zone. If the performance gap is substantial, we can provide the client an ASHRAE Level 2 audit, with energy conservation measures and a financial analysis.

In order to assure a positive cash flow from the energy conservation measures, we have partnered with Noesis, a nationally recognized leader in financing of energy projects. Of course the greatest savings accrue to those clients who can internally fund projects. But in many cases, after a review with the company's CFO, a financing partner is found to be an attractive option. We are very proud of the engineering, controls, construction, start-up, commissioning, and service teams at Western Allied, and the manner in which they collaborate to support the sustainability and financial objectives of our customers. This is a core part of who we are!





The Value of Water

By Terry Juri

We've all heard so much about our current drought in California, so it may be a good time to look at the value of water – not just for watering our gardens, but for keeping our bodies working properly.

We are so lucky to have safe, good-tasting drinking water in the Bay Area. We turn on the faucet and can refuel our bodies. Many parts of the world don't have this luxury.

Why is water so important?

Our bodies are made up of about 60% water, and staying fully hydrated is important for a healthy body, and can help control body temperature, heart rate, and blood pressure. You lose water throughout the day. You need to replace the lost fluid to stay healthy. If you become dehydrated, your body no longer has enough fluid to get blood to your organs, and this can be VERY dangerous.

How much water do you need to drink every day?

The common recommendation is to drink six to eight 8-ounce glasses of water or other fluid every day. You may need more or less, depending on the climate, how much you exercise, or your daily activity level.

Is It Important to Report a "Near Miss"?

By Dona Neilson

A near miss is described as an unplanned event that did not result in injury, illness or damage, but had the potential to do so. Have you ever ignored a near miss? Do you breathe a sigh of relief and mumble under your breath "good luck"? Remember the difference between a near miss and an accident could be a second or an inch. A near miss should be a warning to you and should not be ignored. A thorough investigation should be done to determine the cause. It could prevent an accident where equipment could be damaged, someone could be injured or someone could be killed.

Many safety activities are reactive and not proactive, and near miss incidents often precede loss-producing events but may be overlooked as there was no harm. If these incidents are not reported, many opportunities to prevent future incidents are lost. History has shown repeatedly that most loss-producing events, both serious and catastrophic, were preceded by warnings or near miss incidents. A recent study shows that for every 330 incidents, 300 produce no injuries, 29 produce minor injuries and one produces major injuries or even death. Recognizing and reporting near miss incidents can significantly improve worker safety and enhance an organization's safety culture.

Unsafe working conditions, unsafe employee work habits, improper use of equipment or use of malfunctioning equipment have the potential to cause work-related injuries. All of these can be put in the category of a near miss and should be corrected immediately. It is everyone's responsibility to report and/or correct these situations.

While all liquids help you stay hydrated, the best choice is water. Most healthy people can get enough fluid from water, fruit juices, coffee, soda, and tea. If you are healthy, a moderate amount of caffeine daily (about 16 ounces) will not dehydrate you. Alcohol, however, is a huge dehydrator, so try to limit your intake and think about drinking a glass of water for every glass of alcohol that you drink.

Fruits and vegetables are also a good source of water – Watermelon is 90% water. Oranges, lettuce, celery, oatmeal, yogurt and milk are also a good choice.

5 tips to help you drink more water:

1. Drink a glass of water when you get up in the morning.
2. Keep a water bottle in your car, in your work area, or with you, and take several sips throughout the day.
3. If you get tired of drinking plain water, add a packet of sugarless flavoring, or add a slice of lemon or lime.
4. Choose beverages you enjoy – you'll likely drink more liquids if you like the taste.
5. Have a beverage with every snack or meal.

Take advantage of the safe, good-tasting water to keep hydrated... See if you can drink your six to eight 8-ounce glasses a day!

BEST PRACTICES IN REPORTING NEAR MISSES

- Have an open culture whereby everyone shares and contributes in a responsible manner to their own safety and that of their fellow workers.
- Forms must be readily available, easy to use and filled out thoroughly.
- All WAM employees must know that there will be no repercussions when reporting near-miss incidents. In fact, they should be commended for reporting the incident.
- All near misses should be investigated to identify the root cause and the weaknesses in the system that resulted in the circumstances that led to the near miss.
- Use investigation results to improve safety systems, hazard control, risk reduction, and lessons learned. All of these represent opportunity for training, feedback on performance and a commitment to continuous improvement.
- Near-miss reporting is vitally important to preventing serious, fatal and catastrophic incidents that are less frequent but far more harmful than other incidents.

Here at WAM we would like everyone to go home in one piece to be with their families, enjoy their hobbies, and stay healthy. Let's continue to learn from our near-miss reporting!





Employee Profiles

Robert Balcioni

Robert Balcioni was born and raised in San Francisco, CA and still resides in his childhood home with his high school sweetheart and wife of 25 years, Katrina. Robert started working for Western Allied in our Service Department in 1997 and has been here ever since. "Western Allied has got to be the best company I have ever worked for. The bosses are great on both the construction and service sides. I appreciate the opportunity they have provided me to excel and move up within the company. My customers trust me, and I really like to keep connections with them. I especially enjoy getting to see and meet different people every day. I love a challenging job." He recently started teaching for Local 467 and says "I really liked the way that Mark Edwards and Peter Vandenburg taught me when I first started. I enjoy teaching at the hall and I try and teach the same way they taught me." In his spare time Robert is the president of a custom car club that specializes in cars from 1960 and older. Robert loves going up north to the ranch, camping and fishing, but most of all he loves family time. He spends as much time with his two daughters, Alejandra (22) and Evangelina (18) as possible, playing games, watching movies and working on cars. Robert would love to go to Italy to meet more of his family.



Matthew Schmuck

Matthew Schmuck spent the first 12 years of his life abroad in Germany and the Philippines, before moving to Illinois to finish high school. Matthew briefly worked at NASA on the Space Transportation System in IT before moving to California in 1984. He met his wife here in 1992 and they have been together ever since. They have a son and daughter 15 and 13. Matthew has been in tech for 30 years, spending 22 of those years owning and operating a consulting business. He started with Western Allied in April of this year as the Director of Technology. So far Matthew says of his time here "the working environment is very pleasant. I am impressed by the lengthy tenure many employees have at the company. Being able to retain their employees speaks volumes about the company culture". He enjoys coaching baseball, and has coached almost all levels including semipro ball. Matthew and his wife have received National recognition for their dedication to the preservation of coral reefs through captive propagation with their nonprofit Bay Area Reefers. If given the chance, Matthew would love to learn how to hang-glide.



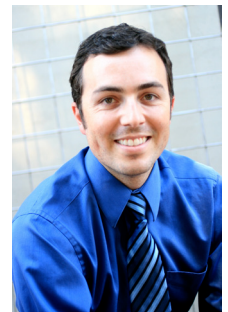
Sheila Thomspen

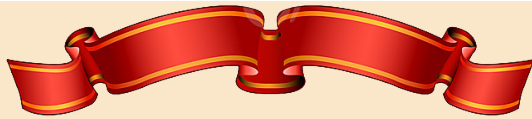
Sheila was born in Sacramento and raised in Newark. She moved to the valley to raise her two children, now 20 and 23, before moving back to the Bay Area. Sheila started her work in dispatching at a small mom and pop shop before coming to Western Allied in 1996. She was here for about six years before moving to the valley where she worked for Cal-Air which then became Johnson Controls. Sheila also worked for Sabah International, a fire and life safety contractor, before coming back to Western Allied in 2013. She absolutely loves being a dispatcher and wouldn't want to do anything else. "I love it for so many reasons. I love being able to talk to so many people and making the impossible possible as a team." Her favorite part of working at Western Allied is the sense of accomplishment she feels when she is able to help solve a problem. She also feels valued and appreciated as a member of the Western Allied family which "makes this place feel like home". In her free time Sheila enjoys running, hanging out with her pup Kobe, spending time with family, and her guilty pleasure of reality TV. Some of her hobbies include interior decorating and fashion. In the future Sheila would love to visit Paris and Rome and run a full marathon.



Leon Matthews

Leon was born in Sacramento and raised in Elk Grove for the majority of his childhood. He started off as an intern at Western Allied while he attended school at Cal Poly San Luis Obispo. In 2006, Leon graduated from Cal Poly with a BS in Mechanical Engineering focusing in HVAC. He immediately began working for Western Allied full time as a Project Engineer/Design Engineer, then moved to project management, and is now a senior PM. Leon's favorite aspect about working at Western Allied is interacting with his coworkers. "The people here really make the company special." He is a member of both ASHRAE San Jose and ISPE. Leon married his wife Krystal on September 10, 2010. Krystal is a former Sr. Design Engineer for Western Allied. They had their first child, Joshua Leon Matthews, in January of 2013 and are currently expecting baby number 2! Leon's current hobbies include remodeling his house, gardening, and hiking. He has never run a marathon and says it's the best decision he's made. Leon would love to take his family snorkeling in Fiji someday.





Celebrating Service Awards

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

20 Years

Ken Kalning -Oct. 2014
Michael Wilson-Nov. 2014

5 Years

James Cordell- Sept. 2014
Zachary Harris- Oct. 2014
Joseph Facca- Oct. 2014
Kevin Bryant- Oct. 2014
Marcus Tam- Dec. 2014

15 Years

Robert Dills- Sept. 2014

10 Years

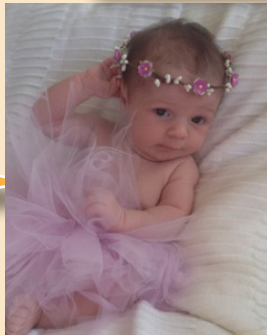
Noel Jucaban-Dec. 2014
Fred Swartz-Dec. 2014

Celebrating Events!

Jeff Pierce recently married in Hawaii. Congratulations Jeff and Debb!!!

Congratulations to Will and Melissa Trimble on getting married!!

Brian Marini and his wife Katie welcomed their first child, baby girl Scarlett McKenna Marini to the world on June 27, 2015. Congrats!!!



Congratulations to Jeff and Angela Seidl!!! They tied the knot in Tahoe in July.



We have another newlywed couple!! Congratulations Paul Jimenez and his wife Glenda!

In May Bob Diamond's daughter Jessica graduated from Sonoma State University! Congratulations Jessica!!!



To read an AWESOME write up on Kevin Gomes' daughter Taylor, click here: [The Daily Journal](#). Congrats on all your accomplishments Taylor!

Dawn Hahn's son Kevin was selected as San Mateo Daily Journals Boys' Athlete of the Year! Way to Go Kevin! Read more [HERE](#).

If you have time, take a walk over to Casey Court! They have their own little veggie garden growing!



ANNIVERSARIES & EVENTS

2014 Summer Interns

Elizabeth Vay is from the Pittsburgh area in Pennsylvania and is currently in her third year at Penn State. She is studying Mechanical Engineering and is expected to graduate in May of 2016. Elizabeth was a summer intern on Angie Simon's team in construction for 5 weeks and says she thinks she would like to go into project management after graduation. She loves watching television and reading. She reads all types of books including Game of Thrones and Lord of the Rings.



Philip Scholnick was born and raised in Long Beach California. He is currently attending Bucknell University in Lewisburg, Pennsylvania. He will be graduating in 2016 with his degree in Mechanical Engineering. Philip was a summer intern on Angie Simon's team. He hopes to come back to California and start his career as a professional engineer. Philip enjoys playing tennis and basketball in his free time.

Jennifer Arellanes is from San Diego, California and is currently studying at Cal Poly San Luis Obispo. She will graduate in June of 2016 with her degree in Mechanical Engineering. Jennifer interned this summer for Pete's team in Special Projects. After graduation she would like to stay in the HVAC industry and work in project management. She loves hiking, swimming and body surfing. She is currently on a study abroad program in Sweden!



Jessica Middleton is from Elk Grove, California and spent her summer interning with our Engineering Department. She is currently attending the University of Denver and has applied to get her Masters in Business, graduating in 2017, with a MA in Business and a BS in Mechanical Engineering. Jessica would like to start her career in engineering and shift to project management. She enjoys playing tennis and reading.

Greg Lyons is back for his third year as an intern in our sheet metal shop. He is about to start his junior year at University of Texas. In 2016 he will graduate with a degree in Petroleum Engineering. Greg hopes to get an internship in the petroleum field this year to learn more about his future career. He is still involved in raquetball. Great to see you Greg! Good Luck!





Summer Interns Continued



AJ Chamorro came back to WAM for his second year of interning on Zach Russi's team. AJ has finished his second year at Cal Poly but changed his major to Construction Management with a concentration in HVAC Mechanical Engineering. He is currently the President of the the MCAA Student Chapter and is the Captain of the ASC Mechanical Team. AJ will graduate in 2017. Great to have you back, AJ!

Max Goldberg is originally from Redwood City, California and is currently studying at San Jose State University. He has one semester left before he graduates with his degree in Mechanical Engineering. Max has been interning for WAM in Engineering and recently spent a week helping Brian Nielsen from Service out in the field! Max would like to possibly work in research and development when he graduates. He says he loves the work environment at Western Allied and would also enjoy continuing his work here. Max loves cars and enjoys working on his sports car. He also enjoys writing anything from technical works to fiction.



Alysha Fuchino has been with WAM working part time over the last year. She is finishing up school at Chico and will be missed! Thanks for all your hard work Alysha! Good Luck with school!

WELCOME TO WAM!! NEW OFFICE EMPLOYEES (as of January 2014)

Sam Leung-BIM
Heidi Brazil- Purchasing
Bob Diamond-BIM
Matthew Schmuck- IT
Brian Marini- Controls
Christina Liebner-Engineering

Catie Quintero-Service
Kathryn Reynolds-Service
Michael Tung-Engineering
Alyssa Whisenhunt- Accounting
Jim Jeffrey- Operations
Greg Russell-Construction

Some Current Large WAM Projects

Kaiser MOB MB	Angie Simon	264,000 SF, 9-story Medical Office Building slated to be completed in September 2015. This is a plan & specs project with 3D modeling included.
Kinistral	Angie Simon	51,615 sqft Pilot Manufacturing Facility in Hayward. This project includes a Class 1,000 Dry Room.

Attaboys

Duncan Green

- Congrats on passing your Professional Engineers exam! Well done!!

Catalino Alfonso, Reynaldo Mendoza & Jason Sunga

- "The guys you sent out today did a great job!"
- Customer

Dave Cook

- "Dave has repeatedly stepped up to provide exceptional customer service with his knowledge, followthrough, hands on troubleshooting, advice, experience, programming, theory, direction and attention. He often spends time at home in the evenings and weekends working with our new HVAC front end to chase down the last few bugs in the system. His attitude is always positive with assurance that whatever problem we are faced with will be driven to resolution in a timely manner."
-Customer

Catie Quintero

- For doing such a great job stepping in for Sheila and others!

Nathan Adler

- "I am pleasantly stunned, that Western Allied still has such great, courteous, respectful service people. He was amazing, wore booties in the house, and left my hose bib better than when he got there. I just wanted to thank you very much and let you know that you are all doing an amazing job. It is just really nice to see and hear after all this time."
-Customer

Project Administrators

- A big 'Thank You' to Carmen, Dawn, Dona, Ellie, and Jeannette! With this year's increased workload, you've all stepped up in a big way and helped our projects run smoothly from start to finish. We couldn't do it without you!

Barbara Eldridge

- The Service Department owes Barbara a huge debt of gratitude! Whether she's processing weekly timecards, rolling out iPads to the field, or collecting on past-due invoices, she helps keep us running like a well-oiled machine. Thank you for all of your years of hard work!

Robert Balcioni

- Thank you to Robert for taking the initiative to be a leader within the Service Department. You're a valuable asset and we're lucky to have you as an integral part of the team!

Mark Edwards

- Congratulations on your retirement from the field! We are thrilled to be able to have you join us in the office!!

Aaron Stender

- Congratulations on passing your TAB exam!!!

Kelli Riley, Sandy Yu, Todd Gottshall & Duncan Green

- "Thank you Kelli and the entire WAM Team. We appreciate the hard work you have put into this as well as your flexibility and keeping things in perspective."
-Customer

Cyrus Patel

- Congratulations on graduating from the UA Instructors Training Program through University of Michigan



SEPTEMBER 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Holiday for ALL	2	3	4	5 Annual WAM Board Meeting	6
7	8	9 Birthday Celebrations	10	11	12	13
14	15 IFMA World Workplace Conference	16	17 ASHRAE X Kick-Off Social	18	19	20
21	22 BOMA SF Golf Tournament	23	24 Facilities Expo IFMA Silicon Valley Monthly Meeting	25	26	27
28	29 MSCA Conference	30	1	2 AFE Golf Tournament	3	4

DECEMBER 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 The Giving Tree Starts	2	3	4 BOMA SF Holiday Party AFE Holiday Party	5	6
7	8	9 Birthday Celebrations Operations Meeting	10 WAM Cook-Off ASHRAE X Chapter Meeting	11 The Giving Tree ends	12	13
14	15	16	17	18	19 Food drive ends	20
21	22	23	24 Holiday for 393*, 38, 467*	25 Holiday for ALL	26 Holiday for ALL	27
28	29	30	31 Holiday for 393*, 467*, 38, 342*			

OCTOBER 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29 MSCA Conference	30	1	2 AFE Golf Tournament	3	4
5	6	7	8	9 BOMA Young Professionals Boat Cruise	10	11
12	13 Holiday for 393* SMACNA Convention	14 Birthday Celebrations Operations Meeting	15	16	17	18
19	20	21	22 IFMA Silicon Valley Monthly Meeting	23	24	25
26	27	28	29	30	31 End of WAM Fiscal Year	1

JANUARY 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Holiday for ALL	2 Holiday for Office & 393*, 467*, 342*	3
4	5	6 Birthday Celebrations Operations Meeting	7	8	9	10
11	12	13	14	15	16	17
18	19 Holiday for 393*	20	21	22	23	24
25	26	27	28 IFMA Silicon Valley Monthly Meeting	29	30	31

NOVEMBER 2014

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
2	3	4 Operations Meeting	5	6	7	8
9 Change Clocks	10 Holiday for 393* Food drive starts	11 Birthday Celebrations	12 Construction Safety Meeting ASHRAE X Student Night	13	14	15
16	17	18	19 Service Safety Meeting	20 BOMA SF Luncheon	21	22
23	24	25	26	27 Holiday for ALL	28 Holiday for ALL	29
30						

FEBRUARY 2015

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

More info. visit www.westernallied.com

Caasi Bonura
Robert Dills
Angie Simon
Matthew Schmuck

Contributors

Terry Juri
Dona Neilson
Diana Kadash
Kelli Riley

*-Building Trade holidays only