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WAM Annual Safety Meeting

On February 15, 2012, WAM held its Annual Safety Meeting at the Courtyard Marriott in Newark. Construction project managers were welcomed to the annual meeting for the first time. The new and greatly improved Injury and Illness Prevention Plan (IIPP) and our Code of Safe Practices were handed out and reviewed. The major overhaul of this important document package was a

huge undertaking spear-headed by Pete Kelly. Many significant changes were made and WAM will continue to work to improve it. Thank you to Pete and his safety team for making this happen!

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WAM 401K Profit-Sharing Plan Update

The 401K Profit-Sharing committee, consisting of Bob Dills, James Kastelic and Jeff Pierce, meets twice a year with our Investment Consultant, Virginia Krieger Sutton, and our Third-Party Administrator, Verisight (Pension Specialists). During this meeting they review mutual fund and plan performance. You may remember Virginia as the knowledgeable leader of our informational meetings in the library, usually in December.

Virginia crunches a lot of numbers and evaluates each of our funds against the other funds within their category (small growth, mid cap, etc.). From this information, she develops a matrix and ranking based on performance and volatility within each fund class. Finally, she applies all of this against the goal of our funds being in the top quartile of best in class.

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Letter From a Principal

I can't believe that it's already time to publish our third WAM Newsletter, but I am very proud to be the principal providing the opening article. I want to express my appreciation to all of our outstanding employees, and I'd like to reflect on the past 24 years of growth and success, here at Western Allied.



I personally accepted the job at Western Allied Service, on my 30th birthday back in 1988. While nervous about making the move from a large national corporation, it was my interview with Harold Waterman that persuaded me to make the decision. Harold was one of the original founding partners of Western Allied and as he described the history and business philosophy of this great company, I knew I wanted to join the team.

Believe it or not, there were only seven service technicians working for us at that time, but three of them, Dave Cook, Peter Vandenberg and John Barbuscia are still household names around the company. In Construction, Jim Muscarella, Rob Chalfant, Dave Croffoot, Mark Garrett, Angie Simon and Randy Freitas had already worked here for some time, and it's amazing that all of these mentioned herein have 25 + years of service at WAM. Jim and Angie of course are senior principals in the company.

We grew throughout the 90's, adding twenty-eight new office and field employees that still work for us today. We also hired now principals Pete Kelly and Bob Dills during this time frame, and their contributions to our business have been obvious. Construction also added a piping department in 1995, and it's no coincidence that Chad Kruckewitt celebrated his 15th Anniversary in 2010.

The new millennium (Y2K) came about without event, and our next 10 years saw us add an additional thirty-four office employees, as well as about sixty-eight field staff, who are still on our payroll at this time. We started a controls division that has grown into a solid group, while adding numerous LEED credentialed engineers to open up our 'Green Building' opportunities. The Construction and Service Departments merged in 2004, and as a result, we also started an Accounting Department. New principals Jeff Pierce and Zach Russi joined our team during this period, as well as junior partners James Kastelic, Eddie Patterson, and Daniel Wong.

Since 2010 we have seen a little slower growth due to the economy, but we're continuing to recruit young talent as well as adding a couple of seasoned veterans to enhance our Engineer-

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Energy Benchmarking Services at WAM

Energy consumption and costs are some of the foremost concerns of those who operate buildings. And as industry leaders in designing, constructing, and maintaining high performance air conditioning systems, we at Western Allied know we're in a great position to help our clients create and manage responsible and sustainable facilities.

With the commissioning and service experience we've gained over the last five decades, we also know that the calibration and performance of systems fade over time without close attention. Until recently, one of the hurdles in staying ahead of this was the lack of simple-to-apply performance measurement tools. To solve this, we have acquired the Air Advice energy services platform.

When seeking to benchmark the energy performance of a building, the very best gauge is the EPA Energy Star Rating System. A study of ventilation rates measuring the carbon dioxide in the indoor air is another worthy place to look. Of course, controlling the operating hours of the system, and its ability to maintain comfort are always vital.

During an energy audit using Air Advice, we place small data-collecting devices in a client's building, which will record and transmit the lighting levels, temperature, humidity, and CO2 in the various spaces. The devices transmit that information directly to servers at Air Advice's headquarters in Portland, OR. We obtain the utility information for a 12-month period and also send that to Air Advice. In return, we receive an extremely informative report detailing the facility's energy and comfort performance. It also provides an Energy Star Rating to benchmark with high performance buildings of the same type in the same region.



We are therefore able to help a client quickly assess if further study is needed. Frankly we believe we can almost always find ten to fifteen percent savings in energy from low hanging fruit; no and low-cost solutions. And if the building is grossly under-performing, we can offer solutions with great investment returns.

One approach available to deploy the Air Advice system is to convert existing Preventative Maintenance (PM) accounts into Energy Service Agreements (ESA). The tools are so easy and inexpensive to use that we can include an energy benchmark at little or no additional cost. This way we prove the effectiveness of our service, but we also help the client uncover any additional cost savings lurking under the surface.

If you would like to know more about our energy services capabilities, contact James Kastelic, Jeremy Goodland, Rob Monaghan, or Bob Dills.

Letter from a Principal

Continued from Page 1

ing Department and our ever more important safety programs. We also started our BIM (building information modeling) Department during this time, keeping us abreast of the current technologies for moving into the future of 3-D modeling.

It was at our Joint Safety Meeting this last February 15th that the strength and stability of our combined WAM team became most apparent. It was our largest meeting of this type ever, and to see one hundred and eight (108) WAM employees, on time at 6 am for our breakfast meeting, was a testimony to our great heritage. The truth is in the numbers and a summary of our long-term employees is the following:

25 years: 8 active employees
20-25 yrs: 5 active employees
15-20 yrs: 19 active employees
10-15 yrs: 26 active employees
5-10 yrs: 46 active employees

Thanks to all of our loyal employees, going forth into the future, is an exciting proposition. We, the ownership group at WAM, look forward to adding our newer employee names to the long-term lists above.

Robert E. Monaghan, PE
Vice President

WAM 401K Profit Sharing Plan Update

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Over the last several meetings we have been watching a number of funds and made the decision last fall to replace four of them with funds that we felt better suited our risk/return goals. In the Mid Cap Growth sector, Baron Partners was replaced by Tributary Growth. Royce was replaced by Wasatch Small Cap Growth, and American Funds Growth was replaced by the more agile JP Morgan Large Cap Growth Select Fund. Finally the Davis Selected American was replaced by the Vanguard 500 Index Signal fund.

We don't make these decisions abruptly but tend to give a fund several meetings to turn around. These funds had been on our watch list and we decided to make the changes.

Bob, James and Jeff are always open to discussing the WAM plan with any participant or potential participant. All participants are part of the plan and we want your input!



WAM Annual Safety Meeting

Continued from Page 1

Here are other highlights from the meeting:

- As a thank you for three consecutive years of an outstanding safety record, field employees were given head lamps and beanies.
- WAM will be offering training to service technicians on "Cranes, Rigging and Signaling" to be presented by our own Cyrus Patel and Brian Thorne.
- Hands Free devices are the law, so Western Allied has invested in Bluetooth Visor Microphones. If anyone needs/wants one, please see Barb Eldridge.
- Training logs are being kept up by Dona Neilson. If you have received a safety/OSHA certificate that has not been added to the log, please get a copy to Dona.
- Bob Dills presented a "New Drivers Evaluation Policy" that explains how the point system works. This will be implemented by Western Allied as a means of evaluating drivers in an organized and comprehensive method.
- Lastly, WAM is working on uploading the IIPP, Code of Safe Practices and MSDS binders onto the company website for easier access to these documents.



108 WAM employees gathered for the Annual Safety Meeting Breakfast.

What's Your Hobby?

Want to know more about the passions and hobbies of WAM employees? Below are some of their responses.

Motorcycles and Ice Hockey
-Jeff Seidl



Custom Jewelry Design
and Repair.
-Jamie Green



"Modestly crazy about motorcycles. I think I have 14 of them but will be selling one soon. And fly fishing! Trout live in beautiful places!"
-Bob Dills



"Playing Baseball-with my husband and a bunch of our friends. I also catch a lot for my 13 year old, as he is a good pitcher! But I have to wear the mask and shin guards now cause he throws so hard!"
-Angie Simon



Health – Stretching for Office Employees

Many people in the office have recently participated in Workstation Safety Plus. The online training included tips on how to create the best environment for working at a computer for many hours a day. Now that our chairs and desktops are perfectly situated, we should take one more step – stretching.

Sitting still at your desk for many hours in a day is one of the worst things you can do to your body. According to the experts, the best way to avoid serious medical problems is to break up your work by doing stretching at your desk. Once an hour, try some of these exercises suggested by WebMD:

- 1. Just stand up and sit down** – no hands
Do it while you are on the phone – no one will know.
- 2. Shrug your shoulders to release tension in the neck and shoulders**
Lift shoulders – HOLD then release. Repeat 3 times
Shake head yes and no (slowly) – to make it humorous make up questions like “Do I deserve a raise?” Move head up and down YES-YES-YES or move head side to side NO-NO-NO.
- 3. Loosen the hands with air circles**
Clench both fists, stretching both hands in front of you. Make circles in the air (count of 10) – reverse direction (count of 10) then shake out your hands.

4. Point your fingers – good for hands, wrist, and forearms
Stretch left hand out in front of you, pointing fingers toward the floor. Use your right hand to gently push your fingers down toward the body. Repeat with the other hand. Repeat with both hands, this time fingers toward the sky.

5. Do leg extensions – work the abs and legs
Grab the seat of your chair and extend your legs straight out in front of you so they are parallel to the floor. Flex and point your toes 5 times. Release and repeat.

6. Cross your arms – for the shoulders and upper back
Arm straight out in front of you – with the opposite hand, grab the outstretched elbow and pull it across your chest, stretching your shoulder and upper back muscles. Hold and release. Repeat with opposite arm.

7. Look up to release upper body
Stretch your arms over your head and interlock your fingers. Turn the palms to the ceiling, lift your chin up, tilt your head back and gaze up at the ceiling. Inhale, exhale, and release.

8. Substitute walks for email (Get up and move once in a while)
Instead of emailing and copying 25 people who don't want to be copied anyway, walk over to the person you really want to talk to.

Give some of these stretching exercises a try, then continue to make them part of your daily routine at your desk.

Safety

Western Allied's Emergency Response Plan

Most of the Western Allied team and their families are aware of our Emergency Response Plan by now. Our company consists of very bright and capable professionals, and no doubt in times of crisis, we will rise to the occasion. However, emergencies are by their nature very chaotic and stressful. A well-planned and managed response saves precious moments and minimizes trauma.

We know we live in a region prone to earthquakes, and they say someday the big one will arrive. And we know we may experience other emergencies, such as large storms or floods.

We have taken many steps to support you during such times. We have provided emergency supply kits to field employees. We have built an exterior bunker with emergency supplies at our shop. Recently we completed the installation of an emergency power generator to maintain lighting, computers, and phone systems during extended power failures. We also have named and trained an Emergency Response Team. We maintain offsite backup computer records, software, and hardware as part of our business continuity plan in case our offices are ever unavailable for use.

But here we mostly want to focus on our Field & Family Communications Plan, including a change we'll be rolling out in the next few days. In widespread emergencies, it is not unusual for long distance phone service to areas beyond the affected

region to be restored before local-to-local phone service.

We established an agreement with two out-of-area contractors to provide communication relay services a couple of years ago. The change mentioned above will be switching the out-of-state contacts to two of our Peer Group members.

In case of widespread emergency, personnel out in the field are requested to contact our office by phone to report their situation. If they are unable to get a connection to our local office, we ask that they contact one of the remote contractors and report their status.

The two Peer Group members are HPE in Colorado Springs, CO and Miller-Bonded in Albuquerque, NM. We are providing them with a training guide and logs for their telephone receptionist. Pocket cards with the new phone numbers and instructions will be provided to all our employees, office and field.

Extra contact information cards will be provided for employees' families. This way not only will we be able to relay information to and from our people, our employees and their family members can also make contact with each other. At Western Allied, we have satellite telephones for contacting the out of state locations in case we are unable to make calls via landline.

If you want any additional information on our emergency plans, please give Bob Dills a call. When we face a crisis, we will pull together. We'll be fine! Be safe out there!



Employee Profiles

Lela Walker

Menlo Park native Lela Walker came to Western Allied in 1998. She now works as an office administrator and back up to dispatch. She says, "my bosses and the people are my favorite part about working here. Not to mention I met my husband here!" Lela met Donald Walker at Western Allied in 2002. She claims to have ignored him for about a year until she couldn't anymore. Lela says "although we got married in 2007, it feels like it's been forever." Donald and Lela have a house of seven children, three girls and four boys, keeping the family quite busy at times. When she can find time, some of her favorite activities include taking photos, baking and cooking. She says "I bake all the birthday cakes for everyone in the family. I love baking and coming up with new recipes." After speaking with Lela one thing is certain, she adores her family. As an example of Lela's family values, she says her favorite vacation was visiting family and learning more about black history in Louisiana and Georgia. Aside from being a strong mother and wife, Lela is an asset to the WAM team. Thank you Lela for all of your hard work and dedication to Western Allied, we appreciate all that you do.



Gary DeMartini

Gary is a relatively new face at Western Allied, but the DeMartini name has been at WAM for some time now. In fact, Gary comes from a long line of pipe fitters in his family. His father is Tom DeMartini – one of our piping foremen; his grandfather and great-grandfather were also pipe fitters. Gary went to Arizona State University for 3 years before coming to work for Western Allied as a driver for the pipe shop. He studied Criminal Justice in college, but realized that college was not the path for him. He is not certain of what exactly his future holds, but he is considering entering the police academy. He likes the idea of being out and active, experiencing new things every day. Gary's hobby is playing all sports, including basketball, baseball, ping-pong, wakeboarding and more. He hopes to get more involved with golf and target shooting. He enjoys working with "great people" in a "great environment" at Western Allied and appreciates the support he has received from everyone in the pipe shop.



Victor Villareal

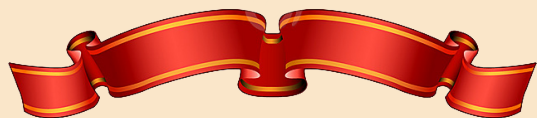
Victor is passionate about his family and his work. In the six years that he has worked for Western Allied, he has become an integral part of the Startup Department, specializing in test & balance. We are proud to have recently received kudos from a client for Victor's professionalism on the job (see At-taboys). Victor was born in Texacoco, Mexico and raised in Daly City, CA. Congratulations to Victor and his wife Brandi as they welcomed their sixth child on Feb. 16th! His children's names in birth order are: Alexia, Victoria, Victor Ramses, Victor Alexander, Victor Carmelo and Victor Leonidus. They are named after great people in history because Victor wants their kids to be great in their own right. Victor's children are his greatest passion. He makes every effort to be an attentive and active parent. Ask him about his Giants-themed home! Victor has been in the trade for about 12 years. He really appreciates the youthful energy of the Startup Department team, assembled by Peter Vandenberg. The sense of teamwork between them keeps him motivated. It feels like a "small family that works well together." Victor is passionate about sharing his work experience and knowledge, and appreciates others who do the same. Victor would like to continue to represent Western Allied as a leader in the design-build industry.



Krystal Matthews

Krystal was born and raised in Oxnard, California. She was always interested in how things work, so after high school she decided to pursue a degree in Engineering. In 2005 she graduated from Cal Poly, San Luis Obispo with a degree in Mechanical Engineering. During her days at Cal Poly, Krystal worked for 4 years doing HVAC preventative maintenance on campus; her friend and now WAM employee Justin Murray worked alongside her. Krystal started at Western Allied in 2005 in the Engineering Department. "I enjoy the people; there are a lot of super nice people working here." Later, the happiest day of her life came when she married Leon Matthews, a WAM employee in our construction division. Krystal is currently the 2011-2012 San Jose ASHRAE President, as well as an active member at her church, Prince of Peace in Fremont. "I like grandma hobbies: knitting, sewing, baking, gardening, and reading. I also enjoy 'Do-It-Yourself' projects around the house, and recently helped remodel our kitchen and bedroom." Krystal and Leon hope to someday start a family, but for now they are enjoying being newlyweds and working together at WAM.





Celebrating Service Awards

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

15 Years

Cyrus Patel-Mar-2012

Reynaldo Mendoza-May-2012

5 Years

Janette Toussau-Mar-2012

Jeff Roberts-Apr-2012

10 Years

Donna Mroz-Apr-2012

Celebrating Family Events!



Andrew and wife Renee introduce baby Isabella Brielle! Congratulations!



Harvey and fiancé Erin welcome baby boy Harvey Jr. to their family! Congratulations!



Loek and wife Suyun welcomed baby boy Andrew on February 7th! Congratulations!



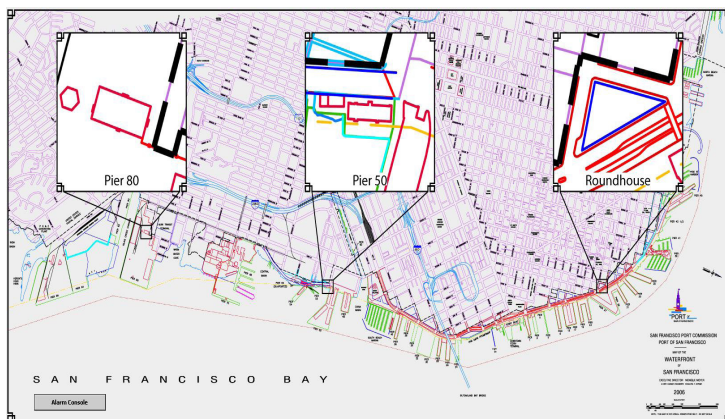
ANNIVERSARIES & EVENTS

Controls 2.0

Western Allied's Controls Division was created in 2001, to support the Service Department with controls-related issues. As frustration grew within the Construction Department, over the poor performance of controls subcontractors, the Controls Division began assisting with larger projects as well. At the time, the division consisted of only Bruce Garrett, but due to increasing workload has grown over the years to seven members, with plans for further expansion in 2012. Their design approach is an open protocol or non-proprietary system, which allows for product flexibility, and consequently provides customers with the best available building automation system (BAS) solution.

The initial controls strategy revolved around the LonWorks platform. LonWorks (local operational network) is a networking platform built on a protocol created by the Echelon Corporation for networking devices over media such as twisted pair, powerline, fiber optics, and radio frequency (RF). Open protocol, using a LonWorks backbone, fostered a cost effective solution for maintaining flexibility, by utilizing diverse control devices. In 2010, the Controls Division began to endeavor into projects that required an enterprise-level solution, and decided on the Tridium hardware product line, along with the Niagara software. The Tridium and Niagara combination has moved the Controls Division from a traditional controls contractor to more of a systems integration group.

In 2010, WAM was awarded a series of projects with the PUC (public utilities commission). One of the projects assigned to WAM was the Port of San Francisco Controls Energy Retrofit. This project consisted of upgrading the control system to a DDC controls for (5) SF Port buildings. The projects required an installation of a control system that utilized the BacNet protocol. WAM's Control Division implemented the Tridium product line to provide BacNet. The project was completed in 2011 and the (5) Port of SF buildings are currently operating and networked through a data center located in Pier 50. This project was the first complete BacNet-installed project by WAM's Controls Division.



San Francisco Port-WAM Controls Site Map



Controls 2.0 *Continued from Page 6*

Upon project completion, the Port of SF decided that future projects for the port will require that systems tie into the data center Front End installed at Pier 50.

WAM's Controls Division is currently involved with multiple projects implementing LON, BacNet, OBIX, and Modbus protocol. The future of controls will require the ability to work with multiple technologies, whether it is a communications protocol, IT infrastructure, or multiple medium types (fiber optics, RF, or hardwired).

What's Your Hobby? *Continued from Page 3*

"Motorsports in general (snowmobiling, dirtbiking, jetskiing, boating, 4-wheeling), backpacking, camping, fishing, golfing, wakeboarding and of course- beautiful sunsets!"
-Nick Johnson



"My first love is Flying, and I announce at the Reno Air Races every September. I also own one 2 seat airplane that I built, and a partnership with eight others in a 4 seater. I'm also building another 2 seat bush plane kit with two other partners.

My second love is motorcycles and I have three. A street legal Harley XR-750 (with a 1200 engine). A Harley Davidson Street Glide (that my wife will actually ride on), and a Buell (my fastest bike).

My third love is cars. I own a Dodge Challenger SRT, and I'm building my wife a 1953 Jaguar XK-120 replica with a small block V-8 in it."

-Rob Monaghan

Attaboys

Loek Vaneveld

- For his superb commissioning and troubleshooting efforts on the Elan and HOJ projects. His ability to quickly and expertly discover and solve problems has made him an invaluable member of the WAM team.

Jeff Seidl

- Passed his foreman certification class!!!

Noel Jucaban

- In his third year as a Journeyman service technician (eighth year with Western Allied), Noel brings a great deal of passion and technical skill to the Service Team. The pride that he takes in his work and his determination to do the job right are worthy of recognition. He may not have all of the answers, but he'll stop at nothing to get them. Keep up the great work!

Yindy Felkins

- "I really like working with Yindy. She is very proactive, forthcoming, and easy to get along with. She is always looking out for the client's best interest, while keeping in mind WAM's needs for internal project success."

-Sent from outside source

Victor Villareal

- "Please let Angie know how pleased I am with the professionalism of Victor. I have to say out of all the contractors technicians I deal with on a day to day basis, he is up there at the top of the list."

-Sent from outside source

Mark Purcell

- When we obtained a service contract with Wells Fargo Bank over three years ago, Mark was a fairly new hire at Western Allied, with little commercial HVAC experience under his belt. He was immediately thrown into a position of high importance and great responsibility, handling all of the SF branches and administrative buildings on the account. He was solid from day one and has flourished ever since. Mark has an awesome work ethic and a refreshingly positive attitude, but most notable is the effort he puts forth every day, even during difficult (personal and professional) times. Western Allied is fortunate to have Mark on our team.

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

In Loving Memory

Hans Sommers



Hans Sommers is one of the three founding Partners of Western Allied Corporation. Hans was Western Allied's first President and the moving force behind the company for many years. Hans' inspiration and leadership were the foundation of Western Allied Corporation. On February 23, 2012 Hans passed away from congestive heart failure; he died peacefully and without pain. Hans will be missed by his friends at Western Allied but his legacy will never be forgotten.

ATTABOYS

IN MEMORIAM



WAM employee working on installing ductwork at Neuropace.

Calendar

Some Current Large WAM Projects

Neuropace	Angie Simon	Expansion giving them an ISO7 clean room which is equivalent to a Class 10,000 room.
Nexsteppe	Angie Simon	Expansion of their research space within the Bay Area.
Stanford TNI LAB	Zach Russi	Retrofit of a 60,000 square foot lab/office building including new central plant, AHU's, exhaust fans, and controls.
Stanford SOM	Zach Russi	Retrofit of a 80,000 square foot lab/office building including new central plant, AHU's, exhaust fans, and controls.
2860 Junction	Pete Kelly	Rooftop HVAC unit replacement, including changing out 5 duct furnaces, 3 boxcars, and 1 gas-electric package unit.
Pine Boiler Replacement	Pete Kelly	The existing boilers are being replaced with high efficiency boilers to be in compliance with the BAAQMD emission regulation.
Baden HS	Pete Kelly	Replacing 33 rooftop package units with integral heating coils over 7 buildings.

More info. visit www.westernallied.com

Contributors

Caasi Bonura	James Kastelic
Lisa Oneto	Jim Piere
Robert Dills	Terry Juri
Angie Simon	Jeff Pierce
Rob Monaghan	Sharon Carman

MARCH 2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9 AFE/IFMA-Day with a Facilities Professional	10
11	12	13 Birthday Celebrations Operations Meeting	14 SJ ASHRAE Event	15	16	17
18 MCAA National Convention	19	20	21	22	23	24
25	26	27	28 IFMA Silicon Valley Monthly Meeting	29 WAM March Madness Ping Pong Finals and Lunch	30	31

APRIL 2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6 Local 104, 38 & 393* Holiday	7
8	9	10 Birthday Celebrations Operations Meeting	11 SJ ASHRAE Bocce Ball Tourna- Cal SMACNA Annual Convention	12	13	14
15	16	17	18	19	20	21
22	23	24	25 IFMA Silicon Valley Monthly Meeting	26	27	28 IFMA Silicon Valley Rebuilding Together Event
29	30					

MAY 2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8 Birthday Celebrations Operations Meeting	9 SJ ASHRAE Student Night	10	11	12
13	14 Peer Group Service Summit	15	16	17	18 IFMA Silicon Valley Golf Tournament	19
20	21	22	23 IFMA Silicon Valley Monthly Meeting	24	25 Local 467 & 393* Holiday	26
27 Local 104, 342, 38, 467, 393 & Office Holiday	28	29	30	31		

*-Building Trade holidays only