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Annual Cook-Off Results

We held our 4th Annual Cook-Off challenge on December 13, 2012. This year we had a "Sweet Showdown" to find the best tasting, most creative sweet treat and the competition was tough!

The overall winner, voted on by all employees, and winner of the "People's Choice" award was Martin Bojanowski for his Pecan Pie!!

Our illustrious panel of judges this year were Caasi Bonura, Jim Piere and Jon DeSpain, one of our auditor's from Romberger, Wilson & Beeson. Our judges collaborated and chose Angie Simon's cheesecake as the "Best Tasting" treat; "Best Presentation" went to Si Upton's Yule log; "Most Original" was Duncan Green's sweet potato pie with candied bacon sprinkles!!

Thank you also to our other contestants...Mike Henderson, Dawn Hahn, Chris Bandy, Terry Juri and Manny Uribe. So many great desserts...so many calories!!

Each year we pair our Cook-Off with a canned food drive to benefit Second Harvest Food Bank. This year we donated 120 pounds of canned food and gave \$75.00 in donations. Thank you to all who contributed!



Photos in order from left to right: The people's Choice Award Winner Martin Bojanowski, his delish Pecan Pie, and Si Upton's win for Best Presentation. Beautifully Done EVERYONE!!!



Letter From a Principal

It is a true blessing to be here at this time and place to share a bit about myself and our great company.

I am a Missouri boy having lived in St. Louis until 8 years ago. In my twenties I earned undergraduate and graduate degrees in business from Missouri University. I have two wonderful sons who are both grown and married.

My youngest son is planning on attending a university in Denmark this fall to start his PHD in Chemistry. I am already excited about traveling back to Europe to visit him and his wife Allison. I recently found out that my oldest son and his wife are expecting their first baby and my first grandchild. They live in St. Louis, so I imagine there will be more trips there than usual during the next few years!

I came to California in February 2005 to work at Western Allied Corporation in Southern California. I had a good friend at Dexter and Chaney who I had worked with during my previous 28 years with Kaemmerlen Electric in St. Louis. He set me up with Laird Anderson of WAC and I came on board as an independent consultant.

At that time, WAC and WAM had recently split (2003) and the ownership groups had gone their separate ways. WAC had always been the mother ship for accounting and finance, and my mission was to set up two independent accounting systems by converting both WAC and WAM to Dexter and Chaney.

During the course of this work, I was approached by the management group of WAM with the idea of setting up an accounting department in Northern California. Having experienced the culture of both companies, I was truly excited to restart my life in this beautiful place with such great people.

That is enough about me. I would now like to speak a little toward some recent initiatives and our company's current financial health.

Pete Kelly did a good job of mapping out our plans for our fabrication shop and office expansion in our last Shop Talk. I won't speak much to that, however I will say that with the exception of a few outside delays, we are on track with a wonderful new fab shop just as business is picking back up. We made a leap of faith with this expansion during a tough economic period. Now with economic times improving we are perfectly positioned to benefit.

Continued on Page 2





Improving Waste Management at WAM

Our business generates large amounts of waste from our construction and service jobs, our fabrication shops, our deliveries, and our offices. Until recently, all of our waste materials were disposed of at a landfill dump. Improvements to our waste management significantly reduced the amount of debris heading to landfill. Our carbon footprint and our waste disposal fees are now much smaller.

WAM has been recycling mixed papers, scrap metals, and used refrigerant oils for many years. We have now implemented a new and improved recycling program, we now separate and divert used air filters, compostable green waste, glass, plastic, and electronic materials.

Paper/Glass/Plastic: Both our Casey Court. and our O'Brien Drive facilities have blue bins throughout the offices for mixed paper, glass, plastics, and aluminum cans. Larger blue bins in both yards are used to collect the recycling materials from the smaller blue bins and to collect the large amounts of cardboard from our field and shop operations. These larger blue bins are emptied by Recology San Mateo County in San Carlos, where the mixed debris is sorted for recycling.

Green Waste: Our O'Brien Dr. facility has one 15 yard dumpster for collecting compostable waste. This type of waste does not accumulate at landfills as it breaks down into beneficial compost. Smaller green disposal bins at convenient locations within the O'Brien offices collect compostable waste, such as takeaway food/beverage containers, paper towels, food scraps, etc. Larger compostable waste from our field and shop operations, such as clean wood scraps are collected in the green waste dumpster. No wood products with glue or chemicals, such as plywood or pressure-treated lumber, are acceptable as compostable waste. Recology also removes our green waste.

Used Air Filters (Waste to Energy): We have teamed with EFI, one of our filter suppliers, to recycle our used filters. Instead of ending up as landfill, the used filters are collected at 1180 O'Brien Dr., sent to EFI where they are compacted, baled, and trucked to a facility in the Central Valley for use as fuel at a cogeneration plant, where the waste is cleanly incinerated and converted to useful electrical and thermal energy. It is estimated that this program will save WAM \$13,000 annually, while reducing our landfill waste and helping to make clean energy.

Mixed Metals: Scrap metal is collected in bins at our Casey Ct. facility for recycling. Non-precious scrap metal such as sheet metal and aluminum is collected in a large dumpster for haul off to a metal recycling facility. More precious scrap metals such as copper and stainless steel are collected in smaller bins for resale scrap value to help offset the escalating cost of these commodity materials purchased new. WAM also sends used equipment that we remove from our jobsites such as chillers, boilers, HVAC units, motors, and compressors to recycling facilities for scrap value to help offset the cost of removal and replacement.

Electronic Waste: We collect electronic waste from our operations in the warehouse area at 1180 O'Brien Dr. Cell phones, pc boards, batteries, and electronic thermostats are sent to a local waste management facility for scrapping and safe disposal. We also collect thermostats containing mercury for safe disposal.

GOING GREEN

Letter from a Principal

Continued from Page 1

As most of you recall, several years ago we were visited by the six other companies of our SMACNA Peer Group. They made various recommendations which we then prioritized and have been implementing since. Some of these dealt with creating more of a team feeling; others dealt with various marketing and structural aspects of the business.

I have always felt that it would be good to give all of us the opportunity to work on our health and well-being. Programs like our recent fitness effort and our upcoming healthy eating program build teamwork, while at the same time encouraging healthy habits. Terry Juri has been instrumental in making our efforts successful and I thank her for her work.

In closing I am happy to report that our future is looking bright. We have weathered this recession and made some money each and every year. The dedication, hard work and sacrifice of all of our employees put us into a position to be financially strong and ready for our future. Thanks to all of you from the entire Ownership group!

Jeffrey A. Pierce
Chief Financial Officer

Continued from previous column

Both our Casey Ct. and our O'Brien Dr. facilities have dumpsters for the disposal of waste materials that cannot be recycled or composted. But before simply disposing of waste in these garbage dumpsters or your garbage can, consider the recycling options. If the waste can be recycled, please help contribute to improving WAM's waste management. Our planet and its occupants will be the beneficiaries.



Please do not place filters in the dumpster. Please refer to the designated areas for used filter disposal.



Bundling Baby Showers

In December, Western Allied was lucky enough to have two couples expecting their first child. Krystal and Leon Matthews, and Eddie and Danielle Patterson, were our guests of honor on the December 7th joint baby shower bash. Instead of the traditional baby-blue and pink decorations, a Barn Yard Bash was created for the couples. The games were a lot of fun, with our biggest hit being the Barn Yard Buddies guessing game, where everyone needed to guess the baby pictures in the barn. Kevin Bianchi was our winner with a total of 13 out of 20 correct. A big thank you to everyone that participated in the fun! To see photos of the beautiful babies refer to the events section of the newsletter on page 6!! Congratulations guys!!



Honorees' baby photos from our Barn Yard Buddies game. In order from top left: Leon Matthews, Krystal Matthews, Danielle Patterson and Eddie Patterson!!!



WAM Expands to Building # 3

Western Allied Mechanical's continued drive to be the best mechanical contractor in the Bay Area took a big step forward with the opening of our new pipe and sheetmetal fabrication shop at 1 Casey Court.

Over the course of the last two months, the Western Allied shop employees (both sheetmetal and pipe), the shipping and receiving department, and management have all worked together to make the huge move to the new building. Randy and Chad have just officially occupied the offices, and the fire sprinklers for the building are almost complete. Harvey and his sheetmetal crew have settled in nicely, as have Mike and his piping crew. Please feel free to stop by and say hi, and take a tour. It is a shop we can be proud of and which will take us into the future!





Health – A Note From Our Trainers

Since our initial visit over at Western Allied Mechanical, we knew that when we partnered up it was going to be a fun and energetic group. A lot of the exercises that we bring are made to engage most, if not all, of your muscle fibers while activating your core.

Proper form and technique, along with stretching, are some of the basic fundamentals we bring to the class. We understand people are at different fitness levels so we can always modify a certain exercise.

What kind of exercise should I do to improve my health?

Aerobic exercise is one of the best forms of exercise to help improve your heart health. Walking, jogging, running, and biking will all assist in improving your heart by increasing your cardiovascular endurance, which is a result of your heart being active and working efficiently.

Prior to any exercise, be sure you consult with your physician to make sure that you are cleared to exercise. Once you have been given the clearance, go outside, enjoy the beautiful weather and have a great walk!

What is a workout that I can do in less than 10 minutes?

There are many workouts you can do in 10 minutes. If you only have 10 minutes to work out and want to maximize your re-

sults, try performing a circuit training workout. Pick 3-4 exercises and perform them in a cycle for 10 minutes. An example circuit might be pushups, prisoner squats, crunches, and jumping jacks. Perform each movement for 30 seconds, then rest for a minute and repeat three times. You'll find in 10 minutes you've performed quite the workout.

How can I manage my food cravings?

Cravings tend to hit less when you eat regular balanced meals, including breakfast and healthy snacks. Exercise may also help control cravings. Research has shown that regular exercise releases feel-good brain chemicals called endorphins into the body, which boost your mood and reduce stress.

Healthy Recipe-Pancakes

Ingredients

1 cup all purpose flour
1/4 cup flaxseed meal
1/4 cup finely chopped walnuts
1 1/2 teaspoons baking powder
1/2 teaspoon baking soda
1/2 teaspoon salt
1 1/4 cups reduced-fat (2%) buttermilk
1/4 cup pure maple syrup
1 large egg
1 tablespoon (or more) of vegetable oil
Additional pure maple syrup

Preparation (Makes 12 Pancakes; Serving Size: 1 Pancake)

Whisk flour, flaxseed meal, walnuts, baking powder, baking soda and salt in medium bowl. In a separate medium bowl, whisk buttermilk, 1/4 cup maple syrup and egg. Add buttermilk mixture to dry ingredients and whisk just until incorporated. Brush a large nonstick skillet lightly with vegetable oil and heat over medium heat. Working in batches, add batter to skillet by scant 1/4-cupfuls. Cook until bubbles appear on surface of pancakes and undersides are golden brown, about 2 minutes. Turn pancakes over and cook until golden on bottom, about 2 minutes. Brush skillet lightly with vegetable oil as needed between batches. Transfer pancakes to plates. Serve

Safety

Safety Conference Recap- John Korpics

First off, I'd like to thank Western Allied Mechanical for sending me to the annual Safety Director's Conference. This year it was held at the beautiful Manhattan Beach Marriott in Manhattan Beach, CA from January 15-17. Safety professionals from around the country gathered and listened to many presentations throughout these three days.

From these presentations, I gained new information that can help Western Allied's safety program and safety culture. In this article I will briefly summarize three of the speakers that impressed me the most and I feel are most pertinent to Western Allied.

Scott Gellar, a renowned Behavioral Safety Psychologist, spoke on the topic of Behavioral Safety and the role of discipline in the workplace. He spoke of paradigm shifts and how many safety cultures don't identify and associate safety-related items the way they are meant to be. Emotional responses and perceptions of safety can be changed or adjusted; sometimes this is as simple as word choice or how you approach a person. From his presentation, I was further motivated to create a safety incentive program here at Western Allied. Scott's presentation reminded me that I am in this profession in order to make positive changes. This starts with caring about people.

Ralph Blessing, a consultant and professor, spoke on the topic of the Globally Harmonized System. The Globally Harmonized System is something that OSHA has agreed to adopt and enforce here in the United States. A number of large countries

throughout the world have adopted this system. The goal is that as we trade and ship products they will have the same labeling, hazard warnings, and MSDSs (or SDS as they now will be known). Ralph's presentation was useful because I had recently revised our Hazard Communication section of the Code of Safe Practices. The updates I made were consistent with Ralph's presentation and his point of view on the Globally Harmonized System.

Virginia Siegel, a partial owner of On-Site First Aid, presented on behalf of her company. On-Site First Aid specializes in first aid treatment. On-Site's goal is to respond within one hour to the areas they serve. They will dispatch a paramedic to arrive to your construction site and provide first aid treatment. This is important in our industry because first aid treatment does not cause an injury to become OSHA recordable and therefore does not cause the Modification Rate to increase. It is very common that medical doctors over-treat or immediately prescribe prescription medication when it is not truly needed. On-Site evaluates the injury and determines if it can be first aid treated. If the injury truly needs a doctor's attention they would recommend that. On-Site First Aid serves the Bay Area.



Employee Profiles

Chris Bandy

Chris is the newest Service Project Engineer to join the ranks in Bob Dills' team, having started at Western Allied right out of college in July of 2012. Chris grew up in Salinas, California and got his degree in Mechanical Engineering at Cal Poly SLO. While in college, Chris explored HVAC by joining the ASHRAE student chapter. He found that he appreciated the "behind-the-scenes" aspect of the industry and liked the type of "humble guys" that it attracted. On a group visit sponsored by the San Jose ASHRAE chapter, Chris visited Western Allied and toured our VF Outdoor project in Alameda. Since joining WAM, Chris has enjoyed interacting with different people and likes the idea of providing a service to customers. On a personal level, Chris really likes connecting with people. He also enjoys eating and the social bonding that happens through food. He likes to be active and engage in outdoor activities like hiking, fishing and biking. Chris' Christian faith has been a constant in his life and is his foundation. Looking ahead, Chris looks forward to gaining work experience so he can really contribute to the company.



Lisa Oneto

Lisa Oneto was born and raised in Palo Alto, Ca. She currently lives in San Jose with her husband of 16 years Robert and three children, Emma 14, Stephen 13, and Max 4. While attending the University of California San Diego, Lisa participated in a study abroad program that took her to Japan for two years. After graduating with a degree in Mechanical Engineering, Lisa started to look for the perfect job. Western Allied had a job posted in the local newspaper for a Senior Engineer, but she thought she would apply to the company anyways in hopes of another opening. Coming in for the interview, Lisa had no idea what HVAC stood for, but she eventually learned (or so we hope) and has now been with the company for 17 years. Starting in engineering and later moving into construction project management, Lisa says "the thing that hooked me into liking WAM was the people. Even though I didn't get my training in HVAC I decided to stick with it, because I really appreciated the good-natured atmosphere in the office and the field." She says "I enjoy working with people that I genuinely like. So far the highlight has been working under Jim Muscarella and watching him in action. It's very impressive." five years ago Lisa moved to Zach's team and she is very excited about the future of the team. "It feels like a family; we even argue like family, it's nice." When not at work, she and her husband are busy managing three kids and their different schedules.



Terry Juri

If you don't know Terry, you don't work at Western Allied! Terry is our Human Resources and Payroll person; aka time card keeper, benefits expert, health advocate and overall cool lady. Terry has been at WAM for 7 years. Born and raised in Millbrae, she went to Capuchino High School and was a classmate of Pete Kelly. Terry didn't travel far to get her college degree in Computer Science at Santa Clara University. Terry is married to Brian Juri, also a native to the Bay Area; they have been married for 30 years. Terry worked as a programmer for several years until she decided to stop work to raise kids. She says that she "wouldn't trade it for the world." Little known fact about Terry is that her great grandfather – Angelo Rossi – was the 31st mayor of San Francisco. In her own right, Terry is very active in her church, serving as Eucharistic minister and volunteering in community work. Terry referees kids soccer and basketball on a regular basis. Her children are Nick, Kevin and William. Terry is also very athletic; she enjoys playing in a women's basketball league and running everyday.



Reynaldo Mendoza

Reynaldo Mendoza was born and raised in San Francisco Ca. He still lives in the city he loves with his kids. He spends all of his free time being Super-Dad! With five kids, age ranging from 5 to 19, four girls and one boy, Reynaldo has his hands full with fun family activities. Before coming to work for Western Allied, Reynaldo did have a few years of experience in the HVAC industry. Reynaldo has been a Western Allied employee going on 16 years. Reynaldo began his path here as a Sheet Metal Apprentice and is now a Service Journeyman Technician. Reynaldo says he "loves coming into the shop to see all the smiling faces." Growing up in the Bay Area, Reynaldo is a true Bay Area fan. As a Bay Area sports fan, Reynaldo has enjoyed the recent success with the teams in the area! The Niners are his favorite but not by much, as he says he likes all teams equally. His kids are involved in a few sports and he says he has been learning more about soccer by watching his kids. He also said he wouldn't mind being a basketball coach for their teams as well. Reynaldo would like to travel the world, escaping to Europe first.





Celebrating Service Awards

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

25 Years

Rob Monaghan-May 2013

20 Years

Pete Kelly- July 2013

15 Years

Rita Mancini- Aug. 2013

10 Years

Gregory Foresti-Apr. 2013

Elaine Raeber-May 2013

Diana Kadash-Aug. 2013

5 Years

Mark Purcell- May 2013

Eric Tassio- Jul. 2013

Kevin Bianchi-Aug. 2013

Celebrating Family Events!

Eddie and Danielle Patterson welcomed their baby girl Gabriella Grace Patterson on January 28th. Congratulations!!



Krystal and Leon Matthews welcomed their first bundle of joy on January 12th. Welcome to the world Joshua Leon Matthews!!! Congrats!!!



Dave Masinter got married on October 5th. Angie was the Officiant for the Giants themed ceremony. Congratulations Dave and A.J.!!!



ANNIVERSARIES & EVENTS

A View from Above

By Robert Monaghan

Back on September 21, 2012 we at Western Allied had the pleasure of seeing the Space Shuttle Endeavor, make a low-level fly-by right past our shop, on its way to its final resting place at the California Science Center in Southern California.

A large number of WAM employees gathered on the roof of the 1170 building to share the experience, and we were not disappointed. Endeavour was ferried across the country on top of one of two specially outfitted 747's, and it looked larger than life as it flew by at close range. It dwarfed its escort jet, the F-15 Eagle, which put into perspective how big it really is.

For someone who grew up in the 60's and saw the Mercury, Gemini, and Apollo Space missions on television, the whole space program was very exciting for me. I'll never forget the Apollo 11 mission that landed on the moon in 1969, as I was playing in a baseball game listening to the radio with forty or fifty parents and kids. Shortly thereafter Apollo 13 had the attention of the whole world, as it improvised its way back to Earth for eight days, from a disastrous explosion in space.

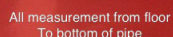
The shuttle program was started to provide a reusable ship that could fly into space and land back on earth like a plane. There were five orbiters in total and they were named Enterprise, Columbia, Challenger, Atlantis and Endeavor. Enterprise was a test vehicle that never saw space, but was instrumental for glide and structural testing. Challenger and Columbia were both lost to accidents that were tragic, but the lessons learned led to many safety upgrades. The program was discontinued after 30 years and 125 missions. The four retired ships are on display at museums around the country.



Space Shuttle at Moffet Field



Marin Emergency Operations Facility	Angie Simon	110,000 square ft tenant improvement and central plant replacement for the County of Marin. This project is a design/build team effort to get the EOF for the County of Marin into the building by the end of the calendar year.
Stanford Anderson	Angie Simon	33,000 sqft museum building for fine art at Stanford University.
1650 Los Gatos HVAC Upgrade	Pete Kelly	Central Plant addition to a building being separated from an existing central plant.
Apple Alves	Zach Russi	Private restaurant and cafeteria for Apple employees. This is a plan/spec job with 3D modeling included.
Air Liquide	Bob Dills	Phase 4 expansion of 4,200 sq ft. chemical manufacturing plant as prime contractor.



Marin Emergency Operations Facility Chiller Room

Harold Waterman, the last living founding partner of Western Allied Corporation passed away October 4th 2012. He lead Western Allied with a firm hand and an amazing financial mind. He was proud of what he built and even in retirement kept up with all of the activities within the two companies. He was 88 years old and is survived by his lovely wife Harriet and two sons Jeffery and Michael along with numerous grandchildren.



MARCH 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	March Madness Ping Pong Tournament	Ongoing		1	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
		Birthday Celebrations Operations Meeting	San Jose ASHRAE Meeting			
17	18	19	20	21	22	23
MCAA National Convention						
24	25	26	27	28	29	30
			IFMA Silicon Valley Monthly Meeting	WAM March Madness Ping Pong Finals and Lunch	Local 104, 393* & 38 Holiday	

JUNE 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
		Birthday Celebrations Operations Meeting	San Jose ASHRAE Meeting			
16	17	18	19	20	21	22
23	24	25	26	27	28	29
			IFMA Silicon Valley Monthly Meeting			

APRIL 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	1	2	3	4	5	6
		IFMA Facilities Fusion LA				
7	8	9	10	11	12	13
		Birthday Celebrations Operations Meeting	San Jose ASHRAE Safety Committee Meeting			
14	15	16	17	18	19	20
	Dee Cramer Peer Group Review in Michigan			San Jose ASHRAE Meeting/ Webinar		
21	22	23	24	25	26	27
			IFMA Silicon Valley Monthly Meeting			IFMA Silicon Valley Rebuilding Together Event
28	29	30				

JULY 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	1	2	3	4	5	6
			Local 467* Holiday	Local 104, 467, 393, 342, 38 & Office Holiday		
7	8	9	10	11	12	13
			Safety Committee Meeting			
14	15	16	17	18	19	20
		Birthday Celebrations Operations Meeting				IFMA, CREW, BOMA Joint River Clean Up
21	22	23	24	25	26	27
28	29	30	31			

MAY 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
					AFE/IFMA-Day with Facilities Professional	
5	6	7	8	9	10	11
	Peer Group Service Meeting in Denver	Birthday Celebrations Operations Meeting	San Jose ASHRAE Meeting Service Foremen Safety Meeting			
12	13	14	15	16	17	18
			Construction Foremen Safety Meeting		IFMA Silicon Valley Golf Tournament	
19	20	21	22	23	24	25
			IFMA Silicon Valley Monthly Meeting		Local 467* & 393* Holiday	
26	27	28	29	30	31	
	Local 104, 342, 38, 467, 393 & Office Holiday					

AUGUST 2013

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
				Service Foremen Safety Meeting		
11	12	13	14	15	16	17
		Birthday Celebrations Operations Meeting	Construction Foremen Safety Meeting			
18	19	20	21	22	23	24
25	26	27	28	29	30	31
					Local 467* Holiday	

More info. visit www.westernallied.com

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*-Building Trade holidays only