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2016 Cook-Off Recap

Our 7th Annual Cook-Off theme was "Comfort Food" and our talented participants served quite a selection of delicious creations from wine & cheese fondue to molasses cookies. Diana Kadash claimed the cherished WAM Cook-Off apron with her chicken pot pie. We had a tie for second place between James Imbruglio's delicious ribs and Manny Uribe's very comforting

macaroni and cheese. Thank you to all of our other participants, Dawn Hahn, Vanessa Lasseson, Angie Simon, Cinthya Mendez, Terry Juri, Ellie Varley, Chad Kruckewitt and Todd Gottshall. All of the dishes were wonderful and we all needed a nap after the event!

Combined with our Cook-Off is our annual food & coat drive benefiting the St. Vincent de Paul Society of San Mateo County. The food donated helps to stock a food pantry that distributes items to those in need throughout the year and the coats donated this year were put to very good use!

Also a part of our holiday tradition is our giving trees. The toys we received this year were delivered to deserving families in our community and made the holiday season happier for so many. There are many people right here in our own community that are struggling and our WAM family always comes through each year with generous donations that are so appreciated.



Photo on the left: Our Winner Diana's delicious Chicken Pot Pie. Congratulations Diana on the win, and thanks for putting the event together!!!

Photo on the right: James Imbruglio, tied for second with Manny Uribe (on the far right). Our first place winner Diana in the middle! Congrats you guys!!!



Letter From a Principal



2016 is shaping up to be one of the busiest years to date for WAM. Our backlog of upcoming work is deep and will keep us busy well into 2017. But we all understand that our economy is cyclical, and every year is not a boom year. Our Construction division is usually directly affected by the cycles of the economy, while our Service division is not affected as much. The recession that started in 2008 affected everyone in the USA. Due to WAM's business diversity, performing service and retrofit work, we made it through the recession better than most of our peers. From 2009 to 2014, we experienced a slow but steady increase in business volume. WAM's diversity is an asset.

The success of a mechanical construction and service company like WAM depends on many factors. Since we are not a very large business that can easily absorb inefficiencies and unnecessary costs, we rely on the continuous and dedicated effort and hard work of our employees and managers to keep the company vital. All of our separate components acting together as a whole determines the level of our success. Efficient work and attention to quality contributes to our success by allowing our business to evolve and grow and by keeping our customers happy, both of which lead to the best future business opportunities.

Evolving the company means we must adopt the new technologies and the sciences of today. New technologies drive our local economy, so it makes sense that we use new technologies to allow us to enlarge our toolboxes. But, just as the laws of physics do not change, good old-fashioned American know-how and hard work remain the backbone of our business model. As my first HVAC mentor, a college professor, often reminded us, "There's no such thing as a free lunch." We all must be willing to work hard, learn new skills, and make the best choices as part of staying vital into the future.

As we move forward into 2016 we must continue to find ways to improve. Success in business means continually improving. For a mechanical engineering, construction and service contractor like WAM, that ongoing improvement must be across the board.

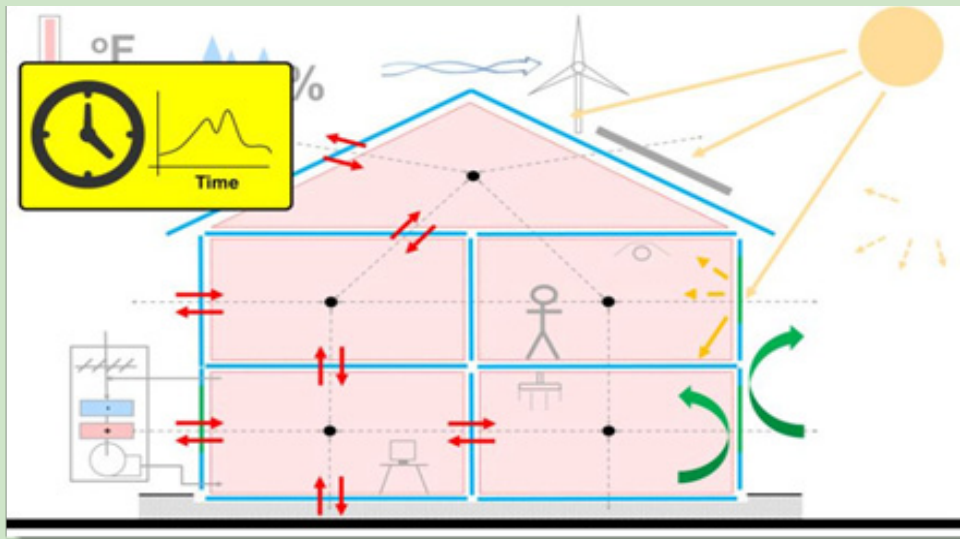
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Building Energy Modeling

By Angie Simon & Todd Gottshall

Building Energy Modeling or BEM is the calculation of a building's annual energy consumption based on modeling the physics of how energy flows through a building using computer software. It very closely resembles the model assembled to calculate HVAC loads. However, instead of calculating only the peak heating and cooling loads, a picture is formed of where all energy flowing into and out of the building are tabulated for all 8760 hours of the year. A model is built where all the components of a building that affect its energy use are entered into the computer software. Building geometry defines the shape, location and orientation of the building. Walls and roof types are described. Windows are added to walls. The activities and schedules of occupants, lights, and plug loads are entered. Heating and cooling systems are specified. The software tallies the energy utility costs to provide building owners and designers an estimate of annual energy costs for a particular building design. Increasingly in the last 10-15 years, a building's energy use is studied to understand its impact on the global environment.



Building energy information provides a basis for building owners, designers, and compliance agents to explore and compare different combinations of interrelated building components to bring the building design into alignment with design goals. Goals can range from basic code compliance to utility company rebates to internal goals established by the building owner. California Title-24 Energy Code requires new and altered buildings to use ever lower amounts of energy. Sometimes, this process requires an energy model to demonstrate that a building complies.

Building owners may also wish to demonstrate a dedication to improving the environment, society, and building occupant well-being by participating in green building certifications such as LEED (Leadership in Energy & Environmental Design). LEED, Savings By Design, and California's Title-24 continually raise the bar over time by lowering the amount of energy new buildings and existing buildings with deep retrofits can use to comply and get certification. Furthermore, California has committed to a strategic plan to enforce all new residential buildings to be Zero Net Energy (ZNE) by 2020 and all new commercial buildings by 2030. A ZNE Code Building is one where the net amount of energy produced by on-site renewable energy resources such as photovoltaic, solar hot water, or wind is equal to the value of the energy consumed annually by the building. The Packard Foundation Headquarters, which Western Allied completed a number of years ago, is a ZNE Building! It is very difficult or impossible to achieve these goals without simulating a building's energy performance and producing very good estimates of energy production and use. The goal is to provide a win-win scenario whereby the owner invests in a building that over time costs less to light, heat, and cool, and also is responsible for less greenhouse gases and global warming.



2016 Safety Breakfast Recap

By LeeRoy Young & Bob Dills

On February 10th, our construction and start-up foremen and superintendents, service techs, project management teams, and principals joined together for our annual safety breakfast at Courtyard Hotel in Newark.

Pete Kelly served as Master of Ceremonies, and this year we placed special emphasis on two areas of risk- soft tissue injuries and driving.

As a special guest speaker, we welcomed Ron Lagman of Zurich Insurance Corporation, who provided a video and talk on avoiding soft tissue injuries. Thankfully, Ron started his talk with an invitation to join him in a morning stretch, a welcomed break from the early morning discussions.

As a follow up to his fine presentation, LeeRoy shared the following:

Team, we have completed another successful safety meeting to start our 2016 year. During this year's meeting, many important sections were covered that we as a company will need to focus our attention on for the coming year.

One of our main concerns for the coming year is defensive driving, but it's not just the responsibility of our employees. A major concern is with factors that are outside of our control. The weather forecast, along with the economical growth of the Bay Area, adds more people driving in poor weather conditions; this all adds up to risk we have to encounter every day.

How can we not be one of the statistics you read about or see on the news each and every day?

You can start by applying these simple principals of 3D Driving: Defensive, Decisive, & Dependable. Defensive driving is driving so as to prevent accidents in spite of the actions of others or the presence of adverse driving conditions. Decisive driving involves making the correct decision at the proper time. Dependable driving is the art of being consistent in your driving habits, making the correct decision and applying the appropriate defense to the traffic situations.

Since most of our driving responses to traffic situations are controlled by habits we have developed, it is critical that we identify and correct any poor habits we may have, along with incorporating the Five Rules of Defensive Driving.

These basic rules are:

1. Look further ahead
2. Move your eyes continuously
3. Take in the whole picture
4. Maintain a space cushion
5. Communicate

If you incorporate these rules into your habit patterns and they become part of your defensive driving, you will be able to make better decisions in a more dependable manner. This will help you to be a part of the solution as we move toward a new year. During 2016, more driver training will be offered to our employees. Taking advantage of this will not only provide new skills, but also sharpen the skills you already have.

The breakfast event was another wonderful chance to see that the strength of Western Allied is in our people. As an ownership and management team, we were pleased with the attentive participation from all of the folks responsible for delivering the high quality we are known for, and for keeping a safe environment for all involved.



From Left: All-hands safety meeting annual breakfast.

Zach Russi & Barbara Eldridge each celebrate 15 years with Western Allied.

Jeff Pierce celebrates 10 years with Western Allied.

Service Department tailgate meeting after the safety breakfast!



Health–Wellness Program: Stress Management

By Terry Juri

Western Allied Mechanical strongly supports helping employees stay healthy. As part of our Health-Wellness Program we have already focused on topics such as “Get up and Get Moving” and “Healthy Eating.” The current focus of our program is to help employees manage stress.

Several tips for stress management were emphasized during our recent WAM events:

- **Comfort Food:** We teamed up with the Cook-Off this year to suggest “comfort food” as the theme for the contest. No stress here for the employees eating the great food. Comfort food can be very relaxing.
- **Yoga:** Vanessa Regains from Be Mobile Wellness had the entire room of employees try some yoga techniques (breathing and stretching) and talked about the benefits of yoga. Vanessa returned another day to hold a 1-hour yoga class at lunch. Be Mobile Wellness will continue to offer yoga classes at lunch time – twice a month on the 1st and 3rd Monday if interest continues.
- **Massage:** Kyna Forbus, a massage therapist, discussed how massage could help release muscle tension. Kyna came to the office and gave 20 employees a 10-minute chair massage. Employees raved about the great massage. We will continue to offer Kyna’s services twice a month.
- **Time Management:** Amanda Kovattana from “Organize, Don’t Agonize” discussed time management and how being organized can make a huge difference.
- **Laughter:** A Laugh-and-Learn was held to discuss the benefits of laughter. We shared a few laughs while eating “movie snacks” and watching an episode of I Love Lucy from 1952, “Job Switching.” Lucy and Ethel looked a little stressed trying to keep up with wrapping the candy on the conveyer belt, but no stress for the WAM employees watching! It was a big hit – some lunch-time laughing may continue with more impromptu showings of I Love Lucy.
- **Health Benefit Plan Resources:** The last event discussed how medical benefit plans can help when stress becomes too much. Kathy Dugan, from Johnson and Dugan Insurance, wrapped up with a discussion on how to get help from Kaiser, Anthem, and Reliance (our employee assistance program).

Some fun quotes to help keep things in perspective:

“God grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference.” - Reinhold Niebuhr, Theologian

“Stressed spelled backwards is desserts.”

“Rule number one is, don’t sweat the small stuff. Rule number two is, it’s all small stuff.” - Robert Eliot

“Don’t underestimate the value of doing nothing, of just going along, listening to all the things you can’t hear, and not bothering.” - Winnie the Pooh



Photo on the Left:
WAM enjoys lunch during the
Time Management Lunch &
Learn.

Photo on the right: Amanda
Kovattana from Organize, Don't
Agonize, helping everyone learn
to manage their time!





Employee Profiles

Dawn Hahn

Dawn was born and raised in San Francisco, California, and moved to San Mateo 25 years ago, where she still resides today with her husband of 27 years, Don. Dawn has 3 children Chris, 25, Colleen, 23, and Kevin, 20. Before coming to Western Allied, Dawn had worked for Wells Fargo for 15 years in QA Project Management. She also spent a lot of her time volunteering at the kids schools, and participating in PTA. Dawn joined us at WAM in January of 2008, first in Service working for Rob Monaghan for about 5 years. She has been working in Construction for the last 3 years for Angie Simon. She says she is "constantly learning and enjoys how things change day to day." Dawn recently just finished her 14th year as a Girl Scout leader. During her time as a leader, her girls went to London and Mexico to visit the Girl Scout World Centers, and enjoyed a quick trip to Paris for fun! All of the girls that were in her troop over the last 14 years graduated and went to college, and the year her daughter graduated they had 9 graduates! As most of you know, Dawn is very crafty, so it is natural that scrap booking is one of her most favorite hobbies. She also enjoys gardening, and recently re-did her backyard, putting in a little vegetable garden. Oh, and did I mention she is a WONDERFUL baker!? Dawn has always wanted to go to Ireland and would love to visit all of the national parks in the US.



Mike Hurley

Mike is firmly anchored in the Bay Area. He was born in San Francisco, grew up in Daly City and attended the University of San Francisco where he majored in Business. Mike was introduced to HVAC through a friend that worked in the industry. He began his career doing local residential HVAC sales and later became an area sales manager and regional vice president in the commercial field. For the past 10 years, Mike has been on the Northern California MCA Board of Directors with Rob Monaghan and Bob Dills. Exactly a year ago, he joined Western Allied Mechanical as the manager of mid-range projects. These are projects that are generally too large for the Service department and too small for the Construction department. As a result of his experience at previous companies, Mike is focused on pursuing projects at school districts and shopping centers, in addition to continuing to serve our long-time clients with their mid-range projects. In his free time, Mike loves spending time outdoors – hiking, skiing, and playing golf. He also enjoys cycling, swimming, and running. He has participated in sprint triathlons with his daughter for the past 3 years. Mike is married to his wife of 37 years and has 2 grown daughters.



Joe Byrge

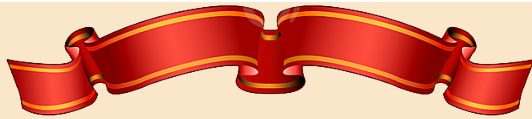
Joe Byrge is originally from Minnesota, but considers himself Californianized, as he's been here since 1980. Upon arriving in California, Joe worked as a plant mechanic for a chemical company in San Jose and spent part of his time as a foreman. During a hiatus from that company, Joe earned his Class A license and drove semi-trucks for about 10 years. Joe worked for a few years in the HVAC trade with other companies, and finally got the opportunity to join work at WAM in February 2004 as an apprentice. Happy 12th Anniversary, Joe! He turned out as a journeyman in 2009. Joe would really enjoy getting back into fly fishing. He hasn't had the time, but he prides himself on tying very complicated flies that mimic bugs. Joe is also a great cook, he makes large gourmet meals to feed his friends and family!



Tom Cvelbar

Although Tom recently joined WAM as a senior design engineer in the last 6 months, a few people will remember that he actually worked here over 15 years ago. Tom first started out at the Southern California office near where he is from, and then moved up to the Northern California office from 1996-2000. In the last 15 years, Tom pursued jobs in the green sustainable field. He did HVAC design, was an MEP coordinator for a general contractor, and worked for a small shop doing design consulting near San Pedro to be closer to his family. Tom's hobbies include playing ping-pong with the other engineers, tennis, and pick-up soccer at Stanford. Tom is also very active in the Slovenian community. He has served as Vice President of the Slovenian Hall in San Francisco for the past 5 years. He is also learning the language through classes offered at the hall. Tom enjoys playing the accordion - an instrument that he recalls from his childhood. He says that music and singing songs together are a prominent part of Slovenian culture. Tom is happy to be back at Western Allied again. He enjoys being a part of an industry that is more and more conscientious about how energy is used, and he likes seeing that WAM is also going in this direction.





Celebrating Service Awards

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

15 Years

Donald Walker- Jan. 2016
Jeannette Funcke- Jan. 2016
Rob Kintz- Feb. 2016
Barbara Eldridge- March 2016
Zach Russi- April 2016
Eddie Patterson- April 2016
Luis Gonzalez- May 2016
Mike Abraham- Aug. 2016

10 Years- Cont.

Terry Juri- June 2016
Keith Mitchell- July 2016
Ed Collondrez- July 2016
Kiley Johnson- July 2016

5 Years

Bryan Stewart- April 2016
Chris Heinze- June 2016
Harvey LaFlamme- June 2016
Manuel Uribe- Aug. 2016
Jason Sunga- Aug. 2016

10 Years

Jenny Ly- May 2016
Victor Villarreal- June 2016

Events and Celebrations!

Congratulations to Jenny Ly and her fiancé Jose. They recently got engaged and will be married this June!

Congratulations to Kathryn and John Reynolds, they are expecting their second child in March!



Congratulations to Max Goldberg and his girlfriend of 9 years, Jessica, on their engagement!!!!



Congratulations to Mickey Dematteis and his wife on the birth of their darling baby boy, Dawson Anthony Dematteis!!!

Congratulations to Yindy and Brandon Felkins on the birth of their second son, Apollo Felkins!!!!

Congratulations to Manny Uribe and wife Lauryn! They married in October! Congrats you two!

Congrats to Chris Bandy and now fiancé, Camille on their engagement! They will marry this April!



ANNIVERSARIES & EVENTS

Letter From a Principal Continued

Continued from page 1

That means using new tools for doing construction layout and shop fabrication, using new software for engineering and CAD detailing, using new tracking tools for project management to look at our work flow process so we can improve our estimating and identify our strengths and challenges, keeping up with new engineering design technologies so we can incorporate them into our designs, and mastering new tools and technologies in service so we can maintain these systems. Companies that rest on their laurels are the ones that stand still and eventually diminish. Always improving is the business formula of all successful companies.

The management of WAM appreciates you our employees first and foremost. Working hard together, we will keep WAM a strong company. And always work safely.

Pete F. Kelly

Pete F. Kelly, P.E.

Some Current Large WAM Projects

NGM Bio T.I.

Angie Simon

Four story tenant improvement build out including a 7,000 sqft Vivarium, 20,000 sqft of General Lab and 55,000 sqft of Office space in a 7 month schedule. All supply mains are Koolduct with heating hot water VAV zones. All floors are once-through air, except for the fourth floor which is converted to recirculating air.

GCC Replace AC6-1

Pete Kelly

Another CHW conversion project that involves replacing a 20-ton DX AC unit with a new 60-ton chilled water AHU. New variable speed pumps, a custom AHU, CHW piping, and Thermaduct will be installed for more cooling and better temperature control of the chip packaging area. WAM Controls will also expand the existing Tridium digital control system for the project. Work will be completed during GCC's 2 week shut down in early April.





Some Current Large WAM Projects Continued

100 California	Pete Kelly	Top floor of a 1950's office building will be converted from mechanical space to office space. Roof penthouse apartment on the 15th floor will be converted into a new mechanical room with a custom air handling unit designed to provide conditioned air for floors 2-13. A second custom air handling unit will provide HVAC for the 14th floor. There will also be new cooling towers and building economizer exhaust fans on the roof. This job is in the heart of the San Francisco financial district.
Stanford Med Ctr	Pete Kelly	This job involves retrofitting three existing air handling units in the old Stanford main hospital with new fan arrays. WAM crews will need to install a temporary air handling unit on the roof and connect to existing ductwork risers to allow for "surgery" on the existing air handling equipment. Stanford hospital has only provided 7 days to perform the HVAC retrofit on each air handling unit which includes sheet metal, electrical, controls, fire alarm and TAB work.
GCC Chocolate Chip Tunnel Replacement	Pete Kelly	GCC is replacing an old DX cooled chocolate chip tunnel with a new glycol cooled chip tunnel from Germany. WAM will be installing new variable speed pumps, glycol piping and Tridium digital controls mains to serve the new chocolate chip tunnel, the chip depositor, and two chocolate chip tunnels that will also be converted to be glycol cooled in the future.
Genesis Tower & Parking Structure	Zach Russi	This is a lab retrofit of an existing 360,000 square foot, 12 story building in South San Francisco and will be followed by 6 floors of lab/office tenant improvement. The projected completion is Winter 2016.
4000 Shoreline	Zach Russi	This is a retrofit of an existing 70,000 square foot, 4-story building to add labs. Work is underway and expected completion including tenant improvement is April/May 2016.

Attaboys

ATTABOYS

Julia Fua

- "Julia has only been with WAM about 6 months and her job has changed completely. She has stepped up to every challenge and met every one. Julia's always willing to help and she does it with a smile. Thanks, Julia for doing a great job!"

Mickey Dematteis

- "In service for outstanding communication and field support."

Scott Kirkpatrick

- "Deserves a huge attaboy for being so on top of things throughout the duration of the Mission Bay Kaiser Project. We could not have done it without him & he is a rising star!!"

Steve Grassi

- "I just wanted to let everyone know what a great job Steve Grassi has done on this job. The installation was perfect and his knowledge of not only the controls but of how the entire system works as a whole was impressive. Steve's knowledge, workmanship and professional attitude have made the startup on this project run extremely smooth and was an enormous help to me!"

- Sub-contractor

Paul Jimenez

- "Just want to let you know that Paul is an excellent service rep. Not only did he troubleshoot this problem for us, but he also had the foresight to advise us that these are new Trane units installed by Therma - still under warranty. "

The SLAC TEAM

- "Congratulations on earning LEED Gold on the project! Great Work!"

Accounting Team

- They take care of all the company's finances, doing a wonderful job keeping everything like invoicing, payables, payroll, dealing with the auditors, etc. They arrange all of the company events. Diana is especially hard working.

Kevin Asti

- A big ATTA BOY to Kevin and his crew on an overnight steam pipe welding project at UCSF Parnassus. Kevin handled all of the field coordination with McCarthy Builders and managing the UCSF personnel, which is not an easy task. Great job, Kevin, on pulling all of the right people together to get this job done.

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!!



MARCH 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8 Birthday Celebrations Operations Meeting	9 IFMA Deep Dive Breakfast	10	11	12
13 Day Light Savings- CHANGE CLOCKS!	14	15	16	17 St. Patrick's Day	18	19
20 MCAA Convention, Orlando	21	22	23 IFMA Silicon Valley Monthly Meeting	24 BOMA SF Lunch	25 Good Friday 38, 393*, 104 Off	26
27 Easter Sunday	28	29	30	31 March Madness Finals Lunch		

JUNE 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8 IFMA SV FMRT	9	10	11
12 Bay Area SMACNA Advisor Board Mtg. HPE Peer Review	13	14 Birthday Celebrations Operations Meeting	15 IFMA SV EFP Lunch w/ a Leader	16	17	18
19 Father's Day	20	21	22 IFMA SV Chapter Meeting	23	24	25
26	27	28	29	30		

APRIL 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6 Safety Committee Meeting	7	8	9
10	11	12 Birthday Celebrations Operations Meeting	13 IFMA Deep Dive Breakfast	14 Tax Day	15	16
17	18	19	20 BOMA-SF Giants Game IFMA EFP Event	21	22	23
24	25 Peer Group Productivity Summit	26	27 IFMA Silicon Valley Monthly Meeting	28	29	30

JULY 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 393*, 467* Off	2
3	4 4th of July! HOLIDAY FOR ALL!	5	6 Safety Committee Meeting	7	8	9
10	11	12 Birthday Celebrations Operations Meeting	13	14 SMACNA Golf Tournament	15	16
17	18	19	20 IFMA SV- Mentoring and EFP Mixer	21	22	23
24	25	26	27	28 BOMA- SF Lunch MCA- Scholarship Reception	29	30

MAY 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8 Mother's Day	9	10 Birthday Celebrations Operations Meeting	11 Construction Safety Meeting IFMA Deep Dive Breakfast	12 IFMA SV Golf Tournament	13	14
15	16	17	18 Service Safety Meeting	19	20	21
22	23	24	25 IFMA SV Chapter Meeting	26	27 393*, 467* Off	28
29	30 Memorial Day- HOLIDAY for ALL	31				

AUGUST 2016

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	1	2	3	4	5 393* Off	6
7	8	9 Birthday Celebrations Operations Meeting	10 Construction Safety Meeting	11	12	13
14	15	16	17 Service Safety Meeting	18	19	20
21	22	23	24	25	26	27
28	29					

More info. visit www.westernallied.com

*-Building Trade
holidays only

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