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## 2017 Cook-Off

Our 9th annual cook-off theme was "Tailgate Party" and what a great spread of food we had!

First place this year went to Rob Kintz for his Garlic Shrimp Surprise dish. This is Rob's third win in the cook-off competition. I think Rob will have to start catering some events at WAM!! Second place went to Diana Kadash for her Crispy Fried Ribs and third place to Kenny Bauio's Crack Chicken.

Thank you to all the other participants and their amazing dishes:

Kenny Dupree - Chili  
Dawn Hahn - Chicken Sausage, Peppers & Onions  
Vanessa Lasseson - Turkey Chili  
Harvey LaFlamme - Birds in a Blanket  
Wilson Wong - Pork Sando's  
Teddi Dickson - Zucchini Bake  
Kelli Riley - Stuffed Sliders  
Terry Juri - Macaroni Salad  
Tom Cvelbar & Benito Ferreyra - "Who Let the Dogs Out" Sauerkraut Sandwiches (with a non-alcoholic beer chaser)  
Mary Hanlon - 7-Layer Dip  
Carmen Ruiz - Siomai  
Cinthya Mendez - Cream Puffs  
Jeannette Funcke - Chocolate Cupcakes

Thanks to all who participated in this fun event and to WAM Management for supporting it each year!



Photo Above: Kenny Dupree and Dawn Hahn preparing for faceoff.



Photo to the Right:  
Excited and hungry employees ready to taste-test!

## Letter From a Principal

Prior to Western Allied I worked for another company for 19 years. It seemed to last forever! My 19th year at WAM is soon approaching, and the time has just flown by. This is something I spend time thinking about. What makes this experience so different?



I know a huge part of it is our culture. This is simply a better place to be than where I came from. And this cultural factor is one of several ways in which I have seen our company grow stronger over the years.

When we speak of culture, what are we talking about? It is hard to explain, but is certainly one of those things we all felt in the place we worked before, and that we feel within our company now. I know the little things mean tons, things like the way we celebrate birthdays, new births in the families of our WAM family, and attaboys. But I know it is more than those things.

I feel the best way to describe our culture is in the support we give each other to get the job done efficiently and safely. I've got your back, and I know you have mine. I'm looking out for you, and I can trust you to do that for me.

Ok, so where does it come from? Well, I am certain that leadership plays a role, with each of the partners adding to our culture in their own form and measure. But I truly believe it is a function of something unique to Western Allied - our company grows younger over time. I see the young people within our company connecting with each other at a level beyond the expected, which builds a connection among all of us.

The Western Allied founders are partly responsible for us growing younger. They created a company with the vision to go onward forever. We are striving to keep their vision, developing new leaders in the company. It is not in the office alone where a legacy of quality is being built. In our field, our sheet metal, piping, and start-up personnel are teaching a younger group the techniques and attributes of quality and integrity that have been staples of the company for decades.

Growing younger also comes from our strong commitment to internships, which has led many of the industry's brightest young talent to us. Our determination to teach our new recruits to stretch plays a large role in their development.



## Bluebeam Revu

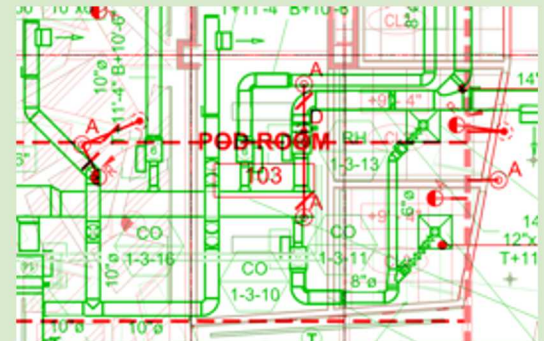
By Joe Chin

For the past few years, we've been using Bluebeam Revu as our primary PDF editor (note: Bluebeam is the company, Revu is the software that we use). Revu is an extremely powerful tool that allows us to easily view, mark up and share documents. This allows us to move closer to being paperless. We have a Bluebeam committee that meets monthly to review current and future uses for the program.

The following is a short summary of tasks that we're currently using Revu for:



**Collaborative Drawing Review** – During the design process we are able to use Bluebeam Studio Sessions to review and mark up drawings. The Session allows all parties to see each other's markups and save time by not duplicating efforts.



**Drawing Overlays** – We are able to overlay sets of drawings in Revu to help in the coordination process. This helps with projects where BIM is not being used in the coordination process.

**Estimating** – Revu contains measurement and count tools that assist with estimating. Area takeoffs and quick linear measurements also help with conceptual estimating.

**Forms** – Many of the paper forms that we use have been modified to be PDF forms. This allows them to be filled out efficiently and submitted electronically.

### Some future items that we're working on:

**A WAM Bluebeam YouTube channel.** This will include instructional videos on how to use the program, as well as tips and tricks.

**Project Dashboards** – This will be a "one-stop" PDF that will link to all documents related to a project.

**Installation Tracking** – Moving the highlighted paper set from the field into the cloud. This will allow the foremen to easily communicate their progress on a project to the PM, project executive, and engineering team.

We are also helping Bluebeam make their products better. Several of us here are working on BETA programs that provide feedback on future releases of their products.

In addition to the tasks above, we have seen companies write custom code that allows them to create dynamic forms, which change based on the needs of the project. Others have taken huge drawing sets, linked the drawings together, slip sheeted revisions, and complete projects entirely paperless. We are just scratching the surface on the capabilities of Revu and we look forward to harnessing the power of this program to help our projects run more smoothly.





## Safety- A Celebration of Culture

By LeeRoy Young

On February 7th, we held our annual all-hands safety meeting at the Crown Plaza Hotel in Union City with our fabulous safety leader Pete Kelly serving as master of ceremonies. For our Western Allied family, this is more than a safety meeting. It's a celebration of a culture that has been steered by the managing partners to make this company the very best place to work!

Each year we come together like this to celebrate our accomplishments and to recognize individuals within the Western Allied family. We spend this time for recognition and vital training to help our employees grow as individuals within our team, imparting knowledge to all who attend.

On this day, we had the privilege of watching our president Angie Simon present long-term service awards to a few valuable team members. Among those celebrated this year were two office employees that help the company function like a well-oiled machine: Dawn Hahn – 10 years and Aleia Kissinger-Pubill – 15 years. These two ladies not only do a fanatic job but are always willing to lend a hand to anybody, always helping us get the job done.

This annual meeting is our platform to recognize employees who have joined us over the past 12 months, and we had 22 new to us this year.

On the safety front, this meeting allows us to share valuable information gained from near misses, new technology or just simple safety concerns with a larger group of people all in one place. This allows us the opportunity to train on important new safety standards, along with covering ongoing safety concerns like safe driving. Our vehicle safety policy and technologies were presented by Vice President Bob Dills and Jim Jeffrey the company's operations manager.

We were privileged to have our safety representative from Zurich Insurance Company take time out of his schedule to be with us. Thomas Glynn has been our company safety representative from Zurich since August 2017 and is a wonderful source of knowledge to help move Western Allied forward.

Tom emphasized the wonderful job our staff and employees are doing everyday operating within our safety culture, driving both our incident rate and insurance modification rate down to an A+ standard. Three years ago, these numbers were average at best with a MOD rate of 1.05 and an IIR rate of 3.36. With great efforts by all involved and a developing cultural change, our company has been able to lower these numbers to an excellent MOD rate of 0.72 and an IIR rate of 2.51, the lowest in many years.

All of our Western Allied family members played large roles in our improving numbers, and this couldn't happen without a full company buy-in from the top to the newest employee hired. Tom emphasized that with these wonderful accomplishments comes the danger of complacency, especially in routine tasks.

As the morning's meeting drew closer to the end, our safety director LeeRoy Young presented a few important safety topics which included Hazmat Awareness, and the importance of Accident & Incident reporting, as well as how they can affect both the employee and the company.

Training was provided by Leo Costa of WernerCo on the emerging tool-tethering technologies in the industry. We are adopting tool tethering where applicable and appropriate now, as we expect this to become standard practice and in the Cal-OSHA regulations in the coming years.

The meeting had a bow placed on it with closing words from our construction superintendents Randy Freitas, Cyrus Patel, Scott Kirkpatrick and Service Foremen Robert Balcioni, each covering specific safety items for each department.

Our safety celebration included hi-vis shirts as gifts for all participants, along with some great raffle prizes. The morning was filled with not only safety information but was a celebration of a fantastic company moving toward a goal of no recordable injuries, and these meetings help provide the tools to reach our GOAL.

THANK YOU ALL for making Western Allied the wonderful and safe place to work we all enjoy!





## Health-Benefits of Music

By Terry Juri

Research has shown that music can provide many benefits, including improving our health and well-being. Some music can be soothing in stressful situations, while other music can be uplifting and improve workouts.

Here are 5 ways music improves our health, according to the Greater Good Science Center:

### **Music reduces stress and anxiety**

Several studies have shown that the stress-reducing effects of music are more powerful than the effect of anti-anxiety medicine.

### **Music decreases pain**

People who listen to music before and after surgery had significantly less pain than those who didn't listen to music.

### **Music may improve immune functioning**

One study found that students exposed to soothing music had higher levels of antibodies, which are the immune system's first line of defense against disease.

### **Music may aid memory**

Singing and listening to music improved mood, orientation and memory for dementia patients. People tend to remember catchy music tunes longer than they remember facts.

### **Music helps us exercise**

Researchers have found that music has the capacity to capture attention, lift spirits, increase work output, and help get more out of a workout than those not listening to music. It also helps drown out the heavy breathing.

I bet we all have our favorite music that can help us feel calm or upbeat. Turn to your music to help you feel your best!

Not only can the calming beat of music help reduce stress, but sometimes the message itself can be uplifting.

Sharing a few of my favorites that have a good message (if you don't know the songs, search them out and listen to them):

An inspiring song when things aren't going the way you'd like them to go:

"Let it Go" by Zac Brown:

*You keep your heart above your head and your eyes wide open  
So this world can't find a way to leave you cold  
And know you're not the only ship out on the ocean  
Save your strength for things that you can change  
Forgive the ones you can't  
You gotta let it go*

A good way to go about life:

"While I Still Got the Time" by Darius Rucker:

*I'm gonna work like I don't need the money  
I'm gonna laugh like I'm not afraid to cry  
I'm gonna dance like nobody's watching  
I'm gonna love while I still got the time.*

Hope you have a favorite of your own that keeps your mind and body healthy! If not, maybe it's a good time to listen to the music you enjoy and find a few favorites.

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## A Letter to Our Employees- Zach Russi

One of the parts of my job that I love is hearing from my clients about how well we are doing. I think we all get so focused on getting the job done, and getting it done right, that we don't get time to appreciate the satisfaction of a job well done.

Now I get to brag and highlight some of our great field crew. The project manager at XL Construction on the Genentech B9 project took time out of his busy day to tell me that our team was the "highest performing subcontractor group on the project." A big thanks to Lisa Oneto, Gary Partin, Larry Coakley and your crews! This was an incredibly difficult project with a demanding client. Your efforts are a big reason our clients prefer Western Allied.

We recently finished a very technical and demanding project at Genesis Towers where we installed an exterior laboratory exhaust shaft and fans, a lot of the work done off hours. Victor Villareal, Rob Chalfant, and their crews sacrificed a lot of weekend family time and nights during the completion of the project on a very quick schedule. This project would not have succeeded without their hard work and dedication.

Robert Balcioni and Kyle Day took time out of their busy schedules to walk a few of our engineers and myself through some issues that we are having with equipment and giving suggestions on how to avoid problems in the field. This was a great display of teamwork that will help us solve problems before they become problems.

We have engineers working late to meet aggressive design schedules; project managers and project engineers working long hours to handle issues; service technicians handling difficult emergency jobs; support staff making sure all the other stuff is done correctly.

Thank you all for your efforts! If we can continue doing great work and working together as a team, we will always be regarded as one of the best mechanical contractors in the industry.





## Employee Profiles

### Cameron Matthew

Cameron was born and raised in Palm Springs, CA. In college he studied Business/Accounting at Cal Poly SLO. After graduating college, Cameron worked at a tech company in the City. When he was looking for a switch, he was referred to WAM by an acquaintance of Angie's who knew her from working with the Menlo Park Legends host families. He has been with WAM since, as a controller for the accounting department. He has rotated among the different accounting sectors to gain a better understanding of the daily accounting operations. He enjoys learning more about the HVAC industry and admires that everyone is so organized. When he is not working, Cameron enjoys biking, golfing and tennis. He tries to play tennis every week when he can. He also spends his time with his fiancé Rachael and their dog Bernie, the Bernedoodle. Cameron and Rachael plan to have a destination wedding in Scotland in May and then go on a biking trip through France and Italy for their honeymoon. In the winter, Cameron also enjoys skiing and tries to go as often as he can.



### Cinthya Mendez

Cinthya was born in Tecomán, Colima Mexico and grew up in Fresno, California. She is the 2nd of 4 siblings in her family. Cal Poly San Luis Obispo is where Cinthya gained an interest in HVAC. In college, Cinthya was very active in school organizations where she always served as an officer. She also participated and led project-oriented student competitions, placing or winning in all of them. After much success in college, she joined our engineering department as a design engineer in 2015. She likes that HVAC has a direct impact on people. If she can help make someone's life a little easier through her designs, then she feels like she's doing a good job. She enjoys being able to drive around the Bay Area and say, "Hey, I worked on that building." Outside of work, Cinthya is the K-12 Student Activities chairperson for the San Jose ASHRAE chapter, where she plans and volunteers for after-school programs dedicated to teaching kids about the construction industry. In her free time she likes running, making crafts and baking. She also enjoys spending time with her family, visiting siblings and parents when she can. In June, she will marry her boyfriend of 6 years, Dante Carrillo, in Los Gatos. We wish her a very happy wedding!



### Kenneth Dupree

Kenny was born and raised in a small town in Louisiana called Vivian. His family has been in Vivian for 3 generations, and he has a lake house which he goes to visit when he can. Kenny and his wife Zhongyu have been together for 7 years, and have a 4-1/2 year old son named Leon. Kenny and his family moved to the bay area so they can be closer to Zhongyu's family and to make flights from China to America easier. When he first moved to California, Kenny was working at a bike shop in downtown Palo Alto. After scrolling through Craigslist he found a job opportunity with Western Allied as a dispatcher and has been with us since. In his free time, Kenny likes to play music. He is in two bands, one that plays surf/country and another that is a punk band. He plays the guitar and bass guitar. Prior to moving to California, Kenny worked as a dispatcher for the Kansas City Southern Railway. From his years as working as a locomotive engineer he has the following PSA: Stop, Look, Listen and Live.

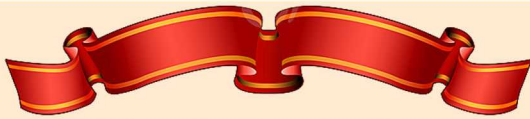


### Keith Mitchel

Keith was born and raised in Redwood City. He went to high school in Grass Valley, but moved down to the bay area after high school. Keith is a 3rd generation sheetmetalst and his dad helped him get his first job at Columbia Mechanical. He worked at Columbia Mechanical for 19 years, and even introduced a family friend to the trade, Kiley Johnson, while he was there. Keith then came to work for Western Allied, and has been with us for 11 years. He likes how approachable everyone is here, and how ownership will take the time to listen and answer any questions. He tends to work on special projects, and though they can be stressful, Keith enjoys them because they are challenging and interesting. One of his favorite projects he's worked on was Tresidder, for that same reason. Though the tight timeframe made it challenging, at the end of the job everyone involved was happy. Keith has been married to Sherrie for 26 years, whom he met through family in Redwood City. Together they have 3 kids - Justin (16), Alyssa (14) and Kailly (10). Keith is a big sports fan, and enjoys going to games with his daughter. He also enjoys doing outdoor activities such as dirt-bike riding, off-roading, and camping. He also enjoys outdoor cooking, like grilling, when he can.







## Celebrating Service Awards

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

### 30 Years

Rob Monaghan- May '18

### 25 Years

Pete Kelly- July '18

Mark Edwards- Dec. '18

### 20 Years

Rita Mancini- Aug. '18

Andre Moore- Sept. '18

### 15 Years

Aleia Pubill- Feb. '18

Elaine Raeber- May '18

Diana Kadash- Aug. '18

### 10 Years

Mark Purcell- May '18

Kevin Bianchi- Aug. '18

Josh Edwards- Nov. '18

Nathan Adler- Nov. '18

### 5 Years

Rodolfo Arco- Mar. '18

Carmen Ruiz- Mar. '18

Mitchell Edwards- Mar. '18

Ricardo Neri- Apr. '18

Brian Nielsen- June '18

Joseph Jensen- July '18

Will Trimble- Aug. '18

Kelli Riley- Sept. '18

Todd Gottshall- Oct. '18

Venice Ventura- Nov. '18

Joseph Selva- Dec. 18

## Events and Celebrations!

Todd Gottshall was part of the Taylor team that designed the San Francisco Museum of Modern Art that won an ASHRAE award!! Congrats to you and your team!

Suraj Thapa was part of the San Jose State team that won 1st place in the HVAC Design Calculation category in the student competition!! Congrats to you and your team!

Congratulations to Jennifer Arellanes, Kelli Riley and Leana Tran-Le on completing SMACNA's 2017 Sheet Metal and HVAC Project Management Certificate Program!



Congratulations to Kevin Bianchi and his wife Christina on welcoming their baby girl Ella Marie on November 12th!!



Congratulations to Adam and Kelli Smith on the birth of their son Own Patrick Smith on June 1, 2017!



Congratulations to Matthew Martinez, his wife Melissa, and daughter Lylah on welcoming baby girl Shayla Grace on December 6th!



Congratulations to James Keen, wife Christina, and big brother Owen on welcoming son and baby brother Emmet Louis Keen on February 4th!



Congratulations to Aaron Stender and his Fiancee Ana on welcoming their baby boy Aaron Lee Stender Jr. on June 27th!!



Congratulations to Jeff Lange and his wife Sarah on welcoming their baby girl Stella Monica on December 13th!!



ANNIVERSARIES & EVENTS

## Letter From a Principal Continued

Continued from page 1

All of our amazing young talent truly makes this a cool place to work.

The youth among us brings the ability to tackle workflows and processes in the company with fresh insight. We embrace the energetic drive of our young teammates, allowing them to learn from the experiences we share together. This is a balance that is not always easy to maintain, but certainly worth the effort!

It is also challenging to keep the same level of family feel to our organization as we grow larger. Hopefully everyone knows how truly we care about our employees' happiness, safety and satisfaction, and we see it resonate through all of you.

Most everyone in the company realizes that in the coming years we will experience a large transition in leadership, something we are well prepared for. This falls in line with our founders' vision of a company growing ever stronger and going onward forever. We've experienced these transitions before and its made us stronger each time.

When you see us trying new methods and testing new approaches, remember that this is what keeps us a fresh 56-year old company still destined to enjoy our best days! These changes are often a product of the young leaders preparing to take our company into the future.

We will all be stretched and challenged in the coming years, which will make us stronger individuals and prepare our company for the adventures that await. It's exciting to see what this company is able to do, and yes, our best days are still ahead!

*Bob Dills*

Bob Dills





## Some Current Large WAM Projects

<b>Wells Fargo Banks</b>	Pete Kelly	Rooftop equipment and building energy management system upgrades at 14 Wells Fargo Bank locations.
<b>New Ghirardelli Chocolate Plant in Tracy</b>	Pete Kelly	Installation of two 160kW oil-free air compressors and CDA distribution.
<b>SilaNano</b>	Zach Russi	30,000 SF - Design/Build lab project for battery tech company in Alameda, CA
<b>Stanford School of Medicine Edwards</b>	Zach Russi	Technical equipment replacement and TI at Edwards Building
<b>Stanford Encina Commons</b>	Zach Russi	Seismic retrofit and HVAC upgrade for historic building on Stanford Campus
<b>Canada College</b>	Angie Simon	Design Build and fast-paced chiller and under-ground CHW pipe replacement job in just 5 months of time in an occupied community college campus.
<b>Golden Gate Theatre</b>	Angie Simon	Retrofit HVAC system at a historical theater which was originally built in 1922 in San Francisco with design build approach.
<b>279 East Grand</b>	Angie Simon	Chiller and Boiler Plant warm shell build out for a 6 story ground up building intended for Lab and Office usage.

### Welcome to WAM!!

### New Employees!

Cameron Matthew - Controller  
Ivan Vasquez – Lead Construction Worker  
Kelsey Frame– Dispatcher  
Kenny Dupree – Dispatcher  
Lorenzo Lopez – Project Support  
Neal Allen- Senior Project Manager  
Suraj Thapa – Project Engineer  
Teddi Winnell-Dickson –Project Administrator

## Attaboys Continued

### **Joe Chin, Joe Kaz, Jeff Lange, Cyrus Patel**

- "We were very pleased with your efforts to replace the fault valve in the Main Chilled Water Line. Joe chin was extremely organized, quickly created a matrix for the project showing temporary cooling and security requirements for the various Data rooms, and overall was very responsive to our requests. Cyrus was great to work with as well. Joe Kaz and Jeff Lange worked through the night, Joe completed the valve replacement ahead of schedule and Jeff worked to set up Movin-Cools to keep the Data Centers cool."  
-Customer

### **Joe Chin, Lisa Oneto, Manny Uribe & Yindy Felkins**

- "Thank you for putting together WAM's Professional Development Program and committing so much time and energy into teaching and introducing project engineers to skills and situations that you have encountered through time and experience. Looking forward to a second year!"

### **Sandy Yu**

- Sandy is just a pleasure to work with and I want to recognize him for his positive attitude, detailed work, and team-player approach. Thank you, Sandy

### **1430 O'Brien Crew**

- "They are doing an amazing job. "From their Thankful PM"



### **Keith Mitchel**

- "Congratulations on completing the class and passing the certification for "Fire Life Safety Technician 1 and 2!"

### **Sheet Metal Foremen**

- "Thank you all for being the best in Local 104!"

### **Genesis Crew**

- "Great job to the Genesis crew for their hard work and dedication, taking time away from their families during the winter holidays, to make the project deadline!"

### **Mark Nelson**

- "We met Mark Nelson, he did a superb job, really jumped on it, and was very polite and helpful, he was just fantastic."  
Customer

If you would like to submit an attaboy please email:  
attaboy@westernallied.com!!



**MARCH 2018**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9	10
11 Change Clocks	12	13 Birthday Celebrations Operations Meeting	14 IFMA Deep Dive Breakfast	15	16	17
18	19	20	21 IFMA Yong Professionals Event	22	23	24
25	26 MCAA Convention	27	28 IFMA Silicon Valley Monthly Meeting	29 March Madness Ping Pong Tournament	30 Local 38, 393* Holiday	31

**JUNE 2018**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12 Birthday Celebrations Operations Meeting	13 IFMA SV Deep Dive Breakfast	14	15	16
17 Father's Day!	18	19	20	21	22	23
24	25	26	27 IFMA SV Chapter Meeting	28	29	30

**APRIL 2018**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Easter Sunday!	2	3 Giants Opening Day!	4	5	6	7
8	9	10 Birthday Celebrations Operations Meeting	11 IFMA FM Luncheon	12 GROW Organization Block Party!	13	14
15	16	17 Tax Day	18 IFMA Mentoring Meeting	19	20	21
22	23	24	25 IFMA Silicon Valley Monthly Meeting	26	27	28
29	30					

**JULY 2018**

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

**MAY 2018**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8 Birthday Celebrations Operations Meeting	9 IFMA FM Roundtable	10	11	12
13 Mother's Day!	14	15	16	17 IFMA Golf Tournament	18	19
20	21	22	23 IFMA Chapter Meeting	24	25 Local 393* 467* Holiday	26
27	28 Memorial Day- Holiday for ALL	29 Hermanson Peer Review	30	31		

**AUGUST 2018**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3 Local 393* Holiday	4 Local 393* Holiday
5	6	7	8 IFMA SV Summer Mixer	9	10	11
12	13	14 Birthday Celebrations Operations Meeting	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31 Local 393* 467* Holiday	

More info. visit [www.westernallied.com](http://www.westernallied.com)

\*-Building Trade  
holidays only

**Contributors**

Bob Dills  
Caasi Bonura  
Cinthya Mendez

Dawn Hahn  
Diana Kadash  
Jeremy Goodland  
Joe Chin

LeeRoy Young  
Lisa Oneto  
Terry Juri  
Zach Russi