

Western Allied

Mechanical, Inc.

Fall 2019 Shop Talk

Letter From a Principal Pete Kelly

Autumn is near. My favorite season. Change is in the air as we transition from longer to shorter days when life settles down again. At WAM change is also afoot. We are as busy as we have ever been, and business does not appear to be slowing down for a while. Although our business volume is as strong as ever, it also



seems we're handling it without becoming unsettled. WAM has evolved and is well-positioned to manage our growing business with minimal strain.

I attribute the controlled growth to our employees who do what they do so well, and to the team leaders who continue to have the vision and drive to learn more and succeed. We are fortunate to have kept this organization moving in such a positive direction. The recipe for a successful company is continual improvement and development. Success is driven by the people. As principals of the company we can only provide a vision, but success is carried out at all levels by you, our employees. The talent of WAM as a team is great to behold, and it makes me proud. At all levels, and in each department, there are those who have learned their craft, use it effectively, and then share that insight with the next generation who will succeed into the future.

One of the most fascinating things about changing and transitioning is how it leads to more change. We have learned to leverage our growing knowledge to foster more positive change. We continue to try new ideas, use new tools, create new positions, whole new departments, striving to improve. Our diversity in our business offerings is one of our biggest strengths, and this will continue to provide us solid business opportunities and allow the company to further evolve. One of the biggest challenges that comes with growing is, and will continue to be, maintaining quality. This starts with the WAM family culture, is pronounced in our engineering designs, is highlighted in all the teamwork required with our installations, and upheld in the servicing and maintenance of our systems and our customers.

In the long run, as skills and knowledge become more refined, the challenge transitions from practicing those skills to teaching the next generation and setting good examples as a reference.

WAM Future

Joe Chin, Yindy Felkins, Jeremy Goodland

Over the past year, the young partners have been collaborating on an effort to describe the "WAM Magic" that is our culture. We reached out to an outside consultant to look at our company from within and also to talk with our current clients about who Western Allied is. Based on this feedback, we developed a new Vision Statement, Mission Statement, and a list of Core Values. Future WAM president Zach Russi presented these and shared the visions for the "Bright Future of WAM".

Vision Statement – Engineering Better Environments

This statement sets the standard of our work (and the people who deliver such) as being fully engineered, forward-looking and scientific. We don't just execute services, we're thoughtful, meticulous and knowledgeable. By design.

"Better Environments" is a reference to the end result of all of our work – comfortable spaces in which people live, work, think, learn, create, entertain, discover, etc. It also alludes to the positive and lasting effect that well-engineered spaces can have on our global environment.



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What is a Total Station By Randy Freitas

A total station is an electronic/optical instrument used in modern surveying and building construction that uses electronic transit theodolite in conjunction with electronic distance meter (EDM). It is also integrated with microprocessor, electronic data collector and storage system.

A lot of people refer to the total station as a Trimble. The Trimble is a brand of total station as well as Leica and Sokkia. At WAM, we currently use the Sokkia. Although they all do the same thing, they are all a little different. The software that is used can also be different. WAM is using Micro Survey on the Sokkia and have used a Leica set up with the same. Trimble has their own called Trimble Field Link.

The total station consist of 3 main pieces:







The Total Station

The Prism (usually on a prism pole)

The Data Collector

The points are loaded onto the data collector, along with a drawing of the duct. It controls the robot. The robot shoots a laser to the prism and measure the distance. From there it tells the data collector which way to move the prism to find the lay out point.

We use the total station to shoot hanger points for the duct and pipe, duct penetrations in walls including fire dampers, floor penetrations prior to concrete pours, equipment pads, duct taps on the mains, and register locations. A typical T.I. floor could have around 2,000 + points. It seems like the more we use it, the more we find we could do with it.

The average time for layout installation of a simple hanger or sleeve went from approximately 15 minutes each utilizing the standard hand layout and installation to approximately 2 minutes utilizing the total station. We can do this on existing concrete floors and on new construction on pan decking prior to the pour.

The points come from our BIM department. They place the hangers on their drawing then transfer the points to a file for the total station. This process insures accuracy between our drawing and where we hang it. We have found an increase in production and accuracy installing duct using this process.

We have recently used the total station at Dropbox, 279 E. Grand, UCSF CSB, and ARE Amenities. We have used it so often this year that we are in need of a second unit. Being able to self-perform this work gives us the advantage of flexibility on a job site, but with only 1 unit, we need to carefully schedule where and when this needs to be done.

Another new technology that we're seeing a lot of benefit from is our 3D scanner. Last year we purchased a Leica BLK. This is a small, compact unit that has the ability to capture a 3D image of a mechanical room, above a ceiling, an empty floor or an entire building. From there the BIM department can turn this into a working 3D model. Once the model is complete, Kiley's team can make the changes necessary to install the new equipment/ duct or whatever else is in our scope. We have used this on the roof at Great America Parkway for a multiple unit replacement job. The BIM department was able to detail the new connections from the existing duct to the new units. They were able to place the new units in the model and detail the duct. We were able to fly the new fittings to the roof at the same time of the units and connect it all without field modification.





We can do this on a new T.I. where there are a lot of overhead obstacles to avoid, such as waste lines, roof drains, and sprinklers. With this 3D model, the BIM department can detail the duct, send it to Harvey in the shop for fabrication, give the field hanger locations to shoot with the total station, and avoid a lot of clashes. This happens from the office without the field foreman spending the time on the site snapping lines on the ground where the duct is going.

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The Leica BLK360 captures the world around you with full-color panoramic images overlaid on a high-accuracy point cloud. Simple to use with the single push of one button, the BLK360 is the smallest and lightest imaging laser scanner of its kind. Anyone who can operate an iPad can now capture the world around them with high resolution 3D panoramic images.

The possibilities are endless with this new technology. We are able to do our job better, faster, and more accurately thanks to these new tools.

Fight for Air Climb By Laurens Vaneveld

On June 1, WAMers once again participated in the Fight for Air Stair Climb in SF. We climbed in honor of Donna Mroz, a longtime employee who lost her battle with lung cancer last year. Western Allied is a corporate sponsor of the event and we had 13 members on the Donna's WAMers team this year. The climb was held at the 555 California building and included climbing 52 floors to the top. Our team comprised of climbers Loek Vaneveld and his two sons, Gaelan Dea, Benito Ferrerya, Mary Hanlon, Cinthya Carrillo, Kyle Schumann, Rushang Shah, Suraj Thapa, Vanessa O'Connor and her husband David O'Connor. Cinthya was our fastest women's finisher with a time of 13:05 with Mary right behind at 15:29. Kyle was our fastest male finisher at 9:26 with Suraj behind him at 11:34. Everyone did a great job climbing!

The Fight For Air Climb is an event staged by the American Lung Association to raise funds for the treatment, detection, and support for victims of lung diseases. Those diseases include lung cancer, emphysema, COPD, asthma, and more. Lung cancer in particular has been very tough to beat and is now by a large margin the deadliest form of cancer killing more people in the USA every year than the next two deadliest forms of cancer. It is also, in a sense, the most preventable since 85% to 95% of lung cancer is probably a direct result to tobacco use and smoking in this country. The climb is a way to come together and raise funds to help beat lung cancer and other lung disease.

This coming spring, March 7, 2020, will be the next Fight for Air Climb. We hope to have a large team with a good turnout from WAM and friends. Please consider coming out with us and participating in this event in memory of Donna or dedicate your climb to anyone you personally have lost. WAM would love to see a very strong turn out and wants to see some new participants this year. Loek Vaneveld will be organizing our team. Please see him if you have questions about the event. WAM as a company will be a corporate sponsor again this year in honor of Donna, for the third year in a row.

Come join our team and climb!

Donna's Wamers signup page <u>https://action.lung.org/site/TR/Climb/ALACA_California?team_id=152951&pg=team&fr_id=18784</u>



Workplace Violence

By LeeRoy Young & Angie Simon

Workplace violence is a "growing concern for employers and employees," OSHA states. In 2016, workplace homicides increased by 83 cases to 500, the highest homicide figure since 2010, according to the Bureau of Labor Statistics. What constitutes workplace violence? According to OSHA, it's violence or the threat of violence against co-workers, and it can happen at or outside the workplace. It can range from threats and verbal abuse to physical assaults and homicides. About 2 million workers are victims of workplace violence each year, the agency claims.

What can be done:

OSHA recommends that the employer should establish a workplace violence prevention program or incorporate the information into an existing accident prevention program, employee handbook or manual of standard operating procedures. WAM's Employee Handbook has a policy on this topic. All employees should thoroughly understand the policy and know any claims of violence will be investigated promptly.

Other steps employers can take:

- Educate employees on what to do if they witness or are victims of workplace violence, as well as how they can best protect themselves.
- Keep the workplace secure by installing video surveillance, alarm systems and extra lighting. Minimize outsiders' access by using identification badges, electronic keys and even security guards.
- Ensure field workers have access to cellphones and handheld alarms to use in an emergency, and require them to check in throughout the day.
- Let workers know they should never enter a location if they feel unsafe, and encourage them to use the buddy system at night when walking to their vehicles.

OSHA recommends workers:

- Attend safety training programs, which can help with recognizing a situation.
- Let a supervisor know you have concerns about the safety or security of your workplace, and report any incidents in writing.
- Refrain from traveling alone into unfamiliar situations or locations.

Here at WAM we take workplace safety very seriously. We want you to feel safe at work. So please speak up if there is anyone or anything that you feel needs to be addressed. We all want to go home at night to be with our families!

IoT & Home Automation By Matthew Schmuck

Part I

By now everyone should have heard the term Internet of Things (IoT). Having cool tech in our homes to help make life easier and more interesting is awesome. These days it feels like everything in the home from appliances to cameras to sprinkler systems to security to... well... you name it, are application and internet enabled.

Here is the big question; how much time do you want to spend setting up and managing home automation and technology? Be advised, the Home Automation space can be expensive and the recurring subscription fees for services using the cloud can start to really add up. We are quickly getting to a point where you will need to pick an ecosystem for your home. Are you Apple or Google or Amazon or simply third party DIY.

The fight for the home IoT automation space is well underway. Many folks will have to use a hybrid of several of these systems to get everything they want.



IoT & Home Automation - Continued

Once you select an ecosystem then you need to fight the WiFi battle. Most of the IoT devices are WiFi enabled. How many devices can your off the shelf WiFi router serve. Is the WiFi signal strong enough to reach around your entire home including front and back yards for cameras, outdoor speakers, security and sprinkler systems to name a few. Home WiFi distance and interference is a challenge these days.

I see the market for home automation at two levels. Basic and Advanced. You can do most Home entertainment, TV, whole home audio, climate control, basic lighting and some home security in both. It really depends on how much time you want to spend configuring everything... EVERYTHING.

Basic IoT at Home:

This consists of technology that only requires you to know your local WiFi to set up. Most are "set it and forget it" approaches like, Smart TV's and TV Set Top Boxes like Roku, Apple TV, Chromecast or Amazon Fire TV Sticks. It's no longer about having cable to watch TV, but more about your internet access. There are other services you can use with these as well, like viewing online photos or streaming your local DVD movie collection without having to actually load the DVD each time. The basic use of Amazon's Alexa or Google Home Hubs fall into this catagory. Out of the box they work really well for basic functions.

Advanced IoT at Home:

Here we start to run into heavy technology configuration or poorly built IoT devices that can be very frustrating to setup. Having a smart assistant in the home is great and for the most part easy. The real magic is using these devices to control other aspects of your home. Using voice commands to turn lights on and off for example. Amazon and Google boast extensive scripting you can use to manage all aspects of your home devices. Most of these will require extra hardware controllers on top of the IoT devices you want to control. Programming third party controllers to detect when your cell phone leaves the home to turn off lights or turn on lights when it detects your cell phone is back home takes some time and effort.

I have met several folks that got into home automation heavy. But, when they moved to a new apartment or home they never took the time to set everything back up again. It's a lot of time and effort to set everything back up. Heaven help you if you happen to forget a password to one of your devices... Good Luck.

2019 Summer Interns Sam Noble



Sam Noble is a project management intern this year. He is a Mechanical Engineering major going into his last year at Cal Poly, San Luis Obispo. His hobbies include photography, backpacking, cars, skiing, and DJing. A fun fact about Sam is

that he was born in Paris, France! This summer his goal is to learn from and get to know as many people as possible

Andrew Cabri



Andrew Cabri is a project management intern this summer. He is an Industrial Technology and Packaging major going into his Senior year at Cal Poly, San Luis Obispo. His hobbies include soccer, baseball, hiking,

and skating. This year he is a member of the student chapter of ASHRAE and ITS (Industrial Technology Society. This summer Andrew will be visiting Tennessee to see his brother get his Air Force pilot wings. His goal for this summer is to learn more about HVAC and to eat out less often.

Taylor Harms



Taylor Harms is an engineering intern this summer. He is a Mechanical Engineering major going into his Senior year at Cal Poly, San Luis Obispo. His hobbies include backpacking, road tripping, and being outdoors in general. A fun fact about Taylor is

that he is looking into learning woodworking! His goal for this summer is to learn more about the HVAC industry and what makes it different from his previous internships.



IoT & Home Automation - Continued

No discussion on home IoT would be complete without the basic security warnings. Many of these devices are targets for hackers. You must change the default ID's and Passwords when setting up new devices. Spend the time to apply any updates that may be available when installing. Once installed, most folks will never go back and check for updates. The trend is for these devices to auto update, but this will increase the costs as more smarts will need to be built into the system. Here is a quick list of the top purchased IoT devices for 2019.

Google Nest Hub Max Logitech Harmony Elite Universal Remote Amazon Echo Dot, (3rd gen) SimpleSafe Home Security Arlo Pro 2 Kit Video Cameras August Smart Lock Pro+ Connect Bundle Ecovacs Deebot N79s Vacumm

Ecobee Smart Thermostat with Voice Control TP-Link's Kasa Smart Wi-Fi Power Strip Wyze Bulbs

The overall Home IoT market is still pretty young. I am excited to see how IoT for the home progresses. All I need now is the Robot that walks my dogs and washes my car.

Employee Interviews



Barbara Eldridge

Barbara first heard of Western Allied from her brother-inlaw Dave Cook. She previously worked in accounting and systems operations at an insurance agency, and then met with Rob and the service team and has been with WAM since. Over her 18 years at Western Allied, Barbara's role has evolved however her main goal is to provide support to both the field and of-

fice as best she can. Her favorite part of Western Allied is the people, she says working at Western Allied can be lots of fun.

She has two children, Lia and William. You may catch Lia occasionally around the office as a summer intern. In her free time, Barbara enjoys reading, puzzles, sports and trips to the coast. She also enjoys traveling, two of her favorite places she has been to are Tahiti & Europe. She also loves to spend time with her family and friends, though soon she will be an empty nester with her youngest going off to college in Oregon at the end of September. She and her daughter are planning a summer road trip to Wisconsin and plan to stop in Utah to visit family and in South Dakota to see Mt. Rushmore.



Darryl Barbata

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Darryl was born and raised in Southern California. After high school, Darryl joined the Navy as a Sonar Technician on submarines. After the Navy, Darryl worked at a few manufacturing plants as an electrical/automation technician, where he later supervised a team of technicians. Most recently Darrvl worked at two different controls companies, man-

aging their automation business. He has been with Western Allied Mechanical for the last 5 months as our Controls Department Manager. His biggest focus is working on creating the foundations for a sustainable and profitable controls business.

He and his wife of 10 years, Kylie, have 2 kids together Adoni (9yrs) and Madelyn (8 yrs). He enjoys spending time exploring the bay area with his family. He also loves extreme sports such as motorcycles, wakeboarding and snowboarding. Darryl is also a jack of all trades, and enjoys learning an abundance of skills. He does his own home improvements, builds his own furniture and has even automated the controls on his house with a VAV system, fully controlled and monitored through his phone.



Western Allied mechanical, inc.

WAM Company Picnic

Please come join us for some fun in the East Bay Sun for our Annual Company Picnic!

Saturday, October 12, 2019 Emerald Glen Park 4201 Central Parkway, Dublin 11am to 3pm

RSVP by October 7th to picnic@westernallied.com Let us know how many adults and kids are coming





Summer Interns, Continued...

SHOP TALK

Kevin Ng



Kevin Ng is a project manager intern this year. He is a Mechanical Engineering major going into his last quarter at Cal Poly, San Luis Obispo. His hobbies include hiking and playing basketball. A fun fact about Kevin is that he has

2019

never been skiing before but would love to go! His goal this summer is to waste as little paper as possible.

Michael Zell



Michael Zell is a project management intern this year. He is a Mechanical Engineering major and Music minor going into his 3rd year at Gonzaga University in Spokane, Washington. Some of his hob-

bies include playing trumpet and piano as well as rowing. Fun fact, he gets asked how tall he is pretty often because he is 6'-4.5". Michael's goal for this summer is to get good experience in the HVAC industry.

Events & Celebrations

Congratulations to Jennifer Arellanes for passing her Mechanical Professional Engineering test. She is now a registered engineer in the State of CA!





CONGRATULATIONS to Ivan Vasquez and his family on the birth of their newest addition, baby daughter Ivanna.

We send a big CONGRATULATIONS to Sallie and Tony Chikas on the arrival of their new daughter, Alexandra Elizabeth!





CONGRATULATIONS to Jeremy and Caasi on the birth of their son Owen Grey Goodland!

Adam Smith passed his 5 year apprenticeship and Jr. Mechanics Test. He is a certified Journeyman for UA Local 38 – congrats!



WAM attended the 25th Annual ISPE Golf Tournament on 7/25/2019. Our team staffed a hole on Chardonnay Golf Club.

Happy Retirement Rob Chalfant and Dave Croffoot





12th Annual March Madness Ping Pong Tournament By Diana Kadash

Our 12th Annual March Madness Ping Pong Tournament was another successful and entertaining event! The final singles match came down to a newcomer to the WAM Ping Pong circuit, Rushang Shah, against Tom Cvelbar, a five year singles contender! As usual, it was an exciting match to watch. Rushang claimed victory this year and holds the title of WAM March Madness Singles Division Champion for 2019.

In the doubles division, Mary Hanlon and Leon Matthews claimed the championship by defeating Matthew Schmuck and Mike Hurley in a very well-played match!

It is always nice to see our WAM family come together each year and participate in this fun event. Father Larry Goode and Amy Hafter from the St. Francis of Assisi Parish and Catholic Charities Youth Club in East Palo Alto were our special guests for the finals and lunch. This year our employees donated \$2,500 and our generous WAM management matched our donation for a total of \$5,000, our largest donation to date to the Youth Club. The Youth Club helps youth in the community grow into responsible adults by providing activities that foster character development, academic achievement, physical fitness and community stewardship. Amy Hafter, Program Director, sent a thank you and expressed, "The kindness and caring you have shown our program is both inspiring and humbling, and is extremely important to the youth we serve." Thank you for making our March Madness Ping Pong tournament a success each year and for supporting the youth in our community!







Welcome to WAM - New Employees!

Darryl Barbata - Controls Manager Chalini Ekanayake - Engineering Isaac Rubio Hernandez - Engineering/Service Mario Carranza - Engineering Bob Mierz - Project Manager



Employee Interviews, Continued...

Daniel Wong



This year is Daniel's 15th year with the company as a full-time employee, but before that he was an intern for 3 summers in a row. When Daniel was a 1st year mechanical engineering student at San Jose State, he was invited to attend a student AFE (Assoc. for Facilities Engineering) meeting by some senior students. That was his introduction to HVAC.

He first learned about Western Allied, through

Bob Dills, an active AFE member; and then he secured an internship with Pete Kelly who spoke at one of the student club meetings. Daniel had already interned at another HVAC company the summer prior to interning at WAM, but the family feel and personal connections that he made in the office and the field "pulled [him] in" and kept him coming back.

Interesting fact: Daniel is the first grandchild in his family to graduate from college! You would know it if you ever visited his office that Daniel is a huge Star Wars fan. Known to sprinkle in a Star Wars reference in conversation from time to time, he is adamantly a fan of the *old school* Star Wars. Daniel also enjoys travelling with his wife of 3 years, Natalie. They are expecting their first child this December. Very soon they will have a padawan* of their very own. (*Padawan = Star Wars Jedi apprentice)

Jeff Lange



Jeff grew up in Pacifica where he spent most his life surfing and mountain biking. With a family full of relatives in the field (over 14 relatives in the trade), Jeff worked with sheetmetal with his family for most his life. Before working with Western Allied Mechanical, Jeff worked primarily with his uncle at their family owned shop. Over his last 5 years at Western Allied Mechanical, Jeff has worked up from a lead guy to a foreman. His favorite part of WAM is the people. He says, everyone is fun,

supportive and willing to help. He looks forward to working on his first real BIM project.

Jeff has been married to his wife Sarah for the last 9 years. They have 3 kids together, Kailey (7yrs), DJ (6 yrs) and Stella (1.5 yrs). As a family they enjoy camping in their travel trailer, paddle boarding, and spending time together exploring their new home & city. Jeff is also starting to get into fishing, but his kids currently catch more fish than he does.

Attaboys

- A bigTHANKYOU to **Noel Jucaban** for how he handled the Disco project in San Jose. WAM met with them recently and they told us how supportive and helpful you have been. You went "above and beyond" to spend some time giving them training on their DDC system and they were very appreciative! You have also been instrumental in figuring out our controls and equipment issues and helping us solve them. Thanks for all your help Noel!!
- Thank you to your Service Team for you quick response to our lab air handler issues. It means a lot that you stand behind your work. It's not all about cost, it's about quality of service to clients. Cytomx and CBRE appreciate this.
- Shout out to Joe Kaz, Adam Lessler and Donald Walker for going above and beyond when the AC at Channing house for 12 residents went out over the hottest weekend. These 3 guys reacted to help the client get AC back within 12 hours. Also to James and the service team for the timely delivery of mobile kools.
- Erick Lobos at Stanford the **Service Team** I wanted to say thank you for the quick response. It wasn't unnoticed due to the high profile of the issue at this point. The Director of the campus was really happy with WAM's support. I will make sure our Facilities team have your service team on speed dial.... they are good. Thanks again.

• The Engineering Team.

The entire engineering department: for their unwavering dedication & the workload/ time constraints they've tackled - the late nights, early mornings, and never failing to miss a deadline. They sure have gone above and beyond in meeting the increased sales volume!

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





Jobs to Highlight

1221 Broadway, Oakland – Replacement of equipment serving the base building HVAC systems including cooling towers, air handlers and pumps. The four cooling towers with a total capacity of 1300-tons are located on the roof of a 24-story highrise are scheduled to be replaced over one weekend! Two full floor T.I. projects are also in design for late 2019 and 2020 construction.

388 Market, SF – Replacement of two 250-ton chillers and chiller room code compliance upgrades. The chillers will be disassembled for rigging to the 28th floor in sections, and then reassembled in place.

Arden Wood, SF – Replacement and upgrade of heating hot water central plant including boiler, pumps, and cogen unit in a fullyoccupied 90-year old architecturally historical rest home.

111 Pine, SF – Replacement and upgrade of 24/7 computer cooling system including cooling tower, pumps, piping, and automation located on the roof of a 20-story highrise.

John Muir Medical, Pleasant Hill - HVAC and Plumbing for Medical Office Building. 30,000 SF building will be repurposed with laboratories, clinics and a community conference center. BIM coordination to start late 2019 and with construction slated to start early 2020.

Gritstone Oncology – Life Science company that works on curing some types of cancer. This is a 32,000 sqft Lab/Office tenant improvement with Vivarium, Tissue Culture and Biology. The new Headquarters will also have beautiful offices. Project is in Emeryville.

Unity Bio – 3 floors of Lab/Office Tenant improvement for Unity Biotechnology. At Unity, they are developing medicines that potentially halt, slow or reverse age-associated diseases, while restoring human health. This project is in South San Francisco.

Encoded Therapeutics – 2 floors of Lab/office tenant improvement for Encoded Therapeutics. Encoded leverages the power of the human genome to deliver highly effective precision therapies, leading to life changing and lasting benefit for individuals with genetic disorders.

Bolt Bio – 25,000 SF Lab/Office TI with mechanical and plumbing in Redwood City.

88 Bluxome – 1,200,000 SF High Rise Warm Shell in San Francisco with two towers, community center, tennis facility schedule to start construction 2021.

1350 Adams Warm Shell – 260,000 SF Lab/Office Warm Shell scheduled to start construction in 2020.

1125 Obrien Warm Shell – 130,000 SF Lab/Office Warm Shell and Amenities center scheduled to start construction in late 2020.

PACT TI Phase 1 – GMP Life Science TI in Hayward with mechanical, plumbing, and process.

CS Bio Phase 2-10,000 SF GMP Life Science TI in Milpitas with mechanical, plumbing, and process.

WAM Calendar of Events

- Flu Shots Oct 7th
- Company Picnic Oct 12th
- Blood Drive Oct 29th
- Construction Fall Safety Meeting – Nov 6th
- Service Fall Safety Meeting Nov 13 6am
- Thanksgiving Holiday Nov 28th & 29th
- Open Enrollment Meetings – November 14th
- Holiday Cook-off Dec 12th

- Holiday Tamale Party Dec 19th
- Christmas Eve Holiday Dec 24th
- Christmas Holiday Dec 25th
- New Years Eve Holiday Dec 31st
- New Year's Holiday Jan 1, 2020
- Annual Safety Meeting Feb 5, 2020
- Fight for Air Stair Climb March 7, 2020



Bike to Work Day! By Dona Neilson

SHOP TALK

2019

Another successful Bike to Work Day! On May 9, 2019, our smaller gaggle of riders headed out on their bikes from many different directions to meet up at Dona's house or the Menlo Park Train Station then we headed over the fields and through the woods. Oh wait, that is a different story... We headed out across the pavement and over the bike bridge.

Our numbers dropped this year to only 14 WAM riders, but we had several new riders in that bunch. Three previous employees also returned to ride with us. Terry Juri, Michelle Baeza and Pat McGuire couldn't stay away from all the fun! We, of course, wore our bright orange WAM safety vests, which always gets us well noticed and keeps us safe. WAM provided us with really cool windbreakers this year and lunch was provided to all as we sat together and got to know each other a little better. It was a great day and everyone always seems to enjoy themselves. See ya all next year out on your bike!







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From my perspective, not only have the next generation of WAM folks continued to learn and succeed, they're surpassing what we have established and are proving to be quite capable. This is a compliment to the legacy we leave behind with the company. It is exciting to see the new partners at WAM begin to participate in the management challenges as the previous ones help with a smooth transition and move into the next phase. We're in good hands and will be for the foreseeable future.

Autumn is the season I find myself reflecting most on the past and summing things up. Looking back since my start in 1993, it is remarkable how much change has happened, and you wonder how it has all happened. It happened because the belief to keep WAM strong and vital has been a big part of our business philosophy, and this belief continues during the transition from our previous and current generations to the future ones. Looking forward we envision what the future holds for our great company. We continue to build on what was previously built, and we learn from what was previously tried. Success breeds success, and it's a great feeling to be involved.

Pete Kelly

WAM Future - Bocce Ball Rollout

Mission Statement –

Western Allied Mechanical stands on the cutting edge of HVAC system design and operation. We combine innovative thinking and technologies with intricate engineering to create, build and maintain comfortable, energy-efficient environments. Our relational focus and entrepreneurial spirit continually drives us to attract and develop the finest talent, while building trust-based and enduring customer relationships.

SHOP TALK

Core Values –

Driven by Innovation - We are constantly moving forward. We think differently to solve complex problems. We always look to the future, while learning from the past.

Grounded in Care - We put people first in all instances, and thrive on relationships. Our people are valued not only for their skill, but as extensions of our business. We treat our customers as we would like to be treated, and never on a transactional level. We value and protect the safety of our employees and everyone we work with.

Dedicated to Teamwork - Our business is built upon a foundation of practical knowledge (we've been there) and purposeful performance (we can do that). We work together with internal and external partners to find the best possible solutions to every challenge. We think beyond pure execution to become a valued, resourceful and reliable partner of choice for our customers.



Contributors

Joe Chin Yindy Felkins Randy Freitas Jeremy Goodland Dawn Hahn Diana Kadash Pete Kelly Lisa Oneto Dona Neilson Matthew Schmuck Angie Simon Laurens Vaneveld LeeRoy Young