



NewsLeak

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WMI Quality Statement

WMI is committed to maintaining high customer satisfaction with its innovative water efficiency programs.

We will propose products and services that are "fit for use" and that will set the standard for quality and value in water efficiency.

We strive to be world class in every aspect of water efficiency by fostering a culture of honesty, openness, mutual respect and teamwork.

WMI understands the necessity of continual improvement (both as a company and as individuals) to keep us at the forefront of water conservation and to exceed customer expectations.



Success In California

Another unique and challenging project was recently completed in Marin County California for Johnson Controls.

Marin County Housing Authority is spread out along several miles of the 101 Highway just north of San Francisco and south of Napa Valley. The scope of work consisted of the installation of 500 pressure assist toilets, 300 residential thermostats, 215 toilet angle stops, 9 recirculation pumps, 7 pressure reducing valves and backflow devices, 13 irrigation controllers, drip irrigation/spray heads/rotors for 160 irrigation zones, 873 new xeriscaping plants, 82 yards of new gorilla fur mulch, and 2800 sq. ft. of new sod.

As the project manager, **Mike Maurer** felt the project would not have been successful without the on-site assistance of WMI employees **Don Welsh, Pete Zarcone, Cable Jones, and Chris Anderson**. The Conservation Corps North Bay also provided critical labor and equipment support throughout the entire project.

While in California, Mike also had time to do a prison audit at the famous Alcatraz Island U.S. Penitentiary. Unfortunately, since the prison has been closed since 1963, there was no water savings to be found since all the cells are currently unoccupied – well except for maybe a few inmate ghosts floating around!

Where In The World Is WMI?



Chris Anderson and **Dan Sirakis** joined **James Palmer**, **John Peck**, and **Steve Williams** on the Bank of America Plaza project in Atlanta, GA. This project in the tallest building in downtown Atlanta, involves installing aerators, showerheads, valve toilets and urinals in the office and commercial spaces on all 55 floors! The crew is working evenings to minimize the effects on the building's tenants since water shut downs are necessary each evening. This project is about 94% complete with the final floors scheduled to be done the week of 8/26/13.

BOA Trivia – did you know this building is the tallest building in any U.S. capital? And it's the tallest building in the United States outside of Chicago and New York City!

Bill Harrison recently returned from Memphis, TN where he did a showerhead conversion and installed grab bars in one of the rooms at the Memphis Westin at the request of management. Bill will be heading to Asheville, NC to perform an audit on all buildings associated with Buncombe County.



Abdul Dodoo recently completed a very challenging project at the U.S. Coast Guard facility in Yorktown, VA. The project was located at the Fire Training Facility where Coast Guard personnel are trained as fire fighters.

The scope of work involved installing a large manhole water recycling pump system that would capture all of the water used during fire training sessions and allow the water to be recycled during the course of the training.

Many challenges were presented to **Abdul**; from working with a tight deadline for installation, to the hiring and coordination of several subcontractors, to the most obvious challenge of constructing a project that has never been done before by Water Management Inc.

At the same time **Abdul** was digging his manhole, he was also the Project Manager for one of our first ICON installations down the road at the VA Peninsula Jail, which WMI

self-performed with its own ICON trained technicians.

Thanks Abdul for accepting and meeting the challenges of two unique and difficult projects! Employees who assisted with either one or both projects included, **Eddie Gonzalez, Giovany Gonzalez, Jeff Bell, Butch Deibler, and Pete Zarcone.**

Bob Smith, Kay Koroma, James Benjamin, and Giovany Gonzalez are working at Riverpoint Apts (Oxon Hill), installing 144 toilets and 70 rebuilds.

Brian Vroom, Reggie Williams, Eddie Gonzalez, and Pete Zarcone are at a high end hotel in Reston installing approximately 200 heavenly showerheads.

Jeff Bell and Butch Deibler are onsite at Central Westmoreland Career Training Center installing approximately 60 toilets, 30 urinals, and 45 faucets.

Nery Martinez and Douglas Martinez have been filling in wherever needed.

Pete Valentin has joined forces with the Service department, using his expertise to help detect areas where we could lower water consumption on some of our current shared savings properties.

In addition, several projects have made it to our “completed” list this month:

Douglas Knolls, the 367 toilet Shared Savings project, was completed earlier this month by **Eddie Gonzalez, Kay Karoma, Alex Cimini, and Max Horner.**

Brian and Buster Vroom and Dennis Porter completed Stroudsburg Schools, and **Bob Smith** completed the Eastern York School project as well.

The **Bank of America** project that started on July 18th with **John Peck, James Palmer, Steve Williams, Dan Sirakis, and Chris Anderson** is almost complete.

Chris Bolden’s Verona Schools project in WI is also coming to a close this month.

Be the Architect of a Positive Work Environment

By Chrissy Scivicque, US News

We've all walked into those workplaces that just feel ... off. Negativity fills the air. You can practically cut the tension with a knife. People look miserable. The environment makes you want to turn around and run as far away as possible – and that's whether you're a client or an employee.

Clearly, these negative work spaces can have devastating consequences on the people who inhabit them and the business as a whole. The good news is that, no matter what your role, you can help improve the environment where you work. It's everyone's responsibility. Every person, at every level, has an impact. So every day you get to choose if you're going to contribute to



the negativity or create positivity in its place. The latter is obviously preferable, so here are some easy ways to get started.

1. Look for agreement first. We've all worked with Negative Nancy. She's the kind of person who always sees the bad in every situation. When you have an idea, she pokes a million holes in it. Her first inclination is to find all the reasons things won't work, and she seems to relish in the conflict she creates.

Don't be a Negative Nancy. Instead, look for opportunities to align with the people around you. Find solutions, not problems. Focus on common goals and areas where you agree. After that, if you have disagreements to discuss, you'll be building from a place of shared purpose. Approaching workplace discussions from this point-of-view is much more positive and, ultimately, more productive for everyone involved.

2. Be a team cheerleader. Everyone – yes, everyone – likes to feel appreciated and recognized for his or her contributions at work. Receiving positive feedback can do wonders for your motivation and your overall state of mind.

Sadly, today's workplaces are sorely lacking in this arena. Take it upon yourself to tell others that they're doing a good job. All too often we wait for this kind of praise to come from the top down. Even if you're not a manager, you can certainly encourage the people around you – whether subordinates, co-workers or even superiors. As long as the recognition is authentic, it's appropriate and (usually) much appreciated.

3. Build trust. Trust is an amazing emotion that makes people feel safe. When you help to instill trust among your colleagues, you create a comforting, warm environment for everyone. When trust is missing, people become guarded and fearful, edgy and nervous.

Always start from a place of trusting that your colleagues are capable and competent. Have faith that they will support you as much as you support them. In most cases, people will rise to meet your expectations and trust will continue to blossom naturally.

4. Get (a little) personal. Most of us spend more time with the people we work with than we do our friends and family. So why not get to know them on a (somewhat) personal level? You don't want to go overboard here, but a little personal interaction goes a long way. Find out what you have in common with your co-workers. Maybe you have kids the same age, or you share a love for your local baseball team or you enjoy the same weekend hobbies. Get to know them as people, not just fellow employees. By doing so, you'll lighten up the conversation and enjoy being around them more. Heck, you might even look forward to seeing them on Monday mornings.

5. Brighten things up. While the mental and social environment can have a serious impact on the workplace as a whole, the physical environment is just as important. If you work in a dark, drab, chaotic workspace it's no surprise that it feels like a downer to spend time there.

Open up some windows, bring in some plants and photographs, play some music, switch out those horrible fluorescent light bulbs ... essentially, do anything within your control to shift the physical space to something more pleasant. An easy way to fix things up is simply to purge old stuff – paperwork, files, magazines, etc. These items tend to stack up, creating useless, dusty clutter. Clear it out and enjoy a brand new level of clarity.

These simple tips will help turn any space into a more positive and productive place to work. And remember, everyone has an impact on the environment, so ask yourself,

"Am I currently contributing in a positive or negative way?" If you're using your powers for evil rather than good, make a shift today. You (and everyone you work with) will be glad you did.

Best Wishes John Peck!



After 6 years of being groomed by Water Management, John Peck has been lured away from us by NORESKO. NORESKO had a chance to experience some of John's many talents over the past few months when John as an employee of Water Management audited all of the non-domestic measures for the VA Hospitals in the VISN 11 network. Over the past few years John has played an integral part in overseeing the installation of our non-domestic water measures. Going forward this work will be handled by John's mentor, Tony. John's final project before leaving Water Management was the management of the domestic retrofit work at the Bank of America in Atlanta, GA. We wish you well John, and you will be missed!

Noteworthy News



Love is in the air!

Congratulations to **Jessica Rauhala** (formerly **Jessica Matthews**) on her recent marriage to Nick Rauhala! And soon, **Jamie Kluse** will be married too and will become **Jamie Powers**!

Congratulations ladies! We wish you many, many years of love and happiness to come!

The TN Office Is Popular!

The TN office has had its fair share of visitors this summer by some dear friends. First, **Jason Thompson** and this lovely family came to visit Nashville and stopped by the office. It was great to see him, Shannon, Nicole, Tyler and meet baby Nevaeh! The next week, we were surprised by a visit from **Rose Lipov**, the late Barry Lipov's wife! She and her cousin were on their way home from a month long trip of "seeing the USA." It was wonderful to catch up with her!



Prisons, and Heat, and Snakes, Oh My!

Bruce Jacobeen and **Matt Ridout** spent some time together auditing prisons in Fort Worth TX, and El Reno, OK. It's a tough world out there - inmates everywhere, heat, rain, oh and snakes!!!!

Just for Laughs



Finally, a no nonsense bar for older gents!

HR Corner



A Subcontractor Reminder

For those of you who are involved with selecting Subcontractors, please be aware of our new procedure for adding Subcontractors to our Approved Subcontractor List.

If you are interested in hiring a Subcontractor, please contact **Jeanna Osborne** and discuss the project and the Subcontractor with her. Jeanna will prepare the necessary documents and send them directly to the Subcontractor. She will then follow up with the Subcontractor to ensure that all of the paperwork is in order, and that they meet our insurance requirements. This needs to be completed prior to the start of construction, so please stay in touch with Jeanna so that you are aware of any paperwork issues that may cause a delay!

If you have any questions about Subcontractor approval or insurance requirements, please contact **Jeanna Osborne** at ext. 124 or jeanna_osborne@watermgt.com.

Mark Your Calendars!



On Wednesday, September 18th the Alexandria office is having a cookout! It will be a chance to eat some good food, have some fun, and honor some of our more “seasoned” employees. So come and join in on the fun!

MILESTONES



September Birthdays



September Anniversaries

Chris De Chantal – 9/01
Bill Hoffman – 9/02
James Palmer – 9/04
Tom Horner – 9/10
Abdul Dodoo – 9/19
Nery Martinez – 9/21
Richard Horner – 9/22

Tony Cimini – 28 years
Joyce Howe – 10 years
Butch Deibler – 7 years
Brenda Pack – 6 years
Dan Sirakis – 4 years
Chris De Chantal – 3 years
Maya Jones – 2 years
George Carroll – 2 years
Crystal Whitney – 2 years