

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.



Find Your Happy in 2015

Excerpt from Transform Inc.'s Newsletter

What makes you happy? That's the question Shannon Kaiser, author of *Find Your Happy*, asked those she interviewed for her book. She interviewed people from all walks of life and found that happy people make a choice to be happy, even when their circumstances were cause for unhappiness, and that they had 7 habits in common that they rarely talked about. You might be surprised by some of them.

1. **They put themselves first.** Happy people put their needs first because they see the power of showing up fully to others. When you take care of yourself, you help everyone else.
2. **They embrace impermanence.** People who feel at peace with their life recognize everything has a time and place. Happy people recognize that life is a balancing act between holding on and letting go - and they're comfortable releasing things that don't serve them.
3. **They're unapologetic about their desires.** Happy people make their dreams come true and focus on their goals with fearless force. They know life is short and not following through would feel like premature death.
4. **They don't worry about money.** Happy people are extremely generous. They know the more they give, the more they will get back in return. Happy people also have a healthy relationship with money and they have learned it is connected to their self-worth. The more they value themselves, the more money they attract.
5. **They don't need you to like them.** Happy people don't care what others say or think about them. The only thing that matters is that they like themselves. This self-confident, infectious energy often attracts a lot of people.
6. **They know rejection is protection.** Happy people don't take rejection personally. They know in the big scheme of things, life will always give them what they really need, when they need it.
7. **They see everyone as equal.** The happiest people see no difference between anyone and any situation. They embrace all of life's diversity and celebrate the contrasts.

"Happy" may not be the term you use to describe a goal for your life, but these 7 habits may just help you find whatever you are looking for in 2015, and just be happy!

Where in the World



Embassy Suites, Cleveland, OH	Charlie Gildehaus, Jeff Bell, Butch Deibler, James Benjamin
Residence Inn, Birmingham, AL	Bill Harrison, Chris Anderson
Four Seasons, Dallas, TX	Abdul Dodoo, Eddie Gonzalez, Kay Koroma
Cloisters, Washington, DC	Nery Martinez, Douglas Martinez, Giovany Gonzalez
Ridgecrest Apartments, VA	Bob Smith, Dennis Porter, James Benjamin
Hilton Garden Inn, VA	Tony Cimini, Douglas Martinez, Nery Martinez, Kay Koroma

A couple of Elves visited the Nashville Office

Nashville was lucky to have Russ and Matthew visit our office and spread some holiday cheer. Matthew was especially excited to meet Tari and put a face to the voice



he has been speaking to for the last year. They are just a few of the people behind organizing numerous Blackstone projects and making life easier for everyone involved.

Merry Christmas from the Nashville office – Mike, Tari, Mickey, Bill, Dan & Chris (and Harley)



Farewell to Our Loyal Companion

Unfortunately Charlie (the dog) died peacefully at home early on Christmas morning. Charlie was Water Management's unofficial mascot, and the perfect office dog with his calm demeanor. Many of you shared your lunch with Charlie and let him sleep by your desk as you worked. Thanks to all of you for the love and affection you showed Charlie these past eight years that he has been coming to the office with us. He will be missed.





Accounting Year End Review

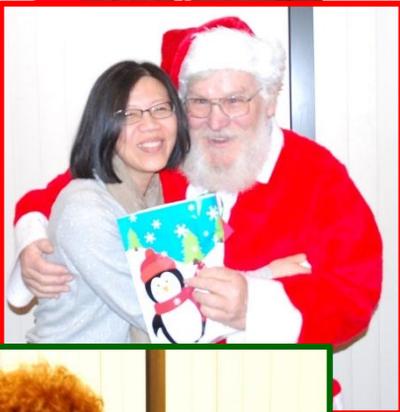
Water Management's fiscal year end, October 31, 2014, was successfully wrapped up and forwarded to the outside accounting firm for the annual review. Efforts to ensure the

accuracy of the accounting records is a day to day process necessary in order to maintain the integrity of the system. Financial decisions and opportunities are made both internally, (the owners), and externally, (banks, new customers), and are based on a solid financial position. **Joy Saul**, our Controller, has done a great job leading the department. The main players working with Joy in this effort are **Joyce Howe** and **Maya Jones**, our Staff Accountants. There is very little room for error, and on a daily basis, they deliver accurate and reliable work. Many thanks for their hard work!

Mark Hemphill plays a critical role in preparing the billing for our ICI and fixed price contracts. **Tari Maurer** also plays an integral part in the process, as she handles the PHA, Hospitality and Nashville accounting transactions. At year end, inventory is counted and reconciled. Kudos to **Marion Sewell**, **Mickey Julien**, and **Tari Maurer** for a job well done! The list below shows some of what goes into the review process.

- Investigate findings that appear to be inconsistent
- Inquire about the procedures for recording accounting transactions
- Investigate unusual or complex situations that may impact reported results
- Inquire about material events that occurred after the date of the financial statements
- Investigate significant journal entries
- Review communications from regulatory agencies
- Read the financial statements to see if they appear to conform with the applicable financial reporting framework
- Review the management reports of any accountants who reviewed or audited the entity's financial statements in prior periods
- Cash - Are cash accounts being reconciled? Is there a reconciliation of intercompany transfers?
- Inventory - Are physical inventory counts performed? Were consigned goods considered during the inventory count?
- Fixed assets - How are gains and losses on the disposal of fixed assets recorded?
- Notes payable and accrued expenses - Are there sufficient expense accruals? Are loans properly classified?
- Long-term liabilities - Is the entity in compliance with any loan covenants? Are loans properly classified as short-term or long-term?
- Revenue and expenses - What is the revenue recognition policy? Are expenses recorded in the correct reporting period?

A Water Management Christmas



Milestones



January Birthdays



January Anniversaries

Crystal Whitney – 01/01
Eddie Gonzalez – 01/06
James Benjamin – 01/18
Kay Koroma – 01/24
Ward Corbin – 01/30

Rick Ferguson – 24 years
Mark Hemphill – 18+ years
Cable Jones – 7 years
Spencer Horner – 4 years