

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.



At Water Management, we celebrate the 4th of July by having a holiday from our usual work to celebrate the freedom we have in our country. This year, our offices are closed on Friday, July 3rd, since the holiday falls on a Saturday.

Did you ever wonder what exactly happened on July 4, 1776?

We think of July 4, 1776, as a day that represents the **Declaration of Independence** and the birth of the United States of America as an independent nation.

But July 4, 1776 wasn't the day that the Continental Congress decided to declare Independence (they did that on July 2, 1776). It wasn't the day we started the American Revolution either (that happened back in April 1775).

And it wasn't the day Thomas Jefferson wrote the first draft of the Declaration of Independence (that was June 1776). Or the date on which the Declaration was delivered to Great Britain (that didn't happen until November 1776). Or the date it was signed (that was August 2, 1776).

So what did happen on July 4, 1776?

The Continental Congress approved the final wording of the Declaration of Independence on July 4, 1776. They'd been working on it for a couple of days after the draft was submitted on July 2nd and finally agreed on all of the edits and changes.

July 4, 1776, became the date that was included on the Declaration of Independence, and the fancy handwritten copy that was signed in August (the copy now displayed at The National Archives in Washington, D.C.) So when people thought of the Declaration of Independence, July 4, 1776 was the date they remembered.

We wish everyone a happy and safe 4th of July Holiday!

June is National Safety Month

Workplace incidents are unplanned, undesired events that hinder completion of a task and may cause injury or other damage. All incidents are preventable. Below are the **TOP 10** most reported workers' compensation injuries as listed by top insurance companies around the country.

- Number 1:** Overexertion Injuries – pulling, lifting, pushing, holding, carrying, and throwing activities
- Number 2:** Slipping and Tripping
- Number 3:** Falling From Heights
- Number 4:** Reaction Injuries – caused by slipping and tripping without falling and can cause muscle injuries, body trauma, and a variety of medical issues
- Number 5:** Falling Object Injuries
- Number 6:** Walking Into Injuries – when a person walks into walls, doors, etc.
- Number 7:** Vehicle Crashes
- Number 8:** Machine Entanglement – typically occurs in factories when loose clothing, shoes, jewelry, and fingers may become caught in machinery
- Number 9:** Repetitive Motion Injuries
- Number 10:** On the Job Violent Acts

Safety Meeting Sheets

Now that we know what the Top 10 workplace injuries are, it would be a good time to review our Tool Box Topics to make sure most of our weekly meetings cover the topics below. This is particularly important when subcontractors are participating in our weekly jobsite meetings.

- #2 – Lifting Techniques
- #4 – Do Cellular Phones Cause More Accidents?
- #8 – Personal Protective Equipment (PPE)
- #11 – Housekeeping is Safe-Keeping at Work
- #17 – Picking the Proper Safety Gloves
- #20 – The 10 Commandments of Good Safety Habits
- #26 – Toilet Disposal
- #30 – Slips and Trips
- #38 – Back Injury Prevention Tips
- #42 – Working at Heights
- #43 – The Deadly Dozen
- #44 – Near Misses
- #49 – Work-Related Musculoskeletal Disorders
- #55 – Toilet Safety
- #56 – Fall Protection

Including these topics in your weekly safety meetings could help prevent injuries and subsequent time away from work. As a reminder, please send your sign-in sheets to **Jeanna** every week. Thank you!



Where in the World

Hotel Work Update

On June 5th the crew of **Jeff Bell, Butch Deibler, James Benjamin, and Mike Maurer** started replacing all 240 guest room and additional common area toilets for **Blackstone** at the Embassy Suites Cincinnati RiverCenter. Nine days later working straight through with no days off, the project was 100% complete.

Now if you do the math these are not really remarkable numbers unless you consider the following:

- We were never allowed to enter an occupied room
- We could only work in rooms after the guest(s) had checked out
- The hotel was sold out 100% 3 nights in a row and 90% occupied the other nights
- One out of every three toilets needed a red ring
- We were limited to the hours we could use a hammer drill
- Every day we worked on a minimum of 4 different floors
- The GM wanted this project completed as soon as possible

With those limitations, now the math doesn't look so bad! More importantly, here is a quote from David Bowles, the General Manager. "It's been a very long time since we've had a contractor come in here and deliver such a professional project within the parameters established. We are also excited about the water savings to be generated by upgrading the toilets."

In addition to a hotel crew in Cincinnati, we have also had crews working along the west coast in June. **Bob Smith, Aaron Waldron, and Dan Sirakis** worked in 6 hotels throughout the state of Oregon, rebuilding over 600 toilets, installing over 1123 aerators, 480 showerheads, and 625 flow controls. A quote from the maintenance supervisor at the Courtyard Portland Hillsboro says it all, "This crew was nice to work with and they got the job done on time and right away."

Chris Anderson and James Palmer spent the month of June in sunny southern California performing water conservation measures in a total of 5 hotels. They also had a surprise visit from **Russ and Yvonne** while there! James and Chris were working at the Residence Inn in Long Beach, CA, and Russ had been attending the ACE15 Annual Conference & Exposition in Anaheim. It was great for Russ to catch up with them and discuss the additional work that will be coming our way in the California market.



Based on initial reports, James likes working in the southern California area, but we are not yet sure how well Dodger and Angel fans will enjoy having a life-long Cardinal fan in their midst.



Job very well done to everyone associated with hotel work in June!

These are the local and out-of-town projects we worked on in June:

WMI PERSONNEL ASSIGNED	WORKSITE
Nery Martinez Douglas Martinez Eddie Gonzalez Giovany Gonzalez	FCI El Reno, OK & FCM Carswell, TX
Brian Vroom Dennis Porter Danny Matthews Kay Karoma Giovany Gonzalez	Maple Ridge
Nery Martinez Douglas Martinez	WVU Phase 3
Kay Karoma Danny Matthews	The Sheridan
Eddie Gonzalez Dennis Porter Giovany Gonzalez James Benjamin	Forest Park
Buster Vroom Brian Vroom	Ft Myer, Arlington, VA



SPECIAL ACE15 EDITION!
ACE15 takes off in Anaheim

Russ attended the AWWA Annual Conference & Exposition this month in Anaheim, CA where he was a session moderator.

This year's ACE turned out 126 sessions (including drought and potable reuse sessions), four keynote sessions, more than 600 sub-sessions representing 900+ presenters, and 234 committee and council meetings. Attendance topped 11,500.

The exhibit hall was 400,000 square feet and had 1,169 vendor booths.



Water Management Featured in Nationwide Newsletter “Water Efficiency Watch”

Water Management was featured in this month’s edition of “Water Efficiency Watch”, published by the **Alliance for Water Efficiency (AWE)**. The newsletter highlighted our new WOLF program (which stands for **W**ater **O**ptimization and **L**ow **F**low). Our program is gaining much interest in the water, hospitality and engineering industries, especially in western drought-stricken states. Russ and Matthew Ridout are fielding inquiries and holding webinars for companies and organizations interested in partnering with us. Here is an excerpt from the featured article.

Water Management, Inc. Introduces WOLF Program to Help AWE Members Advance Water Efficiency

Saving water in the 1980’s was easy because high-flow showerheads, leaky toilets, and inefficient irrigation systems were common. During this time, Water Management, Inc. began to apply the concept of "shared savings" to their water efficiency programs. Over the years, Water Management, Inc. has developed computer models to analyze water usage and to calculate the savings specific to each customer.

Since 1980 much progress has been made - total freshwater use in the U.S. is 30% lower. However more still needs to be done, especially in hotels, offices, hospitals, prisons, schools, and universities. Moving to the next level requires partnership and collaboration. With that in mind, Water Management, Inc. has decided to share its business model and expertise with selected AWE members.

This new program, called **WOLF** (Water Optimization and Low Flow Program), will make it possible for other firms to use Water Management, Inc.’s tools and to build their own client base to integrate proven, effective, and profitable water efficiency programs into their businesses.

The Alliance for Water Efficiency is dedicated to the efficient and sustainable use of water. Headquartered in Chicago, the Alliance serves as a North American advocate for water efficient products and programs, and provides information and assistance on water conservation efforts.



Take Advantage of all the Features of the Paylocity Website!

We have been customizing our Paylocity Self-Service portal over the past few months. Log on and take a look at all the information you have at your fingertips! It's not just Payroll anymore!

Compensation

Ok, so Payroll is one of the main features, but there is much more. Please take a look at your paystub *every payday* to make sure that all of your earnings and deductions are correct. While there, take a look at the other important information available. These are the other Features you have available:

Company Information

We now have all of the most-requested company forms on the Paylocity self-service Portal. *Forms such as WMI-1 Incident Report, Safety Meeting Sign-in sheets, Mileage Logs, Direct Deposit forms, Change of Address forms, and 401k forms are all available to you!* No need to call HR or look on the network.

Time Off

You can look up available time off, and submit a request for time off.

Employment

Our WMI Employee Handbook is here – take a look!

Benefits

In the Benefits Section of the Portal, you can click on a link directly to our benefit providers such as CareFirst, Ameritas, and MassMutual 401k. You can also find a copy of our WMI Benefits Manual, as well as coverage descriptions for health, vision and the Lincoln EAP. You can also access claim forms for dental, vision, health, and your ProBenefits HRA account.

If you want to change your 401k contribution amount or your beneficiary for your 401k or Life Insurance policy, you can also access these forms under Benefits. Completed change of 401k distribution amount or beneficiary forms can be submitted to **Yvonne**.

Career

Under this section, we've been adding training videos on topics such as What Causes Accidents, Safety Data Sheets and Excel spreadsheets.

Take a look, and let us know what you think! We are open to suggestions, if there is certain training material you would like to see offered, or forms you would like to have access to. If you are having trouble logging in, please call **Yvonne**.

WSSC FY16 Budget Takes Effect July 1 Introduces Changes to Customer Bills

Summer is here and that means the annual WSSC rate hike as of July 1st. The increase was only 1% this year as WSSC chose not to raise rates, but raised non-consumption based fixed fee costs.

Includes 6% revenue increase, launch of Customer Assistance Program

June 30, 2015 | News Release

OFFICE OF COMMUNICATIONS AND COMMUNITY RELATIONS

FOR IMMEDIATE RELEASE

LAUREL, MD – June 30, 2015: WSSC’s Fiscal 2016 (FY16) operating and capital budget of \$1.4 billion goes into effect on July 1, focusing on the continued rehabilitation of water and sewer pipelines in WSSC’s system. The new budget includes a 6 percent revenue increase as well as fee increases, which will add approximately \$12.60 to the typical customer quarterly bill, which is about \$4.20 per month.

“This budget reflects our mission of delivering clean water to our customers, and treating wastewater in order to maintain and enhance our environment,” said Jerry N. Johnson, GM/CEO for WSSC. “We are meeting our goals of replacing 55 miles of small water mains each year and repairing and replacing sewer pipelines to meet our Consent Decree obligations. And, as we move forward, the new bill structure we are introducing will provide more predictability for our customers and we expect our usage fees to be less volatile.”

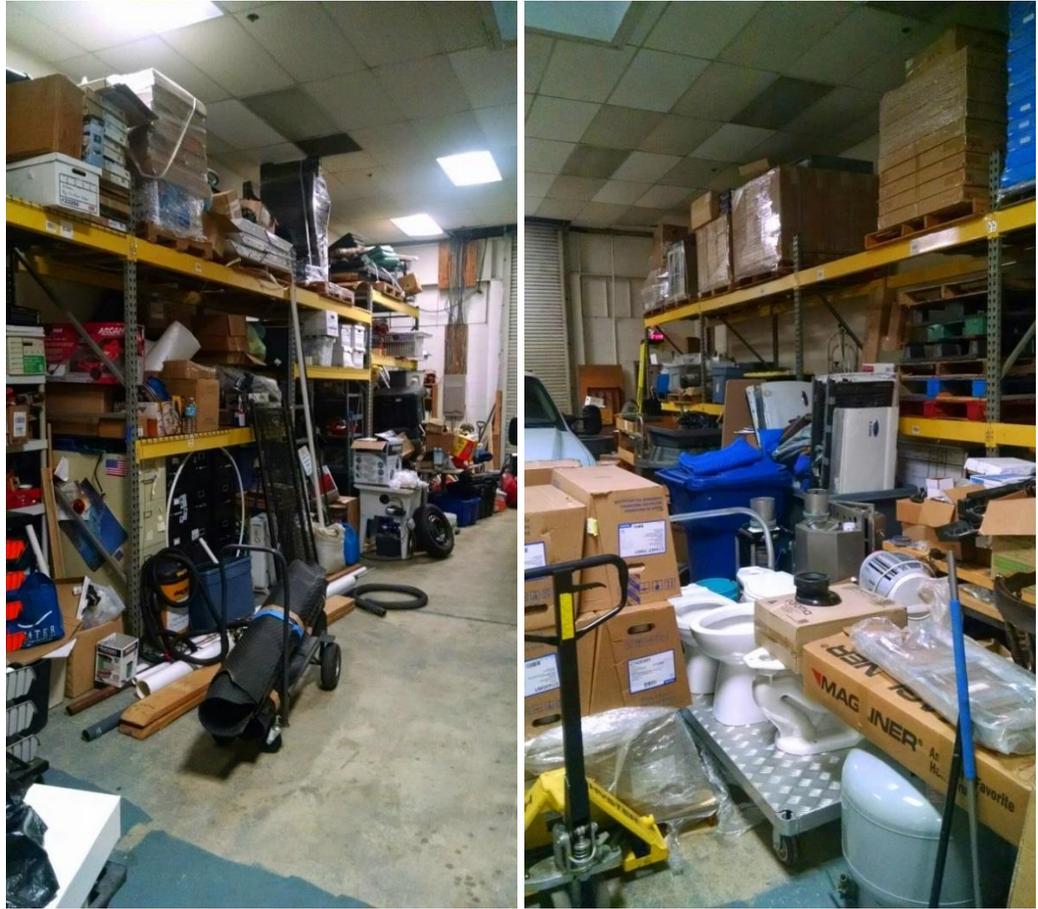
The FY16 Operating Budget increased by \$7.9 million to a total of \$715.1 million representing a 1.1 percent increase. The budget includes a 1 percent water usage rate increase, as well as changes in two quarterly fees which customers will see on their bill: the existing Account Maintenance Fee (AMF) increases from \$11 to \$16, the first increase in 25 years. The additional Infrastructure Investment Fee averages \$6. These fees are components of the Ready to Serve Charge.

Recognizing that rates have risen steadily over the last decade, WSSC is also implementing a Customer Assistance Program (CAP). Customers who are enrolled in the Office of Home Energy Program (OHEP) may also qualify for assistance with their WSSC bill. For more information, visit www.wsscwater.com/CAP (See separate [news release](#) dated June 30, 2015).

“Reaching this point has taken a long time and a lot of effort,” says Johnson. “I want to thank the state and local elected officials and their staffs who have worked with us on this budget. It helps ensure that our infrastructure will be able to provide water to our customers in the future, while assisting those who can least afford higher costs.”

3rd Bay Clean-Up Effort for Alto-Harley Move-In

As most of you know, Alto-Hartley moved into the back part of the 3rd Bay at the beginning of June. Thanks to all that helped make this possible – the lower overhead will help with our expansion and growth. Here's some before and after photos.



Truly amazing!



Jimmy John's Gourmet Sandwiches

When Mike was working with the team in Cincinnati, they went to a Jimmy John's Restaurant and took this photo of a sign hanging on the men's room wall.

Who knew that we will spend approximately 3 years of our life on the toilet or that 40,000 Americans are injured by toilets every year!



Milestones



July Birthdays

Pastor Mackall – July 1
Jeff Bell – July 1
Reggie Williams – July 22
Dave Taylor – July 27
Leah Taylor – July 28

Happy Birthday!



July Anniversaries

Nery Martinez – 6 years
Joel Matthews – 6 years
Reggie Williams – 15 years
Buster Vroom – 18 years
Mike Maurer – 22 years
Dave Taylor – 24 years

Congratulations!