

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.



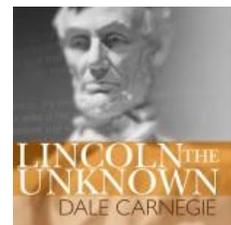
With California facing the most severe drought ever, Governor Jerry Brown declared a drought State of Emergency and has directed state officials to take all necessary actions to make sure California is able to cope with this unprecedented drought. The emergency legislation – known as AB 91 and AB 92 – fast-tracks more than \$1 billion in funding for drought relief and critical water infrastructure projects. “This funding is just one piece of a much larger effort to help those most impacted. Other actions that will be implemented as of 4/1/2015 are:

1. Hotels will be required to reduce water use by 50%.
2. \$10,000 Tax credits will be given to trained water conservation specialists that are willing to work in CA, those working for more than 3 months will be awarded a “Brownie” pin from the Governor.
3. The pumps that transport water from the northern part of the state to the southern part of the state will be turned off from 9 pm until 6:45 am daily.
4. New immigrants in the southern part of the state will not be granted legal status unless they move to another state.
5. Only men will be allowed to wash dishes.
6. Residents will only be allowed to shower every other day and all must follow the “If it is yellow let it mellow, if it is brown flush it down” toilet rule.

Any certified employees interested in helping should contact HR immediately.

Listen Like Lincoln

President Lincoln had superior listening skills. To be a successful leader in any age you need to be a good listener and know the importance of effective communication. Right or wrong, people want to be heard. As Dale Carnegie said, “if you want to be a good conversationalist, be a good listener. To be interesting, be interested.” It is for that reason that Dale Carnegie was such a fan of President Lincoln. In fact he wrote a biography on the president called “Lincoln the Unknown” which uncovered the president’s extraordinary communication skills.



Here Are 5 Tips on How to Improve Your Listening Skills:

- Be Sensitive to Body Language
- Be Patient – Let the other person talk and let them finish.
- Ask Questions – Make sure that you clarify any questions that you might have.
- Don’t Assume Anything – When in doubt, ask.
- Give Them Your Attention – Make sure you are really listening.



Where in the World

Hospitality Update

The Blackstone hotel work has continued to steadily move right along! A warm welcome to 2 new WMI employees who will be working with the hospitality sector – **Aaron Waldron** and **Danny Matthews**! As of the end of March, we have finished 85 sites! In March alone, we completed hotels in NJ, TX, TN, MD, FL and OH. We have currently scheduled work for April for an additional 18 sites in the states of CO, AL, CA, DE, and WA. Many thanks to the crew members who assisted with Blackstone projects in March: **James Palmer, Chris Bolden, Bill Harrison, Chris Anderson, Mike Maurer, Eddie Gonzalez, Danny Matthews, Giovanni Gonzalez, Charlie Gildehaus, Douglas Martinez, James Benjamin, Dan Sirakis, and Aaron Waldron.**

There are also a lot of WMI employees who are assisting with these projects, but are not serving on a crew. The inventory personnel who make sure the crews get all the product they need, the accounting department who assists with inventory tracking and invoicing of these projects, and the support staff that is always available to answer questions and assist in any way possible. It takes a WMI village to make the hotel sector successful!

Here are some other projects we've been working on this month:

WMI PERSONNEL ASSIGNED	WORKSITE
Dan Sirakis Aaron Waldron	Fairfield Inn Pensacola
Abdul Dodoo Bob Smith James Benjamin Dennis Porter	Parkview Gardens
Jeff Bell Butch Deibler	Letterkenny Army Depot
Brian Vroom Douglas Martinez Kay Koroma	Brooklyn Ridge
Eddie Gonzalez Giovany Gonzalez Danny Matthews	Hampton Inn National Harbor
Bob Smith	VA Beach
Chris Boldon James Palmer	Homewood Suit Plano

Noteworthy News



Going to the chapel...

Congratulations are in order for Jeanna Osborne, now Jeanna Fredrickson! She and her fiancé Jeff Fredrickson got married last Friday. Congratulations Jeanna! We wish you much love and happiness!

Welcome to Our Newest Hires!



Mr. Danny Matthews joined our Operations team. Danny has HVAC and carpentry experience, as well as experience as an armed security guard. He is also an avid Frisbee golf player. Danny works out of our Virginia office, and his persistence and dependability make him a good team player. Danny is the 3rd and final of the Matthews triplets to join Water Management!



Mr. Aaron Waldron is from Utah, and joined our traveling operations team. Aaron has experience as a maintenance technician, and has owned a delivery business. Aaron also served our country as an aircraft mechanic for the Air Force. His friendly personality and years of technical experience make him a great addition to our team.

Country Royalty Meets Country Boy

Chris Anderson was lucky enough to be in the right place at the right time and managed to acquire a V.I.P. pass to a Garth Brooks showcase at Marathon Music Works. Glad to see Chris was showing off his WMI apparel.



Let's Get Certified!

Congratulations **Nery Martinez** and **Bob Smith** on completing your OSHA 10 certifications! Welcome to Water Management's list of certified OSHA safety standard experts!



Online Training for You!



We are excited to announce that Water Management online training is now available on our Paylocity Website!

When we signed up with Paylocity, we were impressed with their self-service portal, and the features available on their website. Not only can you view all of your paychecks, you can view your personal leave balance, and you can access links to all of our benefit plans including CareFirst, Ameritas, and MassMutual. You can also request time off, update your emergency contacts, access company forms, review our employee handbook and benefits manual. You can also access your 2013 and 2014 W-2's.

We recently began adding Training Content to the Paylocity website, so that you can access online training right from our Paylocity screen. We have a few short videos online now that you can access. We will be putting up more in the coming weeks.

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. If you are having trouble logging in, please call **Yvonne**.

Guide to Hotel Loyalty Programs

Would you like to earn rewards for all of those nights you spend away from home? Many of us at Water Management travel for business, either to work on projects, to do assessments, or to attend conferences and meetings. If you do travel, even just occasionally, you might as well join the loyalty program of any hotel where you stay. Enrollment costs nothing, and several programs give at least minor benefits as soon as you join!

As with frequent-flier programs, hotel loyalty clubs can offer even infrequent travelers benefits. At the very least, you can simply join a program and gradually accrue points. (They don't expire; you may have to show some annual account activity, but that could be as simple as cashing points in for a gift card.) Most of the major loyalty programs have expanded redemption options beyond free rooms and upgrades in recent years, giving members the chance to trade points for gift certificates, concerts and events, and even airline tickets.



That said, it's still the serious road warriors who get the greatest return on their loyalty. At Starwood hotels, people who spend at least 100 nights a year at the company's properties are almost always upgraded to suites, can check in and out anytime that suits them, get personal concierge service, and receive twice as many points for every dollar they spend. But that doesn't mean the rest of us can't reap some of these rewards.

Here are some tips for making the most of your hotel stays:

Earn “Status”: Look for programs that have a relatively low threshold for elite levels and a wide variety of hotels to choose from—making it easy to rack up qualifying nights. The **Hyatt Gold Passport** program elevates travelers to Platinum status once they’ve completed just five eligible stays or 15 eligible nights in a calendar year. Once Platinum, members get 20 percent off room rates, 2 p.m. checkout, space-available upgrades, and free Internet access. **Starwood Preferred Guest (SPG)** has similar benefits (4 p.m. checkout; upgrades; bonus points) for people who achieve the Gold tier, which requires 10 eligible stays or 25 eligible nights a year. For **Hilton HHonors**, it takes 20 stays (or 40 nights) to reach Gold status and really start reaping the rewards, such as complimentary upgrades, Internet access, and breakfast.

Think Small: In addition to enrolling in the major hotel programs, consider enrolling in programs for the smaller hotel chains. To compete with the big hotel groups, they’re often more generous. Free Internet is standard just for joining many of these programs, including **Fairmont President’s Club** and **Omni Select Guest**. Fairmont offers members spa discounts and free shoeshines. Omni gives you complimentary water, coffee delivery, and pressing services. Employees at these properties are more likely to give extra benefits to loyalty members, such as an impromptu upgrade.

Carry the Right Credit Card: If you can’t make a room-night minimum, you can sometimes leapfrog your way to a higher status through a hotel-branded credit card. Holding a **Citi Hilton HHonors Reserve Card** gives you automatic Gold status in the program, plus bonus points and certificates for free rooms as you spend. The **Hyatt Credit Card**, which upgrades loyalty-program members to Platinum level, offers similar rewards. The **Starwood Preferred Guest Credit Card** from American Express won’t immediately elevate you, but it does grant holders credit for five qualifying nights and two stays each year—in addition to bonus points for purchases. Likewise, the **Marriott Rewards Credit Card** offers night credits toward elite status.

Choose Carefully when booking your room: One important caveat: these hotel-branded loyalty programs don’t recognize bookings made through third-party websites. At this time, discounted rates that are often available from Hotwire, Priceline or Travelocity will not help you accrue points or build status, but they help our bottom line. The good news: **Orbitz**, **Expedia**, and **Hotels.com** do have programs that offer users some variation of free nights, coupons, or vouchers the more you book.

Know your Hotel Chains:

These hotels are included in the following Reward Programs:

Choice Privileges: Ascend, Comfort Inn, Quality, Sleep Inn, Clarion, Cambria Suites, MainStay Suites, Suburban, Econo Lodge, and Rodeway Inn

Hilton HHonors: Conrad, DoubleTree, Embassy Suites, Hampton Inn, Hilton Garden Inn, Hilton, Home2 Suites, Homewood Suites, and Waldorf Astoria.

Hyatt Gold Passport: All Hyatt brand hotels

IHG Rewards Club: Candlewood Suites, Crowne Plaza, Even, Holiday Inn, Hotel Indigo, Hualuxe, InterContinental, and Staybridge Suites.

Marriott Rewards: All 14 Marriott brands: AC Hotels, Autograph, Courtyard, Edition, Fairfield Inn, Gaylord, JW Marriott, Marriott, Moxy, Renaissance, Residence Inn, Ritz-Carlton, SpringHill Suites, and Towneplace Suites; plus earnings only at Marriott Executive Apartments and ExecuStay.

Starwood Preferred Guest: All Starwood brands: Aloft, Element, Four Points, The Luxury Collection, Le Meridien, Sheraton, St. Regis, W Hotels, and Westin.

Wyndham Rewards: All Wyndham brands: Baymont Inn, Days Inn, Hawthorn Suites, Howard Johnson, Knights Inn, Microtel, Ramada, Super 8, Travelodge, Wingate, Wyndham, Wyndham Grand Collection, Wyndham Garden Hotels, and Tryp.

Ready to sign up and earn your rewards? All programs have simple on-line registration. Just Google the name of the hotel rewards program you want to join, and sign up today!

HR Corner



What's in your Future Wallet?

Does retirement seem like a vague dream? When it comes to your finances, do you give all of your attention to your current income and expenses? What will happen when you reach an age where you aren't earning income? Do you know how many years until your full retirement age?



For most of us, the Social Security Admin says we can receive our full Social Security amount when we reach a point somewhere between 65 and 68 (the exact age depends on your birth year). If we file earlier (beginning at age 62), that early benefit option will permanently reduce our monthly Social Security amount by 25%, for the rest of our life. You should be receiving periodic Social Security statements in the mail that list, based on the years you have been contributing to Social Security, how much you can plan to receive per month from Social Security.

Did you know that the average Social Security benefit is \$1261 per month, or \$15,132 per year? Would this be enough to cover your living expenses? If this is what you are estimated to receive, it probably won't be enough to live on. It's important to figure out how much you need to save now, so that you have money to tap into after retirement that will help to cover your living expenses.

Easy Numbers

A couple easy numbers to think about are: How much of your income are you spending now? If you are not saving anything, then your expenses are the same amount as your annual income (or more, if you are going into debt!) What expenses will disappear when you are retired (kids clothing and school supplies, commuting costs), and what expenses will you have to take on (health insurance, dental insurance, personal cell phone)? How many years do you have until you retire?

Calculating Your Next Move

At yesterday's 401k meeting, Nick used an online retirement calculator to show us what would happen if someone were to contribute \$60 per week to their 401k, for about 20 years. With life expectancies increasing, if we live to be 85, we could be living with no earned income for 20 years. Putting away the \$60 per week for twenty years while working could result in a minimal monthly amount of retirement income when stretched over 20 years of retired life. To calculate your own situation, you can contact Nick, or, you could run numbers yourself with the available online calculators, such as Northwestern's <https://www.northwesternmutual.com/learning-center/tools> or MassMutual's <http://www.massmutual.com/mmcals/RetirementPlan.html>

How will the current Gas price fluctuations impact YOUR retirement?

In speaking about the current markets, such as stocks, bonds, and commodities, we reviewed how the price of oil, and therefore gas, has dropped significantly in the past eighteen months. This helps to keep extra money in our pockets! The average family is now saving \$1200 annually on auto gas costs compared to a year ago. There are additional savings for those who heat their homes with oil. What are you doing with the money you are not spending on gas and oil? Consider putting that in your 401k! As you know, Water Management matches 50% of your first \$5000 that you put in every year. You could benefit from an additional \$1200 plus \$600 every year in your 401k, just by directing the money you used to spend on gas to your 401K.

Take Action Now!

1. If you are interested in building your retirement fund so that you can live comfortably in your retirement years, the first thing to do is consider your current contribution. You can change your payroll contribution at any time, up or down, so make it simple and contribute what you can right now. Adjust your contribution as your circumstances and pay amounts change. You can complete the attached form, OR just send me an e-mail with the amount or percent you want to contribute each pay.
2. Take advantage of the free resources we have available for you. **Nick Hammelman**, our 401k advisor, is available by phone, e-mail, or in person, to discuss your financial needs and retirement forecast. His contact card is attached. Also, take advantage of the free resources on the NorthWestern Mutual website and the MassMutual website.

If you have any questions about your 401k, please contact **Yvonne**. Send **Yvonne** an e-mail if you would like to change your contribution.

Please see the contact cards for **Nick Hammelman**, and for MassMutual, which includes the MassMutual website and customer service phone number for access to your account.

Mr. Nick Hammelman
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401K advisor for Water Management

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MassMutual
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Know Your Vision Plan

There are three separate parts to our Vision benefit:

- 1) We are part of Davis Vision Plan through CareFirst. It is listed on the back on your CareFirst card, and your Member ID is your CareFirst number, without the letters at the beginning (numbers only). If your eye care provider participates in Davis Vision, you can get a discount on the exam and eyewear. **You can call Davis Vision at 800-783-5602 for providers and discount information.**
- 2) We have access to “EyeMed” Vision discount program through our Dental provider, Ameritas. **You can call Ameritas at 800-487-5553 for providers and discount information.**
- 3) Whether or not your provider is part of Davis Vision, you can get reimbursed up to \$100 annually from Ameritas, our Dental provider, as long as you have not exceeded the total annual combined vision and dental limit of \$1000 from Ameritas. Submit your Vision claim form along with your receipt to Ameritas. Claim Forms are available on our Paylocity Self-Service Portal, and also on the Ameritas website.

Ameritas Information

We are here to help!

This plan was designed specifically for the associates of Water Management Inc. At Ameritas Group, we do more than provide coverage – we make sure there’s always a friendly voice to explain your benefits, listen to your concerns, and answer your questions. Our customer relations associates will be pleased to assist you 7a.m. to midnight (Central Time) Monday through Thursday, and 7a.m. to 6:30 p.m. on Friday. You can speak to them by calling toll-free: 1-800-487-5553. For plan information any time, access our automated voice response system or go online to ameritasgroup.com/member.

Milestones



April Birthdays

Mark Harewood – 04/02
Tony Cimini – 04/25
Brenda Pack – 04/27



April Anniversaries

Eddie Gonzalez – 11 years