



THE PLUG



A Word from the Training Director

Hello everyone,

This is a great time of the year. The weather cools down.....slightly, football is back in full swing, and the continuation of the fall semester here at the ETASV.

Work has been picking up steadily over the past few weeks. We are at full apprentice employment and growing the program numbers. Currently we have (124) 1st year Inside Wiremen and (15) 1st Year Residential Wiremen, Totaling (139) 1st year students. That is the largest class in recent memory. Contractors are requesting record number of apprentices to keep up with ratio requirements to JW's. There are even hints at potentially taking another 1st year Inside class by the end of the year.

The driving force behind this explosion of work is Data Center construction and Health Care Construction (Hospitals). We are actively working to create curriculum tailored towards these projects to better prepare apprentices and JW's for the influx of work coming our way. In addition, there is a huge need for leadership in our local. The need for Foreman, General Foreman, and Superintendents is unprecedented. I urge all apprentices to aspire to head the call when you are asked to run work here in Santa Clara County. We will be offering additional OSHA 30 classes this year and next to assist in preparing for foremanship.

Currently between our 5th year Inside class and our 3rd Year Residential class, we stand at 47% CA State Certified. That is an incredible number considering we are only 7 weeks into the school year! The ETASV continues to lead the Bay Area in quality training for union electricians and signatory contractors. That is attributed to the hard work our apprentices put in each and every day they are at work and when they come to school. You all should be proud to be part of such a unique and awesome process. Cheers to a prosperous 2025 thus far!!

-Albert Lancaster

ETASV Mission Statement

"At the Electrical Training alliance of Silicon Valley, our mission is to provide first-class training and shape individuals to become competent, professional, and hardworking experts in the electrical construction industry. We are dedicated to serving the IBEW Local 332, and NECA Santa Clara Valley Chapter by instilling the knowledge, skills, and values necessary to excel in this field."

Editor in Chief - Albert Lancaster | Managing Editor - Marissa Souza

Journalists/Columnists/Photographers - Michael Barrios, Miguel Lustre, Patrick Bynes, and Robert Chon

A Word From The Apprentice Coordinator

As we begin a new school year, it's important to take a moment to think about balance. Apprenticeship is demanding—juggling long work hours, classroom instruction, and personal responsibilities can easily feel overwhelming. Striking the right balance is critical not only for your success in the program, but also for your long-term health and career. Making time for rest, family, and personal growth allows you to show up better on the job and in the classroom. Remember, this is a marathon, not a sprint, and pacing yourself is part of becoming a true professional.



At the same time, our industry is changing and expanding at an incredible rate. With the rise in demand for skilled electricians, contractors are tackling projects that range from hospitals and data centers to manufacturing facilities. Each of these environments brings unique challenges and expectations, requiring adaptability and a commitment to learning. The ability to adjust to different contractors' needs while still upholding our high standards will set you apart in this field.

No matter where you are assigned, every job is important. The work you do contributes to critical systems that keep communities healthy, businesses running, and industries thriving. That's why it's vital that we represent ourselves as the highest trained and most highly skilled electricians in the country. Our reputation depends not only on the quality of our technical work but also on our professionalism, teamwork, and pride in the craft.

Great opportunities are ahead. The demand for our trade has never been stronger, and with it comes the chance to build a rewarding future. As this school year begins, challenge yourself to stay focused, adaptable, and balanced. By doing so, you'll not only succeed in your apprenticeship but also help strengthen the legacy of excellence that defines who we are.

-Robert Bledsoe

SPARKY Spotlight

What motivated you to pursue the IBEW apprenticeship?

The opportunity for growth within this trade was a huge motivator for me to join the IBEW apprenticeship. Coming from a 20 year career working with youth through daycares, after school programs, youth centers, private schools, and public and charter schools, I realized that the opportunity for growth is limited unless you are a certified teacher. Even then, the time and money invested does not match the monetary return. I felt great giving back to my community, but once my husband and I started a family, I felt like I needed to do more for all of us. Joining the IBEW has given me the opportunity to provide my family with a better life than we would have without it.

What advice would you give to a new apprentice just starting out?

Since I started working in the field, many people have advised me to ask questions-ask them until I understand. That's how I have come to learn a little bit of everything. Be curious. Ask "why". The "why" is the answer and the opportunity to learn something new. Don't be afraid to make mistakes, because you can always learn from them.

What's your favorite brand of work shoes and why?

My favorite brand of work shoes is Keen. I like the San Jose's. When I first came in to the trades, I tried Redwing's and Danner's and while I liked their style, the fit was not right for me. I spent a good amount of time searching for the right boot. Keen's San Jose had a couple boots for women but the best part was the fit. I bought a pair and noticed I didn't have to break them in, they were ready to go. I now own 3 pairs and I rotate them. I have heard from other people that switching to these shoes has made their back pain go away. Give it a try.



Lizabeth Galicia

5th Yr Inside

What is the most challenging thing about being an Apprentice at the ETASV?

The most challenging thing about being an apprentice has been time management (as if being completely "green" to the trades was not sufficient enough). When I first joined the apprenticeship program, my husband was a third year apprentice. Right away, we figured out we could not have classes on the same days because we had no one to take care of our kiddos. We had all the regular requirements as our peers-for example, attendance, homework, labs, tests, and so on- but on top of that, we had our kids doing soccer, dance, swimming, MMA, homework, and school activities. One year, I even decided to coach both their soccer teams the same season-(yeah, not doing that again!). We knew it was going to be tough, and there were (and still are) days we feel like tapping out, but we make sure we bounce back the next day. Everything is possible if you really want it. I wanted to go through this apprenticeship and at the same time, I wanted my kiddos to have the opportunity to try all the extracurricular activities they wanted. On top of that, I also make sure that we are making memories as a family, which is why you might catch me at an IBEW event like the SJ Giants' game and the Picnic. We love family vacations and some of our favorite destinations besides Disneyland, are San Diego, Utah, and various parts of Mexico like Yucatan, Quintana Roo, and Jalisco. Thanks to my husband, because none of this would be possible without him. We share the same goals and values and that's what makes it all happen.

MEET A STAFF MEMBER

ROBERT BLEDSOE

APPRENTICE COORDINATOR



How long have you worked at the ETASV?

I started at the ETASV three years ago as a fifth year instructor. After 3 years of teaching, I had the privilege of accepting the role as apprentice coordinator.

What is the greatest challenge Apprentices face in the program?

The overall balance of life. It is not easy to work 40+ hours a week, go to school 2 nights a week under a very high standard and balance life at home. I think always keeping your mindset on that yellow Journeyman Wireman card can really help you remember your priorities.

Coffee or Tea?

Diet Coke.



What is your favorite part of working at the ETASV?

I love teaching and seeing the next generation of electricians growing and becoming the top industry professionals. When the opportunity arose to be here full-time at ETASV it was really a no-brainer for me. The culture is amazing, and my co-workers make it a joy to be here every day.

Where is your favorite place to vacation?

Anywhere a fun life adventure takes me. As I am typing this, I am getting ready to backpack to Havasupai Falls, so I guess that would be my favorite destination right now.

What is your favorite season?

My favorite season is winter. I love spending time in Tahoe, especially snowboarding and shredding the GNAR! There's something about the crisp air and fresh powder.

Do you have any hobbies?

I enjoy spending time outdoors and staying active. Some of my favorite hobbies include snowboarding, fishing, backpacking, paddling, and going to live music shows. Whether it's hitting the slopes, exploring trails, or catching a concert, I love activities that keep me moving and connected to nature and good energy.

ETASV CONDUIT BENDING LAB

NEWLY ADDED ETASV CONDUIT BENDING LABS

ETASV Conduit Bending Instructor MICHAEL RODRIGUEZ has been developing new challenging hands-on conduit bending labs to further broaden ETASV apprentices with real world jobsite experience. The newly rolled out conduit labs include hand crafted conduit jigs which allow for a variety of custom bends.

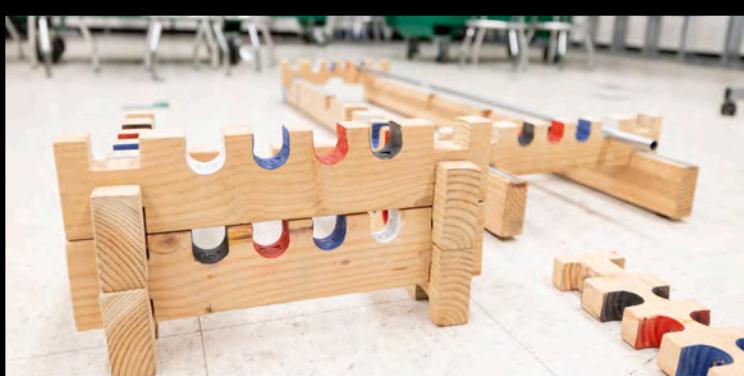
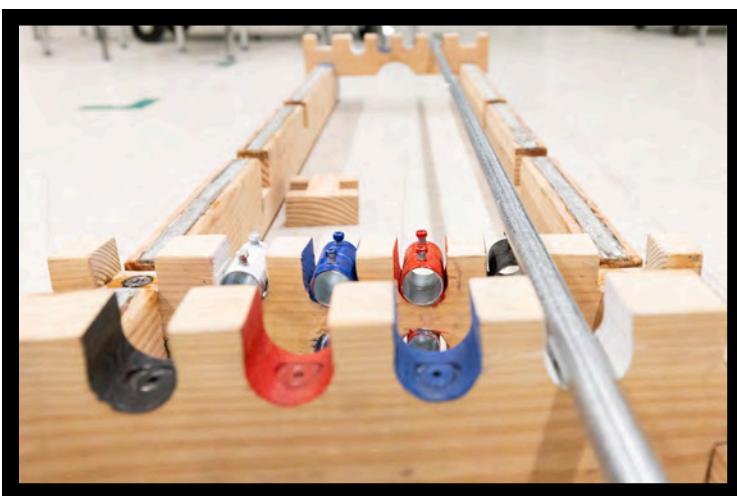
WHAT IS AN ELECTRICAL CONDUIT TRAINING JIG?

- Electrical conduit training jigs are specialized tools designed to facilitate precise drilling, alignment, and installation of EMT conduit, enabling ETASV apprentices to practice and execute conduit work accurately and efficiently.

APPLICATIONS FOR TRAINING:

Training jigs are particularly useful in skills development and hands-on practice.

- Student Labs:** ETASV training facility integrate jigs to give our apprentices practical experience in conduit bending, drilling, and assembly, helping them translate theory into real-world skills.
- Safety and Accuracy:** Using a jig minimizes mistakes and improves safety by keeping hands away from the drill path and ensuring the conduit is properly clamped.
- Practice for NEC Compliance:** Apprentices can practice bends, offsets, and hole drilling according to standards like the NEC, reinforcing proper installation techniques from the start.



BENEFITS OF TRAINING JIGS:

- Consistency:** Eliminates variance in drilling and hole placement.
- Time Efficiency:** Reduces setup time and repetitive measuring.
- Improved Learning:** Trainees quickly gain confidence and proficiency in conduit handling, drilling, and alignment.
- Scalability:** Useful for both small-scale training or professional electrical job setups.

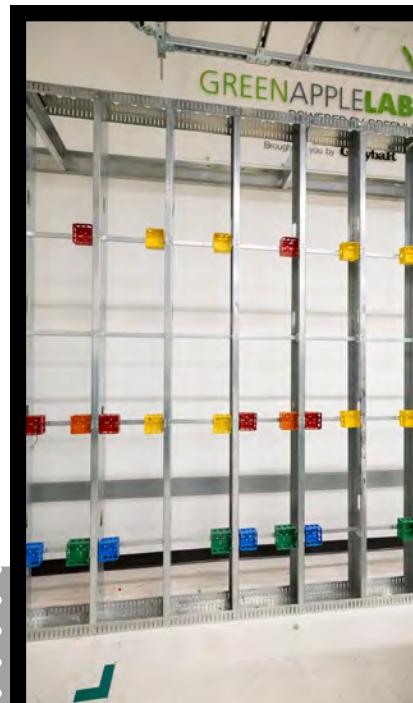
IN SUMMARY:

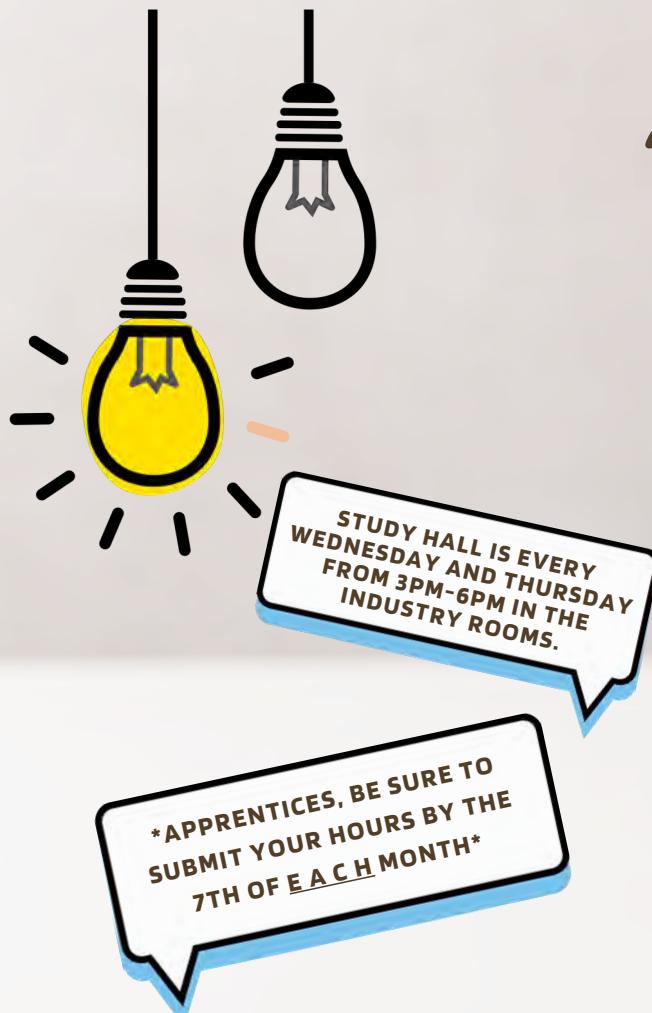
- Electrical conduit training jigs are essential tools for hands-on training, precise installation, and skill development of our ETASV apprentices. They provide a safe and effective way to teach drilling, alignment, and conduit preparation, aligning with industry standards and practical experience needs.
- Here at the Electrical Training Alliance of Silicon Valley, our instructors prioritize practical application for all our apprentices. Various methods are utilized to reinforce hands-on training. ETASV's newly developed Conduit Bending Jig Labs are a perfect example of innovative training labs. Instructor Michael Rodriguez' labs are very well received by our apprentices. Thank you, Instructor Rodriguez for your continuous dedication to ensuring all ETASV apprentices are highly trained.

ETASV CONDUIT BENDING LAB

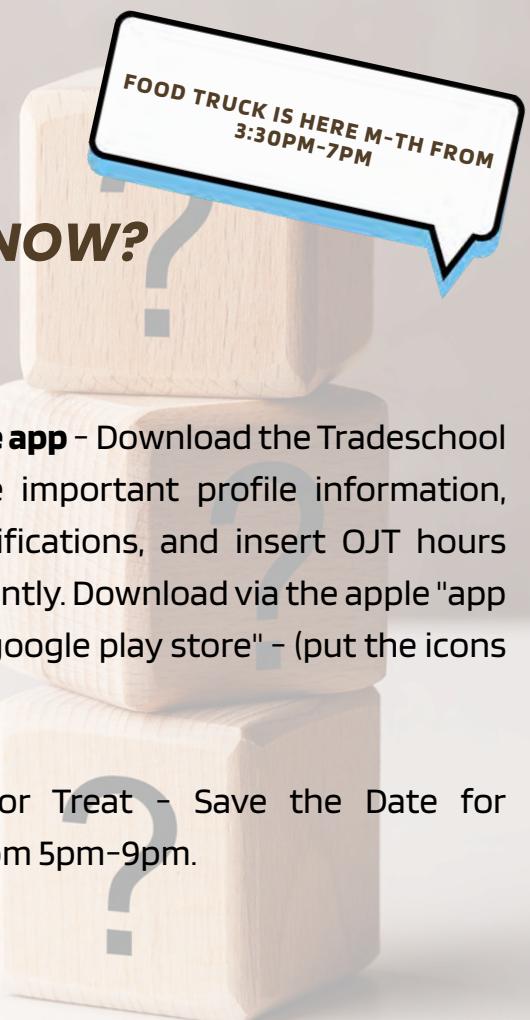
SIGNIFICANCE OF CONDUIT BENDING:

- **Conduit bending**, an indispensable and crucial part of electrical installation projects, essentially involves the precise shaping of conduit pipes. The aim is to ensure that electrical wires can be routed efficiently and safely within the complex structure of a building. This process requires the conduits to perfectly adapt to architectural elements such as walls, ceilings, corners, and other structural features. Standardized and precise conduit bending operations are not only the core elements for ensuring the stable operation and safety performance of the electrical system but also play a vital role in maintaining an orderly project layout, which greatly facilitates subsequent maintenance and upgrade tasks.
- The significance of precise conduit bending is multi - dimensional. By creating smooth and accurate bending angles, it can effectively reduce the unnecessary stress on the wires, prevent damage to the lines caused by sharp edges or unreasonable bending angles, and ensure that the entire wiring system strictly adheres to the requirements of building electrical codes. High - quality conduit bending techniques can not only significantly simplify the wire - threading process but also greatly reduce potential safety hazards caused by loose or exposed wires.
- It is essential to clarify that conduit bending operations must strictly comply with relevant industry standards and codes. The National Electrical Code (NEC) has clearly defined limits on the total sum of conduit bending angles. Specifically, between pull points such as conduit bodies and junction boxes, the total sum of bending angles shall not exceed the equivalent of four right - angle bends (i.e., 360 degrees).



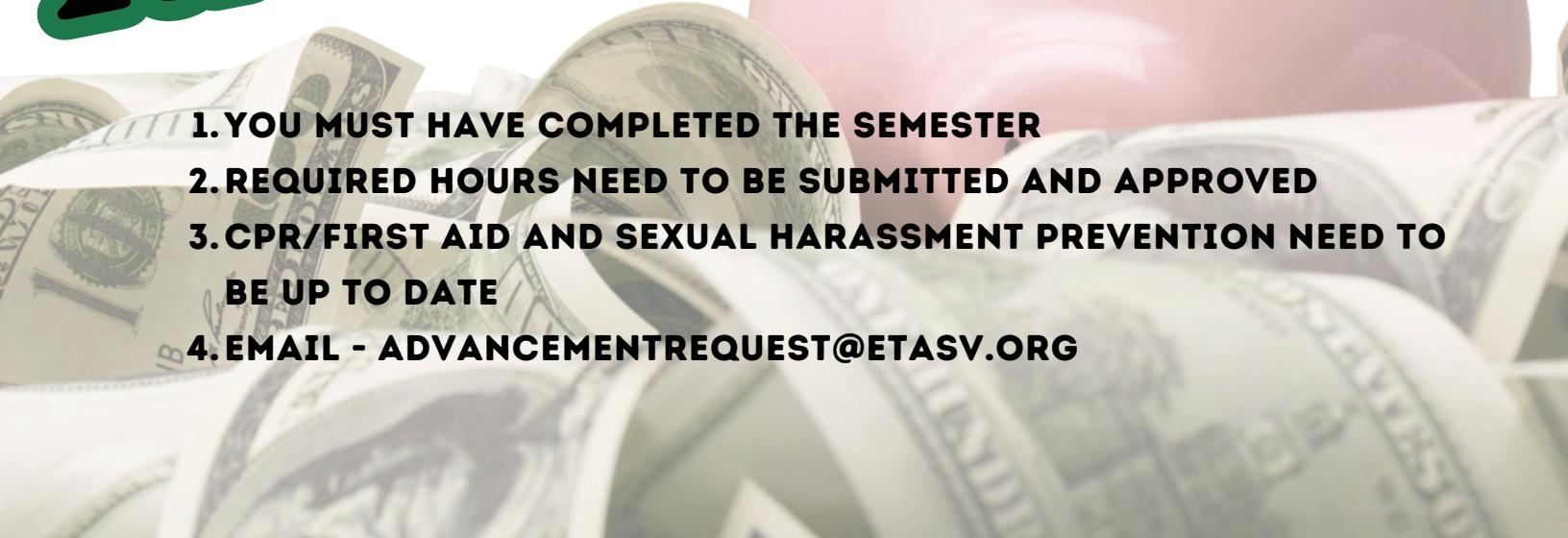


Did
YOU KNOW?



- **Tradeschool mobile app** - Download the Tradeschool mobile app to see important profile information, receive ETASV notifications, and insert OJT hours easily and conveniently. Download via the apple "app store" or Android "google play store" - (put the icons in there)
- **Halloween Trunk or Treat** - Save the Date for October 18, 2025 from 5pm-9pm.

ELIGIBLE FOR A
RAISE?



1. **YOU MUST HAVE COMPLETED THE SEMESTER**
2. **REQUIRED HOURS NEED TO BE SUBMITTED AND APPROVED**
3. **CPR/FIRST AID AND SEXUAL HARASSMENT PREVENTION NEED TO BE UP TO DATE**
4. **EMAIL - ADVANCEMENTREQUEST@ETASV.ORG**



GREG MONTALVO

40 YEAR IBEW MEMBER

How does NECA and the IBEW work together? What important roles do each organization perform?

It's always a team effort. When hiring, I use the "3 box analogy": one box labeled IBEW, one NECA, and a third unlabeled. I ask candidates where they'd place themselves. Most hesitate, thinking it's a trick. I clarify that as IBEW members, they belong in the IBEW box. I place myself in the middle box—I'm an IBEW member, but I also make decisions in Rosendin Electric's best interest. It's a balancing act that demands integrity. Leadership is ethically straightforward, but never easy.

What were some of the experiences that led you to your current position?

Before starting the apprenticeship in 1986, I worked at an electrical supply house, which gave me valuable exposure to materials, industry practices, and connections. That experience helped me get into the apprenticeship program. I worked at four shops—Cupertino, Sprig, Howard, and Sasco—and turned out with Sasco. When they offered layoffs due to slow work, I accepted, which was the longest I'd ever been out of work. I later joined Rosendin Electric and steadily moved up, thanks to mentors who saw potential in me.

What does an average workday as a Superintendent look like?

We used to be called "Superintendents of Manpower," focused mainly on managing workers. Now, the role includes job loading, man-loading, composite labor rates, and collaborating with project management and estimating to help win work. We're deeply involved in budgets, install rates, and productivity tracking—which is a major focus. It's a broader, more complex role than when I started.

How do you continue to grow in the role? In what ways have you changed over your career?

I've worked to be a better leader, shaped by my father, football coach, and Larry Beltramo. Coaching youth sports taught me the value of life lessons, especially the "3 A's": Attitude, Ambition, and Attendance—principles I've shared with kids, parents, Apprentices, and Journeymen

How can an up and coming Journeyman get ahead and set themselves apart as a leader?

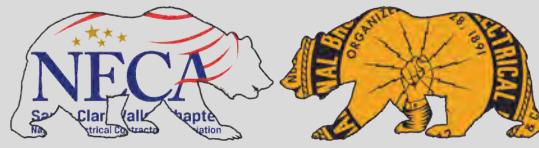
I became a Foreman five years after turning out. I never asked to run work—it was offered, and I said yes. Back then, no one asked about your aspirations, but your drive showed in your work. You're always being evaluated, and if you carry ambition, people will notice. Today, I encourage Apprentices to speak up about their goals. If you can articulate your future, you're more likely to achieve it.

What experiences, trainings, and courses were most valuable to your career development and advancement?

When I was asked to be a Foreman, I was already a systems specialist focused on Fire Alarm work. I felt stuck, but a comment I made reached General Superintendent Larry Beltramo, who immediately gave me a new opportunity in Morgan Hill. I didn't ask for it—I just said yes out of trust and respect. Larry mentored me because he saw something in me. That's why I stress the "3 A's": Attitude, Ambition, and Attendance. Those who show me that get my full support—I'll build the world with them.

What skill sets make a successful Superintendent?

I'm constantly evaluating people. I need to know what makes people tick so I can learn the dynamic of them and so they can learn the dynamic of me... what my expectations are. Giving my workers honest feedback is very important. I try to let them know what they can improve on. I'm pretty honest when I lay people off. I think it's important that they know what they can work on and how people see them. People skills are also huge. As a Superintendent it's difficult but I try to know my people as much as I can, their families, their kids... I try to make it a point to let them know that as much as it's a business that there's a human side to what we're doing. I also try to get to know what they're comfortable with and confident in so I can strategically place them in situations to succeed... where they'll do well for themselves and the company. I know some Superintendents push their workers. I don't like to be pushed, and I don't like to push people. I try to motivate and inspire.



Safety Corner

THE FOCUS FOUR HAZARDS

“Understanding the Focus Four Hazards in Construction”

Protect Yourself on the Job

Construction work is one of the most dangerous jobs in the U.S., with thousands of workers injured or killed every year. Cal/OSHA identifies the “Focus Four” hazards as the leading causes of construction worker deaths and serious injuries.

These “Focus Four” Hazards account for nearly two-thirds of all fatalities on construction sites.

- Falls
- Struck-By
- Electrocution
- Caught-in or between

FALLS- THE **#1** KILLER IN CONSTRUCTION, RESPONSIBLE FOR 39% OF FATALITIES IN 2023.

STRUCK-BY- ACCOUNTS FOR APPROXIMATELY 10% OF CONSTRUCTION DEATHS ANNUALLY.

SAFETY FIRST!



ELECTROCUTION- CAUSES ABOUT 6% OF CONSTRUCTION FATALITIES EACH YEAR.

CAUGHT-IN/BETWEEN- RESPONSIBLE FOR ROUGHLY 6% OF CONSTRUCTION WORKER DEATHS.



THE FOCUS FOUR HAZARDS

Safety Corner

Causes and Prevention Tips

FALLS- WORKERS FALL FROM ROOFS, SCAFFOLDS, LADDERS, AND OTHER ELEVATED SURFACES. NEARLY HALF OF FATAL FALLS OCCUR FROM HEIGHTS OVER 10 FEET.

PREVENTION TIPS:

- **ALWAYS USE GUARDRAILS, SAFETY NETS, OR PFAS WHEN WORKING AT HEIGHTS OF 6 FEET OR MORE.**
- **INSPECT LADDERS AND SCAFFOLDS BEFORE USE; NEVER USE DAMAGED EQUIPMENT.**
- **MAINTAIN CLEAN, DRY WALKING SURFACES AND WEAR PROPER FOOTWEAR.**
- **RECEIVE TRAINING ON FALL HAZARDS AND SAFE WORK PRACTICES.**

STRUCK-BY- THESE INCIDENTS HAPPEN WHEN WORKERS ARE HIT BY FALLING, FLYING, SWINGING, OR ROLLING OBJECTS SUCH AS TOOLS, MATERIALS OR VEHICLES.

PREVENTION TIPS:

- **WEAR HIGH-VISIBILITY CLOTHING AND HARD HATS AT ALL TIMES.**
- **STAY CLEAR OF SUSPENDED LOADS AND MOVING EQUIPMENT.**
- **SECURE TOOLS AND MATERIALS PROPERLY TO PREVENT FALLS.**
- **USE SPOTTERS AND BARRIERS AROUND VEHICLE OPERATIONS.**

ELECTROCUTION- WORKERS CAN BE ELECTROCUTED BY CONTACT WITH OVERHEAD POWER LINES, LIVE CIRCUITS, FAULTY TOOLS, OR WET CONDITIONS WITHOUT PROTECTION.

PREVENTION TIPS:

- **USING AN APPROVED & VERIFIED ELECTRICAL TESTING DEVICE, ENSURE CIRCUIT HAS BEEN DE-ENERGIZED BEFORE TOUCHING.**
- **MAINTAIN A SAFE DISTANCE (10') FROM OVERHEAD POWER LINES.**
- **DO NOT OPERATE PORTABLE ELECTRIC TOOLS UNLESS THEY ARE GROUNDED & DOUBLE INSULATED,**
- **USE GFCI'S FOR PROTECTION AGAINST SHOCK HAZARDS CAUSED BY GROUND FAULTS.**

CAUGHT-IN/BETWEEN- THESE INCIDENTS HAPPEN WHEN WORKERS ARE SQUEEZED, CRUSHED, OR TRAPPED BY MACHINERY, COLLAPSING STRUCTURES, OR MATERIALS.

PREVENTION TIPS:

- **USING AN APPROVED & VERIFIED ELECTRICAL TESTING DEVICE, ENSURE CIRCUIT HAS BEEN DE-ENERGIZED BEFORE TOUCHING.**
- **MAINTAIN A SAFE DISTANCE (10') FROM OVERHEAD POWER LINES.**
- **DO NOT OPERATE PORTABLE ELECTRIC TOOLS UNLESS THEY ARE GROUNDED & DOUBLE INSULATED,**
- **USE GFCI'S FOR PROTECTION AGAINST SHOCK HAZARDS CAUSED BY GROUND FAULTS.**

Ment 2 Help Corner

Social Media & Anxiety: "Finding Balance in a digital world"



Common Causes of Social Media Anxiety

- **Comparison culture** – Seeing highlight reels of others' lives can make you feel like you're falling short.
- **Fear of missing out (FOMO)** – The sense that everyone else is doing something exciting without you.
- **Information overload** – Constant exposure to negative news or heated debates can increase stress.
- **Validation seeking** – Depending on likes, comments, or followers for self-worth.
- **Online harassment** – Trolls, scams, or cyberbullying can make platforms unsafe spaces.

Social media connects us, and entertains us—but it also brings risk of affecting your mental health/safety if boundaries are not set. Constant comparison, fear of missing out (FOMO), cyberbullying, and pressure to maintain a perfect image can all contribute to stress and anxiety. For many people, these feelings creep in until checking social media feels more like an obligation than enjoyment.

The good news! By being mindful of your habits and applying some protective strategies, you can reduce social media anxiety and create a healthier relationship with online platforms.



"Digital peace starts with mindful habits."

Tips to Relieve Social Media Anxiety

- **Set time limits:** Use app timers or designate "social media free" hours each day.
- **Curate your feed:** Unfollow accounts that make you feel anxious and follow ones that inspire or support you and your goals.
- **Practice digital detoxes:** Take regular breaks from social media—even just one day a week can help.
- **Shift your focus:** Replace scrolling with healthier activities like walking, journaling, or connecting with people in person.
- **Mindful posting:** Post when it adds value or joy, not out of obligation or for validation.
- **Check your feelings:** Before and after scrolling, notice how you feel. If anxious, step away.



Ment 2 Help Corner

SOCIAL MEDIA & ANXIETY:
"FINDING BALANCE IN A DIGITAL WORLD"

Protecting Yourself Online

Anxiety often comes from feeling unsafe, vulnerable, or exposed while on social media. When personal information, expensive possessions, or real-time locations are shared too freely, the risk of identity theft, stalking, scams, or even physical crime rises sharply. These dangers not only threaten your security but also fuel stress, fear, and worry every time you log in. Taking a few proactive steps can reduce these risks and give you peace of mind when using social platforms.

Practical Ways to Protect Yourself on Social Media

- **Strengthen privacy settings:** Limit who can see your posts, location, and personal details.
- **Use strong passwords & extra security steps:** Create unique passwords and enable two-factor authentication to keep hackers out.
- **Think before you share:** Avoid posting sensitive details like travel plans, home addresses, or financial information.
- **Be selective with friend requests:** Only connect with people you know and trust to minimize exposure.
- **Block and report harassment:** Don't hesitate to remove toxic interactions—**protecting your mental health comes first.**
- **Avoid showcasing expensive items:** Photos of jewelry, designer clothing, or luxury bags can attract thieves or scammers.
- **Delay vacation posts:** Share travel photos after you return home to prevent criminals from knowing your location.
- **Stay alert for scams:** Watch for phishing attempts, fake giveaways, or suspicious messages asking for money or information.
- **Limit personal details:** Don't overshare birthdays, pet names, or family details that can be used to crack security questions.
- **Beware of oversharing patterns:** Avoid posting daily routines, workplace check-ins, or your children's schools, as these create predictable patterns criminals may exploit.

Closing Note

Social media should be a tool that adds value to your life, not one that drains it. By setting boundaries, curating your online experience, and protecting yourself from risks, you can take back control and turn your feed into a healthier, safer space.



ASKING
FOR
HELP
IS OK



FIND HELP

988 SUICIDE & CRISIS LINE

CALL or TEXT 988 or 988LIFELIN.org

VETERANS CRISIS LINE

DIAL 988 (PRESS 1) TEXT 838255

DISASTER DISTRESS HELPLINE

CALL or TEXT 1-800-985-5990

FOR MENTAL HEALTH
AND SUBSTANCE USE

SAMHSA'S NATIONAL HELPLINE

1-800-662-HELP (4357)

FindTreatment.gov

FindSupport.gov

samhsa.gov/find-help

RESOURCES

- Your medical insurance provides mental health benefits.
- All Apprentices are students at Foothill College. Here is a link to their Mental Health Resources:
<https://foothill.edu/mentalhealthwellness/mentalhealth.html>
- For Inside Wiremen, we have an “Employee Assistance Program (EAP) that provides free services to those with substance and alcohol abuse, addiction and dependency problems: <https://www.beatiteap.com/>

- Better Help is not directly covered under our health plans, but it can be paid with using our UAS HRA Card. The site matches you with a licensed therapist based on your criteria (gender, faith, age, race). Your therapy sessions can be via phone or video. You will qualify for a discount code to reduce the cost of your sessions and your licensed therapist who will review your case and contact you. Weekly sessions are 30-45 minutes long. If you find that you are not compatible with the therapist, you are assigned you can request a different therapist. Sessions are \$90/week you will qualify for a discount and the payments are covered by our HSA card.
<https://www.betterhelp.com/>

Disclaimer: The information contained in this newsletter is provided for general educational purposes only and is not intended to diagnose, treat, cure, or prevent any health condition. Please consult a qualified health care professional to diagnose your health condition and prevent self-diagnosis. We do not dispense medical advice or prescribe or diagnose illness.

Have questions
about your eligibility,
hours, or HRA
questions? Please
find the following
contact info.

Inside Health & Welfare
Marlene Hernandez
408-288-4433
mhernandez@uastpa.com

Residential Health & Welfare
Shandy Grace
408-288-4452
sgrace@uastpa.com

ibew332benefits.com



United
Administrative
Services

All inquiries
Sandy Stephenson
408-288-4440
ssstephenson@uastpa.com

Inside/Resi Pension Questions?
Rachelle Manalo
408-288-4559
rmanalo@uastpa.com

All Inquires
Jo-Ann Rashid
408-288-4493
jrashid@uastpa.com