

# THE COMANCO WAY



Welcome to the first edition of THE COMANCO WAY for 2023! We are grateful for your continued support and interest in Geosynthetics. As the industry's leading **quality, safety, and service provider** for over three decades, we are excited to share our latest updates with you, including the **growing trend of lagoon-based projects**.

## COMANCO FULL STEAM AHEAD ON NEW LAGOON LINER PROJECT!

COMANCO is currently in the midst of the construction process for a Lagoon project in Central Florida. The project spans eight acres and consists of four layers: a geotextile bottom layer, the multi-flow ventilation system, 4 inches of sand base, and an 80mil smooth white LLDPE Geomembrane liner on top.

One of the primary challenges faced by our experienced Superintendents, Alejandro Loza and Pablo Medina, has been the installation of the complex multi-flow piping system. It requires precision and expertise, and the COMANCO crew members have risen to the challenge with their exceptional skills and teamwork. To ensure seamless coordination with the liner installation, they use radios for constant communication, and ATV escorts to transport materials around the site.

Once completed, the Lagoon project will offer a **stunning, crystal-clear body of water** surrounded by a resort currently under development. This is just one of the many lagoon-based projects under development by a global water innovation company that is transforming real estate development with their patented technology.

These lagoons use a fraction of the chemicals and energy required by traditional swimming pools, making them **eco-friendly and cost-effective**. Furthermore, they can be used for a wide variety of recreational activities, including swimming, kayaking, and paddleboarding.

In conclusion, we are thrilled to be a part of the growing trend of lagoon-based projects and are proud of our team's exceptional work on the Lagoon project. We look forward to continuing to provide our clients with **innovative solutions and top-notch service in the geosynthetics industry**.



## Are Firefighters Sexy?

Okay, I got your attention! But before we talk about the title of my article, I need to clear the record about the article I wrote for the 3rd quarter Newsletter titled 'Your Legacy.' The article was not meant to infer that I was retiring anytime soon. It was about what you and I are doing to build a legacy we can be proud of - it was not a retirement announcement! I wrote two articles for the year-end newsletter, this one and a letter of thanks, so let's dive in.

People will get distracted by the little things at work – incidents they sometimes can't control, which somehow become a fire for others. Incidents can create drama; when it does, we must jump into firefighting mode and wear our firefighter gear and hats. I am using the firefighter analogy to stress the concept of thinking strategically versus tactical or reactionary.

Fires are a fact of life, from car and building fires to forest fires and those at work. These incidents can distract people from dealing with the real issues, and some employees feel the need to put out every fire that comes their way. However, not all fires need to be fought, especially when it diverts resources, wastes time and energy, affects productivity, and damages the Company's reputation. Inexperienced or untrained employees, regardless of their level in the organization, often want to be involved in putting out fires, but the experienced ones know that some fires are best left alone.

I still find myself putting on the hat after 33 years to put out fires.

But after the fire is out, I sit back and think about it – it did not feel sexy being involved in that fire when strategically it occupied a lot of my time and energy. I should have let the fire starters deal with it themselves. I learned that if I save them from this fire, in time, I will be asked again to put on my firefighter hat.

As one moves up in the organization, it becomes crucial to see the bigger picture and distinguish between real threats and diversions. One must learn which fires to monitor and which ones to ignore. Keeping others from assigning one firefighting duties is essential simply because they have always been the firefighter. This mentality diverts one's attention from focusing on strategic goals and projects.

In conclusion, firefighting may seem sexy, but it's not productive in the long run. It's a pitfall that can distract employees from building their legacies and achieving strategic goals. As the Forest Service has large steel fire towers to look over the horizon, one should get their head up and see the bigger picture. Thinking strategically is how to move the needle and build a legacy one can be proud of.

Mark A. Topp  
President



## COMANCO AWARDED LAKE COUNTY LANDFILL CLOSURE

COMANCO has been awarded the contract for the closure of the Lake County Landfill, which spans over 5.5 acres. The project will involve the installation of a 40mil LLDPE Geomembrane and 300mil double-sided Geocomposite, followed by the installation of a protective cover complete with tack-on swales, passive gas vents, stormwater improvements, and sodding.

Preparations for the project are being led by Superintendent Bill Newman, and COMANCO is currently

involved in activities such as borrow area preparation, surveys, and equipment mobilization to ensure the crew is ready to commence work as soon as possible. The installation work is scheduled to begin in the upcoming weeks.

The final closure of the Lake County Landfill will effectively isolate waste from the surrounding environment, making it an essential step toward ensuring environmental safety.



## COMANCO MAKING PROGRESS ON EXPANSION PROJECT IN CENTRAL FLORIDA

COMANCO is currently in the midst of expanding a Central Florida containment site for a valued customer, and the progress being made is remarkable. The Phase III expansion will require an extensive 127 acres of liner installation, which is equivalent to nearly 96 football fields.

Despite the enormity of the project, Superintendent Arnulfo Martinez has reported that the team has made impressive headway, with 98% of the liner installation already complete. The crew has successfully installed

over 5.5 million square feet of 60mil HDPE textured liner and nearly 1 million square feet of 250mil double-sided Geocomposite. In total, they will have installed and welded over 0.234 miles of geomembrane liner, which is an incredible engineering feat.

Of course, the project has not been without its challenges. The site is composed of a series of interconnected and interdependent projects with various contractors, requiring constant coordination and negotiation to keep everything on track within the strict timeline.



## COMANCO COMPLETES HDPE LINER INSTALLATION AT A NEW MEXICO TRAINING FACILITY



COMANCO has successfully completed a recent project in the center of New Mexico, which involved the installation and replacement of an 80mil smooth HDPE liner in a pond used to capture contaminated water from fire rescue training exercises. Superintendent David Hina led the project, which was finished **two days ahead of schedule** in February.

The installation of over 7,000,000 square feet of HDPE liner will effectively prevent contaminants from seeping into the ground, thus safeguarding the environment and ensuring that the training grounds remain safe for fire rescue personnel.



Throughout the project, the safety of the team and the environment was given top priority. Each day began with a review of the day's hazards, including precautions for working on slopes and around heavy equipment. The strict adherence to safety protocols enabled COMANCO to complete the project without any accidents or incidents.

The team also placed a strong emphasis on quality, with ongoing communication with the customer and regular documentation and progress updates. The team worked tirelessly to ensure the project was completed to the highest standards, and the customer was ultimately satisfied with the final result.

## COMANCO MAKING PROGRESS WITH LANDFILL IN ARCADIA, FL

COMANCO is steadily making incredible progress with a new landfill cell in Arcadia, Florida, thanks to the efforts of Superintendents Jeremy Giles and Gerardo Ruiz. The team is currently focused on the final grading phase of the north subgrade, utilizing Geosynthetic Clay Liner. Excavation for the anchor trench has also begun, and the installation of a 60mil liner on the south slope of the cell is already underway.

Although the project has faced challenges such as high winds and dry conditions that resulted in sand being kicked up, the team successfully overcame these obstacles by providing a water truck to control dust.

Impressive results have already been achieved, with the crew completing 16,185 square feet of Geosynthetic Clay Liner, 463,914 square feet of 60mil liner, and 479,349 square feet of Geocomposite. This massive project will span a total of 10.58 acres, but the progress made so far has left the team confident in their ability to deliver outstanding results.





**Benefits Education** has always been a part of our internal process, but we decided it was time to **take it up a notch**. Over the past year, COMANCO has put forth our max effort to re-educate our employees about their financial wellness.

**This education included:**

- One-on-one conversations with our employees,
- Monthly participant memos with a variety of useful topics,
- And setting up meetings for our employees to have a one-on-one chat with our plan's dedicated financial advisor.

It is important that our employees know how to **invest in their future**, and we are proud to be a part of that education process.

## COMANCO HAS BEEN NOMINATED!

Our efforts paid off and we are thrilled to announce that COMANCO has been nominated for the coveted **2023 PLAN SPONSOR of the Year award** and we have been selected as a FINALIST in our category!



This recognition is a result of our dedication and hard work in educating and re-educating our employees about their 401k Retirement Plan throughout the past year. Being selected as a finalist for this prestigious award is a testament to our commitment towards the **financial well-being and retirement success** of our current and future employees.

This nomination reinforces that COMANCO **values its employees' future** and is dedicated to supporting them in their retirement planning. We look forward to the winner being announced in June 2023!



COMANCO offers a generous match towards a 401k retirement plan and understands it is crucial because it helps **attract and retain talented employees**. A well-designed 401k plan with a generous match can serve as a powerful tool to **motivate employees** and enhance their sense of **financial security**.

Our willingness to contribute towards our employee's retirement plan also communicates that COMANCO values its employees and is invested in their long-term success. Additionally, a 401k plan with a substantial employer match can help employees save more for retirement, which can ultimately lead to a more stable and secure workforce.

COMANCO matches employee contributions of up to 6% at 50% of the employee contribution and 15% for employee contributions over 6%. Overall, **COMANCO's investment in its employees' retirement plans has significant benefits for both the company and its employees.**

## WHY WORK FOR COMANCO?

## Q2 ACTION ITEMS



## 401K Education Reminder

Don't miss out on the valuable resources and tools available to help you plan for retirement! We're pleased to offer upcoming one-on-one virtual sessions with our advisor on

- April 25, 2023
- July 25, 2023, and
- October 24, 2023

To reserve a time slot, please contact Human Resources.

As a reminder, it's **important to register**, set up, and routinely monitor the activity on your account to reduce the risk of fraud and loss. Take proactive steps to secure your retirement savings today.

HR is excited to announce the **NEW Employee Self-Service Portal!**

The all NEW Employee Self-Service portal will allow you to:

- View and download pay stubs
- Download your W-2 form
- Update your contact information
- Update your emergency contacts
- Manage your direct deposit

Contact HR if you have any questions.



## 2023 Wellness Raffle!

**Who is the raffle for?**

Our employees who are on the Medical Insurance & have completed their Annual Wellness Physical!

**When is the raffle?**

We will draw the winner in June.

**Why are we doing the raffle?**

To emphasize the importance of health & safety for our COMANCO Employee's.

**What is the Prize?**

2 people will win **\$500!!**

**How to enter?**

Complete your Annual Wellness Physical no later than May 31st.

# EMPLOYEE ANNIVERSARIES

*Thank you for being an essential part of our success!*



**Thomas Topp**  
33 Years



**Willie Boswell**  
22 Years



**Carlos Granados Cruz**  
21 Years



**Scotty Martone**  
21 Years



**Jorje Mendez**  
21 Years



**Martin Calderon**  
19 Years



**Pablo Gomez Medina**  
19 Years



**J Cirino Martinez Cortes**  
19 Years



**Segundo Alvarez**  
19 Years



**Obed Velasquez**  
15 Years



**Carlos Lopez Gomez**  
14 Years



**Christine Topp**  
10 Years

## PROMOTIONS EMPLOYEES ON THE RISE



**Jorge Barrantes**  
Superintendent &  
Development Coordinator



**Sully Sarita**  
HR Generalist



# COMANCO UPCOMING PROJECTS

**Waste Management Vista LF**  
Cell 7 Construction  
Florida

**Manatee County Lena Rd. LF**  
Gas Collection System  
Florida

**Heart of Florida LF**  
Cell 6 Expansion  
Florida

**Southern Dunes Golf Course**  
Pond Liner Repair  
Florida

**JEA Greenland WRF**  
4MGD Plant Reject Pond Liner  
Florida

**Mosaic New Wales Phase 2**  
East Upper Slope Liner Install  
Florida

**Mosaic Uncle Sam Stack 4**  
Slide Slope Closure  
Louisiana

**Millenia Park**  
Phase 1 Liner Install  
Florida

**City of Plant City**  
Turkey Creek Liner Install  
Florida

**C43 W Basin Res.**  
Discharge Lining  
Florida

**Flagler CCP Imperial BTS**  
Building 38  
Florida

**Mississippi Phosphate Pond 5**  
Liner Install  
Mississippi

**Cantor Spellman S. Tampa**  
Pond Liner Install  
Florida

**Dawson-Cherokee Crystal Falls**  
LAS Phase 1 Lagoon  
Georgia

**FDOT SR557**  
Geofoam Liner Install  
Florida

***“Impossible is for  
the unwilling”***

- JOHN KEATS



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