

THE



WAY



34 YEARS OF SAFETY, QUALITY, AND SERVICE

COMANCO has been a leading force in the environmental and civil construction industry for over three decades. We reflect on our remarkable journey, knowing we could not have achieved such success without the support of our exceptional team members, customers and vendors who have shared our inspiring vision for the future.

Throughout our 34-year history, COMANCO has consistently delivered the highest safety, quality, and service standards in the geosynthetic industry. Year after year, we have surpassed expectations, offering innovative solutions for a diverse range of industries. From monumental environmental containment projects to intricate civil construction endeavors, we have expanded our expertise and grown our portfolio, always seeking to improve the communities we serve.

As we celebrate this milestone, we eagerly anticipate what lies ahead. COMANCO is dedicated to embracing innovation and leveraging new technologies and techniques to enhance project delivery. We will continue to invest in employee development and training and provide the resources they need to excel in their roles. With 34 years of setting the industry standard, we look forward to a legacy of continued success, flourishing partnerships, and exceptional achievements. We are excited to see what we can accomplish in the years to come!



OUR CREWS ENJOYING LUNCH TOGETHER TO CELEBRATE 34 YEARS!



Watching The Grass Grow

I wanted to take a moment to express my gratitude to each and every one of you for your outstanding dedication and commitment to our work here at COMANCO. We've had a fantastic start, and it's all thanks to your hard work.

I want to personally acknowledge and thank each employee for their unwavering efforts in ensuring the safety of one another amidst the potential dangers and hazards we face. Your vigilance and care are greatly appreciated.

Additionally, I want to express my appreciation for the diligent maintenance of our equipment. Your efforts to minimize damage and keep everything clean play a crucial role in maintaining a positive image of COMANCO in the eyes of our customers and the public. The well-maintained equipment and clean vehicles do not go unnoticed, and they contribute to our overall success.

I firmly believe our customers recognize the value of COMANCO, especially when they witness our well-organized job sites that remain on schedule despite the many challenges we face. We must continue to support one another, work as a cohesive team, and take pride in our colleagues. Together, we will achieve greatness, and we will all share in the credit.

Our success lies in accomplishing the goals we set out to achieve, providing thorough training to new employees so they embrace our safety culture, ensuring everyone goes home safely while delivering quality work, fostering transparency among ourselves, and continuously striving for personal and professional growth. Let's demonstrate our care for one another and reinforce our collective commitment to the success of our careers and the Company.

It's essential to remember COMANCO's excellence is only possible through the efforts of our incredible employees. While each person's role is vital, we must always prioritize safety in every task we undertake. No job should ever be performed unsafely!

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Remarkable leaders who genuinely care for their teams leave a lasting impression, but so do the opposite. Let us strive to be unforgettable in a positive way. While our messages may not always be met with immediate enthusiasm, they will ultimately be appreciated when individuals realize we genuinely care about their well-being and their professional growth. We must prioritize their safety and support them in building successful careers.

Leadership can sometimes be a lonely journey, as it often relies solely on our words and actions. It can feel isolating and even intimidating at times. We may fear failure and worry about how others perceive us. However, we must also consider how we view ourselves. If leaders and managers fail to summon the courage to address risks, dangers, performance, and consequences honestly, our employees and teams will struggle to improve. ***By encouraging incremental improvements among all members of our organization, we foster a more productive and efficient environment that benefits everyone.***

If we, as leaders, allow expectations to go unspoken or unaddressed, progress becomes as slow as **watching grass grow**. It hampers productivity and limits our collective potential. It's crucial for staff to understand what's expected and for us to stand up for the future success of our Company. Let us raise our heads and cease focusing solely on the status quo. *"That's the way we've always done it" or "because I said so"* no longer hold weight in our pursuit of excellence.

As we enter the summer season, characterized by hot and rainy weather, I implore you all to prioritize safety, lend a helping hand to one another, and take pride in the work we do here at COMANCO to protect the environment. I genuinely believe COMANCO is an exceptional place to work, and I'm incredibly proud of each and every one of our employees who contributes to creating such an environment.

To all our dedicated employees and valued customers, I extend my heartfelt thanks for your unwavering support and partnership over the past 34 years. Your contributions have been instrumental in our success.

Mark A. Topp
President

COMANCO'S COMPLETES LINER INSTALLATION PROJECT

COMANCO's successful completion of a liner installation project at a landfill in Naples, FL, demonstrates our expertise in environmental construction. This project encompasses a vast 9.2-acre area, utilizing over 2 million SF of materials, including 722,642 SF of 60mil textured Geomembrane, 723,048 SF of GCL, and 650,323 SF of 200mil and 250mil Geocomposite. These layers form a robust barrier system, safeguarding the environment from contamination.

Despite the challenges, such as rain-induced washouts and limited access, COMANCO's unwavering commitment to safety and quality shines through. The project's complexity lies in seamlessly connecting the new geosynthetics to the existing cells on three sides, showcasing our exceptional environmental construction capabilities.

This project signifies a significant milestone for COMANCO as a renowned expert in Geosynthetic liner solutions. It ensures the safe disposal of waste, protects the environment, and establishes reliable barrier systems that will endure for years, reflecting our unwavering commitment to the environment.



COMANCO: ANOTHER MGMS PROJECT NEARING COMPLETION



A COMANCO crew is nearly finished with the Methane Gas Management System (MGMS) installation in South Florida. After construction, the project aims to redirect methane gases below the liner using Geovent strips and PVC pipes. Building one is almost complete with the MGMS installation while building two is complete.

This initiative ensures a safe working environment for future occupants, eliminating concerns about methane gas inhalation. Despite obstacles like concrete hindering the header pipe run, COMANCO's team adhered to safety protocols and PPE requirements.

The project covers 10.7 acres and utilizes materials 2,950 LF Header Pipe Systems Harrington Industrial Plastics, 510,000 SF 60mil HDPE Liner from SKAPs, and 19,000 LF of Geovent from CETCO.

Supervisor Miguel Medrano and his crew have made remarkable progress, staying on schedule and demonstrating their commitment to Safety, Quality, and Service. Once finished, the project will create a sustainable workspace and reduce environmental harm.

COMANCO MAKES SUBSTANTIAL PROGRESS ON CENTRAL FLORIDA LANDFILL



COMANCO excels as an industry leader in landfill projects, as seen through our impressive progress at the Lake County Landfill in Central Florida. Our dedicated team focuses on essential tasks including liner installation, subgrade preparation, and stormwater system setup. This comprehensive project aims to isolate the waste and safeguard the environment effectively.

The Lake County Landfill project, spanning 5.5 acres, requires the installation of 240,000 SF of 40mil LLDPE DS Textured Geomembrane and 235,000 SF of 330mil DS Geocomposite non-woven materials provided by Skaps Industries.

The Lake County Landfill project showcases COMANCO's significant strides towards a positive environmental impact, highlighting our proficiency and confidence in achieving successful outcomes.

COMANCO: BARREN POND RELINING PROJECT PROGRESSES

COMANCO is progressing on a mining project in Northern Nevada, focusing on relining a barren pond for processing gold. Materials used include 69,883 SF of HDPE liner, 200 LF of Batten Bar, 81,157 SF of 80mil HDPE geomembrane, and three rubber sheets covering approximately 4,505 SF of the primary liner.

The vast 2-acre job site's successful completion guarantees continuous gold production, sustaining the mining industry and exemplifying COMANCO's commitment to excellence and supporting the industry's efficiency.

We strictly adhere to safety regulations and maintain open communication with the customer to meet all requirements. A unique challenge faced by COMANCO's crew is the four-hour daily commute. Despite this long drive, we prioritize the driver's safety and have mitigated any issues arising from the time constraints. The project, led by Supervisor James Kile, highlights COMANCO's dedication to safety, quality, and service.



LEADERS WAY

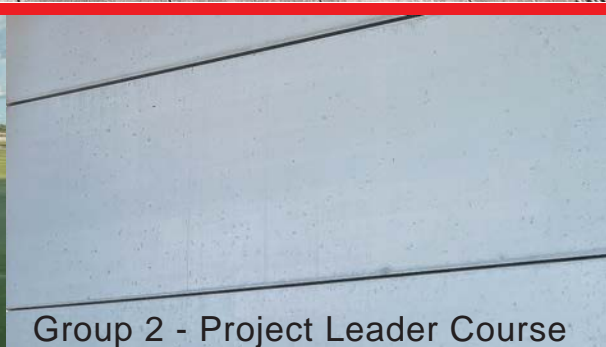
Group 1 - Project Leader Course



Group 3 - Emerging Managers 2



Group 2 - Project Leader Course



COMANCO
LEADERS

FMI LEADERSHIP
Streamsong Resort
Bowling Green, FL



INTERACTIVE ACTIVITIES

COMANCO recently organized an exciting, hands-on leadership training for three groups of employees in a leadership role. Unlike traditional lectures, this training took a unique approach by engaging participants in team-building challenges over two action-packed days. The goal was to push individuals out of their comfort zones and expose them to high-pressure situations, fostering personal growth and development.

Groups 1 and 2 consisted of Project Managers, Engineers, Superintendents, and Foremen. They participated in a program specifically designed to enhance their leadership skills, focusing on project communication. Through interactive activities involving marbles, ping pong balls, and playing cards, participants were tested on their presentation skills and ability to respond effectively under pressure.

Group 3 explored topics such as conflict management, communication (giving and receiving feedback), productivity, and cash flow. By delving into these areas, we equipped our emerging managers with the essential tools and knowledge to help them navigate their roles successfully.

We thank Ed Palpant, Michelle Thompson, and Jerry Allen from FMI for sharing their invaluable insights and expertise. Their guidance played a crucial role in honing these essential skills. Our leaders now possess enhanced communication skills and the ability to influence others effectively.



But the excitement didn't stop there. Following the training, our Project Leaders showcased their Bass fishing and clay shooting talents during stimulating post-training activities. These experiences fostered camaraderie among team members and further reinforced the principles of teamwork and collaboration.



Evan Bao Elected as IAGI Board Member



COMANCO wants to congratulate our QC Manager Evan Bao on recently being elected to the International Association of Geosynthetics (IAGI) Board of Directors. Evan's outstanding skills and unwavering dedication in the Geosynthetic field have earned him this remarkable achievement.

Since 2017, Evan has been an invaluable member of the COMANCO team, and now he's bringing his expertise to the IAGI Board.

IAGI is a professional association representing geosynthetic material installers and their industry partners. Since its establishment in 1995, IAGI has worked hard to advance installation and construction techniques, foster knowledge sharing, enhance the industry's image, and promote communication within the geosynthetics community.

James Kile Nominated for Nevada Gold Mine DNA Award



COMANCO proudly announces that James Kile has been nominated for a prestigious DNA Award for his outstanding commitment to safety. Drew Tindal from Nevada Gold Mines has recognized James for his exceptional work on the Area 30 Barren Pond Reline Project in Nevada.

Drew commends James Kile for demonstrating a zero-harm workplace, emphasizing his responsibility, accountability, and integrity.

This act highlights COMANCO's dedication to maintaining a high safety standard throughout its operations. The DNA Awards aim to honor individuals who exceed their job responsibilities, and James Kile's nomination is a testament to his exceptional dedication.

COMANCO congratulates James on this well-deserved recognition and applauds his unwavering commitment to safety.

Mosaic Award for Safety & Excellence

COMANCO is honored to receive the Safety Leadership and Safety Excellence Awards at the 13th Annual Mosaic Safety Awards Banquet. Our unwavering dedication to safety, quality, and service has been recognized, and we commend our outstanding team for their commitment throughout 2022.

To be eligible for these awards, contractors had to meet stringent safety and leadership criteria. COMANCO secured the Safety Leadership award by successfully implementing a Risk Register project, reducing safety and environmental risks while advancing sustainability goals. After Mosaic management assessed our performance, we were also honored with the Safety Excellence Award. Our achievements included:

- Zero fatalities or significant incidents.
- Surpassing Mosaic's incident rate targets.
- Positive audits from Mosaic ISN RAVS+Evaluations.
- Reporting over 2,000 hours on Mosaic sites in 2022.

At COMANCO, we believe these partnerships promote accountability and validate our commitment to safety excellence. Every role within our company contributes to maintaining our impeccable safety record. Every team member plays a crucial role in maintaining our impeccable safety record.



COMANCO NOMINATED FOR 2023 PLANSPONSOR OF THE YEAR

COMANCO is thrilled to announce its nomination for the 2023 PlanSponsor of the Year Award! Mark and Christine Topp, attended the renowned 2023 PLANSPONSOR National Conference held at The Ritz-Carlton Grande Lakes in sunny Orlando, Florida.

This prestigious award recognizes companies that excel in providing exceptional employee retirement plans. As a finalist this year, COMANCO takes pride in ensuring our team's financial well-being and success.



Being acknowledged as a finalist reflects COMANCO's dedication to our employees' financial literacy. Our 401(k) plans offer a wide range of investment options, competitive employer matching contributions, and expert financial guidance, empowering our employees to make informed decisions about their retirement savings. We believe in rewarding our hardworking employees who contribute to the growth of our company and ensuring they have a secure future when they choose to retire.

But it's not just about the numbers at COMANCO; our employee culture is fundamental to our achievements. We cultivate an inclusive and supportive environment that values everyone's contributions. By prioritizing employee training and development, we equip our team members with the knowledge and skills they need to succeed personally and professionally.

We want to extend our congratulations to the other finalists in our group: IFP Motion Solutions, Inc., Morgan Creek Capital Management, LLC, and the winner of the PLANSPONSOR award, Precision Associates, Inc.

We also want to express our gratitude to Kelly Carlson with Advizers, Inc. for nominating COMANCO for this prestigious award.

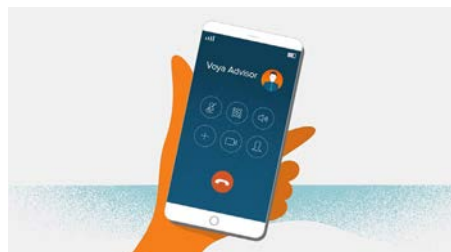
401(k) RETIREMENT PLAN REMINDERS

Employees should review your beneficiary designations when they have life changes, like marriage, divorce, children, or death, in the family. It is important to review your beneficiary designation annually.

To log into your 401(k) account and update your Beneficiary: Download the Voya Retire app on your iPhone or Android. The Voya Retire app offers nearly all the same functionality as the participant website but in a format designed specifically for your mobile device.

Go to www.voyaretirementplans.com. If you are logging in for the first time, you will need to Register your account by clicking 'Register Now.' For assistance logging into your VOYA Online account, call 1-800-584-6001.

COMANCO provides a retirement plan (with a generous company match) for you to save money in, tax-deferred, for the day you retire. It's important for you to know the facts about your plan so that you can maximize its saving potential!



401k One-On-One Virtual Sessions

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

**July 25, 2023,
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.

WHEN THE JOB GETS HOT - STAY COOL

Spending long hours in the heat can lead to heat-related health issues like heat rashes, heat exhaustion, and heat stroke. Normally, your body cools down by sweating. But when the weather is scorching, and humidity is high, sweating alone won't cut it. If you don't drink enough water and rest in the shade, your body temperature can rise to dangerous levels.

According to the Occupational Health & Safety Administration (OSHA) and the Center for Disease Control (CDC), both employers and workers in the construction industry should take precautions when temperatures soar and physical labor is involved.

Here are some tips for preventing heat stress:

- **Stay Hydrated:** Drink water every 15 minutes, regardless of how active or thirsty you are.
- **Protect Yourself from the Sun:** Shield yourself from the sun by wearing cooling towels, head/neck shades, and applying sunscreen to any exposed skin.
- **Limit Exposure and Take Breaks:** If possible, limit your hours of exposure to the heat and take breaks as needed.

It's important to be aware of the signs and symptoms of heat stress, as early detection can help prevent further complications. If you or someone else experiences any of these symptoms, it is crucial to take immediate action. Remember, prevention and early intervention are key to managing heat stress effectively.



HCSS MYFIELD APPLICATION

Over the last several weeks, we have been rolling out the new **HCSS MyField** application, and we want to highlight the benefits it offers to our field employees.

We highly encourage you to install this app for the following reasons:

1) Effortless Work Hour Tracking:

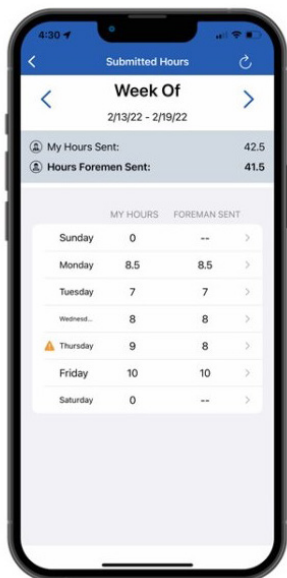
You can track your submitted work hours daily, all from the convenience of your cell phone. It's quick, efficient, and ensures accurate recording of your work hours.

2) Prompt Error Detection:

If you ever notice the hours you submitted are less than the hours you worked, worry not! The HCSS MyField app lets you promptly address discrepancies by connecting directly with your supervisor before payroll is processed. You can now ensure you are compensated accurately for your hard work.

3) Seamless Transition between Job Sites:

For those who move from one job site to another, the HCSS MyField app allows you to access all the hours you have submitted and conveniently check for accuracy. This ensures your timekeeping remains consistent and error-free, even as you transition between different work locations.



We are here to assist you throughout the process, so please don't hesitate to reach out if you have any questions. If you haven't set up your HCSS MyField application yet and wish to do so, simply contact your supervisor, and they will submit an IT ticket to initiate the process. Embrace this tool and unlock the convenience, efficiency, and accuracy it brings to your work life.

EMPLOYEE ANNIVERSARIES

Thank you for being an essential part of our success!



Justino Ruiz
24 Years



Arnulfo Martinez
21 Years



Carlos Garcia
20 Years



Juan Esquivel
18 Years



Medel Palma
18 Years



Abelardo Nava
17 Years



Victor Ramirez
17 Years



Larry Graham
17 Years



Cruz Hernandez
17 Years



Ubaldo Mancilla
16 Years



Hector Elacio
16 Years



Gerardo Ruiz
16 Years



Erico DeLeon
16 Years



Francisco Ruiz
16 Years



Angel Rodriguez
15 Years



Willibaldo Gomez
15 Years



Hector Marin
15 Years



Laudencio Luna
15 Years



Roberto Fernandez
15 Years



Pablo Rodriguez
15 Years



Jorge Barrantes
15 Years



Adan Loza
14 Years



Justin Grenke
14 Years



Alfredo Flores
14 Years



Marcelo Garcia
13 Years



Manuel Solis
12 Years



Silvino Sanchez
12 Years



Antonio Salazar
12 Years



Anthony Cole
10 Years

PROMOTIONS EMPLOYEES ON THE RISE

Thank you for being an essential part of our success!



Billy Menard
Superintendent



Carlos Garcia
Superintendent



Pablo Gomez
Superintendent



Abnel Lopez
Leadman



Alexi Diaz
QA/QC Technician



Angel Garcia
QA/QC Technician



Anthony Infante
Liner Technician



Christopher Trammell
Liner Technician



Eugene Carson
Operator



Fernando Venegas
Liner Technician



Henry Figueroa
Liner Technician



Juan Esquivel
Foreman



Lucas Aguilar
Leadman



Noe Hernandez
Liner Technician



Ramon Irizarry
Foreman

COMANCO UPCOMING PROJECTS

BP Port Everglades Park N Fly
Gas Collection System
Florida

NE Env C& D Disposal Landfill
Cell 4 Earthwork, Pipe & Liner
Florida

JEA Greenland WRF 4MGD
Plant Reject Pond Liner Install
Florida

Shell Warehouse
Gas Cutoff Trench
Florida

Itafos Conda H1-NDR
Rail Loadout Liner Install
Road Ponds
Idaho

Mosaic Bartow SGS Temp
Surge Pond Liner Install
Florida

Mosaic New Wales Phase II
Upper Slope Liner Install
Florida

DEP SRWMD High Springs
WWTF Expansion
Florida

JEA Greenland WRF 4MGD
Plant Reject Pond Liner Install
Florida

Mid FL Landfill Cell 8
Earthwork, Pipe, & Liner
Florida

WC SLD Landfill
Cell 5 Liner Install
New Mexico

Mississippi Phosphate
Pond 5 Liner Installation
Mississippi

Flagler CCP Bldg. 39 & 40
Gas Collection System
Florida

Dawson-Cherokee Crystal Falls
LAS Phase 1 Lagoon
Georgia

Simplot Don Plant Decant
East Pond Liner Install
Idaho

*The road to success is always
under construction.*



(813) 988 - 8829
4301 Sterling Commerce Drive
Plant City, FL 33566

