

THE WAY



We are grateful for your continued support and interest in Geosynthetics. As the industry's leading quality, safety and service provider for more than three decades, we are excited to share our latest updates with you, including advancements in Gas Management Systems.

COMANCO INSTALLS GAS COLLECTION SYSTEM FOR MANATEE COUNTY LANDFILL

The COMANCO crew is progressing significantly on the Gas Collection and Control System for the Lena Road Landfill in Manatee County, Florida. After executing two contract additions, our team is projected to reach substantial completion several weeks ahead of schedule.

Earlier in the quarter, during Phase I & II of this project, COMANCO developed and installed a complex piping system for collecting gases generated from refuse decomposition to be repurposed for energy production.

While a gas management system was already partially in place, COMANCO expanded the system to reach new areas of the site. The expansion process required the crew to weld a total of 8,700 LF of HDPE piping from ISCO:

- 100 LF of 18" HDPE Landfill Gas Header (LFG) and Lateral Piping
- 3800 LF of 4" HDPE condensate (dewatering)
- 3800 LF of 2" HDPE air supply lines



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In addition to welding, the crew excavated level trenches to contain the pipes. Because these trenches must be the same depth, each trench was carefully measured with precision. COMANCO also installed eight gas wellheads and a 36" x 20' deep condensate sump pump to ensure the safe disposal of the gas and leachate. The new piping has been expertly connected to the existing system and disposal valves.



Since the completion of Phase I and II, our crew has installed a 36" x 19' tall condensate sump connecting 18" HDPE header pipe. The sump acts as a temporary storage unit for leachate, while the internal pump helps transfer the collected wastewater to a treatment plant.

COMANCO is also responsible for installing 4,000 LF of 4" HDPE force main pipe and 4,000 LF of 2" HDPE compressed air piping. This process includes digging a trench, testing the pipe, and installing new gas wellheads, valves, and fittings.



Once completed, this system will transfer the gas to a renewable energy power plant. Utilizing the otherwise harmful gas will reduce carbon emissions by approximately 50,000 metric tons of carbon dioxide equivalent (CO₂e) per year and save the County an estimated annual amount of \$1M in energy costs.

Field management, along with COMANCO's Safety department, has kept our team working safely by addressing the hazards associated with being on a site with methane gas and trench excavation. Since beginning the project at the end of May, we have had zero loss of time from injuries or illness.

Great Job, Team!

Does Safety Really Begin with Leadership?

In our ongoing pursuit of safety excellence, we have made a conscious effort to instill a culture of safety throughout our organization, right down to the individuals who are at the forefront of our operations – our dedicated team of laborers, operators, drivers, welding technicians, leadmen, mechanics, and foremen. One powerful tool we've introduced to achieve this is the QR Code, a symbol of empowerment and accountability.

The QR code serves as a medium for our team members to actively participate in our safety culture.

It allows them to submit observations, be they positive or negative, enabling management to gain insights from the front lines. We've shifted from merely preaching about "Stop Work Authority" to actually implementing it through the QR code effectively turning every employee into a Safety Officer.



Our primary focus is not to lay blame or get someone into trouble. Instead, our paramount concern is preventing injuries and ensuring that every team member returns home safely to their families. As leaders, are we truly secure in our positions if we're not willing to acknowledge and address potential safety issues? It's crucial for management to create an environment where the truth can be spoken without fear.

We all make mistakes – I, personally, can attest to that. When our crew members see observations from our teams, it should signify engaged leadership that entrusts authority, responsibility, and trust to its members. We want our teams to feel safe enough to speak the truth and believe they can report incidents. Building trust and empowering our teams are pivotal in fostering a culture of safety within our organization.

Leadership should establish an atmosphere where it's safe to share the truth, rather than immediately seeking to assign blame. Let's shift our focus from "who" to "how." Starting with, "I am curious how they made the decision," opens doors to discussions on improving our safety culture. Empowered team members who care about each other will hold supervisors and leadership accountable. With the right tools and structure in place, reinforcing desired behaviors becomes more achievable.

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Field Leaders and Supervisors play a critical role in ensuring safety. If they don't drive safety management, who will? Our organization boasts a robust safety infrastructure that enables us to enhance accountability across the board. We must invest time in educating all team members, both in the office and the field, on the moral and ethical imperative of doing things safely.

Ultimately, being better safety leaders has a positive impact on our bottom line and our team's morale. It adds value to our company and shows our team members they are empowered and cared for.

Team Members, you play a crucial part in this journey. You have been empowered by dedicated leaders who value your opinions and encourage you to utilize QR code observations.

Ask yourself:

- *Do I recognize the dangers and hazards associated with my work today?*
- *Do I understand the potential impact of these hazards on me and my fellow team members?*
- *Am I willing to accept these risks, or can I take steps to minimize or reduce them?*

Remember, safety isn't just about you; it's about your family as well. Let's adopt the mantra, "I've got your back, and you've got mine." Let's not shy away from speaking the truth. By looking out for one another and finishing the year with safety in mind, we can all go home to celebrate the holidays with our loved ones.

I want to express my gratitude to each of you for your dedication and commitment to making our company a first-class safety organization.

Thank you for all you do.

Mark A. Topp
President



COMANCO REPAIRS GEOMEMBRANE AT NEVADA GOLDMINE

Liner repairs stand out as one of COMANCO’s specialties. When a Gold Mine near Crescent Valley, Nevada, required repairs to its geomembrane, our dedicated crew in the West, led by Supervisor James Kile, sprang into action. Over the course of two days, they diligently and safely tackled the task of repairing both 60mil and 80mil HDPE liner varieties, encompassing both smooth and textured versions. Although geomembranes are renowned for their resilience and strength, they are not impervious to the challenges posed by Nevada’s unforgiving environment, characterized by wildlife, wind, rain, and snow.

The damage incurred ranged from substantial rips to minor holes, all attributable to the extremities of Nevada’s climate. Yet, our proficient technicians exhibited precision and ease in executing the necessary repairs. Furthermore, prioritizing safety above all else, COMANCO ensured the team took requisite



breaks and stayed well-hydrated, even in the scorching desert heat, which reached a staggering 99 degrees. This unwavering commitment to safety was exemplified by the fact that the project concluded with a flawless safety record, devoid of any incidents.

COMANCO INSTALLS GEOSYNTHETICS TO REDIRECT STORMWATER

A project utilizing Geosynthetics for containment can often find additional advantages in employing Geosynthetics for other purposes. As an illustrative case, COMANCO is presently engaged in the installation of HDPE liner at a site in Louisiana, with the primary goal of diverting stormwater away from an already-lined containment stack. Under the guidance of Superintendent Martin Calderon Sr., the dedicated COMANCO crew has successfully completed nearly 50% of the project.

Spanning approximately 23 acres, this site demands the placement of over 1,000,000 square feet of 60mil HDPE Textured Liner, accompanied by the excavation and backfilling of approximately 30,000 linear feet of anchor trench. COMANCO’s team maintains the project’s consistent momentum through ongoing communication with both the client and engineers. Moreover, all crew members have undergone site-specific training, ensuring the project progresses safely and punctually.



COMANCO PROTECTS WETLANDS WITH POND LINER INSTALLATION

COMANCO installs Geosynthetic pond liners to safeguard wetlands and other natural habitats. In a recent project led by Superintendent Pablo Medina and his dedicated crew in Central Florida, a pond liner installation took center stage. Their mission involved the placement of a slope liner along one side of a pond bordering precious wetlands, a liner not only responsible for containing pond water but also for shielding the wetlands from the impact of stormwater runoff.



This undertaking represented a critical milestone in Phase 1 of a housing development currently under construction. To achieve the desired results, an impressive 50,000 square feet of Viaflex 30mil RPE (reinforced polyethylene liner) was meticulously installed, utilizing 28 prefabricated rolls. The use of these standardized roll sizes streamlined the installation process, minimizing seams and ensuring efficiency.

employing up to six distinct roll lengths. This adaptability was essential to accommodate the varying configurations of the pond slope, maintaining uniformity throughout the entire project. With the addition of this innovative slope liner, COMANCO not only guarantees the safeguarding of the pre-existing wetland area but also ensures the preservation of a piece of Florida’s natural beauty, even as the development progresses, welcoming new inhabitants to the site.

Remarkably, although all rolls shared the same width, Medina and his team adapted by

COMANCO MOBILIZES ON A CONSTRUCTION & DEBRIS DISPOSAL FACILITY

COMANCO’s operations are currently underway at a Construction and Debris Disposal Facility situated in West Florida. Our approach begins with the implementation of a secure and resilient closure system for Cell Four. Subsequently, our focus shifts to Cell Five, where we embark on the installation of essential geosynthetic components.

Cell Five’s requirements encompass 200mil Geocomposite, a 60mil Liner, and 250mil Geocomposite for the overfill slope. We then

proceed to construct the cell floor, employing a 60mil liner, GCL, and 250mil Geocomposite. To culminate the closure, COMANCO places the Rain Tarp over both the overfill slope and the cell floor, ensuring comprehensive coverage. The materials employed in this endeavor encompass Geomembrane, GCL, Geocomposite, Rain Tarp, HDPE weld rod, bentonite powder, UV sandbags, and seatbelt webbing, which serves as the ballast for the rain cover.

Upon the successful conclusion of this Landfill Closure project, COMANCO will have achieved the following installations:

- 79,330 SF of Geocomposite for the Drainage Layer
- 583,470 SF of 60mil Textured HDPE Geomembrane
- 4,140 SF of Geosynthetic Clay Liner (GCL)
- 6,760 of 200mil Geocomposite for Odor Mitigation System
- 77,822 SF of Rain Tarp



LAKE COUNTY LANDFILL PHASE III PARTIAL CLOSURE NEARS COMPLETION

After being awarded the Lake County Landfill Phase III Partial Closure project in March, COMANCO wasted no time in commencing the work. By August, Superintendent Bill Newman and his dedicated crew were already nearing project completion, marking a mere six months of remarkable progress. COMANCO's responsibilities encompassed a comprehensive range of tasks, including subgrade preparation, liner installation, protective cover placement, stormwater system implementation, and final sod installation.

Upon the full completion of this closure, the geosynthetic system will stand as a sustainable solution for isolating waste from the surrounding environment. Recent efforts have seen our team focusing on the final stages of the project, including the protective cover and perimeter road finishing, stormwater system enhancements, and sodding the now-closed

landfill. This project's extensive scope has provided COMANCO with a prime opportunity to showcase our expertise once again.

Under the guidance of Foreman Billy Wilson, each project phase adhered to a demanding timeline, from initial earthwork to the intricate liner installation. Now, we anticipate the demobilization process to be completed in just a matter of weeks, underscoring our commitment to efficiency and excellence.



COMANCO PREPARES NEW LANDFILL CELL

In North Florida, COMANCO is currently in the process of preparing a new landfill cell with a primary focus on environmental protection. This new cell serves as a valuable expansion to an existing C&D (Construction and Demolition) Facility, offering a more sustainable solution for storage needs. Under the capable leadership of Superintendent Thomas Terry, our dedicated crew initiated the project by meticulously preparing the subgrade across the expansive nine-acre site, a task requiring the use of 1,000 tons of gravel supplied by Conrad Yelvington. (Fun fact: 1,000 tons of gravel is roughly equivalent to the weight of 100 elephants.)



The subsequent phase involves the installation of Geosynthetic materials sourced from SOLMAX and Pipe materials provided by ISCO Industries. This purpose-built system is designed to effectively contain rainwater that comes into contact with the debris, ultimately channeling it to a designated sump location for safe disposal. This holistic approach plays a pivotal role in preventing contaminants from adversely affecting the surrounding environment.

Despite facing various challenges along the way, our resilient crew, led by Superintendents Bill Newman and Tommy Terry, has made remarkable progress. They have demonstrated unwavering commitment by tirelessly engaging in dewatering and excavation activities, even in the face of heavy rains, thereby mitigating potential weather-related delays. Upon project completion, the benefits will extend beyond environmental protection, encompassing waste reduction, lowered energy costs, and improved operational efficiency.

ADVANCED GEOSYNTHETICS ENHANCE GAS MANAGEMENT IN HIALEAH

COMANCO has achieved remarkable progress in the installation of a cutting-edge Geosynthetic Methane Gas Management System, covering over 500,000+ SF in Hialeah, FL. This innovative system not only repurposes the environment for future business use but also ensures the safety of upcoming buildings in Hialeah, FL.

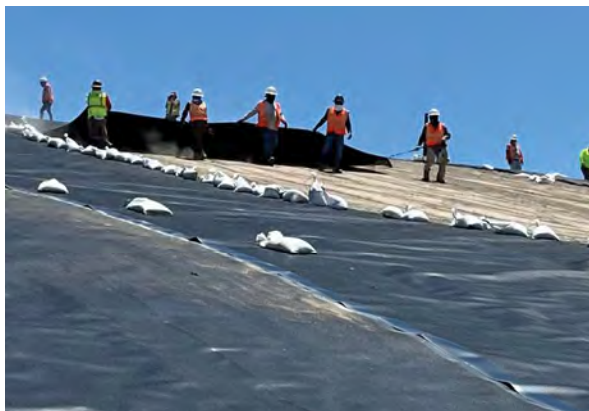
Buildings 39 & 40 were equipped with a standard passive system, with Superintendent Miguel Medrano and his team strategically installing a lateral run of nearly 1,000 feet of

header pipe connected to vertically erected risers in the green space just beyond the parking area of the buildings. In contrast,, Building 38, owing to its larger size, features a unique design. Superintendents Billy and Miguel Medrano ran a header pipe through the center of the building, guaranteeing effective filtration across all 11 acres. Building 38 stands out as one of COMANCO's active systems, employing a blower skid and condensate sump to mitigate methane gases instead of using PVC risers to release methane into the atmosphere.



COMANCO PROGRESS CONTINUES ON SCHEDULE AT FLORIDA LANDFILL

Progress at a Florida landfill is proceeding smoothly and remains on schedule, even with recent project additions. Initially tasked with the Earthwork for a new landfill cell, COMANCO's role expanded when a change order was granted by the client, entrusting us with geosynthetics installation as well. Now, under the guidance of General Superintendent Bill Newman, Juan Morales leads the team in his new role as Foreman.



Having completed the subgrade preparation, COMANCO has made significant strides in installing the toe drain, liner, and Geocomposite layers. Additionally, the team is diligently advancing the stormwater system, a critical element responsible for directing leachate to a designated location to prevent environmental contamination. Our commitment to quality and durability is reflected in our choice of top-of-the-line materials. For this 10-acre site, we sourced gravel from Conrad Yelvington, 40mil HDPE Textured Geomembrane from SKAPS, and 275mil DS Geocomposite from SKAPS. These partnerships play a pivotal role in our ongoing efforts to construct efficient and environmentally responsible landfills.

With an unwavering focus on delivering quality work within stipulated timelines, we take pride in our contribution to securing a greener and more sustainable future.

WHAT'S SO GREAT ABOUT 401(K) RETIREMENT PLANS?

401(k) plans offer several significant advantages that make them an essential and attractive tool for retirement savings. Participating in COMANCO's 401(k) plan lowers your tax bill and makes monthly saving automatic.

GROW YOUR MONEY TAX-FREE

TAX BENEFITS:

Pre-Tax Contributions:

One of the primary benefits of a 401(k) plan is that your contributions are deducted from your paycheck before income taxes are applied. This reduces your taxable income, which means you pay less in taxes. Essentially, you're using pre-tax dollars to save for retirement, which can significantly lower your current tax bill.

Tax-Deferred Growth:

One of the most powerful rewards of participating in a 401(k) is the money you save in taxes. Your 401(k) contributions are taken out of your paycheck before taxes are deducted from your paycheck. That means your gross income is reduced, so you pay less in income taxes. When you eventually start withdrawing money from your 401(k) at age 59 1/2 or later, you may be in a lower tax bracket than during your working years. This can result in additional tax savings.

Automatic Savings:

401(k) plans automate the savings process by deducting a portion of your salary before you receive your paycheck. This "forced" savings discipline helps individuals consistently save for retirement. With a 401(k), you are in effect paying yourself first – with money that otherwise would have been spent. Year after year and that can add up to big savings. Of course, the earlier you start, the bigger your 401(k) can grow. If you receive a pay raise at work, it's worth increasing your 401(k) contribution so you continue to save at the same rate.



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WHAT'S SO GREAT ABOUT 401(K) RETIREMENT PLANS?

EMPLOYER MATCHING CONTRIBUTIONS:

Free Money:

Employer matches are a valuable benefit that can significantly accelerate the growth of your retirement fund. It's essentially an immediate return on your investment.

COMANCO provides a retirement plan (with a generous company match) for employees to save money in, tax-deferred, for the day they retire.



Do you want to learn more?

COMANCO is offering employees the opportunity to schedule a one-on-one session with a 401(k) Plan Financial Advisor. This session will be held virtually (via zoom) and is scheduled for **October 24th, 2023**. (NOTE: This is the last available session in 2023).

Contact Human Resources to reserve a time slot.

UPDATE YOUR CONTACT INFORMATION:

Did you move? Change your phone number?

To ensure COMANCO can reach you when necessary and that you receive important information promptly, it's essential to take responsibility for keeping your contact information up to date.

To view and update your employee records, simply log-into the Employee Self-Service Portal (link and QR Code below).

This portal makes it easy for you to do the following:

- ✓ **Update your contact information.**
- ✓ **Update your emergency contacts.**
- ✓ **Manage your direct deposit accounts.**
- ✓ **View & download your pay statements.**
- ✓ **Download your W-2 form.**



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COMANCO WELLNESS PHYSICAL REMINDER

Completing an Annual Wellness Physical is an essential aspect of maintaining your overall health and well-being.

Why Schedule Your Annual Wellness Physical?
Completing your Annual Wellness Physical not only ensures that you're taking care of your well-being but also offers substantial financial benefits.

BENEFITS:

Significant Cost Savings:

When you schedule and complete your Annual Wellness Physical by December 31, 2023, you'll continue to enjoy significant cost savings on your medical insurance premiums in 2024.

Preventive Care Pays Off:

By identifying potential health issues early through your wellness exam, you can often address them with minor lifestyle adjustments or early interventions, preventing more costly medical expenses down the road.

A Healthier You:

Regular check-ups help you stay on top of your health, ensuring that you feel your best and can be at your most productive both at work and in your personal life.

Take Action Today!

Don't miss out on this opportunity to save money and invest in your wellbeing. Contact your healthcare provider today to schedule your Annual Wellness Physical before the year ends.



REMINDER: *HR only requires a completion form- please don't send any results*

Your health is your most valuable asset, and we want to support you in maintaining it.

STAY HEALTHY!

If you have any questions or need help with finding a clinic or a doctor:

- Call United Healthcare 1-866-633-2446
- Visit www.myuhc.com, log into the UnitedHealthcare App on your mobile device
- Call BenefitsVIP at 866-293-9736



If you have any questions or need assistance scheduling a wellness exam, please contact the HR Team.

EMPLOYEE ANNIVERSARIES

Thank you for being an essential part of our success!



Juan Granados Cruz
24 Years



Sesar Quirino
21 Years



Fredy Serrano
21 Years



Librado Vasquez
20 Years



Arturo Cirilo
18 Years



Pablo Gomez Castaneda
14 Years



Adan Loza Penaloza
14 Years



Lucas Aguilar
14 Years



Pascual Penaloza
14 Years



Amancio Chavez
13 Years



Thomas Raab
12 Years



Daniel McRae
12 Years



Abnel Lopez Soto
12 Years



Roberto Rodriguez
12 Years



David Barajas
12 Years



Tomas Aguilar
12 Years



Alejandro Loza Solis
11 Years

PROMOTIONS

EMPLOYEES ON THE RISE



Bill Newman
General Superintendent



Rebecca Martinez
Fleet Coordinator



Tony Morris
QA/QC Technician



James Kile
Field Manager

COMANCO UPCOMING PROJECTS

DEP-SRWMD

Landfill Expansion
Florida

Mid Florida Landfill Cell 8

Liner Installation
Florida

MS Phosphate 1C

Pond Liner Installation
Mississippi

Dawson Creek

Liner Installation
Georgia

Sycamore Logistics Bldgs A & B

Gas Management System
Florida

First Majestic Jerritt Canyon

Liner Installation
Nevada

Columbia County NFL WWTP

Pond Liner
Arizona

Nevada Gold Mone (NGM)

LFL6 Liner Installation
Nevada

Angel Lagoon Ventures CL

Liner Installation
Texas

MRC Anniston

Landfill Liner
Alabama

Bullthistle Outpost Golf Course

Pond 1 & 2 Liner
Georgia

Mosaic Plant City Closure

Liner Installation
Florida

Mosaic Green Bay Phase II

Gyp Stack Liner Installation
Florida

Pasco County Land O'Lakes

Pond Liner Replacement
Florida

Barrick Gold TR Getchell TSF

Liner Repair
Nevada

*If it doesn't challenge you,
it won't change you.*



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