

# THE WAY



## COMANCO PROGRESSES ON NEW LANDFILL CELL

The new landfill cell that COMANCO began in January is on track for completion by the end of April. Our team moved over 150,000 CY of dirt, prepping a 10-acre subgrade for the liner installation in record time. We collaborated closely with our partners AGRU and Skaps. This teamwork ensured that material production and testing ran smoothly and that all geosynthetics were delivered on time.



With over 425,000 SF of geomembrane and more than 15,000 SF of GCL installed, the base of the cell has been effectively blacked out. Our crew is now focused on Geocomposite installation, with the final material delivery expected soon. Following the Geocomposite is the protective cover placement. COMANCO has moved over 25,000 CY of sandy material, creating a protective 2-foot layer on top of the Geocomposite. This step safeguards the underlying geosynthetic layers from the future waste stored in the cell. Our team is also installing a pipe system that runs north to south, ensuring proper leachate management within the cell. Thanks to COMANCO's commitment to quality and efficiency, the cell construction is progressing swiftly and is on target for successful completion by the end of April.

## IT Goes Both Ways

What goes both ways you ask? Respect, trust, admiration, and responsibility are all candidates. Let's delve into the topic of trust.

How inclined would you be to trust someone proclaiming, "Don't worry, you can trust me!" If you are anything like me, you would immediately be suspicious. Trust is conveyed through actions, not mere words. It's not a request based on blind faith, or an entitlement linked to your role. Earning trust necessitates proving your trustworthiness and demonstrating a reciprocal trust in others.

To build trust, one must exhibit a willingness to trust and establish themselves as deserving of that trust.



Earning your team's trust is contingent upon your actions. Fostering credibility among your team requires embodying qualities such as self-respect, integrity, and authenticity, while steering clear of making commitments you can't fulfill.

Through consistently operating with honesty and transparency, you establish the groundwork for trust and contribute to a positive work culture.

Foster trust within your team by showcasing confidence in their skills and engaging them in significant responsibilities. Empower your team members, champion their professional growth, and cultivate an atmosphere where they sense appreciation and are driven to excel. As their history of effectively tackling challenges expands, so does your faith in their capabilities, consequently strengthening their confidence in your leadership.

An age-old proverb advises us to "Trust but Verify." Understandably, mistakes are inevitable. The question is, how do individuals recover from these errors? Occasionally, it's necessary to let them experience failure. Personally, I believe that the most valuable lessons often come at a high cost. However, it's crucial to clarify that this doesn't involve endangering them or disregarding safety procedures. When they do falter, what's the best approach? Do you intervene and fix it for them, or do you encourage them to take ownership, rectify the error, and learn from it? While it may be challenging to stand back and observe, allowing them to address their mistakes solidifies the foundation of trust.



Are you open to embracing discomfort? Acknowledging their errors can be equally uneasy, accompanied by a sense of embarrassment. However, by intervening and resolving the issue for them, you risk undermining the trust you've diligently established. Allowing individuals to rectify their mistakes is an empowering act. Stepping in means assuming ownership, potentially stripping them of their authority.

Embracing trust and empowerment can be challenging due to past experiences of betrayal. Consider it a learning tax, both for yourself and your team. Trusting your team becomes feasible when you recognize them as unique individuals with diverse backgrounds. Taking the time to understand your team members makes building trust a more achievable endeavor.

Transforming oneself is a formidable task, yet a subtle adjustment in your leadership style can yield a significant impact on your team. While not without its costs, opting to trust and empower showcases your personal strength and belief in others. The benefits derived from such choices are truly valuable and well worth the effort! Each day, I am entrusted by the divine to strive towards becoming the best version of myself. While I've faltered on numerous occasions, the trust persists, encouraging me to wake up each morning, seeking improvement and embodying the potential created for me. Similarly, as a supervisor, the constant pursuit of enhancement is the primary objective—both for oneself and the team, a daily commitment to progress. Maintain trust in your team's ability to grow every day.

However, trust can be compromised when team members misuse their leader's trust through excuses and non-delivery. Effective communication becomes the linchpin for building trust. Team members seeking their supervisor's trust should prioritize clear communication, while supervisors, too, must engage in reciprocal communication. Often breakdowns in trust stem from inadequate communication. It's akin to promising never to repeat a mistake to a higher power and then falling back into the same behavior. Blaming external factors, like saying "the devil made me do it," only serves as a temporary excuse. Just like claiming the dog ate your homework, it won't suffice in the long run. Thus, the essence lies in the reciprocity of trust and communication. Both parties must actively engage and uphold their commitments for a robust foundation of trust to flourish.

**Mark A. Topp**  
*President*

## COMANCO WORKS ON POND REMEDIATION FOR TAMPA POWER PLANT

COMANCO is working on a remediation project for a Power Plant in Tampa while ensuring the plant's continued operation. Mobilizing to the site in late 2023, the crew established a designated work area and delivered over 3,800 CY of material, including MSE, structural fill, and some hardpan.

The core challenge has been demucking the pond to create a stable work surface for the subsequent phases. The project is ongoing, with current efforts dedicated to deploying liner, grading the pond floor and slopes, and compacting the prepared surfaces. The liner used for this project is AGRU 50mil HDPE Super Gripnet. Additionally, initial work on turf installation has begun.

A notable aspect of this project is using crane pads on the soft soil around the pond. These specialized pads offer a firm and level foundation for heavy machinery like cranes, preventing them from sinking or tipping over. This feature enhances safety for the crane operator and nearby personnel while minimizing the risk of equipment damage on uneven ground.

Crane pads also provide environmental protection. Creating a stable platform reduces soil disturbance, a concern in areas where erosion or contamination could occur. Crane pads are an initial investment that offers long-term cost savings by minimizing the need for ground repairs and potential accidents that could lead to downtime and damage. With our commitment to efficiency and safety, COMANCO is on track to complete this power plant project within the next few months.



## COMANCO PROGRESSES ON SLOPE CLOSURE FOR GYPSUM STACK

COMANCO is working on a slope closure project for a gypsum stack in Florida. Superintendent Alejandro's crew team is meticulously installing a high-performance liner system on the stack's west and north sides.

This project requires deploying roughly 1.2 million SF of liner across four separate ditches. Additionally, the liner will extend along the road bordering the ditches, creating a comprehensive environmental shield against rainwater infiltration.



The chosen liner is a 60mil HDPE AGRU Microspike liner, renowned for its exceptional durability and textured surface that enhances slope stability.

This project exemplifies COMANCO's commitment to environmental responsibility. The installed liner system will act as a vital barrier, preventing rainwater from potentially contaminating the surrounding soil and groundwater.

Our scope of work extends beyond the liner installation itself. We also provide time and materials (T&M) services, ensuring efficient relocation of liner rolls, careful liner exposure and cleaning, and meticulous subgrade and surface water control maintenance.

Our team has successfully deployed approximately 466,000 SF of liner, representing a significant 38% project completion. We remain committed to delivering a high-quality solution on schedule.



## COMANCO EXPANDS STORAGE POND FOR WASTEWATER TREATMENT PLANT

One of COMANCO's first projects of 2024 was completing the expansion of a storage pond for a wastewater treatment plant in South Florida.

The first step included installing emergency escapes and batten bars on the concrete structures around the pond. Our team then faced unforeseen weather conditions, which caused the pond to fill partially with water. However, our team solved this situation by applying proper dewatering measures.

Overall, we supplied and installed materials procured from AGRU. Including:

- 145,333 SF of HDPE Smooth 60mil Liner
- 272,581 SF of HDPE DS MicroSpike 60mil Black GM13
- 233,510 SF of 10oz Non-Woven Textile

Now that this project is complete, this pond will help keep the water treatment plant's water clean and safe and also help protect the environment.



## COMANCO COMPLETES RESIDENTIAL BASS POND IN NORTH FLORIDA

COMANCO recently completed a unique project in North Central Florida, which included lining a private pond for stocking fish. The owner, unfamiliar with the liner installation process, trusted COMANCO to create this custom, 2-acre residential bass pond.

This project went beyond simply supplying and installing the liner. COMANCO's expertise extended to a design-build approach, guiding the owner on everything from geomembrane selection to anchor trench design and best practices for protective covering. Our crew used more than 82,000 SF of AGRU 60mil HD Textured liner for this project.



A positive recommendation brought this client to COMANCO. They were not only delighted with the final product but also profoundly impressed by the service we provided. Throughout the process, Martin Calderon personified COMANCO's core values — Safety, Quality, and Service. His commitment to clear communication impressed the owner, mainly when Martin Jr., the QC Tech, explained the importance of quality control testing in ensuring a flawless installation.

COMANCO's success hinged on our team's combined skill set. Through pre-mobilization site visits and a comprehensive pre-job meeting, the QC Department and Operations team created a well-defined plan that Martin Calderon and his crew flawlessly executed in the field.

Ultimately, COMANCO provided this client with a high-quality private pond for their family and friends to enjoy for years. This project exemplifies COMANCO's ability to deliver exceptional technical solutions and foster lasting relationships built on trust, clear communication, and a shared vision for success.



## FMI: LEADERSHIP TRAINING



COMANCO is committed to fostering strong leadership from within. We recently partnered with FMI to provide a range of educational programs for our team members, from emerging managers to project managers and executives.

### EMERGING MANAGERS

Our participants honed their communication, problem-solving, and team-building skills at the FMI's Emerging Managers Institute. This training was designed to empower our rising leaders, equipping them to become driving forces in implementing strategic initiatives and building a solid company culture.



### PROJECT MANAGERS

Project managers gained valuable expertise at the FMI Project Manager Academy. This program equips them with a systematic approach to project execution, enabling them to navigate challenges and ensure projects are completed on time, within budget, and to spec.

### CONSTRUCTION EXECUTIVES

Finally, Greg Pignataro, our Vice President of Project Development, attended the FMI's Construction Executive Institute. This program equips executives with the skills to make strategic decisions and navigate complex industry challenges.

By investing in leadership development at all levels, COMANCO is building a team equipped to drive success and navigate the dynamic construction industry.





## FUELING YOUR SUCCESS: Healthy Eating On The Go.

Balancing the demands of construction work with a health-conscious lifestyle can be a real challenge, especially when you're on the move.

Here are a few tips to help you navigate the world of healthy eating while on the road.



### Preparation for Peak Performance

Maintaining a nutritious diet while traveling for construction work starts with being prepared. When catering to the dietary needs of construction workers during lunch, prioritizing convenience, adaptability, and energy-rich nourishment is essential. Typically, there isn't the luxury of heating or refrigerating meals. What's needed are foods that offer a substantial energy boost, supplying the necessary calories and nutrients vital for sustaining physical exertion. Here are some tips to help you keep your energy levels high:

1. **Pack Wisely:** Before heading out, pack some healthy, non-perishable snacks like trail mix, jerky, and energy bars. These are convenient and can keep you fueled throughout the day.
2. **Research Your Destination:** Research the construction site area for nearby restaurants, grocery stores, or even food trucks that offer healthy options. Apps like Yelp, TripAdvisor, or Google Maps can be your allies in finding nutritious food sources.
3. **Hydration Station:** Staying hydrated is vital when you're working hard. Carrying a reusable water bottle can help you remember to drink throughout the day and reduce the urge to choose sugary drinks.
4. **Fresh and Wholesome Choices:** When dining out or ordering food, lean towards meals with ample vegetables, lean proteins, and whole grains. Try to avoid overly processed or fried foods.
5. **Site Eats:** Construction sites may not have a plethora of dining options, but you can still make smart choices. If possible, prepare your own lunches with whole foods and incorporate vegetables and lean proteins. Avoid excessive sugary snacks as these can drain your energy.



Making nutritious food choices while traveling for work is an investment in your health, ensuring you have the vitality and concentration needed for your demanding projects. It's not about perfection; it's about making better choices when you can.

Your health and well-being are of great importance to us. **Stay safe, stay strong, and eat well!**

## COMANCO 401(k) Education Reminder

**COMANCO Employees:** Are you taking full advantage of the resources and tools available to assist you in planning for your retirement?

We are offering employees the opportunity to schedule a one-on-one session with our 401(k) Plan's advisor. These sessions will be held virtually (via Zoom), and the available dates are below.

- **April 23, 2024**
- **July 16, 2024**
- **October 15, 2024**

*Contact Human Resources to reserve a time slot.*



VOYA FINANCIAL ADVISORS

## IMPORTANT REMINDER

### Have you logged into your online VOYA Account recently?

You can reduce the risk of fraud and loss to your retirement account by registering, setting up, and routinely monitoring the activity on your account.

### To log into your 401(k) account:

- 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](http://www.voyaretirementplans.com). If you are logging in for the first time, you need to register your account by clicking 'Register Now'. For assistance logging into your VOYA online account, call 1-800-584-6001.





# EMPLOYEE ANNIVERSARIES

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



**Tommy Topp**  
34 Years



**Willie Boswell**  
23 Years



**Carlos Granados Cruz**  
22 Years



**Jorge Mendez**  
22 Years



**Scotty Martone**  
22 Years



**J Cirino Martinez**  
20 Years



**Pablo Gomez Medina**  
20 Years



**Martin Calderon**  
20 Years



**Segundo Alvarez**  
20 Years



**Obed Velasquez**  
16 Years



**Carlos Lopez Gomez**  
15 Years



**Christine Topp**  
11 Years



**Jose Alejandro Sanchez**  
10 Years

## PROMOTIONS - EMPLOYEES ON THE RISE



**Alonso Gudino**  
Liner Technician



**Dady Shabani**  
QAQC Technician



**Jorge Barrantes**  
Employee Development  
Specialist



**Leodan Gutierrez**  
Equipment  
Technician



**Michael Taylor**  
Sr. Project Manager



**Sam Smith**  
Sr. Fleet  
Technician



**Shujwana Lamy**  
Employee Development  
Coordinator



**Billy Wilson**  
Superintendent



**Arnulfo Martinez**  
General  
Superintendent



**Chris Trammell**  
QAQC Technician



**Trevor Topp**  
QAQC Coordinator

# COMANCO UPCOMING PROJECTS

**OUC Stanton Energy LF Cell 1**  
*Closure*  
Florida

**Terreno CCP Bldg 33 MGMS**  
*Gas Management*  
Florida

**DMB Cotino Bay Lagoon CL**  
*Liner Installation*  
California

**Mosaic New Wales Ph III West North**  
*Liner Installation*  
Florida

**Gold Lake Industrial Dry Retention Pond**  
*Liner Install*  
Florida

**Ave Marie Utility WTP**  
*Wastewater Containment*  
Florida

**Terreno CCP Bldg 31 MGMS**  
*Gas Management*  
Florida

**Angel Lagoon Ventures**  
*Liner Installation*  
Texas

**Indian River County LF Cell 3**  
*Landfill Expansion*  
Florida

**Terreno CCP Bldg 32 MGMS**  
*Gas Management*  
Florida

**DEP SRWMD WWTF Expansion**  
*Wastewater Containment*  
Florida

**WC Heart of FL LF Cell 7**  
*Landfill Expansion*  
Florida

**NGM Carlin Rodeo BH4**  
*Liner Installation*  
Nevada

*The road to success is  
always under construction.*



SAFETY ★ QUALITY ★ SERVICE

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

