

THE COMANCO WAY



COMANCO LINES WORLD'S LARGEST LAGOON

COMANCO has recently set a new standard in lagoon liner installation. Our latest project, a breathtaking 24-acre lagoon near Palm Springs, California, is on track to become the largest artificial lagoon globally. This ambitious undertaking, known as Cotino, is part of Storyliving by Disney's first community development in Rancho Mirage, and it showcases our unparalleled expertise and commitment to safety and excellence.



To ensure the lagoon's durability and water retention, COMANCO is using a multi-layered geosynthetic system. The lagoon is lined with various SOLMAX materials, like textured LLDPE liner used to line the surrounding beaches to ensure a slip-resistant surface. The installation process is complex, requiring precision and careful welding of the liner panels. Despite the challenging desert climate, COMANCO's team has successfully adapted their work practices to ensure safety and productivity. With 13 completed lagoon projects and three more underway, COMANCO continues to lead the industry in lagoon installation.

Building a Safer Future: The COMANCO Approach to Team Empowerment

I am genuinely impressed by the unwavering can-do attitude exhibited by our crews and superintendents this year! The challenges our teams have faced - tight schedules and incomplete designs - could easily have seemed overwhelming. I deeply value our customers, but the demands being placed on our crews are unprecedented. Perhaps my memory is playing tricks on me, but I haven't seen anything quite like this before!

My pride in our team grows daily as they approach these hurdles with innovative solutions, particularly in safety. Our approach to safety has evolved significantly, moving away from traditional practices:

1. **Minimal Reporting:** Success was once measured by the fewest number of reports - incidents, near-misses, etc.
2. **Blaming Workers:** Workers were viewed as the root cause of safety issues.
3. **Strict Guidelines:** Managers were tasked with enforcing rigid safety protocols.
4. **Certification Over Understanding:** Training focused on obtaining certificates rather than genuine comprehension.

At COMANCO, we've embraced a new perspective on safety. Our seasoned Superintendents are leading the charge in transforming the traditional safety model by promoting a bottom-up approach. This shift involves encouraging our crew members to actively engage with our QR code system, fostering a culture of safety that grows from the ground up rather than from the top down.

Our Superintendents understand that our laborers and operators are not the problem but rather a crucial part of the solution. The QR code system empowers our teams to provide feedback and share insights, creating a collaborative environment where everyone learns from each other - laborers, operators, mechanics, and technicians alike.

Aiming for zero incidents is commendable, but it's crucial to cultivate an environment where workers feel safe to report issues without fear. Trust and honesty form the foundation of a robust safety culture. Our employees must trust that management values their input and understands the on-the-ground conditions better than those in the office.

Building trust happens daily on the job site through engagement and open dialogue. Listening to and acting on team members' concerns is vital - every observation has significance. For 35 years, I've strived to ensure that our field crews feel valued, empowering them to look out for one another.

At COMANCO, our core values - Safety, Quality, and Service - place Safety at the forefront. Our vision is to ensure that everyone goes home safely. By prioritizing safety above all, we eliminate competing objectives, ensuring our tools, equipment, QR codes, and safety practices are effective. We aim to foster a culture where leadership, collaboration, challenge, and trust are integral. Every member of COMANCO plays a role in nurturing and enhancing our safety culture.

A sincere thank you to all our dedicated professionals for upholding a safety culture without competing objectives. Your hard work and commitment have been outstanding this year, and I couldn't be prouder of what we've achieved together!

Thank you!

Mark A. Topp
President



COMANCO INSTALLS ADVANCED POND LINER SYSTEM

COMANCO is constructing a new containment pond system for a Florida phosphate mine. This project includes lining three ponds at the top of a gyp stack, totaling over 82 acres, to increase the capacity for managing stormwater runoff. Before liner installation, COMANCO conducted site preparation work, including ramp repairs, to enhance safety and efficiency. The team has successfully constructed 80% of the berms surrounding the ponds, utilizing advanced techniques to minimize soil movement and protect existing infrastructure.



COMANCO also employed a new vegetation removal method involving cutting, mulching, and dozing. This process reduced waste and preserved underlying liner, ensuring long-term performance. So far, the crew has installed over 300,000 SF of 80mil HDPE liner in the center cell. Additionally, COMANCO installed 1,600 LF of dual-contained pipe to facilitate water flow and management. The new containment pond system will prevent contamination of nearby water bodies by managing stormwater runoff.

TACKLING A RAIL LOADOUT LINER PROJECT

COMANCO Environmental is making significant strides on a Rail Loadout Liner project. The team is currently focused on preparing sandbags for the liner installation, which will provide a stable foundation for the protective barrier.

The project involves using AGRU 60mil HDPE DS black liner, a durable and reliable material for this type of application. This project is a major undertaking with over 1,100,100 SF to be lined.

COMANCO remains committed to safety and compliance, ensuring that all MSHA regulations are strictly followed.

This project's successful completion will positively impact the environment by protecting local water sources and preventing contamination. COMANCO is dedicated to providing sustainable solutions and contributing to a healthier planet.



COMANCO MAKES PROGRESS ON NEW LANDFILL LINER INSTALLATION



COMANCO is making progress on a significant landfill liner installation project. A phased approach has been implemented to streamline the project by dividing the project into four distinct phases. Our team is preparing the liner subgrade and constructing haul routes within the landfill to improve accessibility. We have begun installing the liner, starting with 1.6 acres, and anticipate resuming work next week to complete the 5 acres of Phase 1 for the closure. The project requires a substantial amount of liner material, approximately 31 acres of each type of liner, to meet its specific needs.

As the project evolves, COMANCO remains committed to adapting the original design to address the site's unique characteristics. We are optimizing the liner system's performance and environmental benefits by incorporating site-specific considerations. The successful completion of this project will play a crucial role in safeguarding the local environment by preventing contaminants from leaking into the groundwater and soil.

COMANCO INSTALLS LINER FOR GYPSTACK CLOSURE

COMANCO is currently installing a high-performance liner to prevent soil and water contamination at a phosphate mining site. The project, which is 56% complete, involves the installation of AGRU 60mil HDPE textured liner over 1,817,000 SF with 855,748 SF complete so far. COMANCO's team has demonstrated an exceptional commitment to safety, with regular pre-shift safety meetings and proactive hazard mitigation procedures. The project requires daily movement between sections due to subgrade availability from Moretrench, necessitating precise coordination and adaptive scheduling. The liner installation will help protect local ecosystems and water resources by providing a robust barrier, demonstrating COMANCO's commitment to sustainable mining practices and environmental responsibility.



COMANCO EXPANDS PARKING LOT TO ACCOMMODATE A GROWING TEAM



COMANCO is expanding its parking lot to provide additional parking spaces for its growing team. The expansion includes 26 new parking spaces and one more handicapped space. General Superintendent Bill Newman and Foreman Adan Loza from Fleet are overseeing the project. Several other team members, including Superintendent Billy Menard and Foreman Juan Morales, have also been involved in the project.

The project involves clearing the existing field, adding new fill dirt, and installing new curbing and paving. The expansion is expected to alleviate parking congestion and improve accessibility for employees and visitors.

ONE PASS SELECT: --- A FITNESS BENEFIT FOR COMANCO EMPLOYEES!

COMANCO is excited to offer One Pass Select™, a benefit for employees covered under our medical plan, designed to make fitness more flexible and enjoyable. This comprehensive program provides access to a nationwide network of gyms and fitness studios with a single membership.

What is One Pass Select?

One Pass Select offers a variety of membership tiers starting at \$29 per month, with the flexibility to switch tiers monthly. This allows you to tailor your fitness routine to your evolving goals and interests.

Features:

- Nationwide Gym Access: Work out at gyms and boutique studios near you or while traveling.
- Family Memberships: Add family members (18+) to your account at a 10% discount per member.
- Diverse Classes: Enjoy various classes like yoga, Pilates, barre, and weight training.
- Grocery Delivery: Benefit from grocery delivery services to make your healthy eating goals easier to achieve.

Why One Pass Select?

At COMANCO, we believe fitness should be fun and accessible. One Pass Select offers diverse options to keep you motivated and engaged. To start exploring these benefits, log in to your myuhc.com account and activate One Pass Select today!



KEEP US UPDATED: --- ENSURE YOUR CONTACT INFORMATION IS CURRENT!

Have you recently moved or changed your phone number? Keeping your contact details up-to-date helps ensure that COMANCO can always reach you and that you receive important updates without delay.

To keep everything current, just log in to the TC1 Employee Self-Service Portal using the link and QR code below. It's quick and easy to:

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



hr.viewpoint.com

Thank you for helping us stay connected and ensuring you get all the important updates you need!

Unyielding Resolve: Defending Safety on the Front Lines

In the face of increased working hours, COMANCO's dedication to safety has never wavered. Our crews have kept injuries and incidents low, standing as a testament to our unwavering commitment to a proactive safety culture.

The challenge of extended hours tested us, but through steadfast adherence to safety protocols and vigilant practice, we have faced it head-on and emerged stronger. This is not a statistic; it is a mark of our collective vigilance and dedication to safeguarding one another.

Every low incident rate is forged by the hands of those who refuse to compromise on safety, who take every precaution, and who look out for their fellow workers.



At the heart of our safety success lies the power of observation—each report from the field is not merely a submission but a deliberate step towards preventing future incidents. The more we observe, the stronger we become. Every safety observation is a building block in the foundation of COMANCO's safety mission. This is our path. This is our purpose. And together, we forge ahead.

Transformative Leadership Retreat: A Journey of Growth at Mt. Charleston

Several key members of the COMANCO team recently returned from a transformative experience at the Leader Circle retreat in Mt. Charleston, Nevada. This exclusive program provided a unique opportunity for personal and professional growth. Our dedicated leaders delved into intensive sessions focused on leadership development, team dynamics, and problem-solving.

"It allowed me to understand what I valued most as a leader," said Joseph Lucas, Assistant Project Manager. "It also allowed me to face mental obstructions that I was not aware were holding me back."

The retreat emphasized the importance of continuous learning and growth, fostering a supportive and collaborative environment. Participants left the retreat with renewed purpose and a commitment to excellence.

COMANCO is excited to see how the insights gained and connections made during this retreat will influence our leaders' approach to their roles and contribute to the continued success of our projects.



Great learning experience! It taught me to take more time to reflect on life. Every day is a new reset, and each sunrise brings a fresh start. - James Kile

Thanks to The Leader Circle for these shared days, we have enhanced values such as Empathy, Integrity, and Gratitude. Let's not forget, "Trust makes the Team". - Miguel Medrano



Great leadership-building training! I learned that each day brings new opportunities. When the sun comes up, it's a chance to enjoy life to the fullest and make everything count. - Josh Philhower

EMPLOYEE ANNIVERSARIES

Thank you for being an essential part of our success!



Juan Granados Cruz
25 Years



Fredy Serrano
22 Years



Sesar Quirino
22 Years



Librado Vasquez
21 Years



Arturo Cirilo
19 Years



Adan Loza Penalzoza
15 Years



Lucas Aguilar
15 Years



Pablo Gomez Castaneda
15 Years



Pascual Penalzoza
15 Years



Amancio Chavez
14 Years



Abnel Lopez Soto
13 Years



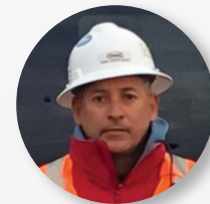
Daniel McRae
13 Years



Roberto Zavaleta Rodriguez
13 Years



Thomas Raab
13 Years



Tomas Aguilar
13 Years



Alejandro Loza Solis
12 Years



Silvano Marcial Tellez
11 Years



Rony Figueroa
10 Years



Ramon Irizarry
10 Years

PROMOTIONS - EMPLOYEES ON THE RISE



Amberlee Johnson
Marketing
Coordinator



Didier Soto
Liner Technician



**Jesus Salazar
Hernandez**
Liner Technician



**Jovani Rodriguez
Silva**
Liner Technician



Fredy Serrano
Leadman



Ramon Irizarry
Superintendent

COMANCO UPCOMING PROJECTS

Miami Dade LF Water Pipe Repair
Cap Repair
Florida

DEP-SRWMD High Springs Expansion
Liner Installation
Florida

Simplot Rock Springs
Liner Repair
Wyoming

Waste Management Vista Cell 8
Liner Installation
Florida

Land Tejas Sunterra Amenity CL
Liner Installation
Texas

Hill Country Hyatt CL
Liner Installation
Texas

Big Cypress Seminole Indian Res.
Liner Replacement
Florida

Barrick Gold TR Getchell TSF
Liner Repair
Nevada

EPA SE Wood Preserving LF
Landfill Closure
Mississippi

Mosaic New Wales Early Closure
Liner Installation
Florida

Agrium Lanes Creek Pond 7
Liner Installation
Idaho

Dawson-Cherokee Crystal Falls
Lagoon Installation
Georgia

**DON'T WAIT FOR
OPPORTUNITY,
CREATE IT.**



SAFETY ★ QUALITY ★ SERVICE

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