

THE COMANCO WAY



COMANCO COMPLETES INDIAN RIVER LANDFILL CELL



COMANCO recently completed a significant landfill expansion project for Indian River County, Florida. The project involved the installation of a complex five-layer liner system featuring 999,000 SF of Solmax geomembrane and FabriNet geocomposite, as well as 499,500 SF of GCL, along with the placement of significant quantities of fill and protective cover sand. Additionally, the project included the installation of ISCO pipe: 1,250 LF - 6in, 1,300 - 10in, and 510 LF 10in x 16in dual contain pipe. Despite the project's complexity and the presence of heavy equipment operating near a main road, COMANCO's crew maintained an exemplary safety record with zero incidents.

This project presented unique challenges, including the installation of three large liner penetration boxes and two large manholes. Superintendents Billy Wilson and Martin Calderon effectively led the team, ensuring a smooth and successful completion. The successful completion of this project will contribute to the safe and responsible management of waste in Indian River County.

2024 Done 'The COMANCO Way'

As I reflect on 2024, I am once again humbled by the many successes we've experienced and the countless opportunities God has given us. His blessings continue to bring incredible talent to our team—individuals who are dedicated to our #1 Core Value of Safety, our #2 Core Value of Quality, and our #3 Core Value of Service to our customers. These values make up the foundation of the COMANCO team.

I am deeply grateful for our amazing customers, who appreciate what we do, and for our team's unwavering commitment to ensuring everyone goes home safely. Our achievements this year are a direct result of the dedication and focus each of you brings to the table.

We are fortunate to have many skilled, seasoned employees who mentor and train the next generation of workers, preparing them to face future challenges. In 2024, we accomplished a significant amount of work—and we did it safely.

Looking ahead, we anticipate another successful year. We'll continue to move forward with our current projects while seeking new opportunities. Our goal is to build on this year's successes by continuously reassessing our performance and striving to improve our Safety, Quality, and Service. Each of us must continue to push ourselves to innovate and contribute to the growth of COMANCO.

I am incredibly proud of the work we do, no matter the size or location of the projects—whether small tasks or large, complex undertakings. Each job is completed by dedicated individuals who help elevate the company to new heights in Safety, Quality, and Service.

Thank you to each and every member of the COMANCO team. Your hard work and commitment make it all possible, and I truly appreciate all you do!

Have a Safe 2025!

Thank you!

Mark A. Topp

President





Employee Appreciation Day 2024

Employee Appreciation Day was a resounding success! The day was filled with laughter, learning, and a genuine sense of camaraderie. Employees enjoyed informative presentations from each department, highlighting the crucial role everyone plays in the company's success.

The recognition of long-serving employees was a particularly moving moment, with many years of dedicated service celebrated. The company is incredibly grateful for the hard work and dedication of every team member.

This event was a reminder of the importance of recognizing and appreciating our employees. COMANCO values its people and is committed to creating a positive and rewarding work environment.



COMANCO ADVANCES ON LANDFILL PROJECT

COMANCO is excited to announce that the earthwork on this landfill project is progressing smoothly. Currently, we are focused on subgrade work and preparing for the installation of the liner system. This critical phase involves deploying high-quality materials from reputable suppliers, including SKAPS, AGRU, and Solmax. The project will utilize an impressive amount of geomembrane, GCL, geotextile, and composite materials to ensure the long-term integrity of the landfill.



We are proud of our team's dedication to safety and efficiency. Superintendent Juan Morales has been instrumental in training new operators, ensuring they are well-versed in COMANCO's best practices. This project showcases our comprehensive approach to landfill construction, from earthwork and vegetation removal to the installation of advanced liner systems. We will contribute to environmental protection and sustainable waste management by successfully completing this project.

COMANCO TACKLES COMPLEX GYPSUM STACK EXPANSION

COMANCO is currently undertaking a challenging project involving the expansion of an older gypsum stack. To ensure the integrity of the expanded storage capacity, a comprehensive dipole testing process was initiated to identify and repair any existing liner leaks. This meticulous process, which included excavating a significant isolation trench and conducting thorough investigations, was crucial to the success of the project.



Following the successful completion of the dipole testing, COMANCO's team, led by Superintendent Josh Philhower and Superintendent Jorge Gomez, has been diligently working to build up the dike and deploy a new liner system. Despite unforeseen site conditions, the team has demonstrated exceptional adaptability and problem-solving skills to meet the project's stringent requirements.

COMANCO COMPLETES LAGOON LINER INSTALLATION

COMANCO recently completed the installation of a lagoon liner system for a prestigious amenity project. The project involved the placement of 80mil LLDPE liner, including both smooth and textured varieties, along with geotextile and a multi-flow system. Solmax provided all geosynthetics, and Varicore supplied the multi-flow components. Despite limited space and tight deadlines, the COMANCO crew expertly installed 62,627 SF of smooth liner, 44,888 SF of textured liner, and 5,010 LF of liner welded to polylock. The team capitalized on favorable weather conditions to complete the multi-flow system and sand placement ahead of schedule, ensuring project efficiency and minimizing weather-related delays. This unique project prioritized aesthetics, requiring careful consideration of



the lagoon's unique shape. By completing our scope of work early, COMANCO facilitated the construction of surrounding amenities, demonstrating our commitment to project collaboration and timely execution.

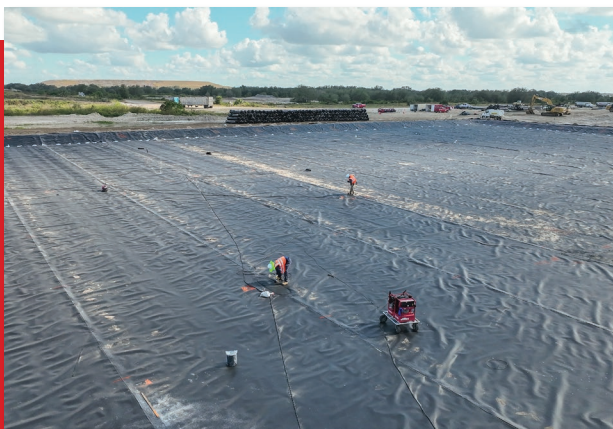
The project was completed ahead of schedule with an exemplary safety record. Utilizing premium materials from industry-leading suppliers ensured the highest quality installation.

COMANCO ADVANCES ON GYPSTACK CLOSURE

The COMANCO team has successfully blacked out the 50-acre top dome of a temporary gyp stack closure this week, utilizing 60mil DS Textured Liner from Agru and Skaps Geocomposite 330. This marks a crucial stage in the project, which aims to protect 122 acres of subgrade from the upcoming rainy season. The long and wet slopes present unique challenges, requiring meticulous attention to safety and detail. Superintendents Larry Graham and Ramon Irizarry have been instrumental in expediting the liner installation, showcasing their teamwork and dedication. This project will ultimately redirect stormwater away from gypsum, minimizing contact water within the system and ensuring the long-term environmental integrity of the site.



COMANCO IS ON TRACK FOR SUCCESS WITH LANDFILL PROJECT



The COMANCO team is making excellent progress on another landfill project! Earthwork for the cell has been completed and approved, and the force main installation is 100% finished. The crew, led by Superintendent Danny Romero Jr. for earthwork and expertly coordinated by Superintendent Pablo Medina and Leadman Freddy Serrano, is installing AGRU Liner 60mil and GCL, with expected completion by the end of this week. Once the liner as-built is approved, the team will deploy SKAPS 270 geocomposite and proceed with protective cover work. Keep up the fantastic work, team!

FREQUENTLY ASKED QUESTIONS:

Q: How do I get a copy of my 2024 W-2?

A: W-2 Forms will be accessible in the TC1 Self-Service Portal hr.viewpoint.com by January 31, 2025.

Q: When can I make changes to my tax withholdings? Do I need to complete a new Form W-4?

A: You can make changes to your tax withholdings at any time. To do so, complete a new Form W-4 and submit it to the HR Department. You can download the form on the COMANCO website under the Employee Resources section: <https://comanco.com/employee-resources/>

Q: How do I update my personal information? (phone number, e-mail, mailing address, etc.)

A: Employees should log into their Self-Service Portal at hr.viewpoint.com to make changes to personal information.

Q: How can I check my PTO balance?

A: Employee's Available PTO Balance appears on their Paycheck Stub in the Self-Service Portal hr.viewpoint.com.

Q: Why do I need to complete my Annual Wellness Physical before the end of the year?

A: First and foremost, you are taking care of your health and well-being. Lastly, you are taking care of your pocket by saving money on your medical insurance premiums in 2025.

Q: Where can I go to complete my Annual Wellness Physical?

A: You should go to an in-network provider for your physical to be covered under our insurance plan. To locate an in-network provider, call the number on the back of your UHC insurance card or call BenefitsVIP (866) 293-9736. You can also use the UnitedHealthcare App on your Smartphone to locate a nearby provider.

Q: I am a current employee and I have not been contributing to the Retirement plan. How do I start?

A: Current employees who have previously declined 401(k) contributions can decide to contribute to their 401(k) anytime by calling VOYA Customer Service at +1 (800) 584-6001 or by logging onto their account at www.voyaretirementplans.com

UNITED IN SAFETY: A YEAR OF TEAMWORK AND TRIUMPH

As we close out the year, the Safety Department would like to take a moment to reflect on what we have accomplished together to make our workplace safer. As our COMACO family increased, we saw a decrease in incidents, which highlights everyone's commitment to working safely and protecting themselves and each other. Additionally, there has been a noticeable increase in safety observations, with employees speaking up to identify and address potential hazards. This proactive approach demonstrates how everyone is staying alert and taking responsibility for their own safety and the safety of their coworkers.

In 2024, our communication around safety improved, with more employees using their voices in a collaborative effort to raise safety awareness. Let's carry this momentum into the new year and continue working together to make our workplace even safer. Let's stay focused on safety on every job site every day!



A COLLABORATIVE CELEBRATION OF SUCCESS

COMANCO recently hosted its annual Managers Meeting, a vital gathering where leaders from across the company convened to share insights, celebrate achievements, and chart a course for future success.

The meeting provided a valuable platform for each department to showcase their triumphs, openly discuss challenges encountered throughout the year, and collaboratively outline ambitious goals and strategic plans for the year ahead.

During the event, each department presented their key accomplishments, areas for improvement, and innovative strategies for navigating the complexities of the upcoming year. Through open dialogue and shared expertise, managers collectively defined ambitious goals, aligning departmental objectives with the company's overall vision. The meeting fostered a strong sense of camaraderie and teamwork, strengthening relationships among managers and fostering a collaborative spirit across the organization.



EMPLOYEE ANNIVERSARIES

Thank you for being an essential part of our success!



Dannis T Kirkman
32 Years



Mario Domingo Salez
21 Years



Earl Charles Lynch
19 Years



Esau Perez Lopez
19 Years



Misael Barrera Tovar
19 Years

PROMOTIONS - EMPLOYEES ON THE RISE



Giohalexon Mendoza Castaneda
QA/QC Technician

COMANCO UPCOMING PROJECTS

Sarasota Leachate Storage Ponds
Liner Installation
Florida

TECO Big Bend Plant Stormwater
Rehabilitation
Florida

Itafos Conda H1-NDR Rail
Liner Installation
Idaho

Lee County Landfill Cell 2A
Liner Installation
Florida

Hollywood Beach Golf Club
Irrigation Pond Liner
Florida

Magnolia
Lagoon Installation
Texas

Mosaic Bonnie Mine Area 1-2
Liner Installation
Florida

Waste Pro Interlachen C&D LF Cell 2
Earthwork & Pipe Work
Florida

Mississippi Phosphate WRD
Turf Installation
Mississippi

Waste Management Vista LF Cell 8
Liner Installation
Florida

Borealis Mine Phase 2
Leach Pad Repairs
Nevada

**COMMITTED TO EXCELLENCE,
DRIVEN BY RESULTS**

