

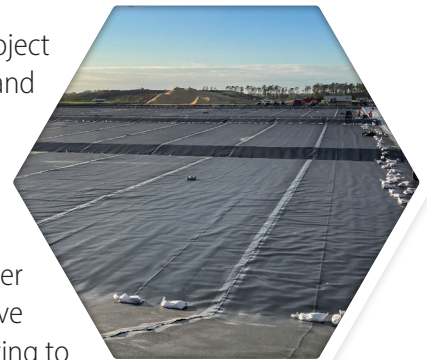
THE COMANCO WAY



COMANCO is Making Headway on 14-Acre Landfill

COMANCO is making significant progress on a 14-acre landfill project in Central Florida, marking key milestones in earthwork, lining, and piping. The team has successfully completed the earthwork phase, establishing a stable foundation for a state-of-the-art liner system. Under the leadership of Superintendent Martin Calderon, 200,000 SF of Geosynthetic Clay Liner and secondary liner material have already been installed, contributing to a comprehensive deployment of over 5.4 million SF of various geosynthetic materials designed to exceed stringent environmental and regulatory standards.

Learn more about this project on page four.



Embracing Our SOPs, Leveraging Our Technology, and the Importance of Training

As we continue to navigate through the complexities of our industry, I want to emphasize the critical role that our Standard Operating Procedures (SOPs) play in our daily operations. I also want to highlight the importance of effectively utilizing our existing technological resources and discuss why training is essential to our success.

Why SOPs Matter

Our SOPs are not just guidelines; they are the backbone of our operational excellence. They ensure:

Consistency: By following SOPs, we guarantee that every task is performed in a consistent manner, reducing variability and enhancing the quality of our output.

Efficiency: SOPs streamline processes, helping us to work smarter, not harder. They cut down on time wasted in decision-making or searching for the best practice for each task.

Safety: Compliance with SOPs minimizes risks to our team members, our clients, and our company. They are designed to protect everyone involved and to prevent accidents or errors.

Regulatory Compliance: In our industry, adherence to regulations is not optional. SOPs are crafted to ensure we meet all legal and industry standards, keeping our operations compliant and our reputation intact.

Training and Onboarding: New team members can quickly get up to speed, understanding the expected way of doing things, which is crucial for maintaining productivity and morale.

Maximizing Our Technological Assets

Equally important is the effective use of our existing technology:

Innovation: Our tools are not just for maintenance but for innovation. By fully understanding and using our technology, we can explore new ways to serve our clients or improve our processes.

Data-Driven Decisions: Our systems collect valuable data. When we use this data wisely, we can make informed decisions that drive our business forward.

Resource Optimization: Leveraging our technology means we can do more with less, reducing costs while increasing output. It's about making every resource work harder for us.

Competitive Edge: In a tech-driven market, those who master their tools stand out. Our technology gives us the ability to operate at a level above our competitors.

SOPs Across Industries

To give you a broader perspective on why SOPs are universally valued, here's how they're applied in other sectors:

Healthcare: SOPs ensure uniform medical procedures, reducing medical errors and improving patient outcomes.

Aviation: SOPs are vital for safety, ensuring predictable and correct reactions to situations.

Food and Beverage: They govern preparation and storage to comply with health regulations and maintain quality.

Manufacturing: SOPs standardize production, reduce defects and optimize workflow.

Banking and Finance: SOPs manage transactions and data security, maintaining compliance and trust.



The Importance of Training and Consistency of Training:

Consistency of training is why we use vendors like Ring Power to do most of all our Heavy Equipment Operator training, Not only are they set-up to train they have developed a consistent program, so all our operators are getting the same information.

Consistency of training is why we use Jay Grenke and Leodan Gutierrez to conduct our ETP (Employee Training Program) training, so we are all singing from the same sheet of music!

GeoCAAB our QUALITY Control program has created a consistency of purpose in how we conduct our Quality Control in the field so each project is not doing quality control differently.

Training is the Bridge Between SOPs, Technology, and our Team's Capabilities:

Skill Enhancement: Regular training ensures our team is well-versed in the latest procedures and technologies, preventing skill obsolescence and fostering professional growth.

Adaptability: As our industry evolves, so must we. Training helps us adapt to new SOPs, tools, or changes in our operational environment, keeping us relevant and competitive.

Error Reduction: Well-trained employees are less likely to make mistakes, directly impacting on our quality of work, safety, and compliance levels.

Team Cohesion: Training sessions are opportunities for team building, sharing experiences, and aligning everyone towards common goals and practices.

Employee Satisfaction: Investing in training shows our commitment to our team's development, which can boost morale, retention, and job satisfaction.

Too many times, an employee has stated that was not how I was trained when something goes wrong.

Moving Forward

I encourage each of you to revisit our SOPs, not just to follow them, but to understand the 'why' behind each procedure. Similarly, take the time to learn more about our technological capabilities through the training sessions we have scheduled throughout the year or the academy videos or the on-line resources our ERP systems HCSS, Trimble, Spectrum, provide. Please ask yourself does your training aligns with the SOP's if not ask your trainer why? Maybe your trainer does not know or was trained the wrong way.

Let's make 2025 a year where we not only adhere to our SOPs but also push the boundaries of what's possible with our technology, all while continually enhancing our skills through training. Together, we can achieve excellence in every aspect of our work.

Thank you for your continued dedication and innovation. I'm proud of what this team continues to accomplish. Working together and helping each other with the proper training there is no telling what we can do together with each of you.

Mark A. Topp
President

A Closer Look at COMANCO's 14-Acre Landfill Project

COMANCO continues to push forward on a 14-acre landfill project, ensuring environmental safety and sustainable waste management. With the earthwork phase completed, the team is now halfway through the intricate liner installation process, reinforcing the landfill's containment system to prevent contamination and protect groundwater resources.



This large-scale project involves the precise deployment of geosynthetic materials, including 843,975 SF of Geosynthetic Clay Liner (GCL), 1,704,000 SF of 60 mil Textured Liner, and additional layers of geocomposite, geotextile, and rain tarp, totaling over 5.4 million SF. These high-quality materials play a critical role in ensuring the landfill's longevity and compliance with environmental regulations.



Superintendent Martin Calderon and his crew have played an integral role in adapting to change orders and solving challenges efficiently, ensuring smooth project progression. Their expertise and problem-solving skills have been essential in maintaining project timelines while upholding COMANCO's commitment to safety and quality. The team's attention to detail and ability to overcome site-specific obstacles highlight their dedication to delivering exceptional results.



Once completed, this landfill expansion will enhance the region's waste management capacity, safely containing up to 100,000 tons of Class 1 waste annually. This additional capacity is vital for meeting the needs of a growing population while minimizing environmental impact. By implementing advanced geosynthetic solutions, COMANCO is playing a crucial role in protecting natural resources and promoting responsible waste disposal practices.

COMANCO Improving Power Plant Drainage

COMANCO has launched a vital pond and ditch system rehabilitation project at a power plant, reinforcing our commitment to environmental protection and regulatory compliance. The project aims to prevent flooding and contamination using advanced containment solutions such as geosynthetic clay liners and HDPE liners. The team has begun clearing vegetation and preparing for the installation of 75,000 SF of 80-mil HDPE liner and 33,000 SF of 220 Geocomposite. Led by Supervisor Jose Mendez, the crew has already overcome obstacles, including a hidden leaking pipe that complicated dewatering efforts. Despite the delay, COMANCO's team kept operations moving efficiently while maintaining zero safety incidents.

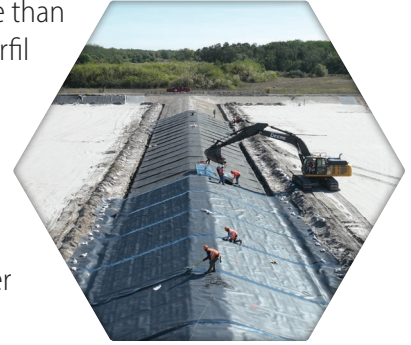
Unlike typical drainage projects, this site requires rehabilitating multiple small ditches, adding complexity to coordination and execution. Once completed, the improved drainage system will prevent heavy rain from flooding key areas and reduce contamination risks from coal ash in the soil. COMANCO's expertise in geosynthetics and containment solutions ensures long-term environmental protection and regulatory compliance.



COMANCO Upgrading Wastewater Treatment Plant in Florida

COMANCO is upgrading a wastewater treatment plant for an Indian Reservation, now more than 25% complete. The team is installing 280,000 SF of 10 oz. Geotextile Cushion Layer and Atarfil USA 60-mil Textured Geomembrane to improve the facility's Rapid Infiltration Basins (RIBs).

With just 20 feet of clearance around the perimeter, COMANCO efficiently manages material import and export. A phased approach keeps the plant operational while three of five RIBs are rehabilitated. Once done, the final two RIBs will be upgraded to improve water infiltration, structural integrity, and efficiency. This project will restore the plant's wastewater treatment capabilities for long-term efficiency.



COMANCO's Recreational Pond in Final Stages

COMANCO is advancing a recreational pond project, showcasing expertise in geosynthetics and HDPE pipe installation. Featuring observation towers, a river system, and an aquatic ecosystem, the project is nearing completion with 80% of the 49,122 SF 60-mil HDPE liner and 2,000 LF of 8" HDPE underdrain pipe installed.

The system is reinforced with 43,160 SF of 16oz non-woven geotextile, 2,000 SF of Geoweb, and 640 LF of Geovent for drainage. Crews are installing the HDPE pipe recirculation system, optimizing water movement and long-term functionality. Once complete, this pond will be both functional and visually appealing.



COMANCO's Landfill Project Nears Completion

COMANCO is making significant progress on a Florida landfill construction project, now in its final stages. The team, led by Superintendent Pablo Medina and Foremen Danny Romero Jr. and Fredy Serrano, have successfully completed protective cover placement and is finalizing the leachate pad concrete. These milestones mark a crucial step in ensuring the landfill's long-term functionality and compliance with environmental regulations.

In the coming weeks, crews will install station plumbing and complete sod placement, with completion expected in the next 2-3 weeks. These final touches will enhance the site's appearance while also providing necessary erosion control and drainage support. These finishing touches play a key role in the project's overall success, reinforcing COMANCO's commitment to both quality and sustainability.

This project has utilized advanced geosynthetics, including AGRU 60mil liner, GCL, and Skaps 270 geocomposite, to provide a reliable containment system and prevent environmental contamination. By implementing these high-performance materials, COMANCO ensures that the landfill meets industry standards and client expectations.



Take Charge of Your Health: The Benefits of Scheduling Your Annual Wellness Physical Early

As we move through the year, it's easy to put off health appointments. However, one task you shouldn't delay is scheduling your annual wellness physical. Taking the time to book it early in the year has numerous advantages. Not only does it give you plenty of time to address any health concerns that may arise, but it also helps you avoid the end-of-year rush, making it easier to secure an appointment.



Our Wellness Discount program offers great incentives for employees who make their health a priority by providing discounted premiums for the upcoming plan year. By scheduling your check-up early, you're not just taking care of your health—you're also saving on healthcare costs.

A quick reminder: HR only requires the completion form, so please don't send the results! If you need assistance finding a doctor or clinic, don't hesitate to reach out to United Healthcare at 1-866-633-2446, visit www.myuhc.com, use the UnitedHealthcare app on your phone, or contact BenefitsVIP at 866-293-9736.



Additionally, if you're looking for convenient options to complete your wellness physical, feel free to reach out to the Human Resources department for guidance and assistance in finding a solution that works best for you.

Please send your completed Annual Wellness Physical forms to hr@comanco.com or fax them to 813-988-8779.

Your health is your greatest asset—take good care of it!

Building a Safer 2025: The Power of Safety Observations

As we begin the new year at COMANCO, we will face new challenges that require our collective focus on safety. The construction environment is constantly changing, and identifying potential hazards early is crucial to preventing incidents. In 2025, safety observations will remain a key factor in reducing incidents across our sites. The more hazards we identify, the fewer incidents we'll face, which helps keep our team safe and our projects on track. Everyone must continue to speak up and submit observations because your input leads to real, positive change. By actively reporting risks and suggesting improvements, we can take immediate action to prevent incidents before they happen, ensuring every concern is heard and addressed promptly. Let's work together to face this year's challenges head-on and make 2025 our safest year yet.



Fusion Welding:

TOP WELDERS BY LF



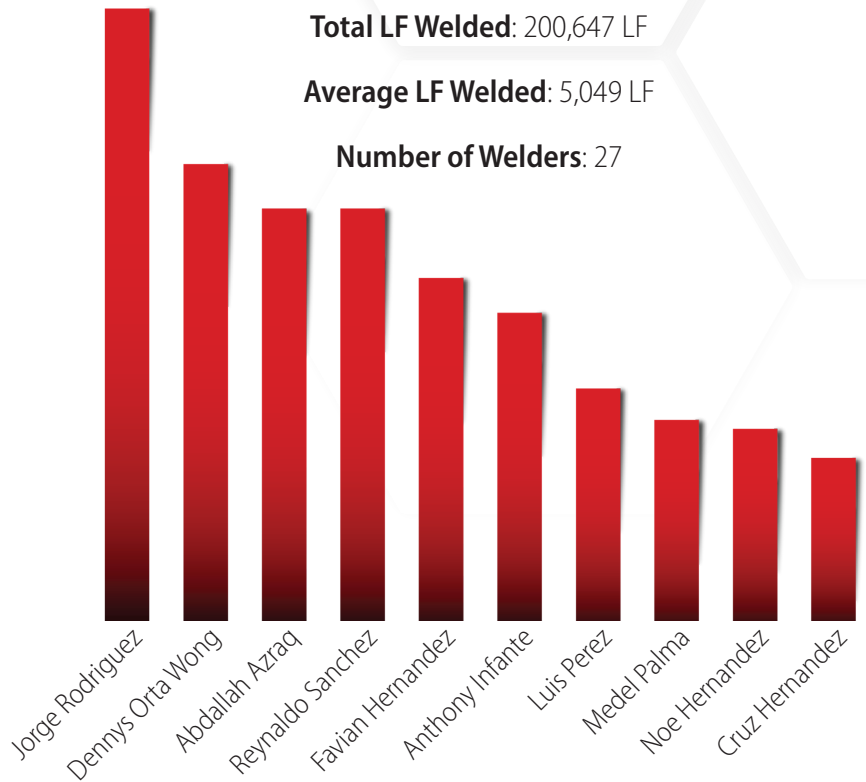
Jorge Rodriguez



Dennys Orta Wong



Abdallah Azraq



Extrusion Welding:

TOP WELDERS BY LF



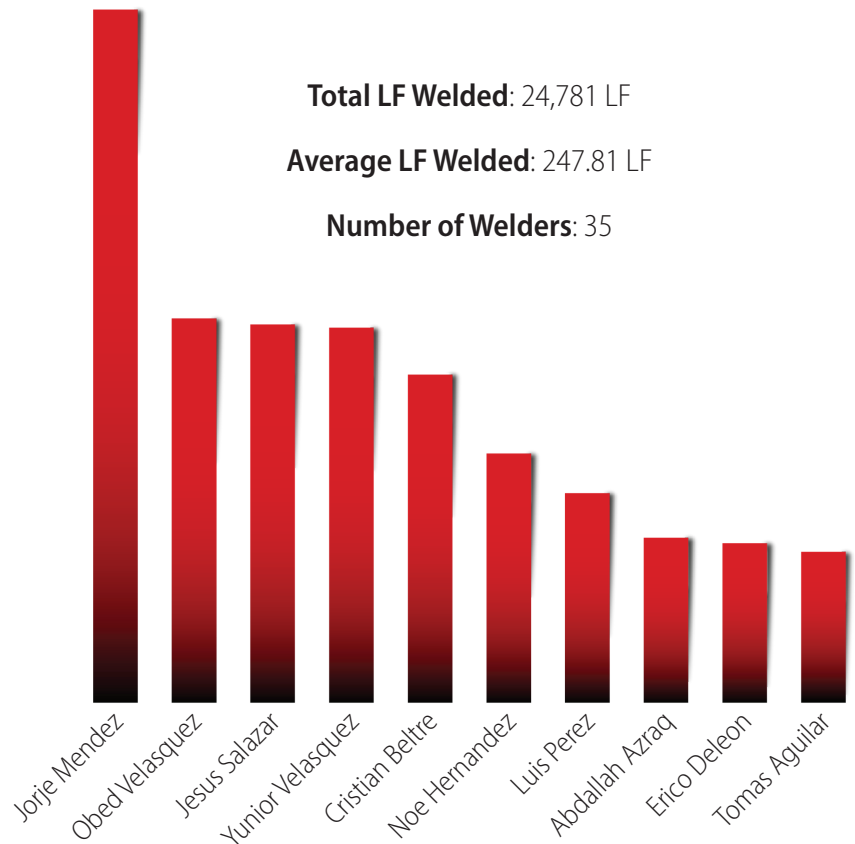
Jorje Mendez



Obed Velasquez



Jesus Salazar



Employee Training Program

COMANCO's Employee Training Program (ETP) continues to be a vital part of our commitment to developing a skilled, knowledgeable, and empowered workforce. The ETP is designed to equip our field employees with the necessary skills to advance in their careers, ensuring they can confidently and efficiently perform their roles.

We have hosted employees with varying levels of experience for focused training, providing them with hands-on instruction and real-world applications of industry best practices. Participants return to the field empowered with enhanced skills, ready to perform their jobs to the best of their ability.



At COMANCO, we believe that developing a strong workforce begins with empowering our employees. The ETP has led to career advancements, with several employees earning well-deserved promotions as a result of their participation.

Additionally, employees report gaining valuable insights that extend beyond technical skills, such as problem-solving, teamwork, and adaptability—essential qualities for both professional and personal growth.

Our ETP is more than just a training initiative—it fosters a culture of continuous learning and leadership development. Through practical exercises and real-world simulations, employees strengthen their expertise while also cultivating the leadership skills necessary to guide teams and navigate challenges effectively. The knowledge gained from these sessions reinforces our core values, extending beyond the workplace and contributing to a more sustainable future for all.



We are proud of the individuals who have participated in ETP so far, and are confident that they will continue to make meaningful contributions to COMANCO's success for years to come. Together, we are building a strong foundation for the future—one training session at a time.

Defensive Driving

COMANCO participated in a two-day Defensive Driving Training program. Eighteen employees engaged in a structured course designed to enhance road safety and accident prevention.

On the first day, participants attended a virtual classroom session focused on hazard anticipation, safe driving habits, and vehicle maintenance. This interactive training emphasized practical techniques to mitigate risks on the road. The final day featured behind-the-wheel training, where employees applied these principles in real-world driving scenarios under expert supervision, refining their skills in a controlled setting. By completing this program, our employees strengthened their defensive driving skills, ensuring the safety of both personnel and transported equipment.



Heavy Equipment Training at Ring Power

As part of COMANCO's ongoing training initiatives, our employees recently participated in Skid Steer and Haul Truck Training at Ring Power Corporation under the expert instruction of Blake Conwell.



Skid Steer Training

Ten COMANCO employees completed Skid Steer Training, gaining essential skills for safe and efficient operation. The two-day training included a classroom session covering equipment components, inspection procedures, and operating techniques, followed by hands-on training where employees practiced navigating slopes, maneuvering obstacles, and deploying materials under expert supervision. This experience enhanced their confidence and reinforced COMANCO's commitment to workplace safety and operational excellence.

Haul Truck Training

Twelve COMANCO employees participated in Haul Truck Training, focusing on the CAT 725C2 haul truck. Like the Skid Steer program, the training included a classroom session on fundamentals, safety protocols, and inspections, followed by a practical component where employees gained hands-on experience maneuvering the truck in real-world conditions. This training ensures our team is well-prepared for the challenges of the field.



FMI's Leadership Training

COMANCO remains dedicated to strengthening leadership within our team, recognizing it as the foundation of project success. Recently, seven employees attended three of FMI's premier leadership training programs: Construction Executive Institute, Emerging Managers Institute, and Field Leader Institute.

Construction Executive Institute

At the start of the year, COMANCO took part in the CEI program, gaining advanced expertise in financial management, strategic planning, and operational efficiency. This training helped refine skills in financial control, risk management, project bidding, and leadership development.



Emerging Managers Institute

COMANCO team members attended EMI in Raleigh, North Carolina. This three-day program equipped them with essential leadership, project management, and workforce development skills, while also allowing them to build a network of industry peers.

Field Leader Institute

Three more employees took part in the FLI in Florissant, Colorado, which focused on enhancing field leadership through interactive coaching, feedback exercises, and leadership development. The training emphasized communication, team building, and succession planning to ensure strong leadership in the field.



Employee Anniversaries



Thomas Topp
35 Years



Willie Boswell
24 Years



Jorje Mendez
23 Years



Carlos Granados Cruz
23 Years



Scotty Martone
23 Years



Martin Calderon Murillo
21 Years



Pablo Gomez Medina
21 Years



J Cirino Martinez Cortes
21 Years



Segundo Alvarez
21 Years



Obed Velasquez
17 Years



Carlos Lopez Gomez
16 Years



Christine Topp
12 Years



Jose Alejandro Sanchez
11 Years

Thank you for your dedication!

Employee Promotions



Xiomarilys Feliciano Munoz
Training Coordinator



Ubaldo Mancilla
Foreman



Tyrese Miller
Liner Technician



Russell Britt
Project Manager



Dogukan Akkoyun
Assistant Project Manager



Fredy Serrano
Foreman



Edy Morales Gabriel
Liner Technician



Anthony Rikansrud
Assistant Project Manager



Bryan Lucatero
QA/QC Technician



Christopher Pomeroy
Leadman



Everardo Amador
Leadman



Santiago Hernandez-Alfaro
QA/QC Technician



Franklin Turcios Turcio
Operator



Reynaldo Sanchez
Liner Technician



Martin Andres Alarcon
Operator



Martin Calderon Jr.
Leadman

Congratulations!

**Mosaic Green Bay Phase II
Stage A**
Liner Installation
Florida

Magnolia CL Liner
Lagoon Installation
Texas

Lee Co LF Cell 2A
Liner Installation
Florida

**Coeur Rochester Quarterly
Inspection & Repairs**
Liner Repairs
Nevada

WM Vista LF Cell 8
Liner & RainTarp Installation
Florida

**Dawson-Cherokee Crystal
Falls LAS Ph 1**
Lagoon Installation
Georgia

**USAC S Gyp Areas Drain
Construction**
Pipe Installation
Florida

TECO Big Bend Berm Repair
Liner Repairs
Florida

Hill Country Hyatt CL
Lagoon Installation
Texas

Sarasota Leachate Ponds
Liner Installation
Florida

Water Conserve II - Site 7
Earthwork & Regrading
Florida

Link Ironwood Phase II Bldg 3
Gas Management
Florida

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