



THE ClearView

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CWS AWARDED NUMEROUS NEW PROJECTS

Over the last few months, CWS has added numerous new projects to our constantly-growing portfolio. From labor only contracts to full O&M services, CWS takes pride in being able to tailor the Scope of Service to the needs of each client. The terms of the contracts range from a month-to-month time frame to five years. In addition to the extra projects, we have also added new members to our team... 45 of them to be exact...bringing our company total to approximately 500. The additional staff and resources provide benefits to the existing clients too, as shared equipment, availability of staff for emergencies, and industry expertise can be utilized as needed across the CWS footprint. "This is an exciting time for our firm," said Rick Ailiff, Executive VP. "We knew that with Keystone's leadership and the expertise of the firms that we have acquired, growth was imminent. CWS is now playing in a whole new league. And there is more to come! There are discussions currently taking place with potential new clients. It's a great time to be a part of ClearWater Solutions."

ALABAMA

Guin Water Works & Sewer Board

CWS is providing labor only for Guin's water treatment plant, a 1 MGD Surface Water Plant. Since the Board had been unable to fill vacant positions, CWS was asked to provide three employees to ensure the water treatment plant remained in compliance.

FLORIDA

Central States Water Resources

Addition of 4 projects for CSWR which include:

- Sunshine (23 WTPs)
- Aquarina (WTP and WWTP)
- North Peninsula (WWTP)
- North Charlotte (WTP and WWTP)

Ft. Drum Service Plaza

Canoe Creek Service Plaza

Plus, \$1 million in construction projects

GEORGIA

City of Jasper

CWS is providing a Grade III certified water treatment operator to fill the void in the day-to-day operations. The operator provides efficient and effective operations, as well as ensures that all required monitoring, testing and lab testing required by Georgia EPD or other outside agencies are performed and report as required.

MISSISSIPPI

City of Petal

CWS was selected by and currently in negotiations with the City of Petal. Our MS team will soon begin providing Water, Wastewater and Public Works operations.

Days Water Association

CWS is providing an Operator/Service Technician for the Days Water Association to assist with plant operations, meter reading, meter leaks around meters, and service orders.

Utility One Acquisition

Acquisition of the Utility One firm added 10 new projects to the list. The projects, all located in Mississippi, include such clients as the City of Purvis, City of Sumrall, City of Mt Olive, City of Magee, City of Raleigh, City of Taylorsville, City of DLo, and Boswell Regional Center. CWS provides water and/or wastewater operations for these.

Central States Water Resources

CWS recently picked up 75 new CSWR facilities across the state of Mississippi and 14 more starting at the end of August.

NORTH CAROLINA

BlueBird

CWS has started up a new CSWR project located near Asheville, NC. The RedBird project includes three sites: Etowah (Wastewater), JL Golf WWTP, and JL Golf WTP.

SOUTH CAROLINA

City of Pickens

CWS has again received an increase in the scope as the City has added its WTP to the contract. Since the original contract was awarded in January 2022, the City has amended its original Scope of Services now 2 more times.

McCormick County

CWS was recently awarded a contract for the County's Water Distribution and Wastewater Collection systems.



NEW RECRUITER JOINS HR TEAM

Welcome to our new Talent Acquisition Manager, Ashley Habernal! Ashley joins the Human Resources department at CWS to assist with talent acquisition and additional HR duties. She brings more than 12 years of experience in talent acquisition to the team, including her service of over 10 years in the US Navy where the majority of her time was spent working in HR with a focus on recruitment.

Ashley believes the foundation of any great company is its employees, and says she is most excited to help CWS continue to grow in a positive direction by helping to acquire and retain promising, up and coming and established talent. Although new to the water and wastewater industry, her background includes experience in manufacturing, HVAC, plumbing and electrical industries.

Ashley's focus will be on learning and understanding the day-to-day work, the "why" behind the work and the team that makes it happen, so she can accurately convey the company as a place where people feel good about what they do and who they do it for. She believes understanding and then conveying this culture is the best way to attract and keep top talent. She will look at the acquisition process in-depth, analyzing what has worked well in the past and where improvements can be made, in order to build a team that will serve the company well long-term.

FIRM NAMED "CONTRACTOR OF THE YEAR" BY APWA



Shown in photo (L to R): Chris Cox (APWA GA Chapter President), Jim Vaughn (CWS Client Manager), and Robert Drewry (CWS Port Wentworth Project Manager)

We are so excited that CWS was named "CONTRACTOR OF THE YEAR" by the Georgia Chapter of the American Public Works Association! Our company was nominated by our clients, Bobby Marr and Chris Cox, with the City of St. Marys, Georgia. According to the APWA Georgia Chapter website, the awards program "was established to recognize outstanding public works employees, individuals groups and projects, representing the best achievements in the public works profession in Georgia."

"We are honored to be named 'Contractor of the Year' for the state of Georgia," said Shawn Wood, CWS Regional Manager for the Georgia territory. "Even though we were nominated by the City of St. Marys, this award was based on exceptional performance throughout all of Georgia. All of our managers and their teams work so hard - day in and day out - that it is nice for someone outside of our company to recognize that success and bring attention to it."

So congratulations and THANK YOU to each and every CWS team member who was...and is...a vital part of our company's success. This honor is because of each of you!



Hutchinson Speaks During 'State of the City' Address

CWS's Project Manager, Roy Hutchinson, recently spoke during the Moss Point, MS 'State of the City' address in July. The presentation was the first held under new Mayor Billy Knight's administration. City administrators and Moss Point citizens heard from various department leaders about the current state of city departments, including Public Works. Roy's 15-minute presentation highlighted sewer collection, water distribution, natural gas, stormwater, drainage, and debris removal. He also discussed the poor condition of the existing infrastructure, citing the number of repairs that have been made over the last year (Water Distribution - 327 Repairs, Sewer Collection /Lift Station - 325 Repairs, Natural Gas Distribution - 230 Repairs, and Stormwater Drainage - 133 Repairs). His presentation concluded by advocating the need to change the culture of the residents by taking ownership in the community, public participation, holding folks accountable for their actions, and "taking our city back" - comments that got resounding applause from the audience.

CWS has been providing O&M services to the City of Moss Point since January 2016. Although Roy has been the Project Manager for those six years, he has more than 31 years of experience in the industry.

MOVING ON UP!

A huge congratulations goes out to those who have passed their certification exams in the last couple of months. Today we celebrate:

... **Devon Trezevant**, our Project Manager for the Fayetteville, GA project who passed his GA Grade 2 Water exam - not once, but TWICE! (Due to some crazy new rule, he had to take it again)

... **Perry Johnson** who received his license as a GA Grade 4 Water Operator. Perry just joined CWS in July as an Operator at the Swainsboro project.

... **Virgil Willis** and **Monica Glenn** who both passed their GA Water Grade 4 exams! Both Virgil and Monica are a part of the Fayetteville, GA team where Virgil is a Senior Utility/Meter Technician and Monica is our Locate Technician.

... **Thomas Sweat** who passed his Georgia Grade 4 Water Treatment exam. Are you thinking you have heard his name mentioned before? Well, you have! Thomas passed his Wastewater Collections Operator exam in March and his Distribution Operator exam only 4 months prior to that (November 2021).

...three of our Denham Springs, Louisiana team members who passed their Operator certification exams: **Ethan Hamilton** who passed his Class 3 WW Treatment and Collection; **Alexis Cedotal** passed the Class 2 WW Treatment; and **Chase Riley** passed the Class 1 WW treatment and Collection.

... **Kevin Walker** in North Louisiana, passed his Water Treatment 2 and Water Production 1 exams.

... **Jeremy Jordan** passed his Louisiana Level 1 Water Production, Water Treatment, and Water Distribution exams. Yes...THREE exams! Jeremy is at our Lake Charles, Louisiana project and part of our MWO family.

Want to see your name in an upcoming newsletter? Water and wastewater certification training for the Fall Semester is underway now! Classes take place online every Friday from now until the end of the year, at which time you should be ready to take your exam. If you are interested in participating in either course, please let your Project Manager know as soon as possible.

HAVE YOU MOVED?

We are getting quite a few pieces of returned mail due to incorrect or insufficient address. Please review your paystub to verify the address we have on file for you. Be sure to let HR know if you need to make a change. This will be the address to which your W-2 is mailed, so you want to be sure it is right!

REMINDER:

For all IT assistance,
please email:

HELPDESK@CLEARWATERSOL.COM



FIRST TOWN HALL MEETING HELD FOR EMPLOYEES

At the end of July, employees of CWS, MWO, and ESI joined together - virtually, of course - for the first CWS Town Hall Meeting. Led by the company's CEO, Steve Cawood, the meeting focused on several key themes such as history of each company, opportunities for growth, not losing sight of the small company feel, stability of the company, and alignment of the team going forward. According to Steve, "We are creating something special here. We feel like we are a company that outworks our competitors and genuinely cares about what we do."

The Town Hall meetings will take place on a quarterly schedule with different speakers and different messages. "It is important to our leaders that as we continue to grow, we continue to stay close to and communicate with all of our team members. We want that employee, who is located in the furthestmost corner of our territory, to know that he or she is not out there alone - there is a full team of support standing behind them," said Terry Merritt. "Communicating on a regular basis will ensure that everyone feels like they are a part of something bigger than their project. Because they are."

If you have any suggestions for topics that you would like to hear more about at the next Town Hall meeting, or if you have questions that we could answer when we meet again, please forward those to Beth Turner (beth.turner@clearwatersol.com) or Brian Tveitnes (brian.tveitnes@clearwatersol.com).

CRAWFORD NAMED NEW REGIONAL MANAGER FOR LOUISIANA / TEXAS

Kenneth Crawford has been promoted to Regional Manager for Louisiana and Texas, bringing nearly 30 years of water and wastewater experience to the position. Since February, 2022, he has served ClearWater Solutions in the capacity of project manager for the Midlands Project in the South Carolina area. Kenneth possesses licenses in multiple states and is a certified public works manager. He has also successfully completed Rutgers University's Public Works Manager Program.



Throughout his career, Kenneth has operated and/or maintained over 100 different water treatment facilities ranging from 5 GPM to 180 MGD and including small package plants, lagoons and industrial wastewater treatment plants. He has operated both surface and groundwater systems and can navigate complexities such as alum and potassium permanganate coagulation; membrane, greensand/synthetic and Tonka filtrations; clarifications for both dissolved air flotation (DAF) and updraft clarifiers; granular and powdered activated carbon; gas, sodium, calcium, ozone and chloramination disinfection; corrosion control including both cathodic protection and phosphate; and solids and residuals handling.

Originally from the Alabama/Mississippi Gulf Coast area, Kenneth is excited to return to his home region and bring back what he has learned from other systems throughout the country, as well as what he has learned about different management styles. He says he has always enjoyed the industry, its complexities and the interesting and dedicated people he has met along the way. He feels ClearWater Solutions and Midwest Water Operations are well positioned to help communities maintain compliance as new challenges with water quality emerge. Kenneth believes everyone deserves access to safe drinking water and says he has a passion for helping make things better and more efficient.



DOING GOOD THINGS

We talk about "always being on stage" a good bit. You are being watched and your actions are being judged by someone...for better or worse. If you toss a burger wrapper out of your truck window, someone saw that. If you are speeding down the highway or cut someone off, it's likely they wrote down your tag number. Believe me, we are notified when someone has a lapse of "better judgment". What you do...whether good or bad...is not only a reflection of YOU, but on our company as well, so we take it very seriously. When a citizen takes time out of their day to send us a message, we pay attention! Especially when that message is about the good things our employees are doing, then we want to spread the good news! So here is one of the "shout outs" that we recently received commending the actions of our team member:

NORMAN COLEMAN

"I was just having lunch with my daughter a few minutes ago at the McDonalds on Airline in Gonzales. One of the special needs employees sat next to us and started to have a seizure. One of your employees came over and assisted him. I just wanted to say that was very heroic and I feel he should be acknowledged for his actions. I would appreciate it if this message was relayed to him. Thank you for your swift thoughts and actions."



Sincerely, Samantha C.

CWS Acquires Blackman Lab in SC

CWS's client roster in South Carolina nearly doubled overnight as the deal was finalized to acquire Blackman Laboratory. The company, located in Hartsville, SC, was incorporated in 1985 and provides water and wastewater operations. Its client list includes such names as the City of Hartsville, Town of Lamar, Town of Pinewood, Town of Turbeville, as well as two mobile home parks and an apartment community. David Hancock has been hired as the new CWS Project Manager for this area.

According to Houston Black, "This is a win-win situation. It is a great opportunity for us to be able to provide long-term security for the employees of Blackman Lab since the owner/operator is retiring. This acquisition will bring on seven additional employees to the CWS team. This also expands CWS into another area of South Carolina with a lot of potential to develop even more clients surrounding Hartsville, SC."