



THE ClearView

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CWS Celebrates its SWEET SIXTEEN!

January marked the 16th Anniversary of the company’s start. Founded in January 2007 by Rick Ailiff, Steve Cawood, and the late Paul Jackson, CWS’s success began quickly and has soared ever since. The first two projects the company was ever awarded - North Choctaw Water & Sewer Authority and Perry County Water Authority - were both awarded in our first year of business and continue successfully today.

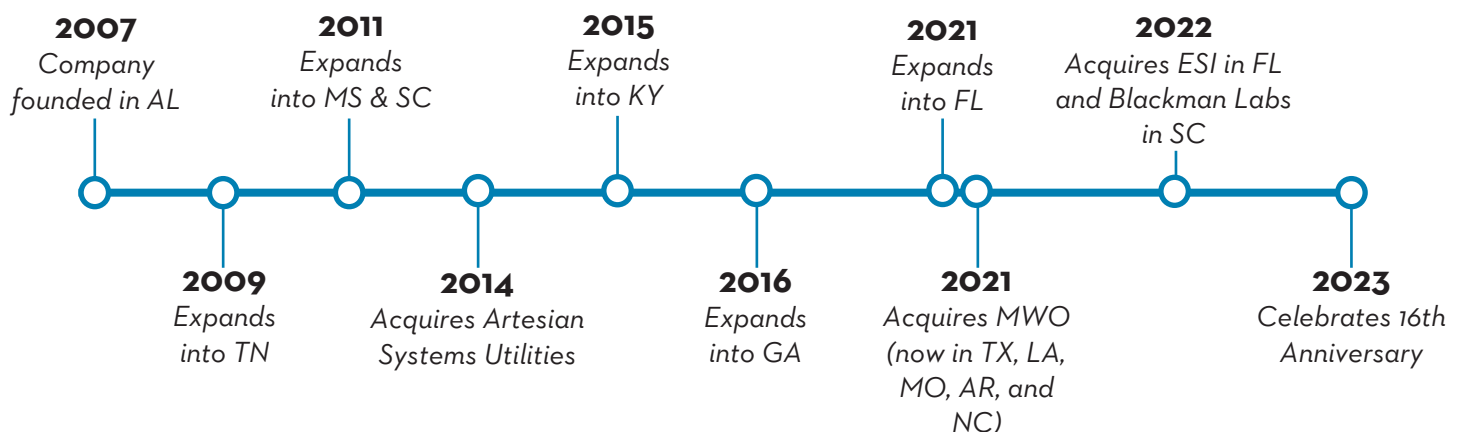
“We’ve done a lot of things right...and we’ve learned a lot of lessons throughout the years,” said Rick Ailiff. “From the beginning, we have always focused on taking care of our employees, serving our clients to the best of our ability, and doing what is right. We are proud of where we are today and look forward to

the next 16 years.”

When looking back to the beginning of the business, the success is obvious. In the first year of service, we had two projects under contract - both in Alabama. Our revenue was \$565,486 and we had ten employees. Today, we have hundreds of facilities, across 12 states, with 580 employees, and an annual revenue (in 2022) of \$30.76 million.

“What a story we have to tell,” said CWS CEO, Steve Cawood. “We started CWS to take care of some of Goodwyn Mills Cawood’s (GMC) municipal clients who needed assistance with their water and wastewater facilities. I’m not sure any of us would have dreamed we would be where we are today and where we are headed. It’s a great time to be a part of CWS. We appreciate the effort of all of our employees who have made us what we are today.”

CWS Growth Through the Years



KPA Safety Platform Phase 1 Rollout Begins in January

The new year brings exciting opportunities at CWS for both our Safety Program and our team members through our KPA Safety Platform Phase 1 rollout. This safety initiative will help us in our pursuit to continuously improve our overall safety program and culture through meaningful safety training opportunities, data and metric tracking capabilities, engaging interactions, and a direct hands-on mobile application access to our safety program.

Phase 1 in January includes: Introduction to the Forms Tab and Resources Tab

Forms:

- New Team Member Safety Orientation
- EH&S monthly audit checklists

Resources:

- New Team Member Safety Orientation Booklet
- New Team Member Safety Trainings
- EH&S Site Binders containing all safety policies and procedures
- Safety Materials Resource Guide
- Monthly safety topics

Keep up the great work, and we look forward to the 2023 safety audit season and our KPA platform rollout!

Safety Spotlight: Perry County (AL), Hall County (GA), Petal (MS), and Pickens (SC)

During the 2022 Safety Audit season, we had the pleasure of meeting several newer Project Managers, and recently added many new projects to our ever growing list of facilities to visit. We would like to highlight a few key projects where we can always count on seasoned and brand new leadership to don personal protective equipment (even when they suspect that no one is watching), to communicate with our safety team whenever questions and comments may arise, and to exemplify the epitome of what we have grown to expect as safety leadership across the company. Project Managers Michael Bell, Matt Collins, Matt Fountain, and Regional Manager Tim Mitchell are all pictured wearing a variety of appropriate PPE in order to carry out necessary daily operational plant tasks such as bar screen raking, filter media replacements, wet well checks, and vehicle PPE inspections. These team members are out making a real difference to their teams, projects, communities, clients and our company as a whole.



Lanett Clarifier Rebuild Underway

After months of planning, the clarifier at the Lanett WWTP is being rebuilt. The successful bidder, Rebuild-It Services Group (RSG), is the contractor for the nearly \$110,000 project. According to Project Manager Thomas Sweat, they are rebuilding an existing EIMCO 75' diameter secondary clarifier to like new condition.



KUDOS TO THE TEAM!

"The dedicated staff of ClearWater Solutions did an amazing job of winterizing and prepping the water and wastewater treatment facilities in Texas against the historic freezing conditions brought forth by Winter Storm Elliott. The countless hours spent here today ensured that the community residents within these districts were able to continue accessing safe and reliable water and wastewater service, without interruption."

- Karl Stephens
CSWR Texas and Arkansas
Regional Manager

DELGADO HIRED AS PROJECT MANAGER FOR CHATHAM CO.

CWS has hired a new Project Manager for Chatham County, Gabriel Delgado. Gabe has been working in the industry for over 10 years, previously as a Maintenance Supervisor where he built a strong team that kept everything running smoothly. He looks forward to bringing his knowledge, experience and hard work to the job site.

As the new PM, his goal is to maintain all stations and make sure they are all functioning properly. He says he's always looking forward to learning new things. Motivating his team while growing and directing them as they work is important to Gabe.

"My favorite thing about CWS is that everyone is so kind and helpful. My manager has a great attitude and is flexible."

Gabe has a wife and 3 hyper boys who he says always keep him busy! Some of his hobbies include running and watching football. "Go Miami Dolphins!"



SWEAT NAMED PM FOR LANETT

The CWS / City of Lanett project welcomes Thomas Sweat as a new Project Manager. Thomas has spent 8 years in wastewater treatment operations, as well as being a lab analyst. He was most recently at the CWS project in Fayetteville, GA. He says "I started out as a ditchman when I got out of high school, and eventually worked my way out of the ditch." Leading by example and motivating his team are very important to him.

When asked what his main goal is as the new PM for CWS, Thomas says, "Staying on top of things to ensure that all clients are more than happy. Always trying to be one step ahead, while building strong future leaders along the way."

He says "What I love most about CWS is simply the vision of ClearWater, the opportunities and strong overhead leadership."

Thomas is married to his high school sweetheart and they have two girls and a boy. During his time off, he enjoys spending his time at travel baseball games and the lake. He also enjoys hunting and fishing.



COMPANY LANDS NEW INDUSTRIAL CLIENT IN MISSOURI

CWS recently began providing the operations and management services for a new industrial waste treatment facility in Missouri. The Sierra Bullets and Starline Brass manufacturing plant in Sedalia, Missouri is a 70-year old company that produces hunting and target bullets for rifles and handguns. The waste treatment plant employs 2 full-time CWS employees.



The HR Department has officially launched the new payroll system to help streamline efforts related to payroll, benefits enrollment, and collection of general employee information. As of January 6, all employees are able to use this portal to view paystubs, see your vacation/sick leave available, request time off, and so much more.

According to HR Director, Brian Tveitnes, this system will allow employees quick access to their personal information. "This will help us to get away from having to obtain, print, scan, and file paper copies. You also won't get printed paystubs any more. In fact, you will be able to see your check amount even earlier in the week before each payday. If you lose a paystub, you don't have to request another copy, you just download it. You won't have to call HR to give us your new address when you move - you will just go into the website and change your own information. You won't have to ask HR how much vacation time you have left - you will just go into the system and see for yourself."

But with all of its efficiencies, the new system will still only be as good as the information put into it. "If you type your banking information incorrectly, your direct deposit won't reach your account. There is, however, an option to be able to take a picture of a blank check with your phone and it will automatically fill in the required information. That is the safer route," said Brian. "If you move and don't update the information in the system, then your W-2 may be delayed in the mail. This puts responsibility back on the employee." If you need additional assistance, you can click on the button for help.



SOUTH CAROLINA MANAGERS HOLD MEETING TO START THE YEAR

The CWS Project Managers throughout South Carolina held their first meeting of the new year at the end of January. According to Steve Cawood, "In 2022, Regional Manager Chris Thomas, a 6-year veteran of CWS, implemented monthly Project Manager meetings. Every other month, the meetings are in person, with the alternating months being conducted virtually. The topics of discussion include client satisfaction, growth opportunities, training, and profitability. South Carolina is an area where the company has experienced significant growth. Opportunities to build communities and impact lives are numerous. Thank you, Chris, for your vision and commitment."



LOUISIANA TEAM EXCELS UNDER LOCAL LEADERSHIP

The Denham Springs, LA team has seen tremendous success under its Project Manager, Bret Hall. According to Tony Guidry, Superintendent of Operations for Louisiana, "A huge part of our success in Denham Springs is our Project Manager, Bret Hall. He is the rebar in our foundation and works really hard in trying to guide us in being fine tuned. As a branch that is over 135 treatment facilities, this can be such a challenge. Together we are trying to keep up with the growth of the company."

"Every Operator that comes on board under my responsibility, no matter their background, I take their careers in my hands and form a game plan of where they can be in the first two years," said Guidry. "Most of our operators came in with no experience or licenses."

People need motivation, a direction, and an opportunity. Having jumped through the hoops myself, I use what I have done in my career to push and motivate my operations team. I try to be a catalyst or an ignition source for each operator fire to want to learn, study, and grow their careers.

Every operator that has passed their exams this year, they took the opportunity presented to them and demolished their own career obstacles. They truly have been trying!

CWS/MWO invested in each of these operators to send them to an approved class by the State. Without this class, you cannot attend 8/10 tests that the State of Louisiana has per year. This makes it extremely hard for operators to be given a chance to grow. Usually these classes are four days in a row and due to our nature of work, it would have taken me years to send our operators to get licensed if I didn't push for a solution.

In the fall, I coordinated with one of the few approved instructors of these classes and I was able to form a class schedule that helped every operator to be able to attend class that helped them achieve their licenses.

With our ever expanding endeavors here at CWS, in order to keep up with our massive expansions, a push for employees growth will always be needed. To duplicate this success company wide we must recognize the water and wastewater industry is in need of capable operators nationwide as we must be willing to reinvest our knowledge into our employees. We have to motivate careers, promote certification licensing, have extended trainings constantly and having a 'career enhancing mindset' throughout all levels of leadership down to every employee. I truly believe that is the key to further exponential growth for CWS/MWO."

Congratulations to Bret and Tony on the success of the Louisiana team. Your continued support of our employees' career growth opportunities is very much appreciated!



Mike McCary (Hoover, AL) receives his 15-year CWS Service Award from Project Manager Mark Welsh



CWS HOSTS ART SHOW RECEPTION

CWS recently hosted a reception during the Emanuel Art Council's art show. The exhibit, featuring Terri Daniel's work, was held at the Kalmanson Gallery in Swainsboro. A special thanks to Project Manager Chris Morton and his wife (also a CWS employee) Jeannie, who represented the company during this event. This organization is doing great things in Swainsboro, GA!