



THE ClearView

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“BUILDING COMMUNITIES. IMPACTING LIVES”

Everyone should be familiar with the tag line for CWS: “Building communities. Impacting Lives”. It is what we are “all about”. It is about opportunities to serve both our clients and our team. There is no better illustration of this than our service to St. Marys, GA. When we started the project in early 2021, it was out of compliance. There were serious deficiencies in both the physical nature of the plant and the operation. We took it over with a proposal to man it 7-days a week for 8-hours a day. Very quickly in the process, we realized that would not be sufficient. If we were going to turn it around it was going to require 24-hours, 7-day a week operation.

This is an unbelievable story of teamwork. Larry Arnett, Zach Conlon, Jim Vaughn, Chris Thomas, Houston Black, Robert Nichols, Tim Mitchell, James Dedge and many others have played a tremendous role in this success. The summary below depicts where they were before compared to where we are now. CWS put aside the budget limitations; doing simply what was best for the community. After all, building communities is what we are all about.

PERMIT LIMIT		30	30	4.7	1
		BOD 5-Day	TSS	Ammonia	Phosphorus
		Effluent	Effluent	Effluent	Effluent
YEAR: 2021	MONTH	Mo Avg	Mo Avg	Mo Avg	Mo Avg
	January	19.70	91.33	11.82	3.10
	February	11.00	25.82	5.42	1.16
	March	14.70	26.55	6.47	1.38
	April	15.25	27.23	4.62	1.19
	Average	15.16	42.73	7.08	1.71
CWS 24/7	May	8.18	10.03	1.40	0.79
	June	3.73	8.48	1.55	0.58
	July	6.05	10.22	2.53	0.75
	August	6.54	15.67	0.71	0.93
	September	8.35	25.72	0.50	0.67
	October	7.17	26.85	0.61	0.99
	Average	6.37	17.39	1.18	0.78

Permit Violations

The “impacting lives” piece of our tag line is about providing opportunities and a better way of life for our team members. There is no better way to do that than through our training program. We are finishing our fall semester in the next week. We have approximately 40 people involved in this semester’s class. These people will be taking their test for various certification levels between now and the first of the year. I wish everybody luck in this regard. But, as we always say, “its not about passing the test, it is about learning.”

Congratulations to those who have passed one or more certification exams in 2021: Brian Bibb, Aaron Peck, Devon Trezevant, Maverick Olaes, Jill Russell, Danyele Arnett, Dagny Pariani, Emily Russ, Tommy White, Antwan Berry, Charles Berry, Mercedes Inman, Thomas Caliendo, Michael Bell, Mack Waites, Amber Barrs, Rodney Duncan, Greg Downs, Tyree Robertson, and Wade Holcomb.

The demand for certified operators has never been greater. We see the need for professionals in this industry throughout the southeast. The next round of classes in water and wastewater will begin in early February. We encourage all who are interested to talk to their Project Manager and register for the class when timing is right.

Merry Christmas and Happy New Year! And thanks for all you do! - Steve Cawood

CWS Awarded First Project in Florida

CWS is officially in five states as the company has been awarded its first project in the state of Florida. Inlet Beach Water System, Inc. has become our flagship project in the Panhandle. Located between Panama City and the scenic 30-A area of the Gulf Coast, the water system serves approximately 1,000 customers. It will employ approximately five team members including a Project Manager, Office Manager, Maintenance Tech and an Assistant, and a Clerk. Several of those positions have already been filled and the others will be soon.

So how did Inlet Beach Water System become a new CWS client? It is another example of how relationships can lead to advocates for CWS and recommendations of our company for the job. According to Rick Ailiff, Terry Mitchell with Jackson Thornton called Steve Cawood and asked for assistance. Their Office Manager had just quit and with a Manager who was ready to retire, they were in need of a seasoned leader with the expertise to take over. Steve and Rick got on the phone with Jim Kelly, the IBWS Board Chairman, and discussed how CWS could help. Rick went down to meet with the Board Members a day or two later and, as they say “the rest is history”. CWS began work in November with Ed Lowe serving as the Project Manager and various CWS employees including Gary Hyche, Zac Ewbank, Wesley Bass, Aaron Hughes, and Christie Thomas assisting as needed.

When asked his thoughts on this project, Rick stated, “This is a great opportunity for our company. It not only moves our company into another state, but gives us a foothold for gaining additional Florida projects. It has allowed some of our employees to travel outside of their projects to gain experience with other systems and use their expertise to transition a new project. The Inlet Beach Water System board members are great partners and the system is in good financial shape. This has been a fun and exciting project for our company.”



PROJECT SPOTLIGHT: HORN LAKE WATER ASSOCIATION, MS

What began in 2011...TEN years ago...continues to be an exceptional project in the northern part of Mississippi. Led by Donde Baldwin and Mark Pressgrove, the team has over 113 years of combined experience. Donde is the Area Manager/Project Manager with more than 31 years of experience in the industry. He holds numerous certifications in areas such as personnel management, financial management, emergency management, leadership, and OSHA training. Mark Pressgrove is the Project Supervisor with more than 45 years of experience. Nathan Bruce has 18 years of experience and is the HLWA Water & Wastewater Operator, holding both a Class 4 Wastewater Certification and Class D Mississippi Water Certification. Marques Suber is a Crew Member with over 6 years of experience. He is currently training for his water certification. Greg Downs is the Equipment Operator. He has 13 years of experience and holds a GA Class 4 Water certification. What a strong team!

The water and wastewater system consists of 4 water wells, 4 elevated water tanks, 3 ground storage tanks, and 4 sewer lift stations. Services include repair and maintenance on water system and collection system, as well as meter reading. In addition to this system, the team also operates the Dye Cat Cow Veterinary Clinic's small activated sludge plant in Olive Branch, MS, as well as the Town of Walls' 7 lift stations and collection system.



Biggest Losers Are Actually Winners

A little bit of teasing turned into a friendly competition for 14 leaders of the company who started a weight loss challenge during a leadership meeting in August. Now, after 3 months, the results are in, and it's no surprise - the biggest losers are actually big winners.

Gary Hyche was the biggest loser with 35 pounds lost. Tim Mitchell came in second place having lost 21 pounds. (The entire team lost over 155 pounds.) The competition was based on the percentage of total weight lost. The winners received not only a cash prize (every participant contributed to the pot which was split with the winners), but also the health benefits. For Gary, he said that he just feels so much better. But for Tim, that meant his new diet and loss of extra weight improved his blood sugar levels so much that he was able to come off his medications. “I challenge everyone to live a little healthier life. Don't let work be an excuse for not eating better and exercising more.”



CWS HOLDS 4th ANNUAL SERVICE EVENT

This year marked the 4th Annual “Building Communities - Day of Service” event for CWS - the fourth year of making an extra effort to give back to our communities. Although we work in and around our communities every day, this event pushes us to go beyond the contractual duties and look for ways that will truly impact the lives of others. There is a quote by Martin Luther King, Jr. that really speaks to this effort- “Life’s most persistent and urgent question is ‘what are you doing for others?’” With that in mind, the Project Managers were tasked to find a way to volunteer in the community. “Most projects really stepped up to the challenge,” said Rick Ailiff. Some of the activities included sorting donated foods at the East Alabama Food Bank, preparing and serving a hot meal to more than 300 senior citizens, handing out drinks and goodies to residents at the City’s Christmas parade, providing boxed lunches to the First Responders, cleaning up a yard for a local senior citizen, erecting the City’s Christmas Tree for the Leisure Department, providing breakfast for the City’s treatment plant operators, donating warm blankets for to the nursing home residents, holding canned food drives, serving lunch to the Board of Education members, sprucing up the community park, etc. “Building communities and impacting lives is not only what we say, but it’s what we do. So this day of service is important to our mission and speaks to who we are. There are ways to participate no matter how big or small your team. Next year we will shoot to have 100% participation, so start thinking about it now,” Ailiff stated.

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Martin Luther King, Jr.



Kudos from a Customer!

“I wanted to send this email in recognition of your employee John Harris, a very nice man. I was having a very difficult day and reached out to Blue Granite in reference to a water burst in my front yard. Boy was I over it at this time, by me working for the Salvation Army as a Case Manager, I can see the high increase of bills due to such issue. Once I reached out to Blue Granite Customer Service, the young lady advised she will have someone contact me right away. Well, I immediately got a call from Mr. Harris, he was at my house checking out the water burst. I knew he could tell in my voice I had no clue of what he was talking about. So, I continued to ask more questions. He was so nice and began to educate me on how it works when it comes to the water service, to include WHO is responsible. I want to say Mr. Harris educated me very well and explained everything to me, answered all my questions. All being very humbled! I really appreciate him going over and beyond for helping me understand as a renter my responsibility. I, and I’m sure others he may have come in contact with, believes he is an asset to the company. Thank you for all you do to help the customers during this difficult time and God Bless You!”

Vonda Vandross
Lexington, South Carolina

**** IMPORTANT ****

As the year draws to a close, we will be getting ready for the annual mailing of tax documents, including employee W-2 and IRS 1095-C forms. All documents will be mailed to your home address by January 31, 2022.

We encourage all employees to review your address (located on your pay-stubs) and update it, if necessary, by Friday, December 31.

To update your address, please contact Natalie Young in HR.

See What our Clients are Saying:

"I wanted to take this opportunity to commend the Clear Water Solutions (CWS) team on the work they have done since taking over the water and sewer operations here at the City of Fayetteville. CWS has brought new and innovative ideas in the area of water and sewer operations and is doing so while remaining within the budget agreed upon with the City. I would also like to commend the CWS team on your collaboration with the contractors during our \$20 + Million Dollar renovation to the Waste Water Treatment Plant, that is setting the standard for the future of our great City.

With your oversight, the City's water and sewer operations have greatly improved. CWS clearly understands the needs of the City, its operations, and our desire to provide a first-class interaction with the citizens of Fayetteville. Your organized approach and effective communication allow for key decision-making in providing cost-effective solutions required on all water and sewer-related projects.

I greatly appreciate your team's attention to detail and quality and look forward to our continued partnership.

*- Ray Gibson, City Manager
City of Fayetteville, GA*

A BIG CONGRATULATIONS!

A huge congratulations to **Lakeshia Wells** who is graduating from MS Gulf Coast Community College in Gautier next week with a degree in Kinesiology. Lakeshia is the Executive Assistant and Warehouse Clerk at CWS's Moss Point, MS project. She has been a valuable part of our team since February 2016. And if working full-time and going to college wasn't stressful enough, she was also taking care of her 3 kids (under the age of 14) at home.

Congratulations, Lakeshia! We are so proud of you and know you will have the best time celebrating your accomplishment.

Wishing you and your family a very
Merry Christmas
and a wonderful New Year!



MOVING ON UP...

Congratulations to those who have passed various certification exams in the last few months...

...**Danyeale Arnett** who passed her Georgia Grade 3 water certification exam in November. Her name should be familiar to you. She passed her GA Grade 3 wastewater in September and her Georgia Grade 4 water back in May. Danyeale has been with CWS since March 2018 - starting out as a part-time Operator Trainee in Lanett, AL and then relocating to our Garden City, GA project where she is one of two women who run the wastewater plant there.

...**Antwan Berry** who completed his Backflow Prevention Assembly Tester certification recently. The course was given through the MS Dept. of Health Bureau of Public Water Supply. Antwan is a member of the Gautier, MS team and has been with CWS since Day #1 there - December 2012.

Congratulations to you both! We appreciate the time and effort that each of you has committed.

CWS'S HYCHE SPEAKS TO BULLOCK COUNTY HIGH SCHOOL FUTURE LEADERS

Twenty-five 10th Graders representing the Future Leaders group from Bullock County High School in Union Springs, AL recently took part in a leadership class. The class was sponsored by the Bullock County Extension Office and included speakers from CWS, County Commissioners, a district judge, the school superintendent, the Mayor and law enforcement. Each business spoke on the topic of "leadership". Gary Hyche, the CWS Regional Manager who covers the Bullock County area, presented on behalf of CWS regarding careers in the water and wastewater industry and the importance of what we do, as well as the need for passionate hard working people to take our place. "There were 25 very interested students there. They had a lot of questions for all of us. It's great to see the interest they had in our business and CWS offers opportunities to make a difference in their community and their families lives." In appreciation of the support CWS has extended to the group, the Extension Director - Carla Elston - wrote "Thank you for sharing your time and experiences with the Future Leaders. Your presentation opened their eyes to the endless employment opportunities in water and wastewater management. Much appreciation from all of us!"



Shown: Bullock County Board of Education Superintendent, Christopher Blair, shown speaking to the future leaders