



# THE ClearView

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## EMPLOYEE ENGAGEMENT EFFORT CONTINUES INTO 2020

I'm sure you all are familiar with our tagline: Building Communities. Impacting Lives. It is not just something that we write on our marketing materials or imprint on our uniforms...it is something that we truly believe in and encourage. It is the foundation of many decisions that we make as a company.

In 2019, we started an Employee Engagement campaign where various company leaders and project team members visited four different CWS projects to discuss how our employees can be engaged, not only in our company but in their communities as well. Being committed and connected provides for a balanced work and home life and more satisfaction in each.

So how does that happen? Well, in many ways. First, by taking advantage of the training opportunities in our company. We want to see you grow personally and professionally. CWS offers in-house training in water and wastewater operations, as well as safety. Maintenance, CDL, natural gas, trenching, and other certification courses are encouraged too. Most expenses are paid for by our company, so all you need to invest is your time and effort. As you grow professionally, you will grow personally - bettering yourself for your family, your job, and your community.

Second, employee engagement encourages involvement in the community. Do you coach a Little League team? Teach Sunday School at your church? Sit on the city's Planning Commission? Or maybe you volunteer with a local charity during the holidays? Whatever your level of involvement, your commitment is critical to the success of that organization. The relationships that you establish with those involved in these organizations provide connections for CWS. You are a reflection of our company and "the face" of CWS in their eyes. An example: in December, our company donated some money to an event in Moss Point. Sure, we could have just written a check and they would have appreciated that. But instead, Roy and his crew showed up to provide "hands on" assistance which the organization greatly needed. Last week, we received a thank you note for the money, as well as the team's help. There was a hand written note included: "I put your company on the poster. I wanted people to know you are a great company. Roy and employees: you have no idea the stress we were under until we heard you were going to help us. Thank you Roy, you made an entire town and a lot of children happy. Y'all are awesome! Let me know how MPAC, the Historical Commission, the Orchid Society, Women's Club, or Garden Club can ever help you." This effort put CWS in a great place with the organizations involved and if our company ever needs their help, they will likely show up for us too.

As 2020 continues, our employee engagement visits will also continue. We look forward to discussing how each of you can be engaged.



# CWS OFFERS SCHOLARSHIPS TO SENIORS

Do you know of a graduating high school senior in Gautier, Moss Point, or Tunica, MS; Garden City/Port Wentworth or Hall County, GA; Union Springs, Lowndes County, or Dallas County, Alabama; and Columbia or Pendleton, SC who plans to continue his/her education at a 2 or 4 year college/university? If so, let him/her know that CWS will be awarding a \$1,000 scholarship to deserving graduates in each of these locations. That's nine total scholarship winners across our service territory. In addition, children of CWS employees are also eligible! There will be a separate scholarship awarded to someone within the CWS family. Applications will be distributed to the local high schools or can be requested by contacting Beth Turner ([beth.turner@clearwatersol.com](mailto:beth.turner@clearwatersol.com)) in our corporate office. Deadline to submit the completed application package will be April 1, 2020 with a recipient selected by the end of April. The successful applicant will have a minimum 3.0 GPA, demonstrate leadership or community involvement, and provide clear and concise responses to a few short essay questions. Students are **not** required to declare a particular major or attend a specific college/university. Just another way we are improving the lives of those in our community.



## New Year = New Opportunities for Work

With the start of the new year, we are excited about the start of some new projects.

In the **City of Hampton, Georgia**, CWS is providing project management services as the Operator of Record. After some issues with the water system over the last few years, the City hired CWS in November 2019 as a consultant to conduct a thorough investigation of the system including operations, testing, recordkeeping, etc. CWS's Tim Mitchell and Brandon Lancaster provided management oversight for the water system including observation of the city's water department staff and training them in the proper procedures in how to properly operate a water system. A preventative maintenance program was set up, and staff was trained to properly test the water system, read the water meters, and check for leaks. In January, CWS was awarded a full-time contract for the project management services. Brandon Lancaster will continue to serve as Project Manager here.

Also in January, the **McCormick Commission of Public Works (CPW)** in South Carolina awarded CWS a full-time contract for management of the water treatment facility. In October 2019, CWS was retained by the CPW to provide temporary services in the same manner. The project requires a full-time Class A Water Operator to oversee and manage the day-to-day operations, as well as working with existing staff to coordinate maintenance activities, ensuring proper staffing, ensuring that all required monitoring, testing and lab testing required by SC DHEC or other outside agencies are performed and report as required, and providing regular communication with the McCormick CPW leadership. Troy Caparro will serve as the Project Manager here.

The **City of Fayetteville, GA** project also started in January. The contract provides management of the water and wastewater plant operations including the 5.5 MGD WWTP, 3 wells, surface plant, and purchase water. CWS also manages and oversees current staff, as well as makes staffing recommendations.

In **Abbeville, SC**, CWS has begun work on the contract to flow test, flush, and paint the City's fire hydrants. The contract will encompass 355 hydrants and take about a year to complete.

# A Round of Congratulations...

Congratulations to **Jacob Thomas** who recently passed his AL Grade 2 Water Exam. Jacob has been with CWS since 2017 and is the manager in Billingsley, Alabama.

Congratulations to **Gary Hyche**, Project Manager in Union Springs. Gary was recently appointed to the Union Springs Planning Commission by the City's mayor.

Congratulations to Regional Manager **Houston Black** who was appointed to the Lee County Recreational Board by Commissioner Robert Ham. The 5-year term began in November 2019.

Congratulations to **Jimmy Ford** who retired from CWS in January. Jimmy had more than 42 years of experience with the City of Port Wentworth (and 2 years with CWS) where he served as the Public Works Supervisor. Thanks for all of your service, Jimmy! Enjoy your retirement!

Congratulations to **Russell Davis**, Project Manager in Gautier, MS, who obtained his Stormwater Pollution Prevention certification. The SWPP certificate allows him to develop a stormwater pollution prevention permitting plan and maintain critical compliance of the facility.

**Want to Earn Your GED?**

As part of our commitment to 'impact lives', CWS will focus on educational opportunities in 2020. In addition to the scholarship program for graduating seniors, CWS will also be working with our employees who are interested in pursuing their GED degree. **If you would like to earn your GED degree, please let your Project Manager or Regional Manager know.** Although it will take a huge commitment on your part, CWS is committed to helping you reach this goal. Please seriously consider this opportunity and how it could impact your life and your family.

# GOING ABOVE AND BEYOND WITH SAFETY TRAINING

Each year, CWS Safety offers quarterly rounds of training for all employees with a goal that our team members would complete at least one safety course during the year. Not only did many employees meet that goal, but several went above and beyond in their safety training, completing multiple courses throughout the year. The TOP 10 Training Participants for 2019 are:

1. Matt Collins	Hall County, GA	18 Completed Courses
2. Reco Robertson	Hall County, GA	10 Completed Courses
3. Lonnie Moore	Tunica, MS	7 Completed Courses
4. James Coffey	Tunica, MS	6 Completed Courses
5. Jacob Thomas	Billingsley, AL	6 Completed Courses
6. Mack Waites,	Beulah, AL	6 Completed Courses
7. Charles Berry	Beulah, AL	5 Completed Courses
8. Amy Williams	Beulah, AL	5 Completed Courses
9. Kenyail Campbell	Tunica, MS	4 Completed Courses
10. Cari Holladay	Clemson Lab, SC	4 Completed Courses

***Congratulations to those listed above as a TOP 10 Training Participant! Your extra effort is greatly appreciated!***

The 2020 safety training has already begun! Please make it a priority to complete at least one course offered during the quarter. Your safety (or lack thereof) affects us all!

Employees of the Beulah Utilities District project were caught playing in the mud recently. The team was actually repairing a broken water line along Lee Road 961 when a citizen of the community spotted them and snapped some photos to send to us. Good work, guys! Thanks for jumping in (literally) to get the problem resolved.



# Great Job, Guys!

This note came from our client - the City of Gautier. Great job, guys!

*Russell & Lawrence,*

*Thank you and all of the CWS staff for a job well done yesterday in Seacliffe Subdivision! I am sure it is difficult to repair water main breaks in the rain, cold, and dark, but your crew did an excellent job. Thank you for the team work, the quick attention to getting this issue fixed, and getting water back to the residents of Gautier.*

*Thank you,  
Ramona Morgan*



Congratulations to Kathy Hobson on her retirement! At the end of December, friends and family gathered at the Southern Sportsman's Lodge in Tyler, AL to celebrate her. Kathy has worked for CWS for 13 years as the Business Manager in Dallas County. In addition to those responsibilities, she also helped other nearby CWS projects, as well as our corporate Accounting department. Enjoy your retirement, Kathy! We will miss you.

## CWS Assists with 'Reality Fair'

Some of the staff from the CWS project in Moss Point, MS went back to school in December. Well, actually they attended Magnolia Middle School's Reality Fair - an event that teaches basic money management, simulates every day personal financial challenges, and introduces the concept of budgeting. The CWS team was asked to talk to students about budgeting for everyday utility costs. As they say, "money doesn't grow on trees," and the Magnolia students got a glimpse of real world money management concepts this morning. Thanks to Matt Fountain and Tabitha Ward for taking time out of their day to talk with these students.



## ATLANTA'S OSTARA SYSTEM TO BE COMMISSIONED

The R.M. Clayton WWTP Nutrient Recovery facility will be commissioned into service in March. CWS was awarded the contract to provide the management services for the day-to-day operations of the Ostara facility - a nutrient recovery add-on to the existing wastewater plant. Ostara's industry-leading nutrient recovery systems - Pearl® and WASSTRIP® - allow water reclamation facilities to reduce chemical dosing and sludge volumes, while turning the problem of excess nutrients into a cost-effective opportunity for environmental stewardship. The Ostara system transforms recovered nutrients into granular fertilizers that improve crop yields and reduce runoff, closing the loop on phosphorus. Instead of viewing wastewater streams as waste, Ostara sees a renewable resource that can generate revenues while helping meet environmental regulations. This is the first nutrient recovery facility contract for CWS. It is managed by CWS's Reco Robertson.

