



# THE ClearView

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## CWS Teams Provide Support to One Another

CWS teams provide support to one another. It's just what we do. Whether sharing information and knowledge, or providing hands-on assistance during emergency situations, our company ensures that our teams and our clients have the resources that they need to be successful.

One such example of this teamwork occurred in late December when Alabama experienced a significant weather event dumping inches of rain in a short period of time across the state. The continuous heavy rains prompted flash flood advisories in many places, but a Flood Emergency was issued in Choctaw County, AL where over 10 inches of rain fell in a 48 hour period. Roads were impassable and some were even washed out leaving people stranded in their homes.

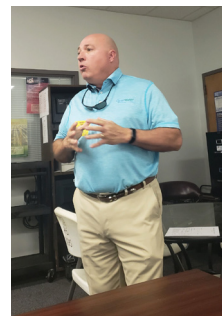
CWS's client, the North Choctaw Water & Sewer Authority, was also hit hard as tremendous levels of water caused two 8" lines to wash out in creek crossings. The road situation made matters worse as the team had a hard time reaching the broken pipes. Project Manager Jerry Price and his crew jumped into action to locate the issues and make the repairs, but as the situation was too much, they needed help. Team members from nearby projects - Torrey Jones and Tommy Beach from South/West Dallas Water Authority, and Billy Davis and Jacob Thomas from Billingsley Water Authority - came to the rescue. After four long days and nights, the team was able to successfully repair the lines and return water service to the residents of Choctaw County.

According to the CWS Regional Manager Lawrence Hughes, "the team wasted no time getting out and about to assess the situation. Jerry and his crew did a great job making the repairs as quickly as they could. Torrey, Tommy, Billy, and Jacob stepped up to help to provide valuable assistance. It was a lot of work in miserable conditions. I greatly appreciate their willingness to help out."

The EMA is now assessing the damage to see if they can provide funding for the repairs.

## KUDOS for GAUTIER TEAM

*"I called GUD ClearWater Solutions. The very same day Stacey Ford sent her head of command out, Jimmy McElroy. From the time he got here, my husband and I felt like we had know him a lifetime. Very professional, KIND and most of all he kept his word!! Thanks Stacey and Jimmy Mac! Kudos GUD ClearWater Solutions!! Top of the day to you and your guys!!" - Jeri Toney*



Tim Mitchell, CWS Regional Manager, recently spoke to students at Russell County High School's Career Expo. The students are part of the JAG (Jobs for Alabama Graduates) Leadership Program. Mitchell discussed careers in the water and wastewater industry.

## 2018 A Year in Review

- 7** New Projects
- 6** Contract Renewals/Extensions
- 103** New Employees
- 21** Employees Obtained Certifications
- \$25,319,173** Total Revenue
- \$1,557,683** Increase in Revenue over 2017
- 18** Communities impacted by our first annual "Building Communities - Day of Service"
  - Unveiled a New Logo
  - Revamped our Website
  - Started a Flow Monitoring Division
  - Added In-House Laboratory Services in South Carolina

## DAVIS NAMED PROJECT MANAGER IN GAUTIER, MS

Russell Davis, an experienced manager with ClearWater Solutions, was recently named the Project Manager for the CWS project in Gautier, Mississippi. Russell's past experience includes 11 years in the industry - serving as the Director of the Public Works Departments for the City of Moss Point, the City of Hattiesburg, and most recently the City of Greenville.



In Greenville, Russell managed the Public Works and Fleet Maintenance Departments. In Moss Point, he successfully resolved the 40+ year old drainage problem on Rose Drive (a \$1.5 million project) and helped to secure funding for a \$4.5 million sewer project. Russell also implemented the \$2 million automated garbage system, as well as the recycling program, for the City of Hattiesburg.

"Russell has been serving as Gautier's interim Project Manager since the death of the previous Project Manager, David Lewis. He is familiar with the City officials, as well as the needs of the community. His leadership skills and his determination to resolve problems make him the perfect choice for this position," said Rick Ailiff, CWS President. In his new role, Russell will be responsible for the day-to-day operations of the CWS team. He will work closely with City officials to ensure our contractual obligations are met.

## Christmas Day Assistance Doesn't Go Unnoticed

On Christmas Day, James "Mack" Waites noticed a leak while riding through the CWS/Beulah, AL system, so he stopped to check it out. It turned out that it was on Opelika Water Utilities' 30" force main. The leak was a fault in the Air Release valve. Mack contacted the Opelika Water Department to notify them of the issue, then travelled back to the shop to pick up a pump and his waders to go and help with the leak. Mack and the Superintendent from Opelika, William Thornton, worked together to shut off the malfunctioned air release valve. William contacted Regional Manager, Houston Black, to thank Mack for his efforts, especially on Christmas day. Dan Hilyer, the General Manager at Opelika, contacted Beulah's Water Board to share his appreciation. According to Houston, "Mack was given a gift card from William in appreciation for his help. William told me that the flow of the leak was like standing in a manhole with a fire hydrant turned on wide open. A few hours out of Mack's day went a long way and several people noticed his willingness to go above and beyond the call of duty. Mack is a great asset to our company. We should all strive to be as dedicated as Mack is to CWS and the communities that we serve."

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## 3 New Projects to Begin the New Year

The new year started with some new projects in Alabama and South Carolina. The **Pendleton, South Carolina** project is a short-term, labor-only contract to provide a licensed Wastewater Operator at the town's wastewater treatment facility. The CWS Operator is working with the existing staff to coordinate activities, maintenance, etc. related to the facility including collecting and analyzing samples, calibrating meters and equipment, and monitoring tank and sludge levels.

The second project is in **Anderson County, South Carolina** where CWS is the Operator of Record at the Six & Twenty Creek Wastewater Treatment Plant. CWS provides the preparation, completion, and submission of all Discharge Monitoring Reports (DMRs) to DHEC, as well as coordination of activities and maintenance related to the facility, performing all monitoring, testing, and lab testing, and submitting the monthly reports to Anderson County.

The most recent addition is the **Clay County, AL Water Authority** project which provides a Project Manager to operate, maintain, and manage the water treatment plant for a three-month period. **Joel Landers** has been named the Project Manager for this project. Joel is a certified Alabama Grade IV Water Operator who will oversee and manage the day-to-day operations of the treatment plant.

# ALABAMA PROJECTS SEE LEADERSHIP CHANGES

Congratulations to several employees who recently assumed new roles and additional duties within CWS.



**Jones**

**Torrey Jones** has been named an Area Manager serving the South and West Dallas Water Authorities, as well as Perry County Water Authority, North Choctaw Water & Sewer Authority, Hale County Water Authority, Billingsley Water Authority, and Vance projects in Alabama. Torrey served as a Project Manager for the West Dallas and South Dallas Water Authorities for the past 10 years where he has not only been responsible for the daily operations of the systems, but has also been involved in numerous capital improvement projects. In 2008, Torrey oversaw a \$3.5 million project that included a new automated greensand filter plant, a new water tank, three new generators, and several miles of water main for South Dallas. In 2014, he completed a \$1 million service line rehabilitation project that included replacement of 1,200 old service lines and meters. Between 2008 and 2012, Torrey was responsible for a two-phase project that included 400 new customers, 66 miles of water main, a booster pump station, pressure reducing valve, all new meters, and a water tank for West Dallas. Torrey is a certified Grade 3 Water Operator in Alabama.



**Bass**

**Wesley Bass** has also been named an Area Manager for the Lowndes County Water Authority, SafetyNet, and Butler County Water Authority projects. Wesley has over 27 years of experience in the utilities industry where he has managed the construction of numerous wells, tanks, and water line projects. He was also instrumental in getting SCADA systems established for various water systems. Under his authority, the Butler County Water Authority completed a \$5.5 million project to add generators at all of the wells and one booster station. New transmission lines were installed which helped solve contact time problems with the wells, and all the meters were switched from manual read to radio read. He also managed the rebuilding of the Logan system which had approximately 23 miles of mains and 220 services. Wesley has extensive experience with budgeting and long-term planning, as well as obtaining funding through such programs as the USDA, HUD, State Revolving Fund, CDBG, REDLEG, and others. Wesley is a certified Grade 3 Water Operator in Alabama.



**Daniels**

With these two moves, new Assistant Project Managers have stepped up into leadership roles within their projects. **Mark Daniels** will assume the role in South and West Dallas Counties, while **Junior Malone** will take over in Butler County.



**Malone**

**Lawrence Hughes**, Regional Manager for CWS, is also taking on additional responsibilities. In addition to his current duties, Lawrence will now assist with business development efforts in Alabama and Mississippi, as well as supporting the managers in Alabama.



**Hughes**

In the Eastern part of the state, a couple of moves took place. **Gary Hyche**, the Project Manager at the Coosa Valley Water Treatment Plant, was moved to our new project in Union Springs, AL. Although he has only been with CWS for year, Gary has nearly 30 years of experience in the utility industry including time with the Jasper Water Works & Sewer Board and the Limestone County Water and Sewer Authority. He is an Alabama State Certified Backflow Technician and an ADEM-

Certified Instructor for continuing education courses.

Upon Gary's move, **Joel Casey** moved into the Project Management role at Coosa Valley. Joel is a certified Grade IV Water Operator who has over 15 years of experience. Joel has been with CWS for 5 years.

We are excited about the growth of our company and the new opportunities that it provides for our team members. We look forward to continued success in 2019!

## MOTIVATIONAL

- MOMENT -

*“Life’s most persistent and urgent question is, ‘What are you doing for others?’ ”*

*- Martin Luther King, Jr.*



# CWS LAUNCHES SERVICE AWARDS PROGRAM

The CWS Leadership Team is excited to announce the launch of our Employee Service Awards program. We know that the success of our company is only because of the hard work and commitment of our team. We don't take for granted the fact that you could work anywhere, but you have chosen to work with CWS. With that in mind, we would like to offer a small token of our appreciation for your loyalty to our company.

## HOW DOES THIS WORK?

Once you have reached your 1st, 3rd, 5th, 10th, or 15th year anniversary with CWS, you are eligible for a Service Award. Your anniversary date is determined by the years you have worked for ClearWater Solutions. Our HR Department has the list of start dates, so don't worry about submitting those. At the beginning of your anniversary month, you will be notified that you are eligible. The program starts this week; so, if you are celebrating in January or February, you'll receive your information soon.

## WHEN IS YOUR ANNIVERSARY DATE?

Here are some examples of how to determine your anniversary date:

1. If you worked for the City of Moss Point for 15 years and then rolled over to CWS when we started work there in February 2016, then your CWS anniversary date is February 2016 and you will be celebrating your 3rd anniversary this year. You will be getting notification that you have reached this milestone.
2. If you worked with ABC Tire Company and then were hired by CWS to work in Moss Point in July 2017, then you will be celebrating your 2nd CWS anniversary in July of this year. You will not be eligible for a Service Award this year, but you will get one next year at your 3-year anniversary date.
3. If you worked for Artesian when they were acquired by CWS, then your Artesian start date is your anniversary date.

If you have already celebrated your 10- or 15-year CWS anniversary, don't worry...you didn't miss out on your award! You will be notified in the month of your anniversary (this year) that you are eligible to receive a gift. Only the 10- and 15-year recipients will be "grandfathered" in to the program.

## HOW WILL I RECEIVE MY GIFT?

When you have reached the month of your anniversary date and you are celebrating one of the levels mentioned earlier, you will receive a gift package at work. It will contain some gifts and a letter explaining how to order your Service Award. The letter will provide a website address where you will enter your information (name, address, etc.) and then you can choose from nearly 50 gifts based on your milestone level. There are tools, jewelry, watches, TVs, kitchen appliances, sporting equipment, grills, stereos, fire pits, luggage, handbags, and so much more. It's your choice! Once you choose your gift and enter the required information, you are done! Your gift will be shipped out to the address you indicated in the order form. It's that easy! We value your work with CWS and hope this small token of our appreciation will convey that.

I know this is a lot of information, but if you have any questions, feel free to Beth Turner at [beth.turner@clearwatersol.com](mailto:beth.turner@clearwatersol.com).



*Anthony Lett (Gautier) received his 1 Year Service Award from Project Manager, Russell Davis*