

2023 CONTRACTOR COMMUNITY COMMITMENT PLAN





WASTE ISOLATION PILOT PLANT



SIMCO
Salado Isolation
Mining Contractors

GREETINGS!

As the new management and operations contractor at the Waste Isolation Pilot Plant (WIPP), Salado Isolation Mining Contractors, or SIMCO, is proud to be part of Eddy and Lea counties.

Our SIMCO team pledges to build trusted relationships with regional leaders and citizens through outstanding performance, honest and transparent communication, and active engagement with the community. We welcome the opportunity to give back to the communities where our employees live, work and serve.

I encourage you to read our Contractor Community Commitment Plan, which outlines SIMCO's pledge to promote economic sustainability; support the development of a skilled, knowledgeable workforce; and enhance our communities' overall quality of life. Completing the work pledged in this community commitment plan is a privilege for SIMCO and our 1,200 employees.

As a local leader, I will ensure we cultivate a culture of contributing time, expertise, and funds for the benefit of local education outreach, economic development, and community support, as well as workforce development and small business purchasing programs throughout Eddy and Lea counties. Our plan successfully accomplishes each of these things.

Twice a year, we will update you on our progress in completing the many pledges we have outlined in this plan. I welcome your feedback and look forward to your suggestions on how we all can continue to improve our region.

Thank you for the warm welcome you've extended to our SIMCO leadership team. We count ourselves fortunate to be part of the Carlsbad, Hobbs, and Loving communities!

Warmest regards,

KEN

Ken Harrawood
SIMCO President and Program Manager



ANOTHER SHIPMENT OF TRU WASTE ARRIVES SAFELY AT THE WIPP SITE

INTRODUCTION

Salado Isolation Mining Contractors (SIMCO) recognizes the many challenges facing local communities, particularly those that depend on a primary employer, like SIMCO, in the regional economy. We are committed to being an active corporate leader to the communities of Carlsbad, Hobbs, and Loving, which surround the U.S. Department of Energy's (DOE) Waste Isolation Pilot Plant (WIPP).

Before assuming full responsibilities as WIPP's management and operations contractor, SIMCO reached out to community leaders to obtain their input on how we can best serve the communities where our employees live and work. We designed our 2023 Contractor Community Commitment Plan (CCCCP) to contribute to the educational advancement, quality of life, and economic sustainability and growth

of Eddy and Lea counties, which are most impacted by WIPP site operations.

The CCCC is a guide to ensure the company is providing support for critical growth areas and our under-served populations. The CCCC creates an overall community investment strategy that focuses on community support activities, in-kind service, and direct philanthropy.

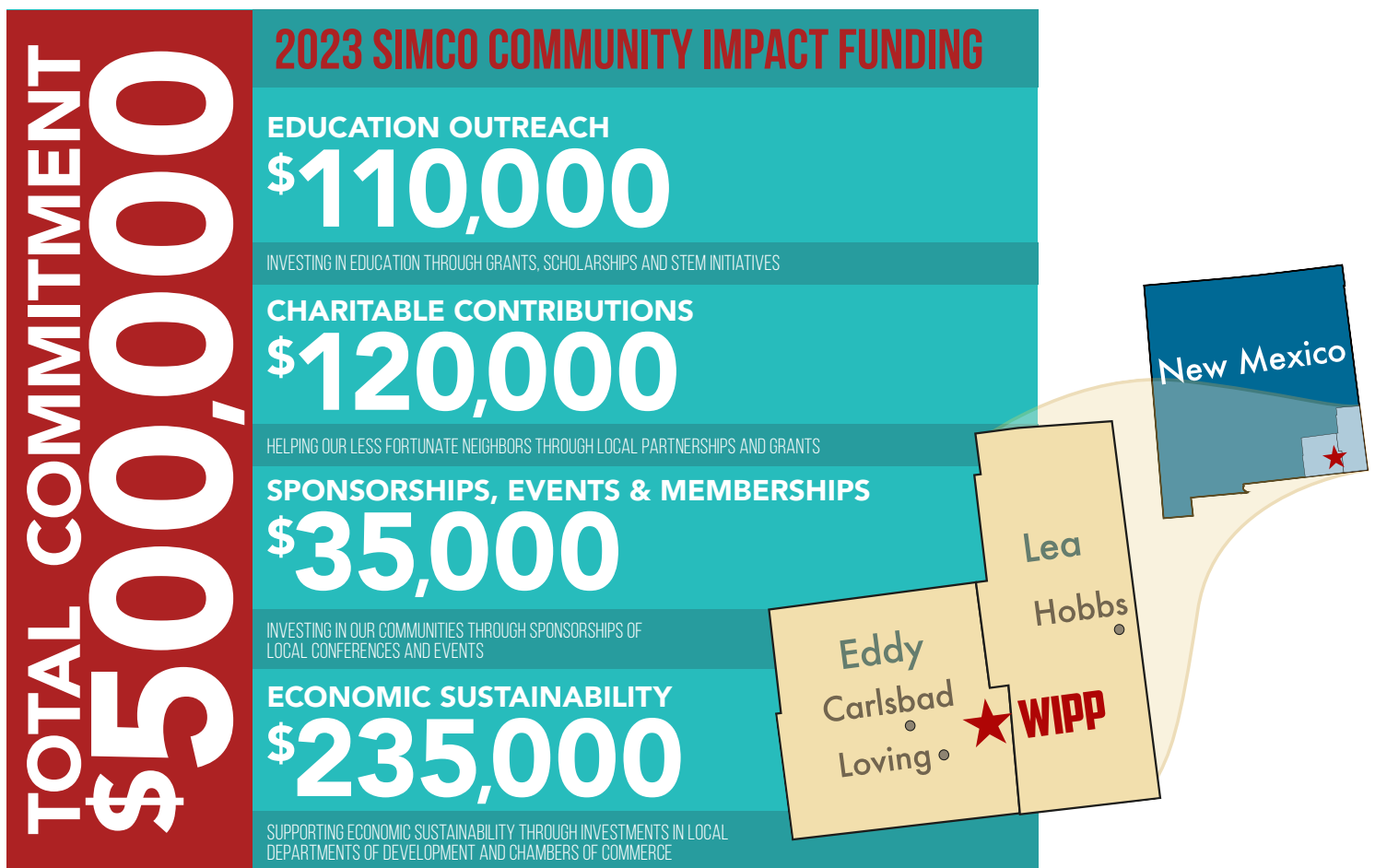
The CCCC is organized as follows:

- Commitment Summary
- Mission and Approach
- Section I. Regional Education Outreach Programs
- Section II. Community Support
- Section III. Regional Economic Sustainability

COMMITMENT SUMMARY

SIMCO will invest a percentage of its annual profits in the two-county region. We will use these funds to support outreach, community and economic sustainability, charitable giving, and education initiatives that provide the greatest impact to the region.

In addition to a monetary investment, we will build upon the strong foundation of volunteerism established by the WIPP workforce over the past four decades. Our senior management team will stand shoulder to shoulder with our employees to support the numerous volunteer activities that make Carlsbad, Hobbs, and Loving the very best places to live and work.



SIMCO pledges not only to perform the requirements of the contract, but also recognizes the vital importance of its relationship with the surrounding communities and regions for mission success. SIMCO is committed to providing access to leadership, expertise, and resources to address community needs at the regional level and economic growth and development at the local level. This mission is one where SIMCO and the local communities can prosper together through collaboration, communication, and investment in mutual interests.

Throughout 2023, SIMCO will continue to engage, invest, and partner with local officials, economic development agencies, academic institutions, and charitable organizations throughout Carlsbad, Hobbs, Loving and beyond. Our stakeholders and employees are the key to best understanding the needs of our communities and its people. SIMCO understands Southeastern New Mexico enjoys a strong and diverse economic base, focusing its efforts to meet the needs of all citizens.

MISSION AND APPROACH

In addition to operating the WIPP facility as the nation's only deep underground disposal facility for radioactive transuranic waste, one of our roles is to be a strong corporate citizen by investing in the socio-economic health of the community. Through community partnerships, our pledge is to deliver a cleaner, safer, and more enriched community.



SIMCO is proud to celebrate the good work done with and by our employees, who find creative and unique ways to continue to give back.

This is achieved not only through the successful operations of the WIPP site, as defined in the contract, but also a promise to more than 134,000 Eddy and Lea county residents who have grown Carlsbad, Hobbs, and Loving into the thriving communities they are today.

A HOLISTIC APPROACH: Contributing monetary funds is an important aspect of community giving, but a corporate commitment involves sharing resources and expertise to help drive the community forward. Employee volunteerism will be encouraged; executives and employee stewards will provide leadership through community boards and active involvement in volunteer activities. The SIMCO leadership team has long-standing traditions of supporting and serving the communities in which they work and live.

HOW CONTRIBUTIONS WILL BE MADE: For employee-directed community and economic development grants, funds will be allocated as stated in the plan. All funding will be used to advance the mission of cultivating an enriched community.

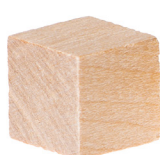
ENGAGING OUR EMPLOYEES: SIMCO and its member companies have a long history of employee volunteerism and generous giving at the sites they manage. SIMCO will encourage employees to continue their involvement in programs they are passionate about through both company-sponsored and supported initiatives, and by giving employees a voice in determining where company dollars are distributed.

MAINTAINING A SET OF PRIORITIES: There are countless needs and many potential avenues for spending. SIMCO will strive to continue long-lasting relationships and form deep engagements within the community. The plan will fully support organizations named with both monetary funds and volunteerism. SIMCO will focus on key areas, including community and governmental relations; local college partnerships for workforce development; K-12 science, technology, engineering, and math (STEM) education; support for local United Way organizations; and sponsorship of community centers and institutions that foster regional growth.

COLLABORATION WITH OTHER CONTRACTORS: As one of the major DOE contractors in the region, SIMCO will collaborate with the onsite contractors, as well as potash mining industry officials and local oil and gas organizations on opportunities where our resources can be leveraged for even greater impact in the region. Rather than a competition between industries and offices, we will seek opportunities to engage in an integrated approach to generate maximum results for the community.



EDUCATION
OUTREACH



COMMUNITY
GIVING



VOLUNTEERING



ECONOMIC
SUSTAINABILITY

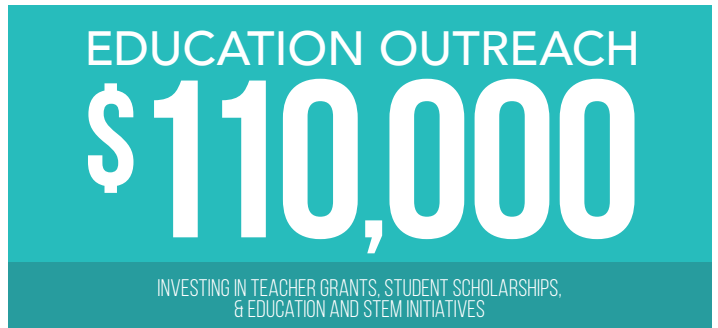


LOCAL/REGIONAL
HIRING AND
PURCHASING

SECTION I. REGIONAL EDUCATION OUTREACH PROGRAMS

SIMCO education outreach programs will encourage, promote and coordinate STEM education, along with a broader focus on expanding polytechnic and postsecondary education in the region. These initiatives will support workforce development to advance WIPP site operations, mining capabilities, and economic growth in the region and beyond. In collaboration with local schools and the community, SIMCO identified critical areas of need and will target the following key initiatives:

- Work together with The Ripken Foundation to provide a new state-of-the-art STEM center in a middle school
- Visit and provide demonstrations during National Engineers Week and National Robotics Week to highlight careers in STEM
- Support the Energy and Natural Resources Pathways initiative for the Carlsbad Municipal School District
- Volunteer and teach valuable skills to young people through Business Professionals of America (BPA)
- Work with the DOE and regional school districts to establish and host a Science Bowl Competition
- Help to send at least 20 area high school seniors from Carlsbad, Hobbs, and Loving to college through SIMCO-sponsored scholarships
- Host area school teachers striving to obtain on-the-job experience through the establishment of the SIMCO Externship Program in which educators shadow a WIPP professional
- Provide funding to support a "SIMCO Serves" teacher mini-grant program for Carlsbad, Hobbs, and Loving
- Support Hobbs Career Technical Education Center (CTECH) by providing subject matter experts for academic and WIPP 101 presentations



SIMCO'S DENIS ASAY AND MIKE ROCHA PARTICIPATE IN A COMMUNITY WIDE LITERACY EVENT



CONTRIBUTIONS

\$120,000

HELPING OUR LESS FORTUNATE NEIGHBORS THROUGH LOCAL PARTNERSHIPS AND GRANTS



SPONSORSHIPS

\$35,000

INVESTING IN OUR COMMUNITIES THROUGH SPONSORSHIPS OF LOCAL CONFERENCES AND EVENTS

SECTION II. COMMUNITY SUPPORT

As a major employer, SIMCO and its member companies understand the importance of investing in the region's near-and long-term success by being a positive, proactive member of the community; participating in socioeconomic development; and making investments in social and philanthropic programs for the betterment of the residents of Southeast New Mexico. As a good citizen, SIMCO will strive to elevate the quality of life for residents, as well as help to enhance the already rich landscape of economic growth and innovation.

- Engage employees by providing them with volunteer service opportunities to meet community needs
- Establish a SIMCO community grant fund with the support of the Carlsbad Foundation
- Engage leadership in supporting the annual United Way giving campaign and encourage employee contributions by pledging a predetermined match amount
- Partner with the United Ways of both Eddy and Lea counties on initiatives, including Day of Caring, Stuff the Bus, Chili Fest and monthly food distributions
- Establish "Month of Volunteer Cheer," which will encourage employees to identify and organize individual micro projects in the community
- Improve the quality of life for residents and attract new people to the area by supporting diverse arts and culture programs across Southeast New Mexico
- Establish partnerships with subcontractors to collaboratively invest in community organizations and events
- Create an investment advisory committee that is representative of SIMCO's workforce, which will help allocate funding to non-profit organizations to support basic needs across Southeast New Mexico. This will allow SIMCO to extend funding across a wider array of organizations

SIMCO SERVES

Introducing SIMCO Serves Program Employees volunteer time, talents and expertise

We're proud to introduce SIMCO Serves, our volunteer program in which SIMCO/ WIPP employees are encouraged to participate in SIMCO-sponsored activities around our community. The SIMCO Serves Volunteer Program incentivizes participation with achievement levels, as our employees share their time and talents to make a positive impact in the places we work, live and play.



SECTION III. REGIONAL ECONOMIC SUSTAINABILITY

SIMCO will capitalize on established relationships with regional leadership and economic development agencies to enhance the positive impact of WIPP operations in Southeast New Mexico. SIMCO will provide a transparent and collaborative environment for community leaders and economic development organizations through consistent communication. SIMCO will continue to work with community leaders from the region to ensure the community's priorities are addressed and its potential is realized.

- Engage and form impactful relationships with regional and local leaders on community priorities
- Become an active contributor to Chambers of Commerce, Carlsbad Department of Development and the Economic Development Corporation of Lea County to participate in strategic planning and be a true partner in the economic sustainability of Southeast New Mexico
- Create a knowledge transfer committee that will provide a quarterly SIMCO/ WIPP update during a SIMCO Leadership Breakfast series
- Engage and continue to build upon an expanded pipeline of regional suppliers, as well as increase the sustainability of the region by continuing to elevate Southeast New Mexico as a great place to do business and as a significant contributor to DOE activities beyond the region
- Participate in local and regional hiring through proactive recruiting and job fairs
- Take a leadership role in identifying a broad sustainable approach that helps local businesses expand their capability to other areas of interest within the DOE complex
- Conduct an annual Mining Meet and Greet workshop focused on the mining industry and its partners and how small businesses can capitalize on working both in the Carlsbad potash mines and at the WIPP facility



ECONOMIC SUSTAINABILITY

\$235,000

SUPPORTING ECONOMIC SUSTAINABILITY THROUGH INVESTMENTS IN LOCAL DEPARTMENTS OF DEVELOPMENTS AND CHAMBERS OF COMMERCE

CONCLUSION

SIMCO will endeavor to support efforts and initiatives to stimulate community and economic sustainability through the proposed initiatives for the Eddy and Lea County region. These initiatives emerged as a result of our research and meetings with regional and economic development leaders and our assessment of how to best leverage company capabilities to meet their vision.

Our goal is to support regional economic stabilization and growth now and for the long term.

We will continue to work with stakeholders to evaluate new ideas and potentially adjust our commitments or select higher-impact opportunities that might emerge.

Our host communities are not only where SIMCO employees work, but also where they live, raise families, enjoy friends, and make a home. SIMCO is proud to be a part of our community and serve our fellow citizens and the places we all call home. We look forward to fulfilling this commitment.





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