

# 2024 CONTRACTOR COMMUNITY COMMITMENT PLAN







# WASTE ISOLATION PILOT PLANT

## GREETINGS!



**SIMCO**  
Salado Isolation  
Mining Contractors, LLC

Salado Isolation Mining Contractors (SIMCO) remains proud to be a part of Eddy and Lea counties. We're now into our second year as the management and operations contractor at the Waste Isolation Pilot Plant (WIPP).

In 2023, with the support of our employees and community partners, we were able to make a positive difference. We invested \$500,000 in various organizations and projects; our employees volunteered over 1,000 hours in their communities; and we hosted or sponsored dozens of events.

Our 2024 Contractor Community Commitment Plan outlines our continued pledge to promote economic sustainability, education outreach, and quality of life, as well as workforce development and small business purchasing programs.

This year, we look forward to more opportunities to continue building valuable partnerships with local organizations, as we work together to benefit area communities.

In 2024, we are also celebrating WIPP's 25th anniversary of receiving its first shipment of transuranic waste. It is a privilege to work to fulfill WIPP's mission, and we are very grateful for your ongoing support.

Continuing our commitment to you,

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 economic 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 who have supported the U.S. Department of Energy's (DOE) Waste Isolation Pilot Plant (WIPP) for more than 40 years.

The 2024 Contractor Community Commitment Plan (CCCP) is designed to contribute to the economic stabilization and growth of Eddy and Lea counties, who are most impacted by WIPP site operations.

The CCCP is a guide to ensure the company is providing support for critical growth areas and our under-served

populations. The CCCP creates an overall community investment strategy that focuses on community support activities, in-kind service, and direct philanthropy.

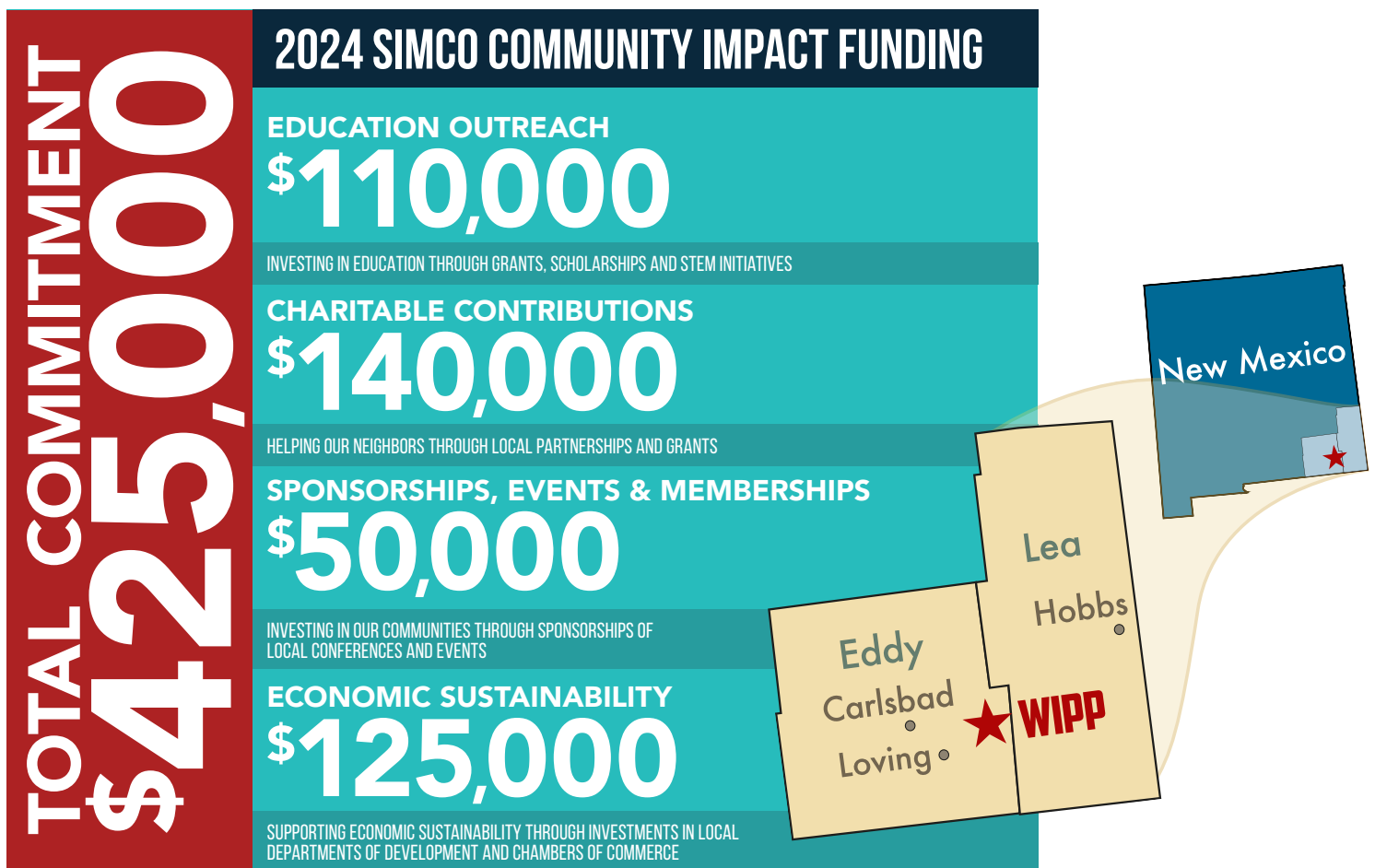
The CCCP is organized as follows:

- Commitment Summary
- Mission and Approach
- Section I. Regional Educational Outreach Programs
- Section II. Community Support
- Section III. Regional Economic Sustainability
- Section IV. WIPP 25th Anniversary

## COMMITMENT SUMMARY

SIMCO will invest a percentage of its annual profits in the Eddy and Lea counties region. We will use these funds to support outreach, community and economic development, 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 to not only perform the requirements of the DOE 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 2024, SIMCO will continue to engage, invest, and partner with local officials, economic development agencies, academic institutions, and charitable organizations throughout New Mexico in cities like Carlsbad, Hobbs, Loving and beyond. Our stakeholders and employees are the key to best understanding the needs of our communities and their people. SIMCO understands southeastern New Mexico enjoys a strong and diverse economic base, focusing its efforts on meeting the needs of all citizens.

## MISSION AND APPROACH

In addition to operating the WIPP facility as the nation's premium 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. This is achieved through the successful operations of the WIPP site, as defined in the contract, but it is also a promise to the 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 is composed of industry leaders with long traditions of supporting and enriching 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 CCCP. All funding will be used to advance the mission of cultivating an enriched community.

### ENGAGING OUR EMPLOYEES:

SIMCO encourages employees to be involved in programs they are passionate about through both company-sponsored and supported initiatives and by giving employees a voice in determining where corporate dollars are distributed, as established with the SIMCO Employee Investment Advisory Committee.

### MAINTAINING A SET OF PRIORITIES:

There are countless needs and many potential avenues for spending. SIMCO will strive to maintain and establish long-lasting relationships and form deep

engagements within the community. The CCCP 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 and potash mining industry officials, as well as local oil and gas organizations, on opportunities where our resources can be leveraged for even greater impact. 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.



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.



## SECTION I. REGIONAL EDUCATIONAL OUTREACH PROGRAMS

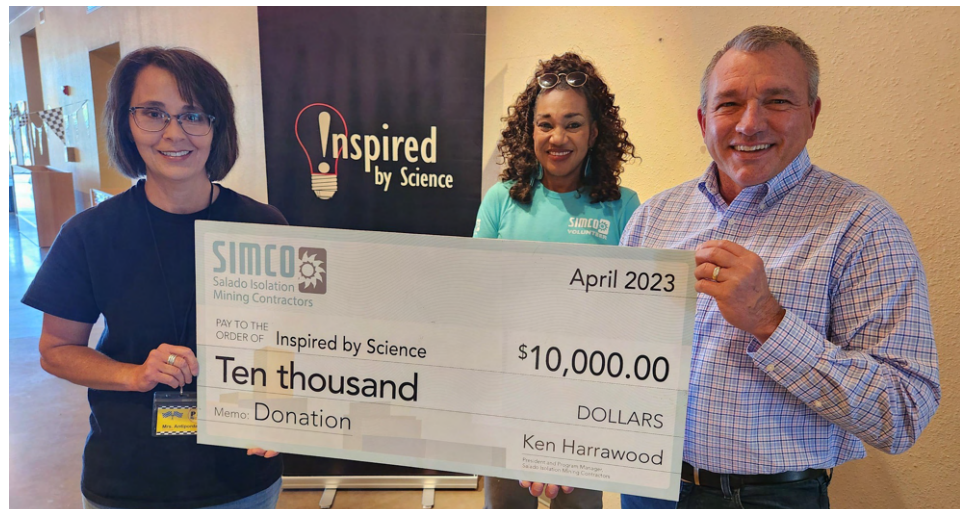
SIMCO's educational outreach programs will encourage, promote and coordinate Science, Technology, Engineering and Math (STEM) education, along with a broader focus on expanding polytechnic and postsecondary education. These initiatives will support workforce development to advance WIPP site operations, mining capabilities, regional economic growth and future DOE work 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 to support the initiatives of the Cal Ripken Foundation for STEM education.
- Visit K-12 schools 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 Carlsbad Municipal Schools.
- Volunteer and teach valuable skills to young people through Business Professionals of America (BPA).
- Host the first U.S. DOE Regional Science Bowl in southeastern New Mexico.
- Help send 20 area high school seniors from Eddy and Lea counties to college through SIMCO-sponsored scholarships.
- Provide funding to support the SIMCO STEM teacher mini-grant program for Carlsbad, Hobbs, and Loving.
- Support the Hobbs Career Technical Education Center (CTECH) by providing subject matter experts for academic and WIPP 101 presentations.
- Partner with the Carlsbad Martin Luther King Jr. Scholarship Committee and Carlsbad Municipal Schools to host the "STEM Passport to Adventure" to benefit K-12 students.



## EDUCATION OUTREACH \$110,000

INVESTING IN TEACHER GRANTS, STUDENT SCHOLARSHIPS, AND EDUCATION AND STEM INITIATIVES







CONTRIBUTIONS  
\$140,000

HELPING OUR NEIGHBORS THROUGH LOCAL PARTNERSHIPS AND GRANTS



SPONSORSHIPS  
\$50,000

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, undertaking socioeconomic development, social investments and philanthropic programs for the betterment of the residents of Southeast New Mexico. As good citizens, 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.

- The SIMCO Employee Investment Advisory Committee will continue to help identify needs and community interests for underserved or underrepresented stakeholders across Southeast New Mexico. This allows SIMCO to extend funding across a wider array of organizations.
- Engage employees by providing them with service opportunities to meet community needs.
- Engage leadership in supporting the annual Eddy and Lea counties United Way giving campaign and encourage employee contributions by pledging a predetermined match amount.
- Partner with the United Ways of Eddy and Lea counties on initiatives including Day of Caring, Stuff the Bus, Chili Fest, and monthly food distributions.
- Engage with the Wounded Warrior Project® to identify monetary contributions and volunteer opportunities for WIPP employees.
- 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.
- Incentivize subcontractors to invest in the community by setting up a community matching program.

## SECTION III. REGIONAL ECONOMIC SUSTAINABILITY

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

- Continue to engage and form impactful relationships with regional and local leaders on community priorities.
- Maintain active contributions to local and regional chambers of commerce, the 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 development of Southeast New Mexico.
- Engage and continue to build upon an expanded pipeline of 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.
- Take a leadership role in identifying a broad, sustainable approach that helps local businesses expand their capability to other areas of interest at DOE sites.
- Seek to recruit and retain skilled local professionals and trades workers to fulfill WIPP's national security and environmental cleanup mission.
- Engage in a community dialogue to identify childcare opportunities for residents of Eddy and Lea counties seeking full-time school enrollment or full-time career pathways.



ECONOMIC SUSTAINABILITY

**\$125,000**

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

## SECTION IV. WIPP 25TH ANNIVERSARY

WIPP began operation on March 26, 1999, and 2024 marks the 25th anniversary of WIPP opening and beginning operations. SIMCO is working with community leaders to identify opportunities to thank not only our employees, but also the citizens for their continued and unwavering support of the project. Some ideas could include:

- Employee recognition events, inviting local leaders to participate.
- Working with chambers of commerce to plan a community event.
- Recognizing WIPP's proud history of 25 years of safe operations and its strong future in southeastern New Mexico. This would be accomplished through proactive local, regional, and statewide outreach to publicize the long-standing positive support provided by WIPP's host.







# 2024 CONTRACTOR COMMUNITY COMMITMENT PLAN

SIMCO will continue supporting efforts and initiatives to stimulate community and economic development for the Eddy-Lea counties region. We'll focus on our existing partnerships and identify new and meaningful ways our corporate capabilities can benefit the local region - now and for the long term. We'll continue working with stakeholders to evaluate new ideas, adjust our commitments, or select high-impact opportunities that may emerge.

Our host communities are not only where SIMCO employees work, but also where they live, raise families, enjoy time with friends, and make their homes. We will continue striving to improve education, economic development, outreach, and community involvement through available resources.

SIMCO is proud to be part of this community and serve our fellow citizens and the place we call home. We look forward to fulfilling this commitment.

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