

2025

CONTRACTOR COMMUNITY COMMITMENT PLAN





WASTE ISOLATION PILOT PLANT



OUR COMMITMENT

Salado Isolation Mining Contractors, LLC, (SIMCO) values the strength and vitality of the communities we serve and is deeply committed to supporting Eddy and Lea counties. As the management and operations contractor for the Waste Isolation Pilot Plant (WIPP), we take great pride in our role and remain dedicated to delivering the U.S. Department of Energy's (DOE) mission safely and responsibly.

Our employees are the driving force behind our success, and in 2024, their dedication allowed us to make a meaningful impact in the local communities. Our employees contributed hundreds of volunteer hours, and SIMCO proudly re-invested a portion of our corporate profits in various organizations and initiatives, while also hosting and sponsoring dozens of events.

This 2025 Contractor Community Commitment Plan (CCCP) reaffirms our commitment to fostering economic sustainability, advancing educational outreach, enhancing quality of life, and supporting workforce development. It also emphasizes our dedication to empowering small business through purchasing programs and hiring locally whenever possible.

Building on last year's successes, we are excited about the opportunities ahead to strengthen partnerships with local organizations and collaborate to benefit our area communities. It is an honor to contribute to fulfilling WIPP's mission, and we deeply appreciate your continued support.

Sincerely,

Ken Harrawood
SIMCO President and Program Manager



INTRODUCTION

SIMCO recognizes the socioeconomic 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 DOE's WIPP for more than 40 years.

The 2025 CCCP is designed to contribute to the socio-economic sustainability 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. Regional Economic Sustainability & Outreach
- Section III. Community Support

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 preferred places to live and work.

SIMCO pledges to not only 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 2025, 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, calling to focus its efforts to meet the needs of all citizens.



2025 SIMCO COMMUNITY IMPACT FUNDING

EDUCATION OUTREACH - \$120,000

INVESTING IN EDUCATION THROUGH GRANTS, SCHOLARSHIPS AND STEM INITIATIVES

CHARITABLE CONTRIBUTIONS - \$150,000

HELPING OUR NEIGHBORS THROUGH LOCAL PARTNERSHIPS AND GRANTS

SPONSORSHIPS, EVENTS & MEMBERSHIPS - \$64,500

INVESTING IN OUR COMMUNITIES THROUGH SPONSORSHIPS OF LOCAL CONFERENCES AND EVENTS

ECONOMIC SUSTAINABILITY - \$65,500

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



MISSION AND APPROACH

In addition to operating the WIPP facility as the nation's only underground disposal facility for radioactive transuranic waste, one of our roles is to be a strong corporate citizen by investing in the socioeconomic health of the local communities. Through community partnerships, our pledge is to deliver cleaner, safer, and more enriched communities. This is achieved through the successful operations of the WIPP site, as defined in the contract, but also a promise to the more than 132,000 Eddy and Lea county residents that have grown Carlsbad, Hobbs and Loving into the thriving communities they are today.

A HOLISTIC APPROACH TO COMMUNITY COMMITMENT:

Contributing monetary funds is an important aspect of community giving, but a corporate commitment involves sharing resources and expertise to help drive communities 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 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 enriched communities.

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 a portion of our 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 strives to establish and maintain long-lasting relationships and form deep engagements within local communities. 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 the growth of the region.

COLLABORATION WITH OTHER CONTRACTORS:

As one of the major DOE contractors in the region, SIMCO will collaborate with the onsite contractors, 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 local communities.

SECTION I. REGIONAL EDUCATIONAL OUTREACH PROGRAMS

SIMCO 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 in the region. 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
- 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
- Work together to support the initiatives of Inspired by Science
- Host the U.S. DOE Regional Science Bowl in southeastern New Mexico
- Help to send 20 area high school seniors from Carlsbad, Hobbs, and Loving to college through SIMCO sponsored scholarships
- Work together to support the Carlsbad High School Robotics Team
- Provide funding to support the *SIMCO STEM* teacher mini-grant program for Carlsbad, Hobbs, and Loving
- Help develop a post-secondary education alternative by providing a roadmap for the citizens of the region to advance workforce development, skills training, and community building for the Carlsbad community
- Support Hobbs Career Technical Education Center (CTECH) by providing subject matter experts for academic and WIPP 101 presentations.





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SECTION II. REGIONAL ECONOMIC SUSTAINABILITY & OUTREACH

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 in the region. 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 community priorities are addressed and full potential is realized. We will:

- Continue to engage and form impactful relationships with regional and local leaders on community priorities
- Maintain active memberships in 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 sustainability of southeastern New Mexico
- 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
- 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
- Engage with regional colleges and universities for valuable WIPP internship opportunities, job and career fairs, and awareness and understanding of WIPP career and job opportunities

SECTION III. 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 local communities, and participating in socioeconomic sustainability, 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. SIMCO will:

- Continue the SIMCO Employee Investment Advisory Committee to help identify needs and community interests for underserved or underrepresented stakeholders across southeastern 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
- Improve the quality of life for residents and attract new people to the area by supporting fine arts and culture programs across southeastern New Mexico
- Encourage subcontractors to invest in local communities by partnering together to make larger impact





SIMCO will continue its support of efforts to stimulate community and economic sustainability through the proposed initiatives for the Eddy-Lea counties region. We will continue to focus on our existing partnerships and identify new and meaningful ways our corporate capabilities can benefit the local region.

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, adjust our commitments or select higher-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 a home. SIMCO will continue to strive to improve education, economic development, outreach, and community involvement through available resources. SIMCO is proud to be a part of our communities and serve our fellow citizens and the places we all call home. We look forward to fulfilling this commitment.

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