



2026

CONTRACTOR COMMUNITY COMMITMENT PLAN



Aerial overview of the Waste Isolation Pilot Plant

OUR COMMITMENT

Salado Isolation Mining Contractors, LLC (SIMCO) is proud to be part of the Eddy County and Lea County communities we call home. We value the strength, resilience, and vitality of these communities and are deeply committed to supporting the people who live and work here. As the management and operations contractor for the Waste Isolation Pilot Plant (WIPP), we carry out the U.S. Department of Energy's (DOE) mission with a strong focus on safety, responsibility, and community partnership.

Our employees are neighbors, volunteers, and community members, and their commitment to our mission and where they live makes a meaningful difference. In 2025, SIMCO employees contributed hundreds of volunteer hours to local causes. In addition, SIMCO reinvested a portion of its corporate profits into community organizations and initiatives, while hosting and sponsoring dozens of events that have supported education, youth, and quality of life across the region.

The 2026 Contractor Community Commitment Plan reflects our continued dedication to strengthening our communities through economic sustainability, expanded educational outreach, workforce development, and initiatives that enhance overall quality of life. The plan also reinforces our commitment to supporting small business, promoting local purchasing and hiring locally whenever possible.

Building on the successes of the past year, SIMCO looks forward to deepening partnerships with local organizations and working together to create lasting, positive impacts for our communities. It is an honor to support WIPP's mission alongside our community partners, and we are grateful for the trust and support we receive from the region we proudly serve.

Sincerely,

Ken Harrawood
SIMCO President and Program Manager



INTRODUCTION

SIMCO understands the socioeconomic challenges facing our local communities, particularly those that rely on a primary employer and the broader regional economy. As a long-standing partner in southeastern New Mexico, SIMCO is committed to being an active and engaged corporate citizen in the Carlsbad, Hobbs, and Loving communities, which have supported the DOE's WIPP for more than 40 years.

The 2026 Contractor Community Commitment Plan (CCCP) is designed to support the long-term socioeconomic sustainability and growth of Eddy and Lea counties, and the communities most directly impacted by WIPP operations.

The CCCP serves as a roadmap for ensuring support reaches critical growth areas and underserved populations. It establishes a comprehensive community investment strategy focused on community programs, local services, outreach efforts, and direct philanthropic support that address real needs and create lasting benefits.

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

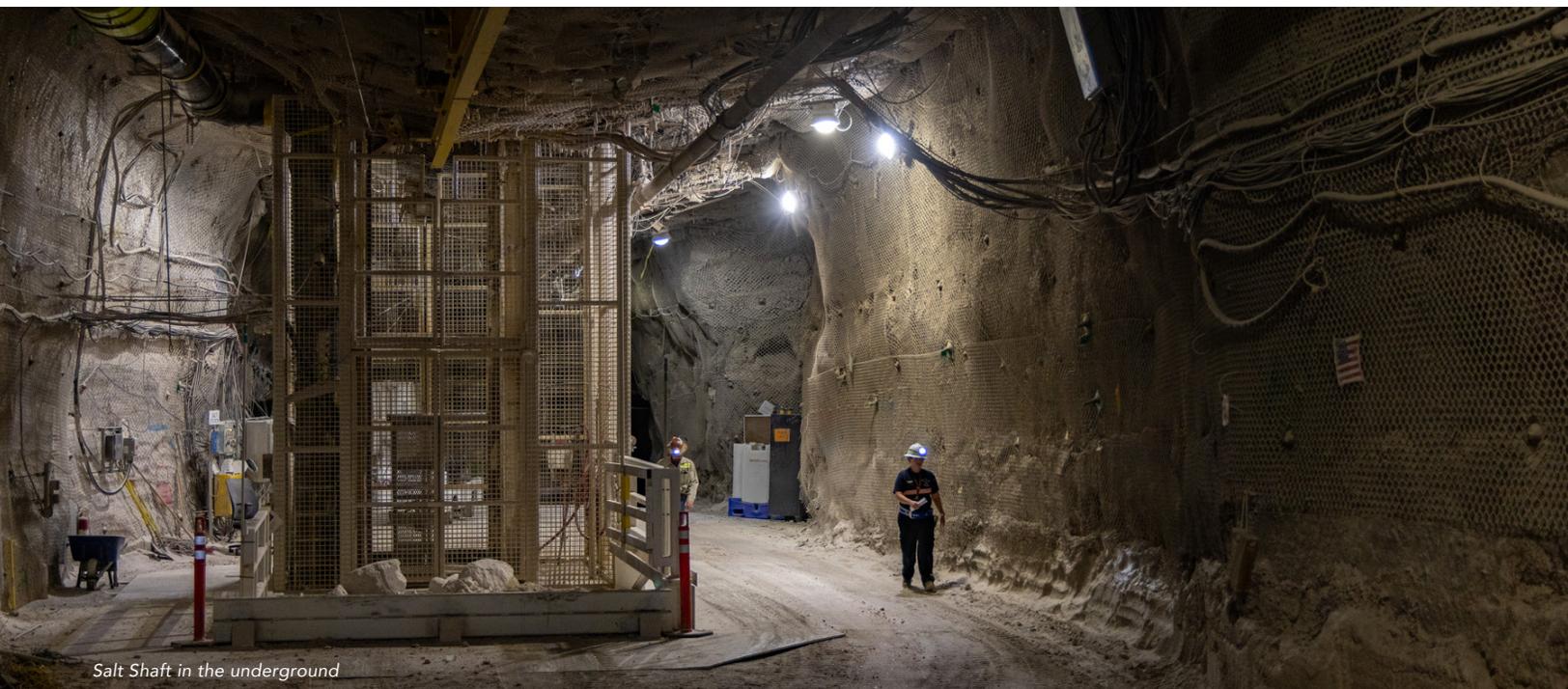
SIMCO will invest a percentage of its annual profits directly back into Eddy and Lea counties. These investments will support community outreach, economic sustainability initiatives, charitable giving, and educational programs that deliver the greatest positive impact for the region.

Beyond financial contributions, SIMCO is committed to continuing the strong tradition of volunteerism established by the WIPP workforce over the past several decades. Our employees call these communities home, and our senior leadership is proud to stand alongside them in supporting volunteer efforts that help make Carlsbad, Hobbs, and Loving great places to live, work and raise families.

SIMCO's commitment goes beyond meeting contractual obligations. We value the trust and partnership of our surrounding communities and recognize that mission success is closely tied to community well-being. SIMCO is dedicated to providing access to leadership, expertise, and resources that support regional collaboration, local economic growth, and community-driven solutions. Through open communications, shared goals, and meaningful investment, SIMCO and our communities can thrive together.

Throughout 2026, SIMCO will continue to engage, invest, and partner with local officials, economic development organizations, academic institutions, and charitable groups in Carlsbad, Hobbs, Loving, and the surrounding area.

Our employees and stakeholders are essential to understanding the needs of our communities and the people who call this area home. Recognizing the region's strong and diverse economic foundation, SIMCO remains focused on inclusive efforts that support opportunity, resilience, and quality of life for all residents.



Salt Shaft in the underground



MISSION AND APPROACH

In addition to operating the WIPP facility, the nation's only underground disposal facility for defense-related transuranic waste, SIMCO is committed to being a strong and trusted community partner. We believe our responsibility extends beyond safe and successful operations to supporting the long-term socioeconomic health of the communities we serve. Through meaningful community partnerships, SIMCO is proud to help foster cleaner, safer, and more vibrant communities.

This commitment is fulfilled not only through the successful execution of our contractual responsibilities, but also through our promise to the more than 132,000 residents of Eddy and Lea counties who have helped shape Carlsbad, Hobbs and Loving into the thriving communities they are today.

A HOLISTIC APPROACH TO COMMUNITY COMMITMENT:

While financial contributions are an important part of community support, SIMCO recognizes that true corporate citizenship also means sharing time, leadership, and expertise. Employee volunteerism is strongly encouraged, and SIMCO's executives and employees actively serve on community boards, participate in local initiatives, and support volunteer activities. Our leadership team brings decades of experience and a deep personal commitment to the communities where they live and work.

HOW CONTRIBUTIONS WILL BE MADE:

Community and economic development grant funding will be allocated in accordance with the CCCP, with all investments directed toward strengthening and enriching local communities. These resources are focused on initiatives that create meaningful, long-term benefits for the region.

ENGAGING OUR EMPLOYEES:

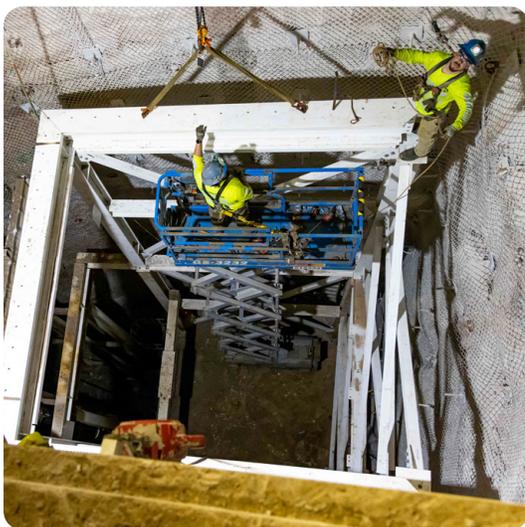
SIMCO also encourages employee involvement in community giving and engagement. Through company-sponsored programs and employee-led initiatives, team members play an active role in supporting causes they care about. Employees are given a voice in determining how a portion of corporate funds are distributed through the SIMCO Employee Investment Advisory Committee, ensuring community investments reflect local priorities.

MAINTAINING A SET OF PRIORITIES:

Recognizing the wide range of community needs, SIMCO strives to build lasting relationships and meaningful partnerships throughout the region. The CCCP supports organizations through both financial contributions and volunteer service, with a focus on key areas including community and governmental relations; workforce development through local college partnerships; K-12 science, technology, engineering, and math (STEM) education; support for local United Way organizations; and sponsorship of community centers and institutions that contribute to regional growth.

COLLABORATION WITH OTHER CONTRACTORS:

As one of the major DOE contractors in southeastern New Mexico, SIMCO is committed to collaboration. We will continue working alongside other on-site contractors, the potash and mining industries, local oil and gas organizations, and community leaders to identify opportunities where shared resources can create greater collective impact. By working together rather than in competition, SIMCO seeks integrated, community-focused solutions that strengthen the region and improve quality of life for all.



Top to Bottom: Employee at Underground Ventilation System (UVS), Students at Alta Vista building a robot for a STEM program, Improvements being made to salt pocket

SECTION I. REGIONAL EDUCATIONAL OUTREACH PROGRAMS

SIMCO’s educational outreach programs are rooted in strengthening our local communities by supporting students, educators, and families across southeastern New Mexico. Through close collaboration with schools, nonprofit partners, and community leaders, SIMCO encourages and expands opportunities in science, technology, engineering and math (STEM), while also advancing polytechnic and post-secondary pathways that prepare students for meaningful careers close to home.

These community driven efforts are designed to build a strong, skilled local workforce that support WIPP’s current and future operations and mining capabilities, as well as regional economic vitality and long-term DOE work in the region. By listening to community needs and working alongside local partners, SIMCO has identified and is investing in the following key initiatives:

- Partner with the Cal Ripken Sr. Foundation to support youth development in STEM programs
- Engage students and educators through hands-on demonstrations during National Engineers Week and National Robotics Week, highlighting STEM careers and local opportunities
- Support the Energy and Natural Resources pathways initiative within the Carlsbad Municipal School district
- Provide funding for Inspired by Science to support STEM education at the elementary school level
- Host the DOE/SIMCO Regional Science Bowl in southeastern New Mexico
- Provide SIMCO-sponsored scholarships to help 20 graduating seniors from Carlsbad, Hobbs and Loving to pursue higher education
- Help develop post-secondary education alternatives by creating a regional roadmap that strengthens workforce development, skills training and community growth in Carlsbad and surrounding communities
- Provide regional educators with funding from the SIMCO STEM Teacher Mini-Grant Program to further develop STEM activities in the classroom
- Support the Hobbs Career Technical Education Center (CTECH) by providing subject matter experts for academic support and WIPP presentations
- Provide education outreach to local schools to enhance STEM-related robotics and coding opportunities



Top to Bottom: Students from P.R. Leyva testing robots, Cal Ripken Sr. Foundation STEM Lab ribbon cutting, Students competing in second annual DOE/SIMCO Regional Science Bowl



Left to Right: Engineers presenting to students at Carlsbad High School, Inspired By Science STEM Night, Community Forum

SECTION II. REGIONAL ECONOMIC SUSTAINABILITY & OUTREACH

SIMCO will build on its strong relationships with regional leaders and economic development organizations across southeastern New Mexico to maximize the positive impact of WIPP operations for the communities we serve. Through open, transparent and consistent communication, SIMCO is committed to creating a collaborative environment where community leaders and economic development partners are actively engaged and local priorities are meaningfully addressed.

Working alongside community stakeholders, SIMCO will help ensure that regional goals are supported and opportunities for long-term economic growth are fully realized. To do this, we will:

- Maintain strong, purposeful relationships with regional and local leaders to align efforts around shared community priorities
- Continue active participation in chambers of commerce, the Carlsbad Department of Development, and the Economic Development Corporation of Lea County, contributing to strategic planning and serving as a committed partner in the economic sustainability of southeastern New Mexico
- Strengthen and expand the regional supplier pipeline while promoting southeastern New Mexico as a great place to do business and a key contributor to DOE activities
- Take a leadership role in advancing sustainable approaches that help local businesses grow their capabilities and pursue additional opportunities across the DOE complex
- Collaborate with regional partners, colleges and universities to support internships and job and career fairs and increase awareness of WIPP career opportunities

SECTION III. COMMUNITY SUPPORT

As a major regional employer, SIMCO and its member companies recognize that the long-term success of southeastern New Mexico is closely tied to the strength and well-being of its communities. SIMCO is committed to being a positive, proactive community partner by investing in socioeconomic sustainability, supporting meaningful social and philanthropic initiatives, and working alongside local organizations to improve quality of life for residents across the region.

As a responsible corporate citizen, SIMCO continually evaluates community needs and seeks opportunities to build upon the region's strong foundation of economic growth, innovation and community pride. SIMCO will:

- Continue the SIMCO Employee Investment Advisory Committee, empowering employees to help identify community needs and guide support toward underserved or underrepresented populations across southeastern New Mexico, ensuring contributions reach a broad range of local organizations
- Engage employees through volunteer and service opportunities that address local priorities and strengthen community connections
- Demonstrate leadership by supporting the annual United Way campaigns in Eddy and Lea counties, including encouraging employee participation through a company match program
- Partner with United Way of Eddy and Lea counties on community initiatives such as Stuff the Bus, Project Santa's PJs, and monthly food distribution events
- Support fine arts and cultural programs through the region to enhance quality of life and help attract and retain residents
- Encourage subcontractors and business partners to invest alongside SIMCO in local communities, amplifying collective impact through collaboration



Left to Right: SIMCO Employee Investment Advisory Committee awards ceremony, Ray Anaya's Christmas Anonymous in Carlsbad, United Way Campaign Kick Off, Day of Caring at Carlsbad Battered Families Shelter



SIMCO remains committed to strengthening community and economic sustainability across Eddy and Lea counties by supporting initiatives that reflect local priorities and long-term regional needs. Building on trusted partnerships and seeking new opportunities, SIMCO will continue to apply its corporate capabilities in ways that meaningfully benefit the communities we serve.

Our focus is on supporting a stable, resilient regional economy, both today and for future generations. By working closely with community leaders, organizations and stakeholders, SIMCO will continually assess emerging needs, refine its commitments and invest in initiatives that deliver the greatest positive impact.

Our host communities are more than places where we work; they are where we live, raise families, and build relationships and are the places we call home. With this shared connection, SIMCO is dedicated to advancing education, economic development, outreach and community engagement through the responsible use of available resources.

SIMCO is proud to stand alongside our neighbors as an active community partner, supporting the people and places that make southeastern New Mexico so strong. We look forward to continuing this commitment and contributing to the long-term success of the communities we all call home.

Top to Bottom: Scholarship recipients, Teacher event at Carlsbad High School, Passport to Adventure



visit us at
simco-llc.us

Follow us on social media



/SIMCO.LLC



@simco.llc



SIMCO, LLC

