

teamnews

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President's Report

Percy Caraballo,
President, Owner

As we move into the new year, I want to take a moment to share how energized I am about the direction ClearWay is heading. We are entering a period of opportunity and momentum—one that will allow us to better serve our clients, strengthen our operations, and continue building a company we can all be proud of. We've been working behind the scenes to open new doors and realign our services to meet the evolving needs of both our existing and future clients. This includes expanding into new territories and growing our footprint across a broader geographic range—from Miami to Northern Illinois, and from Louisiana to New York. With this expansion comes new challenges, but more importantly, new possibilities for growth, leadership, and long-term success. What makes me confident in this next chapter is our team. ClearWay's strength has always been its people—our field crews, administrative staff, and leaders who show up every day with professionalism, respect, and a shared commitment to doing things the right way. As we grow, we will continue to prioritize safety, service excellence, and teamwork as the foundation of everything we do. This next phase is about being proactive, adaptable, and client-focused while staying true to our commitment to safety and service excellence. I appreciate the trust, effort, and pride each of you brings to your role. Together, we are positioning ClearWay for a strong future—and I'm excited to see what we accomplish next.

Thank you to our entire team for being part of this journey!



Back at ClearWay's home base office, "Rock Star of the Management Team" Assistant Controller Susan Porter (left) celebrates her birthday with the help of MaryEllen Musco, Accounting Manager.

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Safety on the Rails: Protecting Our People While Protecting Critical Infrastructure

Working along active railroad corridors is some of the most demanding and high-risk work in our industry. Vegetation management on the railroad requires focus, precision, situational awareness, and an unwavering commitment to safety—every single day. As ClearWay continues to expand its rail services and geographic footprint, it's more important than ever that safety remains the foundation of how we operate.

Rail environments present unique challenges. Crews must be constantly alert to train movements, heavy equipment, uneven terrain, weather conditions, and limited work windows. Add cutting tools, mechanical equipment, and tight schedules into the mix, and the margin for error becomes extremely small. That is why we emphasize preparation, communication, and discipline on every job site.

Safety starts before the first truck rolls. Job briefings, clear work plans, and hazard assessments help ensure everyone understands their role, the risks involved, and how we will protect one another. Throughout the day, conditions change—weather shifts, train traffic increases, and site conditions evolve. Staying alert and speaking up when something doesn't feel right is not just encouraged; it's expected. Looking out for one another is part of the job.

Equally important is adherence to railroad safety rules and regulatory standards. Compliance with FRA, OSHA, and client-specific protocols isn't about checking boxes—it's about protecting lives. Our continued investment in training, refreshers, and field leadership ensures our crews are equipped to work safely and confidently in these complex environments.

Finally, safety is about respect—respect for the railroad, for the

communities we work in, and most importantly, for each other. Every safe decision made in the field ensures that everyone goes home at the end of the day. That commitment is what drives ClearWay forward and allows us to grow responsibly and sustainably.

Safety isn't just part of our work—it defines how we work.

Seguridad en las Vías Férreas: Protegiendo a Nuestra Gente Mientras Protegemos Infraestructura Crítica

Trabajar a lo largo de corredores ferroviarios activos es una de las labores más exigentes y de mayor riesgo en nuestra industria. La gestión de vegetación en áreas ferroviarias requiere concentración, precisión, conciencia situacional y un compromiso inquebrantable con la seguridad—todos los días. A medida que ClearWay continúa expandiendo sus servicios ferroviarios y su alcance geográfico, es más importante que nunca que la seguridad siga siendo la base de nuestras operaciones.

Los entornos ferroviarios presentan desafíos únicos. Las cuadrillas deben mantenerse constantemente alerta al movimiento de trenes, maquinaria pesada, terrenos irregulares, condiciones climáticas cambiantes y ventanas de trabajo limitadas. Si a esto se le suman herramientas de corte, equipos mecánicos y plazos ajustados, el margen de error se reduce considerablemente. Por eso enfatizamos la preparación, la comunicación y la disciplina en cada lugar de trabajo.

La seguridad comienza antes de que el primer vehículo salga del taller. Las reuniones de seguridad, los planes de trabajo claros y las evaluaciones de riesgos ayudan a garantizar que todos comprendan su función, los peligros



involucrados y cómo nos vamos a cuidar unos a otros. A lo largo del día, las condiciones cambian—el clima se modifica, aumenta el tráfico ferroviario y el entorno evoluciona. Mantenerse alerta y hablar cuando algo no se siente bien no solo es alentado, es una expectativa.

Igualmente importante es el cumplimiento estricto de las normas de seguridad ferroviaria y los estándares regulatorios. Cumplir con los requisitos de la FRA, OSHA y los protocolos específicos de cada cliente no se trata de cumplir con papeleo, sino de proteger vidas. Nuestra inversión continua en capacitación, actualizaciones de seguridad y liderazgo en campo garantiza que nuestras cuadrillas estén preparadas para trabajar de manera segura y confiada en estos entornos complejos.

Finalmente, la seguridad también es una cuestión de respeto—respeto por el ferrocarril, por las comunidades en las que trabajamos y, sobre todo, por nuestros compañeros de trabajo. Cada decisión segura tomada en el campo asegura que todos regresen a casa al final del día. Ese compromiso es lo que impulsa a ClearWay hacia adelante y nos permite crecer de manera responsable y sostenible.

La seguridad no es solo parte de nuestro trabajo—define la forma en que trabajamos.

Staying Healthy and Strong Through the Winter Season

Winter brings a different set of challenges for our teams, especially for those working outdoors in cold, wet, and unpredictable conditions.

While shorter days and lower temperatures can make the work more demanding, taking care of your health during the winter months is just as important as staying safe on the job.

Cold weather places extra strain on the body. Layering properly, staying dry, and protecting hands, feet, and face from the elements can help prevent cold-related issues such as frostbite and hypothermia. Wearing the right gear and changing out of wet clothing quickly can make a big difference in staying comfortable and focused throughout the day.

Winter is also peak season for colds, flu, and other illnesses. Getting enough rest, staying hydrated—even when you don't feel thirsty—and maintaining good nutrition help keep your immune system strong. Washing hands regularly, covering coughs, and staying home when sick protects not only you, but your entire crew.



Mental well-being matters too. Reduced daylight and long stretches away from family during busy work periods can affect mood and energy levels. Staying connected

with coworkers, checking in on one another, and speaking up if you're feeling run down are important parts of looking out for the whole team.

ClearWay on the Job!



Help Us Celebrate Upcoming Birthdays!

Waldyn Suchite	January 2
Edgar Mendoza Garcia	January 15
Carlos Perdomo	January 30
Forest Hendricks	February 2
Axel Rodriguez	February 7
Jose Paredes	February 11
Marvin Carbajal	February 26
Melvin Turcios	March 2
Alexander Zet	March 2
Maryellen Musco	March 11
Edwin Manchame Leon	March 20
Jose Lopez	March 28
Maynor Chacon	March 30
Elvis Maldonado	April 6
Orman Carbajal	April 27
Henry Chacon	April 30



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ClearWay Industries LLC will be an exhibitor at the 2026 AREMA CONFERENCE scheduled to take place in September 2026 in Kansas City, MO! This conference is an excellent opportunity for our company to network and participate in a forum for exchanging ideas.



clearwayindustries.com

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