

ASSOCIATE NEWS



2020: A YEAR TO REMEMBER...OR FORGET

To all our associates and team members – THANK YOU for being part of our team during this challenging year, for your commitment to our customers and each other, and for doing your best to stay safe. With the COVID-19 pandemic, social and political unrest, and natural disasters, it's definitely been a challenging 2020.

Diana and I are happy to say that throughout it all, and thanks to your efforts, Leadpoint has grown in 2020. We have more sites and employ more recycling staff than ever before. We expanded into bin audit work in several states. And we planned the introduction of new services for our customers, which will keep us all busy and employed in 2021.

We also are very happy to report that although a few people on our team tested positive for COVID-19, together we worked hard to manage and contain the spread at the MRFs we support. For that, we are especially thankful.



As we turn the corner on 2020 and head into the New Year, we look forward to working with each of you and to continuing to do great work for our customers.

May God bless you and your family,
Frank & Diana Ramirez

LIVESAFE: OUR #1 PRIORITY FOR YOU

Keeping you safe on the job is a promise we take seriously. That promise is what's behind LiveSafe and its four principles: Safety First, See Something Say Something, Follow the Rules and Teamwork.



Let's take a closer look at what we mean by Safety First.

We want you to be safe all the time – not just at work but at home, too. Safety should be a way of life, not just something you have to do at work. At Leadpoint, we value you as a person. So do other people who count on you to stay safe – your spouse or partner, children, grandchildren, family, friends and coworkers.

If you don't put Safety First for yourself, do it for them.

Whenever you are presented with a situation you are unfamiliar with, your first thought should be SAFETY FIRST!



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LEAP TOGETHER: LEADPOINT EMPLOYEE APPRECIATION PROGRAM



Each of our Associates is an important

part of the Leadpoint team. It takes each of you, working together, to make us successful. That's one of the reasons why Leap Together program was created – to recognize and reward our team for their hard work.

When you reach 1,000 hours worked, you earn your choice of a Leadpoint hoodie or polo shirt. At the 3,000-hour mark, you may choose a Leadpoint jacket, hoodie or polo shirt.

You may be thinking that 1,000 or 3,000 hours is a LOT of time...does anyone really hit those numbers? YES! Since Leap Together was launched two years ago, we've shipped 2,525 hoodies, polos and jackets to our associates across the country. That's more than 3 rewards every day – 3 sorters, line leads or other MRF employees who have hit 1,000 and 3,000-hour milestones.

You can do it! It is achievable! And we want you to be next in line for a Leap Together award. Your onsite manager or administrator can tell you more.

YES YOU CAN HAVE A CAREER AT LEADPOINT!



Our North Gateway Onsite Manager Abraham "A.B." Stifanos is living proof that you can build a future and have a career at Leadpoint.

A.B. was frustrated in his job search and wondered if anyone would hire him when Leadpoint gave him a second chance and hired him as a sorter. At the time, he didn't imagine it would be a career.

Right away, A.B. and Leadpoint were a good fit. He liked the work, the challenge, and the people. Whenever he was called in, he was there. He got along with everyone. He worked hard and his work ethic was noticed. A.B. let

his manager know he wanted a shot at moving up to supervisor. He knew he'd have to wait, pay his dues, and keep showing up every day.

A supervisor slot opened up when the plant added a 2nd shift. A.B. interviewed for the job and within a couple of weeks was getting trained as supervisor. He picked it up quickly. The team respected him and listened to him because they knew he was one of them, someone who would be alongside them every step of the way to get the job done.

"By the time I became a supervisor, I started believing I could make a career here," A.B. said. "I was moving up, making contacts with people, and got serious about sticking with Leadpoint."

This summer the onsite manager position opened up. A.B. followed Leadpoint's Transfer Request process and soon was in training again, this time as a manager.

Now, as the onsite manager, A.B. says, "I always tell people if they want, they can make a career here. I'm living proof of how fast you can move up. It's based on your work ethic, attitude, and attendance.

"Don't be discouraged," he adds. "Everybody starts from the ground up. Don't give up – you can make a future if you really want it. Me, I plan to be here for the long run."



FUN FACT:

11 of Leadpoint's 29 onsite managers started as sorters.

WHO ELSE IS STICKING WITH LEADPOINT?

In December and January 13 Leadpoint associates will reach their 5-9-year service anniversary. Our thanks go out to all of you!



Special congratulations go to **Ramiro Arreola Gonzalez** at our Newby Island site who celebrates his **10-year anniversary**. We appreciate you, Ramiro!



LEADPOINT
High Performance Work Teams.