

ASSOCIATE NEWS

LEADPOINT 
High Performance Work Teams.

VIRTUAL SUPPORT ON DEMAND

Happy New Year and welcome to 2021! I'm sure you join me and many others in a spirit of hope and optimism that this year will be better than 2020 and that together we will overcome the COVID pandemic.

You may have seen the new technology that will bring wearable video headsets into your plant. Perhaps you've seen your onsite manager wearing a headset. What you're seeing is our exciting new product that we call MRFiQ. We use this video technology to give our customers and recycling support team a real-time

MRFiQ



look at their operation without having to travel to the site. What we see together helps identify safety issues and hazards, identify training needs, and more quickly implement better ways to run the MRF's machinery.



As a Leadpoint associate, you can feel good knowing that you work for a company that's always looking for new and better ways to improve your MRF, keep you safe, and keep our customers profitable. When we do that, we all win.

Frank Ramirez, Founder & President

MEET YOUR MENTOR

The first few days of work in a MRF are filled with challenges and can be tough. 99% of our new associates hadn't heard of a MRF much less stepped inside of one before they started with Leadpoint. The job can be intimidating, physically challenging, chaotic. They may think, "What did I get myself into?!"

Our goal is to hire the best people for the job and keep them around for the long haul. Our new Mentor Program can help. Here's how it works.

In many of our locations, when a new sorter is hired, he or she is assigned a Mentor - a buddy coach who acts as their partner, shows them the ropes, makes them comfortable and helps them work safely. They stick together for the first week, on the line, on breaks, at lunch. So far, the program is having great results!

Could you be a Mentor? Yes! Our onsite managers recruit Mentors from the existing crew. It's a step toward becoming a Line Lead. They look for people with good communication, people and leadership skills; people with patience and a desire to advance. Mentors earn get an hourly wage increase, too.

If the Mentor program sounds like something you're interested in, talk to your manager. Together, we can strengthen the team in every MRF.

February 2021
Volume 2 – Issue 1

NEW YEAR, NEW OPPORTUNITIES

Move Up in your career!

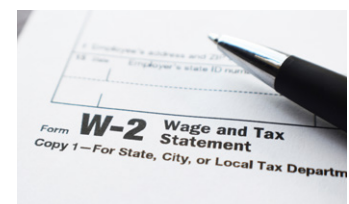
Check the Leadpoint Communication Center for info on job openings you can apply for today.

Did you know that close to 20% of the sorters we've hired in the last few years have been promoted to the next level?

EMPLOYEE PORTAL: GET YOUR 2020 W2

You have access to your W2 and pay stubs at any time through our iPay Employee Self Service Portal. Log in atworkforcenow.adp.com.

If you no longer have the email with your registration code or need help, contact your onsite manager or admin for help.



LIVESAFE PRINCIPLE #2: SEE SOMETHING, SAY SOMETHING



Keeping each person and site safe is everyone's responsibility. That's what the second LiveSafe principle is all about—keeping your eyes and ears open on the job, every day.



If you see something unsafe, hazardous, out of place...say something! Let your Line Lead or manager know - we can't fix it if we don't know about it.

Remember, you have Stop Work Authority or SWA! This means you can call a "time out" if you think something is unsafe. SWA comes with a promise of no retribution or punishment for SWA actions taken in good faith.

Don't be the one who sees something dangerous and someone gets hurt because you didn't report it.

STAYING POSITIVE IN DIFFICULT TIMES

From Positivity 101: Micro-Vacations by Tracey L. Briggs, MA Health Education Consultant, Supervisor Employee Wellness

Staying positive on the job and at home can be tough. All of us feel pressure to do and be our best, to care for others, to earn a decent wage, to be a good citizen. It's difficult work, but it's important give your mind and body time to re-charge.

Consider taking a micro-vacation by putting yourself in a digital timeout. A study published in *The Journal of Social Psychology* found that people who shut off social media had lower levels of the stress hormone cortisol than those who didn't. You can choose 10 minutes or a couple of hours to back away from your phone, tablet, or computer. Even one day per week can have a positive impact. Planning a break from Facebook, Twitter, Instagram, or other social media sites could be good for your health and well-being.



Putting down your phone will be tough but give it a try! You may surprise yourself with an increased sense of calm and a more positive outlook on life.

WHAT OUR SORTERS ARE SAYING

We asked some of our sorters why they like working in recycling. Here's what they said.

"I like that it has a positive impact on the environment."

Carson G., Vancouver, WA

"I am making a difference in the world and making it cleaner."

Alonte P., Madison, WI

"I feel like I am helping the next generation make it cleaner."

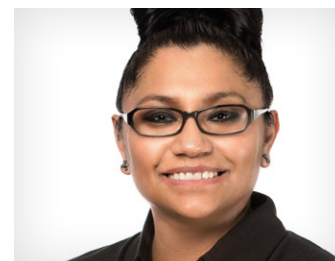
**Florencio
San Luis Obispo, CA**

CONGRATULATIONS!

Shout out to **40 Leadpoint associates** who will complete their first full year on the job in February. Thank you for all you do!

Special recognition goes to **Luis Alfonso Lopez-Lopez** at Pioneer/Tacoma who hits 10 years on the job this month.

And, our own Onsite Manager **Ana Zuniga** celebrates her 18th anniversary in March. Well done, Ana!



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