

# ASSOCIATE NEWS



## FROM THE OWNERS' DESK

# OPPORTUNITY WAITS FOR THOSE WHO ARE READY

Do people ever ask you about your job at Leadpoint, maybe why you work here versus all the other job options out there? If they do, I hope you tell them about what I believe is the best reason to work here.

### WE GIVE YOU OPPORTUNITIES TO MOVE UP THE LADDER

Getting ahead at Leadpoint isn't complicated. We don't require a college degree or specialized training. There's no minimum time on the job before you can apply for a promotion. What it takes is simple: work hard, show up when you're supposed to, be willing to learn and grow with us. That's it.

Moving up and onto the next opportunity at Leadpoint is in your control. Yes, there must be an opening at your MRF or at a facility you're willing to move to. But that's another great thing about working here: we are growing and expanding, adding new sites every month. And that spells Opportunity with a capital "O."

Many of our onsite managers started as sorters and moved up. Some of them moved up very quickly; for others it took a while. But they all have this in common: they worked hard, showed up when they were supposed to, and were willing to learn and grow. Sound familiar? Again, it's a simple formula for your success.

Here is what a few of our onsite managers said about their career growth at Leadpoint.

"I was desperate for work and started at \$9.04/hour as a sorter. I was able to get a small promotion by going to the evening shift to do general cleaning. Then I took over as a shift lead for about 6 months, then line lead for about 8 months, and shift manager in Tacoma for about a year before I took over as the onsite manager. I've been with Leadpoint since 2012."

—Anthony Wheeler, Tacoma

"I started as a sorter in Seattle and three days later told line lead I wanted his job. Three weeks later he came to me and offered me his position because he was getting hired on with the client. I was a line lead for 2 months, was offered work in Tacoma as a shift super and did that for a few months, then was invited to interview for an Onsite Manager job. I moved to Wisconsin and have been here 4 years."

—Nikki Barlow, Pellitteri, Madison, WI

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### NEW! ASSOCIATE BENEFIT PROGRAM

We are happy to announce a new benefit to all associates: **Working Advantage**, a one-stop shop for savings, discounts, and offers created especially for Leadpoint. Best of all, it's **ABSOLUTELY FREE!**

- Health & wellness products & fitness memberships
- Attractions, shows, concerts, & sporting events
- Hotels & rental cars
- Food & beverage delivery
- Electronics & apparel
- Financial & educational services
- Home goods & office supplies
- Flowers & gifts
- Professional sports tickets
- Groceries, restaurants & more!

It's easy to get started by visiting [leadpointusa.savings.workingadvantage.com](http://leadpointusa.savings.workingadvantage.com).

### FUTURE ONSITE MANAGER?



Meet Shadow Wolf Stifanos.

This cute boy is the son of AB Stifanos, onsite manager at the North Gateway MRF in Phoenix. Our congratulations to AB and his family!

"I started on the wet line and kept stepping forward. It took a couple years to move out of the wet line, but I became a harness, then a harness lead, then line lead. I remember the day I was told I was going to be a white hat - a manager. It feels good that you can work up."

—Arturo Guerrero, Newby Island

We are happy that you have chosen to work for Leadpoint, and we are always gratified to see good people move up with our company. We could not run Leadpoint without each of you.

**Frank & Diana Ramirez, Leadpoint Founders/Owners**

## MEET THE ONSITE MANAGER: TIFFANY SMITH, REPUBLIC/OBERLIN, OH



### You Are Not Your Mistakes

Seeing other people succeed is what makes Tiffany tick. Her #1 goal as an onsite manager is to inspire and train her team so that someday one of them can surpass her, succeed her, and move forward so she, potentially, is reporting to them.

For Tiffany, achieving that goal boils down to respect. "I work to treat everyone with that mentality of respect," Tiffany said. "I don't look at people for their past, I look at people for their future. Everyone deserves a first and second chance and needs to know that there's something else out there. We all make mistakes. "But you are not your mistakes."

Before joining Leadpoint, Tiffany was a line lead at a manufacturing company. She left because she knew she wasn't going to get anywhere; there was no advancement plan. She manages her site in the complete opposite of that. "My team knows I put them first and treat them the way I want to be treated," she said. "I'm direct and honest and encourage them to never give up on getting where they want to be.

"I tell everyone on the team, 'Your past won't prevent you from being who you want to be in the future. If you look for it, it's going to be there.'"

## LEADPOINT IS GROWING – THANK YOU!

In the last couple of months, Leadpoint has added four new sites and we have a fifth one coming online in the next few weeks. We couldn't grow without your hard work. Thank you! New sites mean opportunities for you to grow, too. We want you to move up with Leadpoint, and to refer friends and family members who can work in these new markets. Our new sites are in Colorado Springs, Colorado and Chesapeake and Chester, Virginia. The newest site will be in Milleville, New Jersey.

## WHAT WOULD YOU DO WITH \$300?

It's time to start thinking about it! That's because Leadpoint is offering a **\$300 referral bonus for new hires**, paid out in \$75 instalments over the new person's first 4 weeks on the job. There's no limit to the number of referrals you can make!

**Know someone?** Invite them to apply. They will be prompted to add your name as the person who referred them to Leadpoint.

**Don't believe us?** Meet Glenda Landaverde Carballo. She referred 9 people to Leadpoint and will earn \$675 per week for 4 weeks as a bonus. Do the math: that's \$2,700!



## LIVESAFE: IT TAKES A TEAM

Everyone is responsible for safety. Do your part to keep your co-workers safe. If a teammate is at risk, don't just



walk past them. DO something. If a teammate points out a safety or concern to you, accept it with gratitude. If we treat each other with dignity and respect, we can create a workplace that is safe, professional, and enjoyable for everyone.

**SUMMER IS COMING:**  
Stay hydrated. Know the signs of heat stress. Watch out for one another.

## JUNE-JULY SERVICE MILESTONES

### CELEBRATING 10+ YEARS

Rigoberto Carrillo-Leon, Clackamas - 18 years  
Maria Luisa Ayala-Arroyo, Clackamas - 16 years  
Maria Olivia Hernandez, Tacoma - 13 years  
Juan Sandoval-Aparicio, Clackamas - 13 years  
Rosa Lopez-Aparicio, Alpine - 12 years  
Francisco Aguirre, Alpine - 12 years  
Jaime Martinez Mejia, Clackamas - 10 years

### CELEBRATING 5 YEARS

Severa Rojas Velasquez, Eco Cycle  
Julia Ruiz, Pioneer  
Francisco Lopez, Alpine  
Joseph L. Cruz, Newby Island  
Vicente Aldama Elias, Newby Island

**Congratulations to all of you, and to everyone else who has chosen to work for Leadpoint. We appreciate you!**