

ASSOCIATE NEWS



YOUR SAFETY MATTERS



This issue of the associate newsletter is all about safety. I can't emphasize this strongly enough: **Your safety matters.** To me. To your family. To your co-workers and manager. To our customer.

At Leadpoint, we put a lot of focus on our safety programs and have rules and procedures that you're asked to follow. We do this because we care about you. **I care about you.**

An example is your Stop Work Authority. You are empowered to protect yourself and others. You are in charge of both how you do the work and of your safety. If you stop work to keep yourself or someone else safe, your manager will back you up. **I will back you up. That's my commitment to you.**

On behalf of the entire Leadpoint leadership team, THANK YOU for maintaining a safe work environment. THANK YOU for staying safe and healthy at work and at home. THANK YOU for your commitment to safety for yourself, your family, and each other during the pandemic. *Leadpoint has been able to persevere during these challenging times because of you, and I couldn't be more grateful.*

Safety matters. You matter. Together, we are building safer, healthier lives at work and at home. And for that, you have my sincere thanks and appreciation. Keep it up!

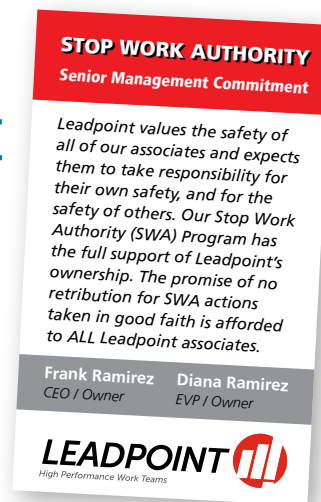
Frank Ramirez, CEO & President

STOP WORK AUTHORITY: THE CORE OF OUR SAFETY CULTURE

Every Leadpoint associate is granted Stop Work Authority or SWA. If you are asked to do something unsafe or that you're not trained to do, SWA gives you the right to call a "time out" and discuss with your concern with your manager. And this is important: you can use your SWA without fear of retaliation. "You have power and control over your own safety," said Leo Rodriguez, regional safety manager.

"If you see something, say something, even if it's reminding a co-worker about the 3 points of contact or if you see a slippery stair," said Michael Nunez, onsite manager at Cold Canyon/San Luis Obispo, Calif. "Our families rely on us to come home safe at the end of the day. Safety is not just for us - it's for everyone else."

Keep your Stop Work Authority card with you at work as a reminder of the right you have to be safe and to keep our LiveSafe principles at the front of our mind. Every day.



August 2021

Volume 2 – Issue 4

THE VALUE OF WORKING FOR LEADPOINT

Before you joined Leadpoint, did you have a safe workplace? Ensuring a safe workplace for everyone is just part of the value in being a Leadpoint associate. Here are a few others. Ask your manager for details on each!

- **Weekly pay + overtime opportunities**
- **Referral Bonuses**
- **"Stay" Bonuses are offered at several sites.**
- **The LEAP Together reward program lets you earn Leadpoint merchandise when you reach 1,000 hours on the job.**
- **Health benefits, annual sick pay and holiday pay offered**



Associate Bebe Holani received his LEAP award from 2nd Shift Manager Sara Torres at the Newby Island site in northern California for working 3,000 hours.

THE A-B-Cs OF SAFETY

When you think about safety, remember this simple A-B-C Model.

A – ACTIVATE YOUR BRAIN

You can't sleepwalk through your job and be safe. Always THINK ABOUT SAFETY. Our daily safety meetings, incentive programs, stretching routines, and 1:1 coaching help.

B – BE AWARE OF HAZARDS

You're taught about the hazards on the job. It's also important to report unsafe conditions actions. That's part of the LiveSafe philosophy, "If you see something, say something." Your manager and co-workers are counting on you to be aware and report problems right away.

C – CONTROL HAZARDS

Controlling hazards starts with following the rules. You have Stop Work Authority and can call a "time out" when you see a problem. You are expected to wear your PPE. Always. Your team will work with you and our customer to fix problems and make changes to reduce risk.

And that's it – creating a safer environment for everyone is as simple as A-B-C.



MILESTONES

We're celebrating milestone anniversaries in this issue of the newsletter.

Congratulations to Eladio

Mejia-Torres of Pioneer/Clackamas



who celebrates 15 years with Leadpoint in September. "I always take care of myself and try to follow all the

rules so as not to hurt myself," Eladio said. "I like my job and I always come with my senses ready to take care of myself." Wise words and great work, Eladio!

Shout out to these Leadpoint associates who hit the 5-year milestone in August and September. They are:

Sarah Torres, Newby Island

Ma Del Pa Gamboa Arteaga, Newby Island

Jose Manuel Gamboa Arteaga, Newby Island

Collin Brady, Pioneer-Tacoma

Reyna Arredondo, Pioneer-Clackamas

Anthony Worrell, Waste Connections-Sierra

Larry Childress, Waste Connections-Central Transfer Station

Horace Briggs, Waste Connections-Sierra

Roberto Duardo Cotoc Mached, Pioneer-Clackamas

We also send a big High Five to 93 Leadpoint Associates who will pass the 1-year mark this month and next.

That's a huge accomplishment – congratulations and thank you to each of you for your loyalty and for Living Safe!

We count on all our associates, especially those with tenure, to welcome new members of the team and engage them in the LiveSafe philosophy.

MEET THE ONSITE MANAGER: DAMION DAVIS, ALBANY, NY

Always Over-Communicate



Damion Davis always tries to over-communicate with his team at the MRF. He knows that if his workforce understands what's needed, and is clear on the criteria for success, the plant will operate safely and people will enjoy their jobs more.

"When I started as the onsite manager, people were surprised that I came up, introduced myself and greeted them," he said. "I saw joy on their faces."

The simple act of creating joy paved the way for building an effective team. "Communicating is not the same as telling," he said. For example, instead of telling people, 'Don't do that' Damion says something like, 'I need your help on a safety issue'.

"When I take that approach, I can get their undivided attention and they hear me out," he said. "If I can explain why something is useful or how it's going to help them stay safe it opens the door for me to elaborate or for the team to share an experience."

Most important to Damion's communication approach is consistency. "I feel joy and pride personally when I'm consistent," he said.