



# ASSOCIATE NEWS



## WE APPRECIATE YOU!



2021 has been a tough year. Many of our MRFs are under-staffed and while there have been fewer people on the line, the workload and material flow hasn't stopped. **We've asked you to do more...with less.**

But you stepped up and got the job done, every day, sometimes seven days a week or 10-12 hours a day. Leadpoint and I appreciate you and **thank you** for all you've done to keep your MRF operating smoothly and safely.

Each of you is a valued member of the Leadpoint team - it's right there in our logo: High Performance Workteams. That means you! Thanks to your hard work, we're recognized as the leading operating partner for the recycling industry, helping MRFs and their people succeed with our experienced people, specialized expertise, and strong partnerships.

At Leadpoint, we are driven by our values: **integrity** or honesty; **accountability** so our customers can rely on us to get the job done; **collaboration**, working side-by-side with our customers and each other; and **innovation**, looking for new ways of doing things and working to continuously improve.

We are grateful for the work you do. I appreciate you and am thankful you are on the Leadpoint team. Keep up the exceptional effort!

**Len Christopher, Chief Operating Officer**

## SAFETY TIP: GET READY FOR FALL

It's a new season – Fall 2021. Families are adjusting to new routines now that kids are back in school, sports and other activities. Fall also means temperatures are dropping. It's easy to be distracted. Here are three easy ways to keep everyone safe.

1. As you drive to and from work, be aware of school crossing and school buses.
2. Make sure you prepare for changes to the weather, like wet roads, walkways, and parking lots, and for shorter days as the sun sets earlier.
3. Do your best to be well-rested and ready for work every day.



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## THE FABULOUS FIVE AND WONDERFUL ONES

This month, five Leadpoint associates will celebrate **12 years on the job** - how exciting is that! Congratulations to:

*Newby Island, California*

1. **Alejandro Morales,**
2. **Jose J. Salgado Roman,**
3. **Israel Velazquez, and**
4. **Javier Monterola Vergara**  
*Clackamas, Oregon*
5. **Carlos Zacarias  
Fernandez-Aban**

We also say thank you to **95 associates** who will reach their **one-year anniversary** in October and November.

***Well done, everyone!***

# TELL YOUR FRIENDS

Leadpoint is always looking to add people to our team. We appreciate and rely on referrals from our associates like you. Your referrals bring us the best associates - why? Because most people will refer someone they trust, people who will show up, work hard, and stick around. That's good for Leadpoint, good for the MRF, and good for you because you can earn a bonus for every person you refer.

Think about people you know - people you'd like to work with, who you can vouch for, and who can help make a difference at Leadpoint like you have. Ask them to apply, **and you could earn a nice referral bonus for each person we hire. Ask your onsite manager for details!**



## Refer a Friend, GET \$\$\$

**Good News for Associates at Your Site**

Starting now, you can receive \$\$\$ per week for each person you refer to Leadpoint.

**How It Works**

Refer your friends, family and neighbors for jobs at Leadpoint. When they are hired, you'll get \$55 per week for each week that person works a full 40 hours, up to 4 weeks or \$22.

- Payment will be made after the second full week worked and each pay period after that.
- The referral bonus will appear on your paycheck as regular taxable income.
- The referred associate must work the full 40-hour week to earn the referral bonus. That means they must be on time, work the full shift, and have no call outs.
- If the referred associate misses the full 40 hours one week and the referral bonus is not earned, you may still qualify for the remaining weeks of the program.
- You will not be penalized if the referred associate's week is cut short because of downtime or other uncontrollable operational situations.
- The referred associate must be new to Leadpoint. The bonus program does not apply to re-hires.
- The Onsite Manager or Admin must approve all exceptions to the program.

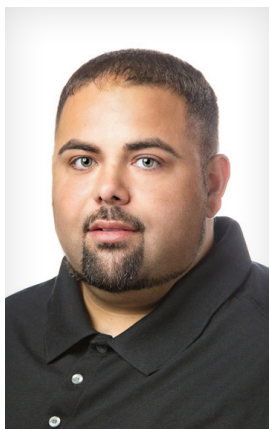
**Important Notes**

- All Leadpoint Associates and customer associates are eligible to participate in this program except for management and certain leadership, ministers and advisors and those who may influence recruiting, buying or operational processes and/or decisions.
- Referrals made by associates of Leadpoint's customer are eligible for the program and will be paid with a grant.

Leadpoint may modify, suspend or cancel this program at any time without notice. Offer only applies at the NAME OF SITE location and for the date specific above.

**LEADPOINT**  
High Performance Work Teams.

**Congrats to Chris Haynes at our Minneapolis site for earning a referral bonus!**



## MEET THE ONSITE MANAGER: ANTHONY WHEELER

### Opportunities Present Themselves Differently Every Day

\$9.04/hour. That's what Anthony earned when he started at Leadpoint in 2012. Times were tough and although he had worked in a variety of jobs, he was desperate for work. He found a sorter job through a friend but, "I instantly did not like it," he said.

Anthony quickly got used to sorting and his first impressions changed. After just a few months he got his first promotions, moving to the evening shift. Later he took over as a shift lead, moved up to line lead, shift manager, and then became onsite manager.

What's Anthony's secret for moving up? "You have to show up and show what you can do," he said. "Opportunities present themselves differently every day. Sometimes growth is quick, or it could take a while," he said.

Today, Anthony makes way more than the \$9.04 wage he started with, but the key to his success as an onsite manager is remembering the jobs he did as he moved up.