

ASSOCIATE NEWS



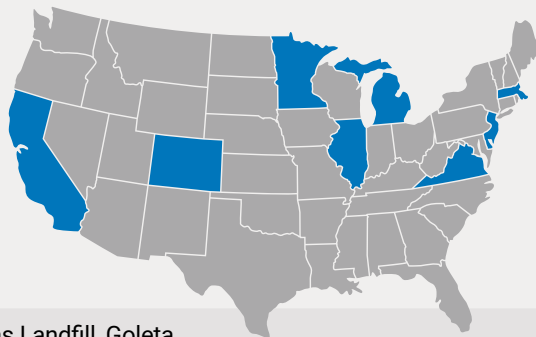
HAPPY HOLIDAYS!



From everyone at Leadpoint to you and your family, we wish you Happy Holidays and Happy New Year. 2021 has been a challenging year in many ways, but we got through it together, successfully, thanks to your hard work and loyalty. We are optimistic that better days are ahead and look forward to having you on the team in 2022!

2021 IN REVIEW: GROWTH

This year, Leadpoint added 11 new sites in 8 states, bringing new jobs and opportunities to the team. Here's a recap of where we're growing and going. If you're interested in transferring to any of these locations, your Onsite Manager can help.



California: MarBorg /Tajiguas Landfill, Goleta

Colorado: GFL, Colorado Springs

Illinois: Lakeshore Recycling, Maywood

Massachusetts: USA Recycling, Wilbraham

Michigan: Ann Arbor

Minnesota: Republic, Minneapolis + Republic, Inver Grove Heights

New Jersey: Green Leaf, Millville

Virginia: GFL County Waste, Chester + TFC Chesapeake + TFC Chester

We also completed cart tagging projects in Canton, MI, Houston, and Norcross, GA. Not sure what cart tagging is? [Read more here.](#)

Our thanks to everyone who brought these projects to life and who serve our customers every day.

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CELEBRATING PERFECT 10'S

We are very happy to honor two associates who celebrate 10 years with Leadpoint.



Veronica Beltran at the Pioneer site in Tacoma marks her 10-year anniversary in December.



Luis Estrada at the Cheyenne site in North Las Vegas reaches the 10-year mark in January.

Congratulations, Thank You, and Best Wishes to you both. We appreciate your loyalty and hard work over the years!



WINTER SAFETY TIPS

MRF associates face some of the harshest working conditions in the solid waste industry. That's why we must never let up on the fundamentals of safety, in the MRF, outdoors, and at home. That's especially true as winter sets in.



- **Salt and shovel parking lots and walkways.**
- **Lighting:** Sunrise comes later, sunset earlier. Make sure you can be seen, with Hi-Viz safety vests when working outside.
- **Layer your clothing to stay warm.**
- **Start with the base layer,** closest to the skin.
 - Avoid cotton, it holds moisture against the skin.
 - Look for polypropylene, polyester, and merino wool base layers.
 - Wear a thinner base layer when you're active and a heavier base layer when you're stationary.
- **Add an insulating layer** to trap warm air against the body.
 - Add multiple insulating layers depending on your activity level and the outside temperature.
 - The best insulating layers are light, bulky fabrics such as wool, down, polyester fleece or synthetic pile.
- **Top with an outer layer.** A shell is the best defense against wind, rain, snow, and dirt. Most insulating layers don't offer this protection.
 - Waterproof and breathable fabrics like GORE-TEX are best for the outer layers.

Use these tips to stay safe and warm this winter and help us hit our Zero Injuries goal.



MEET THE ONSITE MANAGER: JEFFREY BAILEY, SPOKANE



It's offensive if the onsite manager doesn't know the name of everyone who works for them and a little bit about them. That's the first piece of advice Jeffrey got when he started at Leadpoint. It turned out to be excellent guidance.

Jeffrey knows working in a MRF can be extremely difficult. "Can I change the job? No, but I can definitely change the culture, take the time to get to know my employees as people, help and praise them when they need it, and humanize the position," he said.

Since day one, he has worked hard to be open and approachable. That style takes emotional intelligence, a skill Jeffrey built in his 10 years as a police officer.

"I put my law enforcement skills to use every day," he says. "We talk through issues and more than once I've had to de-escalate situations like I used to do on the beat. I joke that I'm not only an onsite manager. I'm a guidance counselor, financial advisor, and marriage counselor.

"I enjoy the fact that we are a second chance employer that strives to get people actively and gainfully employed and back into the workforce," he said. "Seeing people succeed and helping them get promoted, those are the things that make you feel good when you go home at the end of the day."