

ASSOCIATE NEWS



THANK YOU, 2021. LET'S GO, 2022!



Happy New Year and thank you for your work in 2021. Together we achieved great things.

2021 was difficult for many families and businesses as COVID continued. We hope you and your loved ones stayed safe and healthy. Leadpoint's stringent protocols at all sites kept our associates safe; we had very few issues relative to many industry colleagues. COVID is again in the news and Leadpoint won't let up on our commitment to keep you safe at work in 2022. Read more details in the Safety Focus below.

With the disruption in the national labor market, 2021 was also a tough year for recruiting new associates to our team. There was a lot of competition and pressure to increase wages in all industries, including recycling. Many of you saw sign-on, retention and referral bonuses at your sites. Leadpoint will continue to layer-on these benefits on a site-by-site basis so that our sites stay fully staffed and everyone is treated fairly.

For the year ahead, we expect the recycling industry to continue growing. That's good news for you because growth equals opportunity and stability. We also know that commodity markets will put greater focus on material quality, requiring cleaner products coming out of MRFs. Your work to reduce contamination is critical to our success. Finally, we believe cart tagging programs will expand in many markets nationally as communities work to reduce contamination across their recycling programs. This is another opportunity for the Leadpoint team. You can [learn more about cart tagging here](#).



So again, thank you making the best of a challenging year in 2021 and for being part of the team in 2022. Together we will make this year the best yet for all of us!

Frank Ramirez, CEO & President

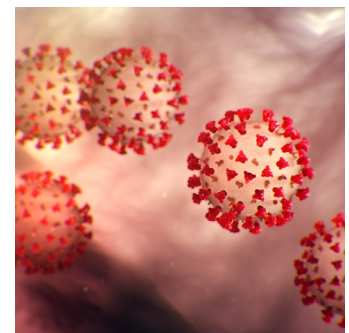
February 2022

Volume 3 – Issue 1

COVID GUIDELINES – A REMINDER

We must all do our part to reduce the spread of COVID and keep ourselves healthy. It's hard, but now is not the time to relax our safe COVID behaviors. Remember...

- **Wear a mask (even double mask) in public places**
- **Maintain at least 6 feet distance from others**
- **Avoid areas with high COVID cases**
- **Wash your hands frequently**
- **Stay home as much as possible and be cautious about large gatherings. This protects you and is especially important for people with underlying medical conditions who are at greater risk if infected.**



DOZENS OF PROMOTIONS IN 2021 - CONGRATS!

We often talk about the opportunity to move-up that Leadpoint offers its associates, but have you ever wondered if promotions really happen? Here's your answer: in 2021, dozens of Leadpoint associates were promoted into new roles at sites across the country. Here's a recap:

- 53 Sorters were promoted to Line Lead positions
- 5 Line Leads were promoted to Shift Manager jobs
- 1 person was promoted to System Lead
- 2 associates were promoted to Dock Lead
- 1 person was promoted to System Administrator

Congratulations everyone! Remember, if you want to move up, talk to your OSM or check out the open positions, which are posted at every site.



CELEBRATING SAFE WORKSITES IN 2021

Big congratulations to the Leadpoint teams and their Onsite Managers who turned-in perfect safety record in 2021 – no incidents, no accidents!

Republic Oberlin - Tiffany Smith

SOCRRA - Ken Horn

Lakeshore Maywood - Dan Ruiz

Inver Grove Hts. - Jeremy Marx

Minneapolis - Leonard Chatman

Recycle Ann Arbor - Michael Fryske

TFC - Chester - Charles Lively

TFC - Chesapeake - Stephen Nassan

Clackamas - Ana Martinez

Cold Canyon - Michael Nunez

An additional 15 sites went 100 days in 2021 without a safety incident, which is an excellent record. They are: Black River; Indy 96th; Newby Island Landfill and Newby Island Organics; Rabanco; CTR; Spokane; Southfield; North Gateway; Huron; NEC; GFL Chester; Colorado Springs; Gowan; and Wilbraham.

Thank you for demonstrating the LiveSafe philosophy every day in 2021! It takes all of us - every day - to LiveSafe at work and at home.

CELEBRATING 10 YEARS WITH LEADPOINT

This month we recognize two Leadpoint associates who celebrate their 10-year anniversary with Leadpoint. Both are at Republic in North Las Vegas.

Congratulations and thank you to **Detric Davis**. He said, "It's been a long 10 years and it's been a lot of learning and a lot of hard work. With a hard work you can achieve anything, and your hard work will not go unnoticed."

Congratulations and thanks also go to **Mario Aguirre** on his 10-year anniversary who said, "Thank you Mr. Frank and Ms. Diana."

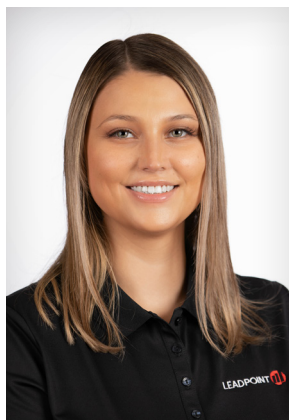


Detric Davis



Mario Aguirre

MEET THE ONSITE MANAGER: MELISSA VEGA, WILBRAHAM, MASS.



When Melissa joined Leadpoint, she had the opportunity to open a MRF from the ground up. "I don't shy away from a challenge," she said. From her first interview, she knew she had a lot to learn but also recognized that Leadpoint was the kind of company she was searching for.

"I wanted to work somewhere that had a nurturing spirit for the employees," Melissa said, "and allowed me to create that nurturing environment with my team." She implemented things like check-ins to make sure everyone was working safe and daily safety meetings.

Another way Melissa built a caring climate is with her training matrix. "I posted a matrix with each associate's name and the tasks associated with each job in the MRF,"

she said. "When they complete training for a specific task, it's marked-off on the matrix. The team knows that they can have more job flexibility if they are trained on multiple tasks."

Under Melissa's leadership, the Wilbraham team is nurtured, capable, and motivated for success.

