

# ASSOCIATE NEWS



## IT'S ALL ABOUT THE PEOPLE

I have always believed that the best companies put their people first. That's how Diana and I have run Leadpoint since the day we started. It's easy to say that a company's success is all about the people, but it's harder to demonstrate it day in and day out. Our Onsite Managers, leadership team and I are all committed to supporting you, helping you grow and move up in your career, and keep you safe. Many of us are people you know; others are behind the scenes.

One such person is Brian Haney, Leadpoint's Vice President of Safety & Compliance. He has worked tirelessly on our safety program and is the person behind your daily Toolbox talks, our LiveSafe philosophy, the Start Safe, LiveSafe program for new sites, the A-B-Cs of Safety and so much more. Brian has been committed to always doing the right thing to keep you safe.

Another is Laurie Querio. She is responsible for making sure you are paid accurately, on time, every week. Laurie has been with Leadpoint since 2002 and in that time has never missed a payroll. Ever. She is firmly behind each of you, week after week.

Finally, I'd like to call out another group of people, our Onsite Managers. Many of our OSMs started as sorters, some came up through Second Chance programs, and others have personal and work challenges just like yours. Our OSMs have your back. They understand you. They want to promote from within so everyone can move up. [Meet them here.](#)

Yes, Leadpoint is all about people like you, Brian, Laurie, our OSMs, and others. Thank you to every person on the Leadpoint team. Our success truly is all about the people. We succeed together.

**Frank Ramirez, CEO & President**



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### INFLATION BUSTER: THE WORK ADVANTAGE PROGRAM



Every Leadpoint associate has access to our Work Advantage program, a package of discounts and perks for products and services you and your family can use, like...

- Streaming Services: Disney+, Showtime and more
- Attractions, Shows, Sporting Events, and Concerts
- Hotels and rental cars
- Sam's Club Memberships – over 40% off
- Home Office: Electronics, Laptops and more
- Online Shopping: Walmart, Walgreens, Macy's
- Pet Supplies
- And so much more!

It's cost-free and easy to enroll. Just visit [leadpointusa.savings.workingadvantage.com](https://leadpointusa.savings.workingadvantage.com) and start saving today!



## LINE LEAD MICHAEL HUBBARD

### "It's a Great Job"

In 2019, Michael joined Leadpoint as a sorter at the St. Petersburg, Florida, MRF. When the Line Lead position opened earlier this year, he told his onsite manager, "I'm your guy." The job matches his desire to learn and know how the machines work. "It's uplifting to know I got a machine running because of what I just did. It makes me feel good," Michael said. Onsite Manager Yamilet Soto said, "Michael is such a good worker, so respectful. He's earned the Line Lead job. He's worked for it, and it's nice to see him develop himself as a leader."

Michael has this message for all Leadpoint associates: Go hard, work hard, be the best you can be for Leadpoint and Leadpoint will take care of you. It's a great job.



## SAFETY FOCUS: A SAFE, SUCCESSFUL 2022

The first quarter of 2022 is behind us already, and we have much to celebrate about our safety record across the company. So far this year, we have about 1/3 the number of safety incidents as we had at this same time last year - keep up the great, safe work!

As we head into spring, remember these points about Leadpoint's safety vision and LiveSafe principles.

- Do things the right way, the safe way, every day, even if nobody is watching.
- Talk to your coworkers about their safety practices. It builds trust and teamwork... and creates a safer environment for everyone.
- Consider safety risk and reward with every decision you make. Will your actions help or hurt you, others, and the MRF?

When you LiveSafe, everyone wins - at work, and at home.



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## MEET THE ONSITE MANAGER: EDMOND GOUVEIA, JR., CHEYENNE/NORTH LAS VEGAS

### "I Can Make A Difference"

When first went into the Cheyenne MRF, he thought to himself, "This is going to be a challenge, but I think I can make a difference here." He started by building a close relationship with Leadpoint's customer. He worked on housekeeping, on building morale, and on training associates on who Leadpoint is, what the job is, and how we can become successful together. His biggest pitch to the team is the opportunity for advancement. "I recently promoted four LO/TOs to Line Leads and have a shift manager who is interviewing for an OSM job," Ed said. "The team knows I promote from within, but they have to earn it."

Ed says his style is compassionate but firm. "I know the boss isn't always right and that it's important to listen to our associates because they're on the front lines every day," he said. [Read More](#)

