

ASSOCIATE NEWS



SORTERS: WE SUCCEED BECAUSE OF YOU!

Everyone on the Leadpoint team makes an important contribution to our company and to our customers, especially our sorters. I started as a sorter myself. I know how tough the job is and how easy it is to forget where you fit in the big picture. That's why I want to take a minute to remind you how crucial you are to our success.

First and foremost, we count on you to work safely so you, your families and our sites are ready for tomorrow; to work quickly so production goals are met; to reduce contamination so that bales are clean and can be sold for the best price by our customers; and, to stick together as a team so that your work is enjoyable.

When you and your team work safely and efficiently, your job is easier and less stressful. When you and your team work together, our customers are happier, more profitable, and more likely to keep all of us working. I rely on each of you. Your onsite manager relies on you. And our customers rely on you. Thank you for showing up each day and giving Leadpoint your best.



Your work matters and it is my hope that you find it worthwhile, are treated fairly, and understand the opportunity Leadpoint offers for a long-term career in recycling. Thank you!

Frank Ramirez, CEO & President

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"We have a moral obligation to keep each other safe."

– Brian Haney

FOCUS ON SAFETY: REMEMBERING BRIAN HANEY

We are very sad to share that Leadpoint Vice President of Safety & Compliance Brian Haney lost his battle with cancer last month after serving more than 9 years with the company. Many of you met Brian on his site visits; others may only know of him from his work to keep you and your site safe.

Brian dedicated his career to keeping people safe. LiveSafe is just one of his contributions, something he created to inspire you to make safety a way of life and to ensure we all return home to our loved ones at the end of every day.

Brian's behavior-based safety programs were about connecting with each other, communicating safety concerns, being your brother's keeper, using Stop Work Authority, following the rules, and above all, respecting one another.

Next time you are in your morning safety meeting, remember Brian's message of LiveSafe. Think, "I'm about to start my day in a dangerous industry alongside equipment that can take my life in one second so I'm going to LiveSafe." If you see something, say something. Ask questions. Stay engaged. Communicate safety concerns. Join us in remembering Brian Haney.

THE MENTOR PROGRAM: AN INVESTMENT IN PEOPLE

Onsite Manager Jeff Bailey (Spokane) has seen first-hand how the Leadpoint Mentor program helps new associates learn the job, fit in with the team, and advance to the next level. At his site, and others, new associates start working with a mentor on day one, someone who has experience on the sort line and can give them everything they need. Someone like Mentor Mike Coe.

"New jobs are nerve wracking," Mike said. "As a mentor, I work with new associates to help them understand the process and all the MRF lingo so they know what's going on. One thing I do is demonstrate good sort technique, so they avoid belt sickness, fatigue, and injuries. And I hang out with them. I'm here to be a familiar face at work."

Jeff and Mike believe the program helps retain people who were thinking about quitting or were struggling. We want our new associates to think, "These people are nice and they're trying to help me", and the mentor program creates that attitude.

If you're a new sorter and want to be paired with a mentor, or an experienced associate who would like to become a mentor, talk to your onsite manager or CWC. We want to see this program grow!



Mike Coe & Sorter Peter Hicks

GOT FRIENDS? MAKE MONEY!

What if you could work with your friends and make extra money at the same time? With Leadpoint's referral program, you can! If you refer a friend to Leadpoint and they are hired, **we'll pay you \$300-\$500 per referral – no limit!**



Here's how you can cash in.

1. Talk to your friends about working at Leadpoint and ask them to apply.
2. Remind them to say, "I was referred by (your name)" at the interview. **The referral MUST take place at the interview – not before, not after.**
3. Look for your referral bonus on your next paycheck. That's it!

The referral program is real, and it works! During the first 4 months of 2022, we paid nearly 800 referral bonuses to Leadpoint associates, totaling more than \$67,000.

What are you waiting for! Got questions? Ask your Onsite Manager or CWC.



MEET THE ONSITE MANAGER: TALICIA FIELDS, FT. WORTH, TX

Talicia started with Leadpoint as a sorter and moved up rapidly, becoming an onsite manager after just 9 months on the job. How did she do it? She has a mindset of success.

"It's not easy being a sorter, but I came to work every day determined and wanting to grow," she said, "and that's why I was able to move up so fast." Talicia tries to give a little time each day to the team on all 3 shifts. "A good leader should lead from the front of the line, even on the difficult days," she said.

Talicia gave a few examples of what that looks like.

- Yesterday, we opened at 4 a.m. and I was on the line with the team throughout the day.
- Out of the blue, I might buy treats and give out a goody bag on Fridays, maybe a Coke so they can "have a Coke and a smile" or a Payday candy bar so everyone gets an extra payday.
- I make a point to recognize an Associate of the Month and celebrate birthdays and anniversaries, including Line Lead Linda Williams' 3rd anniversary in March.

Here's what some of Talicia's associates say about her.

"The best boss I ever had, always having my back and always leading us in the right direction."

"Always lending a helping hand and steering us in the right direction. She gives us positive encouragement throughout the day."

Since she started as Onsite Manager, Talicia reduced turnover from 70% in 2020 to 38% in 2021, with a goal of 30% in 2022. Thank you, Talicia! Read more of Talicia's story [here](#).



Linda Williams

