

ASSOCIATE NEWS



LEADERSHIP MESSAGE

From the day we founded Leadpoint nearly 25 years ago, we have worked hard to be a place where people can grow and advance, take care of each other and our families, and build a long career. I'd like to call out a few examples of people whose spirit illustrates the culture Diana and I envisioned when we started Leadpoint. I hope that these stories will inspire each of you to do your best and make you proud of the team you work with.



Laurie Eland Smith isn't a name you may recognize but her work helps all of you. Laurie is our Payroll Manager. It is her job to make sure you are paid accurately and on time every week. She is one of Leadpoint's first employees and celebrates her 20-year anniversary with the company in October. Congratulations, Laurie!



Maiko Joslin manages recruiting. It is her job to make sure we are fully staffed at all sites and on all shifts. It's a big responsibility, one she's grown into since she joined Leadpoint in 2018 as a Sorter. Here's a look at her career path since then: Lock-out/Tag-out, Lead, Operations Support Trainee, Operations Support Lead, Field Talent Acquisition Manager, and now Recruiting Manager. It's a pleasure to see you grow, Maiko!



Sorter **Francis Villarreal** also has built her career with Leadpoint. She's worked as a sorter at our Clackamas, Oregon plant for 20 years. Thank you, Francis, and congratulations on your service anniversary this November!

Laurie, Maiko, and Francis are just three of nearly 2,200 employees on Team Leadpoint. I know all of you are working hard and making a positive difference for our customers and for your families. Thank you for being on our team – I appreciate every one of you.

Frank Ramirez, CEO & President

LEADPOINT RECEIVES SUPPLIER OF THE YEAR AWARD

We are honored to have been recognized by long-time manufacturing customer Axon with their Supplier of the Year Award. The award is given to suppliers who demonstrate Axon's "Own It" principles: commitment, working together, and delivering results.

Many thanks to all our Axon associates in Phoenix and to the Leadpoint onsite team: David, Angel, Gabriella and Jose. "I am humbled by the recognition and grateful for the partnership," Frank Ramirez said.



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WATCH OUR NEW VIDEO!

Leadpoint has produced a new video recruiting featuring our team at the North Gateway site in Phoenix, Arizona.



[You can watch it here in English or Spanish.](#)

We believe the video communicates our culture of respect and hard work, gives potential new sorters an honest look at the job, reinforces the importance we place on safety, and talks about the opportunity to move up with Leadpoint. Special thanks to the stars of the video: Onsite Managers AB Stifanos and Jeff Bailey, Account Manager David Gonzalez, and Associate James Molina.

Share the YouTube link with people you know and let's see how it helps us recruit new associates and grow our team!

SAFETY FOCUS: STOP WORK AUTHORITY

Each Leadpoint associate is granted **Stop Work Authority**. It means if you're asked to do something you believe is unsafe or that you're not trained to do, you can call "time out." The right to take personal responsibility for your safety is at the core of our safety culture and key to our success.

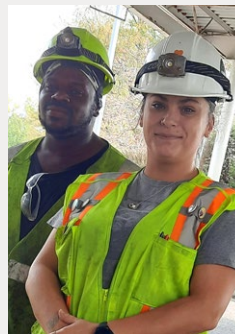
Stop Work Authority means you are empowered to protect yourself and others. You do the work every day...YOU are in charge of your safety every day. Every site is safer when EVERY ASSOCIATE takes personal responsibility for safety.

Keep your **Stop Work Authority** Card with you at work as a reminder of your right to stay safe for your family, for your career, and for yourself. Use **Stop Work Authority** when necessary and you'll be well on your way to a long and safe career with Leadpoint. We want you to LiveSafe every day!



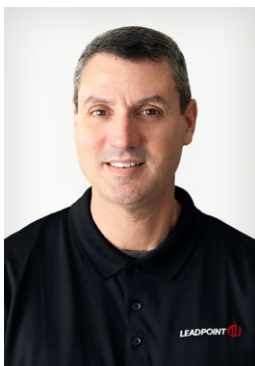
ASSOCIATE FOCUS: LISTEN & CARE

Julia Kish, acting onsite manager in Oberlin, Ohio, works hard to be a leader her crew can relate to, someone they can talk to about anything, from seeking personal advice to asking her to be in their wedding. Julia gives others her ear, lets them know she cares about them as people, and encourages them when they feel down. Recently, one of her screen cleaners, Ronnie, was going through a rough patch. He was ready to quit and felt he had no choice in life but to move home, out of the area. Ronnie talked to Julia about his situation; she listened and after five minutes of showing she cared, Ronnie decided to stay.



"A lot of people come from rough areas or may not have had stable homes and good role models," she said. "Sometimes they just need a little bit of caring to get back on track or stay out of trouble. Your past and your problems don't have to define you."

MEET OUR ONSITE MANAGER: DAN ADAMS



Landing his role as Onsite Manager was a bit of a happy accident for Dan. He started with Leadpoint as a general laborer in 2019 at the age of 50. He moved up to shift manager about six months later and worked closely with his manager to get trained on the many aspects of how things work inside the MRF. He learned along the way and was named OSM about 18 months later.

"I've learned a lot about MRFs and this industry, but the main thing I've learned is that everyone wants the same stuff," he said. "Whether you're a CEO or high-school dropout, whether you've done time or are an ambitious salesperson, everyone wants to make enough to live the way they want to live and go

home at the end of the day and enjoy life."

Dan is a United States Air Force veteran, former factory worker, and experienced HR manager. "I treat people with dignity even when they screw up, and lead with gratitude," he said.

MILESTONES

Special recognition goes out to all our associates who are celebrating service anniversaries in October and November. We are happy to congratulate a few associates who are reaching important milestones in their careers. Thank you!

20 YEARS



Francis Villarreal,
Pioneer
Clackamas

10 YEARS



Jaime De La
Cruz Robles,
Pioneer Tacoma,
November

5 YEARS



Deedra Byias,
Cheyenne
Las Vegas



Luz Ruiz, Axon

Jesus Aguilar, Alpine Denver

Giovanni Aldama Elias,
Newby Island California

Rogelio Martinez,
Excel Garden Oregon

