



ASSOCIATE NEWS



A SPECIAL TIME OF YEAR

December is a special time of year for our associates, customers, and employees across the country. It's a time to look back on the year and celebrate all we've accomplished together. Thanks to you, Leadpoint...

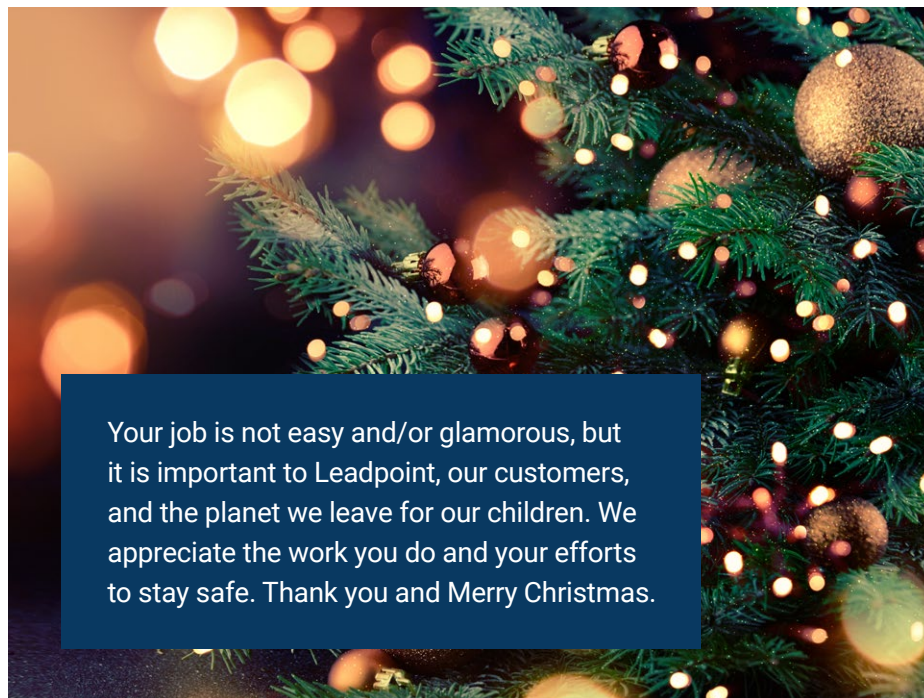
- Started 6 new MRF operations, which means more new jobs for hard-working people like you
- Began 6 new cart tagging projects, creating new jobs educating residents about what to put in their bins and making MRFs safer
- Added more than 5,000 new associates to the Leadpoint team

December is also a time when people everywhere come together in a spirit of giving and kindness. No matter how you and your family celebrate this holiday season, I hope you share time with your family, friends and loved ones. I hope it's a magical time for you and those you love, especially the children in your lives. I hope you have time to rest and relax. And I hope you find peace, joy, and prosperity in the new year.



On behalf of the Leadpoint leadership team, Diana, and me, we send many warm wishes to you. Thank you and God bless you.

Frank Ramirez, CEO & President



Your job is not easy and/or glamorous, but it is important to Leadpoint, our customers, and the planet we leave for our children. We appreciate the work you do and your efforts to stay safe. Thank you and Merry Christmas.

December 2022

Volume 3 – Issue 6

OUR SAFETY WISH FOR YOU THIS HOLIDAY SEASON

Take Care of Each Other.

As we head into a new year, we ask you to make a renewed commitment to your personal safety (both on and off the job) and to the safety of those around you. We must look out for each other to have a truly safe workplace.

Be Thankful.

This holiday season, we encourage you to stop and appreciate what we have, whether it is little or much. We have much to be thankful for in this country. We have freedoms and prosperity like no other nation. You also work for a company that truly cares about your safety.

Enjoy Your Family and Friends.

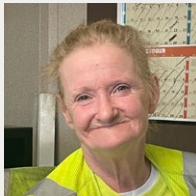
For most of us, the reason we work is to provide food, a place to live, and whatever else we can for those we love. That is also the reason we want you to be safe! Do not let a workplace injury keep you from providing for your family or enjoying your time with them. They want you to come home safe every day, and so do we.

WE LOVE OUR ASSOCIATES



Greg E. – Line Lead, Madison, Wis.

Greg joined Leadpoint 7 years ago. He joined us as a sorter because he knew there was opportunity to grow – and he has, moving into a Line Lead role.



Julie S. – Sorter, Madison, Wis.

Julie likes that Leadpoint works with employees who have personal and family situations, and because recycling helps the environment. She sticks with us because of good management, great work hours, and decent pay.

Michael R. – Sorter, Troy, Mich.

Michael came to Leadpoint because he said he heard it was a good company to work for. He didn't plan on staying but made great friendships along the way and has been here ever since. The reason he has stayed for 3 years is because of how all the supervisors have treated him through the years and are always willing to give a helping hand.

Brian S. – Shift Supervisor, Appleton, Wis.

Brian likes the work he does at the Central Tri-County plant. He worked his way up from sorter into the supervisor role. "There's great teamwork among leadership. Everyone is always willing to pitch in where needed and cover if necessary."



MEET OUR ONSITE MANAGER: YAMILET SOTO

Yamilet is a native of Puerto Rico who moved to Indiana as a teenager so she could master English. After high school, while at Indiana University, she interned with the City of South Bend and got used to working in an office. She moved to Florida during COVID and that's where Yamilet found her first role with Leadpoint: Contingent Workforce Coordinator at the St. Petersburg MRF. After 18 months, she was promoted to Onsite Manager.

"I always knew I wanted to go into something would give me the chance to make an impact on peoples' lives and help them in some way, but never thought I'd work in recycling," she said.

Her role as the onsite manager gives Yamilet the chance to talk to people in English and Spanish every day, to listen to them and help them the best way she can. And she appreciates that Leadpoint is a second chance employer that gives people an opportunity to recover from their mistakes and try again.

Her leadership philosophy can be summed up in two words: be kind. "You never really know what someone's going through. You could change a person's day by saying hi and smiling at them," she said.

THE PEOPLE WHO CALL LEADPOINT HOME

Our 2,000+ associates we employ are the people who make Leadpoint great. We are proud of them and honored that they call Leadpoint their home away from home. In the next 60 days...

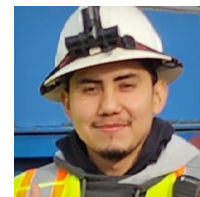
- 34 associates will complete their 2nd year
- 19 will hit the 3-year mark
- 7 will start their 4th year

And 4 associates will celebrate 5 years with Leadpoint. They are:

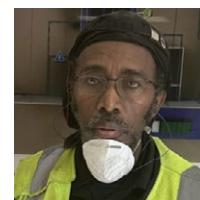
**Anthony Davis
Republic, Las Vegas**



**Pedro Tamayo
Arzola
Newby, Calif.**



**Maximiano
Gonzalez
Rebollar
Newby, Calif.**



**Stanley
Howard
Sorter –
SOCRRRA, Mich.**

"It sure doesn't feel like 5 years. I wasn't

sure how long I would stay for, but with the good people I have met and worked with plus a strong and positive support from management down to the leads over the years, I have had no complaints."

Thank you for your dedication and service. Thanks to all our associates for being part of the Leadpoint family.

