

LEADPOINT: A TEAM YOU CAN TRUST



Frank Ramirez
CEO & President

- Founded Leadpoint in 2000
- Unparalleled industry experience and leadership
- Pioneered the high performance work team model in the recycling industry



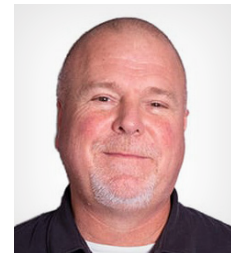
Len Christopher
Chief Operating Officer

- Over 20 years of experience in the recycling industry
- Successfully designed and operated one of the largest MRFs in the United States



Mike Huycke
Vice President,
Business Development

- More than 25 years of experience in the waste and recycling industry
- Has held senior positions including general manager, area president and senior VP of human resources



Todd Hubbard
Vice President,
Recycling

- More than 25 years of recycling industry experience
- Has held roles including sales director, operations manager and general manager



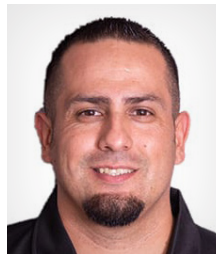
Chad Bebber
Regional Sales Director

- Extensive recycling and manufacturing industry experience built over 15 years
- Broad experience in commodity markets and MRF operating environments



Saul Diaz
Director of
Operations, West

- More than 18 years on the Leadpoint team, instrumental in growing the company's reputation and results
- Skilled in workforce management, optimization, and program implementation



Alex Sandoval
Director of
Operations, Central

- An 18 year career spent exclusively in waste and recycling
- Advises customers about enhancing the safety, operations, and people challenges faced at their plants



Jeff Brewer
Director of
Operations, East

- Joined Leadpoint in 2019 to launch the company's cart tagging business
- Over the last 7 years, has held waste and recycling roles as onsite manager, operations support team member, and trainer