

# ASSOCIATE NEWS



## EXECUTIVE MESSAGE

It's 2023 and I'm excited to have you on the Leadpoint team as we start another year. The work that you and your team do is what makes us successful. And the work that we all do together is helping the recycling industry grow.

You work for a company that is on the move! In 2022, Leadpoint added 9 new MRF sites and 6 cart tagging projects. Our growth is good for business, but it's also good for you. Growth creates more jobs and opportunities to move up in the Leadpoint organization. You are with a winning team!

The nation's recent labor challenges, like a low unemployment rate and large number of open positions, have made our customers think differently about labor. Leadpoint has become known as a preferred workforce provider within the recycling industry. We also have made progress in raising wages at many of our sites, although there's still work to be done.

As we head into the new year together, I send you and your families my personal good wishes for your health, happiness, and safety. Thank you for being part of the Leadpoint team.



**Frank Ramirez, CEO & President**

## Remembering Anthony Chavez

**We are deeply saddened to announce the passing of Anthony Chavez. He died peacefully at home in early January.**

Anthony was part of the Leadpoint family for nearly 13 years, most recently serving on the corporate recruiting team in Phoenix. He began his Leadpoint career in September 2010 as Onsite Manager at Newby Island, California. The following December he accepted a transfer to New York to start-up and manage our Waste Connections site in Albany. He moved to the corporate office in April 2013.

Over the years, Anthony recruited hundreds of sorters and MRF associates. He traveled extensively, assisted with multiple startups, and provided operations and administrative support to sites across the country.

Anthony was a valued, respected and loved member of our team. He will be sorely missed by us and by his extended family.

*In Loving Memory*



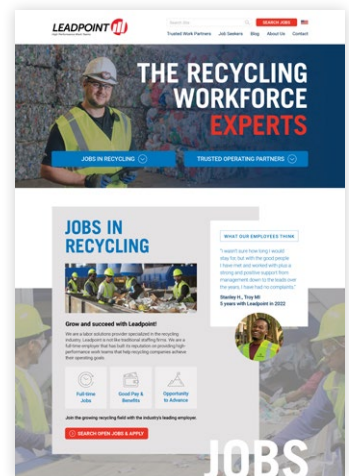
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## LEADPOINTUSA.COM: NEW WEBSITE

We have updated our website, making it easier than ever to find information about Leadpoint and your work. Check it out, especially the **Job Seekers** section where you'll find links to associate resources, questions and answers, and job opportunities.



## NEWS YOU CAN USE: 855-801-1741

This is the Recruiting Team phone number. You can call here if you need anything from Leadpoint or are unable to reach your onsite manager. Please add it to your Contacts for quick reference.

# SAFETY FOCUS: WORKING IN A DANGEROUS ENVIRONMENT



It is important to remember that you work in a dangerous industry. In fact, a report from the U.S. Department of Labor's Bureau of Labor Statistics showed that in 2021, refuse and recyclable materials collection was the 7th deadliest job that year.

**Here are 2 ways you can stay safe in a dangerous work environment.**

## 1. Stay alert and follow the LiveSafe principles:

- **Safety First** – At work and at home.
- **See Something, Say Something** – Tell your manager if you see something unsafe.
- **Follow the Rules** – Safety rules and regulations are designed to protect you.
- **Teamwork** – Everyone is responsible for safety. Never walk past a safety issue.

## 2. Remember your Stop Work Authority or SWA. You can call a "time out" if you are asked to do something you feel is unsafe or that you aren't trained for.

Ask your manager for a LiveSafe card and SWA card today. Remember, safety is everyone's responsibility. Do your part to keep yourself and your co-workers safe.



# CONGRATS TO TEAM CHESTER!

Our MRF site at GFL-Chester, Virginia, was a start-up in March 2021. Today, 2 years later, there are 19 original associates and our onsite manager celebrating their 2nd anniversary together. Congratulations to the team on this achievement and for sticking with us. Thank You for working hard and safe for Leadpoint and GFL!



## MEET OUR ONSITE MANAGER: BERNARD RUSSELL, GFL PONTIAC, MICHIGAN

Bernard Russell's career has led him down four distinct paths. In the late 1990s he was making rap music and became one of the fathers of "neo soul." He toured the world, became a trendsetter, and met everyone from Eminem to Barack Obama.

Next came a shift into a retail clothing store in Detroit, building-up the only store in the area legitimately carrying name brands like Cole Hahn and Levi's. From there, he ran a restaurant in a bowling alley before the owners closed the business. That's when a Leadpoint recruiter cold-called him and he was hired as a sorter at the Southfield MRF. He was promoted to onsite manager 18 months later. In January 2023, Bernard was promoted once again, to onsite manager at the GFL MRF in Pontiac – a bigger plant with more responsibility.

"When I got this job, my mindset was, 'I'm going to go in here and be the best I can be,'" Bernard said. His commitment and hard work have paid off. His story is one more example of the opportunity Leadpoint offers to grow, learn, and advance. Congratulations, Bernard!

