

ASSOCIATE NEWS



BEAT THE HEAT

At Leadpoint, we succeed together by putting our associates first. Keeping our employees and sites safe is a commitment we take seriously – it is our LiveSafeSM philosophy.

Summer is upon us and while the sunny season can be fun, it can also create hazards. Over the summer months many organizations experience higher than normal incident rates. Leadpoint is no exception. This can be related to the warmer weather or families adjusting to new schedules. The best way to combat these factors is with increased focus around safety and keeping yourself hydrated and healthy.

We want to ensure that you stay safe in all working conditions. We take steps each summer to beat the heat, such as: providing water and thirst quenchers, implementing a rotation schedule to allow associates to cool off, installing fans and mist systems, and providing heat stress training to supervisors and managers. I would also like to ask you to take part by looking out for each other. As we always say, “if you see something, say something.”

Remember these simple tips to stay safe and keep cool:

- Stay hydrated. Drink small amounts of water regularly to maintain good hydration – do not wait until you are thirsty.
- Take your breaks, eat snacks and meals. Food and water help replenish the salt and electrolytes sweat removes from your body.
- Use the buddy system. Check in on each other. Monitor yourself and others for symptoms related to heat illness. If you or someone else needs help, do not hesitate to ask the line lead or your supervisor for assistance.
- Stay alert. Try to get as much asleep as possible.
- Wear lightweight, breathable clothing under your required PPE items.



Your safety matters – to me, your family, our extended Leadpoint team, and the customer. Thank you for prioritizing safety at work and at home. We hope your summer is filled with happiness, good health, and time with loved ones.

Frank Ramirez, CEO & President

WASTEEXPO 2023 IN NEW ORLEANS, LA

Our team, Mike Huycke (VP, Business Development), Todd Hubbard (Vice President, Recycling), Chad Bebbler (Regional Sales Director), and Bertha Tate (Sales), exhibited at WasteExpo this past May in New Orleans, LA. We were excited to unveil our new booth design and connect with industry colleagues at the show.



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SERVICE MILESTONES

We are happy to recognize two employees at our Clackamas, OR site on big anniversary milestones:



Rigoberto Carrillo-Leon is celebrating 20 years with Leadpoint this June.

Juan Sandoval-Aparicio is celebrating 15 years with Leadpoint this July.

Their Onsite Manager, Ana Martinez shared, “Rigoberto and Juan both started with Leadpoint as sorters and are now mobile equipment and baler operators. Rigoberto is a steady, reliable worker. We appreciate the tenure and experience he brings to our site. Juan is an excellent worker and personable team member. He is a fundamental part of the maintenance area and participates in large projects.”

We would also like to congratulate three employees who will reach 10 years with Leadpoint this June and July.

- **Muhammad Riaz** and **Lorenzo Palacios**, Newby Island, CA, site
- **Glenda Giron**, Tacoma, WA

We appreciate your loyalty and thank you for your service to the company, our customers, and your team over the years.

INTRODUCING OUR OPERATIONAL SUPPORT TEAM

To better support the field and our customers, we would like to introduce our Operational Support Team. This group will help new sites startup quickly and transition efficiently. In addition, they will assist other support functions alongside our Onsite Managers and customers.



Chad Bebber,
Director of
Operations
Support



James Hamner,
Operations
Support
Manager



Jeffrey Bailey,
Operations Support
Manager and
Onsite Manager,
Spokane, WA



Michael Nuñez,
Operations Support
Manager and Onsite
Manager, San Luis
Obispo, CA

Chad and James will be fully dedicated team members. Jeffrey and Michael will continue to work as Onsite Managers in Spokane and San Luis Obispo when not on assignment with the Operational Support Team.

Our operations team is always looking for associates with the experience, skillset, and desire to travel to support the field. If you have an interest in this type of position and would like more information about our Operational Support Team, please speak with your manager.

MEET OUR ONSITE MANAGER: SHARED A FAMBRO, CHESAPEAKE, VA



When Shareda was initially hired at Leadpoint as the Contingent Workforce Coordinator she was impressed by the growth opportunities offered to associates. Within a couple of months, the site's Onsite Manager position became available. Shareda expressed interest in the role. She knew her background and first-hand experience at the site were valuable to Leadpoint and the customer. She got the job.

Shareda describes her leadership style as hands-on. "I cannot ask someone to do something if I could not do it or uphold a standard that I am not upholding. I listen to my team's concerns. If they tell me something is not right

or we can do something better, I listen. They are saying it for a reason."

Interacting with people is Shareda's favorite part of her job and she strives to create relationships. When she first started at the MRF the turnover rate was high. Through consistent engagement and appreciation retention has improved. Harli Hubbard, Leadpoint's East Director of Operations, shared, "Shareda has shown perseverance and drive through diverse situations at her facility. In a short amount of time, she has been able to create a positive workplace culture with her team, our on-site leadership, and the customer demonstrating her strong leadership skills."

To help people and cultivate an enjoyable work environment are Shareda's main objectives. "We have jobs to keep people safe and build relationships," said Shareda.

CELEBRATING SAFETY



Congratulations to our teams in **Homewood, Illinois** and **Albany, New York** for ending Q1 2023 incident-free! Both sites celebrated with a safety luncheon.

The Onsite Managers had a couple safety tips to share:

"Make safety a priority, set realistic expectations, and practice safety every day. The days build upon each other and lead to months."

- Andre Robinson, Homewood, IL



"Our safety culture is built around two things: consistency and overall knowledge of safety. We deliver safety training, beyond morning meetings, every day and work together to consistently exceed our safety goals."

- Damion Davis, Albany, NY



Keep up the great work!



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