

ASSOCIATE NEWS



THE POWER OF TEAMWORK

In a fast-paced and sometimes challenging operating environment, it is crucial to work effectively as a team. By leveraging the strengths and expertise of our diverse teams, we can ensure safety, serve our customers and support one another. Here are some examples of how people in our company contribute to a culture of teamwork.

Onsite Managers not only support their teams, they represent the Leadpoint brand to our customers. They are primary partners with on-site customers, ensuring a smooth operation. They work tirelessly to instill a culture of safety and respect while driving site performance to meet customer needs.

Contingent Workforce Coordinators play a key role in administering work, ensuring data integrity and maintaining payroll accuracy. They are essential to our recruiting and hiring process, providing ongoing workforce support.

Line Leads oversee sorting production and ensure the sorting line runs efficiently. They are dedicated to safety, team training and continuous improvement, all of which contribute to delivering high-quality products and meeting productivity goals. Most importantly, they are key support people to our associates.

Our Sorters, Screen Cleaners and Maintenance Teams work day in and day out to create clean and marketable products for our customers – they get the work done. They are the backbone of our company, always working quickly and diligently to hit production goals, practice our LiveSafe principles and maintain clean facilities.

Each team member plays a valuable role in helping us achieve our goals, but teamwork is more than just working together. Teamwork is a mindset - a commitment to support and uplift one another. As we embrace the power of teamwork, we create a company culture that celebrates collaboration, cultivates innovation and propels us to collective success. Let's continue to work together and drive strong performance for the second half of this year.

Thank you for all you do to support one another and keep each other safe.


Frank Ramirez, CEO & President



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SAFETY CELEBRATION IN BERLIN, CT

Berlin, CT celebrated 90 days with no injuries this past May. The team enjoyed a variety of pizzas, soda, chips and cupcakes. To keep the facility safe, the site ensures that fire prevention equipment is accessible, practices regular maintenance, keeps a clean environment and disposes of flammable substances properly.

Thanks for your hard work and dedication to safety!



FOLLOW SAFETY RULES: AN IMPORTANT REMINDER TO OUR FRONT LINE WORKERS

We regret to inform you about two tragic incidents that took place at one of our customer's locations in June. These incidents resulted in the death of two of their employees, a flagger and a housekeeper. Sadly, both fatalities could have been avoided if basic safety rules had been followed.



The safety of our team is our highest priority. Our safety protocols are designed to protect you from potentially life-threatening accidents and injuries. To reinforce safety guidelines, specifically for flaggers and housekeepers, please review the following reminders:

- Always remain within designated safe zones.
- Never walk behind a truck.
- Maintain a safe distance of 15 feet between yourself and equipment.
- Properly wear all PPE, including a clean hi-viz class 3 vest and a hi-viz lime green hard hat with no stickers or writing.
- If you need to enter the tip floor, ensure contact is made with trucks and loaders via radio before entering.

If you do not have the necessary training or knowledge, STOP and seek guidance from your supervisor immediately.

MEET OUR ONSITE MANAGER: ARMANDO QUINTANA, ROSEVILLE, CA



Armando comes from struggle. He was raised by a single mother of five boys, grew up welfare and got into trouble as he got older. "The choices I made are the choices I made, whether they were wrong or right," he said. "But I always knew I could do more, and my family looked at me like I could be somebody.

"Look where I am now," he said.

Armando started with Leadpoint as a sorter in 2013. He moved up to Line Lead, then was promoted to Shift Manager, a role he held for three years. He left

Leadpoint for a short time, then came back in 2022 to take the Onsite Manager role in Roseville, which was a new site and a new customer for Leadpoint.

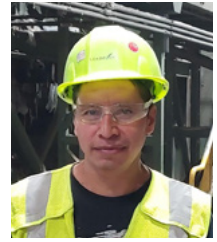
"Armando applied his experience and institutional knowledge to successfully implement the Leadpoint program. He continues to work with the customer to drive results and deliver on the client's needs and expectations," shared Saul Diaz, Director of Operations, West.

It hasn't been easy. Armando commutes nearly 200 miles a day to and from work. Once there, dozens of associates depend on him to watch, coordinate, direct and communicate every day. His family and children rely on him, too. "I'm 'Poppa,'" he said. "I can't give up. I can't let people down."

AUGUST AND SEPTEMBER SERVICE MILESTONES

20 YEARS

**Hector Luis
Feliciano-Nieves**
Pioneer
Clackamas, OR



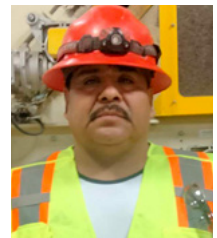
"I like my job and got used to it quickly.

Time has passed without me realizing it and here I am continuing to enjoy what I do." – Hector Luis Feliciano-Nieves

Ana Martinez, Hector's OnSite Manager recalled, "Ever since I became the Onsite Manager, Hector, or Nieves as we call him, has been here at the site. I remember meeting him on the sorting line. Throughout the years, he's always been a hard worker, ready to tackle any task. Hector's known for being reliable, respectful and a valued team member."

15 YEARS

**Juan Gabriel
Ortiz-Perez**
Pioneer Tacoma, WA



10 YEARS

Celia Fonseca
Newby Island, CA

2 YEARS

A big "high-five" to our 78 associates celebrating their 2nd anniversary at Leadpoint this August and September.

Whether you are celebrating 2 or 20 years, we appreciate your loyalty to Leadpoint and the service you bring to our team and customers every day.

