



ASSOCIATE NEWS



UNITED BY VALUES

Are you familiar with Leadpoint's core values? They are integrity, accountability, collaboration, and innovation. We are not just a team; we are a family guided by these values. They define how we work together.

Integrity: Our foundation is built on trust and fairness, we remain honest, ethical, and prioritize the best interests of others.

Accountability: We pursue solutions that benefit all, taking responsibility, admitting mistakes, and fixing them quickly while keeping our standards high.

Collaboration: Driven by partnerships, we interact with customers and colleagues through respect and teamwork, valuing open communication and readiness to challenge the process.

Innovation: We are problem-solvers, streamlining processes and welcoming fresh ideas for continuous improvement.

Leadpoint strives to recognize team members who consistently demonstrate these values. 15 of our onsite managers started as sorters. Their dedication, respect, and smart problem solving have taken them far. They strengthen our team and drive our mission – helping our customers succeed.

Nicky Barlow, Madison, WI
Marcus Burns, Arlington, TX
Twan Braxton, Huron, MI
Damion Davis, Albany, NY
Talia Fields, Fort Worth, TX
Arturo Guerrero, Newby Island, CA
Joe Heald, Detroit, MI
Dustin Hubbard, Vancouver, OR

Ana Martinez, Clackamas OR
Amber Poling, Hebron, OH
Armando Quintana, Roseville, CA
Abraham Stifanos, Phoenix AZ
Matt Short, Seattle, WA
Anthony Wheeler, Tacoma, WA
Ana Zuniga, Denver, CO



As we continue our journey to become the leading operating partner in the recycling industry, we ask you to consider these values. Together, Leadpoint is more than a job – it is a community of shared purpose. Thank you for being part of our family.

Frank Ramirez, CEO & President

A NICU GRADUATION

Congratulations to **Kacie Cassell**, our contingent workforce coordinator at Chester, VA, as **her daughter, Ava Grace**, joyfully comes home after a 9-month stay in the NICU. Warmest wishes to Kacie and her family as they celebrate this heartwarming milestone.



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INTRODUCING AVIONTE BOLD

Q: How many interviews did Leadpoint conduct between January - June 2023?

A: 17,645

Q: How many of these candidates were hired?

A: Approximately 2,735

Forecasting staffing, streamlining job postings, and improving the candidate experience are vital. We're excited to announce the launch of Avionté Bold, our latest tool designed to support Leadpoint's staffing and recruiting efforts. It streamlines daily tasks for our recruiting team, offering key features such as:

- Efficient candidate data management and application tracking.
- Smart search function for smoother internal workflow.
- Revamped, user-friendly job boards.
- Simplified process for job updates and postings.

Questions for our recruiting team?

You can reach them at **855-802-1741**.



FEET ON THE STREET IN JACKSONVILLE, FL

We're nearing the end of our Jacksonville, FL cart-tagging project. Cart tagging is community-based outreach and education that offers real-time recycling feedback to residents.

During this 37-week project, Leadpoint will examine the recycling containers of approximately 280,000 households across four distinct phases. As of now, we've wrapped up the initial phase with 285,273 observations – that's a lot of recyclables! Notably, this marks the largest cart tagging project that the Recycling Partnership has ever done.

Prior to COVID, the city had a contamination rate of 26%. Our target is 10% contamination and cleaner recycling practices.



MEET OUR ONSITE MANAGER: MATT SHORT, SEATTLE, WA



For Matt, every day is a juggling act. He oversees 45 associates who speak 5 different languages and has a 90-minute average one-way commute.

Matt began as a metal sorter at Leadpoint, then progressed to operate heavy equipment and work in the scale house over 5 years. He later transitioned to onsite manager at Rabanco in Seattle.

"Getting in here at Rabanco and seeing how everything operates is pretty impressive," Matt said. "The main site is good-sized, and we've built

a good relationship with our customer. We both have the same goal; to get a better product, safely, every shift, every day."

Matt recently started an engagement program to recognize employees' valuable contributions to the team, customers, and the site. Employees earn gift cards based on multiple factors including attendance, performance, and workplace interactions. "I hope it brings team members assurance that Leadpoint and myself care about each and every one of our employees," Matt shared.

Here's what Matt had to say about a few recent recipients.

Thierno Diallo arrives daily with a smile. In a brief time, he's become a valued employee, excelling wherever needed.

Elizabeth Gyamfuaa has been a dedicated, diligent, and hard-working team member since October 2016.

Jon Napiontek takes pride in his punctuality and maintains perfect attendance since joining Leadpoint in February 2022.

Ivan Sabalza always gives 100%. Within a 6-month period he's become a reliable worker in any role.

OCTOBER & NOVEMBER SERVICE MILESTONES

15 YEARS

Juan Pablo Zarate-Garcia
Clackamas, OR



10 YEARS

Cristobal Solis Lopez, Tacoma, WA
Armando Quintana, Onsite Manager,
Roseville, CA

3 YEARS

27 associates are celebrating **3 years** with Leadpoint! Among them, **13 are at the St. Lucie MRF and Landfill** in Florida. Congratulations, everyone!



Bottom row: Dieuvela Desir, Marie Ketly Cadet, Moseline Jean, Carlos Muentes, Frantz Dufreine, Jeannette Docteur

Top Row: Lawrence Mincey, Theodore Remy, Sadrac Julien, Michelle Thomas, Martha Gregoire

Not pictured: Leticia Cendejas and Guirlaine Saint Hilaire

BACK-TO-SCHOOL SAFETY AWARENESS

School is back in session! Be mindful of more children at bus stops and walking to school in the morning and afternoon. Remember these tips:

- Children are small and not always visible.
- Children can be distracted and unaware of cars.
- Children are unpredictable and may unexpectedly cross streets.
- Reduce your speed near children.
- Follow school zone speed limits.
- Stay alert during commutes for school kids.

