

ASSOCIATE NEWS



A SEASON OF GROWTH & GRATITUDE

As we celebrate this holiday season, I want to take a moment to express my heartfelt gratitude and share some exciting updates about our company. This time of year is truly special, bringing our community together to celebrate our accomplishments and look ahead to the New Year.

Throughout 2023, Leadpoint has seen significant growth, building our team, promoting future leaders, and expanding to new sites. We launched operations at our first polymer facility and made our debut at an international trade show in Canada. These accomplishments are a direct result of your hard work and unwavering dedication.

In addition to our growth, we welcomed new team members and celebrated promotions. I want to give special recognition to Lane MacAllister, our VP of Safety & Compliance, who brings over 30 years of safety expertise and two decades of hands-on experience in environmental waste and recycling. We also applaud Jeff Bailey, our Director of Sales, who has transitioned from Onsite Manager and Operations Support Manager to lead our sales efforts in the Western US and Canada.

As we begin 2024, our team is excited to build upon the momentum we've generated. We have ambitious goals and exciting projects on the horizon. I have every confidence that we will continue to thrive.



This holiday season, I want to extend my deepest gratitude for your commitment to our company's success. Wishing you and your family a joyful holiday season.

Frank Ramirez, CEO & President



Lane MacAllister
VP Safety & Compliance



Jeff Bailey
Director of Sales

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OUR NATIONAL PRESENCE

In 2023, Leadpoint initiated operations at 8 new sites and collaborated on the largest cart-tagging project that the Recycling Partnership has ever done in Jacksonville, FL.

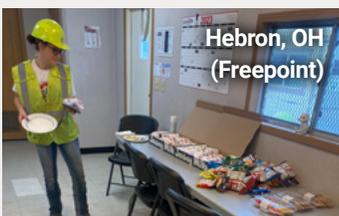
Take a look at the nearly 50 operations Leadpoint supports across the United States.

New Sites and Contracts in 2023

- Hebron, OH (Freepoint)
- Phoenix, AZ (North Gateway and 27th Avenue, Balcones)
- Phoenix, AZ (Salt River, Republic Services)
- Tucson, AZ (Republic Services)
- Oklahoma City, OK (WM)
- Arlington, TX (WM)
- San Antonio, TX (WM)
- Las Vegas, NV (Polymer Center, Republic Services)

CELEBRATING SAFETY

Maintaining the safety of our employees and sites is a commitment we take seriously. We are pleased to share that 19 of our sites have been incident free from January – October 2023! Take a look at how two of them celebrated zero incidents in Q3 with safety luncheons.



Hebron, OH
(Freepoint)



Madison, WI
(Pellitteri)



WINTER SAFETY TIPS

Winter is in full effect across the country. Prioritize these safety tips throughout the season.

Snow and Ice Management

To guarantee accessibility and safety of areas, make sure to salt and shovel parking lots and walkways.



Lighting

With the onset of Daylight-Saving Time, remember that the 2nd shift experiences earlier darkness, and the 1st shift encounters a delayed sunrise. Prioritize safety by wearing high-visibility safety vests when working outdoors.

Dressing for Comfort

Properly layer clothing to endure winter weather. Consider these guidelines for your base layer, insulating layer, and shell.

For your **base layer**, the choice of fabric is crucial.

- The best base materials are polypropylene, polyester, and merino wool. Avoid cotton.
- For high-intensity activities, wear a thinner base layer. For stationary tasks, wear a heavier base layer.

The **insulating layer** retains body heat and can be layered as needed for activity and temperature.

- Light, voluminous fabrics such as wool, down, polyester fleece, or synthetic pile fabrics are ideal for insulating layers.

The shell supplies primary defense against wind, rain, snow, and dirt, shielding the body and underlying layers from external elements.

- Choose waterproof and breathable fabrics, known as hard shells, for the outer layer, such as GORE-TEX.

MEET OUR ONSITE MANAGER: WILLIAM GOODWIN, SANTA BARBARA, CA



William first learned about the power of recycling at a young age. He would collect cans for money to buy baseball cards. As he became older his understanding of responsible living and enthusiasm for recycling only grew. This passion eventually led him to Leadpoint. Reflecting on his first MRF experience, he shared, "When I first entered the MRF, it felt overwhelming, but the importance of the work made it a very interesting position."

Embracing positivity, William's life motto revolves around radiating optimism. In his role, he champions this philosophy by fostering camaraderie and uplifting his team through personal interactions and an open-door policy.

Originally from Riverside, William found paradise in Santa Barbara with his wife of 26 years and three now-adult children. With a landfill a short coastal drive away, William's connection to his environment remains vivid. He is committed to Leadpoint's vision and empowered by the growth opportunities Leadpoint offers its team members.



DECEMBER 2023 SERVICE MILESTONES

10 YEARS

Sergio Feliciano-Cortez,
Clackamas, OR



5 YEARS



Daniel Koch,
Appleton, WI



Redis Antunez,
Denver, CO



Exar Antunez,
Denver, CO

Congratulations on reaching these significant service milestones. We are grateful for the effort you consistently put into your role each day.

CASELLA CORE VALUES KICKOFF CELEBRATION

Earlier this year, Casella acquired the GFL-NEC facility in Hanover Township, PA. To mark the occasion, they hosted a Core Values Kickoff Celebration featuring a food truck and games. The day's theme revolved around team building, employee appreciation, and Casella's six core values: service, responsibility, continuous improvement, trust, teamwork, and integrity.

Three employees, nominated by their peers, were recognized as Core Value Champions, including two Leadpoint employees:

Kenneth Daniely • John Sutton

Congratulations to these exceptional employees who have played a significant role in building a positive team culture.

Casella is a new partner for Leadpoint. We are excited to collaborate with them, upholding and exemplifying their core values.

