

# LEADPOINT: A TEAM YOU CAN TRUST



**Frank Ramirez**  
CEO & President

- Founded Leadpoint in 2000
- Unparalleled industry experience and leadership
- Pioneered the high performance work team model in the recycling industry



**Len Christopher**  
Chief Operating Officer

- Over 20 years of experience in the recycling industry
- Successfully designed and operated one of the largest MRFs in the United States



**Mike Huycke**  
Vice President, Business Development

- More than 25 years of experience in the waste and recycling industry
- Has held senior positions including general manager, area president and senior VP of human resources



**Todd Hubbard**  
Vice President, Recycling

- More than 25 years of recycling industry experience
- Has held roles including sales director, operations manager and general manager



**Lane MacAllister**  
Vice President, Safety & Compliance

- Over 30 years of safety experience and 20 years in the environmental waste and recycling industry
- Has held senior positions including director of safety & compliance and director of operations support



**Chad Bebbler**  
Director of Operations Support

- Extensive recycling and manufacturing industry experience built over 15 years
- Broad experience in commodity markets and MRF operating environments



**Saul Diaz**  
Director of Operations, West

- More than 18 years on the Leadpoint team, instrumental in growing the company's reputation and results
- Skilled in workforce management, optimization, and program implementation



**Jeff Brewer**  
Director of Operations, Central

- Joined Leadpoint in 2019 to launch the company's cart tagging business
- Over the last 7 years, has held waste and recycling roles as onsite manager, operations support team member, and trainer



**Harli Hubbard**  
Director of Operations, East

- Grew up in the industry and joined Leadpoint in 2019 as onsite manager
- Advanced rapidly in various leadership positions and was promoted to director role in 2023



**Jeff Bailey**  
Sales Director

- Over 10 years of experience in municipal government and operations
- Joined Leadpoint in 2020 as onsite manager before earning promotions to operations support manager and sales director