

ASSOCIATE NEWS



HERE'S TO A GREAT 2024!

Happy New Year! As we enter the first quarter of 2024, I'd like to reflect on the journey we've shared since Leadpoint was founded in 2000. Beginning by providing sorters and laborers to MRFs, we've evolved over the years to serve diverse trash and recycling facilities nationwide.

Our industry experience allows us to identify evolving needs for workforce and operations support in our industry. Excitingly, we've broadened our services to now include on-route support, introducing driver helpers for efficient waste collection in both residential and commercial pickups.

This addition complements our existing services for MRFs, PRFs (plastics recycling facilities), landfills, cart-tagging projects, and manufacturing sites. Together, these services provide comprehensive workforce solutions to waste and recycling operators nationwide. Guided by Leadpoint's core value of innovation, we're committed to exploring opportunities to expand services, share expertise, and support our industry.

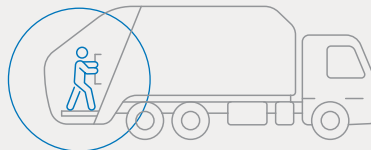


As our company grows, so does our gratitude to each of you. With growth comes more job opportunities and chances to advance within Leadpoint. We are committed to providing avenues for you to learn, grow, and advance within the company. Cheers to a promising 2024!

Frank Ramirez, CEO & President

INTRODUCING ON-ROUTE SUPPORT

We're thrilled to highlight our latest service addition: on-route support featuring driver helpers. Driver helpers play a key role, supporting drivers in the efficient gathering of waste and recyclables along routes. Committed to safety, precise route planning, and improved customer and driver experience, we're setting new industry standards with our skilled and dependable workforce.



February 2024

Volume 5 – Issue 1

A PERFECT SAFETY YEAR



Congratulations to 14 sites that remained incident-free throughout the entire 2023 calendar year (January – December 2023). Thank you for working hard and safe for Leadpoint and our customers. Keep up the excellent work in 2024!

Pioneer Tacoma, WA

GFL Chester, VA

SOCRRA Troy, MI

RS Oberlin, OH

Pellitteri Madison, WI

GFL Huron, MI

WC Cold Canyon, CA

WC Manassas, VA

GFL NEC, PA

USA Recycling Murphy Road, CT

RS Gowan, NV

RS Newby Organics, CA

RS Mountain States

Packaging MRF, CO

RS Bestway Recycling, CO



MEET THE OPERATIONS WORKFORCE SUPPORT TEAM

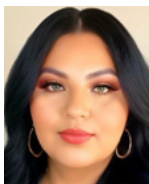
Leadpoint's Operations Workforce Support team works behind the scenes to

support Leadpoint's daily operations across all our sites. This team provides essential administrative support for Onsite Managers and Contingent Workforce Coordinators, managing tasks such as new hire processing. They also support payroll functions and provide customer service support for over 2,000 Leadpoint employees. Their 2024 focus is to foster open communication between the Operations Workforce Support team and the field, adapting to evolving needs and growth.

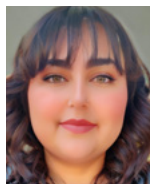
Leading the team is Jennifer Van Loo. Jennifer has been the Office Manager/HR Generalist since 2021, alongside her team members Gina Olivas and Jessica Sozanski. Gina started in January 2020 as an Electronic Assembler at our AXON site, leading to her promotion of Workforce Operations Support. Jessica, with 7 years at Leadpoint, began as Manufacturing Operator at our AXON site and was quickly promoted to Onsite Manager. In 2018, she moved into her current role as Workforce Operations Support. A heartfelt thank you to this exceptional team for their daily dedication and support!



Jennifer Van Loo, Office Manager/HR Generalist



Gina Olivas, Workforce Operations Support



Jessica Sozanski, Workforce Operations Support

2023 RECRUITMENT HIGHLIGHTS

Across our 50 sites, our recruiting team stays busy with interviews and welcoming numerous new associates each quarter. Check out the stats on scheduled interviews and successful hires.

Q1 Interviews Scheduled: 9,507	Q2 Interviews Scheduled: 8,138	Q3 Interviews Scheduled: 6,886	Q4 Interviews Scheduled: 8,877
Hired: 15%	Hired: 16%	Hired: 16%	Hired: 11%

Did You Know? **855-801-1741** is the Recruiting Team phone number. If you can't reach your Onsite Manager, use this number for any Leadpoint needs.



MEET OUR ONSITE MANAGER: ANA MARTINEZ, CLACKAMAS, OR

Ana is Leadpoint's most tenured Onsite Manager. She joined the company in 2004 and was promoted to Onsite Manager in 2007.

She also has an extraordinary record of employee retention. A lot of the sorters at the Clackamas plant have been there with Ana since the beginning, many with service exceeding 15 years.

Ana is recognized by her peers and by Leadpoint as someone who runs her workforce with a high degree of competency, safety, and skill. Ana credits her team, her manager, and her relationship with the customer for her success.

The key, however, is that Ana is there for her team. "They are good people and good workers. They have responsibility, ability, and commitment to the job."

NEW DIRECTOR OF SALES, NANCY BILDIR

Our sales team continues to grow! We'd like to introduce **Nancy Bildir**, **Leadpoint's New Director of Sales, East**. Nancy will be focusing on MRFs, PRFs, polymer and manufacturing operations in the Midwest and East. She joins us after working at Republic Services, where she spent the last 5 years as a Major Account Manager.



Photo, left to right: Nancy Bildir, Director of Sales, East; Mike Huycke, VP Business Development

JANUARY & FEBRUARY 2024 SERVICE MILESTONES

15 YEARS

Roy Ramirez, OSM Excel Gardens, OR

10 YEARS

Joe Ortiz, Recruiting Specialist

Jose Carranza, RS Tucson, AZ

6 YEARS AT TRI-COUNTY OUTAGAMIE, WI

Gary Wilson, **Rafael Guerrero**,

Brian Starr, **Sarah Linzmeier**

