



ASSOCIATE NEWS

LEADPOINT 

CELEBRATING EARTH DAY

As Earth Day approaches on April 22, 2024, I am proud to reflect on Leadpoint's commitment to the circular economy. Leadpoint employees are essential in diverting waste from landfills and advancing recycling in communities across the US. Our work contributes to a greener tomorrow, aligning with our vision to support the waste and recycling industry and empower people to succeed.

I challenge you to take an extra step towards environmental stewardship this Earth Day. Whether you pick up litter in your neighborhood, use reusable bags and water bottles, or spend time outdoors appreciating nature, every action counts. Share what you do at Leadpoint with others, and take pride in doing your job well.

Our work matters—it sustains industries, promotes resource efficiency, minimizes waste, and provides opportunities for the hard-working men and women of Leadpoint.



We look forward to continuing to serve our customers and the broader waste and recycling industry, expanding our services into collection and landfill operations. Let's continue to lead by example and inspire positive change for future generations.

Frank Ramirez, CEO & President

NEW SITE: SUNSHINE CANYON LANDFILL, LOS ANGELES, CA

We started a new partnership with Republic Services' Sunshine Canyon Landfill in March. Our 20 full-time Leadpoint employees will support litter mitigation, general labor, and maintenance operations. Republic Services is known for its dedication to environmental sustainability and innovative waste management practices. By aligning with them, we can implement effective solutions, enhance efficiencies, and help ensure regulatory compliance. This collaboration offers a chance to work alongside a respected industry leader, positively influence landfill operations and compliance, and contribute significantly to environmental sustainability and community well-being.



April 2024

Volume 5 – Issue 2

SAFETY: A SHARED RESPONSIBILITY

After reviewing our safety data from 2023, we discovered something important:



Most injuries occur within the first 90 days of work, decrease, and then spike again at 180 days and beyond.

This pattern emphasizes the need to stay vigilant and engage in our safety practices. Safety is everyone's responsibility, whether you're a seasoned employee or new to our team.

- Tenured employees must avoid becoming complacent.
- All employees, especially new team members, are encouraged to ask questions.
- We must all actively participate in safety meetings to address concerns, share best practices, and reinforce safety protocols.
- Remember, our stop work program is for reporting unsafe conditions and seeking clarification on tasks.

Let's prioritize safety every day to ensure everyone returns home safely. Thank you for your commitment to a safe work environment.

MEET OUR ONSITE MANAGER: LUKAS CHAPMAN, PLANO, TX



Lukas lives by the motto, "Today was a good day to be alive," a tribute to his brother who battled kidney disease.

He volunteers with the Ronald McDonald House and the National Kidney Foundation. His commitment to helping others extends to his work at Leadpoint.

One of the main reasons Lukas interviewed for the Onsite Manager position was to work in a role where he could train, mentor, and develop others. Lukas expressed, "I am the happiest when I see people succeed and get new opportunities."

Lukas sets one goal each month. In his first month, he aimed for the site to remain incident-free. The site has been incident-free for over seven consecutive months, and the team is about to enjoy its second safety luncheon. Lukas has also helped the site build a consistent headcount of well-trained associates and reduce downtimes.

For Lukas, every day is a good day. He hopes his focus on positivity cultivates an environment where individuals feel appreciated and inspired to excel.

"Lukas has shown exceptional leadership, consistently exceeding expectations with his strategic thinking and dedication to our mission. His talent for encouraging and motivating the team has driven outstanding results and enhanced team morale. His exemplary performance is a great asset to our organization!"

- Jeff Brewer, Director of Operations, Central

HAPPY RETIREMENT, PAUL RUSSO!



Paul retired from Leadpoint in March after dedicating nearly 18 years to the company. Beginning his journey as the Human Resource

and Corporate Operations Leader, he transitioned to Director of Operations, East Region in 2018. During his time, Paul was great at coaching onsite managers and building partnerships among customers, employees, and staff. In 2019, he became the Director of Operations Support, leading projects that improved field operations and helped customer businesses. Paul's work was crucial to our company. We'll miss him and wish him the best in his well-deserved retirement.



DONUT FRIDAY IN CHESAPEAKE, VA

Our Chesapeake team had an exceptional January 2024! They surpassed their daily, weekly, and monthly production goals regarding total bale count. The site celebrated this achievement with donuts and continued to do a great job through the end of Q1!

Great job, Chesapeake!



MARCH AND APRIL 2024 SERVICE MILESTONES

15 YEARS

Mayra Martinez, Pioneer Tacoma

10 YEARS

Raquel Guterrez,
Vancouver, WA



3 YEARS AT GFL CHESTER

18 employees are celebrating 3 years at GFL Chester this March and April.

Congratulations to all Leadpoint associates who are celebrating milestones. We appreciate the time you have spent serving Leadpoint and our customers.

