

EMPLOYEE NEWS



A COLLECTIVE EFFORT

It's been a busy summer, and I am pleased to share some exciting updates about the growth in our on-route division. **We launched our first on-route support operation in Fort Worth, Texas, in early May.** We've learned a lot from this experience and continue to enhance this service to meet the evolving needs of our current and future customers. I'm happy to announce that we've launched our 2nd on-route support operation in St. John's County, Florida, with several more in the pipeline, including operations in Texas, Florida, and Minnesota.



Nolan King has been a key contributor to our success in this division. He joined Leadpoint in August of 2023 as a Shift Manager at our Oklahoma City MRF site and has since provided operational support at MRF locations across the country. Recently, Nolan has been pivotal in launching our On-Route Support Helper service, focusing on employee training, safety and operational efficiency. His collaboration with our clients has optimized daily processes, creating an efficient system that maximizes productivity, ensures routes are appropriately staffed, and improves route completion rates. Nolan's efforts

have helped Leadpoint consistently meet and exceed customer expectations, solidifying us as a trusted partner in this growing line of business.

Of course, our success is the result of the collective effort of our entire team. With over 20 years of industry knowledge supporting MRFs, PRFs, polymer sites, and manufacturing facilities nationwide, we are fortunate to have a wealth of experience and strong relationships. I want to extend my heartfelt thanks for your hard work and commitment.



Let's continue to build on this momentum and strive for even greater success in the months ahead.

Frank Ramirez, CEO & President

BALCONES NORTH GATEWAY, PHOENIX, AZ, SAFETY LUNCH

We are taking on the summer heat together! Our Balcones site started the summer with a lunch event to celebrate our first anniversary of partnering with the site, launch our "101 Days of Summer" program, and celebrate National Safety Month. Thank you to our valued client, Balcones, for hosting this event. We were thrilled to participate and contribute to the celebration. **Leadpoint's 101 Days of Summer program continues until Labor Day. Stay safe!**



August 2024

Volume 5 – Issue 4

101 DAYS OF SUMMER UPDATE

Excessive heat warnings are in effect in many parts of the country, posing a greater danger to our employees.

While working, stay hydrated, take breaks, and seek shade to avoid heat-related illness. **Ask your supervisor about cooling items to help you stay comfortable.**



Since we launched our 101 Days of Summer program, we have experienced several incidents of heat exhaustion. The common factors in these incidents are:

1. Workers are not taking proactive steps to hydrate, rest, and find shade or air conditioning.
2. Workers are substituting energy drinks for water and/or not consuming enough water.
3. Personal medication/personal lifestyle has exposed workers to additional risks.

Be proactive in managing heat-related risks and follow our heat illness policies to stay safe. You are responsible for coming to work hydrated, rested, and fit for work. Remember to keep cool out there!



DIVISION HIGHLIGHT

Waste & Environmental

On-Route

Manufacturing

LEADPOINT ON-ROUTE

Our On-Route division focuses on the physically demanding environment of collection operations and the importance of providing safe, efficient waste and recycling services to customers. Our skilled and reliable team is:

- Committed to safety and training
- Focused on the customer and driver experience

On-Route Specialties

Route Helpers



Route helpers aid drivers with loading, unloading, timely pickups, and safety. Our commitment to safety and reliability ensures that drivers, helpers, and customers are protected and that operations run smoothly.

Positions we hire for: route helper, route support lead, route support supervisor, route support manager

Cart Tagging



Leadpoint was a pioneer in providing labor support for cart tagging projects. Our extensive experience and collaboration with municipalities ensures successful outcomes for these short-term projects.

Positions we hire for: cart tagger, project manager

JULY AND AUGUST 2024 SERVICE MILESTONES

There are many people to celebrate this July and August. We're excited to acknowledge the dedication and commitment of our valued employees.

15 YEARS

Rosa Lopez-Aparicio

RS - Mountain States Packaging MRF

5 YEARS

We have 17 employees at various sites across the country, including the Director of Operations, Jeffrey Brewer, and the Onsite Manager of our Cold Canyon site, Mike Nunez, who are celebrating 5 years with Leadpoint.

2 YEARS

We have 41 employees celebrating 2 years together at FCC Roseville.



MEET OUR ONSITE MANAGER: DANIEL HARRIS, MINNEAPOLIS, MN



Daniel sees his role as providing people with the tools they need to succeed, recognizing their achievements, and helping them address challenges. Previously, he worked in various industrial roles, often starting in entry-level positions and growing into leadership roles. Responsibility tends to find him, but he embraces it—he enjoys working with people.

Daniel started at Leadpoint as an Onsite Manager. He reflects, "I was fortunate to work alongside my predecessor for a few weeks. It was important to learn the ins and outs of a large facility like this. It was a bit of a learning curve."

One of Daniel's favorite things about Leadpoint is the potential for personal and professional development. He says, "If someone wants to grow, there are opportunities to do so." Daniel's advice for those entering the recycling industry is, "Treat people the way you want to be treated. Work hard. Take responsibility."

Len Christopher, Leadpoint's COO, shared, "Daniel has been doing a great job assisting at other sites in the Minneapolis market. He is a valuable and knowledgeable member of the Leadpoint team, and we appreciate his contributions."