

# EMPLOYEE NEWS



## DOING THE RIGHT THING

**Integrity is one of our core values. This means always doing the right thing by being honest and ethical, and putting the best interests of our customers, employees, and the company first.**

As you work, always ask yourself, “How does this help my team, Leadpoint, and our customers?” This simple question should guide our actions and decisions every day.

For our Onsite Managers, this means prioritizing your team’s well-being and building a strong, positive relationship with the customer. For Workforce Coordinators, it’s about making every interaction with potential and current employees meaningful, showing respect, and building trust. And for every employee, it’s about staying safe, supporting your teammates, and considering how your actions impact our customers.

We achieve our greatest successes when we all focus on this collective effort and commit to doing right by our team and customers. Together, we make Leadpoint a place where integrity isn’t just a word; it’s a practice.



Thank you for all that you do. Your hard work is what makes Leadpoint great.

**Frank Ramirez, CEO & President**

## ON THE ROAD

As we approach the final quarter of the year, we want to thank our **Operations Support Team and team members** who travel frequently between sites. They deliver seamless start-ups, support operations, conduct employee and team training, and foster enduring customer relationships. Thanks for going the extra mile!



**October 2024**

Volume 5 – Issue 5



## SUMMER RECAP & SEASONAL REMINDERS

We had an amazing **101 Days of Summer**—only two heat illnesses occurred! With over 2,000+ employees nationwide, this is a remarkable achievement. Thank you for being so committed to working safely. To show our appreciation, qualified sites get a lunch on us.

With summer coming to an end, it is time to prepare for winter. We’ve teamed up with our PPE supplier to ensure we have winter gear to make your jobs as comfortable as possible. Speak with your manager for more details on your local site’s winter gear preparation.



Name	Position
James Hamner	Operations Support Manager
Nolan King	Operations Support Leader
Michael Nunez	Operations Support Manager - OSM Cold Canyon
Lukas Chapman	OSM Plano
Edmond Gouveia	OSM Vegas
Andre Robinson	OSM Homewood
Marissa Klimek	WC Sierra
Megan Riggs	WC Arlington
Sarah Torres	Shift Manager Newby Island
Elite Terrell	OSM Sierra

Name	Position
Corrine Ross	Line Lead Homewood
Daniel Harris	OSM Minneapolis
Yesenia Ayon	OSM Rabanco
Thad Beasley	Shift Manager San Antonio
Jennifer Tally	Office Manager
Eddie Goodwin	Training Director
Talicia Fields	OSM Fort Worth MRF
Shanice Lester-Sandoval	WC Fort Worth MRF
Heidi Leong	WC Minneapolis
Dustin Hubbard	OSM NGW

## DIVISION HIGHLIGHT

Waste & Environmental

On-Route

Manufacturing

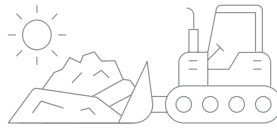
## LEADPOINT WASTE & ENVIRONMENTAL

Today, our largest division is Leadpoint Waste & Environmental, which includes Material Recovery Facilities (MRFs), Plastic & Polymer Operations, and Landfills & Transfer Stations.

### How does Leadpoint support Landfills & Transfer Stations?

Leadpoint provides safe, productive, and reliable work teams that cater to this compliance-driven environment. Our services include:

- Litter collection
- Area beautification
- Equipment cleaning
- Traffic control
- Sign maintenance
- General site housekeeping



### Positions we hire for:

**Entry Level Jobs:** litter picker, groundskeeper

**Skilled Labor Jobs:** equipment cleaners, maintenance support

**Leadership Jobs:** shift supervisor, workforce coordinator, shift manager, onsite manager

## MEET OUR ONSITE MANAGER: JULIA KISH, OBERLIN, OH

Growing up, Julia faced the challenges of addiction and conviction within her family, witnessing first-hand the difficulties of finding employment after incarceration. Motivated by her father's experience, Julia is committed to helping others in similar situations, ensuring everyone is treated with respect and equality.



Julia joined Leadpoint as a workforce coordinator with big ambitions to advance. Her background has allowed her to connect with her team on both a personal and professional level. She shared, "My job is more than the day-to-day tasks; it's about helping people who may have been overlooked due to various reasons, such as age, disability, appearance, or background."

Our Directors of Operations, Jeff Brewer and Harli Hubbard, shared, "Julia leads with integrity, consistently going above and beyond for her team. She fosters a supportive, positive environment through empathy and understanding. Julia is invested in her team's

development, recognizing their efforts and setting high standards. Her leadership inspires excellence and builds loyalty, creating a culture of respect, collaboration, and growth."



© 2024 Leadpoint. All Rights Reserved.

## WELCOME, AMBER GARCIA!



**Amber Garcia is our new occupational injury specialist.**

Her mission is to ensure that our employees and onsite managers get the best care and

support if they sustain an injury at work.

"I'm the liaison between Leadpoint and our third-party TPA, ensuring smooth sailing through the work comp process. I'll be teaming up with onsite managers, workforce coordinators, and our safety team to keep everything running smoothly at our sites and streamline the process for reporting work injuries," Amber shared.

Amber is a proud mom of five kids and enjoys photography, art, and video games.

## SEPTEMBER & OCTOBER 2024 SERVICE MILESTONES

### 20 YEARS

**Santiago Riscajche Sanchez**  
WC Clackamas



### 15 YEARS

**Carlos Zacarias Fernandez-Aban**  
WC Clackamas



**Javier Monterola Vergara**  
RS Newby Island  
Resource Rec Park



**Alejandro Morales**  
RS Newby Island  
Resource Rec Park



**Jose Salgado Roman**  
RS Newby Island  
Resource Rec Park



**Isreal Velazquez**  
RS Organics



### 10 YEARS

**Daniel Brown**  
RS Newby Island Recyclery

