

EMPLOYEE NEWS



A YEAR OF ACHIEVEMENT TOGETHER

As we wrap up 2024, I want to take a moment to reflect on an incredible year. At the beginning of the year, we were excited to announce some big steps forward—expanding our services to Route Helper teams for collection routes. We also introduced our new logo and three dedicated Divisions: Waste & Environmental, On-Route, and Manufacturing. Together, these changes are helping us grow and reinforce our mission in the industries we serve.

Looking back, it's clear how much we've achieved and learned. Our 20 years of experience in MRF operations proves just as impactful in waste and recycling collection. Our commitment to providing a reliable and safe workforce has brought stability and productivity to our customers, and we're finding more ways to deliver value across our divisions.

Safety remains at the heart of what we do. In an industry where job hazards are inherent, especially for Route Helpers, maintaining a strong focus on safe practices is essential. Across every division, we are committed to keeping our employees and customers safe.



Through strong partnerships, we're the team our clients trust to handle recruitment, training, onboarding, and supervision, letting them focus on what they do best. And thanks to your hard work, we continue to earn that trust daily.

As the holiday season begins, I want to thank each of you for the dedication and energy

you bring to Leadpoint. Here's to a joyful holiday season and continued success in 2025!



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

Frank Ramirez, CEO & President

December 2024

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STAY SAFE IN COLD WEATHER



Working in cold environments can be challenging and even risky. Follow these tips to stay warm and safe this winter.

How to Protect Yourself

- **Know the Risks:** Be aware of the conditions that can lead to cold-related illnesses or injuries.
- **Spot the Signs:** Recognize symptoms of cold-induced illnesses in yourself and coworkers, and know how to respond.
- **Dress Smart:** Wear layers that you can adjust as temperatures change. Wear a hat, gloves, and moisture-wicking base layers.
- **Take Breaks:** Warm up in dry shelters during short, frequent breaks.
- **Avoid Fatigue:** Staying rested helps keep muscles warm and protects you from the cold.
- **Use the Buddy System:** Work in pairs to monitor each other and recognize danger signs.
- **Stay Hydrated:** Drink warm, sugary drinks (but skip the caffeine and alcohol).
- **Eat Well:** High-calorie meals, like hot pasta, give your body energy to stay warm.
- **Know Your Risks:** Health conditions and certain medications can increase your risk in the cold. Be extra mindful if you have diabetes, hypertension, or cardiovascular issues.

Keep warm, stay alert, and enjoy a safe winter season!



DIVISION HIGHLIGHT

Waste & Environmental

On-Route

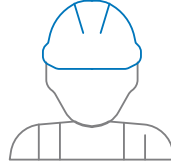
Manufacturing

LEADPOINT WASTE & ENVIRONMENTAL

Leadpoint began supplying sorters and general laborers to MRFs. Over time, we have grown to support the entire recycling ecosystem, working with polymer operations, too.

As the recycling industry evolves, so do we. Leadpoint supports MRFs and polymer operations by:

- Recruiting, onboarding, and training employees
- Providing a full-time, skilled workforce
- Embedding supervisors on-site
- Prioritizing continuous safety training
- Implementing rigorous quality control to minimize contamination and maximize product quality



Positions we hire for:

Entry Level Jobs: sorter, housekeeper, groundskeeper

Skilled Labor Jobs: screen cleaner, baler operator, system operator, equipment operator, loader/forklift operator

Leadership Jobs: line lead, workforce coordinator, shift supervisor, shift manager, onsite manager

MEET OUR ONSITE MANAGER: DUSTIN HUBBARD, PHOENIX, AZ



Dustin learned from a young age that when he makes a promise or a plan, it's a commitment he has to keep. That's how he was raised. It's what helped him stick with wrestling, a sport he excelled at from age 5 through high school.

"All I ask is that people show up for work, that they keep their commitment to me, to the job, and to themselves," Dustin said. "I look for people who are ready to work, are happy to work, and can get along with others. Showing up late or not showing up at all is unacceptable."

Dustin has worked in and around recycling since he was a kid, following his father (also a Leadpoint employee) to the plant and on business trips. He's put in the time and effort to learn the business, has worked as a sorter, flagger, and line lead, and has learned how to reach out for help when needed.

"Some of the people I manage are my parents' age," Dustin said. "I've had to prove myself to them, but I understand. I've been in this business a long time. I can do it."

Since taking on the Onsite Manager role, Dustin has taken the time to learn about his employees as individuals and as people and how to communicate his expectations to them. Dustin is 100% committed to the job and says he doesn't have many challenges at work. He likes to quote wrestling great Dan Gable, who said, "Once you've wrestled, everything else in life is easy."

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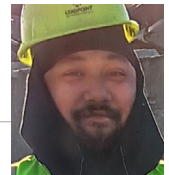
CELEBRATING 5 YEARS WITH LEADPOINT

NOVEMBER 2024

Harold Greer
AXON, AZ

Babe Holani
FCC Roseville, CA

Michael Reaves
SOCRRA, MI



DECEMBER 2024

Charles Griffin
Diversified
Homewood, IL

Felicar Williams
SOCRRA, MI

Hector Zayas
WC Sierra
Processing, NY

