

EMPLOYEE NEWS



HAPPY NEW YEAR!

2024 was an incredible year for Leadpoint, filled with new services, a refreshed brand, and continued growth, adding 16 new locations across



our network. As we enter 2025, I am excited by the opportunities ahead and the goals we've set together.

We set a goal of being sure-footed in On Route Support by providing route helpers across the industry in 2024.

With six operations running and more on the horizon, this division has seen promising growth, and we're ready to build on that success in 2025.

We also expanded to landfill support, learning and growing as we ventured into this new specialty. Staying innovative and collaborative remains key as we work alongside our teams and customers to meet the workforce challenges of our industries.

So, what's next for 2025?

- **Supporting our Leadpoint team** with long-term, stable jobs and opportunities for advancement.
- **Fostering a culture of safety** by living our LiveSafe principles every day.
- **Exploring new growth opportunities** to extend our brand's reach beyond recycling.



I'm confident we'll accomplish everything we set out to do because of YOU—your teamwork, hard work, and focus make all the difference. Let's make 2025 another remarkable year!

Frank Ramirez, CEO & President

HOMEWOOD'S HOLIDAY SAFETY CELEBRATION

The team in Homewood, Illinois, marked an incident-free third quarter with holiday festivities, including candy cups and a gift card raffle. Great job staying safe and celebrating together!



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THANK YOU FOR RECOMMITTING TO OUR LIVESAFE PRINCIPLES



We appreciate your continued dedication to safety and commitment to keeping LiveSafe at the core of everything we do. Let's make

2025 a year where safety remains a core value, guiding every action we take.

Safety First

Your safety matters at work and at home. Make safety a habit, not just a task. When facing something new or risky, think safety first—for yourself and those who count on you.

See Something, Say Something

If you spot something unsafe, speak up! Use Stop Work Authority to protect yourself and others. We can't fix what we don't know, but your voice can prevent accidents.

Follow the Rules

Safety rules exist to protect you. Know and follow them to stay safe. They're designed to keep you out of harm's way—make them part of your daily work.

Safety Is a Team Effort

We're all responsible for each other's safety. Help teammates when you see a risk and be open to others' safety advice. Together, we can build a safer, more respectful workplace.



DIVISION HIGHLIGHT

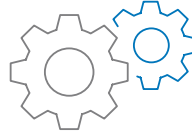
Waste & Environmental

On-Route

Manufacturing

MANUFACTURING

Leadpoint's Manufacturing Division leverages over 15 years of experience supporting production environments. Specializing in Assembly & Production, we provide:



- Flexible teams that integrate human talent with automation to maximize efficiency and cost-effectiveness
- Tailored training for team readiness and skill development
- Industry-specific safety culture to ensure compliance
- Quality assurance to meet production standards

Positions we hire for:

General labor positions such as assembler and material handler

Skilled labor positions such as automation operator, manufacturing technician, and QA/IQC inspector

Leads, supervisors, and managers

MEET OUR ONSITE MANAGER: THOMAS RIBBLE, CHESAPEAKE, VA



Thomas grew up in a military family where structure and expectations were second nature. After earning his degree in Civil Engineering from Virginia Tech, he transitioned into the United States Army, serving in Desert Shield and Desert Storm and rising to the rank of Captain. The discipline and routines he developed during his six years of service have stayed with him ever since.

After the military, Thomas navigated the manufacturing, warehouse, and distribution industries before finding his place at Leadpoint. As Onsite Manager, Thomas has been able to establish routines for his team, including

morning meetings, safety briefs, and clear standards. "Over time, the team has developed a rhythm; we have a core group now, doing their jobs and doing them well," Thomas shared.

As a manager, Thomas thrives on problem-solving and engaging with his team on the floor. "Everyone knows I'll ask how things are going and if they need anything. I believe communication is key, whether it's good or bad news," he says. "I'm still learning and eager to keep progressing, especially on the technical side of Leadpoint. I never stop learning—it makes me better and the job easier. It's a win-win. I want to continue that journey in the years ahead."



JANUARY & FEBRUARY 2025 MILESTONES

10 YEARS

Leonardo Martinez,
RS—Mountain States
Packaging MRF, CO

Francisco Ruiz,
WC—Columbia
Resource Co, WA



5 YEARS

Twanzell Braxton, Onsite Manager,
GRF—Huron, MI

Gina Olivas, Workforce Operations
Support, AZ

Alma Campos, AXON, AZ

Albert Ford, WC—Sierra Processing, NY

Erasmó Gallegos, RS—Newby Island
Recyclery, CA

David Howard, WC—Tacoma, WA

Wanda Kind, Tri-County Outagamie, WI

Marcos Manzano Moran,
WC—Tacoma, WA

3 YEARS & COUNTING

Congratulations to our Tacoma, WA, site for going 3 years without a recordable injury. Their Onsite Manager, Anthony Wheeler, shared:

"The Tacoma Site has proudly achieved three years without a recordable injury due to our strong commitment to safety and a proactive approach to risk management. We foster a safety-first culture, where open communication and continuous training ensure that every team member is empowered to prioritize safety. By regularly assessing risks, encouraging reporting, and

providing consistent feedback, we've created an environment where everyone feels responsible for maintaining a safe workplace. This collaborative mindset has been key to our success and will continue to guide our efforts moving forward."

