

EMPLOYEE NEWS



CELEBRATING 25 YEARS

April 2025
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It's time to celebrate! April marks 25 years of Leadpoint providing recruiting and workforce solutions to the waste, recycling, and manufacturing industries.



Over the years, we've taken risks, built strong relationships with our partners, faced challenges, and grown together. Through it all, my pride in what we've built and my confidence in what's ahead has never been stronger.

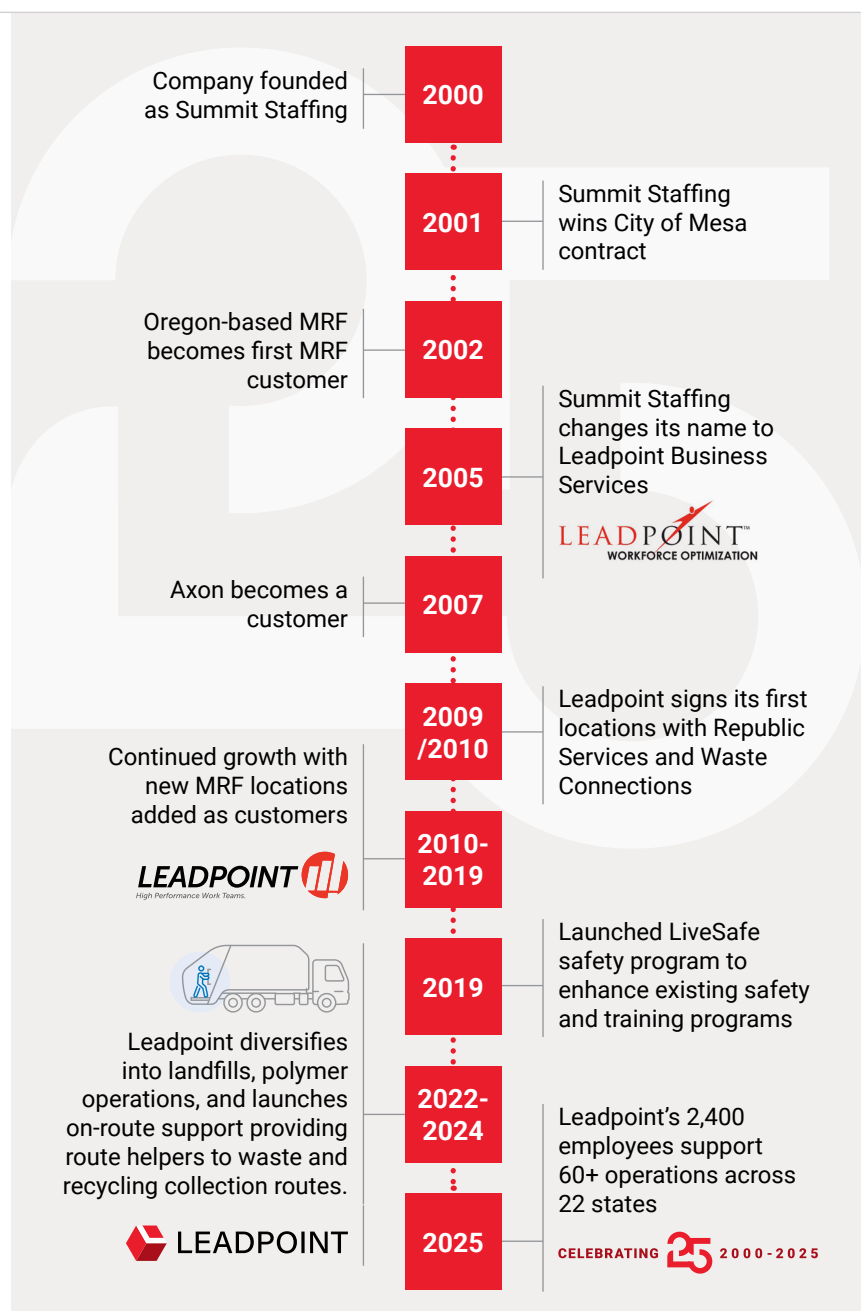
The hardworking individuals who make it all happen are at the heart of everything we do. You are the driving force of this company. Your skill and commitment are the key to our success. That's why we invest in your growth through training, development, and career advancement opportunities. You make Leadpoint strong, and we're here to support you every step of the way.

The work we do isn't always glamorous, but it's vital. It's what keeps everything moving. I am proud to work alongside such a dedicated and strong team.



Here's to many more years of success together.

Frank Ramirez,
CEO & President



BEST WISHES TO OUR RETIRING TEAM MEMBERS

As we say goodbye to three respected team members, we want to take a moment to recognize their years of dedication, hard work, and impact on our company. Their dedication and impact have been invaluable, and we wish them the best in this next chapter!



Todd Hubbard
Vice President,
Recycling



Roy Ramirez
Mobile Equipment
Trainer



David Gonzales
Account Manager,
AXON

MEET OUR ONSITE MANAGER: MICHAEL SCHULTZ, ST. PETERSBURG, FL



Michael became a part of Leadpoint in July 2023. But his family has worked in the recycling industry for the past 100 years in diverse roles. He knew he wanted to continue the legacy and embraced the opportunity when an onsite manager position opened near his home.

"I have enjoyed learning more about recycling and Leadpoint. Every day is a new challenge, and I show up ready to learn and avoid any complacency," Michael shared.

Michael leads with personality and transparency. He credits his entry into the industry and his leadership skills to several mentors, including his father, a seasoned veteran with over 30 years in recycling, and the directors of operations at Leadpoint.

Michael is dedicated to excelling as a leader at Leadpoint and evolving with the dynamic recycling landscape. Michael's primary focus is his team. "I want to show my team what Leadpoint can do for them. I want to build connections between the associates, Leadpoint, and the client."

LIVE Safe

SAFETY FIRST: CONVEYOR SAFETY REMINDERS

Conveyors are essential to our operations, but they come with safety risks like any mechanical and electrical equipment. With multiple moving parts, everyone working near them must understand and follow safety protocols.

Top Conveyor Safety Tips:

Stay Off the

Conveyor – Do not climb, sit, stand, walk, crawl, ride, or touch conveyors—zero tolerance.

Machine Guards Matter – Conveyor guards are there for your safety. Report any missing or damaged guards to onsite leadership. If a guard isn't functioning correctly, shut the machine down and have it inspected before continuing work.

Dress for Safety – Loose clothing, jewelry, or anything that could get caught in equipment is not allowed.

- Wear well-fitted, buttoned, or zippered clothing.
- Long hair must be tied back and secured under your hard hat.
- Safety vests must be 5-point breakaway style.

Your safety is our priority—follow these rules and stay protected!

MARCH & APRIL 2025 MILESTONES

15 YEARS

Jose Cerrillos Hernandez, WC—Central Transfer Station, Vancouver, WA

Marco Cerrillos, WC—Central Transfer Station, Vancouver, WA

Isaias Rivera, WC—Central Transfer Station, Vancouver, WA

Isela Otero, WC—Tacoma, WA

10 YEARS

Daniel Downs, RS—Newby Island Recyclery, Milpitas, CA