

EMPLOYEE NEWS



FULL SPEED AHEAD

Leadpoint Team,

Your hard work doesn't go unnoticed. Every day, across more than 60 sites, you bring professionalism, grit, and heart to your work—and it's that consistency that makes us who we are. We've seen strong performance in the last quarter, and it's because of your commitment to safety, reliability, and teamwork. Whether you're on the front lines at a MRF, managing operations, or supporting behind the scenes, you play a vital role in our shared success.



It's hard to believe we're more than halfway through the year. Let's keep the momentum going—thank you for everything you do!

Frank Ramirez, CEO & President



NEW SITES IN Q2: FCC HOUSTON, TX AND MECKLENBURG COUNTY, NC

Launching a new site takes true teamwork, and we're proud to share that two new sites went live this past quarter in Texas and North Carolina. Special thanks to our Sales, Operations, HR, and Corporate Administrative teams for getting these sites staffed, trained, and set up for success.



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SAFETY FIRST, ALL SUMMER LONG

As we near the end of our 101 Days of Summer, don't forget to stay safe and look out for each other:



- **Stay cool & comfortable:** Wear light, loose-fitting clothing, rest in the shade or air conditioning, and cool down with a cold shower or bath.
- **Eat & drink smart:** Eat light meals, use sunscreen with SPF 15 or higher, and stay hydrated. Drink water before you feel thirsty and skip alcohol or sugary drinks.
- **Stay aware:** Never leave infants, pets, or children in parked cars, and keep learning how to prevent, spot, and treat heat-related illnesses.



CONGRATULATIONS, ANDRE ROBINSON!

Andre Robinson has been promoted from OSM to Leadpoint's Safety Manager, East Region. Andre has been our Homewood OSM since 2020 and is also a member of our Operations Support Team. In both roles, he's demonstrated strong leadership, advanced our LiveSafe culture, and built trusted relationships with customers. In this new role, Andre will work in part with Leo Rodriguez, Director of Safety & Compliance, to support parts of the Central Region and the entire East Region.



MEET OUR ONSITE MANAGER: JOSHUA MCINTRYE, HOUSTON, TX



Joshua was drawn to Leadpoint because its mission, vision, and values resonated with him. His leadership skills and ability to streamline workflows have been key to his success.

His leadership style is centered around setting clear expectations, encouraging adaptability, and leading by example. He believes in staying hands-on whenever possible, working alongside his team.

Joshua especially enjoys

supporting others and fostering a positive, motivating work environment. "Over the years, I've come to appreciate that every person we encounter has a unique story, and I take pride in being a resource for them during critical moments," he added.

While Joshua focuses on building a high-performing operation, he also values recognizing his team, from safety luncheons to milestone celebrations, to highlight their achievements. "Having the support of an incredible team makes it even more rewarding," Joshua noted. "The Leadpoint team creates a workplace culture where both new and seasoned employees feel valued, empowered, and eager to grow."

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JULY & AUGUST 2025 MILESTONES

Sending a well-earned round of applause to these team members. With 5 to 10 years on the job, they set the bar for hard work and dedication.

10 YEARS

Diversified, Homewood, IL



Clovis Bailey



Raul Garibay

WC, Clackamas, OR

Magali Marcial Garcia

Alma Molina

5 YEARS

AXON, Phoenix, Arizona

Kerri Davis

Raquel Dominguez

WC, Tacoma, WA

Teresa Flores Saucedo

Melina Herrera

Matilde Santos Vargas

Cold Canyon Processing Facility,

San Luis Obispo, CA

Alvaro Casillas

Newby Island Recyclery, Milpitas, CA

Isaias Ibanez

RS, Fort Worth, TX

Richard Mayfield

Diversified, Homewood, IL

Lorenzo Perry

Macaiah Small

Balcones NGW, Phoenix, AZ

Delores Uribe



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