

EMPLOYEE NEWS



SORTERS: AT THE HEART OF WHAT WE DO

At Leadpoint, our employees take on many different roles—from Sorter to Route Helper, from Line Lead to Onsite Manager, and from Workforce Coordinator to our Corporate Team Members. Each position is unique, and each one makes a valuable contribution to our success.

For many of you, that role is Sorter. It's a tough job, and one of the most critical. We count on you to work quickly to meet production goals, reduce contamination to ensure high-quality bales, support each other as a team, and to LiveSafe.

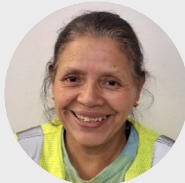
And you do it. Every day, you show up, work hard, and make a difference. You are an important part of what makes Leadpoint a safe, productive, and reliable company. Your work matters. My hope is that you find it meaningful, feel valued and respected, and that you see the long-term career opportunities Leadpoint offers.

Recently, we asked a few employees to share what Leadpoint means to them:

"I thank the company for the flexibility and understanding shown during difficult situations, and for valuing my work and effort over these eight years. I also appreciate Leadpoint's commitment to safety. The training we have received has been very useful in preventing accidents, and it is very gratifying to know that our safety is a priority." – **Rosario Mendoza, Sorter**



"I have worked here for four years, and it has been a blessing. I love that there is always something to do and that I feel heard every time I speak to my leadership team. The job feels like a family." – **Felipa Bautista, Sorter**



"I have worked here for four years, and I love it. My leadership team is amazing. The work is simple and enjoyable, and I love the consistency." – **Maria Calmo Martin, Sorter**



These are just a few experiences our team members have shared. They serve as a reminder of the workplace we strive to create for everyone.



Thank you to our sorters and the entire Leadpoint team for your dedication and commitment to safety. Together, we make a difference for our customers and the industries we serve.

Frank Ramirez, CEO & President

October 2025

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CHAD BEBBER PROMOTED TO VICE PRESIDENT OF OPERATIONS



Congratulations to Chad Bebber on his promotion to Vice President of Operations at Leadpoint.

Chad joined Leadpoint in 2018 as a member of our Operations Support team and has since taken on a range of leadership roles, including East Region Director of Operations and Regional Sales Director. Most recently, Chad served as our Director of Operations Support.

In his new role, Chad will oversee daily business operations and ensure all functions align with our strategic goals. Our Regional Operations Directors will report directly to him.

MEET OUR ONSITE LEADER: JESSICA BLEDSOE



Jessica's time with Leadpoint has been marked by rapid growth. She started as a sorter, moved up to Shift Manager, and within a year became Onsite Manager. Her success reflects hard work, a focus on safety, strong leadership, and the trust she's built with both her team and the customer.

Jessica accepts the challenges of her job. She understands that, although the work can be gritty and demanding, it is also highly rewarding. She values the relationships she develops and the trust that grows from consistent teamwork. "The standard is the standard," Jessica reflected, reinforcing that reliability, a positive attitude, and doing the job right are non-negotiable.

Drawn to Leadpoint for the opportunity to do meaningful work in recycling, Jessica quickly discovered that this was more than just a job. For her, it's about being part of a team that works together toward a shared purpose, supports each other, and celebrates success.

PREVENTING SLIPS, TRIPS, & FALLS

Slips, trips, and falls are one of the most common workplace hazards and among the most preventable. Stay alert and follow these simple reminders to keep yourself and your team safe:



On You

- Walk with your toes slightly outward and place each foot firmly and flat.
- Pay attention to where you're going—no distractions.
- Move slowly on slippery surfaces.
- Use **three points of contact** when using steps and stairs.
- Never skip steps and always use the handrail.
- Inspect your boots—are the soles intact, laces tied, and overall condition safe?

Your Environment

- Check mats for wear and replace if damaged.
- Put tools back where they belong and coil air hoses.
- Keep sorting stations clear, and if there is something on the floor, pick it up.
- Carry loads carefully and don't let items block your view.
- Fall protection is required when working **4 feet or higher**.
- Use moisture-absorbent mats, display wet floor signs, and clean up spills immediately.
- Keep walkways free of debris—especially bale wires.

If you see something, say something. We're responsible for each other's safety. Stay aware, avoid complacency, and always expect the unexpected!

WATCH OUR NEW COMPANY VIDEO



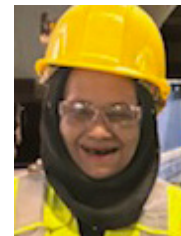
Safe. Productive. Reliable. That's who we are. Watch our latest company video to see how we bring it to life every day!



SEPTEMBER & OCTOBER 2025 MILESTONES

Congratulations to four employees who are celebrating big milestones with Leadpoint. We appreciate your hard work and dedication. Thank you for all you do!

10 YEARS



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Binti Bashamiya
New York

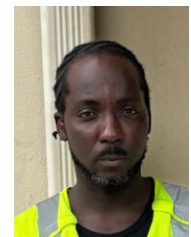


Efrain Cholico Rivas
Illinois

5 YEARS



Patricia Cortes
California



Marvin Drysdale
Florida



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