



HAPPY
NEW YEAR

 **THE CEO'S
CORNER**

THE CEO'S CORNER



Welcome to 2025

Welcome to the new year, IntegrITS Family! As we step into 2025, I want to take a moment to celebrate an extraordinary milestone—25 years of IntegrITS Corporation. This remarkable journey has been made possible by the unwavering dedication, talent, and resilience of our team, as well as the trust and support of our customers, partners, and stakeholders.

As we reflect on the past quarter-century, we also look to the future with a bold vision. The world is evolving rapidly, and to ensure that IntegrITS thrives, we are making strategic investments and transformative changes to position ourselves for future long-term success.

Infrastructure Investments: We are enhancing our physical and digital infrastructure to meet the growing demands of our industry. These investments will strengthen our capabilities, improve efficiency, and enable us to deliver even greater value to our customers. One of these critical investments is the IntegrITS ERP (Unanet) that we just launched on December 28.

Corporate Realignment: To remain agile and forward-thinking, we are realigning our organizational structure to optimize collaboration, innovation, and decision-making. This ensures that we are well-prepared to seize emerging opportunities and address future challenges.

Effective January 1, 2025, I will transition from President/CEO to Chairman/CEO. This transition will allow for a stronger focus on strategic oversight, governance, and long-term value creation while delegating daily operations to the President/COO. This transition enhances leadership clarity, empowers operational agility, and reinforces stakeholder confidence. It also leverages leadership experience for broader influence, fosters succession planning, and aligns the organization for sustained growth and stability.

At IntegrITS, we are deeply committed to fostering a culture that prioritizes internal growth and professional development. With that said, I am pleased to announce the appointment of the following new Corporate Officers and Manager, effective January 1, 2025:



Steve Fox | President & Chief Operating Officer

I am proud to announce the appointment of Steve Fox as our President and Chief Operating Officer. This strategic leadership decision underscores our commitment to innovation, operational excellence, and continued growth. Steve brings over 40 years of DoD experience. Twenty-three (23) of these years have been with IntegrITS in progressively responsible roles of Program Manager, Department Manager, Chief Operating Officer, Vice President, and Sr. Vice President. Previously, he served as Principal Engineer / Program

Manager at Northrop Grumman, where he spearheaded a number of major defense programs and capability introductions. In assuming this position, Steve is responsible for overseeing IntegrITS' day-to-day operations and ensuring the successful execution of the Company's strategic vision. This involves managing key business functions, driving operational efficiency, and aligning the Company's activities with its overall goals and objectives. This appointment reflects my confidence in Steve's ability to lead with agility and a forward-leaning approach to effectively navigate and grow in today's dynamic business environment.

Welcome to 2025 (cont.)



Jim Lyon | Corporate Operations & Compliance Officer

We are excited to announce the appointment of Jim Lyon as our new Corporate Operations & Compliance Officer. In this critical leadership role, Jim will oversee operational excellence and ensure compliance with industry regulations and corporate governance standards. Jim brings 40 years of DoD experience. Twenty-three (23) of these years have been with IntegrITS in progressive roles as System Administrator, Project Manager, Corporate Network Manager, Director of Client Engagement, and Chief Information Officer. Prior to IntegrITS,

Jim served in a number of technical and management roles at Northrop Grumman and Teledyne Ryan Aeronautical. In his new role, Jim will be responsible for ensuring that IntegrITS operates efficiently while adhering to all regulatory and legal requirements. This role involves developing, implementing, and monitoring operational processes, policies, and compliance programs to support business objectives and mitigate risks. I am confident that Jim will bring an enhanced accountability and discipline to the organization by balancing operational efficiency and regulatory adherence. This will safeguard our corporate integrity, efficiency, and compliance.



Sarah Carter | Chief Communications Officer

We are thrilled to announce the appointment of Sarah Carter as our Chief Communications Officer. In this key position, Sarah will lead our strategic communication efforts, oversee brand messaging, and work closely with our sales and marketing teams to drive impactful campaigns that align with our organizational goals. Sarah has demonstrated exceptional skills during her 15 years of experience planning and implementing communication strategies for IntegrITS, major educational institutions, and international NGOs. She has

demonstrated exceptional expertise in managing complex projects, crafting impactful messaging, and fostering global stakeholder engagement. This extensive background lays a strong foundation for success in her new position, where she will lead our corporate communication initiatives, drive brand growth, and collaborate across teams to deliver innovative campaigns. Please join us in congratulating Sarah on this well-deserved promotion and wishing her continued success in this exciting new chapter!



Marcus Coney | Business & Finance Manager

We are also pleased to announce the appointment of Marcus Coney as our new Business and Finance Manager. In this role, Marcus will lead financial operations and provide oversight, with a strong focus on accounting practices and financial reporting. Marcus started his career at IntegrITS and brings over 15 years of DoD experience in Staff Accountant I / II / III capacities. In his new role, Marcus will supervise our accounting staff and be responsible for ensuring the accuracy and integrity of IntegrITS' financial records and day-to-day

accounting functions. This includes accounts payable, receivable, payroll, and general ledger maintenance. He will also be responsible for preparing and analyzing financial statements, overseeing budgeting and forecasting, and ensuring compliance with accounting standards and regulatory requirements. I am excited for Marcus as he assumes this new position and am confident that he will excel and be instrumental in strengthening our financial operations.

Welcome to 2025 (cont.)

As Chairman/CEO, I am excited to work alongside these talented professionals who will strengthen our market position, enhance operational excellence, and chart a course for sustainable growth. At IntegrITS, we understand that the future of our business lies in the hands of our people. These strategic realignments were made possible by years of commitment to each of these individuals' professional growth. This same commitment extends to our entire IntegrITS Team, and we will continue to make investments in your development, well-being, and success.

I have used the word "excited" quite a bit in this message because I am truly experiencing that emotion as I look toward what lies ahead for IntegrITS in 2025. I am honored to embark on this journey with you all, and it is my hope that Integrits Corporation's 25th year is our best yet!





The IntegrITS ERP is Live!

Employee access to the new IntegrITS ERP system was activated on 12/24/2024 and timesheet entry for the current pay period is now open. Please note that the IntegrITS ERP system is housed separately from Unanet University where most of you have already set up your login credentials to complete Unanet trainings. The IntegrITS ERP system is located at the following link and you should have received an email from Jim Lyon on 12/24 that included instructions for setting up your IntegrITS ERP login credentials:

<https://integrits.unanet.biz/integrits/action/home>. If you did not receive this email, please contact us at erp_support@integrits.com and we will provide the instructions.

Unanet University Training

As you begin accessing the IntegrITS ERP, don't forget about the trainings available to us through [Unanet University](#). Click [here](#) to view the training plan our ERP Implementation Team put together for us. Please remember that Unanet University is separate from the IntegrITS ERP system, and you must set up separate login credentials for each website.

Reminder: IntegrITS 2025 Benefits Open Enrollment

Open Enrollment ends January 11, 2025, at 11:59pm Central Time

To enroll in benefits, login to the [Insperity Portal](#) and select "Benefits" under "My Account." You can find step-by-step instructions for enrolling [here](#).

It is important to note: This is a passive benefit enrollment meaning that you do not need to take any action if you do not wish to make changes. If you do not make any changes, your current elections (including an election of no coverage) carry over into the next coverage period at the new contribution rates.

Q4 2024 New Hires

A warm welcome to our new hires who joined IntegrITS in the fourth quarter of 2024! We are so honored to have you on our team.

Kaylee Arellano
Amy Barahona
Jessica Barrozo
Christian Chisholm
Sean Curran
William Demps
Heather Ellis

Jocelane Gonzalez
Mathew Herrera
Nick Martin
Tristen Paletta
Wilver Ramirez
Marco Vasquez



January Birthdays

We are wishing a happy birthday to our teammates who are celebrating birthdays in January!

Tyler Bloss
Scott Clarke
Seth Garrett
Martin Gonzales
Alex Goodman
Arturo Hernandez
Mathew Herrera
Steve Heyl

Tanise Hill
Kelsea Hoff
Eric Holsti
Garrett Jew
Wilver Ramirez
Paul Tate
Julie Wyckhuyse

January Anniversaries

Whether you've been with us for one year or twenty, we don't take it for granted that you are a member of the IntegrITS family. Thank you for your hard work and commitment to your team.

If you see someone from your department on this list, be sure to congratulate them this month!

Clarence Carter, Jr., 25 years
Ivy Carter, 25 years
Nick Enriquez, 25 years
Mike Sosamon, 25 years
Vanessa Valdez, 20 years
Juan Tovar, 6 years
Justin Vermette, 6 years
Jerardo Garcia, 5 years

Alex Goodman, 5 years
Andrew Valencia, 5 years
Omar Gonzalez, 3 years
Greg Harrison, 3 years
Scott Clarke, 2 years
Spencer Davis, 2 years
John Nguyen, 1 year
Ryp Ring, 1 year





Tip of the Week

As the new year begins, many of you might be thinking about New Year’s resolutions. We recently came across an article that provides tips on how to make your resolutions stick this year. [Click here](#) to read more!



The IntegrITS Suggestion Box

We have created a space online where you can submit feedback, questions, or any other insight you have. Suggestion box entries are submitted anonymously, however, if you would like our Team to reach out to you individually, you can include your name and contact information. [Click here to visit The IntegrITS Suggestion Box.](#)



Coming Soon

Join us on the third Thursday of January for another edition of The IntegrITS Digest.

Employee Referral Bonus Program

At the end of each quarter, everyone who refers a prospective employee who makes it to the interview process will be entered into a raffle for a \$500 gift card. We will select two winners from this pool of contestants—meaning two people have the chance to win a \$500 gift card each quarter! Furthermore, we will enter all employees who refer a job applicant into another raffle (regardless of the stage they make it to in the hiring process), with the winner receiving a \$250 gift card.

We have a number of job openings across multiple IntegrITS locations ([IntegrITS Opportunity Central](#)). Let's work together to find the best candidates for these open positions!

Comments / Questions

If you have any comments or questions about this week's newsletter, email us at news@integrits.com.

We have also created a website where we are storing the archives of all our newsletters to date:
<https://integrits.com/digest-archives/>.



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You are receiving this email because you are one of our incredible IntegrITS Employees, or you are an extended member of the IntegrITS Family.

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