



The IntegrITS Weekly Digest



The CEO's Corner

The CEO's Corner



Greetings, IntegrITS Family! Happy New Year and welcome to the first IntegrITS Digest of 2023. This month is also a celebration of IntegrITS Corporation's 23rd Anniversary. As I reflect back over the past 23 years, it has been a time of excitement, change, growth, hard work, success, failure, highs, and lows ... and for me it all has been a "JOY." A joy in knowing that regardless of the challenges faced,

we have found a way to put forth our best effort. All while striving to make our best, the very best there is.

Twenty-three years ago, we started with one customer and 100% of our business focused in the San Diego, California area. I, along with current plank owners Ivy Carter, Nick Enriquez, and Michael Sosamon all remember that time very well. We were there with IntegrITS on day one when the name was confused with breakfast food, the corporate phone system was my cellular phone, and our jobs changed daily as we poised ourselves to do whatever was needed. Within the first year of our start, Steve Fox, Jim Lyon, Rick Ponzo and Steve Browning joined us. I want to extend a special thanks to all of these employees, as they chose to embrace IntegrITS, which at that time was only a burning desire and vision in my head and heart. For that I am grateful.

From this humble beginning, IntegrITS has continued to attract high caliber employees, while continuing to grow and diversify its business base. We started with one customer in January 2000 and by 2006 we had expanded to support the following:

1. Four of the five Navy Systems Commands: Naval Sea Systems Command (NAVSEA), Naval Information Warfare Systems Command (NAVMAR), Naval Air Systems Command (NAVAIR) and Naval Supply Systems Command (NAVSUP),
2. The Pacific Missile Range Facility (PMRF), and
3. Commercial healthcare organizations.

In 2010, IntegrITS entered a Joint Venture with Tybrin Corporation to form the Quality Systems Engineering Consortium (QSEC). Through QSEC we were able enter into the US Air Force space under the J-Tech I Contract providing Operations & Maintenance support (O&M) at Annexes 2 and 3. As the QSEC Chairman & Managing Director, I had the distinct honor and privilege to stand up the organization alongside Chad Russ who served as the QSEC Operations Manager. The work we performed under QSEC provided the foundation for our expansion of effort into Annex 1 under the J-Tech II Contract. We are honored to have several QSEC plank owners who were there day-one still with us. They include Chad Russ, Tyler Bloss, Gerald Clark, Randall Craig, JT Crockford, Anthony Daniels, Mikhael Mougala, Christopher Nelson, Mara Ramos, and Rick Sintes.

In 2018, we expanded our efforts under the J-Tech II Contract to entail O&M and IT Support Services across Annexes 1, 2 and 3. The IT Support Services at these three Annexes meant the transition of over 100 employees and the assumption of responsibilities across numerous CTFs and geographic locations. A special thanks to Steve Fox, Vanessa Valdez, and Laura Villareal who planned

and worked a seamless transition. And to Gina Darcy and her leadership team at Annex 1 of Chris Coleal, Eric Diamante, Brandon Diaz, Garry Goforth, Ernie Gonzalez, Will Jackson, Andre Nguyen, Drew Olufsen, and Kevin Ray who make the day-to-day operations happen consistently with excellence.

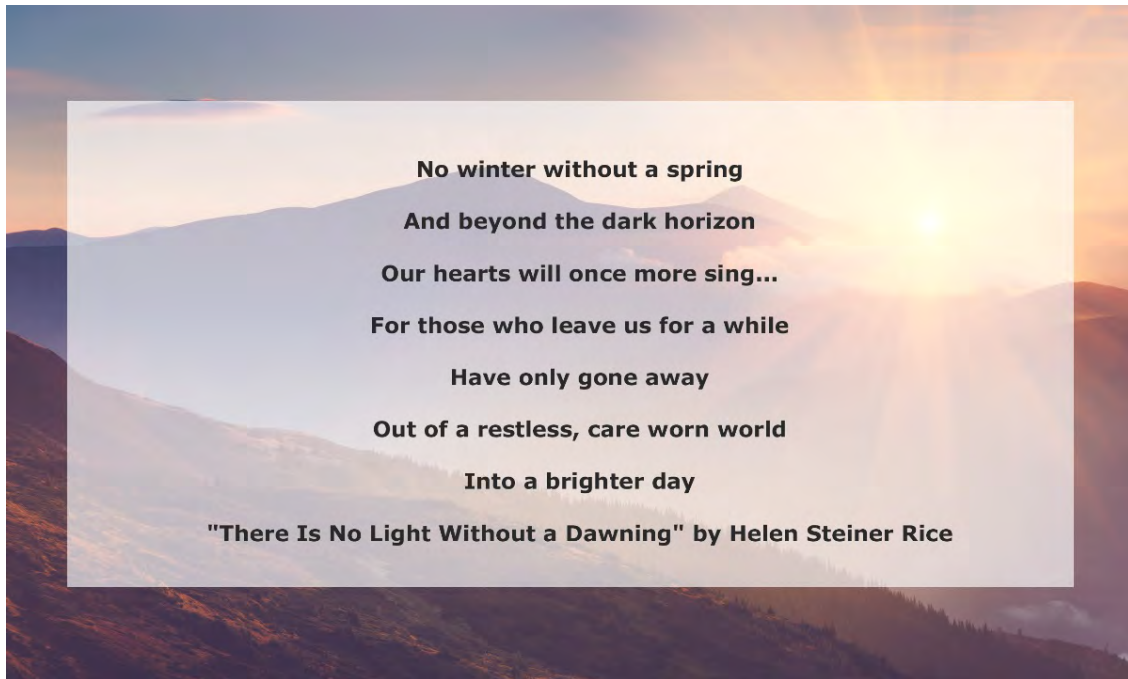
Today, we have customers worldwide! Our employees are working from seven (7) states, and our work efforts span the full spectrum of engineering services. IntegrITS has been blessed with outstanding employees who perform very important work over the entire life of the company. It is our deep desire that all of our employees have an opportunity for career growth and longevity with the company as we continue our path forward into the future. We have a lot to be thankful for, and I thank God each day for IntegrITS and all of its Employees, customers, partners, and vendors.

Each one of our Employees mean the world to us, and we are deeply saddened to start this year with two very difficult losses. It breaks our heart to share that two IntegrITS Family members passed away over the holidays: Ray Marinello and Julian Segura. There is truly a void in our Team with these two losses. We have dedicated the next section of the Digest to Ray and Julian, but I first want to personally share how grateful I am for everything Ray and Julian brought to our Team at Annex 1.

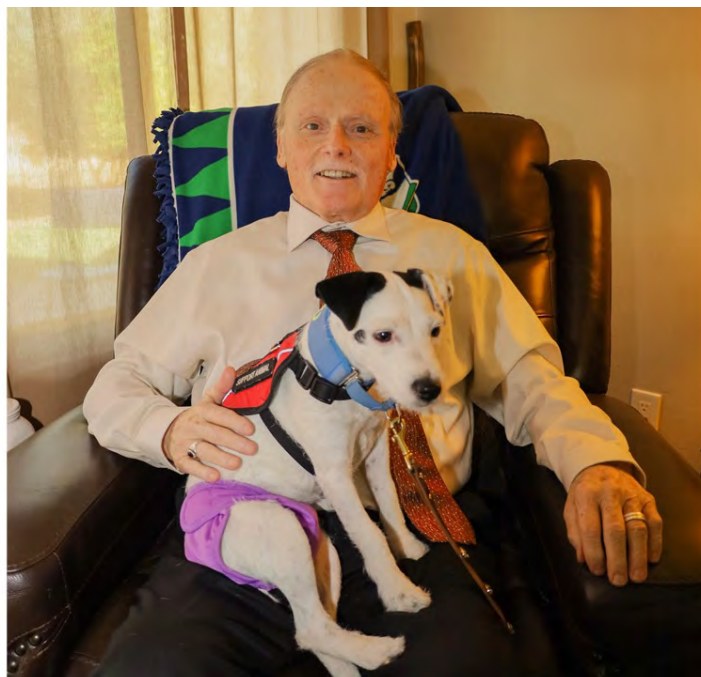
My prayers and support are with their families and friends—especially Ray's wife, Roxanne, and Julian's son, Jovan, his mother, Sabrina, and his girlfriend, Jannelle. I also want our Team at Annex 1 to know that the entire company is behind you and supports you as we grieve these devastating losses. We will share some of the resources we have access to as we grieve Ray and Julian, but also know that you can always reach out to HR if you have any additional questions or need more support.

It pains me to end with such somber news, but sometimes we have to pause and authentically acknowledge life's most difficult moments. My hope is that in this time of loss the IntegrITS Family can draw near to one another in support of those deeply impacted by the loss of Ray and Julian.

In Memoriam



Ray Marinello



Ray and his beloved dog, Fancy.

Ray Marinello has been a fixture at Edwards Air Force Base since 1998. With experience as a Network Architect and Network Design Engineer, Ray designed, engineered, and supervised the construction and installation of high-speed copper and fiber optic-based networks across the JSF / Edwards AFB enterprise. In his most current role with IntegrITS, he served on the Infrastructure Team as a Field Engineer IV leading numerous efforts in support of the JSF. He brought so much to our Team and truly leaves behind a void that we will feel for a very long time. Our deepest condolences go out to Ray's family, and his memory lives on with us.

Julian Segura



Julian and his son, Jovan.

Julian Segura was a newer member of the IntegrITS Family, having joined us in July 2022 as a Systems Administrator III. He had demonstrated experience in project management, training, computer troubleshooting/repair, cybersecurity, and network administration. He was with us for a short time, but that does not diminish his impact on the Stingray Team and our IntegrITS Family as a whole. Our hearts and prayers are with Julian's family, and his memory will continue to live on with us.

We know there was so much more to Ray and Julian than their professional expertise, so we wanted to give you all the opportunity to share memories and tributes to Ray and Julian that we will include in our next Digest. We will also gather everything you've written and share it with Ray and Julian's families.

Submit a tribute to Ray here: <https://forms.office.com/r/DGUQ89EffX>

Submit a tribute to Julian here: <https://forms.office.com/r/iLZakRXXpx>

Please submit by Tuesday, January 17th.

A Message from HR: Grief Resources

We are deeply saddened by the loss of Ray Marinello and Julian Segura. We want to remind you that we do have an Employee Assistance Program available to all employees to assist with situations like this. You can access additional EAP information in Insperity Premier, under 'Benefits' by clicking on EMPLOYEE ASSISTANCE PROGRAM under 'Additional Resources' in a box to the right of the page.

Insurer Contact Information: Optum®

Phone: 866.402.0003

Service Hours: 24 hours a day, 365 days a year

Website(s): www.LiveandWorkWell.com

Insperity has also provided the following resources:

- [How to help when you don't know what to say](#)
- [Coworkers Facing Grief Together](#)
- [Change, Crisis and Loss](#)

We know this can be a difficult situation to understand and process. We are here for each and every one of you, so please reach out if there is anything we can do during this difficult time.

Email Laura Villarreal at villarreal_laura@integrits.com.

Tip of the Week

As the new year begins, many of you may be thinking about how you can be more intentional and organized when it comes to your schedule. We have all heard about planners, but we recently learned about “Passion Planning.”

The Passion Planner brings together calendars, reflection prompts and journal pages to help you be more intentional about your everyday life.

The company, Passion Planner, provides free resources available for download here:

<https://passionplanner.com/collections/free-downloads>.

Coming Soon: *We'll be back January 19th*

On January 19th, we will relaunch the Digest with a few changes to our content and frequency. We can't wait to tell you all about it!

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/>.

Have an incredible week, and we'll see you next Thursday!

Warmest Regards,
The IntegrITS Weekly Digest

Copyright © 2023 Integrits Corporation, All rights reserved.

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

Our mailing address is:

Integrits Corporation
5205 Kearny Villa Way Ste 200
San Diego, CA 92123-1420