



# IN MEMORIAM

**RICHARD GREENWAY & SEAN KIRI**



# In Memoriam: Richard Greenway & Sean Kiri

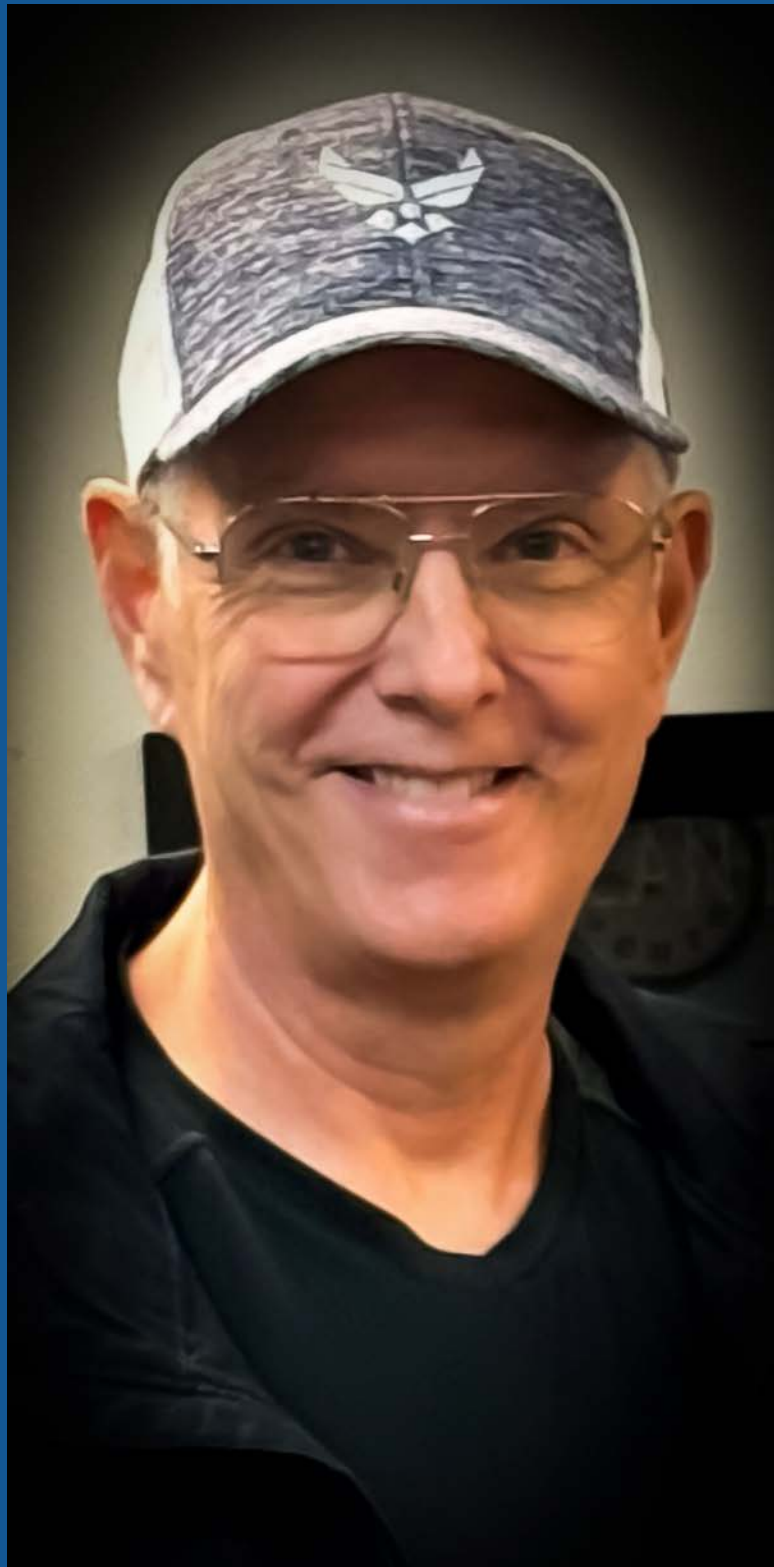
## Nothing Gold Can Stay

Nature's first green is gold,  
Her hardest hue to hold.  
Her early leaf's a flower;  
But only so an hour.  
Then leaf subsides to leaf,  
So Eden sank to grief,  
So dawn goes down to day  
Nothing gold can stay.

-Robert Frost

It is with profound sadness that we announce the passing of our cherished colleagues and friends, Richard Greenway and Sean Kiri. We'd like to begin this week's Digest with a tribute to these two members of the IntegrITS Family.

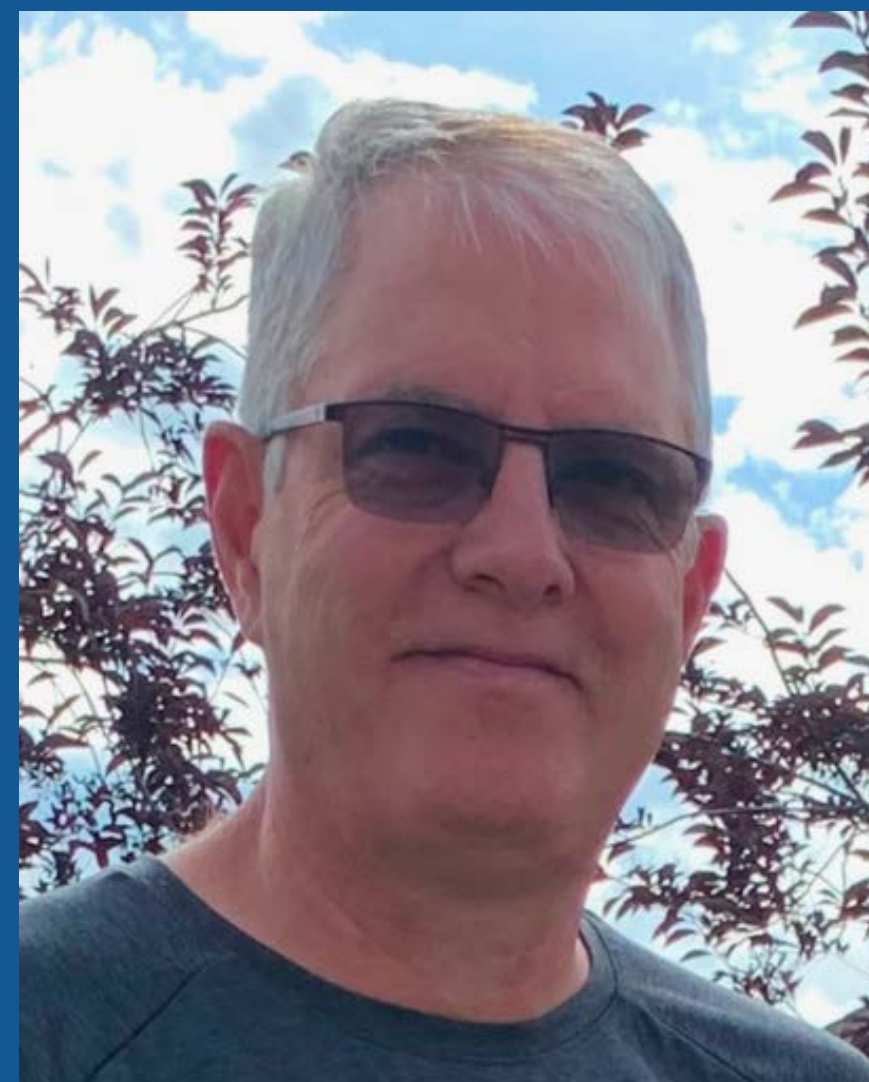
# Richard "Rich" Greenway



Richard "Rich" Greenway passed away on December 30, 2024, after a yearlong battle with pancreatic cancer. Rich was on our IntegrITS Team at Hill Air Force Base (AFB) where he worked as an Electronics Technician II for the Utah Test and Training Range (UTTR). However, his history with the Air Force well precedes his time with IntegrITS. Rich served in the US Air Force as an Air Traffic Control Specialist for fifteen years and continued in this field of work after leaving the Air Force. Rich also served in the Utah Air National Guard and retired as a Chief Master Sergeant (E9). We were honored to have him on our IntegrITS Team for nearly six years, and his loss is deeply felt across the Company.

Many of you may also know Jack Greenway, Rich's son, who is also a member of the IntegrITS Team at Hill AFB. Our deepest condolences go out to you, Jack, and we are sending our thoughts and support to you as you grieve this immense loss. We also extend our condolences to Rich's wife and Jack's mom, Regina Greenway, as well as his mother, Phyllis Greenway. We will end our tribute to Rich with beautiful words his family wrote about him in his obituary that capture who he was as a son, husband, father, and friend:

"Rich was a wonderful man, a loving husband, father and a great friend. He was confident, always positive and optimistic. He enjoyed camping with his family and friends, he had a great sense of humor and was always the life of the party. He loved deep sea fishing when he lived in Florida, he enjoyed rebuilding old trucks, golfing, and computer gaming. In his free time he enjoyed hanging out in the backyard, gardening, and playing with our dogs Vinnie and Eddie. He enjoyed watching and listening to the many songbirds and hummingbirds visiting his yard. Rich was an excellent cook, he liked finding and cooking recipes from the internet and from fine cooking magazines. He was a jack of all trades, there was nothing he couldn't fix, build or do. This world is a better place for having had him in it."





# Sean Kiri



Sean Kiri passed away on January 8, 2025. Sean was a System Administrator II on the IntegrITS F-22 Support Team at Edwards AFB. He was a bright light for so many who had the pleasure of knowing him. Sean's presence and contributions to our work at Edwards have left an indelible mark on the IntegrITS Team and the overall community there. His team has captured his memory with the following words that are now written on his mat at the Combined Test Force (CTF):

"Sean was a beacon for not only the Information Technology Team, but also the F-22 Combined Test Force. His contributions will not be forgotten, but rather cherished, as he represented everything that the team strives for and takes pride in."

A picture is worth a thousand words, so we'd like to share a few photos that the IntegrITS F-22 Support Team shared with us.

In this photo you can see Sean pictured on the far left, alongside the Team at a movie night.





# Sean Kiri (cont.)

Sean and his wife, Netzai.



Our thoughts and support are with the entire F-22 Support Team who worked closely with Sean on a daily basis. We will cherish his special memory alongside you. Our deepest condolences also go out to Sean's wife, Netzai Mendiola, as well as his family and friends.





# A Message from Human Resources

This is a devastating loss, and in this time of mourning, we want to remind you of the grief-related resources available to all employees. The Employee Assistance Program (EAP) is available to you 24 hours per day/ 7 days per week. It offers both in the moment support and referrals to counselors in your community. The toll-free number is 1-866-402-0003. Additional resources can be obtained through the EAP website, [www.liveandworkwell.com](http://www.liveandworkwell.com), using access code: Insperty.

We are all here to lean on and support one another during this time, and we know this can be a difficult situation to understand and process. Please reach out to us or your supervisor if there is anything we can do to support you during this difficult time or if you have any questions.



# YOUR OPINION MATTERS

## Announcement: Staff Climate Survey 2025

In mid-February, we will launch our Staff Climate Survey 2025. This survey will give you the opportunity to provide feedback relating to the quality of benefit offerings, work environment, corporate communications/ responsiveness and your role and function within the IntegrITS Family. Our previous survey in October 2022 provided valuable feedback that launched a number of initiatives and improvements the Company has implemented over the last two years.

The survey will be facilitated by Insperity, and it is completely anonymous. No one at IntegrITS or Insperity will have access to individual feedback at any time during the survey process. Please be on the lookout for more information about the Staff Climate Survey in the next two weeks.





# Tip of the Week

- 1. Consider using the IRS tax withholding estimator to double check your 2025 W-4 withholdings: <https://www.irs.gov/individuals/tax-withholding-estimator>. Note that the tax estimator is currently down until January 31. Come February 1, employees should be able to access for verification or assistance with updating or changing their W-4. If you would like to make changes to your W-4 withholding, log into the Insperity portal and select the edit W-4 button under "Paycheck."
- 2. The deadline for Employers to send out W-2s is January 31st. Unless you have previously opted in to access your W-2 online, Insperity will automatically mail your W-2 Wage and Tax Statement by Jan. 31 to your address on record as of Dec. 31. You will need to allow up to 14 business days to receive a W-2 by USPS. Employees who have opted in for eW-2 will receive an email in January from paperlessemployee.com alerting them that their eW-2 is available for access.
- 3. PTO Rollover and Payout option information will be sent out via email to employees individually by C.O.B on Monday, February 3rd. Employees will have until C.O.B. Friday, February 7th, to elect Rollover or Payout of eligible PTO balances. If you elect the Payout Option, you will see this on your 2/14/2025 paycheck. More information will be coming out soon.



## 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 first Thursday of February for another message from Mr. Carter in The CEO's Corner.

## 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](mailto: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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