



NAVIGATING CHANGE

THE CEO'S CORNER





Navigating Change

Greetings, IntegrITS Family! In last month's edition of The CEO's Corner, I expressed my gratitude to you for your insight and responsiveness to the ideas and vision I shared in the Digest throughout 2023. As promised, I am going to solicit your thoughts, wisdom, and creativity as we move forward in 2024. And today, I'd like to do so as we discuss a constant that has followed me throughout my nearly 40 years in the industry: CHANGE.

As I look across IntegrITS, every organizational element within the company is experiencing some kind of significant change. Whether it is driven by technological impacts, changes in mission requirements, customer-driven organizational change, or regulatory implications, change is in the air.

I understand that change can be unsettling, but I also want us to remember that change is not just about new strategies, approaches, or structures—it is also about GROWTH. It's an opportunity for us to learn, improve, and continue building a company that meets and exceeds the expectations of our customers. To stay ahead and continue providing exceptional service, we must adapt and evolve. We are already seeing some impressive signs of IntegrITS not only adapting but providing leadership in this change. Take a look at what our Teams are achieving across various IntegrITS locations:

- Teams on the J-Tech II Contract are architecting and implementing a critical Annex 2 range expansion.
- Our Team aboard MATSS is planning and implementing next generation instrumentation upgrades to the vessel.
- Our Teams are leading the charge in providing current and future cybersecurity, readiness & logistics, and financial management solutions to NAVWAR.
- Our individuals and Teams at Edwards AFB are being recognized as top performers amidst advanced technological challenges and organizational change.

It is apparent that you all are leaders in the industry. I am incredibly grateful for you, and please know that I do not take you being a member of the IntegrITS Family for granted. Let us continue to embrace this change with a positive mindset, understanding that each one of us plays a pivotal role in shaping the future of our organization. Together, we can forge a path that leads to unparalleled success, not just for our company, but for our customers and for each one of us.

Please know that our Leadership Team and our Team of supervisors welcome your innovation and feedback as we navigate these changes. Furthermore, I want to assure you that we are committed to supporting you through these transitions by providing the necessary resources, training, and support to ensure that you are confident and prepared to continue meet these new challenges. I am honored, excited, and grateful to be on this journey with each of you.

February Birthdays

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

Randall Craig
Jonathan Cuentas-Ramos
David Daniels
Brisa Darby
Kylie Duran
John Grady

Richard Greenway
Nestor Hernandez Miguel
Dave Horner
Evelyn Riduca Chavez
Michael Seghi
Alberto Viramontes



February 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 week!

David Horner, 15 years
Robert Gholson, 6 years
Henry Valladares, 2 years
Kylie Duran, 2 years
Michael Taylor, 2 years

Daniel Villanueva, 2 years
John Chavez, 1 year
Gabrielle Servati, 1 year
Julius Watts, 1 year

INSERPITY

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MarketPlace

My Account > Benefits > Financial Wellbeing Support

Financial Wellbeing Support

Overview

Financial wellbeing support provided by My Secure Advantage will be available to you and your family and their dependents. There is no cost for Insperity employees or their dependents.

Financial wellbeing support provided by My Secure Advantage includes access to a secure digital platform offering self-help tools to help you reach short-term financial goals, a wide variety of financial topics including retirement planning, debt reduction, and buying a home, and more.

Services will include:

- 180 days per year of unlimited consultation with a dedicated Money Coach
- Confidential financial wellness assessment
- Personalized action plan to meet your financial goals
- Live and recorded video courses/webinars on most financial topics
- Self-service educational resources
- Identity theft prevention and recovery
- MSA Wallet, a secure budgeting tool to link all your accounts in one place
- Over 30 financial calculators

How to use this program

To access these services, visit [insperity.mysecureadvantage.com](#) and create an account. To reach a representative by phone, call 888.724.2262.

My Secure Advantage

ACCESS NOW

Resources

New Parents

Paying for College

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My Secure Advantage Overview

[\(English | Spanish\)](#)

Buying a Home

[\(English | Spanish\)](#)

Financial Wellness Assessment

[\(English | Spanish\)](#)

Identity Theft

[\(English | Spanish\)](#)

ADDITIONAL BENEFIT

Your Financial Well-being Score

Your score is 5.4 out of 10. This indicates a medium level of financial stress. With a little help, you can see your financial situation improve.

5.4 out of 10

Here's what to do next:

Connect with a Coach

A money coach is one of the biggest contributors to your journey. They can help you navigate your financial situation with knowledge and expertise.

Schedule Consultation

2:03

Financial wellbeing support from Insperity

There is no cost to participate. This program, administered by My Secure Advantage, provides 180 days of confidential money coaching per year, as well as educational resources and access to a secure digital budgeting platform.

Click ACCESS NOW to begin.

Tip of the Week

Have you heard the news? Insperity recently launched a new financial wellbeing support benefit from My Secure Advantage. This no-cost benefit includes 180 days of unlimited financial coaching, a confidential wellness assessment, educational resources, budgeting tools and more. [Click here](#) to learn more (note: you will likely be prompted to sign into the Insperity Portal).

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!

Coming Soon

Join us on the second Thursday of February for another Team Spotlight!

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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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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