



# THE INTEGRITY'S DIGEST

FEBRUARY 2, 2023



**THE CEO'S CORNER:  
SURVEY RESULTS**



## THE CEO'S CORNER

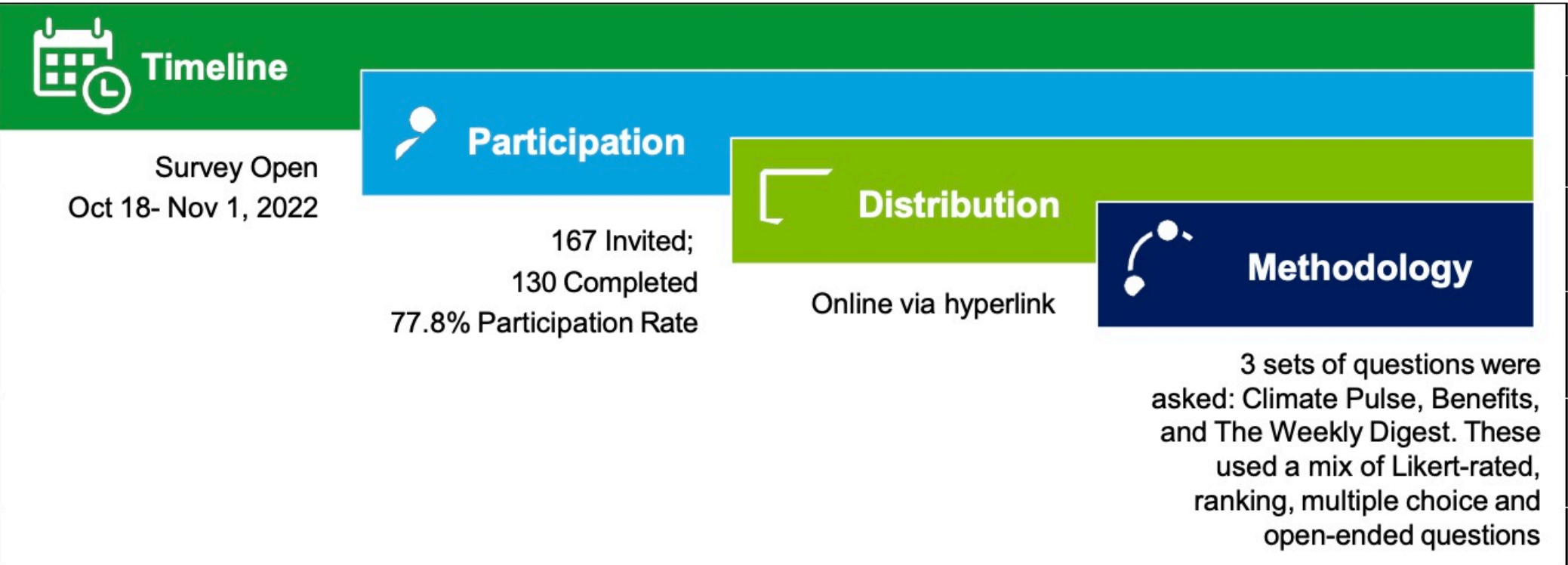
Greetings, IntegrITS Family! January was quite the month for us as a Company. We hit the ground running with day-to-day operations, while collectively grieving the loss of two incredible members of the IntegrITS Family. We have also started the year off pursuing new opportunities that include promising requests for proposal (RFPs) on the horizon. Furthermore, as a Leadership Team, we are constantly taking into consideration the overall health of our organization—the most important element being you, our Team.

In October 2022, we launched our 2022 Climate Pulse Survey which significantly helped us understand our Team's overall satisfaction with their work, benefits, and corporate communications. Thank you to everyone who participated—we were thrilled to have a 78% participation rate, which allowed us to delve even deeper into the statistics of the survey.



# SURVEY RESULTS

As a reminder, this survey was facilitated by Insperity and was completely anonymous. This is how the survey was structured:



Insperity presented the results and a general analysis to us at the end of the year. We received a wealth of great feedback and are continuing to pour through the data and identify our specific action steps—but for now, I want to showcase a few key highlights.

Our overall rating result:

Overall	Favorable	Neutral	Unfavorable
Total	86.3%	9.2%	4.5%

**To give you context for this rating, Insperity shared that an 86.3% overall favorability rating is a phenomenal score as most of their clients average in the low-mid 70s range.**

In analyzing the overall company results and implementing solutions, we will focus on key areas—both positive and negative—to ensure that we continue to make IntegrITS a great place to work.



# SURVEY RESULTS (cont...)

The key climate areas you rated highest:

Question	Favorable	Neutral	Unfavorable
The company understands the importance of maintaining a safe work environment.	93.1%	5.4%	1.5%
This company is a good place to work.	93.1%	4.6%	2.3%
When I joined the company I was made to feel welcome.	92.3%	6.2%	1.5%
I believe that maintaining a motivated, productive workforce is important to the management of this company.	90.8%	5.4%	3.8%

We are grateful for high favorability scores; however, the “neutral” and “unfavorable” scores mean just as much to us.

The key climate areas you rated lowest:

Question	Favorable	Neutral	Unfavorable
The company provides opportunities to grow and develop.	70.8%	19.2%	10.0%
I believe the company is an employer who understands the importance of rewarding and recognizing employees.	76.9%	16.2%	6.9%

Summary ratings for benefits:

	Total (N=130)		
	Favorable	Neutral	Unfavorable
The medical benefits offered by Insperity meet my needs.	81.5%	14.6%	3.8%



## SURVEY RESULTS (cont...)

Summary ratings for the IntegrITS Digest:

	Favorable	Total (N=130) Neutral	Unfavorable
The IntegrITS Weekly Digest has increased my understanding of the IntegrITS Mission and corporate culture.	75.4%	20.0%	4.6%
The IntegrITS Weekly Digest has increased my sense of connection to the Company beyond my immediate team.	72.3%	23.8%	3.8%
The IntegrITS Weekly Digest has increased my knowledge of the Company benefits available to me.	70.8%	24.6%	4.6%
<b>Total</b>	<b>72.8%</b>	<b>22.8%</b>	<b>4.4%</b>

Our Executive Leadership Team is reviewing the statistical data and formulating approaches to reinforce our strengths and to address issues and concerns the employee population raised. In the upcoming months, I will personally meet with local leadership at all our locations to provide more detailed information on the survey results specific to their location and brainstorm action plans for improvement.

As I often say, "You can't address what you don't know," and this survey removed any mystery from our Team's level of satisfaction and concerns. Again—thank you for participating in this survey. I am truly looking forward to delving deeply into these results alongside our entire Leadership Team and taking actionable steps based on your feedback. You have given us a clearer path forward in understanding how we can improve and continue to be a great place to work. I am excited to follow up with you all in the coming months to highlight the ways we've taken action on your feedback.



# LET'S CELEBRATE!

## February Birthdays

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

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

**Richard Greenway**  
**Nestor Hernandez Miguel**  
**Dave Horner**  
**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!**

**Clarence Carter, Jr., 23 years**  
**Ivy Carter, 23 years**  
**Nick Enriquez, 23 years**  
**Mike Sosamon, 23 years**  
**Dave Horner, 14 years**

**Robert Gholson, 5 years**  
**Kylie Duran, 1 year**  
**Michael Taylor, 1 year**  
**Henry Valladares, 1 year**  
**Daniel Villanueva, 1 year**



## TIP OF THE WEEK

If you're starting to think about Valentine's Day, don't forget about the discounts available to us through Insperity's MarketPlace. They have an entire page dedicated to flowers and gifts. Did you know donut bouquets exist? Visit the page here:

<https://www.perksatwork.com/flowers/home#/>

## COMING SOON

We'll be back with another edition of the Digest on Thursday, February 16th.

## 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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