

THE CEO'S CORNER

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Your Voice Matters. Staff Climate Survey 2025

Greetings, IntegrITS Family! One of my goals for the Company every year is that we continue to posture ourselves for improvement, growth, and opportunity. At the heart of this goal is you, the IntegrITS Employee. Your satisfaction with your work, your sense of support from Leadership, your ability to thrive and grow holistically as a member of the IntegrITS Family—these are all considerations that are critically important to the health of the Company. The health and strength of IntegrITS will have a direct impact on how effective we are in serving our customers.

We want IntegrITS to be a positive, constructive, and mutually beneficial place to work, and your feedback is necessary to make that happen. As mentioned in the Digest last week, we have partnered with Insperity to facilitate another Staff Climate Survey. This survey will be sent to all employees, and the results will provide important information and data to the IntegrITS Leadership Team regarding your assessment of corporate communication, benefits, and Company culture.

Our last Staff Climate Survey was hugely successful, and 78% of IntegrITS employees participated. I dedicated my February 2023 CEO's Corner to sharing the results. You can find that newsletter [here](#). After assessing the results from our 2022 survey, IntegrITS leadership across our company began implementing new initiatives to reinforce the areas of strength and to improve areas of concern. For instance, we took specific actions to address our highest unfavorable ratings:

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%

Enhanced Learning & Development Programs – We expanded our training and development offerings in the following ways:

- Instituted broader leadership development and coaching programs at the line and executive levels
- Broadened the educational assistance program to include key certification programs
- Reinforced individual development plans via the integration of measurable goals and objectives in annual performance reviews
- Continued access to online learning platforms to help employees build new skills

Career Pathway Opportunities – To support internal mobility, we are instituting the Executive Leadership Path. This opportunity provides a structured career progression plan that outlines clear development pathways for growth to principal level technical, senior management, and corporate executive leadership careers. *In CY 2024, 100% of our line and executive promotions were to internal employees.*

Your Voice Matters.

Staff Climate Survey 2025 (cont.)

Employee Recognition & Rewards – We enhanced our recognition programs to celebrate the dedication and hard work of our team members via individual and team Spot Awards. We also enhanced performance-based bonus incentives to reward process improvement, innovation, and teamwork. Additionally, throughout the year we showcase individual and team achievements in The IntegrITS Digest.

Feedback & Engagement – Your voice matters. We launched digital platforms, in-person meetings with executive leadership, and frequent team forums with managers and supervisors to encourage open communication. This increased engagement ensures that your ideas, feedback, and concerns help shape the future of IntegrITS.

Next week, we will launch the Staff Climate Survey and begin gathering valuable feedback from all employees using an online survey tool. We are especially interested in your feedback relating to the quality of benefit offerings, work environment, corporate communications/responsiveness and your role and function within the IntegrITS Family.

This information will be used to enhance and maintain IntegrITS as an employer of choice and a leader in our field. We ask that you make it a priority to complete the 10-15 minute survey when you receive the notification. My hope is that we achieve very high participation again.

The survey is completely anonymous and no one at IntegrITS or Insperity will have access to individual feedback at any time during the survey process. Please feel safe to be candid with your feedback, it is very valuable.

Important points to remember:

The survey is completely anonymous!

The survey will be launched next week through e-mail invitation. A survey link will be sent to your e-mail address, so please be sure to look out for the invitation.

If you have any questions about the nature of the survey, please reach out to news@integritys.com and a member of our IntegrITS Survey Team will respond. Thank you in advance for your participation. I look forward to hearing your feedback and learning more about how we can continue to make IntegrITS a great place to work!

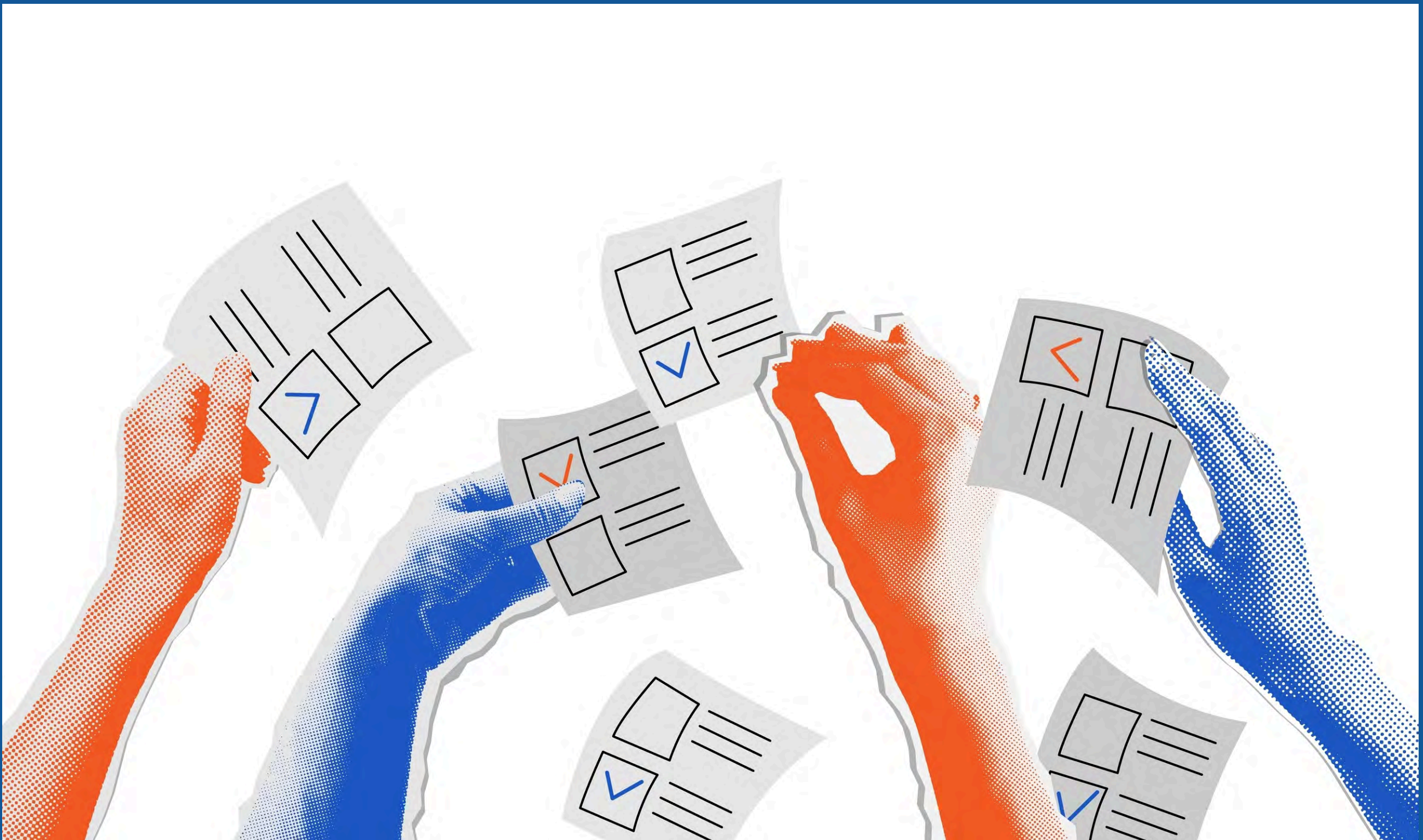
IntegrITS Swag Survey

Share Your IntegrITS Branded Apparel and Bag Preferences

As we prepare to launch our Staff Climate Survey, we are giving you an opportunity to practice your feedback skills a little early. We are looking at different options for IntegrITS branded apparel and/or bags, and we'd like to hear your opinion!

We've put together a very short, one-question survey to help us get an idea of the items our team might be interested in wearing or using. [Click here to complete the survey.](#)

We did not include our usual IntegrITS Trivia in last week's 5th Thursday Check-in, so we're giving you a chance to win a gift card this week. **The first 8 people to respond to this survey will receive a \$25 e-gift card that can be used at hundreds of stores.** You are more than welcome to submit your feedback anonymously, but in order to receive a gift card, you will need to include your name. We look forward to hearing your thoughts!



February Birthdays

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

Kaylee Arellano
Randall Craig
Jonathan Cuentas
David Daniels
Brisa Darby
Kylie Duran

John Grady
Nestor Hernandez Miguel
Dave Horner
Evelyn Riduca Chavez
James Thomas
Jesse Willhite



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 month!

Dave Horner, 16 years
Robert Gholson, 7 years
Henry Valladares, 3 years
Kylie Duran, 3 years

Daniel Villanueva, 3 years
Jeffrey Goff, 1 year
Ismael Gonzalez, 1 year
Seth Garrett, 1 year



Tip of the Week

With Valentine's Day right around the corner, don't forget about the discounts available to us through the Insperity MarketPlace. They even have a specific page dedicated to Flowers and Gifts. [Click here](#) to learn 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 February 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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