



 **A MESSAGE FROM  
THE PRESIDENT & COO**

# A Message from the President & COO



Aloha, IntegrITS Family!

If we have not yet had the opportunity to meet, my name is Steve Fox, and it is my honor to serve as IntegrITS Corporation's President and Chief Operating Officer (COO). Although I am the new to the role of President, I'm not exactly new to IntegrITS. I have been with the Company since 2001, starting out as a Task Manager for the new Pacific Missile Range Facility (PMRF) Range Engineering Support Services business that I brought with me to IntegrITS. Since then, I've worked my way up through the ranks of IntegrITS as a Program Manager, Director, VP for Business Development, VP & COO, and now President.

Throughout this tenure, I've continued to expand and build my body of work across the Company's functional management areas (i.e., technical, management, contracts, finance, human resources, and administration). I have also had the opportunity to travel and work alongside you all at various locations, including working 18 months at Edwards Air Force Base as the Sub Annex C IT Department Head at Annex 1. Over the years, I've continued to help IntegrITS build and guide its brand of service to our customers and our employees across the Company. I am honored to take on this role and am deeply grateful to Mr. Carter's leadership, trust, and confidence in putting me in this position of responsibility.

As we move forward through 2025, you will be hearing more from me as I keep you abreast on some of the key considerations and activities coming up for IntegrITS. One of these key activities is the [IntegrITS Staff Climate Survey](#) that we're conducting right now. If you haven't taken the time to complete the survey, please do! The more inputs we receive, the more we are able to understand how we can make IntegrITS an even better place to work. Your Feedback Matters!

In future messages, I will also be addressing what I call "Excellence in Action." This topic encapsulates the importance of following through on our work efforts and the goals we have set for ourselves and our customers. There is a definite connection between our ability to "follow through" and the successes we experience in our lives and our workplace. Plus, I will take moments to discuss "Lessons Learned Throughout My Career." Every lesson we learn has value, and with 40+ years in the industry, I've learned from both my accomplishments and my opportunities for growth. I will share some key takeaways from these lessons with you all, and it is my hope that we can all learn and grow from them.

I look forward to future communication with you all via *The IntegrITS Digest*! I also hope to visit our various IntegrITS locations and meet you at some point this year. It is my honor to be a part of this amazing IntegrITS Team.



# Reminder: IntegrITS Staff Climate Survey 2025

**The Staff Climate Survey remains open for your feedback through February 25.**

Thank you to everyone who has completed the survey thus far. If you have not already done so, please use the link below to provide your input:

**<https://www.research.net/r/IntegrITS2025ClimateSurvey>**

Insperity has let us know that 57% of employees have completed the survey so far. Help us get this number to 100%!

PLEASE NOTE: If you have technical trouble with the link, contact Richard Bromley, Project and Assessment Consultant for Insperity, at [richard.bromley@insperity.com](mailto:richard.bromley@insperity.com).

We appreciate the opportunity to hear from you and we are so grateful for your time.





## Tip of the Week

The film buffs on our IntegrITS Team are likely looking forward to the cinematic event of the year, The Academy Awards. The award ceremony is in less than two weeks and there is still time to catch up on the films nominated this year, if you are interested. [Click here](#) to view a listing of all the nominees and where you can watch them. For the films still in theaters, don't forget about the movie ticket discounts available to us through the [Insperity MarketPlace](#).



## 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 March 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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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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