



THE INTEGRITS DIGEST

MARCH 2, 2023



**THE CEO'S CORNER:
Our IntegrITS Culture**



THE CEO'S CORNER

Greetings, IntegrITS Family, and welcome to our latest edition of The IntegrITS Digest. Over the years you have observed how IntegrITS Leadership has put great emphasis on providing superior engineering and technical services to our customers. To effectively achieve this goal, we must target and capture the right work, negotiate the right contractual arrangement, and assign the right people.

However, this month I want to highlight what is foundational to our IntegrITS Brand of Service: the values, beliefs, ethics, and attitudes we embrace. This characterizes every aspect of how we engage with our employees, customers, partners, vendors, etc. In this month's CEO's Corner, I'd like to take a moment to talk about the culture we want to encourage and foster within IntegrITS.



The Culture

Integrity is in our name.

(Latin: integritas -atis f. [unimpaired condition, soundness, uprightness, integrity]; of style, [purity, correctness])

Integritys Corporation strives to create a work environment that promotes integrity, friendliness, mutual respect, good citizenship, loyalty, hard work, and the pursuit of excellence. We believe that a shared philosophy reinforces our cooperative accomplishments. We want to be very forthright about the kind of company we strive to be, through leadership example, orientation, and a constant look to recruit, attract, and retain employees who share our core values.

We are Committed to Operating with the Highest Ethical Standards

We conduct our business using the highest legal and moral standards, with the guiding principles of honesty and integrity as the basis for our decisions. We strive to be a company that employees are proud to work for, investors are confident to invest in, and customers are delighted to do business with.

We are a Company that can be trusted. Our employees, customers, and investors alike can rest assured that we will do right by them, that we will do what we said we would do, and that we will never “cut corners.”

We are Customer Oriented

We are committed to ensuring the success of our customers through our products and services, understanding that by truly comprehending and satisfying their needs, we have ensured our success as well.

Even if we have made a profit, yet we have not satisfied the customer—this is not success for us. Our success is predicated on our ability to set our clients up for success, for “We Measure Our Success by That of Our Customers.”



The Culture (cont.)

We Have Respect and Trust for Each Other

We interact with each other with the highest level of professionalism. We trust the abilities and motivations of our employees and colleagues, and treat them with respect in all situations. We also support our employees leading a life balanced between professional and personal responsibilities and fulfillments.

Working with us isn't just about getting the work done. It's also about how we've gone about doing that work. Are we professional? Are we kind? Are we respectful? One can be the most skilled individual, but if they are unable to work respectfully with others, they are not a good fit for IntegrITS. Also, our Employees are more than simply employees—they are members of the IntegrITS Family. They are humans with passions and responsibilities beyond work and they deserve to have space to fulfill those responsibilities.

We are Accountable and Hold Each Other Accountable

We are a team with success as our collective goal. We make and keep our commitments to each other, clients, partners and vendors. The standards to which we hold others are the same standards we hold for ourselves. We accept challenge and responsibility for ourselves, while empowering others wherever possible.

We are all accountable to one another—regardless of our position in the Company. Accountability begins within, and we practice what we preach.

We Promote Professional Growth

We recognize that a company is greater than the sum of its parts, so we seek to hire the best people, and encourage their growth as professionals and individuals.

We expect our Company to progress, innovate, and flex with the changes in our world and industry. Our People are our greatest asset in doing this, and we hold a core responsibility to helping our Team grow professionally and as individuals. We are a People who are always learning and seeking out how we can best do our jobs and meet the demands of our industry and society as a whole.



The Culture (cont.)

We Run Profitably

We recognize that profitability is the benchmark of success that reflects our contributions as a team and our judicious use of capital.

We are financially responsible and prioritize ensuring that IntegrITS is profitable and poised for financial health in the years to come.

We Go the Extra Distance to Win

We are winners. We are driven by an unyielding desire to achieve our goals, and go the extra distance to accomplish them. We take educated risks, learn from our mistakes and our successes, and endeavor to always exceed the expectations of our customers, our employees, our colleagues, and our investors.

We want to be the best and be known as the best. We value innovation—even if it means taking educated risks that might end in failure. We will learn from it. We are a Team that perseveres and that is always looking for new ways to meet the needs of our stakeholders. We problem solve until we find a solution. We go above and beyond.

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One of my goals this year is to help our growing Company understand and take ownership of these core cultural values. They have been critical to IntegrITS' success thus far, and I deeply believe that an ownership of these values across the entire IntegrITS Team will lay a foundation for future successes. I encourage you to read through these values again and consider what each tenet means to you personally. For unofficial extra credit, go a step further and tell your manager about a value that especially stood out to you.

We have also created a one-pager that you can print out and post in a location on your desk or workstation that can be easily seen (if possible). We attached this document to the Digest notification email, or you can [click here](#) to download and print. I challenge us all to keep these values at the forefront of our minds in 2023. I hope that we all continue to carry our IntegrITS culture deeply as we progress as a Company and as individual professionals in the years to come. Onward and upward!



LET'S CELEBRATE!

March Birthdays

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

Harry Beatty
Gina Darcy
Nathan Dowd
Jonathan G.
Robert Gholson

Garry Goforth
Omar Gonzalez
Sean Holst
Mara Ramos
Onofre Rosario

March 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!

Jeff Deis, 10 years
Jason Ellis, 7 years
Brandon Diaz, 2 years

Estefanie Esteves, 1 year
Garrett Jew, 1 year
Travis Parker, 1 year



TIP OF THE WEEK

Don't forget about the free access we have to Insperity's Community Online Academy (COA) as IntegrITS Employees. COA offers live classes every Thursday, as well as a video hub where you can view recordings of previous classes. There are so many classes available that touch on a variety of topics ranging from fitness to finance to leadership...and even group piano lessons!

COMING SOON

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

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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