



 **THE CEO'S  
CORNER**



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# Updates on Q1 2025

Greetings, IntegrITS Family! We've had a busy first quarter and I want to personally thank each of you for your patience, dedication, and adaptability as we have continued our transition to the new IntegrITS ERP system. I also want to thank you for taking time from your busy schedules to participate in our IntegrITS Staff Climate Survey 2025. Both initiatives are very important, and your continued support and feedback are invaluable in helping us shape an efficient workplace that supports both our collective success and our individual growth.

The IntegrITS Staff Climate Survey is more than just a check-in; it's an opportunity for us to reinforce our strengths while also identifying areas where we can improve. By understanding where we excel and our opportunities for growth, we create a stronger and more engaging workplace for everyone. All of your inputs are being collated and analyzed by our trusted third-party partner, Insperity, ensuring that we gain objective and actionable insights. Once the final report is complete, we will share the results and work together across the company on meaningful steps forward.

Now for the elephant in the room. We are currently navigating our industry's evolving landscape that is being shaped by recent directives and workforce / budget changes coming from Washington, D.C. I want to acknowledge the uncertainty that many of our customers are facing, and naturally, we are monitoring closely to assess potential impacts to us as well. We recognize that these sweeping changes raise questions about our customers' future, and I want you to know that we are monitoring the situation closely across our customers and the Company. However, because 100% of our business is directly tied to DoD Force Readiness & Sustainment, we believe IntegrITS is in a good place. While we may not have all the answers yet, what remains unchanged is our commitment to resilience, adaptability, and supporting one another and our customers.

Closing on a more positive note, I am pleased to announce that Integrits Corporation, as a member of the Joint Tactics & Technologies Team, was awarded another 5-year contract providing Cybersecurity Assessment and Authorization (A&A) and Information System Security Engineering Support Services to the Program Manager, Warfare (PMW 130) Information Assurance, and Cyber Security Office at the Naval Information Warfare Systems Command (NAVWAR) in San Diego, California. Our Team's dedication and excellent work continue to be the foundation of our success, and I extend a special thanks to Jason Ellis, Blesilda Cablayan, and Rui Almazan for their stellar performance. The excellence of their work has made it possible for IntegrITS to continue serving this important customer for over 12 years. Bravo Zulu – Job Well Done!

As Q1 2025 comes to a close, I am continuously grateful to work alongside our incredible IntegrITS Team. Know that our Leadership Team is committed to supporting you through these times of uncertainty, and we believe opportunities lie ahead for our Company. Have a great month of March, and I look forward to connecting with you again next month in The CEO's Corner.

# March Birthdays

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

Harry Beatty  
Gina Darcy  
Nate Dowd  
Robert Gholson  
Jeffrey Goff  
Garry Goforth

Omar Gonzalez  
Sean Holst  
Joe Lacar  
Jep Rosario  
Michael Rush Jr.  
Tristen Trias



# 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 month!**

Jeff Deis, 12 years  
Jason Ellis, 9 years  
Garrett Jew, 3 years  
Travis Parker, 3 years  
Martin Gonzales, 2 years  
Kelsea Hoff, 2 years

Joe Lacar, 2 years  
Michael May, 2 years  
Walter Mondale Mendez, 2 years  
Rini Patricio, 2 years  
Helen Reyes, 2 years

Jorge Ruiz, 2 years  
Palemene Siu, 2 years  
Alii Siu-Auelua, 2 years  
Bobby Fulgham, 1 year  
Erick Paz, 1 year



# IntegrITS Staff Climate Survey: THANK YOU!

A huge thank you to everyone who participated in our IntegrITS Staff Climate Survey 2025! We are thrilled to announce that we had an 81% participation rate. Insperity will spend the next few weeks assessing the survey results, and we look forward to sharing the survey findings with you in Q2 2025.





## Tip of the Week

If you enjoy meal prepping and are looking for new recipes, we came across a list of 34 meal prep ideas. [Click here](#) to learn more. And don't forget about the discounts on meal prep kits that we have access to through the Insperity MarketPlace. [Click here](#) to browse the various discounts.



## 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 March 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](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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