



 **TOTAL  
COMPENSATION**



# THE CEO'S CORNER







# Total Compensation

Greetings, IntegrITS Family! I hope you and your families had a wonderful February—and that you enjoyed the extra (leap) day. The first quarter of the year is always an interesting balancing act for me. Of course, I have to ensure that we're implementing our goals for the new year, but I also spend much of my time recapping the previous year. One of the reports the Leadership Team is excited to share with you soon is your 2023 Total Compensation Statement.

Your annual Total Compensation Statement will be distributed shortly as part of our dedication to transparency and support for your career development. Total Compensation Statements aim to offer a comprehensive overview of the benefits you receive as a valued member of our Team, going beyond your salary. Here is what you will find in your statement:

- **Base Salary:** Your annual gross salary, reflecting your direct compensation.
- **Bonuses/Incentives:** Details of any performance-related bonuses or incentive plans you've participated in.
- **Retirement Contributions:** Our contributions to your future, including 401(k) matching or other pension plans.
- **Health and Wellness Benefits:** A summary of your health insurance, dental, vision, and any wellness programs or perks.
- **Additional Benefits:** Information on life insurance, disability insurance, education assistance, and other unique benefits you receive as part of our Family.

It is essential to have a comprehensive understanding of your compensation package. It is more than just the salary; it is about our commitment to your health, future, and overall well-being.

We acknowledge that compensation can often be intricate. If you have any inquiries regarding your statement, or if you would like to delve deeper into it, please feel free to contact HR or your manager. We are committed to ensuring you have all the necessary information and support.

As our company progresses and expands, we are committed to improving our benefits packages to better align with your needs and goals. These statements serve as a foundation for discussions about your career path, professional objectives, and how we can assist you in reaching them. We hope you are able to see our dedication to creating a supportive and rewarding work environment.

I can confidently say on behalf of our Leadership Team and Supervisors that we are grateful for your hard work in 2023, and we look forward to working alongside you to make 2024 an even greater success!

# March Birthdays

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

Harry Beatty  
Gina Darcy  
Nathan Dowd  
Robert Gholson  
Jeffrey Goff

Garry Goforth  
Omar Gonzalez  
Sean Holst  
Joseph Lacar  
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!**

Ivy Carter, 24 years  
Jeff Deis, 11 years  
Jason Ellis, 8 years  
Brandon Diaz, 3 years  
Garrett Jew, 2 years  
Travis Parker, 2 years

Martin Gonzales, 1 year  
Kelsea Hoff, 1 year  
Joseph Lacar, 1 year  
Michael May, 1 year  
Walter Mondale Mendez, 1 year  
Rini Patricio, 1 year

Helen Reyes, 1 year  
Jorge Ruiz, 1 year  
Palemene Siu, 1 year  
Alii Siu-Auelua, 1 year  
Matthew Tamane, 1 year





## SPRING FORWARD

### Tip of the Week

Believe it or not, Daylight Saving Time begins this weekend! Don't forget to "spring" your clocks forward an hour on Sunday, March 10.

### 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!

### Coming Soon

Join us on the third Thursday of March for our quarterly message from Cooper Capital Group in "On Target with CCG."



# 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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