



## **THE CEO'S CORNER**



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# IntegrITS Family Roundtable

Greetings, IntegrITS Family! I hope you are doing well and keeping safe. When we began the year, I thanked you all for your interaction and feedback regarding The CEO's Corner. I can't express enough how important open lines of communication are to me, and in today's message, I'm going to ask for your help and feedback.

We have a formal Staff Climate Survey that will launch towards the end of 2024, but to be frank, that's simply not enough. It's an incredibly valuable tool that yields invaluable insight, but I'd like to hear from you more often, both formally and informally. So, today I'd like to "gather" you all together for what I'm calling an "IntegrITS Family Roundtable."

As we move forward into what's being coined as the "new normal," it's a good opportunity for us all to reflect on the dynamics of the past few years and the challenges we've all experienced together. The pandemic and its post-transition period have changed our lives and the way we operate in ways that were unimaginable just a short time ago. These weren't challenges we asked for, but they did afford us some lessons learned and opportunities for innovation and growth.

The resilience, innovation, and spirit of cooperation you all have shown in the face of unprecedented circumstances have been nothing short of inspiring. There is no way for us as a company to simply go back to how things were. Instead, it's crucial for us to pause, reflect, and harness the invaluable lessons we've learned along the way.

Reaching out in this manner is my way of gathering your input so that I can better understand where you're coming from. Your experience, insight, and suggestions are more important now than ever and we want to integrate the totality of our corporate learnings into our path forward. We want to build a stronger, more agile, and more cohesive future for IntegrITS. I've asked our Corporate Communications Team to build a quick survey asking you the following questions:

1. **Key Lessons Learned:** What was your biggest takeaway while working during the pandemic and its post-transition period?
2. **Challenges Faced:** What hurdles did you encounter? How did you get over them? Learning more about your experience will help us build up better support structures moving forward.
3. **Collaboration and Communication:** What have you learned about the ways you communicate and collaborate? Are there new tools or methods that we should: 1) start using, 2) stop using, and/or 3) continue to use?
4. **Work-life Balance:** The pandemic and its post-transition period has undoubtedly affected work-life balance. What lessons can we take forward to support a healthier balance for all team members?
5. **Innovation and Problem-Solving:** How has our approach to innovation and problem-solving shifted during this time? What practices should we retain or enhance?

# IntegrITS Family Roundtable (cont.)

6. **Employee Well-being and Support:** The importance of supporting each other has never been clearer. How can we better support employee well-being and professional growth in our new normal?
7. **Suggestions for the New Normal:** What changes do you want kept or introduced as we progress?

**Please [click here](#) to access the IntegrITS Family Roundtable survey. Your survey responses are submitted anonymously, however, we've provided a space at the end of the survey where you can include your contact details should you want the Corporate Communications Team to contact you directly for follow-up.**

Your feedback will not only allow us to make sure our operational model is strong, but your voice also ensures that the model represents everyone's input and wisdom collectively. I commit to not only listening, but also acting on the insights we gain. I urge you to take advantage of these opportunities. Speak up in team meetings, participate in our forums, or reach out directly to your managers or members of the Executive Leadership Team.

***Every voice matters, and every idea has the potential to propel us forward.***

Together, through genuine and open two-way communication, we will achieve our goals and create a workplace that is vibrant, inclusive, and forward-thinking. I can't wait to hear your thoughts and learn from you!

**Click Here:  
IntegrITS  
Family  
Roundtable  
Survey**



# April Birthdays

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

Ana Basada  
Sarah Carter  
James Crockford  
Elise Finley  
Douglas Langemo  
Jim Lyon  
Henry Meneses

Mikhaiel Mougala  
Rodrigo Munoz  
Andre Nguyen  
Justin Vermette  
Laura Villarreal  
Chad Wilcox  
Ronald Workman



# April 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!**

Jim Lyon, 23 years  
Christopher Nelson, 12 years  
Laura Villarreal, 7 years  
Louis Galluzzi, 3 years  
Christopher Roberts, 2 years

Kevin Loewe, 1 year  
Cesar Lopez, 1 year  
Dylan Rosado, 1 year  
Enos Vazquez Hernandez, 1 year

# Q1 New Hires

A warm welcome to our new hires who joined IntegrITS in the first quarter of 2024! We are so honored to have you on our team.

**Bobby Fulgham**  
**Seth Garrett**  
**Jeffrey Goff**  
**Ismael Gonzalez**  
**Harriett McCain**

**John Nguyen**  
**Erick Paz**  
**Ryp Ring**  
**Kenneth Slater**







## Tip of the Week

If spring cleaning is a goal of yours this season, you might find this spring cleaning checklist we found to be helpful. [Click here](#) to access the checklist.

## 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 April for another Team Spotlight!



# 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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