



THE INTEGRITY'S DIGEST

APRIL 6, 2023



THE CEO'S CORNER
People, Processes, & Technology



THE CEO'S CORNER

Greetings, IntegrITS Family! Welcome to a new season and a new quarter (Q2 CY2023). I am thrilled to share that IntegrITS had a fantastic CY2023 first quarter with the win of the MATSS Vessel Support Contract serving as a great kickoff to the year. We have exceeded our goals in several key areas, including revenue growth, customer expansion, and broadened service offerings. A special thanks to each of you for your tireless efforts over the past few months. It is because of your commitment to excellence that we have been able to achieve such impressive results.

As we continue to navigate this rapidly changing market, we believe that staying ahead of the curve requires a deep understanding of the markets in which we operate. We are committed to conducting ongoing research and analysis to better understand market trends and customer needs. We will continue to leverage that knowledge in order to create innovative solutions that deliver the best value and solution to our customers.



With that, I'd like to take a moment to share with you our vision for the future of our company—particularly as it relates to our approach to people, processes, and technology. We believe these three elements are the foundation of our success, and that by investing in them strategically, we can continue to achieve our goals and drive growth.

First and foremost, we believe in investing in our people. The IntegrITS Family is our most valuable asset, and we are committed to creating a workplace culture that is inclusive, supportive, and focused on individual and team development and achievement. This includes providing opportunities for:

- 1) Ongoing Training and Education
- 2) Career Growth
- 3) Promoting Work-Life Balance and Wellness Initiatives

Secondly, we are dedicated to continuously refining and improving our processes. In order to remain competitive, we must be agile, efficient, and responsive to changing market demands. That means streamlining our workflows, embracing automation and new technologies, and fostering a culture of continuous improvement and innovation.

Finally, we recognize that technology is central to everything we do. Technology plays a critical role in our success—whether we are delivering products and services to our customers or facilitating our internal operations. Looking ahead, we have some exciting plans in the works. We are investing in new technology to enhance our products and services, as we explore new markets and partnerships to expand our reach. We are also making workforce development investments in cutting-edge technologies to enhance our capabilities, enabling the delivery of even greater value to our customers.

As the year progresses, we will continue to highlight the specific investments we are making in our people, processes, and technology. I will share more details in future editions of The CEO's Corner, but you will also notice these investments taking place in real-time as your supervisors introduce new initiatives and facilitate discussions with you surrounding these topics.

By being market smart and focusing on people, processes, and technology, we believe that we can continue to grow and thrive in an ever-changing business landscape. In short, we have a lot to be proud of and a lot to look forward to. Thank you for your continued hard work and dedication to our shared vision. I am confident that, together, we can continue to achieve great things.



LET'S CELEBRATE!

Q1 New Hires

A warm welcome to our new hires who joined IntegrITS in the first quarter of 2023! We are so honored to have you on our team.

John Chavez
Scott Clarke
Spencer Davis
Jeff Glushien
Martin Gonzales
Kelsea Hoff
Joe Lacar
Mike May
Walter Mendez

Rini Patricio
Helen Reyes
Jorge Ruiz
Gabrielle Servati
Mengey Siu
Alii Siu-Auelua
Tony Soetaert
Matthew Tamane
Julius Watts

April Birthdays

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

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

Mike Mougala
Andre Nguyen
Tony Soetaert
Justin Vermette
Laura Villarreal
Chad Wilcox

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, 22 years
Christopher Nelson, 11 years
Laura Villarreal, 6 years
Alberto Lopez, 4 years

Louis Galluzzi, 2 years
Zack Goodreau, 2 years
Raul Mendoza, 2 years
Christopher Roberts, 1 year



Tip of the Week

If you're still reeling from the price of eggs, decorating Easter eggs this weekend might not be an undertaking you are excited about. We feel the same way and have scoured the internet for alternative options. We came across a list that you might find helpful: [click here](#). This list includes ideas like dying marshmallows, Easter egg ornaments, and so much more!

COMING SOON

We'll be back on the third Thursday of April with an exciting Team Spotlight.

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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