



 **DID YOU
KNOW?**

Did You Know? *The IntegrITS Digest*

Warmest greetings to the IntegrITS Family!

Did You Know??? The first issue of *The IntegrITS Digest* was sent out on January 6th, 2022. A total of 111, including this issue, have been planned, written, edited, and distributed to an expanding IntegrITS Family. In the 40-month run of *The IntegrITS Digest*, there was name change from *The IntegrITS Weekly Digest* to our current name, *The IntegrITS Digest* (denoting a shift from weekly to bi-weekly frequency). We've shared numerous Team Spotlights, testimonies of Operational Excellence, informational "Did You Know?" newsletters, monthly messages from the CEO, and writeups from our trusted partners like On Target with CCG. We've learned how to be flexible and adjust our planned topics based on current events or emergent news that needs to be addressed. We are sure you know the expression "the only constant is change." *The IntegrITS Digest* has seen its share of change, but the one constant with the Digest has been its editor—Sarah Carter.

At the beginning of 2025, Sarah was promoted to Chief Communications Officer for IntegrITS. This new position places Sarah in an Executive Leadership Team role with the focus of defining and crafting the "voice" of IntegrITS, unifying our internal and external message. This is a significant effort that Sarah initiated upon her return to IntegrITS in 2020 as Senior Communications Analyst. Sarah has been an instrumental teammate working on and maintaining our integritys.com website, SharePoint services, IntegrITS policies and procedures, and multiple branding solutions for the Company.

Now, let's step back just a little bit to learn a little bit more about Sarah, beyond how hard she works to support and enhance corporate communications at IntegrITS. Sarah has been supporting IntegrITS since the first day of its founding in 2000, as she also calls our CEO and CFO dad and mom. She served as an intern throughout college and became an employee for a few years beginning in 2014.



In November of 2019, Sarah began a Leave of Absence from IntegrITS to pursue a deep passion of her heart – social justice and community transformation. Sarah traveled to Yangon, Myanmar with a 2-year commitment to lay a foundation for long term support of those living in the poorest areas of the city. So many of us are still in awe of Sarah and her drive to take up this mission, moving on her own to a distant continent with a completely unique culture, foreign language, political challenges, and civil strife. We know she would have done great things for the Myanmar people had it not been for the COVID-19 pandemic and having to return to the States. Regardless, Sarah still has a heart for service to others.

Did You Know?

The IntegrITS Digest (cont.)

Sarah is now based in Raleigh, NC and when she is not out walking her rambunctious dog, Langston, you will find her enjoying the arts—especially live music and theater.



Many of you already know Sarah, and perhaps this edition of the Digest helped you learn something new about her. If you have not yet met Sarah, now you have some insight into what a wonderful employee and person she is. We all look forward to continuing to experience the fruit of her efforts to craft and set the tone of the IntegrITS Voice.

This “Did You Know?” was written by Jim Lyon, our Corporate Compliance Officer, and edited by *The IntegrITS Digest* editor slightly...or greatly!



Employee Referral Program: Raffle Winners!

We are excited to announce our Q3 2024 and Q4 2024 and Q1 2025 Employee Referral Program raffle winners! These individuals referred an applicant to one of our job openings, and in several cases, the applicants were hired. Thank you to everyone who shared one of our job openings, and a special congratulations to our winners! Our HR Team will follow up with you soon to coordinate the delivery of your gift card.

Q3 2024 Winners

\$500 Gift Card Winners:
Jonathan Sermeno
Ron Workman

\$250 Gift Card Winner:
Ernesto Gonzalez

Q4 2024 Winners

\$500 Gift Card Winners:
James Thomas
Wilmon Hubbard

\$250 Gift Card Winner:
Amy Barahona

Q1 2025 Winners

\$500 Gift Card Winners:
Garrett Jew
Angela Gard

\$250 Gift Card Winner:
Jack Spreng



Tip of the Week

Would you like to spend less time on your phone? We came across an article discussing the impact of smartphone use on one's body and mind, as well as a tip for practicing "tech breaks." [Click here](#) to learn more. There are also a number of screen time apps that can support one's journey to reducing smartphone usage. For example, we recently learned about an app called [Screen Zen](#) that helps users "pause before opening apps, track usage, and set limits to break the cycle of endless scrolling."



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 first Thursday of May for another message from Mr. Carter in The CEO's Corner.

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.

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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You are receiving this email because you are one of our incredible IntegrITS Employees, or you are an extended member of the IntegrITS Family.

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