



## **THE CEO'S CORNER: SURVEY RESULTS**



# THE CEO'S CORNER



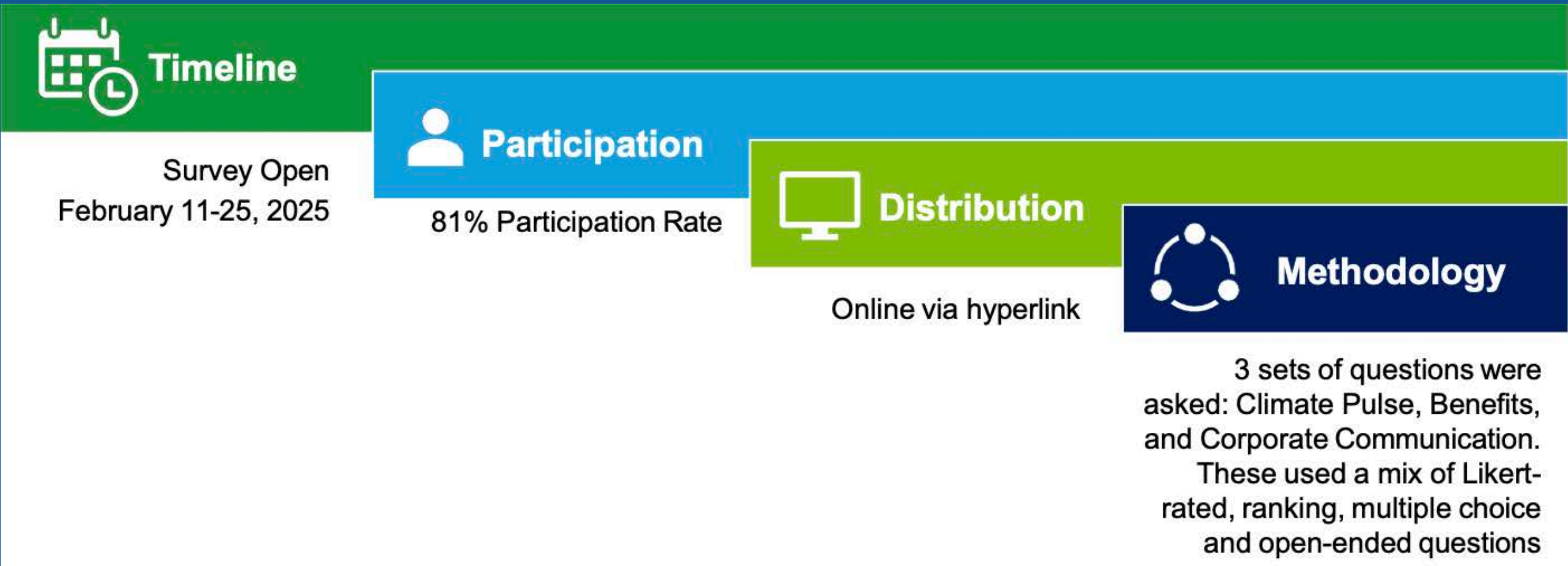




# Staff Climate Survey 2025: The Results

Greetings, IntegrITS Family! Insperity completed their assessment of our Staff Climate Survey, and they have shared the results with us. Before I get into the details, I want to begin by thanking each of you who took the time to participate in our survey. I am blown away that 81% of you completed the survey, and your feedback is not only appreciated—it is essential. The responses we received were thoughtful, honest, and insightful. I want you to know that I have personally reviewed the findings in great depth. Your voice matters, and your input will drive meaningful conversations and actions throughout our organization.

As a refresher, the Staff Climate Survey was launched in February 2025. The following graphic provides a summation of the timeline, participation rate, and methodology used for the composition and distribution of the survey.



Compared to our last survey, I'm pleased to share that we saw improvements across **every** category—including overall staff climate, benefits, and corporate communications. While we still have work to do, the trend is clear: we are moving in the right direction—together.

## HERE'S A QUICK SNAPSHOT OF WHAT YOU TOLD US:

Overall	Favorable	Neutral	Unfavorable
2022 Total	86.3%	9.2%	4.5%
2025 Total	90.3%	7.8%	1.9%
Variance	+4.0%	-1.4%	-2.6%

The results showed encouraging movement across the board: favorable responses increased in every category, while both neutral and unfavorable responses declined. This tells us that not only are more employees feeling positive about their experience here, but fewer are feeling disengaged or uncertain. It's a strong signal that our collective efforts are making a difference.



# Staff Climate Survey 2025: The Results (cont.)

## TOP STRENGTHS OVERALL

As we reviewed the results, several clear strengths emerged that reflect the heart of our culture and the dedication of our teams. These areas stood out as consistent highlights across the Company and form a strong foundation for our continued growth. *Note: the “Benchmark Favorable” column represents the average favorable score the question received across all Insperity clients who facilitated a climate pulse survey.*

Question	Favorable	Benchmark Favorable	Neutral	Unfavorable
The company understands the importance of maintaining a safe work environment.	96.7%	86.9%	2.6%	0.7%
I would recommend this as a good place to work to my family and friends.	96.1%	75.4%	3.3%	0.7%
I believe that maintaining a motivated, productive workforce is important to the management of this company.	95.4%	87.5%	3.3%	1.3%
When I joined the company, I was made to feel welcome.	95.4%	88.0%	3.9%	0.7%
This company is a good place to work.	95.4%	81.7%	3.9%	0.7%

## GREATEST IMPROVEMENT – INCREASE IN FAVORABLES

In addition to our overall progress, several areas showed the most significant gains in favorable responses since the last survey. These improvements reflect where our focused efforts and your feedback are truly beginning to take hold—and they point to where positive momentum is building within the organization.

	2025 Favorable	2022 Favorable	Benchmark Favorable	Favorable Variance
The company provides opportunities to grow and develop.	83.7%	70.8%	66.7%	12.9%
I believe the company is an employer who understands the importance of rewarding and recognizing employees.	84.3%	76.9%	64.0%	7.4%
I would recommend this as a good place to work to my family and friends.	96.1%	89.2%	75.4%	6.8%
I believe that maintaining a motivated, productive workforce is important to the management of this company.	95.4%	90.8%	87.5%	4.7%
Employees are able to balance work and family life without consequence.	88.2%	83.8%	74.2%	4.4%



# Staff Climate Survey 2025: The Results (cont.)

## GREATEST IMPROVEMENT – DECREASE IN UNFAVORABLES

Encouragingly, we also saw notable decreases in unfavorable responses across several key areas. These declines suggest that targeted improvements are resonating and that challenges previously identified are beginning to be addressed in meaningful ways.

	2025 Unfavorable	2022 Unfavorable	Benchmark Unfavorable	Unfavorable Variance
The company provides opportunities to grow and develop.	4.6%	10.0%	11.7%	-5.4%
I would recommend this as a good place to work to my family and friends.	0.7%	4.6%	7.8%	-4.0%
Employees are able to balance work and family life without consequence.	2.6%	6.2%	10.0%	-3.5%
I am able to speak openly and be straightforward with my manager about work concerns.	2.0%	5.4%	7.3%	-3.4%
I plan to be with this company for the next two years.	2.0%	5.4%	6.5%	-3.4%

## SUMMARY

I'm proud to share that our results are performing well above industry benchmarks across all categories—a clear reflection of the exceptional culture we've built together. But let me be clear: outperforming the benchmark does not mean we've arrived. It simply means we're on the right path, and we must stay committed to continuous improvement, listening, and growth.

These results give us a clear and honest picture of where we stand. They confirm that we've made meaningful progress, but they also highlight areas where we can do more to make sure that "Our Best is the Best There Is." Again, this survey isn't about grades—it's about guidance. It is a tool to help us understand where we're thriving and where we need to grow. We are committed to taking what you've told us and turning it into tangible change.

Here's what you can expect next:

- Briefings at Your Location. The Executive Leadership Team will be making visits to all locations to personally brief you on the results in greater detail by location, generation, and tenure. You will also have the opportunity to share feedback during these meetings.
- Implementing Focus Groups. Over 50% of survey respondents indicated an interest in participating in a focus group, and we plan to gather focus group(s) to help better assess opportunities for improvement across all organizational elements of the Company.

# Staff Climate Survey 2025: The Results (cont.)

- Strengthening Individual Development Plans. We plan to strengthen our individual development plans to provide greater clarity around career growth, promotions, and development opportunities.
- Improving Communication. We will continue to work to improve communication across the Company and increase visibility of senior leadership.

This is not about checking a box or doing something once—it is about shaping a culture where everyone can do their best work and feel part of something meaningful. We began by listening, and we look forward to continuing this initiative through consistent, thoughtful action.

Thank you for speaking up. Your voice is helping shape the future of IntegrITS, and I am excited about where we are headed...together.





We are thrilled to announce that our 25th Anniversary celebration will be held on October 4, 2025 at the [Marriott Marquis San Diego Marina](#)! Festivities will include dinner, speakers, music, and more. The entire IntegrITS Family from all our locations are invited to attend, and we look forward to making it an experience that is worth the trip. A formal invitation will be sent out in the coming weeks with event details and information on our discounted room rate block at the Marriott Marquis. In the meantime, mark your calendars and we hope you all can attend!

## IntegrITS 25th Anniversary Celebration

# SAVE THE DATE

October 4, 2025

Marriott Marquis San Diego Marina  
San Diego, CA



# May Birthdays

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

**Anthony Baca**  
**Jeff Deis**  
**Jason Ellis**  
**Mark Equihua**  
**David Evans**  
**Paul Farnam**  
**Louis Galluzzi**

**Wilmon Hubbard**  
**Kevin Loewe**  
**Dimas Mancia Mena**  
**Julia Mercado**  
**Chris Nelson**  
**Jacob Poepoe**  
**Tony Purcell**

**Matthew Reed**  
**Helen Reyes**  
**Chris Roberts**  
**Chad Russ**  
**Alii Siu-Auelua**  
**Vanessa Valdez**  
**David Vance**



# May 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!**

**JC Crouch, 6 years**  
**Elise Finley, 6 years**  
**Gary Carr II, 3 years**  
**Mark Potter, 2 years**  
**Matthew Reed, 2 years**

**David Evans, 1 year**  
**Tremayne Mcdonald, 1 year**  
**Michael Rush Jr., 1 year**  
**James Thomas, 1 year**





## Tip of the Week

New York Life is offering an annual enrollment opportunity from May 12-23. Eligible employees and dependents can elect or increase voluntary term life coverage by one-time covered earnings, up to the guaranteed issue amount, without providing proof of good health. [Click here](#) to learn more.



## 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 May 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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