



**THE CEO'S
CORNER**

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Music as a Metaphor

Greetings, IntegrITS Family, and welcome to the month of June! As I thought about what I wanted to write in this month's CEO's Corner, I was reminded of the days I would sit with my trombone and conjure up new musical compositions. It might be a surprise to many of you to learn that my first ever profession was as a jazz musician. From the moment my fifth-grade teacher put a flutophone in my hands, I was hooked on creating music. I would eventually graduate to the trombone, and I spent my entire adolescence and early adult years with music as my passion and primary focus in life. I'll save the story of how I went from playing jazz clubs around the country to founding IntegrITS for another day. However, in today's Digest I'd like to use music as a metaphor for how we might navigate the unprecedented times we are living in.

If you've ever played in a band, sung in a choir, or even just lost yourself in a great piece of music, you are familiar with that special moment when everything clicks. When the timing, harmony, melody, and rhythm all come together. Every individual part plays an important role, but it's when they come together that something incredibly powerful is created.

This phenomenon is exactly what I am already seeing mirrored across our company, and I'd like to encourage us to lean into it. We're in the middle of a time that is anything but ordinary. Government priorities are shifting, customer needs are evolving, and technology is moving faster than ever. This isn't just a moment to adjust, it is a moment to lead and execute with creativity and courage. Like great musicians, we must anticipate and play the changes, not just react to them.

In jazz, improvisation isn't just making it up as you go—it is being so in tune with the moment that your response is seamless. It is a mastery of responding to change in real-time. That's the kind of innovation we're aiming for. Achieving this innovation requires all of us to participate, regardless of our roles. We must trust one another, bring bold ideas to the table, and stay in sync even when the flow changes.

Because here's the truth: greatness doesn't come from solo performances. It comes from the collective harmony we build together. It comes from truly listening to one another, adapting as one, and showing up with purpose. The same skills that make music unforgettable must shape how we move forward as a team. In a world that prizes speed and efficiency, it's easy to forget the value of collaboration. But those are the things that set us apart.

So, let's think like composers and perform like an ensemble. Stay agile. Stay connected. And let's keep turning challenges into opportunity—and turning technology into solutions. Let's make something extraordinary happen together.

June Birthdays

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

Jessica Barrozo
Floyd Buckley
Ivy Carter
Aaron Cope
Chris Dick
Bill Dubois
Frank Dydek
Larry Hook

Ed Lopez
Veronica McGrew
Thanh Nguyen
Ed O'Rourke
Tristen Paletta
Rick Ponzo
Faith Ryder

Daniel Strasburg
Matt Terui
Andrew Valencia
Daniel Villanueva
Michael Vincent
Tony Wieder
Bianca Yoosefian



June 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!

Clarence Carter III, 10 years
Elise Finley, 6 years
George Quindara, 6 years
Rui Almazan, 5 years
Daniel Harris, 5 years
Sean Holst, 5 years
Mark Equihua, 4 years

Angela Gard, 4 years
John Maxfield, 3 years
Rodrigo Munoz, 2 years
Jacob Poepoe, 2 years
Evelyn Riduca Chavez, 2 years
Jack Spreng, 2 years
Ronald Workman, 2 years

Paul Farnam, 1 year
Jack Greenway, 1 year
Jose Gutierrez Jr., 1 year
Katelyn Macfarlane, 1 year
Carlos Ornelas, 1 year
Jose Rosado, 1 year
Jesse Willhite, 1 year

We are thrilled to announce that we will be celebrating our 25th Anniversary on October 4, 2025!!! The celebration will be held at the [Marriott Marquis San Diego Marina](#) and it 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 is soon to follow in the coming weeks, and it will include information on our room block at the Marriott Marquis that we have secured at a discounted rate. 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



Tip of the Week

As we enter the summer season, consider enjoying produce that is especially delicious during the summer months. The USDA has a handy resource that lists summer produce and includes recipes that incorporate these seasonal fruit and vegetables. [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

The third Thursday of June falls on Juneteenth. **In observance of the holiday, we will not publish *The IntegrITS Digest* on June 19th.** We look forward to you joining us on the first Thursday of July 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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