



THE INTEGRITY'S DIGEST

JULY 6, 2023



THE CEO'S CORNER:
New Technologies



THE CEO'S CORNER

Greetings IntegrITS Family. Over the past few months, I have dedicated The CEO's Corner to discussing how IntegrITS is investing in our *people*, *processes*, and *technology*. Just as the year continues to move forward rapidly, so has the rate of technological advancement. Not a day passes where excitement and concerns over advancements such as generative artificial intelligence (AI) top our conversation.

Perhaps to a greater extent than with previous technological developments, these advancements will significantly impact IntegrITS' current and future *processes* and *technology*. Therefore, we must carefully consider the benefits, risks, and uncertainties presented by these advancements.



The CEO's Corner (cont.)

So, what are the implications of this for our business? First, let me start by providing just a few representative examples of major AI initiatives currently happening in our space:

- The Navy's Task Force 59, the Air Force's Task Force 99, and the Army's Task Force 39 are exploring cutting-edge technologies that could give the U.S. military an edge in future fights by combining AI, unmanned systems, and commercial tech in innovative ways.
- The Department of the Air Force (DAF) entered into a cooperative agreement with the Massachusetts Institute of Technology (MIT) to jointly create an Artificial Intelligence Accelerator hosted at MIT. The effort, known as the DAF-MIT AI Accelerator, leverages the combined expertise and resources of MIT and the Department of the Air Force to enable rapid prototyping, scaling, and the ethical application of AI algorithms and systems to advance the DAF.
- The Defense Department is testing out an artificial intelligence tool to help the agency write contracts and speed up the federal acquisition process. DoD's Chief Digital and AI Office is prototyping an AI-powered contract-writing capability called "Acqbot" as part of its Tradewind initiative. DoD created Tradewind as its capability to develop and fund solutions to challenges in fielding AI and machine learning, as well as digital and data analytics tools.
- The Marine Corps University (MCU) is experimenting with large language models and associated capabilities that hold the potential to completely transform military wargaming.

These are only a few ongoing initiatives, but they provide some basic insight into how these advancements will have significant impact on the overall acquisition process as well as how new warfare capabilities will be fielded.



The CEO's Corner (cont.)

We have been cognizant of these movements for several years and continue to evolve our strategies to remain current and viable in this changing marketplace by:

- Maintaining our close ties and memberships in defense industry organizations to ensure we have in-depth awareness of current, trending, and future Government contracting strategies.
- Investing in a robust data infrastructure to ensure data quality, accessibility, ease of use, and security, while maintaining compliance with all DoD security standards such as the Cybersecurity Maturity Model Certification (CMMC).
- Planning for workforce transformation through the institution of hiring, reskilling, and upskilling programs to equip employees with critical skills. All the while fostering a learning culture that adapts to changing work dynamics.
- Fostering a culture of innovation through the creation of an environment that rewards learning, risk-taking, and collaboration.
- Establishing new partnerships that provide access to expertise, resources, and cutting-edge technologies that can enhance our capabilities.
- Ensuring ethical and responsible use of AI / technology through the implementation of guidelines and frameworks related to these technologies.
- Continuously monitoring and evaluating technologies and their application in the markets we serve.
- Remaining flexible and adaptable to the ever-changing technological and contracting environments.

The rapidly evolving AI / technology environment offers numerous benefits and risks to businesses that must be carefully weighed and considered. For every benefit there are risks that must be identified and assessed – and that's what we are striving to do.

This dynamically changing environment requires all of our utmost cyber soberness and diligence. Forbes recently identified the top 5 risks of generative AI:

1. Risk of disruption
2. Cybersecurity risk
3. Reputational risk
4. Legal risk
5. Operational risk



The CEO's Corner (cont.)

The use of online data and services benefits, impacts, or addresses virtually every aspect of our professional and personal lives. Paystub data, benefit enrollment and access, schedule coordination, customer interaction, ordering groceries, banking, scheduling travel, paying vendors with credit cards or purchase orders, filing taxes, communicating with customers, coworkers, family and friends...the list goes on! Just by looking at these examples, it is clear that we all must be **CYBER-DILIGENT** at work and away!

Please be aware of the following critical best practices:

- Adhere to our current policy surrounding AI use.
- Use current software and operating systems on your devices and ensure you have the latest security patches and updates.
- When receiving emails or texts, do NOT automatically click on hyperlinks or attachments without confirming the sender and validity. NOTE: Bad actors have become very good at making their email phishing attempts look legit!
- Ensure you lock, sign-off, or shut down your device if you step away from it.
- If You See Something – Say Something. We have all heard that phrase before, and it also applies to **CYBER-DILIGENCE**.

As you are aware, the discussions around the impacts of generative AI and other technological advances are speculative at best – which reinforces the importance of us maintaining a responsible cyber posture. As a Company, I want us to approach these new technologies with curiosity, vigilance, and excitement. If we proceed smartly, the IntegrITS Team will be on the cutting edge of opportunity and expertise as it relates to these technologies. This is our future, and I am excited to be on this journey alongside each of you!



Q2 New Hires

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

Kevin Loewe
Cesar Lopez
Jonathan Miles
Rodrigo Munoz
Ethan Nguyen
Jacob Poepoe
Mark Potter
Matt Reed

Evelyn Riduca Chavez
Dylan Rosado
John Spreng
Michael Valanzola
Felix Valencia
Enos Vazquez Hernandez
Ronnie Workman

July Birthdays

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

Steve Browning
Garrett Church
Maria Desandre
Eric Diamante
Estefanie Esteves
Edwin Gigstad
Evan Grulkowski
Noe Magana
John Maxfield

Drew Olufson
Alyson Openshaw
Rini Patricio
George Quindara
Kevin Ray
Gabrielle Servati
Jack Spreng
Juan Tovar
Henry Valladares





July 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!

Dan Baggett, 6 years
Doug Allmer, 5 years
Scott Baker, 5 years
Mike Beckers, 5 years
Blessie Cablayan, 5 years
Eric Caudillo, 5 years
Michael Caudillo, 5 years
Chris Coleal, 5 years
Randall Craig, 5 years
David Daniels, 5 years
Gina Darcy, 5 years
Chris Dick, 5 years
William DuBois, 5 years
Frank Dydek, 5 years
Mark Fuller, 5 years
Barbara Gibson, 5 years
Edwin Gigstad, 5 years
Garry Goforth, 5 years
Ernesto Gonzalez, 5 years
John Grady, 5 years
Thomas Grady, 5 years
Richard Greenway, 5 years
Evan Grulkowski, 5 years
Roger Hill, 5 years
Larry Hook, 5 years
Donna Ivory-Garcia, 5 years
Will Jackson, 5 years

Douglas Langemo, 5 years
Todd Lincoln, 5 years
Mikhael Mougala, 5 years
Andre Nguyen, 5 years
Thanh Nguyen, 5 years
Matthew Obermark, 5 years
Drew Olufson, 5 years
Joe Pisano, 5 years
Alysse Pratti, 5 years
Kevin Ray, 5 years
Chad Russ, 5 years
Brian Simmons, 5 years
Rick Sintes, 5 years
Jason Sorge, 5 years
Darrell Tave, 5 years
Michael Vincent, 5 years
Alberto Viramontes, 5 years
Carol Whittey, 5 years
Tony Wieder, 5 years
Chad Wilcox, 5 years
Jacqui Green, 4 years
Garrett Church, 2 years
Mark Equihua, 2 years
Jose Garcia, 1 year
Luis Ortega, 1 year
Bianca Yoosefian, 1 year



Tip of the Week

This week, we came across an article on the Insperity portal that we want to make sure you take into consideration as you travel this summer. In ["Making the most of your summer vacation or staycation,"](#) Insperity details various benefits and resources to support your summer travel. We discovered a couple benefits that were new to us, so be sure to check out this article even if you think you have a firm grasp of our benefit offerings.

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

We'll be back on the third Thursday of July with another 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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