



THE CEO'S CORNER





Navigating the Election Season

Greetings, IntegrITS Family! I am excited to pick back up with the CEO's Corner after we paused last month to observe the 4th of July holiday. I hope you and your families had a special holiday, and that you are enjoying these summer months. On the 4th of July, our country celebrated independence and the birth of many rights, principles, and values we hold dear today. A major tenet of our free society is the right to vote, and we are in the middle of our nation's most prominent election cycle.

As millions of citizens prepare to participate in November's election, many are remembering the 2020 election year and its aftermath. Those were unprecedented times, and unfortunately, the polarization of our country may continue as we approach the upcoming election season. In light of what our nation will face in the coming months, I want to take a moment to remind everyone of the importance of maintaining professionalism and mutual respect in our workplace. Our diversity and team comradery are two of our greatest strengths, and with that comes a variety of opinions and perspectives.

In the spirit of fostering a continued healthy and positive work environment, I encourage everyone to keep the following principles in mind:

- **Professionalism:** While discussions about current events can be important, they should be conducted in a manner that is appropriate for the workplace. Please be mindful of the time and place for such conversations and ensure they do not interfere with our work responsibilities.
- **Mutual Respect:** Mutual respect is the cornerstone of our collaborative efforts. Each of us must commit to treating one another with dignity and consideration, regardless of our personal beliefs or political affiliations. Let's ensure that our interactions are grounded in respect and understanding.
- **Focus on Our Common Goals:** Remember, we are all here to contribute to the success of the Company, and ultimately, the Warfighter. Let's keep our focus on our shared goals and how we can support each other in achieving them.
- **Promoting Peace and Safety:** It is crucial that we maintain a peaceful and safe working environment. Any form of violence, hostility, or aggressive behavior will not be tolerated. We must all commit to resolving differences through constructive dialogue and mutual respect. Avoid language or behavior that could be perceived as divisive or discriminatory.



Navigating the Election Season (cont.)

- **Sensitivity to Deep Feelings:** While we encourage open communication, it is important to be sensitive to the deep feelings and positions that colleagues may hold, especially in the current political environment. Be mindful of how your words and actions might impact others. Approach discussions with empathy and a willingness to understand the emotions behind differing viewpoints.
- **Workplace Safety:** We are committed to creating a positive, caring, and safe work environment, which includes taking initiative to maintain a secure work environment and practice safe work habits. Our workplace should be a safe space for everyone.
- **Support Systems:** Regardless of the current political environment, we want you to know that we value you as an employee and appreciate the work you do every day to take care of each other and our customers. We want to also ensure you are taking care of yourself. If you find yourself feeling overwhelmed or in need of support, please reach out to our HR team. We are here to provide assistance and ensure that everyone feels comfortable and respected at work. We recognize that one employee's situation may not be the same as another, so we are open and flexible to each employee's needs. We have resources that can help, including the Optum Employee Assistance Program (EAP) and emotional health resources:
 - Free Emotional-Support Help Line - Optum's toll-free help line number, 866.402.0003, is available to the public at no cost. Anyone who needs emotional support and referrals to community resources can call 24 hours a day, seven days a week, and for as long as necessary.
 - Support Online - Additional recovery and coping resources are available on liveandworkwell.com (access code: Insperty).

Taking all of this information into consideration, if you have any concerns or feel uncomfortable with any discussions taking place at work, please do not hesitate to reach out to your manager or HR. We are committed to maintaining a respectful and supportive work environment for everyone.

Thank you for your consideration, cooperation, and for continuing to make IntegrITS a great place to work.

August Birthdays

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

Rui Almazan
Eric Caudillo
Anthony Daniel
Mario Dickerson
Jerardo Garcia
Jacqui Green
Alex Hobbs

Travis Parker
Jorge Ruiz
Edward Ryan
Jason Sorge
Darrell Tave
Maria Yambao



August 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!

Anna Mercado, 10 years
Ana Basada, 8 years
Austin Booker, 4 years

Sean Cacanindin, 2 years
Brisa Darby, 1 year
Paul Tate, 1 year

Tip of the Week

As we are experiencing record-breaking heat across the United States this summer, many of you who report to a military base for work have heard talk of Flag Conditions. According to the [Marines](#), “The Wet Bulb, Globe Temperature (WBGT) Index is the most effective means of assessing the effect of heat stress on the human body. The WBGT Index is used to determine Flag Conditions as a safety standard for how long individuals can safely work out of doors in hot humid conditions. Knowing and understanding these Flag Conditions will help keep you safe from heat-related emergencies like heat cramps, heat exhaustion, and heat/sun stroke.”

Flag Color	WGBT Index (F)	Intensity of Physical Exercise
Green	80 – 84.9	<i>Unacclimated personnel must perform heavy exercises with caution and under constant supervision. Organized PT evolutions in boots and utilities are allowed for all personnel.</i>
Yellow	85 – 87.9	<i>Strenuous exercise and activity (e.g., close order drill) should be curtailed for new and unacclimated personnel during the first 3 weeks of heat exposure.</i>
Red	88 – 89.9	<i>Strenuous exercise curtailed for all personnel with less than 12 weeks training in hot weather. Troops who are thoroughly acclimated may perform limited activity not to exceed 6 hours a day.</i>
Black	90 and Above	<i>Physical training and strenuous exercise suspended for all personnel (excludes operational commitment not for training purposes).</i>

If you haven't already, we recommend that you become familiar with Flag Conditions and what each flag color means. JT4 has also provided a breakdown of what actions, if any, should be taken at each flag stage:

<div>Black Flag - Stage 5</div> <div>Outdoor work should be limited to critical missions only. Use 25% work and 75% rest* (example: 15 minutes work with 45 minutes rest). Use a "buddy system" and have teams monitor each other's condition. Drink 2 quarts of cool water per hour. Heat stroke is likely with continued exposure.</div>
<div>Red Flag - Stage 4</div> <div>Limit outdoor work to light work. Drink 2 quarts of cool water per hour. Use a "buddy system" and have teams monitor each other's condition. Use 25% work and 75% rest* (example: 15 minutes work with 45 minutes rest). Heat stroke is possible with continued exposure.</div>
<div>Yellow Flag - Stage 3</div> <div>Limit outdoor work to light and medium work. Drink 1-2 quarts of cool water per hour. Use a "buddy system" and have teams monitor each other's condition. Use 50% work and 50% rest* (example: 30 minutes work and 30 minutes rest). Heat cramps are likely. Heat stroke and heat exhaustion are possible with continued exposure.</div>
<div>Green Flag - Stage 2</div> <div>Drink 1 quart of cool water per hour. Use 75% work and 25% rest* for outdoor work (example: 45 minutes work and 15 minutes rest). Heat cramps and heat exhaustion are possible with continued exposure. Bio discontinues monitoring at 1600 if in the Green flag stage. If Green Flag heat stress conditions exist at the end of the duty day, shop supervisors will be required to monitor the ambient temperature, either through a thermometer or by calling base weather. When the ambient temperature drops below 95° F, the supervisor will eliminate any work/rest cycles currently in effect.</div>
<div>No Flag - Stage 1</div> <div>Drink 3/4 quart of cool water per hour. Use 100% work and 0% rest* for outdoor work (example: 60 minutes work and 0 minutes rest). Heat cramps are possible with continued exposure. Bio does not currently monitor heat stress conditions on the weekends. Shop supervisors will be required to monitor the ambient temperature, either through a thermometer or by calling base weather forecasting at 7-4472.</div>



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 second Thursday of August for another Team Spotlight.

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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