



# THE INTEGRITY'S DIGEST

AUGUST 3, 2023



**THE CEO'S CORNER:**  
**Safety First**



## THE CEO'S CORNER

Greetings, IntegrITS Family! Welcome to the month of August. I hope the summer has been enjoyable for you and your families so far—and that you're finding ways to stay cool in this summer heat (especially our people in the desert).

Today, I'd like to take a moment to remind all of us about the essential foundation that anchors our performance, productivity, and well-being: Safety. It is easy for us to become consumed with deadlines and targets, but I want us to remember that safety is not just a priority, but a core value that we want to shape our culture and our future. At IntegrITS, we are not only committed to producing high-quality products and services, but also to fostering an environment where every individual is safe and protected.





## The CEO's Corner

We want safety to be more than just a policy or a protocol; it's a culture that we want to cultivate and grow within the company. It's an investment in our most precious resource—each one of you. Each member of the IntegrITS Family should feel safe and secure, not just within the physical confines of our facilities, but also in the work we do everywhere each day. Let's keep safety at the forefront of everything we do. We want to not only do things right, but also to do the right things. That means looking out for one another, being aware of our surroundings, and always keeping safety a priority.

Today, I need to also address a matter of great safety and career importance that has recently come to my attention — dietary supplements on the market that may contain hidden or misrepresented levels of THC. THC, or Tetrahydrocannabinol, is the psychoactive compound found in cannabis. There has been a surge in the availability of dietary supplements that, while marketed for wellness or fitness purposes, may contain undisclosed or misrepresented levels of THC. While these substances may be legally sold, their consumption can have unforeseen consequences, including potential health risks and inadvertent positive drug test results. This could have serious implications under our drug-free workplace policy.

Marijuana remains a Schedule I substance under federal law in the United States, which means it is illegal. It's important to note that despite state laws that may permit marijuana use, federal law still considers it illegal. As a federal contractor, IntegrITS must abide by federal law, which means marijuana use (or other intake of THC) is prohibited and violates our drug-free workplace policy.

Always read product labels thoroughly, and if you're uncertain about any supplement ingredient, take the initiative to research it and seek advice from a qualified healthcare professional when in doubt or trying new supplements. I want to assure you that this reminder is not about policing personal choices, but about ensuring that we all have the information and resources needed to make decisions that protect our health and careers.



## The CEO's Corner (cont.)

Your outstanding performance and commitment to supporting our customers never ceases to amaze me. I know that our achievements and successes directly reflect your dedication, talent, and hard work. As the summer comes closer to an end, remember that a significant part of our ability to give our best at work stems from the overall balance we maintain in our lives. I encourage you to spend quality time with your loved ones, pursue personal interests, and remember rest is just as crucial for our overall safety, productivity, and well-being. Thank you for all you do to enable our success.



# 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 week!**

**Julia Mercado, 9 years**

**Ana Basada, 7 years**

**Austin Booker, 3 years**

**Artemio Cacanindin, 1 year**

**Eric Diamante, 1 year**

# August Birthdays

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

**Rui Almazan**

**Eric Caudillo**

**Anthony Daniel**

**Keith Mario Dickerson**

**Jerardo Garcia**

**Chester Gorriceta**

**Jacqui Green**

**Alex Hobbs**

**Travis Parker**

**Dylan Rosado**

**Jorge Ruiz**

**Edward Ryan**

**Jason Sorge**

**Darrell Tave**

**Diane Weaver**







## Tip of the Week

As summer comes to a close, it's time to prepare for a new school year! Insperity has pulled together all of the **back-to-school discounts** we have access to through the MarketPlace. These savings range from tech gadgets to clothing to dorm essentials. [Click here](#) to discover more.

## 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

Join us on the third Thursday of August as we feature another Team Spotlight.



## 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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