



**FASTER, HIGHER,
STRONGER—TOGETHER**



Faster, Higher, Stronger—Together

Greetings, IntegrITS Family! This past Sunday, the closing ceremony at the Summer Olympics marked the end of a remarkable two weeks. Throughout these summer games we watched in amazement as individuals and teams competed for gold medals they worked most of their lives to achieve. We were on the edge of our seats as we watched years of mental and physical preparation come to fruition at each event in a show of grit, competition, and pure athleticism. The motto of the Olympic games is: "Citius, Altius, Fortius – Communiter," Latin for "Faster, Higher, Stronger – Together." The average person can't even imagine what it takes to perform at the Olympic level, but for some reason, we are still able to be inspired as we watch from afar. We are reminded that, under pressure, we can still achieve great things. And that hard work and perseverance can put us at the top of our game—even if our "stadium" is a little closer to home.

Have you ever thought that there are people who observe the work we do, and they are filled with awe and inspiration? We've experienced this ourselves as we interview teams and individuals across IntegrITS for *The IntegrITS Digest*. With each interview, with each celebration of individual and team awards, with each announcement of new contract wins, we are reminded of one of our IntegrITS cultural values: "We go the extra distance to win." A lot of hard work goes into these wins, and part of our success can be attributed to our ability to survive and thrive.

As we navigate unprecedented times, our survival instincts are activated, and we are able to solve problems quickly. However, we must not remain in this state forever. Renowned researchers John P. Kotter, Vanessa Akhtar, and Gaurav Gupta explain in their book [Change](#): "In particular, the vast majority of people tend to seriously underestimate the power of our built-in survival instinct and how it can inadvertently overwhelm our capacity to swiftly see opportunities, innovate, adapt, lead, and change for the better."

To win, we must be able to lead our Company and our industry into the future. This is where thriving comes into play. When our "thrive" instincts kick in, we aren't overwhelmed by threats—we seek opportunities. We feel passion and excitement as we move toward opportunity. And while remaining in a "survive" state leads to burnout, a long-term "thrive" state results in increased energy.

"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor and some style." -Maya Angelou

Faster, Higher, Stronger—Together (cont.)

The following diagram shows how our “survive” and “thrive” instincts operate (Source: [Kotter International](#)):



We will discuss the importance of thriving more consistently as we move into the future, but in the meantime, please do not hesitate to use any of the following communication channels if you would like to provide any feedback on how you are experiencing “thrive” at 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.](#)

Email Mr. Carter

If you would like to reach out to Mr. Carter directly, especially in regard to what he shares in the CEO’s Corner, please email him at: ceo_corner@integritys.com. He asked the IT Team to create an email address for him that is specifically dedicated to receiving feedback. This will help ensure that your feedback receives special attention in his inbox.

Managers and HR

We hope you always feel free to reach out to your managers and HR if you have questions or would like to provide feedback. They are always an important and available resource for you.



Faster, Higher, Stronger—Together (cont.)

It is our hope that every member of the IntegrITS Family is able to look at their work through the lens of opportunity, innovation, and collaboration. We want everyone to thrive. We may not be able to vault into the air like Simone Biles or fight to the finish line like Cole Hocker, but we can have their same grit and triumph in our own fields as we work “faster, higher, stronger—together!”



Employee Referral Program: Raffle Winners!

We are excited to announce our Q1 2024 and Q2 2024 Employee Referral Program raffle winners! These individuals referred an applicant to one of our job openings, and in several cases, the applicants were hired. Thank you to everyone who shared one of our job openings, and a special congratulations to our winners! Our HR Team will follow up with you soon to coordinate the delivery of your gift card.

Q1 2024 Winners

\$500 Gift Card Winners:
Gabriel Bitolas
Andre Nguyen

\$250 Gift Card Winner:
Andrew Valencia

Q2 2024 Winners

\$500 Gift Card Winners:
Helen Reyes
Sean Kiri

\$250 Gift Card Winner:
Ernesto Gonzalez



Tip of the Week

Have you heard the term "daycation?" We came across this term recently and thought it might be something that interests anyone looking for an abbreviated getaway. A daycation is a day spent at a hotel or resort, but you don't spend the night. This can be much cheaper than paying an entire nightly rate at a hotel, and you can spend they day enjoying the hotel or resort's amenities. You can rent a cabana by the pool, book a room for the afternoon, access a resort's spa services, and much more. ResortPass is a company we found that offers these services. [Click here](#) to learn more.



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Coming Soon

Join us on the fifth Thursday of August for a another 5th Thursday Check-In.

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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