



THE INTEGRITS DIGEST

SEPTEMBER 7, 2023



THE CEO'S CORNER



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Greetings, IntegrITS Family, and welcome to September! As we celebrated the unofficial end of summer earlier this week with Labor Day, we are now beginning one of the busiest times of the year for us as we close out Government Fiscal Year (GFY) 2023. During this period, we plan and execute contract options for GFY 2024 and finalize negotiations for our IntegrITS CY 2024 benefits.

As you are aware, the federal budget for GFY 2024 is currently making its way through Congress. While the final details are yet to be solidified, I want to take this moment to share our perspective and what it could mean for us. The proposed budget, as always, reflects the priorities and challenges facing our nation and we believe defense will continue to be top priority and will be funded as such.



The CEO's Corner

We are closely tracking the developments to gauge progress and any significant changes or decisions that affect our operations, projects, or clients. During this time, I encourage everyone to remain focused on our core mission and values. The Government timing is often less than desirable (especially when it comes to federal budgets and policies), but our collective adaptability, unity, and resilience have always seen us through.

Over the past few months, we have also been engaged in benefit negotiations. Our primary goal has always been clear: to ensure that our offerings not only reflect the market standards **but exceed them**. This allows us to continue recognizing the value each one of you brings to this organization. We understand that benefits are more than just numbers on paper – they deeply impact your well-being, peace of mind, and work-life balance. This is why we are committed to high-end offerings that truly make a difference in your lives. As we finalize these negotiations, I want to reaffirm our unwavering commitment to providing you with a benefits package that is a testament to our appreciation for your dedication, hard work, and the remarkable value you bring to IntegrITS.

In the same way that we care for your well-being through our benefit offerings, we also care for your safety. My wife (Ivy) and I made a cross-country RV trip this summer, and with each location we visited, all were experiencing abnormal weather patterns of historical magnitude. Unfortunately, they appear to be the new normal and I want to emphasize the importance of safety for all of us. Weather might be out of our control, but there are actions we can take to help us be prepared to respond. Please be sure to maintain adequate emergency supplies and regularly check and update your emergency kit. This includes replacing expired items and reconsidering your needs every year. In last week's Digest, we provided a link to the Red Cross organization's [suggested emergency kit items](#).



The CEO's Corner (cont.)

Please stay informed about potential weather threats and always have an evacuation plan in place. If you ever feel that commuting or coming to the office poses a risk, please prioritize your well-being and communicate with your supervisors. Remember, we're not just colleagues; we're the IntegrITS Family. Let's ensure each member stays safe and sound. Your safety is paramount to all of us at IntegrITS.

I hope you all have a positive and productive September as we soak up the last days of summer. For those of you with students in your household, may your school year start off strong. I'm signing off this month's CEO's Corner with gratitude for each and every one of you. Have a great September!



September 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!

Steve Fox, 22 years
Tyler Bloss, 12 years
Maria DeSandre, 11 years
Eric Holsti, 10 years
Sarah Carter, 9 years
Henry Meneses, 6 years

Anthony Baca, 5 years
Alyson Openshaw, 5 years
Erick Valle, 4 years
Jonathan Cuentas-Ramos, 1 year
Dimas Mancia Mena, 1 year
Eric Martinez, 1 year

September Birthdays

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

Gerald Clark
Spencer Davis
Jaime Equihua Flores
Zack Goodreau
Jose Gutierrez
Lance Hayden
Donna Ivory-Garcia
Tracy Kirkland

Paul Krebs
Joe Pisano
Mike Sosamon
Zack Springer
Michael Taylor
Erick Valle
Carol Whittey





Tip of the Week

If you love sports and the outdoors, don't forget that the Insperity MarketPlace has a dedicated area where you can find all discounts related to Sports & Outdoors. Check it out [here](#).

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 September for our quarterly "On Target with CCG."



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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