



 **THE CEO'S
CORNER**

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Strategic Accomplishments in 2024

Greetings, IntegrITS Family! I hope this new season is off to a great start for all of you. I am excited to embark on this final quarter of 2024. We have a busy few months coming, but before we blaze ahead full-steam, I wanted to pause and celebrate some of the amazing accomplishments IntegrITS has achieved so far in 2024. Reflecting on our strategic accomplishments for CY2024, I am thrilled to share several key highlights that showcase our growth and success over the past year.

Our achievements include reaching 100% capture of new business targets, highlighted by the RTCC Upgrade and OASIS + GWAC contract wins.

These victories are a testament to our team's capabilities, strategic focus, and commitment to excellence. A special thank you to Steve Fox, our Capture Lead for the RTCC Upgrade Contract and Jim Lyon, our Capture Lead for the OASIS + Contract. And of course, to all our supporting staff in Contracts, Finance, HR, Security, and Communications who supported the proposal efforts. Steve and Jim will showcase these contracts in upcoming editions of *The IntegrITS Digest*.

Beyond new business, we are also poised for overall organic growth within our existing business lines. This growth is a direct result of your exceptional performance and our ability to cultivate strong, lasting relationships with our customers. Through consistently delivering high-quality work and exceeding customer expectations, we've earned trust and credibility that enable us to expand within current accounts. This level of service has allowed us not only to retain clients but also to identify new opportunities for growth.

To sustain this growth and further elevate our company, we have broadened our recruiting efforts to attract top-tier talent. We are continually expanding our recruiting resources to tap into diverse talent pools, ensuring that we bring in world-class professionals who align with our culture and ambitions. By adding the best and brightest to our team, we are strengthening our ability to innovate, grow, and exceed client expectations.

Retaining our exceptional talent is just as crucial as bringing in new team members. That's why we remain fully committed to offering competitive pay and world-class benefits through partnerships with Insperity, Empower, and Cooper Capital. Our total compensation package (including company paid benefit offerings) is designed to support not just your work life, but your overall well-being. From health and wellness to financial planning, we are dedicated to ensuring that our employees and their families have the support and resources they need to thrive.

We are also investing in our infrastructure, with the transition to the Unanet ERP system underway. This new system, set to go live in CY2025, will enhance our operations, streamline processes, and support our continued growth.

Strategic Accomplishments in 2024 (cont.)

None of these achievements would be possible without the outstanding contributions of every single member of our team. Your hard work, dedication, and commitment to excellence are the driving forces behind our success. Together, we are setting a strong foundation for an even more successful future.

Thank you for everything you do to make our company great. The future is bright for the IntegrITS Family. May we all push onward and upward in these final months of 2024!



Reminder: 401(k) Educational Sessions



Our Financial Advisory team, Cooper Capital Group, will be onsite with us at many of our IntegrITS locations and will provide information on our Retirement Plan. They will cover upcoming new features, overall benefits of the 401(k) Retirement Plan, market climate, plan performance, and taking advantage of our Company match.

Below you will see what we have scheduled. Please be on the lookout for correspondence from HR that will provide more information on these sessions .

Edwards AFB – Monday, Oct 7

Session 1 - 10:00am (PDT) | Location: Chapel

Session 2 - 1:00pm (PDT) | Location: Chapel

Ft. Irwin – Tuesday, Oct 8

9:00am (PDT) | Location: Hampton Inn Barstow Conference Room

Nellis AFB – Wednesday, Oct 9

Session 1 - 10:00am (PDT) | Location: Onsite

Session 2 - 2:30pm (PDT) | Location: Onsite

Hill AFB – Thursday, Oct 10

Session 1 - 9:00am (MDT) | Location: Onsite

Session 2 - 11:00am (MDT) | Location: Onsite

San Diego and All Remaining IntegrITS Locations – Tuesday, October 15

12:00pm (PDT) | Location: IntegrITS San Diego Headquarters and Online

Q3 New Hires

A warm welcome to our new hires who joined IntegrITS in the third quarter of 2024! We are so honored to have you on our team.

- Christina Joy Chum

Wilmon Hubbard

Anthony Manzo

Isaiah Melero
- Gary Membreve

Ben Murray

Jonathan Sermenio

Matt Terui



October Birthdays

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

- Mike Beckers

Gabe Bitolas

Austin Booker

Clarence Carter, Jr.

Clarence Carter, III

Christina Joy Chum

Vincent Disanza
- Bobby Fulgham

Barbara Gibson

Ernesto Gonzalez

Thomas Grady

Anthony Manzo

Giovanni Mejia

Luis Ortega

October 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!

Steve Browning, 23 years
Gerald Clark, 14 years
Marcus Coney, 14 years
JT Crockford, 14 years
Anthony Daniel, 14 years
Lance Hayden, 7 years
Rodney Tilk, 7 years

Jep Rosario, 6 years
Patrick Buckley, 5 years
Arturo Hernandez, 5 years
Edward O'Rourke, 3 years
Nate Dowd, 2 years
Jose Gutierrez, 2 years
Julie Wyckhuyse, 1 year





Tip of the Week

Do you have a child who is a high school junior this year? If so, we want to put the **2026 Insperity Merit Scholarship Program** on your radar, as it is available to all full-time IntegrITS employees. Each Insperity scholarship stipend is \$1,000 per year for up to four years of undergraduate college study or until baccalaureate degree requirements are completed (whichever occurs first).

High school juniors who are interested in this scholarship must submit the Insperity scholarship application by March 31, 2025. They must also take the PSAT within the October 1 through October 31, 2024 testing window in order to qualify. To learn more about this program, [click here](#) and then select "2026 Insperity Merit Scholarship Program."

(Please note that the link on this page giving you access to the scholarship application is very slow and you may have to refresh the webpage.)



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 third Thursday of October for a 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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