



THE INTEGRITY'S DIGEST

NOVEMBER 2, 2023



THE CEO'S CORNER



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Greetings, IntegrITS Family! As we enter the month of November, it is impossible to ignore its trumpeting theme of gratitude. As in years past, this season inspires me to reflect on the age-old question, "What are you thankful for?" At the very top of the list is my relationship with the Lord and the people He has blessed me with in my life -- my North Star.

In the chaos and uncertainty of this world, this foundation inspires me to live a missional life. A life, that at its core, is dedicated to supporting others and being a part of something beyond myself. For over 23 years, the IntegrITS Family has been a part of that North Star. We have been blessed with the essential mission of supporting our Nation through the work we perform in support of those who stand watch around the world defending our freedoms, the Warfighter.



The CEO's Corner

Not only is it my honor to work toward a common mission with you, but it is also my honor to advocate for you. Whether it be to our customers, various government agencies, or our benefits providers, I do everything in my power to ensure that the IntegrITS Family has a healthy and safe work environment, that your work is fulfilling, and that your foundational needs are being met. I look forward to many more years of working with and investing in this special family.

We recently completed negotiations for IntegrITS' CY 2024 benefits, and we are happy to announce that we will continue to offer our comprehensive benefits package (with enhancements) through Insperity. Open enrollment for benefits will be announced soon, so be on the lookout for that communication. We are committed to providing our employees with a supportive and rewarding work environment, and we hope that these benefits will contribute to your overall well-being and job satisfaction. We value your hard work and dedication, and we are thrilled to be able to offer these benefits as a token of our appreciation. While we are on the subject, here is a quick reminder of some of the key highlights of our employee benefits package:

Health and Wellness

- Comprehensive health insurance coverage, including medical, dental, and vision plans.
- Access to a 24/7 telemedicine service.
- Free annual health check-ups and flu shots.
- Healthcare flexible spending and savings (FSA/HSA) plan options.
- Wellness programs and challenges to encourage a healthy lifestyle.

Retirement and Financial Security

- Industry leading 401(k) matching program.
- Access to financial planning and advisory services.
- Life and disability insurance options.



The CEO's Corner (cont.)

Work-Life Balance

- Generous paid time off, including vacation, sick leave, and holidays.
- Employee assistance program for support with work-related or personal challenges.
- Flexible working options where contractually supported.

Professional Development

- Tuition reimbursement for job-related courses and certifications.
- Access to online learning platforms and resources.
- Opportunities for on-the-job training and mentorship.

Additional Perks

- Employee discount program for various products and services.
- Company-sponsored events and team-building activities.

A huge thank you to all of you for choosing to be a part of the IntegrITS Family. Integrity is the cornerstone of our business, and it is heartening to see each of you embracing and embodying this foundation in your daily work. Your dedication to doing what is right, even in the face of challenges, speaks volumes about your character and the values we hold dear as a company.

Your actions not only contribute to the success and reputation of IntegrITS, but they also create a positive and trustworthy environment for both our employees and our customers. Please know that I do not take this for granted, and I am deeply grateful for how you embody the IntegrITS Culture and Brand of Service. A Happy (Early) Thanksgiving to you and your families! May your time together create new, positive memories, and may you rest in joy and gratitude for one another.



November 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!

Tanise Hill, 10 years
Tony Purcell, 10 years
Vincent Disanza, 4 years
Andrey Frazier, 4 years
Steve Heyl, 4 years
Gabe Bitolas, 3 years

Noe Magana, 3 years
Juan Villalobos, 3 years
Michael Seghi, 2 years
Jaime Equihua Flores, 1 year
Tracy Kirkland, 1 year
Ryan Rubi, 1 year

November Birthdays

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

Dan Baggett
Sean Cacanindin
Michael Caudillo
Chris Coleal
Jeston "JC" Crouch
Steve Fox
Angela Gard
Daniel Harris

Greg Harrison
Roger Hill
Matt Obermark
Mark Potter
Rick Sintes
Palemene Siu
Juan Villalobos

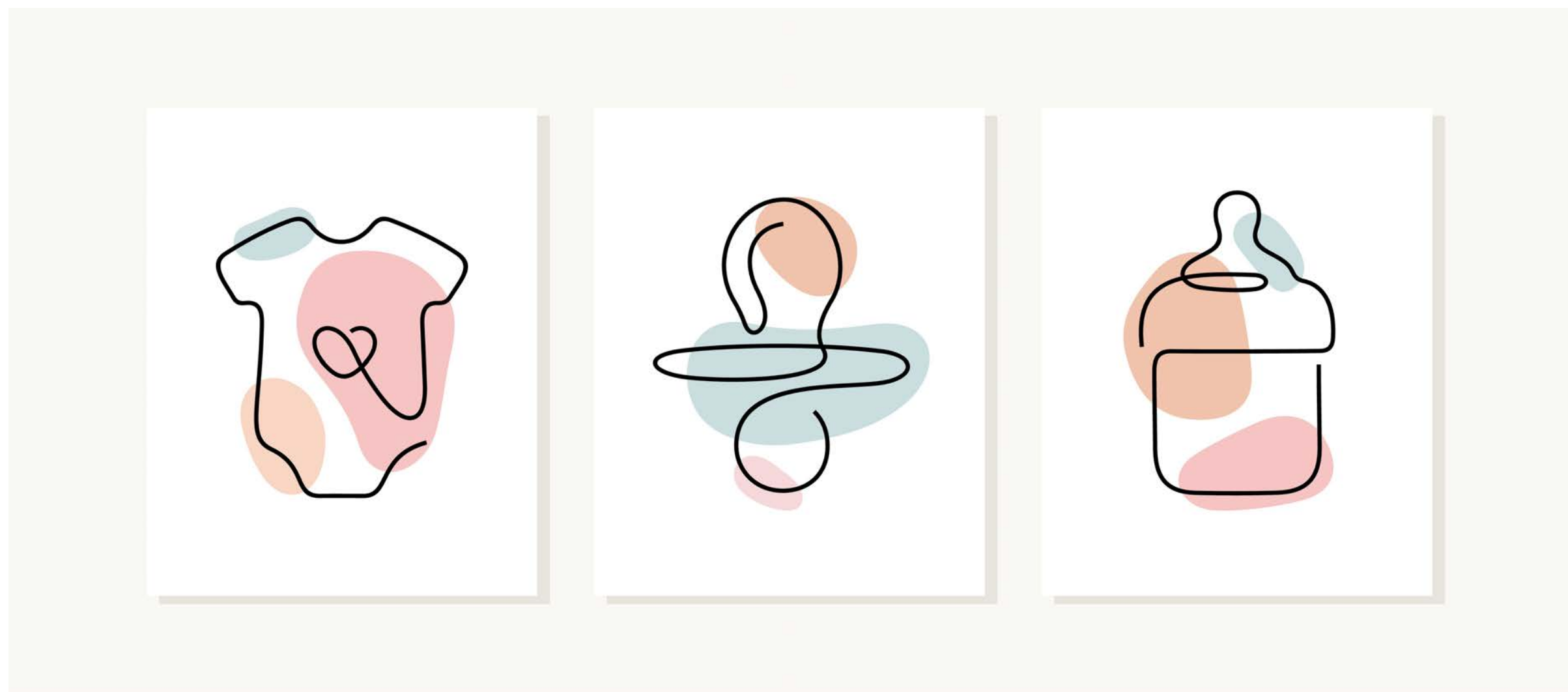




Celebrating Our Youngest IntegrITS Family Members

As 2023 comes to a close, we would like to celebrate the IntegrITS babies who were born this year! If you added a new member to your family this year, please let us know. Whether they are your child (biological, adopted, foster, or under your guardianship), grandchild, niece, nephew...or any other baby that is special to you. We consider these new babies members of the IntegrITS Family too, and we want to celebrate them in our Digest at the end of November.

If you would like to participate, please email us at news@integrits.com by Monday, November 27 and include your new family member's name, their photo, and their relationship to you.



Tip of the Week

Looking to try a few new fall recipes? [Click here](#) to access a small cookbook we put together that includes three recipes incorporating fall produce!



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

We'll be back on the third Thursday of November with a message from the Cooper Capital Group in another "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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