

**THANK
YOU**



**THE CEO'S
CORNER**

THE CEO'S CORNER





Giving Thanks

Greetings, IntegrITS Family! As we approach Thanksgiving, I want to take a moment to express my heartfelt gratitude to you all for your contributions to the Company and your daily commitment and dedication to serving our customers. This season provides a reminder to us of the importance of giving thanks, and I am especially thankful for the effort and determination that you all demonstrate each day in our organization.

Together, we have navigated challenges, achieved milestones, and each of you have played an invaluable role in our success. From the support staff that keep our operations running smoothly to those on the front lines delivering our products and services, you have served us all with great enthusiasm and professional integrity. Thank you for your contributions, your teamwork, and your unwavering belief in our shared mission.

During this season, I especially encourage each of you to make a concerted effort to show appreciation not only to your family and friends, but also to your coworkers and our valued customers. A simple gesture of gratitude or a word of thanks can go a long way. Let's make this season a time to uplift each other and acknowledge the impact we all have on one another's success.

Furthermore, as the election season ends and makes way for a transition ahead in 2025, I encourage us all to care for ourselves and one another. With so much at stake in an election, many have been carrying high levels of stress this year and it is my hope that we can all take time to care for ourselves this holiday season. This could mean spending extra time with family and friends, taking reflection walks, or engaging more actively in our favorite pastimes. Also, remember the mental health resources available to us through IntegrITS benefits. If you have a need and require any assistance finding the right resource for yourself, please do not hesitate to reach out to Insperity, HR, or your direct supervisor.

I am deeply grateful for the opportunity to work alongside each of you and I consider it an honor to be a member of this amazing IntegrITS Family. It is my sincere hope that we all experience a holiday season that is filled with joy, rest, and gratitude. As we gather with family and friends over the holidays, may we all take time to relax, recharge, and enjoy these special moments. I wish you and your families a Happy Thanksgiving!



Announcement: Open Enrollment Begins Soon

We are excited to announce that open enrollment for 2025 benefits begins soon. We will share more details in our next issue of *The IntegrITS Digest*, but we wanted to provide an overview of this year's open enrollment timeline as soon as possible.

FSA/HSA Open Enrollment: November 15 – December 31

Medical Benefits Open Enrollment: November 18 – December 31



Employee Referral Program: Q3 2024 Raffle Winners!

We are excited to announce our Q3 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.

\$500 Gift Card Winners:

Enos Vazquez-Hernandez

Ismael Gonzalez

\$250 Gift Card Winner:

Jonathan Sermenio



Photo Submission Deadline: November 20

Last week we introduced our first ever photo contest! Our IntegrITS Family is spread across so many locations, and we would like to create increasingly more opportunities for us to connect and learn about each other. This photo contest's theme is "Fall Memories."

All photo entries will be shared in *The IntegrITS Digest* and employees will be able to vote for their favorite photo.

Winners will receive an Amazon gift card:

1st Place: \$100 Amazon gift card

2nd Place: \$50 Amazon gift card

3rd Place: \$25 Amazon gift card

Here are the details:

Our Fall Memory Photo Contest is open to all members of the IntegrITS Family. Submit a photo you have taken (or that has been taken of you and/or your friends/family) that documents one of your fall memories. The photo can be from this year or years past. You can share any photo memory, but here are a few examples if you need help thinking of ideas:

1. A photo from one of your favorite fall vacations
2. An artistic photo capturing fall foliage
3. Family and/or friends gathering for the holidays

Submit your photo entry here: <https://integrits.com/photo-contest-fall-memories/>
Submission deadline: November 20, 2024 | 5pm (PST)

Entries will be published in our November 21 issue of *The IntegrITS Digest*.

Voting will be open from November 21 - December 4.

Winners will be announced in our December 5 issue of *The IntegrITS Digest*.

November Birthdays

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

- Dan Baggett**
Sean Cacanandin
Michael Caudillo
Chris Coleal
JC Crouch
Steve Fox
Angela Gard
Ismael Gonzalez
Daniel Harris
- Greg Harrison**
Roger Hill
Katelyn Macfarlane
Isaiah Melero
Matt Obermark
Mark Potter
Rick Sintes
Palemene Siu

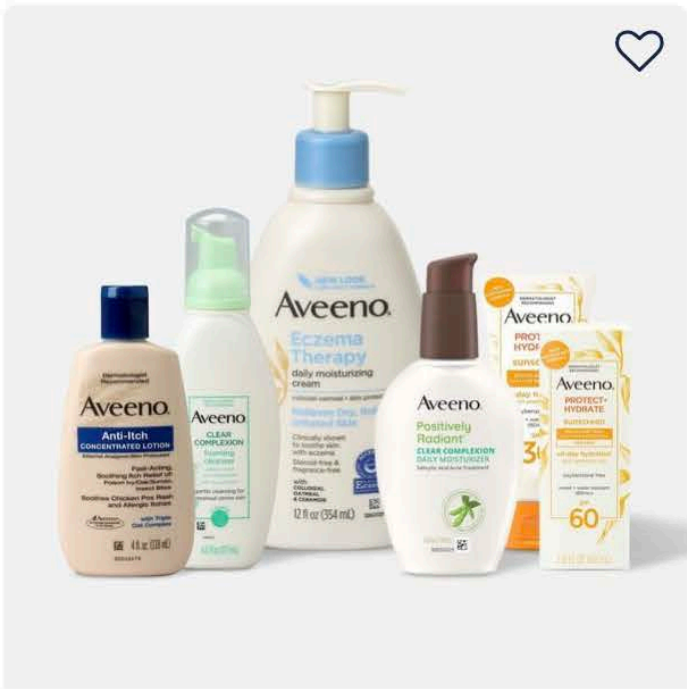


November Anniversaries

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 month!

- Tanise Hill, 11 years**
Tony Purcell, 11 years
Vincent Disanza, 5 years
Andrey Frazier, 5 years
Steve Heyl, 5 years
- Gabe Bitolas, 4 years**
Noe Magana, 4 years
Michael Seghi, 3 years
Jimmy Equihua Flores, 2 years




5 Reviews

Aveeno Bundle

\$99.99

- 1 +

Add To Cart



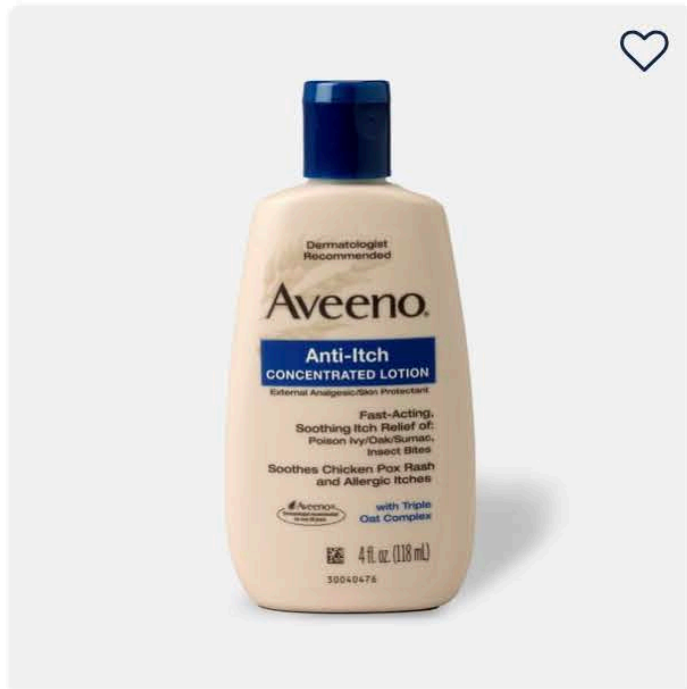
40 Reviews

Mighty Patch Variety Pack – 26 ct.

\$15.99

- 1 +

Add To Cart



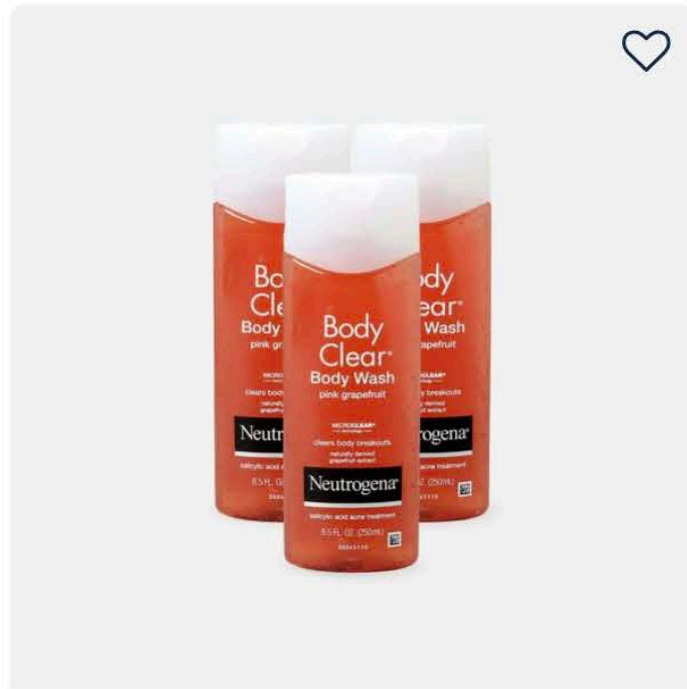
189 Reviews

Aveeno Anti-Itch Concentrated Lotion with Calamine and Triple...

\$8.99

- 1 +

Add To Cart



1227 Reviews

Neutrogena Body Clear Pink Grapefruit Body Wash, 8.5 oz. (3...

\$35.97

- 1 +

Add To Cart

Tip of the Week

Did you know that your favorite skincare products may be FSA eligible? If you have FSA dollars that you need to use before the end of the year, the FSA Store might be a helpful resource for you. We were browsing their website recently and were surprised to find certain skincare products are FSA eligible. [Click here](#) to learn more and browse other eligible products.



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 November for another edition of *The IntegrITS Digest*.

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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