



**THE CEO'S
CORNER**

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Happy Holidays, IntegrITS!

Greetings, IntegrITS Family! As the year draws to a close and the holiday season is upon us, I want to take a moment to reflect on the journey we've shared together and express my deepest gratitude to each of you.

This year has brought challenges, triumphs, and moments of transformation that have reminded me of the incredible strength and resilience of our IntegrITS Team. As we close the year, we have so much to be thankful for. Our company's performance has been nothing short of exceptional, marked by new business capture, outstanding contract execution, strong financial operations, and controlled growth and profitability. These accomplishments are a testament to your hard work, dedication, and commitment to excellence.

The holiday season is a time for reflection, connection, and celebration. It's also a chance to pause and cherish the things that truly matter—family, friends, and the moments that bring us joy. As you celebrate in your own unique ways, I hope you take pride in the remarkable contributions you've made to our shared vision and goals.

Looking ahead, I am excited to celebrate our company's 25th anniversary in 2025. It has been an incredibly fulfilling journey, and I am proud of everything we have accomplished over the years. At the same time, I am filled with optimism for what is to come for us at IntegrITS. I personally consider it an honor to both embrace our Company history AND to be a part of strategically positioning IntegrITS to thrive for another 25 years (and beyond).

As IntegrITS turns 25, I look forward to announcing some exciting strategic moves and accomplishments in January 2025. Together, we will continue to build, innovate, and achieve great things. But for now, let us embrace this season of rest and rejuvenation, knowing that each of you are valued, appreciated, and a central part of the IntegrITS future.

Thank you for everything you bring to our organization and to each other. Wishing you and your loved ones a season filled with warmth, joy, and peace. And as always, let's remember in our thoughts and prayers the men and women of the United States Military and their families during this holiday season. Here's to a wonderful holiday and an inspiring year ahead!



Reminder: Unanet University Trainings

As a reminder, IntegrITS will soon be deploying the Unanet Enterprise Resource Planning (ERP) GovCon solution. In preparation for our implementation of this new system, we have laid out a set of trainings housed in Unanet University for the IntegrITS Team to complete before the end of the year. **Understanding how to navigate Unanet will be extremely important for all of us, as this is the system we all will use for critical functions like timesheet entry.** [Click here](#) to view the training plan.

You should have received an email from support@unanet.com inviting you to set your password and configure your Unanet University profile. If you have not received this email, please check your junk email folder. If you are unable to locate the email there, please email Sarah Carter (carter_sarah@integrits.com) and she will urgently work with Unanet to ensure you receive your login credentials.

Reminder: IntegrITS 2025 Benefits Open Enrollment

Open Enrollment ends January 11, 2025, at 11:59pm Central Time
FSA Open Enrollment ends December 31, 2024

To enroll in benefits, login to the [Insperity Portal](#) and select “Benefits” under “My Account.” You can find step-by-step instructions for enrolling [here](#). We highly recommend finalizing your elections by December 31, 2024, so you can have updated cards (if applicable) mailed out in a timely manner with a claim ready status.

It is important to note: This is a passive benefit enrollment meaning that you do not need to take any action if you do not wish to make changes. If you do not make any changes, your current elections (including an election of no coverage) carry over into the next coverage period at the new contribution rates.

Additionally, [click here](#) to review the FSA open enrollment flyer and note that this is a separate open enrollment opportunity that ends 12/31/24. **FSA is not a Passive Enrollment.** If you wish to enroll in FSA for 2025 you will need to complete a new enrollment. Please note this is an IRS governed benefit and their hard deadline for enrollment is 12/31/2024.

Next week, Insperity will begin mailing out a packet that includes a Summary of Material Modifications which provides an overview of key changes to coverage for the next plan year. Also remember that Insperity is offering an educational opportunity for our employees to learn more about the Insperity benefits offered during this open enrollment period.

If you are interested in learning more about these benefits, please [click here](#) and choose the following session from the drop-down list:

Wednesday December 18, 2024 | 3:00 PM CST

Fall Memory Photo Contest Winners

We are excited to announce our three Fall Memory Photo Contest winners. Thank you to everyone who submitted a photo and voted. We enjoyed learning a bit more about you through your photos, and we hope it was enjoyable to you all as well. We look forward to facilitating another photo contest in the future, and we'd love to hear any ideas you have for future themes. Please feel free to submit your ideas or feedback regarding our first photo contest in the [IntegrITS Suggestion Box](#). Congratulations to our winners and we will follow up soon with your \$50 Amazon eGift card.

Michael Beckers



Laura Villarreal



Marcus Coney



December Birthdays

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

Blessie Cablayan
Gary Carr II
Marcus Coney
Sean Curran
Nick Enriquez
Andrey Frazier
Jose Garcia

Eric Martinez
Mike May
Walter Mendez
Ryp Ring
Jonathan Sermenno
Brian Simmons
Enos Vazquez-Hernandez



December 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!

Rick Ponzo, 23 years
Harry Beatty, 11 years
Nestor Hernandez Miguel, 2 years
Veronica McGrew, 2 years
Maria Yambao, 1 year



Tip of the Week

We are well into the holiday season, and we hope everyone had a wonderful Thanksgiving. As we continue to decorate, travel, and gather with friends and family, let's keep safety in mind. [Click here](#) to view five safety few tips FEMA released last month that are good reminders for keeping ourselves safe during the holiday season.



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 December for another message from Cooper Capital Group in On Target with CCG.

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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