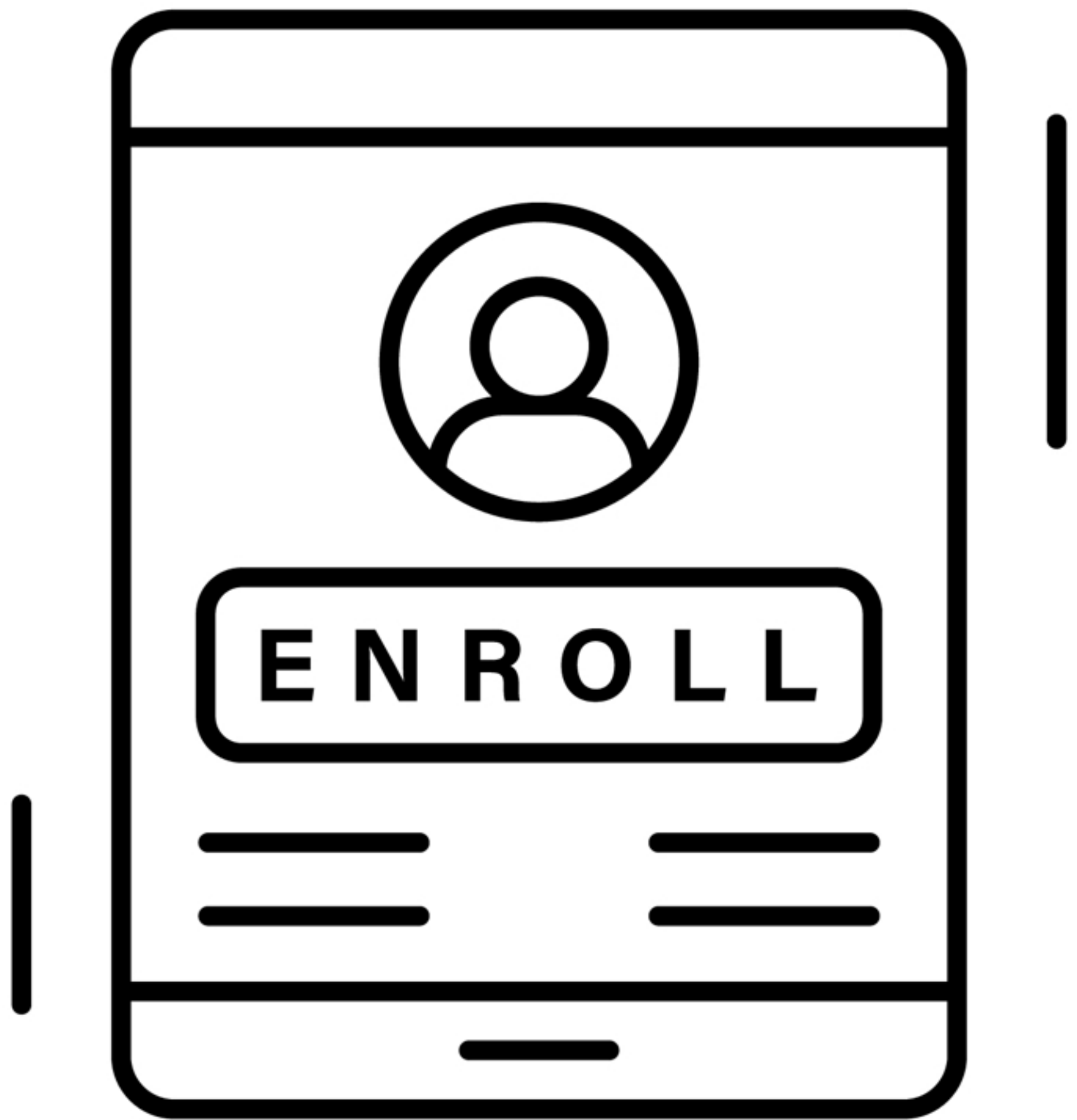




THE INTEGRITY DIGEST

DECEMBER 7, 2023



THE CEO'S CORNER



The CEO's Corner

Greetings, IntegrITS Family, and Happy Holidays to you and yours! I am truly excited to see what the next few weeks hold as we wrap up an incredible 2023 and celebrate the holiday season. Around this time last year, I encouraged the IntegrITS Family to join me in reflection of our professional and personal accomplishments throughout 2022. I'd like to lead us through that same exercise for 2023. Let's process these questions on the next page together, allowing us to both reflect on our accomplishments and achievements thus far and to assess the "what" and "how" we can finish the year strong. I am confident that we will greet the New Year ready, willing, and able to hit the ground running.



A Time to Reflect

- What is one goal I can set for myself at work that will help me finish the year off strong?
- What specific day(s) this month will I set aside time to relax individually and alongside family/friends? Taking time to rest and refresh is something I encourage all of us to prioritize this holiday season.
- What am I most thankful for this year? “...gratitude is strongly and consistently associated with greater happiness” ([Harvard Health](#)).
- What can I focus on in the New Year to improve and enhance my professional skill set? This could be a singular effort like taking an online training course, or it could be a collaborative effort alongside your colleagues. I encourage you to think outside the box and invite your supervisor into the process.

Throughout 2023, you all have continued to “raise the bar” of service and support to our customers, and ultimately the Warfighter. This year I have received the most direct feedback from our customers, praising IntegrITS individuals and Teams for their performance at every location IntegrITS supports. This praise has been in formal Command awards, service-wide article write ups, email correspondence, and even personal telephone calls from senior level customers. I thank every member of the IntegrITS Family for your personal dedication. My thanks also extend to your family members and those closest to you, as I know they are your support!

IntegrITS 2024 Employee Benefits

As we look to CY2024, there is one last area I would like to touch on: IntegrITS 2024 Employee Benefits. Each year, one of my top priorities is to negotiate a benefits package that is comprehensive, affordable, and competitive in this ever-changing economic environment and job market. I am pleased to announce that we have secured what I believe to be an enhanced comprehensive benefit offering with a minimal price increase to the IntegrITS Employee that is well below the market value of our benefits.



IntegrITS 2024 Employee Benefits

We have officially kicked off 2024 Benefits Open Enrollment, which will remain open **until 11:59 p.m. Central time on December 30, 2023**. This is a passive enrollment, and no action is needed if you do not wish to make any changes to your plan—you will automatically be reenrolled in your current plan option.

Please Note: the FSA Open Enrollment is separate from the Benefit Open Enrollment and needs to be completed annually—you will not automatically be reenrolled in FSA.

If you were unable to attend our Open Enrollment informational meeting with Insperity yesterday (Wednesday, December 6), I strongly recommend that you join the meeting that will be held tomorrow, December 8, if you are able. It is a very informative meeting that highlights important changes and enhancements to our plan. You will also have an opportunity to ask our benefits representative at Insperity any questions you have about the enrollment process and/or our benefits offerings.

On behalf of myself and the entire IntegrITS Leadership Team, we pray that you and your families enjoy the warmth, beautiful sights, and rich blessings of this special holiday season! May the rest of your year continue on the most positive of notes and may your time with family and friends be filled with joy, hope, and holiday cheer!



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 week!

Rick Ponzo, 17 years

Harry Beatty, 10 years

Mitchell James, 5 years

Mario Dickerson, 3 years

Paul Krebs, 2 years

Nestor Hernandez Miguel, 1 year

Veronica McGrew, 1 year



December Birthdays

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

Blessie Cablayan

Gary Carr II

Marcus Coney

Nick Enriquez

Andrey Frazier

Jose Garcia

Eric Martinez

Mike May

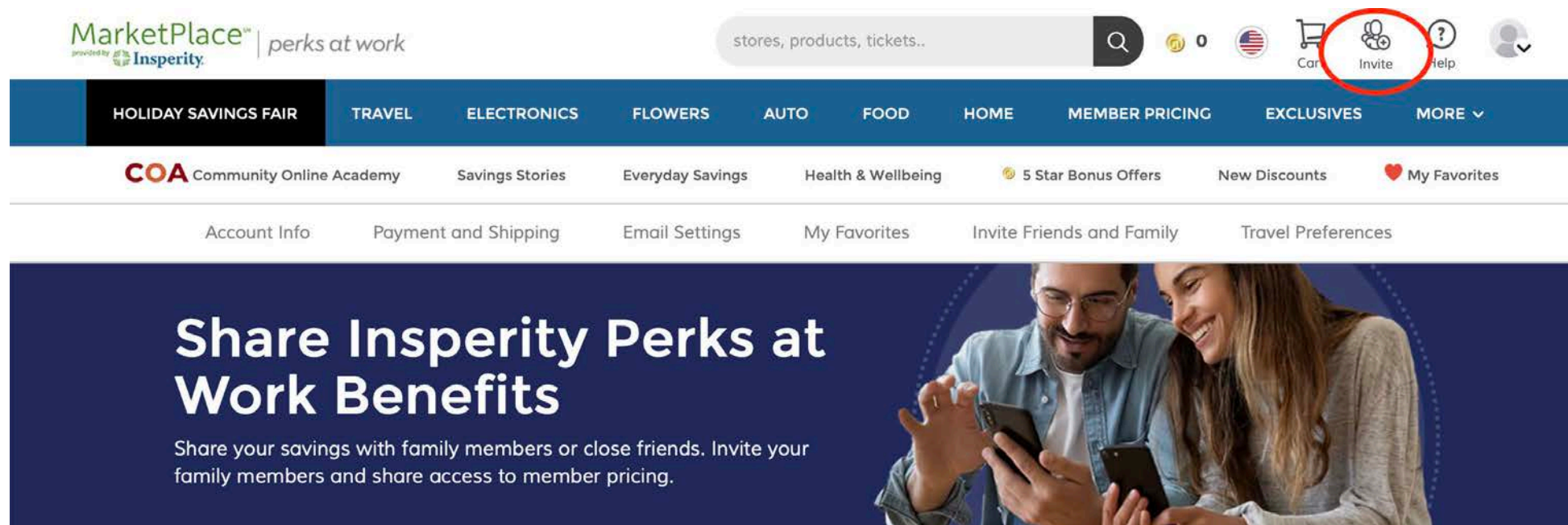
Walter Mendez

Brian Simmons

Enos Vazquez-Hernandez

Tip of the Week

The Insperty MarketPlace is having its 2023 Holiday Savings Fair, so be sure to hop over to the MarketPlace and check out holiday deals, as well as opportunities to earn extra WOWPoints. Did you know that you can share the Insperty MarketPlace with up to five family members or friends? Simply sign into the MarketPlace and select “Invite” at the top of the screen.



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 December with another Team Spotlight.



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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