



The IntegrITS Weekly Digest



The CEO's Corner

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As the month of November begins, I can feel the holiday cheer beginning to permeate the air. Whether you are someone who strictly waits to enjoy holiday decorations after Thanksgiving, or you have been playing Christmas tunes since October, I hope we all can agree that now is the time of year for GRATITUDE. Taking time to pause and reflect on the things I am grateful for has become one of my most cherished annual traditions.

In the spirit of Thanksgiving, my challenge to each of you is to pause, reflect, and write down the many things you are thankful for. This can be in your personal and/or professional life.

I will share one area of gratitude that is on my list: each and every one of you! So many of the good things in my life flow out of my work as a member of the IntegrITS Team. Going to work every day knowing that I get to work alongside some of the most intelligent, hard-working, and kind people is truly a blessing that I do not take for granted. Thank you for who you are as individuals and thank you for all that you bring to the IntegrITS Family.

On the business side, our year-to-date performance contractually, financially, and administratively has been excellent and we owe much of that to you. Your commitment and dedication to excellent performance makes it all possible –*thank you*. I also want to extend my thanks to everyone who participated in our corporate survey. The intake has been completed and is currently being processed. We are looking forward to the results as they will help us know how to best serve you in our benefit offerings, communications, and customer service as we continue our transition into this new evolving normal.

We are happy to announce that we will continue to offer our comprehensive benefits package (with enhancements) at no additional premium costs to you in CY 2023. Just as in all the other economic sectors, medical benefit plan costs are increasing at a significantly high rate. *IntegrITS will be absorbing these cost increases to help offset some of the inflationary impacts being experienced by our employees.* Open enrollment for benefits will be announced soon, so be on the lookout for that communication.

It is amazing how this year continues to soar by—but even with its challenges, I cannot think of a better group of professionals to take this ride alongside. A Happy (Early) Thanksgiving to you and your families! May your time together create new, positive memories, and may you bask in joy and gratitude for one another.

Thank You: Survey Participation



Thank you to everyone who took time out to participate in the IntegrITS Climate Pulse Survey. We exceeded our 70% response rate goal, with 78% of you participating. This gives our survey results statistical significance, and Insperity can provide a detailed assessment of the results. You can expect to hear back from us with survey takeaways and next steps in the new year.

Tip of the Week

Here are some quick “Wellness Tips for Work” that Insperity put together:

- Choose Snacks Wisely – Prepare your own snacks in advance from mixed nuts to fresh fruit.
- Add Fitness – Two minutes of stretching and breathing can increase your fitness and focus.
- Pack Your Lunch – Eating lunch out less frequently can be healthier and save money.
- Take a Break – Fresh air can do wonders. Try a walk around the block.

Let's Celebrate!



November Birthdays

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

Dan Baggett
Sean Cacanindin
Michael Caudillo
Christopher Coleal
Jeston Crouch
Steve Fox
Angela Gard
Daniel Harris

Gregory Harrison
Roger Hill
Eric Hudson
Matthew Obermark
Rick Sintes
Jenna Tamblyn
Juan Villalobos

November Work 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, 9 years
Anthony Purcell, 9 years
Vincent Disanza, 3 years
Andrey Frazier, 3 years
Stephen Heyl, 3 years

Gabe Bitolas, 2 years
Noe Magana, 2 years
Juan Villalobos, 2 years
Alexandro Garcia, 1 year
Michael Seghi, 1 year

\$\$ Employee Referral Bonus \$\$

At the end of each quarter, we are acknowledging the two people who have referred the most prospective employees who made it to the interview process. These two people will each be given a \$500 gift card. We will also enter all employees who refer a job applicant into a raffle, with the winner receiving a \$250 gift card.

*As of today, we have quite a long list of openings across multiple IntegrITS locations ([IntegrITS Opportunity Central](#)). **Let's work together to find the best candidates for these open positions!***

San Diego & Chula Vista, CA Acquisition Specialist DBM Specialist - Mid Gun Weapon Technicians Integrated Master Scheduler – Jr Logistics Analyst Program Management Analyst Program Management Specialist – Jr	Edwards Air Force Base, CA Infrastructure Engineers Techs II & III Programmers I, II, III Systems Administrators I, II, III
	Las Vegas, NV Electronic Maintenance Technician
	Hill Air Force Base, UT Systems Administrator II

Coming Soon: *Did You Know?*

Join us next week as we share updates on the resources available to us as IntegrITS Employees.

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/>.

Have an incredible week, and we'll see you next Thursday!

Warmest Regards,
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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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