



# THOUGHTS

Newsletter Issue No. 8

November 2016

## Synapttek saves Army Emergency Relief (AER) 80k

Army Emergency Relief (AER) is a private non-profit organization that has been helping soldiers for over 74 years with a wide variety of financial situations with no interest or fees. Examples include assisting soldiers deployed overseas with emergency travel funds to return home for an unexpected funeral or providing funds for vehicle repairs or providing assistance with college tuition. After an initial assessment, the Synapttek Team's first challenge was to build a new highly available infrastructure that protects Personally Identifiable Information (PII). AER receives PII directly from the Army, therefore in developing the new infrastructure, Synapttek had to take into account AER's ability to receive an "Authority To Operate (ATO)" following the National Institute of Standards and Technology (NIST) Special Publication 800-53 Rev 4, Security and Privacy Controls for Federal Information Systems and Organizations along with NIST Special Publication 800-37 Rev 1, Guide for Applying the Risk Management Framework to Federal Information Systems for a Moderate system. Synapttek was able to stand up a new infrastructure within a compressed 5-month schedule and under budget. Due to the work we did on Phase I, Synapttek was awarded a Phase II extension to assist the AER IT department with projects such as their upcoming move from Alexandria to Crystal City as well as the remediation of the issues outlined in our Plan of Action and Milestones (POAM).

AER's Customer Relationship Management platform, Netforum. While the previous programming contractor wanted to charge \$80,000.00 to rectify the problem, Synapttek was able to implement a workaround and within one week of work and one long Friday night, saved our customer \$80,000.00 that can be used in support of the soldiers that really need the help. The team led by Pearl Prince includes Brandon Groenert, Omroy Spencer, Kristine Hawley and QunTech subcontractor employees Alan McClelland and Mercy Oni. Several Synapttek employees stepped up to offer part-time assistance including, Antwan Glover, Heng Liao, Chris Hartley, Brandon Lingerfelt and Robert Ritch. AER has stated "The Synapttek team inherited a project that had stalled and, in three months, was able to achieve the necessary traction and complete what AER had been working

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## Joint Service Provider (JSP) Enterprise Transport Management (ETM) recognized for Outstanding Performance



Pictured - Warren McQueen, Ben Hardbower, Jeff Beyer, Matt Dzoba, Christian Perla, Robert Kennett, Anita Isaac, Antwan Glover, Krishna Beck Patel, Fred Taylor;  
Not Pictured - Kent Barth, Leon Faircloth, David Dougherty, Chris Hartley, Heng Liao, Dicken Tsoi, Temesghen Samuel, Doug Thornton, Kyle Montague

## PayCom Tasks



**Did you recently achieve your CCNA or PMP?**

Synapttek policy requires

towards for five years.' The entire team believes in the humanitarian mission of AER and is proud to support them.

## Holiday Season and PTO

It's hard to believe that we are approaching the end of the year. The holiday season brings with it thoughts of family and loved ones, of distances to travel and new memories to forge. It's the time of year when we change our busy schedules and adjust our plans to make time for those we love. Please check your PTO balance on Unanet and keep in mind that you may carry unused time forward to the next benefit year but there is a cap equal to two times your eligible annual PTO amount. Your benefit year starts and ends on your anniversary date.

The graph below illustrates the accrual rate based on months of service. Cap Hours is the maximum number of hours you can accrue.

Months of Service *	Accrual Hours (per period)	Cap Type	Cap Hours	Exceed
X 0 (0 - 12 month employees)	5 (~120 hours/year)	Annually (Hire Date)	120	<input type="checkbox"/>
X 13 (13 - 24 month employees)	5.34 (~128 hours/year)	Annually (Hire Date)	248	<input type="checkbox"/>
X 25 (25 - 36 month employees)	5.67 (~136 hours/year)	Annually (Hire Date)	264	<input type="checkbox"/>
X 37 (37 - 48 month employees)	6 (~144 hours/year)	Annually (Hire Date)	280	<input type="checkbox"/>
X 49 (49 - 60 month employees)	6.33 (~152 hours/year)	Annually (Hire Date)	296	<input type="checkbox"/>
X 61 (61+ month employees)	6.67 (~160 hours/year)	Annually (Hire Date)	320	<input type="checkbox"/>

\* Enter the beginning months of service and the system will update the description and sort order once you save the row.  
Note: Changes to schedule entries will take effect upon the next Posting of this accrual plan. Immediate changes will need to be applied directly to corresponding Assignments.  
Schedule Job 'Automated Accrual Post' must be enabled in order to use Automatic Posting.

## SYNAPTEK HOLIDAY PARTY December 17, 7:00pm-11:00pm

Invitations to the annual Synaptex Holiday party, which will be held on December 17th, have been mailed to each employee. This year the event will be held from 7:00pm-11:00pm at the National Portrait Gallery and Smithsonian Art Museum. Employees are invited to bring their spouse or a guest and children ages 13 and older. Childcare will be available for children 12 and under.

A group block of hotel rooms have been reserved at the Hotel Monaco located across the street from the museum. The discounted rate is \$129. for a king or \$169. double room. [Click here](#) to make a hotel reservation.

## WREATHS ACROSS AMERICA December 17, 8:00am-11:00am

This event will take place on the morning of our Holiday party. We encourage employees and their families and friends to participate in this event which honors our fallen soldiers and veterans. Wreaths Across America will take place at Arlington Cemetery. We will be volunteering as a group to place wreaths at each gravestone. It will be a powerful, emotional morning, and a great reminder of what's important during the holiday season. Learn more at [WreathsAcrossAmerica.org](http://WreathsAcrossAmerica.org). If you would like to participate RSVP to [events@synaptexcorp.com](mailto:events@synaptexcorp.com).

Have a wonderful Thanksgiving holiday.  
**Kamran Jinnah**

employees to upload all certificates and/or training records to PayCom.

Reminder: Synaptex offers \$5,000 in training costs annually to each full-time employee. Be sure take advantage! Discuss opportunities with your PM/VP or Sai Pothuri.

**REFER  
YOUR FRIENDS.  
GET  
REWARDED.**

**FBI**  
Application Programmer  
System Engineer

**DOI New Orleans**  
Java Engineer  
Software Engineer  
JAVA/Geospatial Engineer

**Navy Driftwood, Mississippi**  
RedHat Admin (Stennis)  
Application Systems Programmer -  
Senior, Intermediate  
Software Systems Engineer  
**ETM**  
Enterprise Management System  
Senior Engineer  
Network Administrator

**NDU**  
HelpDesk Analyst  
System Administrator/Active  
Directory/VMware  
Network Administrator

**PFFA**  
Windows Systems Admin  
VMWare Engineer/Admin  
Program Analyst  
Principal Systems Engineer

**FTC**  
Network Engineer- SolarWinds  
Senior Network Engineer

Please email your referrals' resumes:  
[careers@synaptexcorp.com](mailto:careers@synaptexcorp.com)  
or visit [Synaptex Careers](http://Synaptex Careers).

# BENEFITS

## Upcoming Employee Holidays

Thursday, November 24 - Thanksgiving  
Monday, December 26 - Christmas (Observed)  
Monday, January 2, 2017 - New Year's Day (Observed)

For a full list of upcoming holidays (and snow procedures), [click here](#).

## Wellness Benefits

Check out the new Health and Wellness area on our [Employee Portal](#). There are many new offers available!

## Brooks Brothers Discount

Corporate Members will SAVE 25%\* on Thursday, November 17, 2016. This is a ONE DAY EVENT and valid on full priced purchases online, by phone and in US and Canadian Retail stores (Factory stores are excluded).  
[Corporate information available here.](#)



## TIMECARD CONTEST WINNER



This challenge took place October 15 through November 7. The

winner of the \$100 Amazon gift card is Edward Chan!

**Congratulations!**

## Welcome to our New Hires

Sarah Keiper, Talent Acquisition Manager, HQ  
Tim Owens, System Administrator, 58th SOW  
Michael Halona, Network Analyst, 58th SOW  
Joe Blackman, Senior IT HelpDesk, 58th SOW  
Jacob Dobbs, Voice/Video SME, DTRA  
Tyler Bowling, AV Network Engineer, DTRA  
Brandon Roseboro, HelpDesk Analyst, NDU  
Rossana Villalobos, Sharepoint Administrator, NDU

## Employee Anniversaries

Rob Ritch, 6 years  
Kellie Dorgan, 4 years  
Kyle Montague, 3 years  
Kirk Falk, 3 years  
Sheila Andahazy, 2 years  
Ray Caruso, 1 year

## 2016 Flu Vaccines

As the 2016-2017 flu season approaches, now is a great time to get vaccinated against the flu. The U.S. Centers for Disease Control and Prevention (CDC) recommends that everyone 6 months of age and older get a flu vaccine. Unlike their recommendations during past flu seasons, the CDC and the American Academy of Pediatrics (AAP) are not recommending the nasal spray vaccine, FluMist, for the 2016-2017 season due to concerns over its effectiveness, especially in children. The CDC and AAP are now only recommending the injectable flu vaccine.

Some flu shots protect against three flu viruses while others protect against four viruses. Consult your physician to determine which shot is best for you. If you don't have a regular doctor, you can get a flu vaccine at a local health department, pharmacy or urgent care clinic.

Getting an annual flu vaccine is the first and, arguably, the best way to protect your family during the flu season.

We're on [FACEBOOK](#) and [LinkedIn!](#)



**Which projects have you worked on at Synaptek?** NCRNet and Pentagon Force Protection Agency

**What project has been your favorite/why?** - NCRNet: I really enjoy working within the public safety realm and specifically with the various law enforcement and Fire personnel around the National Capital Region.



**What's your favorite aspect of Synaptek?** - The care that is shown towards and provided to the staff. That was a major factor in my decision to come to work for Synaptek. I have worked for Kam, David and Michael for almost 18 years, so I knew that was one of their philosophies that would carry over to Synaptek.

**Family Life:** Wife Tracy and 3 children, Shelby (16), Ryan (14) and Kylie (8)

**Hobbies outside of work?** - My main hobby is woodworking and I have recently started to learn how to do wood turning on a lathe.

**Interesting fact:** With relation to Synaptek, I was the 2nd full time employee with the company and the longest tenured employee to date.

### Join the Synaptek Cloud Initiative Team



We are growing! Are you interested in learning about the latest technologies and trends in Cloud solutions? We will work closely with Executive Management in shaping the technology direction for our company's future.

This team will develop and support the latest computing trends with technologies such as Red Hat, Oracle, VMWare and Microsoft.

Please contact Darian Jinnah or Michael Haskett to learn more about this exciting opportunity.

## Employee Announcements

### It's a Boy!

Kyle Montague, a Wireless Engineer at NDU, welcomed son Wyatt DeBarr Rogers-Montague on November 8. Congratulations!



### Engagement News!

Kaitlyn Jenkins, FSO/Business Analyst, got engaged to her boyfriend of 3 years, Dave Eber! Dave proposed at sunrise in Alexandria on November 5.

### We want to hear from you!



Send us your news – babies, weddings, trips and vacations, graduations, kudos to coworkers! Send all submissions to [news@synaptekcorp.com](mailto:news@synaptekcorp.com)

### It's Never Too Late To Get Fit!

Check out Synaptek's Fitness Benefit [Click here for details.](#)



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