



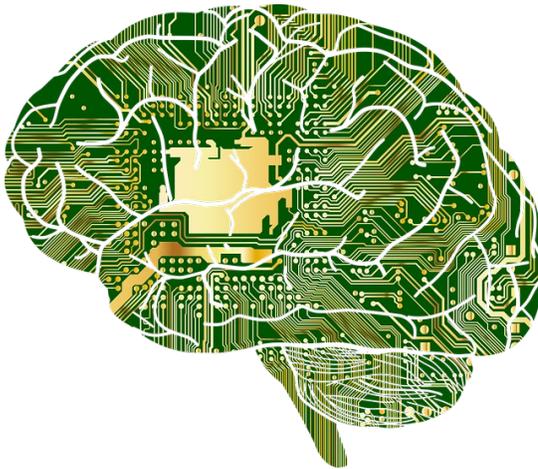
THOUGHTS

Newsletter Issue No. 25

April 2018

Benefits of a Trained Workforce

Synapttek's Training and Education Reimbursement plan is an extremely valuable program that not only provides benefits to all individual employees but also to Synapttek by helping the company to continue providing a highly skilled and experienced workforce. Regular training is well worth the investment because building up the skills and certifications within Synapttek's workforce effectively improves our ability to compete on programs that are requiring advanced skills, experience, and certifications. There are many important reasons why ongoing employee training is beneficial to both the company and to each of you individually and should therefore be made a priority. Below are 10 top benefits of ongoing training and education:



1. Synapttek's workforce can keep up with industry changes. Industries are constantly changing and so it is important for Synapttek to develop its workforce to avoid being left behind. It's also important to make sure we are complying with any industry regulations, which can be achieved through ongoing training, making sure our employee's skills and knowledge are up-to-date.
2. Be in touch with all the latest technology developments. New technology is being developed all the time. Regular training needs to take place to ensure that you are learning about the latest technology and can comfortably use it to its fullest potential.
3. Stay ahead of competitors. Standing still can kill our business, so by making sure you are constantly advancing through regular training, you will continue to help Synapttek move forward and remain competitive within the marketplace.
4. Be able to see weaknesses and skill gaps. With regular training, Synapttek can more easily identify any gaps in the market and skill gaps within our existing workforce. By identifying these gaps early, there is time to train our workforce in these required areas so you can fulfill these roles effectively.
5. Maintain knowledge and skill. It's important that training plans are put in place to help develop skills throughout your career. To retain knowledge, skills need to be practiced and refreshed on a regular basis thru training programs so elements aren't forgotten.
6. Advance employee skills. Basic level skills can easily be built upon and improved to

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Kudos

**WELL
DONE**

Spencer Ellingsen

has received kudos for his persistence and determination in helping to solve help desk issues.

Our VTC customer would like to praise **Dennise Shally** and **Amber Perkins** for their hard work and commitment supporting their contract.

Rodney Stewart has been commended for his customer first attitude.

Jordan Singmore has been recognized for his exceptional customer service.

Kay Stephens is being acknowledged for her joyous attitude while helping the customer.

Keith Pressel and **Micheal Foote** are being praised for being incredibly self-sufficient and for the phenomenal work they complete.

Chris Grant is being recognized for going above and beyond with his work duties.

Thanks for all your hard work!

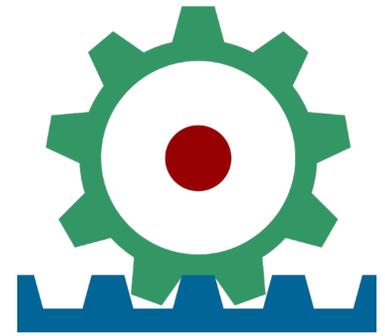
If you have someone you would like to thank or

recognize, email your message to
news@synapttekcorp.com

Q1 Objective Share

The Quality team has had a busy and successful Q1 2018. We received our ISO 9001:2015 certification in January and completed our ISO 27001 audit just last week! We're refining procedures to make processes simple and effective. We reviewed the [Quality metrics](#) at the Q1 Management Review Meeting - please review and contact

- provide increased benefits to yourselves and our customers. Employees that know more can provide improved job performance and customer satisfaction.
- 7. Provide an incentive to learn. When training is provided as part of a longer development pathway, employees will have much more incentive to learn, participate in the training and put their new skills into practice.
- 8. Increase job satisfaction levels. Through continued investment from Synaptek, employees can have a much higher sense of job satisfaction, which can improve your motivation towards your work. This reduces employee turnover and increases productivity.
- 9. Provide internal promotion opportunities. With ongoing training, our existing workforce can become more eligible for internal promotions.
- 10. Attract new talent. All companies want to have the best employees and with an ongoing training program, this will not only mean better employee retention, but Synaptek may also attract better talent from the start, as this is a key feature many people look for within their job search.



As you can see, Synaptek's ongoing Training and Education Reimbursement program is important to individual employee development and the continued growth and success of Synaptek. Please speak to your manager about building your individual development program to increase your knowledge, skills and certifications.

-Sheila Andahazy

Be on the lookout in the next newsletter for more details on our Summer Employee Appreciation Event!



ISO 27001

We are proud to announce that Synaptek has achieved the prestigious ISO 27001 certification!

We would like to especially recognize **Kaitlyn Jenkins** and **Mario Mastrangeli** who prepared us for this audit by defining and implementing an Information Security Management System (ISMS). This included creating new security policies and education awareness information for our employees. This new certification gives us a competitive advantage in our pursuits for new business. Information security is a very critical component of our business and this certification proves that we take the confidentiality and integrity of our clients information seriously.



Requesting PTO



After a long winter, warm weather is upon us! With that comes vacations and requesting time off. We

wanted to quickly remind all employees that PTO Accrual details can be found in Unanet under the Reports tab.

Also, check how much time you might have accrued by a particular date! Visit Accrual Details and change the dates in "Criteria".

Recognition

Congratulations to Thomas Murphy, Andre Allen, and Darrell Johnson for their exceptional service supporting the voice conversion for DLA. They were presented awards by Kamran Jinnah and Sheila Andahazy to recognize all their hard work!



REFER YOUR FRIENDS. GET REWARDED.

DLA
Network Engineer- Various Locations
VTC Admin- New Cumberland, PA
Firewall Administrator- Telework

DTRA- Ft. Belvoir, VA
Senior Network Engineer



Systems Engineer
Cyber Intel Security Analyst

ETM- Crystal City, VA
Network Engineer
Senior Wireless Engineer

Kirtland AFB- Albuquerque, NM
Network Engineer

Schriever AFB- Colorado Springs, CO
Technical Controller

Stennis Space Center, Mississippi
Applications Systems Analyst/Programmer
Lead
Software Systems Engineer (Lead &
Intermediate)

VA WiFi Group 0
Site Manager
Junior Wireless Engineer

**Please email your referral
resumes to:**

careers@synaptেকcorp.com
or visit [Synaptেক Careers](#)

Baby On Board

Congratulations to Nicko Gallegos on the birth of daughter Ariya! We're glad she's enjoying her blanket!



Synaptেক On Your Phone

Did you know you can download Outlook right onto your Smart Phone? It's easy too!



Visit your Mobile App Store and search for Microsoft Outlook, once downloaded, quickly add your account and get your emails on the go. Stay organized with your calendar events, a focused inbox and quickly find all your messages, contacts and files using the special search function.

Available on Apple and Android phones.

We want to hear from you!

Send us your news – babies, weddings, pets, trips and vacations, graduations, kudos to coworkers...

Send all submissions to
news@synaptেকcorp.com

Congrats Connor

Congratulations to **Connor Wiles** for earning a CASL coin at NDU. Thanks for making Synaptেক proud!



LinkedIn

"Follow" us for the latest news and info!



Employee Anniversaries

9 Years

Vinh Le

4 Years

Thomas (Eddie) Willson

2 Years

Dustin Kramer

Brandon Lingerfelt

Welcome New Employees!

Dominic Politi, VA Group Zero

Jessica Carabeo, HQ

Kendra Pouliot, HQ

Tim Bailey, DLA JETS

Danielle Sansone, DLA JETS

Elizabeth Page, DLA JETS

Thomas Whear, DLA JETS

Jake Withers, VA Group Zero

Eric Underkoffler, DLA JETS

Steve Davis, NDU

Jason Warsewich, DLA JETS

Israel Negron, VA Group Zero

Craig Martin, DLA JETS

Daniel Reid, DOI



