



## Show Me the Money!



We all want to know how salaries are determined and how we can improve our personal financial well-being. Synapttek has a sound methodology for establishing fair and competitive salary rates and ranges. The methodology includes the following considerations:

- Labor category and position descriptions, including education, certifications, security clearances and years of experience required to fulfill customer needs.
- Thorough analysis of the difficulty and complexity of the tasks and specialized skill sets and experience that may be required to execute those tasks.
- Comprehensive review of comparative salary data available from recognized national and regional compensation surveys, studies conducted by professional, public, and private organizations, and experience gained from comparable hires in the specified locations.
- Strict compliance with the Service Contract Act and regional Department of Labor Wage Determination Schedules for non-exempt employees working on a service contract, as applicable.
- Contract limitations that may be based on competitive (Lowest Price Technically Acceptable (LPTA)) procurements.
- Analysis of current market place and industry conditions.
- Review of salaries of current Synapttek personnel performing similar work.

It is assumed that employees meet or exceed the minimum qualifications for the position they were hired into Synapttek for, unless a waiver was sought and approved by the

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## Kudos

The DLA VTC Branch Chief would like to recognize **Chris Grant** for taking initiative and supporting the program in its current short staffed status.



We received praise from DLA Management thanking **Michael Foote** for going above and beyond by helping with other tickets outside the region without being asked and always being available to assist.

We would like to commend **Tom Murphy** for his outstanding work across all three LAN regions. Tom's efforts into promoting cross collaboration and guidance to all our employees are valuable attributes that will produce dividends going forward.

*If you have someone you would like to thank or recognize, email your message to [news@synapttecorp.com](mailto:news@synapttecorp.com)*

customer. Over time, our employees will grow out of their initial position as they achieve additional education, certifications or years of experience. When this happens, they will need to move into a more senior position within the program or move to a new program if they desire to grow financially and technically.

You have the power to increase your financial well-being over time. By improving your personal qualifications (education, certifications, years of experience), demonstrating your competence in your current position and by working with your supervisor to take on new and challenging responsibilities, you will succeed at your goals. The most successful candidates are those that are willing to step outside their comfort zone and be willing to take on new challenges, potentially with new customers in new environments. You can significantly improve in anything if you surround yourself with people that are better, stronger, smarter than you are. This is true in sports or Information Technology. The bar was pretty low for me ;-)

The fastest way to improve your financial well-being is to actively get involved in the growth of Synaptex. We are constantly pursuing new opportunities that require motivated personnel or "Key Personnel". You can get involved by sharing with your supervisor your desire to advance in your career and express your willingness to be flexible. If you have not already done so, you are encouraged to have a career progression conversation with your supervisor. Decide "what you want to be when you grow up" and share that with your supervisor so that he or she can help map a path towards that goal. Make sure your career goals, like your performance goals, are Specific, Measurable, Achievable, Realistic, and Timely (SMART).

Don't forget to refer qualified friends for more immediate financial gratification!

**Warren McQueen**

## Hurricane Irma Relief

Synaptex is proud to have provided a \$2000 donation for the hurricane relief efforts at Warrior Ethos. This non profit sent three trucks down to the Florida with 30,000 pounds of supplies!

**REFER  
YOUR FRIENDS.  
GET  
REWARDED.**

### **CBP- Springfield, VA**

Apple Certified Support Professional  
Microsoft Certified Systems Administrator

### **DOI- New Orleans**

J2EE IT Software Architect

### **DOJ- Washington DC**

Principal Reviewer

### **Navy Driftwood, Mississippi**

Applications System Programmer  
Sr. Applications System Programmer

### **DLA**

Network Engineer - New Cumberland, PA  
Sr. Network Engineer - Columbus, OH  
Sr. Network Engineer - Richmond, VA  
VTC Lead- Richmond, VA  
VTC Lead- New Cumberland, PA

### **ETM- Alexandria and Arlington, VA**

Enterprise Management  
Information Assurance Support  
Information Assurance Engineer IAVA  
Circuit Action Engineer  
Asset Management Engineer  
Logistics Analyst  
Inside Plant Engineer  
Outside Plant Engineer

### **NATIONS**

Junior Field Engineer - Boise, ID  
Senior Field Engineer - SCA - Houston, TX  
System Admin- Lincoln, NE

### **58th SOW**

Sr. Help Desk Specialist - Ft. Rucker, AL

### **NDU- Washington DC**

Help Desk Analyst  
HBSS Administrator  
SCCM Administrator (Part-Time)

**Please email your referral resumes to:**

**[careers@synaptexcorp.com](mailto:careers@synaptexcorp.com)**  
or visit **[Synaptex Careers](#)**.

**Who You Gonna Call? Not**



## the Ghostbusters.



Have questions for us? Please follow this handy guide to direct your inquiries:

### Security/Quality Questions

Kaitlyn Jenkins-

[kaitlyn.jenkins@synaptekcorp.com](mailto:kaitlyn.jenkins@synaptekcorp.com)

### Payroll/Benefit Enrollment Questions

Tina Wan-

[tina.wan@synaptekcorp.com](mailto:tina.wan@synaptekcorp.com)

### General Benefit Questions

Toni Fisher-

[toni.fisher@synaptekcorp.com](mailto:toni.fisher@synaptekcorp.com)

### Recruiting Questions

Sarah Keiper -

[sarah.keiper@synaptekcorp.com](mailto:sarah.keiper@synaptekcorp.com)

### IT Questions

You can fill out a help desk ticket [here!](#)

## Congratulations Walker Family!

Zachary Walker, System Administrator for the FBI, and his wife Stephanie welcomed their new daughter Scarlett into their family!

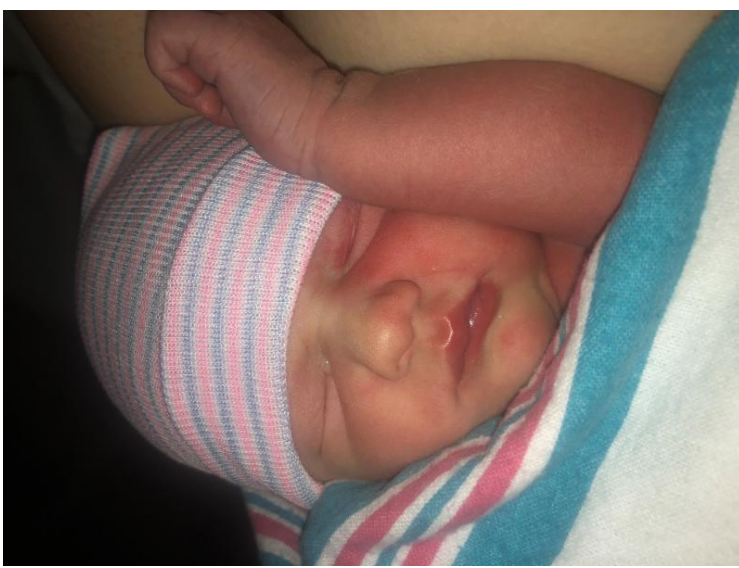


## Congratulations Guise Family!

We would like to congratulate Erin Guise, VTC Administrator for DLA, and her family for the birth of her daughter Ella Grace Guise!

## Synaptek Holiday Party! December 16, 2017





## Westfields Marriott Chantilly, VA

### 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@synaptekc.com](mailto:news@synaptekc.com)



### Employee Anniversaries

#### 5 Years

Kellie Dorgan  
Antwan Glover

#### 3 Years

Lonny LeGrand



#### 1 Year

Joseph Blackman  
Jacob Dobbs  
Michael Halona  
Timothy Owens

### Welcome!

Luul Aldubi- ETM  
Samuel Fisher- DLA JETS  
Christopher Grant- DLA JETS  
Erin Guise- DLA JETS  
Jermaine Harris- DLA JETS  
Karina McAndrew- DLA JETS  
Michael McKenna-DLA JETS  
Jennifer Neish- VA  
Tommy Pollock- DLA JETS  
John Shuff- DLA JETS  
Edward Stroebel- VA  
Sandy Stroebel- VA

# LinkedIn

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and info!**



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