



# THOUGHTS

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## Success and Failure

I am a Science Fiction fan through and through, Star Wars, Star Trek, Dark Matter, Battle Star Galactica; even the B rate stuff - I can't get enough. I think it is both science and the great unknown that fascinates me. I am drawn to what is possible with science, technology and the exploration of frontiers. It's a place where your mind can dabble with the impossible. Yoda, famously said "Either do or do not do - there is no try..." This quote is a simple lesson in commitment and the power in giving something our all-not just giving it a try. Some believe with enough grit, will, spirit, drive and determination you can make just about anything happen; but failure is not a stranger to any of us. Edison made 1,000 unsuccessful attempts at inventing the light bulb. When a reporter asked, "How did it feel to fail 1,000 times?" Edison replied, "I didn't fail 1,000 times. The light bulb was an invention with 1,000 steps." In a manner of speaking TekSynap has been a frontier for me and for many who work for us.



TekSynap is a place of personal and professional discovery. Not that long ago I was a network engineer at FORE Systems, building and designing Asynchronous Transfer Mode networks. I can remember marveling at OC-12 speeds and thinking how incredibly fast that was and now most of our customers enjoy 10 Gigabit circuitry. My journey from techie to leadership is filled with success and failure. Over the years I have learned that life isn't binary. I have always loved engineering because it either works or it doesn't, code compiles or it doesn't which makes the life of an IT professional nice - in many cases it's binary. Managing a business and people not so much! Today TekSynap is firing on all cylinders - pinch-me, the Engineer is now leading a fast paced - strong IT services business - how did the crazy transformation happen? Luck favors the prepared or should we say, luck favors the determined. Success is not an accident - it's deliberate unyielding pursuit to put your best forward each day.

We are in the midst of another incredible growth year. We have been in business for over a decade now; along the way TekSynap has enjoyed lots of success, but we've also experienced our share of failure. In 2017, we lost a big contract with the VA in the wireless arena. In 2018 we lost a long expensive battle over the trademark of our company name. In both of these failures we learned tough lessons. When we lost the VA contract we didn't give up our wireless practice - we fought through a few lean years. Today, our wireless business practice is stronger than ever - and we are proud that the VA is once again one of our largest customers. Not only are they our customer, but TekSynap is the primary provider of wireless design and implementation services for the VA. Perseverance paid off, we turned our failure into a success story.

Transformation, both personally and professionally, comes to us in different ways. To this day I still struggle with referring to the company as TekSynap - I'll start pronouncing "Synap..." and catch myself. It's hard to retool after 10 years, but in a way, even this failure birthed something good. It's been an ice breaking conversation with many leaders. A few months back I met with a Senior DLA official before we had finished sitting - he smiled and said, "So tell me all about this crazy name change you had to endure..." We laughed as I began the story, but I realized that breaking the ice by telling him about our hardship - allowed him to tell me about his.

In this moment I realized a failure can offer something of value when it's used positively. Attitude really is everything. The attitude you have with success is much the same, or should be, with failure. When you fail what is your attitude? I read a book titled "The Ideal Team Player" by Patrick Lencioni, within it was the simple concept of the ideal team player who embodies three virtues: Humble, Hungry, and Smart.

- Humble = does not think less of self, thinks of self-less
- Hungry = aggressively pursues goals
- Smart = emotionally smart, that is, in interactions with others

Be Humble, Hungry and Smart in life and at work. Tell yourself there is no try - there is only do. I am still learning and stumbling my way through this thing called life. Don't be afraid to fail spectacularly but fail forward and pay-it-forward in all that you do. You'll be amazed at what you can achieve.

- Kam

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## KUDOS

**Cindy Shaw** was recognized by DLA for her continued commitment to excellence in support of the customer.



Kirtland C4 has been greatly impressed by the communication, trouble shooting skill and ability to step up to greater responsibility displayed by **Andrew Hughes**.

**Wayne Wisneski** was named the DTRA employee of the month in August for his leadership on the CCR1 and ESM Audit team, that earned excellent ratings.

**Kay Stephens** was appreciated for her extra efforts and personal attention, going the extra mile to ensure our customers are successful.

**DeMarlo Powell** received kudos for not only using a thoughtful and thorough approach, but assisting well beyond the immediate scope of assigned tickets.

**Tom Owens and Matt Jewett** were recognized for their superb support to the recent DLA Hispanic Heritage Month event.

DTRA identified that **Nicolas Perricci's** "efforts have not only drastically benefited INTP, but DTRA as a whole...". Thanks for your "top-notch subject matter expertise and professionalism" Nicolas!

*If you have someone you would like to thank or recognize, email your message to the*

[news@teksynap.com](mailto:news@teksynap.com).

## Wreaths Across America December 14, 2019

TekSynap will once again be participating in Wreaths Across America at Arlington National Cemetery. We are looking for volunteers to assist as members of our truck crew the day of the event. Volunteering in this capacity allows TekSynap to help spread the mission of REMEMBER. HONOR. TEACH. Each individual will assist in passing out wreaths to other volunteers as well as laying wreaths for our fallen heroes.

If you are interested in more information please contact Kearstin McGinnis, [Kearstin.McGinnis@teksynap.com](mailto:Kearstin.McGinnis@teksynap.com)

Not able to make it to DC? There are cemeteries nationwide seeking volunteers. Please visit [Locations](#) to find a site near you.

Would you like to assist in the goal of placing a wreath on every headstone at Arlington National Cemetery? Please consider [sponsoring](#) a wreath.



## Transitioning to Data Science

Defense Logistic Agency (DLA) manages a global supply chain. This supply chain generates big data. Data drivenness is about building tools, abilities and most crucially, a culture that acts on this data.

Analytics Center of Excellence (ACE) was established to help focus on getting more value out of the data collected across the agency by analyzing the information and looking for ways the data can inform management decisions. ACE is working hard to expand its capabilities into the realm of data science. Teksynap is helping ACE staff transition their skill set from operation research to data science. Teksynap developed, and is implementing, several different training paths to ensure ACE staff, at various skill levels, have the necessary understanding to apply data science to the enterprise.

Teksynap is also providing staff augmentation to ACE analytical teams conducting data sciences, including analytics of structured and unstructured data, predictive analytics, machine learning, artificial intelligence, data visualization and advanced computing. Teksynap is helping ACE enhance and expand its data science capabilities to best meet the analytic needs of DLA.



Please visit this [link](#) to read more about ACE.

## September is Insider Threat Awareness Month

U.S. Department of Homeland Security defines an insider threat as "a current or former employee, contractor, or other business partner who has or had authorized access to an organization's network, system, or data and intentionally misused that access to negatively affect the confidentiality, integrity, or availability of the organization's information or information systems."

Insider threats, to include sabotage, theft, espionage, fraud, and competitive advantage are often carried out through abusing access rights, theft of materials, and mishandling physical devices.

Information collection occurs when information is elicited from employees. It is commonly done through: Physically removing files, cyber attacks, unelicited

# INSIDER THREAT VIGILANCE

Reportable Behaviors

INFORMATION COLLECTION	INFORMATION TRANSMITTAL	ADDITIONAL SUSPICIOUS BEHAVIORS
Keeping classified materials in an unauthorized location	Using an unclassified medium to transmit classified materials	Repeated or un-required work outside of normal duty hours
Attempting to access sensitive information without authorization	Discussing classified materials on a non-secure telephone	Sudden reversal of financial situation or a sudden repayment of large debts or loans
Obtaining access to sensitive information inconsistent with	Removing classification markings from documents	Attempting to conceal foreign travel

## Holiday Party Saturday, December 14th



Smithsonian National Museum of  
American History  
Washington DC

## It's another Girl!

On August 27th, Charlotte Grace welcomed a new baby sister, Lyla Jayne. Lyla weighed 7 lbs, 15 oz and was 20 inches long. Congratulations to proud parents, [John and Alexa Rafaels \(DTRA\)](#).



## Reporting Responsibilities

Cleared personnel are responsible for reporting the following to TekSynap Security:

- Unofficial foreign contacts
- Foreign activities
  - Adoption of non-U.S. citizen children
  - Foreign bank accounts
  - Direct involvement in foreign business
  - Foreign travel (SCI or higher)
- Change in marital status
- Arrests/charges/detentions

removing files, cyber attacks, unsolicited requests, targeting at tradeshows and foreign travel. Always be on the lookout for insider threat indicators and contact [security@teksynap.com](mailto:security@teksynap.com) or an FSO to report suspicions!

To review Insider Threat indicators, [play this game!](#)

present duty requirements

## LEARN TO IDENTIFY AND REPORT SUSPICIOUS ACTIVITY

Contact your Security Office:

**CDSE** Center for Development of Security Excellence [www.cdse.edu](http://www.cdse.edu) LEARN. PERFORM. PROTECT.

- Change of name
- Financial issues and anomalies
- Enrollment in a drug or alcohol treatment program

Please contact a Security Officer directly or [Security@teksynap.com](mailto:Security@teksynap.com).

## Employee Anniversaries

### 2 Years

Samuel Fisher  
Christopher Grant

### 1 Year

Brendan Wiles  
Cole Withers  
Jonathan Sarty  
Robert Riley  
K'Andrea Ormeno  
Morgan Williams  
Johnathan Alves  
Adam Toucheque  
David Johnson  
Irvin Hall  
Matthew Dzoba

## Welcome New Employees!

James Coleman, DENIX  
Mohammad Umaid, DTRA  
Kendall Collinson, DENIX  
Alexei Kossobokov, DENIX  
Cindy, Kienzler, DENIX  
Jason Hurd, DENIX  
Jessica Huddle, DENIX  
Jackie Johnson, DLA ESD  
Kyle Gruver, DLA ESD  
Ashton Davis, DLA ESD  
Brandon Hardrick, DLA ESD  
Anna Deese, DLA ESD  
Jeff Mozo, DLA ESD  
Mike Finigan, HQ  
Richele Latosinski, DLA ESD  
Patrick Burke, NRC SNCC  
Michael Thomas, AFNCR  
Gregory Passes, DENIX  
Ashika Jamal, HQ  
Kevin Tucker, DLA ESD  
Brian Schiffman, Kirtland AFB C4  
Daniel Lee, DTRA  
Dean Lum, DLA ESD  
Joshua Orndorff, DLA ESD  
Maria Snow, VA WiFi  
Suzanne Damra, HQ  
Jarrod Taylor, DTRA  
Jimmie Lee, DLA ESD  
Sheldon Thorne, DLA ESD  
DeMarlo Powell, DLA ESD



## REFER A FRIEND AND BE REWARDED



**DTRA - Fort Belvoir**  
Network Engineer  
Network Administrator  
Project Manager  
Incident Responder III

**DLA ESD**  
Computer Operator - New Cumberland, PA  
IT Support Specialist - Various Locations

**DLA Central LAN**  
Senior Network Engineer - Texarkana, TX

**DLA South LAN**  
Network Engineer - Fort Belvoir, VA  
Sr Network Engineer - Warner Robins, GA

**DLA ESS**  
Cyber Security Analyst - Columbus, OH

**JLOC**  
VTC Administrator - Ft Belvoir, VA

**DLA DSSS**  
Data Scientist - Richmond, VA

**Senate ITSC**  
Systems Consultant - Washington D.C.

**Wireless**  
Jr Wireless Engineer  
Help Desk Supervisor

**AFNCR**  
Helpdesk Specialist - JB Andrews, MD  
ACAS System Administrator - Arlington, VA  
Info System Security Officer - Arlington, VA

**Kirtland**  
Client Support Technician - Albuquerque, NM

**NRC-SNCC (Rockville, MD)**  
Disaster Recovery Specialist  
Sr Security Engineer, SME II

**Please email your referral resumes to:**  
[careers@teksynap.com](mailto:careers@teksynap.com)  
or visit [TekSynap Careers](#)

## We want to hear from you!

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

Send all submissions to the [Newsletter team](#).





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news and info!**



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