



Newsletter Issue No. 69

December 2021

Goodbye 2021, Hello 2022

It is hard to believe that 2021 is almost over. With the pandemic still looming over our heads, unclear economic times, and a very divided society on so many social issues this decade has come out like a bear. Unlike the “Roaring 20s” that began the 20th century, the 21st century version may be best named the “Uncertain 20s”.



With that as a backdrop, I am pleased to say that TekSynap has weathered the current storm well and has made steady progress towards many of our corporate goals. From a personnel perspective, we have grown from 556 at the end of 2020 to a current headcount of 705. On the revenue side of the equation, TekSynap had closed 2020 at just over \$116M in annual revenue and is estimated to close 2021 at just over \$135M. Even in these tumultuous times, we are having business success.

More importantly, we have been able to have consistent employment for all our staff members during this time when other companies/industries have had significant layoffs and work shortages. Our culture has emphasized personal growth. TekSynap makes it a point to look internally as we grow as a company. We wish to provide more than “just a job”, but a career path. In 2021, we had 73 promotions from within as we enhance our service offerings to our customers. We have had staff get 44 new certifications, many utilizing TekSynap’s education benefits and our Skillsoft online training capability. If you have not participated in these programs in the past, the company is willing to invest \$5,000 per year into your career development. I encourage you to make the most of it!

Speaking of free money, TekSynap is increasing our match to individual contributions to your 401K retirement account. In addition to the 4% dollar for dollar match that the company does today, in 2022 we will match the next 2% contributed at a 50% ratio – the net effect is that the company will match 5% of the total salary for those that contribute 6% to their retirement accounts. The company match is immediately vested – it is yours from day one.

We value each member of the TekSynap family. At a company level, one of the most important benefits we provide is the health care benefit. Once again this year, we shielded our staff from the rising cost of health care and health insurance by absorbing the increase from our insurance provider. This is a tough yearly battle, in that our “zero out of pocket” approach to taking care of our staff members is nearly unheard of by the insurance community. In these times of COVID uncertainty, we did not want to have barriers for your

care or that of your family. With that said, I ask that you use the benefit wisely – our ability to provide this level of health care access is driven by smart usage.

At its core, TekSynap is a services company. Our value is in the services that each of you provides each day to our customers as you proactively support our government customer's mission requirements. Our corporate services team works very hard to be good stewards of your employment. Together, I sincerely believe we have all built something very special in TekSynap. I am grateful each day for the diligence and professionalism of TekSynap staff at all levels, across all programs, and back-office functions. While 2020 and 2021 have certainly brought challenges, collectively we have risen to the challenge. The decade is still young; it is not too late to make this the "Roaring 20s" of the 21st century. I am optimistically looking forward to what the future will bring!

David Gauldfeldt, President

TekSynap Holiday Gift



All employees should have received their holiday gifts of Brownie Points and a Calm Experience Box.

We encourage all employees to register for the Calm App. Please follow the instructions below:

- Scan **QR Code** or use this **link**
- Register with your TekSynap email

Enjoy a year of CALM to cultivate calm, wellness, and relaxation.

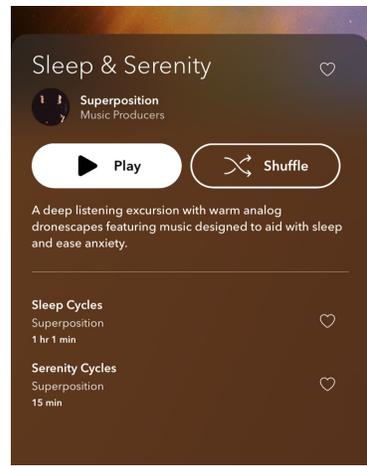
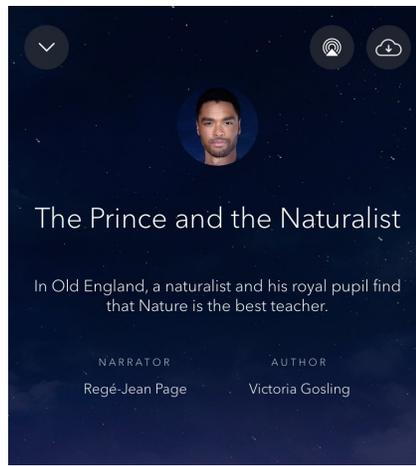
CALM is the #1 app for Sleep, Meditation, and Relaxation to help improve your health and happiness.

The app features hundreds of calming exercises, helpful breathing techniques, and sleep stories narrated by celebrities like Matthew McConaughey, Idris Elba, and Regé-Jean Page.

For any additional questions please reach out to

Katie.Schuster@teksynap.com





Caught in the Act

Kay Stephens commends **Timothy Clarke** for his special effort to support his team in a moment of need.

Matt Lazzarino won the FDA XT1 Agent of Month for November 2021 for his excellent work quality.

Bobby Tran recognized **Nick Mastrangeli** for his contributions to making our USITC program a success.

Sarah Keiper was applauded for her excellent leadership in managing the 7 weeks of start-up of TO8.

Mike Noonan would like to extend his appreciation to **Jesse Phillis** for being professional, courteous, and enthusiastic when resolving a configuration issue.

The **NextGen Wifi Team** was recognized for their dedication, enthusiasm, patience, insights, and professionalism.

Bianca Berrios and Toni Fisher want to give **Michelle Norris** and **Kearstin McGinnis** kudos for their hard work and commitment during the CISA transition.

Jeff Brooks was given a shout-out for his great work from the Regional Managers.

Jim Butler wants to commend the **OSBT Team** for overcoming a late start and making sure the site was happy with the installation.

Jeremiah Nance was recently recognized by our VA client for his outstanding performance, professionalism, and dedication to the VA Wireless Activation Program.

Congratulations to James Carnill on his Marriage!

On November 21, 2021, we tied the knot! 6 years after going out on our second first date (we knew each other in high school) to the day!

I have known Lauren for over a decade and am blessed to be in her company, forever.



OPSEC and the Holidays

OPSEC is the process used to identify and protect sensitive information from our adversaries.

We can apply the same methodology to protecting our families and homes over the upcoming holiday season.

Holiday Trash

- Computer boxes
- Television Boxes
- Home Entertainment System Boxes
- Gaming System Boxes

Boxes left curbside or outside your door for trash collection are indicators to others about what high valued items are in your house. Make sure to break down boxes or take them to a landfill.



Tiny Team TekSynap!

Jordan King and his wife welcomed a new family member, Drake David King, on

November 17, 2021.



Ryan Ramsammy's two beautiful girls
Leilani and Iris were born on
October 26, 2021.



Cory Broughton's new daughter, Evelyn
Rose Broughton was born on
December 10, 2021.



Jim Butler's Turkey Day Chefs



Sarah (14) and Kara (8) were great help in preparing food while rocking their TekSynap apron.



TekPets

Cole Wither's new puppy!



Meet Doge, she is an 11 month old German Shepard rescue. Doge loves to go on hikes, swim, and play with her cousins. Although I've been fattening her up, she still considers herself a "lap dog". I'm so happy to have found her!

Feature your pets in the next newsletter!
Send pictures of your companions to news@teksynap.com

Certification Corner

Jonathan Tobar
ITIL V4



Shelby Ritch

ITIL

Robert Yohn

Multi-Domain Security Management Check Point

Robert Elmore

Microsoft Azure Fundamentals

Aaron Margerum

Microsoft Azure Fundamentals



Employee Learning Program

Employees are encouraged to use the Employee Learning Program (ELP) Benefit. [Click Here](#) to access the form. .

If you have earned a new certification please add it to your ADP profile. Remember to include the effective date.

ADP > Myself > My Information > Profile

And email a copy to HR@teksynap.com

Updating your certifications in ADP will help us identify you for career advancement opportunities.



Wonderful turnout for Wreaths Across America at Arlington National Cemetery this December. Thank you to the employees and their families who assisted in Sections 13, 14, and 15. It is always an honor to support this event and a bigger honor to have them beside us!



401k Changes



Employees are now able to change the way they contribute to their 401K! Rather than choosing a percentage contribution, salaried employees can now select a whole dollar amount contribution. Please note that employees may only contribute either a percentage or whole dollar amount, not both. Hourly employees will only be able to contribute a percentage amount. If you would like to change your 401K contribution, please log into your ADP account through the [employee portal](#) and navigate to **Myself > Benefits > Retirement Savings**.

The 401k match has also increased to 5% starting January 1, 2022

End of Year W-2s and Tax Reporting

Please be sure to audit your personal profile information in ADP. **Confirm that the spelling of your name, SSN, address, and date of birth are accurate.** Remember to also check the information on our dependents.

The address in ADP is used for mailing benefit items, W-2's, and other tax-related documents. The mailing deadline for W-2's is February 1, 2022. A digital copy of your W-2 will be accessible in ADP in late January.

To verify your information:
Continue to the [employee portal](#)
Click the "**ADP employee & managers**" icon
Myself > My Information > Profile

Referral Program \$\$

TekSynap offers employees \$3,000 for candidates that fill a cleared position and \$1,000 for non-cleared positions. Please visit the employee portal [here](#) to learn more.



Please email your referral resumes to careers@teksynap.com

Open Positions

DISA - Fort Meade, MD or Chantilly, VA

Information Systems Security Officer
Information Systems Security Engineer

DHS CISA

Junior Administrative Professional
Junior Business Analyst
Junior Writer

DOT EITSS

VDI Engineer
Cyber Security Engineer Lead (**Kings Port, NY**)
Web Developer (**remote**)
Service Management System Engineer
ServiceNow System Administrator
Nintex Forms Developer (**Cambridge, MA**)
Zoom Application Support Specialist

NRC SNCC

Sr O365/Azure System Administrator

FDA

Deskside Tier II Technician

Wireless

Site Manager (5)
Wireless Engineer Manager
Project Manager (2)
Project Manager (Activations)
Configuration Analyst (2)
Help Desk Tier I Technician (3)
Technician I (5)
Quality Analyst

Senate

System Consultant
Sr SharePoint Developer/Admin
Installation Desktop Tech
Help Desk/Break-Fix Specialist

Audit & Validation Support Services - Remote

IT Systems Auditor

DLA Enterprise Database Infrastructure Services - Dayton or Columbus, OH, Philadelphia or New Cumberland, PA

Database Administrator

DLA IOEE - Ft. Belvoir, VA

Cloud Computing Specialist SME

DPAS - Camp Hill, PA

Senior Software Developer
Software Developer

DLA ESD - Columbus, OH, Warner Robins, GA, New Cumberland, PA

Computer Operator



Please email your referral resumes to careers@teksynap.com



Anniversaries

Nine Years

Thomas Wulff

Four Years

Jonathan Lee

John Delossantos

Ryan Hagan

Three Years

Steven Thomson

TeShayla-RaShawn Pierce-Jackson

William Anderson

Mercedes Mason

Tuyen Le

Ryan Leland

Adam Thomas

Two Years

Randall Garber

Rocco Schultheis

Wayne Chan

Alexander Hentges

Christopher Gibson

Tiffany Bean

Robert Woodard

Carmen Loggins

David Bordelon

Heather Davis

Lesley Quezergue

Lester Dunn

Margo Rinehart

Patrick Pocock

Rachel Holliday

Sara Thompson

Sharon Soniat

Tami Devitt

Toni Roman

Veronica Webb-Burke

One Year

Emily Perna

Welcome, New Employees!

Michael Shelton

Carrie Veatch

Noah Hasek

Michael Ireland

Troy Murphy

Rommel Miguel

Jacob Miller

Vincent Trinh

Vernon Kwiatkowski

Nolan Hilbruner

Louis Ruonavar

Jonathan Brinkman

Damien Patterson

Richard Branagh

Dylan Alton

Heather Abell Castlebery

John Boakye

John Lyon

Timothy Bundy

David Tafoya

Ahsan Qureshi

Sarah Steamer



Jeff Brooks
Kristopher Martin
Alex Ferrell
Joneil Garcia
Kieren Tuff
Joseph Schmidbauer

