



TekSynap

TECHNOLOGY MOVING AT THE SPEED OF THOUGHT®

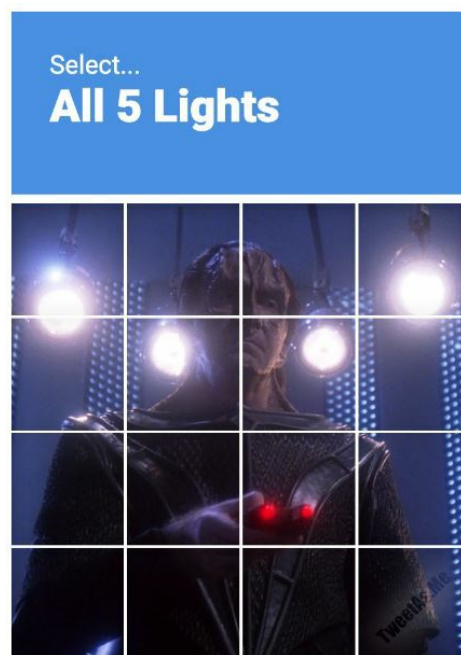
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There are Four Lights

In the December 1992 two-part Star Trek–The Next Generation episode “Chain of Command”, Captain Jean-Luc Picard is captured by the Cardassians during a covert mission to locate a suspected weapon of planetary mass destruction.

Picard is brutally tortured by Gul Madred to extract the Federation’s defense plans for Minos Korva – a Federation planet along the Cardassian border. Picard’s torture includes sensory deprivation, sensory overload, forced nakedness, humiliation, starvation/dehydration, extreme physical pain, and good-cop/bad-cop interrogations. After failing to obtain the information, Gul Madred resorts to breaking Picard’s grasp of reality by showing him four blinding bright lights, and demanding Picard say there are five. Picard is offered relief if he agrees there are five and is further tortured if he says anything else – which he endures repeatedly. A last-minute military move by the Federation forces the Cardassians to back down and Picard is released just before he breaks (or dies). As the physically, emotionally, and mentally drained Picard is led away from Gul Madred, he turns, lifts his head, and brokenly exclaims **“there - are - four - lights!”** .



VERIFY

The fictional Captain Picard’s statement reminds me of something a very real former Battalion Commander used to tell his officers. **“There is no right way to do the wrong thing!”** He clearly meant purposefully doing something we knew (or should have known) was unethical and wrong. To expound – there is no *right* way to treat anyone dishonestly, there is no *right* way to unlawfully harm another (physically or emotionally), there is no *right* way to steal, etc. Our Commander expected and required his subordinate leaders to have the *knowledge* and *fortitude* to always seek and make ethically sound decisions.

It is important to understand that ethics (the study of good and evil) is different than morality (what is acceptable in a given society at a given time). Wearing slacks and a polo shirt to the business office is acceptable in 2023 but would have been considered immoral in 1953;

however, it was never unethical.

At TekSynap, we have little chance of being physically tortured by the Cardassians, our competitors, or our customers; however, many of us are faced with decisions every day that have potential ethical ramifications. If anyone ever has a question or mental debate regarding ethical choices (sometimes they are not simple), discuss the issue with your supervisor. We must always remember, there is no right way to do the wrong thing.

TekSynap has a corporate ethos of treating employees, customers, and teammates/partners ethically and fairly. These core values are, and should be, lived out at every level by every employee, from the most senior (especially) to the most junior. This culture is more important than “always winning” or “getting every last dollar possible”. In my experience, this is an important differentiator for TekSynap in the GovCon space.

Sometimes, the circumstances of our life (work and/or personal) may seem like “torture”; nevertheless, there is no right way to do the wrong thing. **There – are – four – lights!**

Joe Walker
Vice President

TekSnaps App

This app is designed to streamline employee submissions to the newsletter and securely archive the photos in SharePoint. It is replacing *News@teksynap.com* for all employee-sourced content. Employees can submit via their phone, tablet, or web version with a few clicks.

You can find a tutorial [here](#).



TekSnaps

TekSynap Is...

Calling all employees to record themselves sharing their thoughts on what "TekSynap Is." We want to represent our people in a video for company events and other marketing campaigns. All employees are welcome to submit a video, whether they are working from home, in the office, or hybrid.

Please go to the [TekSynap Is](#) tile on the [Employee Portal](#) to send us your submission.



On Friday, February 24th TekSynap's Contracts and Procurement team got together in person for a day at HQ. Many team members were meeting for the first time! The next day, the team along with family and guests, attended the Rangers-Capitals game. They all had a great time!

Pictured Left to Right: **Diane Lee**, **Patti Moyles**, **Matt Davies**, **Kim Comstock**, and **Jacqui Soltero**



Caught in the Act

Bill Minor was thanked for his great customer service and technical skills.

Joel Vaughn was applauded for his continued efforts on the DHS CISA contract! Way to go Joel!

Mark Eubanks and his team received tremendous commendations from the customer.

Christine Judkins was thanked for her hard work and support on PDs.

Sharon Soniat and **Toni Roman** were commended for their hard work.

Christine Sarracino was recognized for her hard efforts, great customer service, and ability to effectively help identify issues to help progress a customer's tickets.

James Beamon and **Terrance Sullivan** were recognized for their hard work.

Christopher Grant was recognized for being instrumental in multiple successful events at DLA.



Barb Bishop was recognized by the Adjutant General Corps Regimental Association (AGCRA) National Chapter President (COL-retired Robert Manning) with a certificate of achievement from the Gold Vault Chapter. Her outstanding and dedicated volunteer services and support were instrumental in the Gold Vault Chapter providing scholarships, leadership development, and professional development opportunities within Fort Knox's community.

Don't forget to let your Quality team know about all the good things going on at TekSynap by submitting your Kudos on the [Employee Portal](#). Help us recognize our employee contributions in the monthly Newsletter.

EVERYONE IS IN BUSINESS DEVELOPMENT...

When I say that to colleagues their first response is almost always “but my title is not Business Development or Capture. I am in Operations, Accounting, Recruiting...” pick your job title. While that may be true, each of us plays a vital role in the process of growing TekSynap's business - and growth means new opportunities for each of us. Every time a current or potential customer, teaming partner, or employee interacts with TekSynap how they perceive the company impacts their desire to do business with us today and in the future – in other words, they are potential buyers of the services that we provide.

In today's environment interacting with potential buyers takes many forms: social media (LinkedIn, Facebook, Twitter, websites, etc.), job fairs, conferences where TekSynap personnel attend or have a booth, customer visits, teaming meetings, speaking engagements, participation in organizations or committees, and the proposals we submit to the Government. The opportunities to impact our potential buyer's impression of the company are vast.

So how can we ensure that we provide potential buyers with an impression that will make them want to partner with us? Some of the answers to that question are obvious:

- Ensure our social media is eye-catching and consistent in its style – so that customers start to associate with the TekSynap brand before they even read the text.
- Ensure our proposals are of the highest quality – customers and our competition are watching.
- Ensure we are on our “A-Game” at all times, especially when we are at conferences, committees, events, etc.

But some are less obvious:

- Ensuring our invoices to customers and our primes are accurate and timely.
- Ensure we pay our subcontractors, vendors, and consultants on time.
- When a potential partner or candidate reaches out to you on email – take a minute and respond to them in a positive manner – you never know when they will be your next

customer, referral, boss, etc.

- When another colleague or a customer recommends a company to you – no matter how busy you are; set up a 30-minute meeting. You never know when they will have that one capability that you have been searching for to support your current customer.
- Deliver excellence to your customers every day. Customers that are happy with the level of service they are getting are our best referrals.
- Recruiting is on the front lines of selling TekSynap to potential employees as are each of the 950+ employees that we have on staff today. Your passion for the company and how TekSynap treats their employees' is evident to others. Believe me, they can immediately tell when you love your work and your company.

I could go on, but I am sure by now you get the gist. Everyone is in business development – Every one of us sells the company based on how we interact with the larger community every single day. Make sure that today is a positive selling day for you and for TekSynap!

Susan Case Vice President



TEKSYNAP TRAVELS

Lonny LeGrand: So far on this new TekSynap contract I drew the short stick (actually, it was the only stick to draw as we were the first to the great adventure). I've been to Lagos, Nigeria; Malabo, Equatorial Guinea; then Abuja, Nigeria. All locations, I thought, "I'll never travel here", and yet here I am, and there I've been. The people of Nigeria are the happiest people in the world, I kid you not (it was confirmed by the people of Nigeria) they are the happiest in the world and it has made the trips so far worthwhile.

Pictured below:

Left: Surveying in the kitchen, I asked for a hair net but got this hat which I made into a beret.

Center: Tree of "Life" or "Malabo", an iconic tree.

Right: Spoons, spoons, everywhere there are spoons. Game of Spoons.



Crystal Cross: "When joining TekSynap, I wanted to travel the US. Never would I have thought I would be traveling the world for this company. It's been a great experience. I have

traveled to Singapore and Kuala Lumpur, this has been an eye-opening experience to see different parts of the world. It is surreal to know that I was on the other side of the world."



Please send your travel anniversary or international work stories, and photos, to us on [TekSnaps](#) to be featured in the newsletter. Instructions on how to use TekSnaps can be found [here](#).



TekPets



This is Jesse! He was rescued from the Fredericksburg SPCA. He was supposed to be a foster but they knew right away he was going to be a foster fail. **Julie Dean** officially adopted him on February 4th. When he isn't cuddling on the couch with his family, he enjoys doing zoomies in the muddy yard and coming inside and getting baths. Other hobbies include playing with toys and stealing bones from his buddy, Piper. He is a 10-month-old Boxer Mix and is such a sweet boy!

Feature your pets in the next newsletter!
Send pictures of your companions on [TekSnaps](#) to be featured in the newsletter. Learn how to use TekSynaps, [here](#).



TekSynap 2023 Interactive Virtual Golf event

Break out your VR Headsets to get your practice rounds in!
Invitations went out via email on March 1.
Registration begins Monday, March 20, and ends Tuesday, April 4.
Tournament starts April 10.
Register [here](#).

The TekSynap company store has Oculus Quest's for purchase. Check [here](#) for availability!



Certification Corner

Nathan Reid
ACE Multicloud Network Associate

Robert Yohn
Cloud+

Larry Crosson
CWT

Duc Nguyen
Security+

Warren McQueen
ITIL 4 Strategist DPI
ITIL 4 Leader DITS



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.

Open Positions

CSfC – Fort Bragg, NC

Network Engineer
Systems Engineer

CSfC – Honolulu, HI

Network Engineer – Site Lead

DTRA

VMware Engineer
Helpdesk Specialist II (Reston)
Systems Administrator IV(Active Directory)
Systems Administrator III (Microsoft Exchange)
Technical Writer
Storage Administrator
Cyber Watch Officer
Senior Systems Admin (ABQ)
SQL Database Developer
Splunk Engineer
Cyber Engineer
Cyber Forensics Analyst

CCDC-DAC

Principal Application Engineer

AFNCR

Senior Network Engineer
Senior VMware Engineer



NMCC – ISSO
NMCC – Cybersecurity Auditor
Senior Windows System Administrator

Vanguard

Software Developer
Applications Developer
Systems Engineer

DLA Enterprise

Storage Systems Engineer

DLA IOEE

Network Engineer

Please email your referral resumes to careers@teksynap.com



What is the difference between regular 401(k) contributions and Roth 401(k) contributions?

When you participate in your 401(k) plan, you are electing to defer receiving part of your pay and placing it in a retirement savings plan. You instruct your employer to put that deferral amount into a plan account for you.

When you make a regular 401(k) deferral, the amount is taken out of your pay on a pre-tax basis. The tax is deferred until your account is distributed to you, at which time your contributions and investment earnings are subject to income tax.

A Roth 401(k) contribution is made on an after-tax basis, meaning that you've already paid current income tax on it. Since it was taxed at the time of deferral, it won't be taxed again when it is later distributed to you. And if you meet several qualifications, the investment earnings on your deferrals will not be taxed when you receive them. So, the earnings can be tax-free, not just tax-deferred.

Want to enroll in a 401k plan and receive the company match?

Check out your benefit options by navigating to ADP through the employee portal then going to Myself > Benefits > Retirement Savings or [**review this document.**](#)

What's the company match?

TekSynap offers a 401k Plan, with up to 5% salary match with no vesting period. There is a dollar-for-dollar match up to 4% and maximum match of 5% with a 6% contribution.



medical insurance

Have You Scheduled an Annual Check-Up?

An annual check-up is one of the easiest ways to help you get and stay healthy. During your annual check-up, be sure to talk with your healthcare provider about which screenings you might need and when you might need them. These are some of the most common health screenings and care.

- Blood pressure
- Cholesterol
- Colon cancer
- Diabetes
- Depression
- Healthy weight
- Immunizations
- Prostate cancer

Knowing certain test results will help you and your healthcare provider better understand your health. So, during regular check-ups, be sure to discuss your screenings and your health risk factors.



Security Team - Continuous Vetting

The Security team is completing an internal audit to ensure all employees comply with the Continuous Vetting guidance. The Security team may reach out to certain clearance holders to ensure everyone adheres to the new direction. To provide some insight, there are three key items emphasized in this update:

- An updated SF-86 (e-QIP and releases) will need to be submitted every 5 years, regardless of level of eligibility.
- An individual enrolled in CV, regardless of reason (Other/Deferred) are compliant with the continuous Vetting requirements.
- Periodic Reinvestigations will not be conducted for the NISP contractor national security population.

With this new guidance, the security team has begun screening all TekSynap clearance holders to ensure they meet the new 5-year requirement. Along with this update, you may receive a notification from the Security team to complete an updated SF-86, or e-QIP. Please check your TekSynap email regularly to ensure you won't miss a request!

If you're interested in the official guidance, it can be viewed [here](#).



Congratulations to **17 employees** for reaching 5 years with TekSynap this month!

Your \$5,000 vacation is right around the corner

Anniversaries

Nine Years

De James
Brandon Groenert

Seven Years

Alex Peake

Five Years

Curtis Deemer
Steven Platte
Matthew Goad
Matthew Davis
Steve Sandum
Jordan Singmore
Don Stewart
Marc Wills
Trey Lesslie
Dominic Politi
Richard Krauss
Jocelynn Arreola
David Mendoza
Derek Murphy
Spencer Ellingsen
Danielle Sansone
Timothy Bailey

Four Years

Chul Suk
Daniel Mirkovic

Welcome, New Employees!

Debra Cameron
Matthew Buonforte
Fabe Omens
Susan Duckworth
Frank Yonga
Jessica Gatmen
Clayton McLaurin
John Gutierrez
Curtis Handley
Reginald Kelsey
Amanie Roberts
David Liddell
Adalberto Tejada
Stephen Sarracino
Dwann Herron
Felescía Terry
Devin Rodgers
Thomas Reyes Jr.
Bryan Bessette
Beka Hamilton
Michael Valoon
Kerriann Embree
Delvauhn Palmer
Sylvia Seok
Jeremy Dean
William Overton
Dylan Settle
Maribel Benitez Trujillo
Umair Asad

Avneesh Arya
Julie Dean
Fraser Novaco
Lorenzo Small
Michael Azmoudeh
Jovan Dennis
Noureddine Benahmed
Aaron Margerum
John Kayastha
Thomas Drake
James Greenland
Sarah Law
Scott Morris
Willie McKoy
Russell Adams
Tina Kieffer
Jaime Marquez
Robert Parker
Faithlyn Johnson-Dutch
James Shilling
Pierre Bowery

Three Years

Daniel Boes
Colden Hylton

Two Years

Christine Schemmel
Ann Gooden
Ken Fidler
Billy Blackmon
Benjamin Kessler
Marcus Dalton
Andrew Frame
Patrick Swearengin

One Year

Miguel Dalmeida
Dominic Lacovitch
Danielle Hackett
Kenneth Parker
Frederick Wolfe
Hunter Harkness
Julie Glaubach
Nina Yanez-Brant
Jonathan Greenidge
Christopher Harcourt
Alena Sigsby
Stephanie Fassler
Florence Guerra
Pascal Elouna
Perla Bravo Merida
Deauntae Grimes
Gustavo Ramirez

James Shepherd
Devin Castro
Melvin Silas
John Lollis
Michelle Ewers
Felix Ajayi
Bezawit Seyoum
Edward Shaffer
Rufus Brown
Victor Flomo
Miguel Aguirre
Julie Witt
Whitney Mondragon



Kellen Shimabukuro
Christopher Hinkel
Gideon Eziana
Bryson Wolfe
Dylan Rex
Amtulnoor Latif
Andre Warwar
Nicholas Spanos
John Boakye

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