



# TekSynap

TECHNOLOGY MOVING AT THE SPEED OF THOUGHT®

Newsletter Issue No. 89

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## My Ten-Year Journey with TekSynap

I have been in IT for my entire career, working for many companies, both large and small. But this is the first time I have reached a 10-year anniversary anywhere. While often exciting, the road certainly hasn't always been easy, so what compelled me to stay? It's always the team.



I have held most positions in IT throughout my career including server, application, and database administration, with the bulk of my experience being in network engineering. It is this variety of experiences and a chance encounter with Kam Jinnah at the Department of Commerce that ultimately led me to TekSynap in 2013. I started out on our NDU program where I eventually became our PM and Modernization Lead. What made this program so amazing? It was the team I had the pleasure of leading there.

After NDU, I spent almost a year as TekSynap's Information Architect, working closely with the proposals team developing technical solutions. As TekSynap continued to expand, I had the opportunity to lead the DTRA team as the PM. This position held unforeseen challenges of COVID hitting less than 6 months after I took over. DTRA was a large program to manage but the thing I remember most about this was the incredible team that made my job easier.

After managing DTRA through the pandemic, I moved to my current role as Director of Operations position under Jason Ballah where I focus on some of our existing programs and oversee their performance. While I now have multiple programs reporting to me, being able to get involved across them and focus on our performance keeps me closely involved. And here again, I have an incredible team of people who make it enjoyable and exciting to manage.

I have learned a great number of things and I feel I have grown tremendously as a manager and leader during my time with TekSynap. As Director of Operations, I am grateful to be leading some extremely talented teams of people. I am also grateful to all of our support staff who keep the business running, and the people who chase new business to keep us growing. TekSynap recently crossed over 1,000 employees, and I feel that just makes us a team of 1,000 now. Nobody can say what the future brings, but whatever challenges exist, I look forward to facing them with all of you...my TekSynap team.



**Open Enrollment will be from September 5th - September 12th.  
New benefit elections will be effective October 1st.**

We're happy to announce that for the fifth consecutive year, the employee portion of the domestic Cigna medical premiums will not increase. We have worked hard to keep costs consistent while continuing to provide benefits that are above market – with essentially zero “out-of-pocket” costs for in-network care.

**Employees MUST complete the enrollment process through ADP.  
Benefits will NOT automatically rollover into the new plan year.**

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## Practicing Integrity in the Workplace and Beyond

“Integrity is doing the right thing, even when no one is looking.” - C.S. Lewis



Integrity is a trait that we may have heard about throughout our lives. Guidance on integrity may have been passed down from a parent or guardian, or perhaps someone that we consider as a mentor. Now as working adults, how do we practice integrity in the workplace and beyond the walls of our office?

Throughout the workday, we are faced with multiple decisions that may test personal values. Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values - standing firm and doing what you know is right regardless of the situation. When we practice integrity, we can look ourselves in the mirror and have the confidence that we have nothing to hide and continue to align our thoughts and actions with values rather than personal or even company gain.



As TekSynap employees, we practice integrity not only in our personal lives, but also with the company, our partners and in delivering exceptional services for our Federal Government customers. As each of us building a personal foundation of integrity we set a high standard in the marketplace as a valued member of the TekSynap team. This includes everything from the day-to-day task of accurately recording our time, to ensuring we are respectful of others and properly managing the information and data we have been entrusted with. As we continue solving our customer's toughest problems and integrate integrity into everything we do, we will continue to see a strong return on our investment.

**Jason Ballah, Vice President**  
**Sarah Keiper, Director**

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## Pedaling for a Purpose

"I just wanted to say thanks to TekSynap for donating to my charity bike ride to help fight MS. My cousin, who has MS, her husband, and I had a great but challenging 50-mile bicycle ride along the rolling hills of southwest Ohio."

**Doug Lutz**



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## Sierra Vista / Fort Huachuca Military Affairs Committee

Over the past two decades, millions of Soldiers and their families have cycled through U.S. Army Fort Huachuca's "Extraordinary Skies and Uncommon Ground" nestled high in the Huachuca Mountains of southeastern Arizona. For many – this is an outdoor recreation and family paradise, for others – the relative isolation and lack of "big city" life is a bit traumatic.

The Military Affairs Committee (MAC) is a long-standing function of Sierra Vista AZ's Chamber of Commerce promoting cooperation, collaboration, and partnership with the Ft. Huachuca community, its Soldiers and Families. The MAC's primary mission is to facilitate constant dialogue between civilian and commercial leadership and the Fort – while providing information and opportunities for Military Families to get off post, engage with, and enjoy the town. This is accomplished through events, programs, sponsorships, and a



wide variety of activities – including Quarterly Luncheons held on the Fort where Military and town leadership gather to exchange information, honor Soldiers’ of the Quarter, and fellowship over good food. Guest Speakers at these MAC Luncheons have included University Presidents & Deans, Generals, members of the Senior Executive Service, Mayors, Senators, State Representatives, etc.

TekSynap is a Diamond Level Corporate Sponsor of Sierra Vista’s MAC Luncheons, including the annual “Bring a Vet to Lunch” event where Veterans living in Retirement Centers, Assisted Living, Nursing Homes, and “shut-ins” are brought to the Fort for free lunch with full Military “Pomp and Circumstance”. Each year, the oldest and youngest (male and female) Veterans and Soldiers are honored and cut the dessert cake with Army Cavalry Swords.

During the August 2nd MAC Luncheon, I gave an introduction about TekSynap’s local, national, and global business and the Government customers and missions we support. The audience included over 100 Military and Civilian Leaders, including Major General Christopher Eubanks, US Army NETCOM Commander. This was followed by updates from local leaders, lunch, and keynote speakers on Artificial Intelligence from Dr. Gary Packard (BG, USAF Ret.), Dean of the College of Applied Science and Technology, University of Arizona.

**Joe Walker, Vice President**

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## MSE Golf Tournament

Team TekSynap finished in the top ten in the golf tournament hosted by Monumental Sports and Entertainment on August 14th at the Lansdowne Golf Club in Virginia.

Congrats Team TekSynap!

Pictured left to right, **Chris Suk, Pierre Bowery, Brandon Groenert, and Scott Lee**



## Caught in the Act

**Cherelle Hicks** was recognized for how quickly she is learning the ropes and the impeccable quality of her work.

Congratulations to **Chris McKoy** for his efforts to unify his team! The quality of his work and his teamwork should not go unnoticed. Great job, Chris!

**Kisha McKenzie** received kudos for continuing to go above and beyond in support of our customer.

Congratulations to **Frank Picanso, Immanuel Alam, and David Fulton** for their work



supporting the NRC's ADAMS Cognitive Search (AKA TRON) project, which won the NRC's Innovation Success of The Year award (iSOFTY) for 2023.

**Robert LeMay** was recognized as the NOAA Team Member of the Month for June 2023! We appreciate his approachability and responsiveness and are glad he is part of the team! Great work, Robert!

Kudos to **John Holland** for providing next-level work!

The customer recognized **Michael Bolinski** for his outstanding assistance.

**Tim Fisher** was applauded for being proactive, quick to address concerns, diplomatic, and positive in his communication with a user.

**Jami Fourcade** and **Stefani Mortillaro** were acknowledged for their hard work and dedication to quality.

**John Kayastha** was thanked by the customer for his excellent and thorough work at NRC.

**Shane Winslow** was given kudos for taking charge and doing an outstanding job resolving a complex issue.

During the recent WAC Validation Survey, **Isaiah Archer** went above and beyond. Not only did he perform his typical duties by surveying and communicating effectively, but he also assisted with troubleshooting problem areas, swapping APs, dealing with RMAs, and shipping equipment amongst other tasks - and all by the deadline. This left the site highly satisfied. Isaiah has proven time and again that he has developed into a "Swiss Army knife" of the Survey Team. To wear many hats is an understatement for the work ethic and dedication he displayed. Great work out there!

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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.

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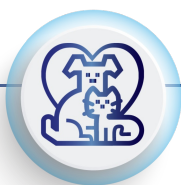
## TekTots

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**Margaret Manders** our Business Analyst on the WiFi team recently had a baby; Charles Stafford Manders aka Charlie.



**Lauren Bowman** also from our Business Analyst team had a baby. Her name is Isabel Alexis Bowman.



## TekPets

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Necco is our 21-year-old fancy feline. She has permitted us to share a residence with her for the last 20 years and adores us as much as we adore her! She has always been there for our kids and has a very special place in our hearts.

**-Julie Witt**





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

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## Certification Corner

**Daniel Grimwood**  
CompTIA A+

**Caleb Rimato**  
PMP

**Andrea Wood**  
ScrumMaster

**Hunter Harkness**  
Google Cloud Certified Associate Cloud Engineer

**Erin Vance**  
Certified Knowledge Management (CKM)

**Ryan Duff**  
Google Cloud Certified Associate Cloud Engineer

**Alex Kovacevic**  
Microsoft Certified: Azure Database Administrator Associate

## 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](mailto:HR@teksynap.com)

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

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## Career Initiative

Interested in other roles in the company? Want to grow your career? Do you not know where to start?

Schedule a session with **Kearstin McGinnis** to speak further. She can help you navigate the roles and positions available at TekSynap and help create a path for the next steps.

Available timeslots are limited, [click here to schedule now!](#)



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## Open Positions

### AFNCR

Senior VMware Systems Engineer  
Senior Network Admin  
NMCC - ISSE  
NMCC - Continuous Monitoring(ConMon)/POAM  
Management - ISSO  
NMCC - ACAS/HBSS Administrator (2)  
Data Center Engineer  
Systems Engineer (3)  
Network Engineer (2)  
Systems Engineer (VMware/Server)  
Systems Engineer (EMC Storage)





## **Vanguard**

Software Developer(Systems Software)  
Software Engineer  
Software Developer  
Systems Engineer  
Systems Engineer  
IT Program Manager  
Systems Administrator

## **DTRA**

Systems Administrator III  
VTC Engineer  
VTC Technician  
Firewall Engineer  
Security Engineer, Senior  
Security Engineer, Lead  
Cyber Security Operations Analyst, Senior  
SME, Intel/Security/Threat Analysis, Senior Principal  
Security Engineer, Staff  
Systems Engineer  
Senior Systems Admin

## **NGA**

Jr Helpdesk Specialist

## **Kirtland C4**

Client Support Administrator

Please email your referral resumes to [careers@teksynap.com](mailto:careers@teksynap.com) to receive up to \$5,000.

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## **Shade Yourself From The Sun**

Being out in the sun can be good for you. Sunlight can brighten your mood and help you feel healthier. But getting too much of the ultraviolet (UV) rays from sunlight or from indoor tanning can harm your skin. It can cause problems right away as well as problems that may develop years later.

A sunburn is skin damage from the sun's ultraviolet A and ultraviolet B (UVA and UVB) rays. Most sunburns cause mild pain and redness but affect only the outer layer of skin (*first-degree burn*). The red skin might hurt when you touch it. These sunburns are mild. They can usually be treated at home.

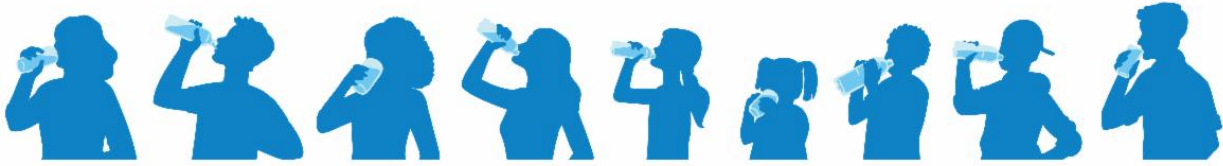
How to safely enjoy being in the sun:

Stay in the shade. Try using an umbrella or sitting under a tree

Protect your eyes. Wear sunglasses that wrap around and block almost 100% of UVA and UVB rays

Use sunscreen with an SPF of 30 or higher. Check the label to make sure it blocks both UVA and UVB rays. Don't forget to reapply every two hours, after you swim or if you sweat

Use lip balm or cream that has an SPF of 30 or higher to protect your lips from getting sunburned.



# TekTraveler

Please keep in mind that this is for all employees on official foreign travel. When traveling within the U.S. you do not need to register your trip. This applies to personal and Business travel. The TekTraveler icon is listed at the bottom of the employee portal page.

If you have any questions or issues with the TekTraveler, please contact [Security@teksynap.com](mailto:Security@teksynap.com) and we will be happy to assist you.



As a cleared contractor, SEAD 3 requires you to report international travel. Please provide the requested information within the TekTraveler portal and the Security team will report it to DCSA. You will be prompted to complete a pre-travel and post-travel training briefing. If you have any questions, please contact Security@teksynap.com.

New user? Start here! →

Register My Travel Information	Edit My Travel Information
Create New Trip	Edit Existing Trip
Complete Trip Briefing (0)	Complete Trip Debriefing (0)



Happy Five Year Anniversary  
**Thomas Owens**  
**Jacqui Soltero**  
**Ryan Hinkle**

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

### Anniversaries

**Six Years**  
Lindsey Dale  
Frank Amrhein  
James Brown

### Welcome, New Employees!

Alexander Kristobek  
Geraldina Dixon  
Luna Addison  
Troy Reeves  
Steve Santacrocce

**Five Years**

Thomas Owens  
Jacqui Soltero  
Ryan Hinkle

**Four Years**

Kendall Collinson  
Alexei Kossobokov  
Cindy Kienzler  
Jessica Huddle  
Jason Hurd  
Logan Edens

**Three Years**

Robert Cooke  
Alexander Thrower  
Michael O'Connell  
Melanie Springs  
Steven Doubler

**Two Years**

Jamie Patterson  
Russell Saunders  
Stephen Broussard  
Durell Black  
Jonathan Orr  
Curtis Mckine  
Susan Brumfield  
Timothy McCaw  
Colton Phillips  
Christopher Bullock  
Sandip Aujla  
Patricia Connolly  
Katie Schuster  
Lloyd Ofori-Asomaning

**One Year**

Ethan Fajardo  
Gabriel Alfaro  
Ifeoluwa Adebisi  
Dan Acquah  
Eleanor Mlecsko  
Mamadou Niass  
Joseph Schultz  
Kylee Tanovich  
Nykia Potts  
Peter Tao  
Marqell Broxton  
Gordon McKinley III  
Christopher Lucidi  
Gregory Newland  
Timothy Schemmel  
Timothy Saine  
Jeremy Antonuccio

**David Ramirez**

Nicole Cook  
Daniel Grathwol  
Jonathan Demuth  
Juan McEntyre  
Nicholas Vanattia  
Syed Ali  
Phillip Fasullo  
Isaiah Washington  
Tennyson Rodrigue  
Dakota Owens  
Jessica Trainer  
Peng Sun  
Harold Miller  
Eddie Parker  
Nassrin Moghadam  
Umesh Khasgiwala  
Mark Toups  
David Doll  
Willis Hawkins  
Paul Cheramie  
Justin Comeaux  
Neville Hewitt  
Garrett Hunt  
Jack Wheeler  
Karl Findorff  
Woodrow McKay  
Ashanti DeVaughn  
Rajasekhar Bajagaku  
Alfredo Olvera Torres  
John Nguyen  
Shane Rapp  
Bart Pittari  
Aryba Qureshi  
Li Li  
Vincent Nadal  
Neelima Uppalapati  
Tilmon King  
David Durio  
Allison Baudier  
Celeste Harp  
Ciara Gorham  
Dustin Gess  
Ravalika Kallepu  
Derick Dougan  
Raghu Nagulavancha  
Michael Bolinski  
Anthony Rivera-Torres  
Grace Redding  
Mo'Asia Gonzalez  
Tyler Reed  
Shonda Bijou  
Terrisha Madison  
Richard Nguyen



Quentin Flanders  
Dondre Robinson-Green  
Laura Woodward  
Richard Ameyaw  
Brysen Sistrunk  
John Besrat  
Kevin Williams  
John Holland  
Barbara Nowak  
Hilda Esposito

Lyndon Bilal  
Victor Costigan  
Therron Greer  
Steven Sayre  
Vijayalakshmi Sivaprakasam  
Jessamyn Tempel  
Kyle Thomas  
Daniel Warshaw  
Michai Wharton  
Kevin Nguyen  
Scott Mercado  
Sophia Richard-Sandy



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