



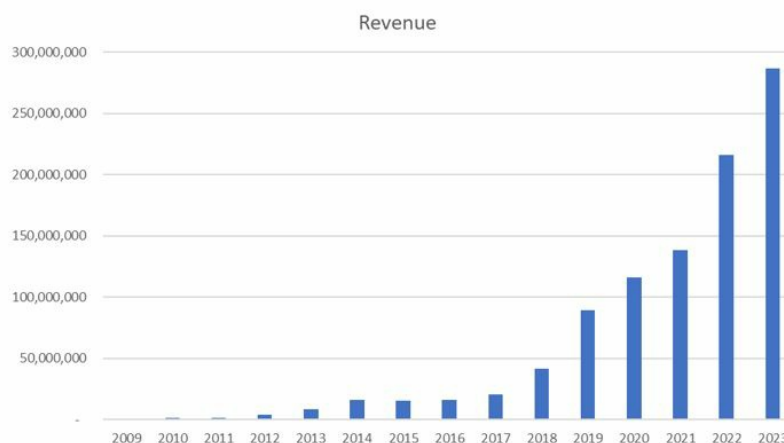
TECHNOLOGY MOVING AT THE SPEED OF THOUGHT®

Newsletter Issue No. 92

November 2023

## Road to Retirement

It's hard to believe this month, I celebrated my eight-year anniversary at "TekSynap" (or like some of us old timers recall those early days as "Synaptek")! While at the Executive Offsite last month our CFO, Lucas Narel presented a slide that blew me and many others in the room away depicting the incredible growth of the company since its inception in Kam's basement in 2009. As I sat looking at the numbers and the visual picture it represented, I could not help but reflect on how amazing and successful this "Kam & Dave experiment" has been to go from virtually nothing in 2009 to a nearly \$300M powerhouse in the Government contracting business today ... and still growing. While this could not have happened without their vision and guidance and other contributing factors, they both will be the first to tell you that none of this could have happened without the culture of the company and the dedication of employees working together to "delight" the customers they support every day.



I have been fortunate enough to have played a small part of this success and grateful to have seen first-hand the incredible teamwork and comradery of everyone at all levels across the company to make this a great place to work. In 2015 when I started, a small group of us worked out of a cramped office on the 5<sup>th</sup> floor on Reston Parkway. Kam and Dave met regularly, plotting out the future course of the company. At times, it seemed that some plans and strategies seemed too farfetched to even consider bidding much less winning (of course never too farfetched for Kam or David). It is hard to believe that back then a \$3M or \$10M dollar opportunity was a "big step" to take juxtaposed to today. Now I am sitting in on Enterprise Pipeline meetings where we are a credible force on bidding against the "big guys" on hundreds of million-dollar bids – and beating them!!! You can all take credit for where

TekSynap is today and for the bright and successful future ahead in 2024 and beyond.

As some of you may have heard, I plan on retiring at the end of this year, at least semi-retiring (my wife Kathy has already made it clear 24x7 with me is too much to bear). But before riding of into the sunset, I wanted to thank you all for making this an incredible journey and one hell of a way to move into the next part of my life. To Kam and Dave, thanks for believing in me and giving me the opportunity to build up a respectable size Federal Civilian sector business area. Thanks also to the many of you across the company that I have worked with from day-one until now; could not have asked for a better team to work side by side with. I want to thank all that have worked with and put up with me in BA03, especially Chris Schuster and Bianca Berrios who have been instrumental in making the BA successful and an enjoyable organization to be part of for all BA03 staff.

Finally, I have established many good friendships along the way and plan on maintaining those friendships well after I leave. Best to all, I am sure there will be many more wins, growth, and good times ahead.

### Ray Caruso, SVP



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## TekSynap Trailblazers

Are you a nature enthusiast and enjoy the great outdoors? Join some of your TekSynap colleagues on some hikes in and around the DC Metro area.

If you're interested in meeting up for the next adventure, [email Pete Tao](#), to learn about future hikes. Employees and their families are welcome to participate.

The next outing is expected to be on December 2nd.





## TekSynap Holiday Gift

We are coming up on our holiday season! In preparation for your holiday gift, **please make sure your home address is correct in ADP.**

To do this, go to the **Employee Portal** and navigate to ADP Employee and Managers button. Click on Myself > My Information > Profile

Under Personal Info, click "view more" and scroll down to your legal address. If you have any questions or concerns, please reach out to [HR@teksynap.com](mailto:HR@teksynap.com).



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We are proud to announce that TekSynap is now recognized as a **Microsoft Solutions Partner in Azure Data & AI.**

To earn Microsoft's new 'Solutions Designations' companies must earn points across 3 categories (**New Customers, Skilling/Certs, and Customer Success/Deployments**).

As a Solutions Partner for Data & AI, TekSynap demonstrates its broad capability to help customers manage and govern their data across multiple systems to build analytics and AI solutions. This new designation replaces the retired Gold and Silver competencies from Microsoft's legacy partner program. We'd like to thank everyone involved in the effort especially those that took the time to get the certifications needed by the deadline we hope you enjoy your gift from the TekSynap Store. If anyone has any questions about our status in Microsoft Partner Program please feel free to contact [leonard.newman@teksynap.com](mailto:leonard.newman@teksynap.com).



Individual Name	Certificate Name
Chris Mercado	Azure AI Engineer Associate
Leonard Newman	Azure AI Engineer Associate
Abdlla Elhassan	Azure Database Administrator Associate
Douglas Lutz	Azure Database Administrator Associate
Nasratullah Rahman	Azure Database Administrator Associate
Shane Baker	Azure Database Administrator Associate
William Minor	Azure Database Administrator Associate
Aaron Johnsen	Azure Data Engineer Associate
Md Hossain	Azure Data Engineer Associate
William Clough	Azure Data Scientist Associate
Leonard Newman	Microsoft Azure Administrator Associate
Marc Wills	Microsoft Azure Administrator Associate
Leonard Newman	Microsoft Azure Solutions Architect Expert
Marc Wills	Microsoft Azure Solutions Architect Expert



## Caught in the Act

Our DLA leadership shared their gratitude and appreciation for **Doug Lutz**.

**John Kirk** received kudos for resolving a communications issue.

**Francesca Rigatti** was recognized for her dedication and professionalism.

**Danielle Hackett** was applauded for providing materials in a timely manner and going above and beyond in her work.

**Cathleen Callinan** was thanked for her exceptional commitment and support to the J64 Oracle DBA team.

**Brian Koppel** was praised for his work when helping a customer.

**Kathy Lincoln** was given kudos for her outstanding work and attitude.

**John Kornovich**, **Pat Pocock**, and **Alicia Farria** were thanked for doing an outstanding job which has greatly progressed a project at BOEM.

The **OSEPC team** were praised for going above and beyond expectations on their new contract.

The **DTRA Systems/Services Admin team** were thanked for leaving positive impressions through excellent leadership, decision making, teamwork, high standards, dedication, and trust.

**Md Hossain** received kudos for his hard work.

**Mike Niski** was recognized for his invaluable contribution and unyielding commitment. Mike is DLA ESD's Leader of the Quarter.

**Kirstin Fink's** exceptional dedication and efficiency has earned her the Team Player of the Quarter award at DLA ESD.

**Tim Egan's** exemplary skills and dedication, knowledge, timely task completion, and dedication to improving our standards have won him DLA ESD's Technician of the Quarter award.

**Chris Gyan-Baffour** received kudos for his hard work at NOAA.

**Emmanuel Asigbetse** was thanked for always being willing to assist with technical issues.

**Isaac Benporat** received kudos for his quick responses and readiness to help customers.

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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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## TekPets



Peanut, **Arielle Gick's** Chihuahua, dressed up as a lion this year for Halloween!

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Feature your pets in the next newsletter!

Send pictures of your companions on [\*\*TekSnaps\*\*](#) located on the employee portal page.





## Certification Corner

### **John Lollis**

JNCIA Mist AI  
JNCIA Junos

### **Matt Lazarino**

HDI Support Center Analyst

### **Zach Gardner**

ServiceNow - Certified System Administrator  
BlackHat Certifications

### **Warren McQueen**

ITIL4 Specialist High Velocity IT

### **Roderick Moton**

AWS Cloud Practitioner  
Linux Essentials  
ITIL Foundation IT Service Management

### **Allan Goddard**

HDI Support Center Analyst

### **Ahmed Ibrahim**

Network+

### **Jeremy Riester**

HDI Customer Service Representative

### **Leonard Newman**

Microsoft Certified: Azure AI Engineer Associate

### **Zeenat Sardar**

HDI Support Center Analyst

### **Aaron Johnsen**

Microsoft Certified: Azure Data Engineer Associate  
Linux+  
Google IT Support  
Google Data Analytics

### **Mohammad Umaid**

Red Hat Certified System Administrator

### **Chamel Sewell**

HDI Support Center Analyst

### **Tina Webster**

CISM

**Nicholas Casamento**

CWT  
Mist Location & Wifi

**Adrian Mitchell**

BICSI Installer 2 Copper

**Joshua Rosario**

HDI Support Center Analyst

**Eqbal Danish**

CISM

**Chris Witt**

PMP

**Koran Coffey**

Microsoft Office Specialist

**Tim Le**

Certificate of Cloud Security Knowledge v4

**Irisann Glasgow**

HDI Support Center Analyst

**Antonio Mitchell**

CWT

**Daream Badi**

HDI Support Center Analyst

**Dakota Owens**

Security+

**Sam Bilsky**

HDI Support Center Analyst

**Darrin Irvin**

AWS Certified Cloud Practitioner

**Tom Wulff**

Vmware Certified Professional

**Phelan McQueen**

Certified Wireless Security Professional

**Cole Withers**

Certified Wireless Specialist

**Dane Diaz**

HDI Support Center Analyst

**Jake Withers**

**Peter Nguyen**

HDI Support Center Analyst



## 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 Discussion

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**



## DOI BSEE TIMS - Remote

Sr Database Developer  
Sr Geospatial Database Developer  
Sr Software Engineer Oracle Apex

## CSfC - Hawaii

Sr Systems Engineer

## DOT EITSS

Microsoft System Administrator SME (Stennis Space Center, MS)  
Microsoft System Administrator Sr (Stennis Space Center, MS)  
Middleware Engineer (Washington, DC)  
Sr Network Engineer (Cambridge, MA)

## NRC BPA MAS

Sr Program Manager

## T012

Firewall Engineer  
Jr Network Engineer  
Senior Network Engineer  
Systems Admin (ABQ)  
Senior Helpdesk (ABQ)  
Senior Configuration Manger  
Sys Admin lead  
ISSO Technical Officer  
Operations Lead (Systems Administration)

## T013

Senior Security Engineer  
Lead Security Engineer  
Machine Learning SME

## DTRIAC

Senior Database Admin (ABQ)  
Senior Helpdesk Specialist (ABQ)  
Senior DevSecOps Engineer

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



## 401k Contribution Limits for 2024

Starting in 2024, employees can contribute a maximum of \$23,000 per calendar year into their 401k.

The catch-up contribution limit for employees ages 50 and older will remain at \$7,500 or a maximum of



\$30,500 per calendar year.

If you worked for at two or more employers in 2023, please ensure that you did not over contribute to your 401k account.

## Verify your ADP Information

The year is ending!

Please check your state and federal taxes on your pay statements in ADP.

If you have any questions, please reach out to **Payroll**.

If you need to make any changes, this can be completed in ADP under  
Myself > Pay > Tax Withholdings

Myself ▾	My Team ▾	People ▾	Process ▾	Reports & Analytics ▾
<b>Personal Information</b>	<b>Employment</b>	<b>Pay</b>		
Dependents & Beneficiaries	Organizational Chart	Calculators		
<b>Benefits</b>	My Documents	Payment Options		
Enrollments	Surveys	Tax Withholdings		
Employee Discounts - LifeMart	<b>Time Off</b>	Total Rewards		
Retirement Savings	My Time Off	Pay & Tax Statements		
Documents				



Happy Five Year Anniversary

**Christopher Damato**

**Tyrell Bryant**

**Jeremiah Nance**

**Kalahari Valentine**

**Candice Coalson**

**Marla Helveston**

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

**Anniversaries**

**Thirteen Years**

**Welcome, New Employees!**

Matthew Meadows

Robert Ritch

### **Eight Years**

Raymond Caruso

### **Six Years**

Scott Bertran

Trent Tackett

### **Five Years**

Christopher Damato

Tyrell Bryant

Jeremiah Nance

Kalahari Valentine

Candice Coalson

Marla Helveston

### **Four Years**

Christopher Hartley

Scott Tierney

Mark Sikorski

Omar Flores

Matthew Rosov

Alexandra Boston

Matthew Kirkman

Lon Mangan

### **Three Years**

Rupi Stepniczka

Margaret Manders

Lisa Crouse

Kenneth Farber

### **Two Years**

Michael Shelton

Michael Ireland

Garrett Weiskirch

Matthew Aikey

Scott Wyatt

Lynn Harris

Frank Picanso

Brandon Kreiser

Evan Hoppens

Joshua King

Stephanie Porter

Austin Fischenich

Pelagio Perez

Lee Shippy

Sherry Kneitz

Hericko Blaylock

Timothy Neal

Marshaun Webster

Andrew Anderson

Cheryl Ault

Travis Turner

Dakota Hare

Jack Thompson

Ryan Emery

Lisa Bright

Ashley Laipply

Eric McKean

Francis Erne

Caleb Wimberly

Diondrea Ricks

Joshua Rosario

Dorian Smith

Logan Lujan

Christopher Clark

Wesley Williams

Roneisha Ellis

Ma Izabel Jurado

Aaron Wang

James White

Austin Whitney

Leland Machii

Jesse Knopp

Joe McCann

Ransford Webb

Ryan Gill

Jabari Walker

Tommy Scott

NyGel Cross

Chun Ming Lu

Carlos Cuprill

Anhduy Bui

Javaun King

Julius Chavez

Bailey Norris

Felecia Love

Bailey McCullough

Catrina Brown

Nathaniel Henderson

Alex Jones

Alma Powell

John Watkins

Johnathan Wilson

Emmanuel Brefo





Bryant Davis  
Ryan Daniels

**One Year**

An-Marie Ledesma  
John Finn  
Junaid Farnum  
Samuella Mansaray  
Stephen Arthur  
Ian Dennis  
Noah McGinley  
Louise Blanc  
Barry Blackwell  
Christopher Rohrer  
Peter Paul Nguyen  
Aiden Alfrey  
James Scott  
Efren Cortez  
James Beamon  
Darron Eubanks  
Antonio Zaleski  
Daniel Wilson  
John Manilli  
Kirstin Fink  
Jaylen Foskey  
William Schoenhut  
Olufadekemi Ashiru-Balogun

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TekSynap | 1900 Oracle Way, Suite 800, Reston, VA 20190

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