



TECHNOLOGY MOVING AT THE SPEED OF THOUGHT®

Newsletter Issue No. 93

December 2023

Cheers to a Bright 2024

Each year at this time I reflect on the events of the previous months. I compare it to previous years. I try to think about the things that went “right” and ways that we can improve on what went “wrong”. As a whole, TekSynap did a lot of things right in 2023!

In 2022, TekSynap emerged from the Covid fog firing on all cylinders with just over 900 employees and had crossed \$200 million dollar revenue mark. But still the question remained on how we would compete and grow in the full and open market? Could we maintain that momentum?

In 2023 we answered that question. Our revenue grew to well over the \$300 million dollars and our TekSynap family grew to over 1150 people. 2023 has been an outstanding year. We continue to overdeliver on our legacy contracts with exceptional contractor performance reports (CPARS) at the Defense Threat Reduction Agency, Nuclear Regulatory Commission and the global DLA Enterprise Service Delivery effort. We won the Department of Interior’s Technical Information Management System (TIMS) contract, greatly expanding our New Orleans footprint, and raced out of the gate with recognized exceptional performance on the contract. I am humbled by the expertise and professionalism that our team displays everyday – It makes my “customer relationship” job much easier when you knock it out of the park!

We continue to grow our relationship with telecom carrier community - beyond just services to full solutions in conjunction with our OEM partners. We are expanding these relationships beyond our core work with the Department of Veterans Affairs to new customers at Department of State, the US Postal Service, and numerous others. We are the trusted services and solutions complement to the carriers’ core telecom offerings.

2024 starts with wind-in-our-sails and great opportunity ahead – near term bids and pursuits that will expand our company’s presence in the Intelligence Community, Federal Bureau of Investigations, Department of Homeland Security, Department of State, Defense Health Administration, the U.S. Army and others. Awards on these contracts hold the promise to take the company to the next level. Our proposal team continue to tell the compelling “why TekSynap” story. In 2023 we have gotten better at seizing the moment and maximizing the opportunity in front of us. We are not slowing down, instead we are making new investments to establish TekSynap’s presence within new agencies to include the U.S. Navy and Space Command.

None of this growth would be possible without the outstanding efforts of our back office – Recruiting, Human Resources, Accounting, Quality, Security, Contracts, Procurement, and IT. These organizations are a tangible part of what makes TekSynap special. Each day I hear from you, about the care and commitment of these groups to make TekSynap the absolute best employment experience. These organizations take care of you and steward the company so that we, collectively, can-do great things.

And you do great things.

The impact you make on our community cannot be overstated. Sometimes it is easy to get focused on being just the “IT guys”, but through the missions you support:

- You keep our citizens and infrastructure safe,
- You enable our national defense,
- You promote global diplomacy for the greater good,
- You foster safe and sustainable energy, and
- You honor our nation’s commitment to our Veterans.

We strengthen our Government’s ability to implement policy and improve lives. It is humbling to know that we play a vital role in the agencies in which we serve. You should be proud of the service you provide to our great nation.

My best wishes to you and your family as we kickoff 2024 – We are ready for the challenges ahead!

Thank you and God bless each of you and your families,

Dave Gauldfeldt, President

Flashback to the 70s



Resiliency

What a year! If your 2023 was anything like mine, you'd have experienced the highs, lows, and in-betweens. Professionally and personally, it seems like every year brings a new:

- a) Challenge
- b) Opportunity
- c) Lesson
- d) All of the Above**

It's no coincidence that Thanksgiving, Christmas, and New Years, are all conveniently sequenced to offset the attritional effects of months prior. For most it's a time to wind down, while for others, a time to ramp up activities. One thing for certain, is that it does afford you an automated milestone for introspection. Decembers are when I deep dive my inner self and examine RESILIENCE.



Setbacks suck!

They can be as minor as spilling coffee on your white shirt right before an important client meeting, or as major as losing a loved one. The one common thread is that no one is exempt and it's part of the natural order of life since the earliest lifeforms fought adverse conditions to survive. We've come a long way since plankton, but along with our higher cognitive abilities, come those pesky analytic and emotional thoughts. What did Ben Parker say? "With great power comes great responsibility." Left unchecked, the misuse of emotions and deep thought, can lead us down a trail of hyperfocus on the events that went south. Without adequate mental discipline, our cheeky mind can aggregate all those minor and major negative events into a sinister endorsement of what we suspected - the world is after us!

Now that we're convinced of an eternity of doom and gloom, our old "friends" Depression, Anxiety, Anger, and Apathy, may decide it's time to pay a visit, but do everything in their power to overstay their welcome. Here is where the stuff of champions is made - having the courage and strength to WANT them to leave. Yes, you read that right. It's such a low bar that almost anyone can do it, but we need to start somewhere...anywhere. Don't underestimate your brain's tactical advantage in that it knows EVERYTHING about you and wants to present the easiest solution possible to your current predicament. What does that usually mean? Inaction.

This is what we cannot do.

We cannot lay down and allow any of it to happen. Humans are designed to be mobile, nomadic, tactile, and adaptive. It doesn't have to be much. Start by wiggling your big toe (I can't), then move your legs, sit up, walk your dog, run, jump in a pool, dance in your pajamas, write a book (I did), take on a new hobby, chat with a friend, peer (call me), or mentor.

Do anything BUT nothing.

Taking this a step further could mean not just doing anything, but an activity outside your comfort zone. You're not confident in your writing? Volunteer to help as a writer on a proposal. You dread public speaking? Host an internal webinar as a SME. You'll find that you develop a more extrospective focus, which in turn temporarily moves your attention away from woes and towards addressing the task at hand.

Adversity and problems are a mainstay on this journey called life, but once we keep moving purposefully, we're designed to eventually figure it out. In the face of uncertainty when things aren't ideal and nature is plotting our next demise, we keep on. Can't kill what you can't catch. This is resilience.

See you on the other side.
Damien Patterson, Director



Caught in the Act

Special thanks to **Lisa Wylie** for leading the planning and execution of our corporate holiday party. It was an evening to be remembered. Bravo!

Tim Neal received kudos for demonstrating some outstanding initiative and proving himself to be a very valuable addition to his team.

Kiera Thornes was praised for being on her game and catching an issue.

Chanel Springs and **Stephanie Fassler** were recognized for providing tremendous help and doing a great job.

Andre Toppin received kudos from the customer for his insight and forward thinking with his team.

Darrell Nealy praised **LaTasha Johnson** for her outstanding work and exceptional performance.

Aber Mitchell was recognized for his hard work, dedication, and excellent support.

Ayzinah Haile was recognized and thanked for being professional, skilled in his craft, positive, and motivated to solve complex problems.

Brian Koppel was praised for his quick thinking and in-depth knowledge.

Claudette David Crawford was commended for her hard work by the customer.

Curtis McKine received kudos from the customer for his diligent support!

Mercedes Mason was recognized for going above and beyond and for quick and accurate responses.

Ryan Duff was applauded for his great support to our DLA customers.

Michael Alexander was recognized for his passion for and dedication to his profession.

Rodger Edmonds received kudos for his fantastic work during a recent member meeting.

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.

TekTots



Pictured left is our TekSynap trainee, supervised by his dad, **Clayton McLaurin**.

Kay and **Robert Kennett** welcomed their newborn son, Gabriel this past October.



TekPets



Peanut had an exciting time meeting Santa at PetSmart with **Arielle Gick**.

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](#)**.



Certification Corner

Jake Withers
CWNA

Whit Mason
CWNA

Nicholas Caldwell
Mist Wifi

Jonathan Lee
F5 Certified Administrator Big IP

Peter Nguyen

Microsoft Office Specialist

Anthony Rodriguez

AWS Certified Cloud Practitioner

Mikesh Shakya

HDI Support Center Analyst

Md Hossain

Azure Data Engineer Associate

Dennise Shally

CCT

Russel Withers

Certified Wireless Specialist

Leighton Redditt

HDI Support Center Analyst

Arash Surosh

Splunk Enterprise Security Certified Admin.

Cole Withers

CWNA

Anton Soloshenko

Mist Location

Mist Wifi

CWT

Chris Yoder

Mist Wifi

Curtiss Lasserre

Certified Wireless Specialist

Michael Goddard

HDI Support Center Analyst

Joshua Kahue

PMP

Sarah Keiper

Agile Hybrid Project Micro-Credential

Alex Olaniyan

HDI Support Center Analyst

Adrian Mitchell

CWNA

Isaiah Archer

Certified Wireless Specialist

Sophia Richard-Sandy
HDI Support Center Analyst

Scott Lee
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

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

Open Positions

HEITS

Voip and Video Services Engineer

HQ Accounting

Accounts Receivable Manager

Accounts Payable Manager

DOI BSEE TIMS - Remote

Sr Geospatial Database Developer

Sr Software Engineer Oracle APEX

CSfC - Hawaii

Sr System Engineer

Network Engineer Site Lead

Wireless

Cable Installer 2 (80-100% travel)

Please email your referral resumes to careers@teksynap.com to receive up to \$5,000.



Employee Assistance Program (EAP)

A company-paid benefit that can be overlooked or forgotten is our EAP provided by Guardian. Employees and their immediate family members may use these benefits as needed. The Guardian EAP includes the following:

- Face-to-face counseling — up to 3 visits per employee/household member per issue, per year
- Telephonic counseling — unlimited, 24/7 consultations with master's- and doctoral-level counselors
- Bereavement — support available through telephonic or face-to-face sessions; online resources available on EAP website
- Online modules and coaching — learn, develop, and practice new skills to improve mental fitness; includes a well-being check, online modules selected specifically for you, and up to 3 coaching sessions
- College planning resources — expert assistance in finding the right college that fits your child academically, socially, and financially, provided by College Planning USA

More information can be found in the ADP Forms Library or [here](#).



Happy Five Year Anniversary

Adam Thomas
Tim Le
Mercedes Mason
William Anderson

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

Anniversaries

Eleven Years
 Thomas Wulff

Six Years
 Ryan Hagan
 John Delossantos
 Jonathan Lee

Five Years
 Adam Thomas
 Tuyen Le
 Mercedes Mason

Welcome, New Employees!

Raven Williams
 David Demers
 Ron Dhillon
 Kenneth Sineath
 William Pearn
 Jefferey Doiron
 David Robson
 Nesky Sorto
 Brandon Ketola
 Nicholas Williams
 Travis Janson
 Caleb Lee

William Anderson

Four Years

Toni Roman
Veronica Webb-Burke
Carmen Loggins
Tami Devitt
David Bordelon
Lesley Quezergue
Margo Rinehart
Sharon Soniat
Lester Dunn
Patrick Pocock
Sara Thompson
Rachel Holliday
Robert Woodard
Tiffany Bean
Christopher Gibson
Alexander Hentges
Wayne Chan

Three Years

Joseph Schmidbauer
Kieren Tuff
Joneil Garcia
Jeff Brooks
Emily Perna

Two Years

Kristen Fisackerly-Arnold
John Arcana
Priscilla Beas
Arielle Gick
April Hidalgo
Mark Schneller
Joy Adams
Eileen Smith
Shepherd Archer
Ryan Miller
Talan Bingham
Ahsan Qureshi
Nolan Hilbruner
Sarah Steamer
Timothy Bundy
John Lyon
Vernon Kwiatkowski
Damien Patterson
Louis Ruonavar
Jonathan Brinkman

One Year

Henrik Janum
Timothy Fisher

Mason Herzner

Adriana Velasquez

Jorge Diaz

Clyde Shinsato

John Tran

Brendan Harcourt

Trent Schumacher

Aaron Edmond

Clinton Wallin

Ryan Wade

Sorwar Jahan

Alex Valenti

John Gong

Edgard Hill

Stephen King

Troy Vargas

Richard Lee

Muhammad Darr

Rebeca Manzanares

Elasia Rodgers

Harry Hocker

Yasaman Jafarloo

Mark Chambers

Aidan Murray

Christopher McKenney

Robert Marsico

Jerry Weatherly

Justin Wyatt

Frank Kaesser

Elias Park

Joseph McCarthy

William Anderson

Michael Porter

Gerard Ledet

Logan Richardson

James Majors



Xue Zhao
Christina Bentley
Eric Kuvinka
Kevin Juarez
Evan Bishop
Liam Ellis
James Manion
Robin Herman
Manuel Rivera Jimenez
Adrian Mitchell
Nicholas Casamento
Cody Seward
Kevin Craig
Bukunola Caillier
Isaac Benporat
Zackary Albrecht
Lisa Wylie

FOLLOW US



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

[Unsubscribe hr@teksynap.com](mailto:hr@teksynap.com)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent bynews@teksynap.com powered by



Try email marketing for free today!