



Newsletter Issue No. 58

January 2021

*There is no illusion greater than fear – Lao Tzu*

*Success is not final, failure is not fatal: it is the courage to continue that counts – Winston Churchill*

*Fear is the path to the dark side. Fear leads to anger, anger leads to hate, hate leads to suffering – Yoda*

*Fear is the mind-killer – Frank Herbert*



## Fear and our Path Forward

As we boldly enter 2021 there is a lot of fear on our minds. Fear about the future of our country, health, and global pandemic. Even our own personal and professional fears dominate too much of our psyche. Fear can be healthy, but it can also cripple the mind. There is no shortage of what Frank Herbert called “The mind-killer”, a statement immortalized in the classic fiction DUNE. He describes fear as something which ultimately causes total obliteration. To an extreme, I believe that claim can be true, but life rarely hands us extremes. Rather, fear chips away at us one conscious bite at a time.

On August 4<sup>th</sup>, 2008, TekSynap, then Synaptex was formed. In February of 2009, I became employee #1. I was full of fear. I was busy raising three young girls with my wife Sharri. I was the breadwinner, so I had a healthy dose of “*What if I fail*” fear. That fear ignited me and gave me the motivation to accomplish things that I didn’t know I was capable of doing. As I look back, I realize now that in some respect fear became my fuel. There were times along the way where I had to ask for help. I had to recognize that I could not be the expert in all areas and I did not have all the answers. What helped me get through the tough times was the support and help of friends and loved ones.

Though the past year has brought a lot of challenges, turmoil, and loss; it’s important not to let the gravity-well suck you into the fear vortex. When fear and doubt set in, reach out to those close to you for support. Focus on the positive aspects of the time at home. Celebrate the challenges that you’ve managed to overcome like homeschooling your children, missing

special events, concerts, movies, and travel. These challenges brought new experiences that have enriched our lives. Many of you have discovered new hobbies, spent more time outdoors, shared more time with your children and pets, and chipped away at the list of things you've wanted to tackle for years. We had a surge in professional development from our employees who earned new certifications and are pursuing advanced degrees. Sharri and I started a hydroponic wall garden and we had more uninterrupted time with our daughters. With everything, we can find a silver lining. When life hands you lemons – make lemonade as the expression goes.

We are at a crossroads in America, but we can't let fear impede our path forward. I believe the American people are awake and strong. I believe firmly in our future, not just TekSynap's future, but the future and fortunes of all. We can achieve anything we put our minds to. TekSynap has emerged as a Large Business in 2021. It is a breath-taking moment as we leap into this new era. FDR said it best, "The only thing to fear is fear itself".

- Kam Jinnah

*The TekSynap rocket is symbolic of our progress as a company. Despite the turbulence of 2020, we have managed to grow our company, stay on course, and are poised to reach our goals for 2021.*

---

## Monthly Affirmation

This year is going to be a great and wonderful year for me.



## Caught in the Act

---

BOEM customer would like to thank **Sara Thompson** and **Lesley Quezergue** for all their help, can-do attitude, responsiveness, and quick and quality service which allows them to keep on their schedule.

Jason Ballah would like to thank **Kearstin McGinnis** and **Lynette Kahue** for their support on the Ft. Bragg KMSS contract.

Tiffany Bean would like to give a shout out to **Ruben Hormostay** for all his support and guidance during her first year with TekSynap.

Congrats to **Rhett Richoux** for winning the Ugly Sweater Contest and **Sara Thompson** for winning the Scavenger contest

Kudos to **Alex Boston** from the VA customer. They appreciate all your support and hard work.

Shout out to **James Carnill** for his excellent job in leading the Cleveland team to success

with his efficient leadership skills and work ethic.

Gregory Passes would like to thank **Jared Shapiro** and **Mike Finigan** for their excellent support of the NAWCAD proposal.

The DLA sends their appreciation to **Danyl White**, thank you for taking care of the customer.

Bianca Berrios would like to recognize **Darryl Johnson** for stepping up and achieving his HPE ProLiant Gen10 Certification to meet a new contract requirement. Thank you for your commitment!

**James Bankston** was acknowledged by the DTRA customer “James was extremely helpful with my Skype issue and resolved my issue within five minutes.”

**Kathy Lincoln** was acknowledged by the DTRA customer “Outstanding IT Technician. Best IT experience I've had in my 9 years as an A&AS contractor. Kathy Lincoln knows the system. Thanks Kathy.”

**Cornell Williams** was acknowledged by the DTRA customer “Cornell did a fantastic job. Great people skills and even brought a laugh to a rough morning. Big thank you Cornell!”

**Kay Stephens** was acknowledged by the DTRA customer for great help with her NIPR and SIPR issues.

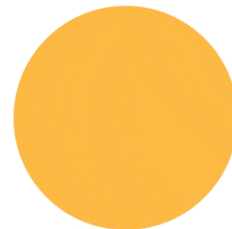
---

## Reduce your stress this year!

Stress kills, literally. A moderate amount of stress is good for your body, but constant high levels of stress can wreck your body and mind. Before you can reduce the stress, you need to identify what is causing your stress. To identify your true sources of stress, look closely at your habits, attitude, and excuses.

Ways to reduce your stress:

- Get moving - even if it is only for 10 minutes
- Connect with others
  - Lunch with friends
  - Call your family
  - Volunteer in your local community
- Take time to relax
  - At least 30 minutes a day or one hour a week to yourself
- Manage your time better (planner or phone app)
  - This will help you feel more in control
  - This also helps with prioritizing items
- Maintain a healthy lifestyle
  - Reduce caffeine and sugar
  - Limit your alcohol intake
  - Get enough sleep



@healthline

For more information, [click here](#).

---

## Certification Corner

**Teagan Pacheco**

Server+

**De James**

Project Management Professional

**Marcelo Alejandro**

Splunk Power User

**Cathryn Mach**

Splunk Power User

**Pablo Briones**

Project Management Professional  
SCRUM Master

**Nykia Clemonts**

Project Management Professional

**Leonard Newman**

Certified Associate in Project Management

**Nicolas Perricci**

Certified Counter Insider Threat Professional - Analysis



We encourage you to use your Employee Learning Program Benefit. [Click Here](#) to access the form. Please send the filled out form to your manager for approval and [hr@teksynap.com](mailto:hr@teksynap.com).

**If you have received a new certification or certificate please add it into ADP with an **effective date** to be added to the newsletter**

**Myself > My Information > Profile**

**Also, send the certification to [HR@teksynap.com](mailto:HR@teksynap.com)**

---

## Tiny Team TekSynap!



**Ryan Fitzgerald** welcomed his new granddaughter, Amareli Rhea Loggins, born December 3rd.



**Jordan King** and his wife just added a new addition to his family!

Kaia Noelle King was born on November 29, 2020.

---

## TekPets



**Sarah Keiper** her husband, Matt has extended their Vizsla pack - meet Whiskey! ...As you can see Roe is thrilled about the new addition!



**Joseph Schmidbauer** would like to introduce, Sadie Mae. Her favorite game is sneaking away with kids' shoes then chewing on them. Her favorite pass time is getting as muddy as possible, so her owners have to continually bathe her. Her favorite sport is herding chickens around the yard. When she's tired, she sleeps next to the cats that she pretends to not like =)

We want to feature your pets in the next newsletter! Send pictures of your companions to [news@teksynap.com](mailto:news@teksynap.com)

---

## Volunteers Needed!

TekSynap's AWS Partnership allows us to schedule virtual training events for employees to learn about specific AWS technologies and services.

We are working to schedule an AWS Cloud Foundations Virtual Training Event in late Q1 2021.

In order to accomplish this, we need at least 15 employees committed to attending the event before it can be scheduled with the AWS team. If you are interested in attending this event,



please complete the form in the link below to add your name to the list.

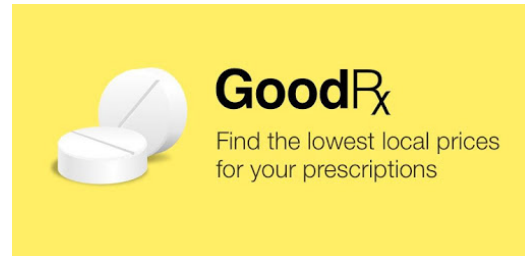
**[SIGN UP HERE!](#)**

---

## Save Money!

### How can GoodRx help me?

GoodRx gathers current prices and discounts to help you find the lowest cost pharmacy for your prescriptions. GoodRx is 100% free. No personal information required.



### How does GoodRx work?

[Click here](#)

---

## New Year Goals

- Earn a new certification
- Learn a new recipe
- Walk 10,000 steps a day
- Read one new book every month
- Spend more time in nature
- Volunteer at least once during the year
- Get at least 8 hours of quality sleep every night
- Spend less time in front of a tv or phone screen



These are only a few examples. Create your own goals that are fitting to your personal life and career. It is helpful to create small goals that move you towards your overall goal.

### How to reach your goals:

- Prioritize enough time and energy to maintain forward progress.
- Find balance.
- Check-in with yourself.
- Track progress.
- Get support.

For more tips and tricks, [click here](#).

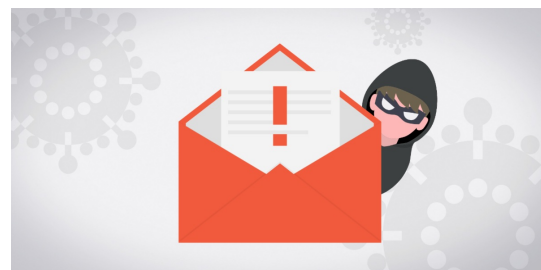
---

## BE AWARE OF PHISHING ATTEMPTS!

TekSynap employees have seen an increased number of phishing attempts lately.

Phishing is a type of social engineering attack often used to steal user data, including login credentials and credit card numbers.

It occurs when an attacker, masquerading as a trusted entity, dupes a victim into opening an email, instant message, or text message.



## DID YOU PASS THE TEST?

As most of you reported, TekSynap's IT team staged a phishing attempt on all employees. The majority of our employees responded to the exercise exactly how they were supposed to – reporting the email to [support@teksynap.com](mailto:support@teksynap.com).

We'd like to thank everyone for their participation and understanding. These activities allow us to educate our employees, remain in compliance with corporate standards, and enhance our security.

*Keep on alert – we will continue to keep you on your toes, and so will adversaries!*

## REPORTING A PHISHING ATTEMPT

As an employee of an IT Company, employees should be able to recognize phishing emails.

- ALWAYS verify the SENDER'S EMAIL ADDRESS (not name)
- Ensure links are legitimate before clicking

If you receive a potential phishing email, please forward it to [support@teksynap.com](mailto:support@teksynap.com).

---

## Open Positions

Please email your referral resumes to:  
[careers@teksynap.com](mailto:careers@teksynap.com)

### Senate ITSC – Washington, DC

Business Continuity Tech Project Manager  
Help Desk Tier 3 Network Technician

### Wireless

Site Manager  
Configuration Analyst  
Jr Wireless Engineer

### DTRA – Fort Belvoir, VA

Senior Systems Engineer  
Splunk Engineer  
ISSO  
Systems Administrator

### AFNCR – Arlington, VA

HBSS /ACAS System Administrator  
ACAS System Administrator

### AFNCR – Air Force Base, MD

Application Developer

### Central LAN – Texarkana, TX

Network Engineer

### JETS – Columbus, OH

Cybersecurity Engineer – F5  
Cybersecurity Engineer – McAfee  
Cybersecurity Engineer – Innerview  
Cybersecurity Engineer – ForeScout



---

## Referral Program

TekSynap offers \$3,000 for candidates that fill a cleared position and \$1,000 that fill a non-cleared position.

Please visit the employee portal [here](#) to learn more.



## Education Assistance

As of January 1, 2021, the tuition reimbursement and leaf savings match have restarted.

If you are interested in connecting a 529 plan or a student loan repayment plan to a Leaf Savings account, please email [hr@teksynap.com](mailto:hr@teksynap.com). TekSynap will match your contributions up to \$1,000 per calendar year.



Employees can also use the \$5,000 education reimbursement for courses and certifications. Check out the ELP form on the employee portal, [here](#).

---

## Tax Documents

The **Form 1095-C** contains important information about the healthcare coverage offered or provided to you by your employer. Information from the form may be referenced when filing your tax return and/or to help determine your eligibility for a premium tax credit. Please watch your mail for this document, it has been sent to the address on file.



A digital copy of your **W-2** will be accessible in late January in **ADP**. In ADP you can find it under **Myself > Pay > Annual Statements**. A hard copy will be mailed to your address on file.

---

## Enhance your Skills and Knowledge

Skillsoft is a learning management system available to all TekSynap employees. Skillsoft offers a plethora of eLearning, online training, and talent solutions. Continual learning is an important tool in adapting to technology transformation where roles are rapidly evolving, new skill sets are required and business and technology sides of the business are increasingly converging. To develop and retain talent, TekSynap provides employees with access to an abundance of multi-modal resources to prepare for certification exams, trouble-shoot on demand, or acquire new technical skills. Skillsoft also offers a full suite of material to develop soft skills which are crucial for developing effective leaders and communicators.



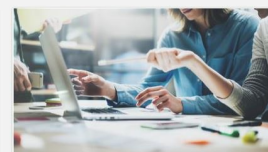
Skillsoft is a readily accessible resource for learning, developed in conjunction with industry-leading experts who carefully curate multi-modal resources into hundreds of learning channels. These channels incorporate several learning modalities including video learning, hands-on practice labs, virtual mentoring,

### Project Management Core Concepts

Browse all of the Project Management Core Concepts channels below.



Best Practices in  
Project  
Management



Project  
Management  
Essentials

and access to the largest library of leading certification prep books and audiobooks.

**Examples of what SkillSoft offers:**

- Preparation for your Sec+ Exam
- Courses to enhance your customer service skills
- They also have leadership essential courses
- You can enroll in a Project Management Bootcamp

**Ready to sign up for free? [Click here.](#)**



You should have received an email in December for our Annual Employee Survey. If you would like to complete this survey, but missed the link, please email [news@teksynap.com](mailto:news@teksynap.com)



**Anniversaries**

**Six Years**

Julie Ennis

**Five Years**

Pearl Prince

**Four Years**

Sarah Keiper  
Robert Elmore

**Three Years**

Richard Conklin  
Brittaney Davis  
Dennise Shally  
Thomas Sena  
Jared Shapiro  
Valerie Fronczak

**Two Years**

Gregory Palys  
Christopher Schuster

**Welcome, New Employees!**

Marwan Ahmed  
Kieran Tuff  
Joseph Schmidbauer  
Nathan Lisenbee  
Andrew Chai  
Hardy Collier  
Daniel Bisel  
Thoa Conlon  
Victor Handy  
Michael Sherry  
Christian Varela  
Peter Brady  
Caleb Greenwell  
Matthew Locke  
Bret McQueen  
Jacob Munro  
Mabinty Turay  
Nicholas Feldman  
Jerry Harrington

Sean Kim  
Carlton Parker  
Gregory Culf  
Russell McDermott  
Shemone Williams

### **One Year**

Jike-Ere Opirijitei  
Trung Uong  
Daniel Null  
Dana Martin  
Matthew Davies  
Matthieux Roger  
Erika Brown  
Rhett Richoux  
Blair Gershenson  
Adam Craig  
Sajjadul Chowdhury  
Timothy Wyatt  
Joseph Nelson  
Lynette Kahue

### **One Year cont...**

James Carnill  
Brian Satterfield  
Charles Kirkham  
Damien Gibson  
Ernesto Ventura  
James Satterfield  
Paul Humm  
Tim Carreras  
Tyler Payne  
Zachery Gardner  
Josephine Fleming  
Jean-Pierre Blouin

