

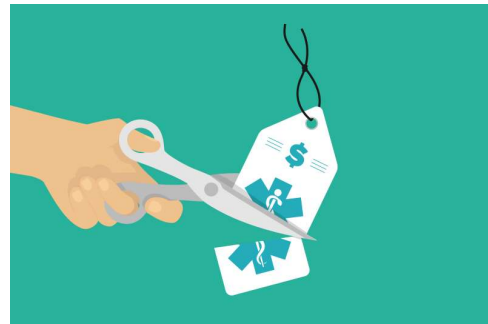


Newsletter Issue No. 66

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Managing Healthcare Cost

As many of you may have heard, TekSynap has chosen to not increase employee contributions to your medical insurance, despite a fairly significant increase on the cost to the company. This is the third year running that we have worked hard to keep costs even while continuing to provide benefits that are above market – with essentially zero dollars “out of pocket” costs for in-network care.



I have got to admit – that the topic of increasing the employee contribution in proportion with the increase that we were receiving was heavily discussed, but in the end we didn’t want to introduce any additional barriers to your health – especially with the uncertainties surrounding COVID.

A few years ago, when our insurance carrier proposed a huge increase to premiums, TekSynap made our plan “self-insured”. What this means is that we pay claims against our plan on a dollar-for-dollar basis. We also pay for re-insurance that covers catastrophic “large claim” cases so that there is no risk to our employees that they would ever exceed our ability to cover claims.

Collectively, this means that you directly control the cost that we will incur this year. Our ability to keep providing this level of care at the current cost is directly tied to prudent usage of the healthcare benefit by every employee. We are in this together.

Some ideas for keeping our healthcare cost low:

- Always go to the right level of provider for the need
- Start with an in-network primary care physician then see a specialist when necessary
- Use urgent care facilities for after-hours care when the situation is not life-threatening instead of the emergency room
- Hospitalization is a major driver of “large claim” costs
 - It is the most expensive place that many of us will ever stay (and likely the least fun) – understand the medical necessity of hospitalization and each day of care

On the prescription side of the equation understand that medications advertised on TV may not be any better than tried and true medications. They can be 100 times more expensive than a medication that has been proven effective for decades. Generic equivalents are not available for these TV advertised brand name medications. Doctors are often incentivized to prescribe newer medications by the pharmaceutical industry. Be an informed consumer – ask questions. Treatment plans for common, chronic conditions like high blood pressure, high cholesterol, and many other chronic illnesses have been in place for decades and there are low-cost generic medications that are greatly effective, with proven safety history. While

TekSynap covers the cost of prescriptions, I personally use GoodRx to further reduce my medication cost to the company. I find that for my medication the cost of using GoodRx is even lower than the cost negotiated by Cigna.

Healthcare costs continue to rise – in the end, our ability to keep this great benefit at its current cost is in your hands. In this year of COVID, we are hearing more and more about how underlying risk factors impact the progress of illness within our bodies. Living a healthy lifestyle is key to improved health and the ability to minimize the impact of COVID and other illnesses. I am resolving to eat better, exercise more, and overall focus on being healthy in the coming year – I hope you will join me in this endeavor.

-Dave Gauldfeldt

8 Dimensions of Wellness



There are 8 Dimensions of Wellness: Physical, Intellectual, Emotional, Social, Spiritual, Financial, Occupational, and Environmental

These dimensions can be divided into internal and external for ease of comprehension. Please note that this is not a rigid division and all factors interact and influence each other at all times.

- The INTERNAL are: physical, emotional, mental, and spiritual. They relate to the internal state of your body, mind, and spirit.
- The EXTERNAL are: environmental, social, financial, occupational. They relate to the way that you interact with the external world and how it influences you.

The eight factors influencing your wellness can further be divided into four pairs. When each pair is seen in its totality and is optimized, it leads to the fulfillment of the desired outcome. Once again, this distinction is to be seen as a conceptualization and not taken as set in stone.

- When the physical and environmental pair are optimized, they lead to **HEALTH**.
- When the emotional and social pair are optimized, they lead to **HAPPINESS**.
- When the mental and financial pair are optimized, they lead to **WEALTH**.
- When the spiritual and occupation pair are optimized, they lead to **HARMONY**.

Info clip from [here](#).
Click [here](#) to learn more.

TekSynap's First Interactive Virtual Golf Event
will be held on November 1st

Break out your Oculus Quest and get a few practice rounds in!



NO REGRETS!

I am often asked if I have regrets over the career path that I chose right out of High School. My answer has always been “Absolutely not”. It has been a privilege to serve in the United States Air Force and continue to support the Department of Defense in my current role.



As a child growing up in Radford, Virginia (which is a small town in southwest, VA) I always knew that I wanted to join the military whether it be after high school or college; since my family has a long military history that dates back to the civil war. During my senior year of high school, I was offered an athletic scholarship to Appalachian State University to join their wrestling program. Obviously, I was very excited about the opportunity, but it wasn't meant to be. Several months later, I tore both the ACL and MCL in my knee that required surgery to repair which would require extensive rehabilitation. But at that time we did not have the medical technology that we do today for this type of injury. At this point, the enlistment discussions began with all the service recruiters. The USAF won my choice and was the best decision based on their educational opportunities and for the career that I wanted to pursue.

I was fortunate with the assignments that I had throughout my Air Force career. I was assigned to 834th Airlift Division in Hawaii right out of Technical School. This was a unique assignment because I was the first Airman to support a test program instituted by the Air Force for junior ranking Airmen filling positions normally filled by Senior NCOs at the Division Level. This assignment allowed me to travel across the pacific theater to include spending time in the Federated States of Micronesia, Christchurch, NZ, and McMurdo Ice Station in Antarctica. Following that, I was selected for special duty assignments supporting STRATCOM on flight status on the Airborne Command and Control Platforms Looking Glass and the National Airborne Operations Center (NAOC). These are airborne assets that allow STRATCOM to perform its mission in the instance of a nuclear attack on the United States. The final eight years of my Air Force career were spent at the US Central Command in Tampa, Florida.

I was assigned as the Theater Nuclear Advisor to the Commander (USCENTCOM). After 9/11, our CENTCOM Headquarters moved from Tampa, FL to Qatar to plan and conduct operations within Afghanistan and Iraq. Needless to say, I spent a lot of time in the middle

east during my last 8 years of military service.

Once I retired, the CENTCOM J2 offered me a position to help the Intelligence Directorate (J2) build a Theater Intelligence Picture on GCCS-J that not only incorporated the Common Operational Picture but also included Intelligence data that would be shared with coalition partners across multiple security domains and bilateral networks. Because of the success of this project, I was promoted to PM for a 100 person intelligence contract with the CENTCOM J2. I then became the Director of Operations and eventually was promoted to Director of Business Development. This led me to the position that I have now with TekSynap.

So, in short, and not to bore you with any more information about me I am fortunate for my career and believe that everything happens for a reason. I have no regrets.

Director for Growth, Victor Handy



Caught in the Act

Derwood Spencer would like to thank **Benjamin Kessler** and **Jerry Harrington** for being true team assets.

The DTRA Gov't Lead gave a shoutout to **Dominique Williams** for his outstanding support.

The National VA customer relayed on a national call with all parties that **Parker Hoppens** went above and beyond and made the site very happy with TekSynap.

Tim Clarke received kudos from our DTRA customer for his great support with a certificate issue.

Neil Strecker received praise from Stanley Beaver for being instrumental in recovering from an Enterprise outage in Columbus this week while juggling other high priority tasks.

A DLA customer would like to thank **Matthew Goad** for his outstanding effort.

A DTRA customer sent kudos to **Edison Clarke** for his patience, positive attitude, and efficiency in solving her problem.

The Canadian Liaison Officer to DTRA wanted to share his appreciation of **Kathy Lincoln** for her support and efforts.

Grace Jinnah would like to thank **Brad Wiggins** for all his help on the website updates.

Bianca Berries has given kudos to **Zachery Gardner** for his patience and diligence in working through the CIOSP3 and NMITS partner portals. Zach also received kudos from Leonard Newman for putting together the live event for St. Baldricks that over 100 employees attended. Grace Jinnah would also like to thank Zach for his dedicated support and expertise in implementing NFC cards.

Kaitlyn Eber would like to thank **Cydney Schrader** for her contributions to a successful ISO

9001 audit through the Management Review, Feedback Log, and maintenance of management systems

Toni Fisher would like to give **Ruben Hormostay** and **Tiffany Bean** a shoutout for a successful open enrollment along with compliance to deadlines and a high volume of employee requests.



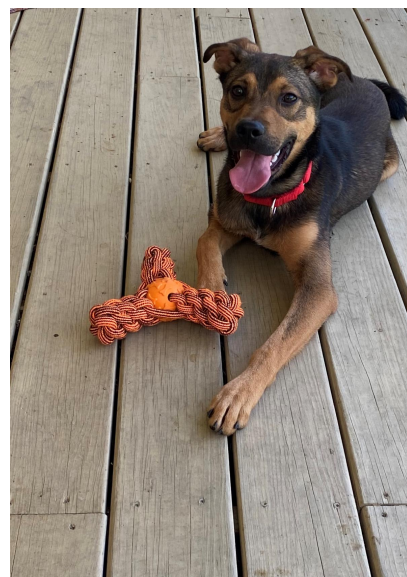
HQ Security SkillBridge Intern, **Gregg Moseley**, married Samantha over Labor Day weekend. Congratulations and best wishes!



TekPets



This is Beau (pictured on the right, next to Piper who was in the newsletter in May of 2020). He was rescued by **Julie Dean** from Old Dominion Humane Society on September 1st. He is estimated to be about 1 year old. He is such a sweet boy and he and Piper have such a bond already!



Feature your pets in the next newsletter!
Send pictures of your companions to news@teksynap.com



Conquer Kids' Cancer

Kam Jinnah, Stone Baggiano, and Tom Murphy shaved their heads to raise money to find a cure for children's cancer



During the pandemic, the whole world seemed to change. The reality of being diagnosed with cancer did not. TekSynap is honored to have the opportunity to give back. It is critical to our mission and this week, TekSynap raised 26K for the Saint Baldricks Foundation to help fund research and find a cure for childhood cancer. Saint Baldricks Foundation is one of the biggest non-government funders of childhood cancer research grants in an effort to expedite the search for cures.

We are proud of our leadership for standing in solidarity with kids who have cancer. Not only for shaving their heads, but for raising donations to fight childhood cancer, helping give kids the healthy lives that they deserve.



Registration for the **Army Ten Miler** has opened and TekSynap is sponsoring 2 teams in 2021. This year's race will be held virtually and in-person in Washington, DC.

Virtual Race: Runners must complete the 10 miles between October 10th and October 25th. The 10 miles must be completed all at once. Bonus – you get to choose your course and the date you run!!

In-Person: Run 10 miles through Washington DC, October 10th.

Registration is first come, first serve, and limited to employees only.

The importance of self-reporting and continuous evaluation

Continuous evaluation (CE) is the ongoing screening of an individual that has access to classified documents. CE is present to confirm that an individual should maintain their security clearance and access to classified documents.



A security clearance holder can be flagged under continuous evaluation but will not be penalized for self-reporting any incident. If they have self-reported the issue. The attempt to hide the incident from your employer and the government is often considered a more substantial issue than the actual offense.

If you have any questions or concerns, please reach out to security@teksynap.com



Certification Corner

Nikki Palmer
PMP

Sarah Keiper
ITIL v4

Mario Pineda
Security+



Employee Learning Program

Employee 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.

Referral Program \$\$

TekSynap offers employees \$3,000 for candidates that fill a cleared position and \$1,000 for non-cleared positions.
Please visit the employee portal [here](#) to learn more.



Open Positions

Wireless — Remote

Site Manager
Jr Wireless Engineer
Technician I
Project Manager
Configuration Analyst
Quality Analyst
Project Manager (Activations)
Help Desk Tier I Agent
Logistics/Help Desk Tech
Sr Network Engineer (EHRM)
Network Engineer (EHRM)
Junior Network Engineer

NRC SNCC

Senior O365/Azure System Admin
Senior Security Engineer

NRC BPA MAS

Senior Data Analyst

Senate

System Consultant
Sr SharePoint Developer/Admin
Service Delivery Coordinator
Installation Desktop Tech
Help Desk/Break-Fix Specialist

DOT EITSS

Business Intelligence Developer (CO)
VOLPE Application Engineer
Service Catalog and Request Manager

Kirtland C4

PC Support Technician
Client Support Technician
Client Support Technician II

ESD — Ohio

Computer Operator

DLA — Multiple Locations

Network Engineer

DLA ETN — Pearl Harbor, HI

Senior Network Engineer

AV/VTC — Pearl Harbor, Hawaii

VTC Lead



DPAS — Camp Hill, PA
IT Business Analyst
Software Developer

DLA EWASS — Multiple Locations
IT Support Specialist

NETOPS — Multiple Locations
Firewall Administrator

Please email your referral resumes to careers@teksynap.com

Hurricane Ida Life Hacks

TekSynap has team members on several programs on the Gulf Coast who were impacted by Hurricane Ida. After the storm passed, many were without electricity for an extended period of time. New Orleans employee David Bourgeois and his wife, Melissa, could write a book about survival life hacks after a hurricane. Using two kiddie pools, one with a splash block (normally used for gutters to clean) and the other pool for rinsing, they were able to wash essentials and then hang them on an improvised clothesline made out of ratchet straps between a patio column and a tree.



Send us your life hacks to share at news@teksynap.com



Anniversaries

Four Years

Christopher Grant
Samuel Fisher

Three Years

David Johnson

Welcome, New Employees!

George Adams
Devante Harden
Joshua Ramey
Sean Henry
Jodi Keyfauver
Durell Black

K'Andrea Ormeno
Morgan Williams
Robert Riley
Brendan Wiles
Cole Withers
Jonathan Sarty
Matthew Dzoba

Two Years

Anthony Adams
Robert Skehan
Ternae Riley
Aminebueh Bello
Jimmie Lee
Maria Snow
Daniel Lee
Dean Lum
Ashika Jamal
Michael Thomas
Jeffrey Mozo
John Finigan
Patrick Burke
Richele Latosinski

One Year

Elisha Myers
Landon Foster
Christopher Witt
Thomas Dyke
Nola Jinnah
Bradley Stinson
DaMario Moore
Justin Janes
Michael Lucas
Michael Shelton
Brian Peacoe
Cynthia Bryg
Brian Askew
Brock Lichtenfels
Demetrius Hall
Joseph Walker

Stephen Broussard
Angel Maldonado
Jonathan Orr
Jamie Patterson
Russell Saunders
Moses Mugisha
Kirsten Villa
Paul Michael Ferguson
Paul Wojton
Kalynn Workheiser
Kyle Karges
Kellen Blake
Julian Ledford
Mario Pineda
Yadiel Valentin
Thomas DeYoung
Steven Rogers
Jason Garrett
Darris Curry
Mirwais Sediqi
Jovanie Rosario
Jerome Smith
Conner Bruce
Bria Harris
Stanley Johnson
Sara Parker
Walter Thomas
Larry Crosson
Julius Bello
Brandon Hardrick
Monhi Powell
Michael Smith
Mark Crader
Richard Morisset

