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When the Going Gets Tough – The Tough Stay Motivated

Staying focused when motivation dips or life’s distractions pile up is challenging—but not impossible. These moments call for resilience and discipline over fleeting motivation. Set small, manageable goals and prioritize consistency over intensity. Even a small step forward is still progress. Most importantly, reconnect with your “why”—the deeper reason driving your goals. And if your “why” has changed, that’s okay too. Reassessing direction is part of growth.

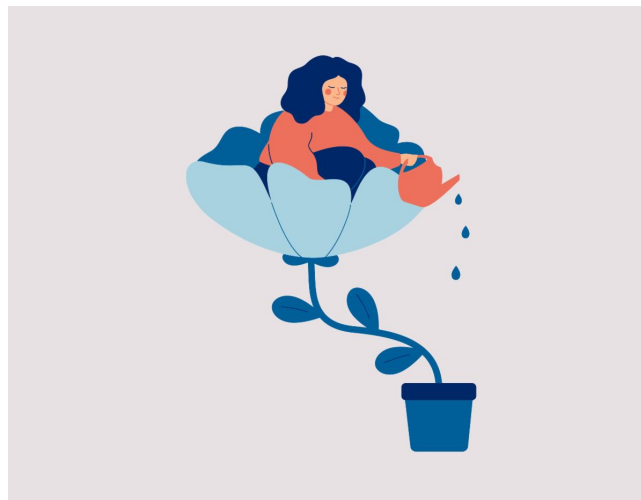
Whether personally or professionally, staying motivated can be difficult. When that happens, take time to refresh your goals, do something you love, call that favorite person and reflect on what truly matters. Below are some practical strategies that I lean on to help maintain focus and energy during low-motivation periods:

- **Reconnect with Purpose:** Remind yourself why your work—and your effort—matters. Whether it’s serving customers, supporting your team, or growing personally, tying your tasks to purpose, your “why”, transforms routine into meaning. That shift can reignite drive and uplift morale.
- **Prioritize and Plan:** Start each day by identifying your top three priorities. Use this as the foundation for a consistent routine. Consistency builds momentum, even on difficult days. A favorite morning ritual—like your go-to coffee, a walk, or a workout—can also help reset your focus and frame the day with intention.
- **Limit Distractions:** Silence notifications, close unused browser tabs, and set boundaries with your environment. Consider putting your phone or smartwatch aside for a bit. Creating intentional quiet time allows your mind to re-engage with deep work.
- **Practice Self-Compassion:** Everyone experiences lulls. Rather than being self-critical, ask: *What’s pulling my attention? How can I reset?* Giving yourself grace during these times can help prevent burnout and increase your resilience for the long haul.
- **Reward Yourself:** Sometimes, a pick-me-up is what you need. Try that new restaurant, revisit a favorite hobby, meet a friend for coffee, or simply relax with a good book. Small joys recharge the mind and spirit.

The Payoff: Discipline during low-motivation periods can lead to real transformation. What feels like small, consistent progress often builds into major momentum. You’ll gain a stronger sense of control, boost your mood through action, and produce higher-quality results. One focused hour can replace several scattered ones. Over time, this consistency builds confidence, clarity, and long-term success.

And remember not every day has to be a “great” day—but there’s almost always a *sparkle* to be found. Maybe your coffee tastes just right, someone offers an unexpected compliment, the sun breaks through after a storm, or a deadline shifts in your favor. Small wins lead to big breakthroughs. Casual conversations become new opportunities. And kindness, always, leaves a lasting impression.

Bianca Berrios, Senior Vice President



Looking for a Few Good Color Reviewers!

Pink, red, gold and white are the colors of the proposal rainbow! So, what exactly is a “color” review? In the unique jargon of proposal management, the purpose of a color review is to evaluate various shades of proposal response rough drafts – pink being the initial draft – and gold/white being final products ready to submit in response to a solicitation. We use color reviews to validate that proposal development is on the right track, mimicking how a government evaluator may score our response. You or your colleagues may be asked to perform these reviews based on your technical skills, experience, or understanding of the specific customer set we are responding to.

A good resource can be found within industry new business and capture training such as Shipley Associates (*Courses*). Courses such as this cover the *theory* of color reviews. But let me spend a few words on some of the *tips and tricks* of performing an effective review.

Tip #1 – You are not reviewing a novel ... but a proposal. To that end, read the government’s instructions (Section L) and evaluation factors (Section M) first, as well as familiarize yourself with the Performance Work Statement (PWS) introduction, goals, and scope – before beginning your assignment. Take the time to prepare before reviewing – it is your most important step to success.

Tip #2 – Assess how easy it is to evaluate. Making evaluations easy is one of the most important concepts to securing a win. Your review should provide feedback on how easy it was to find and understand our key messages and where our strengths are. Equally important, does it grab your attention early so that you want to keep reading it!

Tip #3 – Is the response technically accurate? Is it current – meaning is it using the most current technology, terminology, and processes? Are there opportunities to incorporate automation or innovations that you know about? If so identify them so the team can incorporate them.

Tip #4 - Did we follow all Section L and Section M requirements? A critical contribution as a reviewer is determining if we are compliant in all regards to the government requirements.

Tip #5 – Do we more than just “cover” the requirements? Are they compelling? Does the response link to an overall theme or technical framework? Did we highlight any unique approaches? Do you think our response provides specific details that can be realistically done? Did we solve customer problems in a convincing way? And did we substantiate our response with real world, relevant outcomes on other TekSynap programs?

Everyone in TekSynap is a potential reviewer. It’s a very important role that is key to growing and maintaining a healthy company. So, when asked to review, please step forward and commit to giving it your best. If this is your first gig, the proposal team is ready to help you navigate our process – they are a fantastic team to work with. And please give it your very best as the professional satisfaction you gain from doing your part will be immensely gratifying to you and will continue to help TekSynap grow as a great place to work!

Mark Sikorski, Vice President



Cap for the Day



2025

PM Ferguson and **Rob, Kay**, and **Gabriel Kennett** were awarded with the 'Cap for the Day' for all their contributions in advancing themselves through trainings and winning contracts. 'Cap for the Day' is an opportunity to get a tour of the Capital One Arena and get a sneak peak of the locker rooms, meet Slapshot, and skate on the ice.



Please take a moment to congratulate **Galen Jones** and **John Thompson** (Team, **Putt Pirates**) as the winners of TekSynap's 2025 Oculus Walk About Mini Golf Tournament!

It has been amazing to continue the TekSynap virtual tradition!
A very special thank you to all those who participated in the 2025 Oculus Walk About Mini Golf tournament, as well as those who made this tournament a reality!

See you all again in 2026!



Upcoming Events

Sunday, June 8th, 2025 – TekSynap’s Country Fair will be held at Stone Tower Winery’s Sparkling House in Leesburg, VA.

This will be an afternoon event. All local employees will receive an invitation soon. You are welcome to bring your immediate family members. If you are not local but will be in the area and wish to attend, please reach out to Events@teksynap.com to RSVP.

Saturday, January 10th, 2026 – TekSynap’s Annual Holiday Gala will be held at the Washington Hilton in Washington DC.

This will be an evening event. All TekSynap Employees are invited to attend with a spouse or guest. More details coming this summer!



Caught in the Act

Adam Thomas was thanked for going above and beyond and setting us up for success.

Tim Clarke was recognized for his exceptional support.

A customer gave kudos to **Dave Bordelon** and **Lester Dunn** for exceeding expectations.

Jamal Armstrong was celebrated for always providing quality customer service.

Dustin Hubert, Ato Hammond, and **Kevin Hood** were commended for their attention to detail, can-do attitude, and teamwork mentality.

A customer sent their appreciation to **Jeremiah Montalvo** for his willingness to work hard, always trying to find solutions, and going above and beyond.

Drew Harper was praised for his outstanding job overseeing things and paying attention to the details while seeing the big picture.

Alex Thrower was honored for his consistent professionalism, proactive mindset, and collaborative spirit.

Kaitlyn Eber, John Henry, Zach Gardner, Dillyan Abarca, Connie DeYoung, Leonard

Newman, and **Lisa Bright** were thanked for their hard work and attention to detail.

Dan Strong was recognized for willingness to help, positive attitude, and expertise.

Ezekiel Blowers received praise from a customer for his outstanding work on a project.

Kortney Allen was celebrated for being instrumental in assisting with getting a project kicked off.

A customer thanked **Alan Parker** for being very knowledgeable and thorough.

Kimeu Scott was acknowledged for his professionalism, expertise, and productivity.

Henry Hoang was praised for his dedication, expertise, and willingness to embrace new projects.

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



Tyler Reece - 9 lbs was born during April to **Logan Reece** and his partner.

Congratulations!



TekPets

Meet **Colton Phillips'** new mini Bernedoodle: Nova. She just turned 5 months old. She is a ball of energy and loves as much attention as we can give her. Nova's current hobbies include: chewing her toys, chewing the carpet, chewing the furniture, and finding our lost socks in which she proceeds to chew. She brightens everyone's day when they encounter her, and I wouldn't trade her for the world.



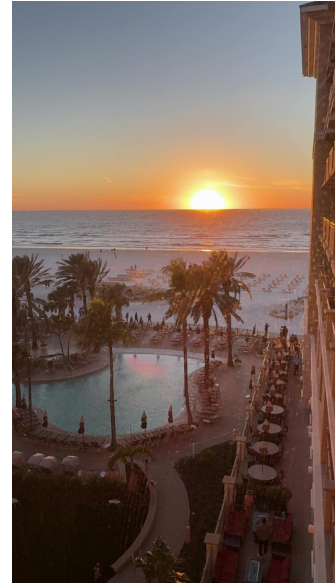
Happy Birthday to Peanut! She celebrated her 3rd birthday with a Pup-Pie and a long walk.

-Arielle Gick

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



Julie Dean and her best friend, Angie, enjoyed her 5-year TekSynap anniversary trip at Sandpearl Resort in Clearwater, Florida in early March. They soaked up the sun, ate delicious food, enjoyed cocktails by the beach and explored Clearwater! It was AMAZING and would highly recommend to anyone wanting to visit Florida. So grateful to TekSynap for providing this opportunity!



Certification Corner

Nicholas Caldwell

Certified Wireless Analysis Professional

Javier Vallejo

CCNP Routing and Switching

Henry Hoang

ISC2 SSCP

Eric Underkoffler

CISSP

Darius Toppin

CySA+

Cooper Martin

Mist Wifi

Mist Location

Autumn Roberto

AIRS Certified Technical Recruiter

Adam Salem

Microsoft Certified Azure Admin. 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 **TekWorkforce profile.**

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

Open Positions

AFNCR

Network Administrator

SDA

Program Manager

Senior AV Technician

AV Systems Programmer

USITC

Sr. Network Engineer

HQ

Jr. Security Specialist

FBI-NEMO

Technical Writer

Network Configuration/Performance Analyst

53rd Wing Tech

Computer User Support Specialist - Journeyman

DTRA

Systems Administrator

Cyber Analyst

Helpdesk (ABQ)

Senior Linux Administrator (ABQ)

USAF BIM IDIQ

Principal Network SME

VA LAN CCT

Campus Network – 75% travel



Project Manager – 50% travel
Server/Core Switch Network Engineer – 75% travel

DOI BSEE TIMS

Principal GIS Developer - Telework
Software Quality & Testing Specialist – New Orleans
Senior GIS Developer - Telework
Oracle Apex Software Engineer – Telework
Document Imaging Specialist – New Orleans

DLA AV/VTC Facilitators

VTC Administrator - Columbus, OH

Please email your referral resumes to careers@teksynap.com to receive up to \$2,000.

Planning a Secure Financial Future

Setting yourself up for financial stability gives you the confidence to know you can pay your bills and handle unexpected expenses. It also gets you on track to reach any goals you have for the future. Here's how to get started:



Learn how you spend money.

- Track your finances for 2 months to learn how and where you're spending your money. Try keeping a spending journal, and write down all your expenses. Or there are free apps you can try online. Don't judge. Just track. This information will help you set new goals and make a plan.

Learn more about financial planning.

- Many communities offer free or low-cost classes. They can help you learn how to create a budget, save for the future, and invest your money. Libraries are also a good resource for books about financial planning and budgeting.

Make a plan you can follow.

- Choose a plan that will help you reach your goals. But make sure it's realistic. Ask yourself if it's a plan you can follow for the long-term. For example, cutting your spending in half to increase your savings will help you reach a goal faster—but it might become hard to do if you're always low on money.

Automate your savings.

- One of the easiest ways to save money is to set up an automatic transfer from your checking account to your savings account. If money is transferred automatically, you won't be tempted to spend it in other ways. You can go to a bank to set up an automatic savings plan, or set up an account through an online bank. From there you can decide how much money you want to have transferred from your checking account into savings each month.

Be patient.

- It may take years for you to reach your goals, so try not to get discouraged. What's important is to make a plan and stick with it over time. Setting limits on how often you check your financial statements may help. Also try focusing on small milestones, like paying off a bill or saving \$100.
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RED FLAGS

Signs of Potential Online Targeting by Malicious Actors

Online targeting may occur on social media, professional networking sites, and online job boards, as well as through direct contact via email and various messaging platforms. Recruiters may appear to be affiliated with a legitimate firm from a non-alerting country.



Foreign intelligence entities are targeting U.S. Government and contractor employees online.

Please be cautious about what you share online — work location, clearance level, and other career details. Foreign entities are looking for ways to access Government information, and they may be targeting you via a fake recruiter or job posting.

Please review the graphic provided and become aware of examples you may be targeted.

Stay on alert!

Have a concern to report? Email Security@teksynap.com.

Reminder: Keep Your TekWorkforce Profile Up to Date!

Don't forget to regularly update your **TekWorkforce** profile with the latest information.

You can upload:

- Certifications
- Training completions
- Educational achievements
- Supporting documents (e.g., certificates, diplomas)

Keeping your profile current helps us better align opportunities with your skills and growth.

We also encourage you to send an updated copy of your resume to careers@teksynap.com.



Happy Five Year Anniversary

Stephen Ivy
Derwood Spencer
Michael Lorincz
Liana Bernt
John Kornovich

Your travel award is right around the corner! Be sure to check your TekSynap email at the end of the month.

Anniversaries

Seven Years

Elizabeth Page
Eric Underkoffler
Jacob Withers
Israel Negron

Six Years

David Ward
Eric Gilmore

Five Years

Stephen Ivy
Derwood Spencer
Michael Lorincz
Liana Bernt
John Kornovich

Four Years

Barbara Bishop

Welcome, New Employees!

River Carson
Nadira Girdhari
Yaneri Morales
Sultan Nassery
John Thompson
Austin Jones
Jonathon Mercdo
Nicholas Starkes
Matthew Estes
Christopher Ofori
Justin Guerra
Jay Mistry
Brandon Boner
Daniel Walten
Phillip Eversull
Alex Jeong
Richard Cochran
Dean Cibotti
Hari Thapa

Nick Chaisson
Tracy McEntyre
Michael Ramirez
Jimmy Smith
Thomas Reid
Stefani Mortillaro
Robert Cross-Price

Three Years

Todd Squire
Cynthia Morse
Karolynn Kyler
Alexis Windsor
Sashuang Li
Jared Phillips
Ekaterina Baggiano
Abenazer Bayou
Luther Henry
Christopher Laperle
Francesca Rigatti
Kenneth Walker
Shane Baker
Christopher Bowick
TraNiece McElvaine
Daniel Roca

Two Years

Liliane Mafokogne
Benjamin Nightingale
Henry Weber
Md Hossain
Brian Frenck
Scott Lee
Walter Hamlett

One Year

Micheal Anderson
Derrick Boateng
David Boyle
Justin Ouzts
Logan Reece
Terry Thomas
Donald Esser
Garrett Young
Manuel Calamari Jr
Aminta Marquez Lopez
Joseph Lopez
Coreen Mangan
Kenneth Null
Brandon Ward
Phillip Bujtas
Sayvon Williams
Eric Larson
Bryant Davis

Nathan Cutler
Mark Trubl
George Obiozor
Terrell Turner
Siobhan Flayer
Adrian Yuen
Brian Moll
Melvin Martin
Glenn Goodwine
Daniel Gavilan
Ryan Ries
Ava Daly



Mysha Rouzard
Dallas Ebanes
Blake Kershner
Tonya Tatum

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