



Newsletter Issue No. 114

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Open Enrollment - New Medical Plans

For more than eight years, TekSynap's domestic medical plan design has remained largely unchanged, offering exceptionally rich benefits. Based on the upward trend of medical expenses throughout the healthcare industry, it has become clear that changes were needed for our plan. The overall cost of maintaining our plan has grown substantially, and our current premiums could no longer support our plan design. To ensure sustainability, while continuing to provide excellent coverage, we have decided to transition from a single domestic medical plan to two distinct plan options.

Plan 1 - Cigna Health Savings Plan

This is a high-deductible plan with a lower employee premium cost, additionally TekSynap will contribute to an employee-owned Health Savings Account (HSA). An HSA is a tax-advantaged account that allows for pre-tax dollars to be used to pay for qualified healthcare expenses. TekSynap will contribute to participating employee's HSA account on a per-paycheck basis. The TekSynap contribution will total \$2,000/year for those with employee-only coverage and \$4,000/year for those with family coverage. In addition to TekSynap's contribution to the HSA plan, employees will also be eligible to make their own pre-tax contributions per paycheck up to the IRS maximum of \$4,300 for self-only coverage and \$8,550 for family coverage. Individuals aged 55 or older can contribute an additional \$1,000 as a catch-up contribution. This will provide a tax benefit for those employees that choose to individually contribute to the HSA.

Unlike the Health Reimbursement Account (HRA) that TekSynap funded in the past, the money in the HSA is yours. It carries over from year to year and the account is yours to keep, in the event you leave the company. The HSA plan can also be used to pay for qualified dental and vision expenses.

Plan 2 - Cigna PPO Plan

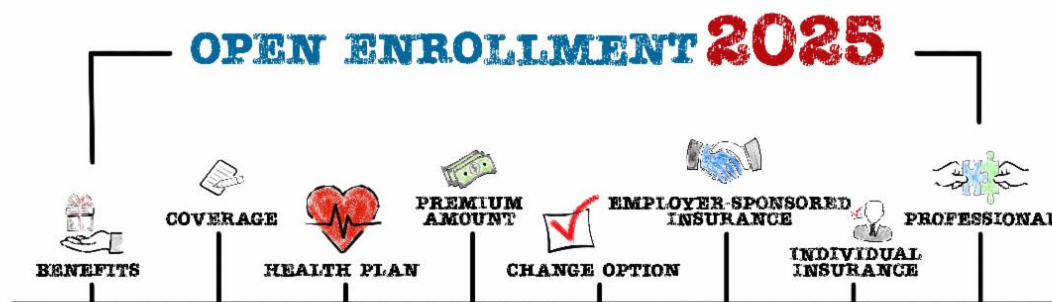
This plan design is suited for individuals looking for a lower deductible while limiting out-of-pocket expenses. The deductibles for this plan are \$1,000 for employee-only coverage and \$2,000 for family coverage. There is not an HRA associated with this plan, as such, employees will be responsible for the cost of reaching the deductible as well as the out-of-pocket maximum. This plan includes co-pays for specialty visits, urgent care, ER visits, and

prescriptions. To help with medical expenses, you can separately enroll in a Healthcare Flexible Spending Account (FSA) to set aside pre-tax dollars for those costs. Overall, this plan offers richer coverage and lower out-of-pocket expenses.

Based on employee feedback, we felt it was important to offer multiple plans that give flexibility to our employees' needs. Our HR team will be available to answer your questions and provide guidance throughout the process. More information will be available via our benefit booklet which will be emailed out on the first week of September. Open Enrollment will run from September 8th through September 17th. Due to the new plan options, medical enrollments will not automatically roll over to the new plan year. Employees **must** complete the enrollment process in ADP if they wish to maintain their medical coverage.

TekSynap will also be hosting Open Enrollment webinars on Wednesday, September 10th at Noon EST, and Friday, September 12th at 2:30pm EST. A Microsoft Teams invite will be sent to your TekSynap email address.

-Ruben Hormostay, HR Director



Meet TekSynap's Intelligence Community Team

"Our IC team brings decades of hard-earned experience to the table. They've been trusted with the nation's most critical missions, and now they're carrying that trust into TekSynap's future."

— **Kam Jinnah**

The Intelligence Community (IC) is more than the CIA agents depicted in popular culture - it is 18 federal agencies that collect, analyze, and share intelligence critical to national security, foreign policy, and defense. IC members include the CIA, NSA, DIA, NGA, and NRO. Contracts are often secretive, highly classified, and driven by high-trust relationships. Many of us identify first as IC members, with relationships and knowledge that transcend our employers. Membership is much more than a job or career – it's a true calling and passion.



The IC Business Unit is strategically aligned under the COO, and led by **Susan Case**, VP of IC Programs. With 30+ years of IC experience, Susan's mission understanding and relationships position us for success. Susan has held numerous executive positions in operations and business development, both CONUS and OCONUS. In addition to her TekSynap role, Susan chairs the DIALogue Group - a high-profile industry forum supporting

the Defense Intelligence Agency (DIA) mission.

Susan is supported by a small but highly effective IC Team. **Anthony Kuhn** is a longtime IC professional, Army veteran, and former supervisory intelligence officer with nearly 30 years of federal service. His DIA career included leading intelligence analysis, driving innovation, and managing high-value national security contracts. As a TekSynap capture manager, he is strategically expanding the company's presence across the IC. Tony is also a member of the Defense Intel Alumni Association and DIALogue.

Mike DeLaFleur has spent 30+ years supporting the IC, spanning technical, management and business development roles focused on NGA, CIA and NRO. Mike supports both capture and solutioning. Like Susan and Anthony, he maintains high-level relationships across the IC. Mike also co-chairs the Technical Advisory Board for Project Geospatial.

At the intersection of the DoD and IC, the IC Team has made significant in-roads at the Space Development Agency (SDA), an organization focused on leveraging space-based technologies to enhance national security. **Darrel Mikoski** is managing our growing footprint there. After US Navy service, Darryl was a Telecommunications Specialist and Program Manager at the Defense Threat Reduction Agency (DTRA). He joined TekSynap in 2016 to manage all AV/VTC support and installations for DTRA's global presence and has worked across the company to grow our AV/VTC capability.

IC requirements are helping to drive TekSynap innovation. Partnering across the company, including new Director of Innovation, **Frank Byrum**, we are advancing TekSynap's AI Recommendation Driven Analytics ®(ARDA™) capability on a Cooperative Research and Development Activity (CRADA) with NGA. Earlier this year, we delivered Lightning Talks at the GEOINT Symposium with **Tim Brown**, who leads our geospatial work on the DOI BSEE TIMS BPA. On our SDA ServiceNow (SNOW) contract, we took over implementation of multiple SNOW modules and simultaneously solved a specific module implementation problem – not only for SDA, but for the entire DoD!

Q2 2025 Quality Objectives on Display

We all play a role in meeting our corporate quality objectives. To see how we're doing, please check out [Q2 2025 Objective Share.pdf](#)

Capital One Arena Golf Tournament

Team TekSynap, finished in FIRST PLACE after a thrilling tie breaker in the Capital One Arena golf tournament hosted by Monumental Sports and Entertainment. This years team was comprised of staff and TekSynap Industry partners.

Pictured: **Sam Fisher, Henry Tragle, Jeff**



Quality and IT Teams Complete ISO 28000:2022 Stage 1 Audit

As part of our commitment to safeguarding people, assets, and operations, TekSynap has formally established a Security Management System (SMS) Policy, aligned with ISO 28000:2022. This policy applies to all corporate and warehouse facilities where equipment and materials are stored, handled, and distributed.

SMS Policy

TekSynap's SMS ensures the protection of assets, infrastructure, and supply chain operations. It is integrated with our ISMS (Information Security Management System), QMS (Quality Management Systems), IT SMS (IT Service Management System) and BCMS (Business Continuity Management System) to manage physical security risks, maintain secure operations, and meet regulatory and contractual requirements. Security controls are reviewed through internal audits and management reviews, with responsibilities assigned to ensure compliance and continual improvement.

SMS Objectives

To put this policy into practice, TekSynap has defined measurable objectives:

- 100% of unauthorized access attempts are detected, reported, and responded to in accordance with the **BMS 7.07.14 Access Control Policy** at HQ and warehouse facilities, verified through access logs, incident tickets, and CCTV reviews.
- Annual 3PL/Carrier security risk reviews completed for 100% of active third-party logistics providers, with findings tracked in the risk log and supplier review reports.
- Quarterly physical security walkthroughs at warehouse facilities with 100% completion, supported by signed checklists and corrective action records.

By making all staff aware of our SMS Policy and Objectives, we reinforce our collective responsibility to protect TekSynap's operations, facilities, and supply chain.

Caught in the Act



Darrin Snyder, Tahir Awan, Josh Hardesty, Kellen Blake, and Mark Jackson were thanked for their willingness to jump on a bid with short notice.

Lakshman Krishnaiyer was celebrated for his leadership and technical expertise.

Quentin Flanders was commended for his dedication and amazing work.

A customer sent their appreciation to **Dalton Ray** for his patience and help in a stressful situation.

Paul McDonnell was praised for being extremely knowledgeable, customer friendly, and focused.

A team member sent kudos to **Julie Glaubach, Floyd McMilan, and Ethan Zach**. Keep up the great work!

A customer thanked the **DTRA NE-MA team** for their outstanding work.

Daniel Wilson, Dylan De Leon, and Dejhane Harrison were commended for their hard work and dedication.

Ian Coulter and **Alex Jeong** lead the leaderboards in First Call resolutions.

Amy LaBruyere was celebrated for being helpful and on top of her game.

A customer sent praise to **Hannah Long** and **team** for their high level of skill and professionalism.

James White, Benjamin Robinson, and Johnathan Wilson were recognized for hard work and professionalism.

Satya Vaddavalli, Brian Villanueva, and Michele Daigle were commended for their leadership, dedication, and consistent focus.

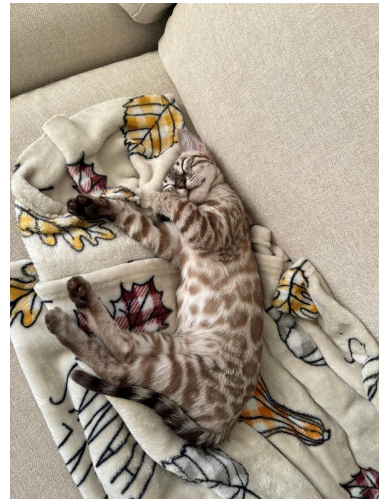
Sean Pigford received kudos for providing exceptional customer service.

Don't forget to let your Quality team know about all the good things going on at TekSynap by submitting your Kudos via TekDollars on the **Employee Portal** or email feedback to Quality@TekSynap.com.

Help us recognize our employee contributions in the monthly Newsletter.



Anna Enriquez has welcomed a new TekSynap Furr Baby, Zero, the Bengal! He loves to cuddle, and his favorite treat is freeze dried raw chicken.



Meet Maverick, **Jeff Amspaugh's** new golden retriever puppy. He enjoys chew toys and landscaping and carrying his food bowl to the living room to eat with his new pack!



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

TekTreks





Zack Davis (TekSynap) & Gerardo Paulette (Catapult) traveled all the way to Alaska to complete an installation job.

Keep up the good work!



Certification Corner

William Porter

Cisco Certified Support Technician Cybersecurity

Rolf Ngana

CompTIA Security+ CE

Phillip Valdez

AWS Certified Cloud Practitioner

Lisamarie Hughes

BICSI Installer 2 Copper

Jarek Arellano

FAA Remote Pilot Certification

Cole Withers

ECSE Troubleshooting

Charles Brookhart

Microsoft Certified Security, Compliance, and Identity Fundamentals

Bailey Norris

Certified Scrum Product Owner

Ana Beatriz Moura

CompTIA Security+

Ahmed Abdallah

CompTIA Security+ CE

Rolando Concepcion

AWS Solution Architect

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

NRC SNCC

Splunk Security Engineer

VA LAN CCT

Campus Network Engineer
Server/Core Switch Network Engineer

DOI

Oracle Apex Software Engineer
Sr GIS Developer

VA LAN

Campus Network Engineer - travel

ESD III

*Computer Operator - Texarkana, TX
Computer Operator - Tracy, CA*

DFC

Sr Cloud Engineer, IT Engineer IV - Washington, DC

DOT

End User- Field Support - Lakewood, CO

AFNCR

TEMPEST Analyst
Data Center Manager
IT Customer Service Representative
Licensed Registration Authority (LRA) Assistant

SDA

Program Manager
Sr. AV Technician
AV Systems Programmer

FBI CJIS

Software Engineer



Software Developer
Systems Administrator
Tech Writer

DTRA

Cyber Detect and Response Lead
COMSEC Manager

DLA IOEE

Telecommunications Network Engineer-Basic

NETCOM

Network Engineer
Sr. Network Engineer
System Engineer

DLA

VTC Administrator

HQ

IT Specialist
Jr. Software Developer

53rd Wing Technology

Sr. Information Security Analyst

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

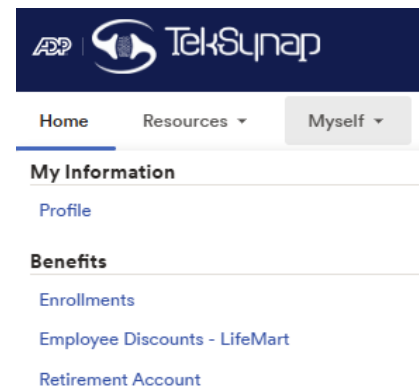
Update or Add in your Emergency Contact

In case of any unforeseen circumstances, it is crucial that we have accurate emergency contact details to ensure the well-being of our employees. Please be sure to include their first and last name, relationship to you (family/friend), and their phone number or email.

To complete this please login to ADP through the ***TekSynap Employee Portal***.

This can be updated under **Myself > My Information > Profile > Emergency Contacts**.

We recommend using Mozilla Firefox or Google Chrome when using ADP.



Please upload your training certificates into TekWorkforce

The required Security trainings include DOD CUI Training, Counterintelligence Awareness and Reporting and Insider Threat Awareness. Upload certificates by searching "DoD CUI

Questions? Email Security@teksynap.com.

Be on the lookout for information about our new gym benefit in the upcoming Open Enrollment

wellhub 



We are excited to announce our partnership with Wellhub.

A global network of **50,000+ gyms**, studios, wellness coaches, and wellbeing apps that **enables employees to pursue wellbeing with one flexible membership.**



Happy 5 Year Anniversary

Alex Thrower

Robert Cooke

Michael O'Connell



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

Anniversaries

Eight Years

James Brown

Seven Years

Jacqueline Soltero

Ryan Hinkle

Six Years

Logan Edens

Five Years

Alex Thrower

Robert Cooke

Michael O'Connell

Four Years

Susan Brumfield

Timothy McCaw

Colton Phillips

Sandip Aujla

Katie Schuster

Patricia Connolly

Three Years

Ethan Fajardo

Dan Acquah

Gabriel Alfaro

Mamadou Niass

Eleanor Mlecsko

Nykia Potts

Marqell Broxton

Timothy Schemmel

Gregory Newland

Christopher Lucidi

Quentin Flanders

Kevin Williams

Hilda Esposito

Two Years

Bridges Baudier

Saadat Bangash

Andrew Thorn

Paul Harkness

Welcome, New Employees!

Jason Rose

Markus Clay

Cooper Strickland

Tivon Tillman

William Nystrom

Alexandria Morgan

Anthony Trejo

Muhammad Khan

Brandon Bates

Noel Armendariz

Boyd Ako

Omar Flores

Charmaine Reyna

Jeremy Thomas

Kenneth Hutchinson

Josephine McCombs

Gregory Finley

Tabias Lumpkin

Briana Lee

Sylvester Ofori

Dominic Butler

Joseph Schultz

Jaden Walker

Richard Scott-Williams

Stephen Sarracino

Hubert Nimala

Marc Myers

Wesley Barron

Daniel Loe

Rolf Ngana

Francesca Hillary-Lopez

Majid Lahmala

Milton Bryant

Joshua Trujeque

Reginald Kelsey

Jefferson Moore

Rayne Wauthier

Andrei Phelps

Dale Shell

Frehiwot Mike

Tristan John

Nicholas Mastrangeli

Camalia Daquioag

Jun Yu
Mike-Ere Opirijitei
Lyndon Bilal
Steven Sayre
Jessamyn Tempel
Victor Costigan
Tyler Reed
Raghuvardhan Nagulavantha
Tennyson Rodrigue III
Nassrin Moghadam
Allison Baudier
Mark Toups
David Durio
Paul Cheramie
Harold Miller
Philip Fasullo
Justin Comeaux
Karl Findorff
Aryba Qureshi
Willis Hawkins
Bart Pittari
Syed Ali
John Nguyen
Neelima Uppalapati
Peng Sun
Ashanti DeVaughn
Shane Rapp
Umesh Khasgiwala
Rajasekhar Bajagaku
Alfredo Olvera Torres
Tilmon King

One Year

Chantel Pederson
Zufan Yoseph
Ian Coulter
Ivan Fleming
Kirsten Schwiesow
William Tucker
Ronald Stuart
Mignon Tolbert
Kiara Nelson
Rachel Grawrock
Sean Golash
Kevin Albrecht
Terricka Jones
Victor Diaz
Caleb Russian
Justin Ward
Branden Call
Lazar Antic
Eddie Willson
Jordan Howard
Gary Assa

Josh Wilson
Ji'lon Pegeese
Julian Shelton
Duane Ebersole
Arnaud Tako
Wyat Sherman
Matinicus Creek
Bradley Heath
Stephen May
Robert Fini Jr.



Brandon Lowther
Richard Evans

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