



Newsletter Issue No. 117

November 2025

Gratitude in Action

As we enter November, Thanksgiving reminds us of something deeper than a holiday meal; it's about gratitude and connection. At TekSynap, those values aren't seasonal; they are woven into our daily work. We succeed because we trust each other, share knowledge freely, and put our customers first. That spirit of collaboration is what makes us more than a company; it makes us a community.

This year has been full of challenges and opportunities, and through it all, I've seen incredible examples of teamwork and resilience. Whether it's late nights ensuring mission systems stay online or creative problem-solving that pushes us ahead of the competition, these moments reflect who we are. They show that our strength isn't just in technology; it's in people who care about doing the right thing.

This fall also brought unique challenges with the government furlough, and I want to recognize how our teams stepped up to the challenge. While many agencies faced uncertainty, TekSynap continued to provide uninterrupted support, ensuring that critical systems remained operational and secure. Our customers trusted us to carry out their missions, even when they were unavailable. That commitment speaks volumes about our values: reliability, integrity, and putting the mission first. Our customers depend on us most during times of disruption, and you delivered.

Innovation is another way we show gratitude to our customers. Every time we deliver a smarter solution, automate a process, or enhance security, we honor the trust they place in us. Projects like TRON, MegaTRON, and ARDA are great examples, leveraging advanced search and AI-driven capabilities to make mission-critical data more accessible and actionable. These innovations aren't just technical wins; they are proof that we listen, adapt, and deliver what matters most to those we serve.

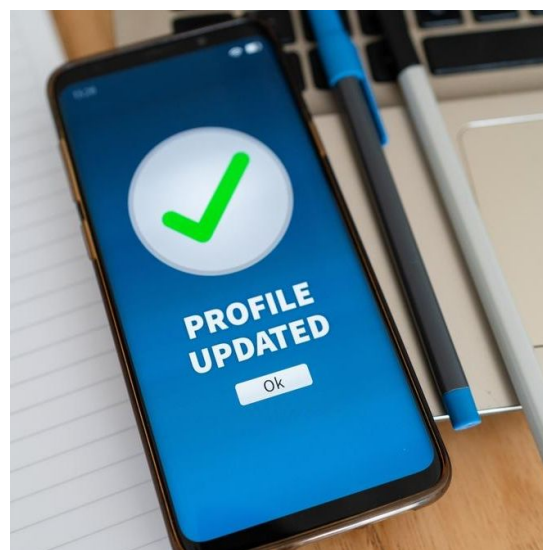
As you take time this season to recharge and celebrate with family and friends, know that your contributions, big and small, are appreciated. TekSynap thrives because of you, and I'm grateful for the dedication, creativity, and integrity you bring to everything you do. Here's to finishing the year strong and carrying that spirit of gratitude into the year ahead.



Review/Update your Mailing Address in ADP

To ensure your tax documents are mailed to the correct address, please review and make any needed changes in your personal ADP account.

To update your address in ADP, log in through the **employee portal** then go to Myself > My Information > Profile, then find the Personal Information section. Select "View More" or the pencil icon next to your address, enter the new information, and click "Save".



A Festive Evening



Tahir Awan hosted a festive gathering to kick off the holiday season at the Harvard Club, part of The University Club in Washington, D.C.

Pictured (left to right):

Front: Kam Jinnah, Yas Wynn (Ray)

Back: Tahir Awan (Brittany), Bianca Berrios

The door opens and you make your way across the lobby, the security guard nearby waves and says, “Good Morning! It’s going to be warm today.” You lift your coffee cup and respond, “Good morning! Yes, it is. Have a good day.” He smiles back. These interactions are known as a Micro-connection (or micro-interactions) – those brief, everyday connections that each of us experience throughout the day can significantly enhance both personal life and workplace culture; as well as customer relationships by creating trust, social connections, sense of well-being, and personal development.



What are Micro-connections?

Micro-connections are small, intentional moments of engagement—a smile, a quick check-in, a compliment, or a shared laugh. These moments might feel fleeting; however, they carry emotional weight and shape how people feel about their environment and relationships. The study of micro-connections has been ongoing for decades. The recognition of the power of these small, seemingly insignificant interactions has grown over time, leading to a greater understanding of their impact.

Impacts with Coworkers:

Builds Psychological Safety and Trust: Regular positive micro-interactions (e.g., “Nice job on that report!”) help employees feel valued and safe to express themselves. They reduce fear of judgment and promote open communication.

Enhances Collaboration and Team Cohesion: Small gestures like active listening or inclusive language foster team building and reduce friction. These interactions create a sense of belonging, especially in hybrid or remote teams.

Boosts Job Satisfaction and Retention: Employees who experience frequent micro-moments of appreciation report higher satisfaction and are less likely to leave. Leaders who engage in positive micro-interactions are seen as more approachable and empathetic.

Shapes Organizational Culture: Micro-interactions reflect and reinforce company values. For example, consistent kindness signals a culture of respect. Negative micro-interactions (e.g., ignoring input or dismissive body language) can erode morale and trust over time.

Impacts with Customers:

Drives Loyalty Through Emotional Connection: A warm greeting, remembering a customer’s name, or a quick follow-up message can make customers feel seen and appreciated. These moments build emotional loyalty, which is more enduring than transactional satisfaction.

Improves Customer Experience: Micro-moments—like fast responses or personalized recommendations—create frictionless, delightful experiences. Brands that respond effectively during these moments outperform competitors in customer satisfaction.

The next time you pass by someone in the hallway, don't hesitate to say hello.

Jane Henry, Controller

Q3 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 [Q3 2025 Quality Objective Results](#).

Congratulations to Mariefred Evans on her marriage to Jordan Hughes!

Mariefred and Jordan were married on October 11, 2025, at The Inn at Vint Hill in Warrenton, VA. Please join us in celebrating the happy couple and wishing them a wonderful future together.



Caught in the Act

The TekSynap Support Team sent their appreciation to **Aryba Qureshi** for her prompt attention, professionalism, and expertise.

Joe Greer and **Jeff Doiron** were thanked for their effort and time spent resolving the customer's critical vulnerability.

Jacob McCarty received praise for his professionalism and resilience under pressure.

Adam Finsel was commended for being extremely approachable and for going out of his way to ensure the necessary software was installed.

A customer thanked **Tyrell Bryant** and **Chris Grant** for their outstanding support and professionalism.

A customer recognized **Terrance Sullivan** for his outstanding support and work.

Jimmy Grotemeyer was praised for his exceptional performance and the significant impact he has made on the team.

Melvin Esperon received a letter of appreciation from a customer.

Patricia Min, Micheal Anderson, Olivia Blackburn, and **Ethan Zack** were thanked for their support and collaboration on the N-Wace Modernization.

Beka Hamilton, Christopher Ray, and **Amy Doak** were commended for their dedication, contributions and support.

Paige LaDuke was thanked for her work on the US Forest Service project.

Matthew Jewett and **Ralph Egbert** were celebrated for their professionalism, responsiveness, and willingness to go above and beyond.

A customer awarded **Tiffany Lents** as Employee of the Month for October 2025.

Eddie Shaffer was recognized for being very attentive to detail and exceptionally good at explaining things.

Please share your team news and photos to news@TekSynap.com.

A Decade of Support: TekSynap and the Air & Space Forces Association

TekSynap is proud to celebrate ten years as a Community Partner of the Air & Space Forces Association (AFA) – Gabriel Chapter. Since 2016, our organization has supported AFA’s mission to advocate for aerospace power and provide programs that enrich the lives of Airmen, Guardians, and their families.

This milestone serves as a great reminder: TekSynap has been committed to supporting AFA for a full decade. This partnership has helped champion AFA’s vital support of our Air and Space Forces community.

The Air & Space Forces Association (AFA) supports the U.S. Air Force, U.S. Space Force, and the families who serve. Their key focus areas include:

- **Advocacy:** Promoting strong air and space power.
- **Education:** Scholarships, STEM programs, and career development.
- **Support:** Resources for Airmen, Guardians, and wounded warriors.



New TekStore Items!

We have new items coming in December to include picnic blankets, boxing gloves, teddy bears, and charcuterie boards! New Travis Mathew apparel is coming soon.

You can view your TekDollar balance and browse the new items, [here](#).



TekTots



Congrats to **Zach Gardner** and his wife Bethany on the arrival of their new baby girl, Violet, pictured below with big sister Ella.



TekPets

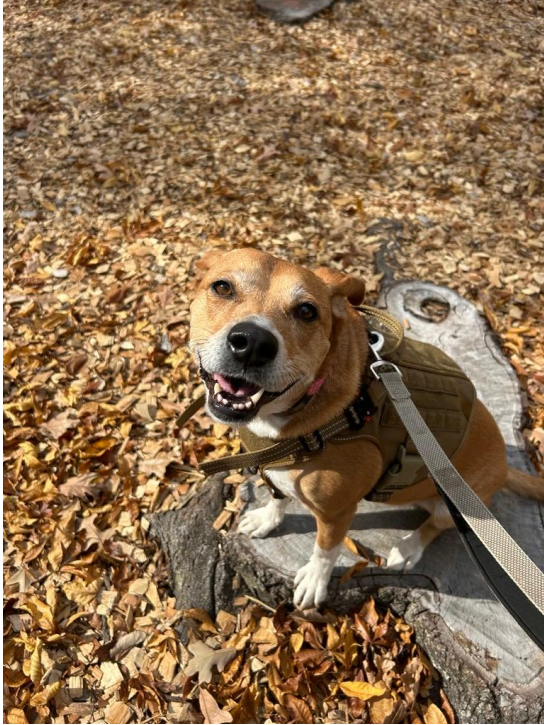
Meet Molly!

Molly is 5 years old and loves to sunbathe, get attention, and destroy her toys.



-Wendy Alvarado Rivera

Bella loves to chase squirrels and roll in leaves!
She also loves spending time with her mama.



-Ava Daly

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



Certification Corner

William Rodeffer

ECSE Advanced

Victor Zhang

ServiceNow Micro-Cert Performance Analytics

Sorwar Jahan

Microsoft Certified Azure Administrator Associate

Ryan Wade

Certified Wireless Sales Specialist

Peng Sun

Oracle APEX Cloud Developer Certified Professional

Nathan Daines

Power BI Data Analyst Associate - 300

Nathan Boyer

JNCIA Mist AI

Michael Valoon

Certified Wireless Design Professional

Michael Niski

CompTIA Security+ CE

Logan Edens

Cisco CCNP Enterprise

Lisamarie Hughes

Certified Cabling Test Technician - DTX Cable Analyzer

Emmanuel Mapoh

Juniper JNCIA-Junos

Lauryn Smith

Certified Wireless Technician

Kenneth Walker

ECSE Advanced

JNCIA Junos

Keith Stephens

ITIL4 Foundation in IT Service Management

John Onuorah

JNCIA Mist AI

JNCIA-Junos

Harmeet Grewal

AWS Solutions Architect Associate

Jacob Allen

Juniper JNCIA-Junos

Eddie Willson

BICSI Installer 2 Fiber

Benjamin Williams

JNCIS-ENT: Enterprise Routing and Switching Specialist

Ji'Lon Pegeese

JNCIA-Junos

Antonio Mitchell

Mist Wifi



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

Open Positions

AFNCR

Data Center Manager
Job Controller/Change Manager

SDA

AV Technical/Project Lead

DHA MTF

LAN/WAN Network Technician

53RD WING

Journeyman Computer User Support Specialist (Temp)
Journeyman Network & Computer Systems Administrator

CSfC

Network Engineer - Intermediate
Senior Network Engineer
Program Manager
Systems Engineer - Intermediate
Cyber Security Auditor

DLA ESD III

Computer Operator, Fort Belvoir, VA
Computer Operator, Tracy, CA
Computer Operator, New Cumberland, PA
Inventory Specialist, Philadelphia, PA

VA LAN

Campus Network Engineer

DOC CATTS

Network Engineer - Senior

DOI BSEE TO4 TIMS

Oracle Apex Software Engineer- Senior



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

401(k) Updates for 2026

As the new year approaches, the IRS has confirmed that the max 401(k) contribution limit for individuals has increased to \$24,500 (up from \$23,500 for 2025). Additionally, catch-up contribution limits for 2026 are:

- Employees age 50 or older: an additional \$8,000 contribution (up from \$7,500 for 2025).
- Employees aged 60-63: a higher catch-up contribution of \$11,250.

Under final regulations issued by the IRS, participants age 50 or older whose FICA wages from the employer in the prior year exceed \$145,000 must make their catch-up contributions as Roth (after-tax) contributions rather than pre-tax.

ADP has confirmed that the 401k portal is set-up to account for these updates. Employees can change their contribution amount in ADP at any time throughout the year. For more information, review the links below:

<https://www.irs.gov/newsroom/401k-limit-increases-to-24500-for-2026-ira-limit-increases-to-7500>

https://www.federalregister.gov/documents/2025/09/16/2025-17865/catch-up-contributions?utm_source=chatgpt.com



Happy 5 Year Anniversary

Rupi Stepniczka

Lisa Crouse

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

Anniversaries

Fifteen Years

Robert Ritch

Eight Years

Scott Bertran

Trent Tackett

Seven Years

Christopher Damato

Tyrell Bryant

Candice Coalson

Marla Helveston

Six Years

Christopher Hartley

Mark Sikorski

Matthew Rosov

Alexandra Ospina

Welcome, New Employees!

Wendy Alvarado Rivera

Sheku Conteh

Shane Lynch

Melinda Merricks

William Menjivar

Jerry McGarity

Douglas Pollard

Gregory Johnson

Roslyn Perry

Johnnie Reece

LaKeith Brown

Jennah Mathieson

Avista Bari

Niqo Hardy

Sara Espinoza

Jeff Beyer

Paige Baker

C'Asia Silas

Lon Mangan

Five Years

Rupi Stepniczka

Lisa Crouse

Four Years

Michael Ireland

Michael Shelton

Matthew Aikey

Garrett Weiskirch

Lynn Harris

Scott Wyatt

Evan Hoppens

Frank Picanso

Brandon Kreiser

Lee Shippy

Pelagio Perez

Sherry Kneitz

Hericko Blaylock

Timothy Neal

Andrew Anderson

Cheryl Ault

Three Years

Junaid Farnum

Noah McGinley

Peter Paul Nguyen

Barry Blackwell

Christopher Rohrer

Ian Dennis

Aiden Alfrey

Efren Cortez

Kirstin Fink

Darron Eubanks

Daniel Wilson

Two Years

David Robson

Jeffery Doiron

Ranjit Dhillon

Caleb Lee

Bailey Norris

Felecia Love

Alma-Catherine Bryan

Catrina Brown

Jesse Knopp

Johnathan Wilson

Chun Ming Lu

AnhDuy Bui

Aaron Wang

Austin Whitney

James White

Christopher Clark

Joseph Johnson

Avery Jackson

Riley Eckman

Scot Postlewait

Derek Mullins



Joshua Rosario
Regina Joiner
Caleb Wimberly
Logan Lujan
Dorian Smith
Travis Turner
Roneisha Ellis

One Year

Etu Das
Jomah Boakai
Bentley Brodewolf
Khadeeja Momen-Gulistani
Robert Woodard
Anthony Gavin
Sarai Smith
Kyung-Hyun Min
Javier Vallejo
Seth McNelley
Vincent de Paul Cheube
David Cochran
John Batia
Dustin Payne
Justin McCrary
James Falisi
Md Huda
Raouf Zadran
Bhagawat Bhandari
John Netterwald
Jacob McCarty

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