

## True Colors

It is often said that a person's "true colors" are revealed in times of crisis and change. The same can be said of companies. It is easy to do the right thing when everything is going well; the true mettle of an organization is determined by how it responds when circumstances are difficult.



This past year provided ample opportunities for TekSynap to rise to that challenge and demonstrate our commitment to living our values—even when conditions were far from ideal.

The emergence of the Department of Government Efficiency (DOGE) created significant disruption across our industry. While there is broad agreement that the government has a responsibility to spend taxpayer dollars wisely and aggressively address waste, the approach taken often resulted in entire missions and teams being impacted without sufficient refinement. Nearly every government contractor felt the effects, and TekSynap was no exception.

In response, we focused on retaining top talent from affected programs and providing as much support as possible to those who ultimately had to leave the company. In doing so, we stayed true to one of our core values: **people matter**.

In 2025, the longest government shutdown in U.S. history also tested our resolve. Many organizations took a straightforward approach—employees impacted by the shutdown were required to use paid or unpaid leave. TekSynap chose a different path. We introduced a third option: training. By establishing a special charge number, we enabled impacted employees to pursue relevant certifications during the shutdown. While this was a significant investment, it reflected our continued commitment to taking care of our people.

As is often said, no plan survives first contact unchanged. This year, a few TekSynap projects did not unfold as originally planned. Rather than focusing on why challenges were outside our control or outside scope, we chose to invest in making things right. This meant additional staffing, travel, and direct costs. These projects were costly lessons, but I am proud to report

that in every case we turned performance around and ultimately met—or exceeded—customer expectations.

We view these efforts as investments in our reputation. They are mission success stories because, despite financial impact, we put our customers' needs first. Once again, we lived our value that **the mission matters**.

In the face of uncertainty, many companies have chosen to pull back and reduce investment. That is not the TekSynap way. Instead, we have leaned forward—continuing to invest in growth through dedicated “hunter” teams across the Intelligence, Law Enforcement, Financial, Diplomatic, Air Force, Army, and Navy communities. We have strengthened our proposal, solution, and pricing capabilities and remain committed to expanding into new and existing markets.

Growth—and the opportunity it creates for our people—is a key reason TekSynap remains a great place to work. Even amid headwinds, we are committed to continuing our accelerated growth.

In past years, I have written year-end messages highlighting our many achievements—and there were many again this year. But what stands out most to me about 2025 is how we responded to adversity. It was not always easy, but we stayed true to our values and to the company we strive to be.

As we enter 2026, I see a year full of promise—one that builds on the hard work of our entire team as we continue delivering value to our customers. Together, we have built something special, and I look forward to the year ahead and beyond.

**Dave Gauldfeldt, President**

---

## Bringing Warmth and Joy to those in Need

This year TekSynap provided 94 new coats to children at the Lacombe-Mandeville Head Start and to the Rainbow Child Care in Slidell, Louisiana. Many of the children we reached live in families facing significant financial hardship, and seeing their excitement as they tried on their new coats was truly inspiring. These photos capture just a bit of the joy shared that day.



---

## Walking on Water: A Message to Our TekSynap Team

As we find ourselves in the midst of the Holiday Season—a time of reflection, gratitude, and renewal—I want to share a message about faith, courage, and leading boldly together. This season reminds us of the power of believing in what we cannot yet see.

John Ortberg wrote a book titled "If You Want to Walk on Water, You've Got to Get Out of the Boat." That principle has profoundly shaped how I've led throughout my life—as a father,

grandfather, sailor, and now as a professional in the tech industry. It's also how I believe we must continue to lead at TekSynap. The boat represents safety and comfort, but true leadership—and true growth—require us to step into uncertainty with courage and conviction.



Throughout my journey, I've learned that while talent and expertise are essential, they're never enough on their own. What separates good leaders from truly exceptional ones is the willingness to take bold risks, challenge convention, and trust in our collective ability to solve problems others consider impossible. The safe, predictable path often leads to mediocrity; while the ambitious path unlocks extraordinary potential.

Trust me when I say there would be no TekSynap Corporation if Kam hadn't stepped out of his boat. Kam's boat, before TekSynap, was quite comfortable but he chose to jump ship, so to speak. Because of that leadership decision, TekSynap exists today. When leaders choose to step out, they discover new vision and new capabilities. Yes, we may get wet in the process, but we also give life to the TekSynaps of the future.

This is the leadership we're cultivating at TekSynap—an approach where calculated risk-taking is encouraged, where learning from setbacks is valued as much as celebrating success, and where every person feels empowered to lead from where they stand. Great leadership emerges when we have the courage to test new ideas, push beyond our comfort zones, and trust in our ability to navigate uncertainty together.

The challenges we face as a leading technology company are complex, but so too are the opportunities before us. To every member of our team: you have permission to get out of the boat. If you see a better way forward, lead us there—we want to hear it. If you're willing to take ownership of a tough problem, leadership will back you. That's not just encouragement; it's an expectation. Leadership isn't a title; it's a choice we make every day. The water is deep; the stakes are high—and that's exactly where we're meant to be. This is what I believe, what I've learned, and how I will continue to lead and serve at TekSynap.

As we celebrate this Holiday Season and prepare for a new year, let's remember: courageous leadership isn't just about-facing challenges—it's about moving forward in faith when the outcome is uncertain.

Let's keep walking—together, in faith and purpose.

**Happy Holidays,**  
**Darrell Nealy, Vice President**

---

In October, **Anita Wray** traveled to Scotland. She spent about a week and a half touring the country, but the real purpose of her trip was to compete in the Scotland 2025 Draught Hockey Tournament. Her team, the Highland Tigers, earned the silver medal, with Anita playing as their goalie. She has been a goalie for about 11 years, after playing one season as a skater, and before that, she spent many years as a “certified” Hockey/Goalie Mom.



## TekSynap's Employee Assistance Program

TekSynap offers an Employee Assistance Program (EAP) to all employees under Guardian and an additional EAP to those enrolled in one of the domestic Cigna medical plans.

### **Guardian**

#### **EAP consultative services:**

- Face-to-face counseling — up to 3 visits per employee/household member per issue, per year
- Telephonic counseling — unlimited, 24/7 consultations with master's- and doctoral-level counselors
- Bereavement — support available through telephonic or face-to-face sessions; online resources available

#### **EAP website**

- Online modules and coaching — learn, develop, and practice new skills to improve mental fitness; includes a well-being check, online modules selected specifically for you, and up to 3 coaching sessions

**Cigna EAP** - Please *log into your MyCigna account* to review this information.

## Caught in the Act



Congratulations to **Eric Larson** for obtaining your master's degree!

**Yasin Abdurahman** was thanked for his hard work and dedication to a NOAA meeting.

A customer commended **Cathleen Callinan** for proactively digging into problems, finding solutions, and her willingness to learn and adapt.

**Chris Danvers, Isaiah Archer, Deuntae Grimes, Michael Ireland, Crystal Cross,** and **Garrett Weiskirch** were celebrated for their commitment to the DoS program.

A customer sent their appreciation to **the DTRIAC team** for preventing a catastrophic data storage failure.

**John Gutierrez** was praised for volunteering to travel on-site, during a holiday break under short notice, ensuring his colleagues could enjoy time with their families.

**William Ridenhour** led the metrics in all categories for November.

A customer sent recognition to **River Carson, Josephine McCombs,** and **Andrew Anderson** for their outstanding support.

**Christine Schemmel** and **Julie Witt** were thanked for their exceptional support.

**Eric Gilmore** was recognized for always being willing and available to help.

**Tiffany Bean** was commended for going above and beyond with helping a new employee set up their Wex account.

A customer gave **Adam Finsel** kudos for his amazing customer service skills and for always been attentive and helpful.

**Courtney Snell** was praised for making an immediate impact on the recruiting team and quickly proving herself by stepping into several hard-to-fill roles and rising to the challenge.

**Matthew Bolyard** was recognized for his commitment to supporting his colleagues, which directly resulted in at least half a dozen employees achieving their Juniper certifications.

A customer thanked **the USITC service desk team** for catching problems early and escalating them before they blow up.

**Bailey Norris** was commended for being extremely organized and very helpful.

**Jacob McCarty** was praised for his fantastic work and positive attitude.

**Beka Hamilton** was recognized for her exceptional work supporting the BSEE TIMS contract.

**Ruben Hormostay** was celebrated for his ability to anticipate issues, provide clear guidance, and drive balanced outcomes that have been instrumental in maintaining stability and trust

across the organization.

**Autumn Roberto** was sent kudos for finding a highly qualified candidate that could potentially be a game changer for future work.

---

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.

---

## Career Initiative Discussion

Interested in other roles in the company?  
Want to grow your career?  
Don't know where to start?

Schedule a session with **Kearstin McGinnis** to speak further. She can help you navigate the roles and positions available at TekSynap and help create a path for the next steps.  
Available timeslots are limited, ***click here to schedule now!***



## Certification Corner

**William Ridenhour**

ServiceNow Certified System Administrator

**Tyler King**

Certified Wireless Design Professional  
Certified Scrum Master

**Sean Carrick**

**Rohan Fernandes**

JNCIA - Junos

**Nicholas Casamento**

Scrum Alliance Scrum Master

**Lisamarie Hughes**

Mist Location

**Justus Scichowski**

JNCIA - Junos

**John Delossantos**

Certified Scrum Master

**Jaden Cooper**

ITILv4 Foundations

**Darryl Alexander**

CompTIA Security+

**Christopher Witt**

Microsoft Certified Solutions Associate

**Belisa Paulino**

CompTIA Security+

**Arthur Knisley**

ITILv4 Foundations



## 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

**SDA**

ISSE

**DHA MTF**

LAN/WAN Network Technician

Draftsperson

**DTRA**

Cyber Operations Readiness Assessment Lead  
Reviewer

### **FBI NEMO**

Network Engineer (Midnight Shift)

### **CSfC**

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

### **DTRA**

Cyber operations Readiness Assessment Lead Reviewer  
Cyber operations Readiness Assessment Lead Reviewer  
Cyber operations Readiness Assessment Lead Reviewer  
Cyber operations readiness Assessment Senior Reviewer  
Cyber Operations readiness Assessment Technical Project Manager  
Information Systems Security Engineer

### **CSfC**

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

### **FBI-NEMO**

Network Engineer (Midnight shift)

### **NRC SNCC**

System Engineer  
Security Engineer

Please email your referral resumes to [careers@teksynap.com](mailto:careers@teksynap.com) to receive up to \$2,000.

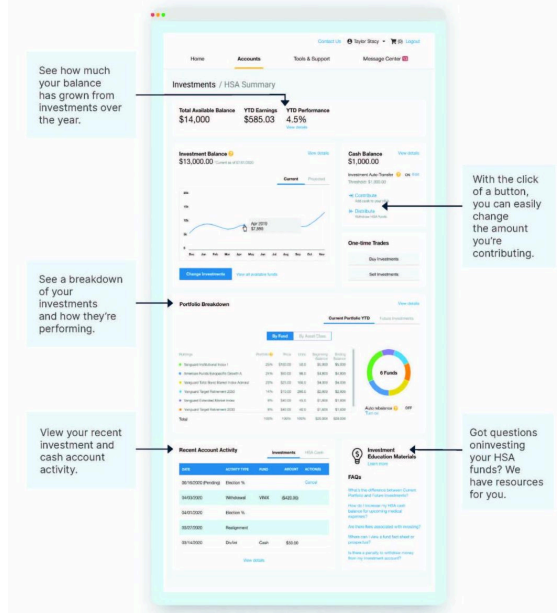


---

**How to Invest Your Wex Health Savings Funds!**

If you are enrolled in the Cigna HSA medical plan then you also have a Wex health savings account (HSA). Once your balance reaches \$1,000, you have the option to start investing a portion of your funds which can allow your savings to grow over time. If you withdraw money from the investment back into your HSA cash balance then it can be used for eligible medical expenses without penalty. Non-qualified withdrawals may be subject to taxes and penalties. Review the following links below for more information:

- [How to Start Investing](#)
- [Wex HSA Investing Options](#)
- [From HSA Saver to HSA Investor](#)



## Why Every Employee Is Part of the Security Team

"Our continued employment depends on safeguarding the *intellectual property*, sensitive information, and products that define our organization's value. Threats can come from anywhere, from spies and competitors to overlooked vulnerabilities like *discarded office trash*, making strong policies, awareness, and imaginative training essential. Ultimately, we must foster a culture of shared vigilance, where every employee plays a crucial role in protecting what keeps the company and the nation secure.

Adversaries seek what we consider proprietary, secret, or corporate secure. From those seeking to be our partners in a joint venture to spies and corporate adversaries, people want what we have. This could encompass anything from our passwords and manufacturing plans to prototypes and test results. And don't forget, this adversary would love to obtain our finished products to reverse engineer them. The list can go on, but we are the ones who protect all of this, so our company can continue to protect our nation." (Clearance Jobs, 2025)

Every employee plays a vital role in protecting our company and protecting our country. Many worry that what they see as concerning may seem trivial to others and they shy away from saying anything. If something, even something that may seem small, feels "off" or somehow just not quite right, reach out to security and let us know. What may seem small on the surface could be something of great concern... your tip could expose an undisclosed iceberg.

*For the full article*

**By John Davis, ClearanceJobs**



## Happy 5 Year Anniversary

Jeff Brooks  
Emily Perna

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

## Anniversaries

### Eight Years

Ryan Hagan  
John Delossantos  
Jonathan Lee

### Seven Years

Adam Thomas  
Tuyen Le  
Mercedes Mason  
William Anderson

### Six Years

Veronica Webb-Burke  
Carmen Loggins  
Tami Devitt  
Lesley Quezergue  
Margo Rinehart  
Sharon Soniat  
Lester Dunn  
David Bordelon  
Patrick Pocock  
Sara Thompson  
Rachel Holliday  
Tiffany Bean  
Wayne Chan

### Five Years

Jeff Brooks  
Emily Perna

### Four Years

Kristen Fisackerly-Arnold  
John Arcana  
Priscilla Beas

## Welcome, New Employees!

David Fischer  
Christopher Good  
Jeffrey Azevedo  
Samuel Smith  
Patrick Reil  
Vicky Chavez  
Derek Patterson  
Anthony Njoku  
Devin Murray  
Klara Bilgin  
Aldwin Jones  
Gordon Moriguchi  
Aaron Jundt  
Cameron McCrea  
Travis Richmond  
Davonte Gist  
James Farmer-Coleman  
Patrick Cabrera  
Jimmie Lee  
Thomas Osborn  
Mario Brito  
Kiana Diaz  
Courtney Snell  
Harold Tieman  
Andrew Schultz  
Brigham Roberts Sr  
Rickey Pierce  
Jordan Cuellar

April Hidalgo  
Mark Schneller  
Arielle Gick  
Joy Adams  
Shepherd Archer  
Ryan Miller  
Talan Bingham  
Sarah Steamer  
Vernon Kwiatkowski



### **Three Years**

Henrik Janum  
Xue Zhao  
Timothy Fisher  
Liam Ellis  
Evan Bishop  
James Manion  
Manuel Rivera Jimenez  
Robin Herman  
Adrian Mitchell  
Nicholas Casamento  
Cody Seward  
Kevin Craig  
Zackary Albrecht  
Lisa Fulchino Wylie

### **Two Years**

Gerard Ledet  
Hinton Allred  
William Anderson  
Rebeca Manzanares  
Troy Vargas  
Muhammad Darr  
Sorwar Jahan  
Clinton Wallin Jr  
Edgard Hill  
Ryan Wade  
Kenneth Sineath  
Clyde Shinsato

### **One Year**

John Akakeya  
Timothy Turner  
Harmeet Grewal  
Jorge Garcia  
Luther Canady  
Zachary Davis  
Marvin Taylor  
Benoit Dagadu  
Clarissa Johnsen  
LesleeAnne Collins  
Thomas Menard  
Jason Ryder

Aidan Murray  
Henry Tragle

## FOLLOW US



TekSynap | 1900 Oracle Way Suite 800 | Reston, VA 20190 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!