



January 2026 Issue No. 119

March into the Future

It has been said that the only constant in life is change. It often comes with sense of unease – trepidation over an unknown future.

Do any of you remember our original company name – Synaptek? In 2016, a judge in California's 9th circuit court ordered us to change our name. The change was ordered because our name was too close in pronunciation and spelling of California based company *Synoptek*. It did not matter to the Judge how long we had enjoyed using our name (nearly ten years), that we were in different markets (commercial vs. government services) or that we had never run into each other on the competitive field. It only mattered; however unlikely, that there might be, at some point in the future, brand confusion. So, we changed our name from Synaptek to TekSynap.



At the time I was filled with fear. I thought it hurt our branding. I thought no one would now know who we were. I thought our very future was at risk – I was wrong. Oddly, I think it made us that much stronger. Customers, partners, and employees all wanted to know the story of why we had to change – the story became part of our history. For those who still have Synaptek swag it has become a rite of passage – I was there when we changed names and I have the T-shirt to prove it! Don't fear what the future holds was the lesson for me.

As we begin 2026, I want to take a moment to recognize something extraordinary—not just the technology we build or the missions we support, but the people who make it all possible. We have an employee population who embraces change – an uncommon attribute, but true. We are, after all, in the business of technology, and change is at the heart of our world. Every year brings new challenges, expectations, and opportunities to lead with purpose. And every year, we rise to meet them. We are living in a time where the future is happening right before our eyes. Change creates fear, but we should not fear. For those who could not make the Washington holiday party, I'll recount some of my passages here:

The future is limited only by what we dare to imagine. For the Sci-Fi nerd in me... I believe this is an incredible time to be alive! In one of my favorite novels, *Dune*, Frank Herbert writes "*fear is the mind-killer*". Winston Churchill said, "*Fear is a reaction. Courage is a*

decision.” Ralph Waldo Emerson said, “Do the thing you fear most and the death of fear is certain.” From my favorite source of wisdom... Isaiah 41:10 “do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand.”

I have been drawn to the imagination of what humans can dream. It’s embodied in our tagline “Technology moving at the speed of thought”. The future belongs to those willing to imagine, adapt, and act with courage. This fearless spirit believes that all things are possible; it lives in our workforce. Since our founding in 2008, we have always embraced growth — even in the face of disruption, uncertainty, and being thoroughly *DOGE-ified*. Like the Energizer Bunny, TekSynap keeps moving forward. The “E” in DOGE was all about efficiency in Government. What is one of the greatest drivers of efficiencies in Government? You guessed it – *technology*! Technology can drive efficiencies through automation, machine learning, and artificial intelligence at a pace not previously possible.

Our goal is clear: to grow our presence in the government contracting market and have one billion dollars in annual revenue by 2030. It is not wishful thinking. It is not aspirational fluff. It is baked into our trajectory — and we are on the path to achieve it. We made major investments in our ability to perform rapid prototyping in our TekXlerate Foundries. Three of these foundries have been brought online: Washington DC, Boston, Massachusetts, and Sierra Vista, Arizona. A TekXlerate Foundry is TekSynap’s high velocity forge where the hardest operational challenges meet the right blend of engineers, operators, and emerging technology. These foundries compress the distance between idea and fielded impact through rapid experimentation, disciplined validation, and relentless focus on what the mission needs next. Looking forward I know this to be true: TekSynap is a change driver for efficient government through technology because our greatest strength lies within our workforce. Our people drive technological change; together, we will continue to build solutions that move our Government and humanity forward.

-Kam Jinnah, CEO

Honoring those that served

Wonderful turnout for Wreaths Across America at Arlington National Cemetery in December. Thank you to the employees and their families who assisted in Section 8! It is always an honor to support this event and take part in remembering the lives, service, and legacy of those who made the ultimate sacrifice.



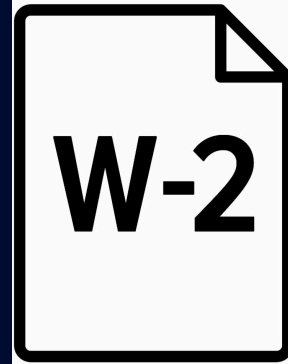
W-2 and Tax Reporting

A digital copy of your W-2 will be accessible in ADP in late January.

To download your copy:

1. Go to the employee portal
2. Click the "ADP employee & managers" icon
3. Go to - Myself > Pay > Pay & Tax Statement

Physical copies will be mailed to your address on file in ADP.



Update your TekWorkforce Profile

All cleared employees are required to complete DoD Mandatory CUI Training. Please upload the certificate of completion to TekWorkforce under the certificate name "DoD CUI Training." We will be following up individually to ensure these are accounted for in TekWorkforce.

Caught in the Act

Robert Kennett would like to give a big kudos to **Tiff Lents**. We couldn't have pulled off a successful price analysis without her!

A customer sent a letter of appreciation to the **CSSP team (Alondra Catalan, Aaron Schmidt, Jaime Villarreal, Bryson Wolfe, Jacob Kulas, and Faisal Rehman)** at DTRA.

Joseph Schaya was recognized as DTRA's employee of the month for December.

A customer thanked **Aaron Jundt** for jumping in and making an impact quickly.

Adrian Mitchell and **Gabriel Alfaro** were commended for taking a last-minute assignment.

Tanya Vidal and **James Greenland** were recognized for going above and beyond to cover any shifts as needed.

Jacqui Soltero, Mike Shelton, Walter Grabeklis, Alex Thrower, Robert Cooke, Arielle Gick, and Ruben Hormostay were praised for their incredible support they provided to BU05.

Zack Davis was thanked for his long hours and attention to detail in the FedRamp Migration.

William Ridenhour and **Caleb Russian** lead the IT metrics for December.

Jeniffer James was commended for her responsiveness, attention to detail, and willingness to jump in.

Amy Doak was thanked for all the help and work she has done.

Xiangyu Wang, Max Turk, Sadeddin Abulebdeh, Nizam Lalputan, Clarissa Johnsen, Steven Bloom, Julie Tacha, Joseph Schaya, Markevis Upshur, and Siobhan Flayer were celebrated for their outstanding work on completing documentation.

Kay Kennett was recognized for her level of professionalism and willingness to help.

Samuel Brown was thanked for his professionalism and technical expertise.

A customer sent their appreciation to **Daulton Ray** for always being patient, knowledgeable, and efficient.

Robert Cooke was commended for his focus, attention to detail, and tremendous progress.

Ryan Fondren was recognized for supporting the NRC Data Center shutdown.



TekPets

We added a new member to our family Biscotti (aka Biscuit) he is a miniature pincher/miniature poodle mix and is full of spunk. He joins Riley who is in his retirement years and could do without the occasional sneak attacks and tail bites from Biscuit.

-Michelle Norris





TekSynap Travels

My First Disney Cruise Family Vacation

In August 2024, my family and I went on our first Disney Cruise to the Bahamas. From the moment we boarded, the service was excellent and the ship was clean, comfortable, and family-friendly. We enjoyed fun activities, Disney shows, pools, and great food.

Visiting the Bahamas was a highlight of the trip. The beautiful beaches, clear water, and warm weather made it very relaxing. Most importantly, the cruise gave my family quality time together and created unforgettable memories.

One of the highlights of the cruise was the wide variety of activities available for all age groups. There were exciting pools, water slides, kids' clubs, and live Disney-themed shows. The evening performances were especially impressive, featuring talented performers, music, and storytelling that both children and adults enjoyed. Overall, our first Disney Cruise was an amazing experience, and we hope to go again in the future.

Last but not least, I would like to sincerely thank TekSynap for sponsoring my Disney Cruise family vacation through my **5-Year Anniversary Travel Award**. I truly appreciate the company's recognition and support, which made this memorable experience possible for me and family.

-Mamo Gerba





Certification Corner

LeTonya Love
AZ-900 Azure

Timothy McAteer Jr.
Linux Essentials

Rohan Fernandes
SNOW Micro-Certification for Platform Analytics

Richard Lucht
CompTIA Security+

Pastor Aguirre
SNOW Micro-Certification for Platform Analytics

Michael Oduro
Advanced Hacking and Securing Windows Infrastructure

Michael Valoon
SNOW Micro-Certification for Platform Analytics

LaKeith Brown
CompTIA Security+ CE

Justin Ward
Certified Information Security Manager (CISM)

Marqell Broxton
SNOW Micro-Certification for Platform Analytics

Jordan Lee
Juniper JNCIA-Junos

John Richards
ITIL4 Direct, Plan, & Improve

Jemima Manu
Certified Information Security Manager (CISM)

James Manion
Microsoft Certified Azure Administrator Associate

De James
ITIL4 Foundation

Bradley Heath
SNOW Micro-Certification for Platform Analytics

Arthur Knisley
Mist Wifi

Andrew Frame
Scrum Alliance Scrum Master

Andrew Anderson
Cisco Certified Support Technician Networking (CCST)

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
NMCC HEMP CCC Technician

DHA MTF
LAN/WAN Network Technician
Draftsperson

DTRA
Cyber Operations Readiness Assessment Reviewer
Cyber Operations Readiness Assessment Network Engineer/Reviewer
Cyber Operations Readiness Assessment Database Engineer/Reviewer
Cyber Operations Readiness Assessment Systems Engineer/Reviewer (Windows)

FBI NEMO
Network Engineer (Mid) - Midnight Shift
Senior Network Engineer

PICARD
Customer Service Desk (CSD) Technician

CSfC
Network Engineer (Mid)
Senior Network Engineer
Deputy Program Manager

VA LAN
Server/Core Switch Network Engineer/Site Manager
Server/Core Switch Network Engineer

VA LAN CCT

Campus Network Engineer

DOT EITSS

Principal Cloud Engineer

Cloud Engineer

Lead Middleware Engineer

Senior Solutions Engineer

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

Year Round Benefit Enrollments

If you did not enroll into the following benefits during open enrollment, you are still in luck! The following can be enrolled into year round:

- **Wishbone Pet Insurance**
- **Well Hub (gym membership)**
- **Student loan/529 plan company match through BenefitEd**
- **401k**

You can enroll into **Wishbone** and **WellHub** through their online portal. If you are interested in the company match up to \$1000 for student loan repayment or 529 accounts, please reach out to HR to request your personalized enrollment link. To access your 401k account after logging into ADP, proceed to Myself > Benefits > Retirement Account

For additional information on each benefit, please check out the ADP Forms Library under Resources.



Happy 5 Year Anniversary

Dominick Massino

Bret McQueen

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

Anniversaries

Eleven Years

Julie Ennis

Nine Years

Robert Elmore

Eight Years

Dennise Shally

Seven Years

Christopher Schuster

Welcome, New Employees!

Jemima Manu

Anthony Washington

Kyle Schafer

Fabian Plath

Lavar McDowell

Ned Jones

Justin Janes

Tyler Payne

Joel Ackerman

John Miller

Ernesto Ventura

Alexander Davis

Six Years

Zachery Gardner
Jean-Pierre Blouin
Wes Humm
Joseph Nelson
Adam Craig
Rhett Richoux
Matthew Davies
Dana Martin
Trung Uong

Guillermo Osuna

James Darrin Satterfield
John Brown
Mark Miller
Deion Slocombe
Eqbal Danish
Kyle Schilling
Xavier Napier
Jeff Bonny

Five Years

Dominick Massino
Bret McQueen

Four Years

Jami Fourcade
Thomas Morabito
Galen Jones
Beresford MacAuley
Viat Gaidamakov
Marc Johnson
Amy Doak
James Ten Eyck
William Kile
Deborah Harkness
William Minor
Douglas Lutz
Joseph Herbert

Three Years

Alicia Farria
John Richards
Tiffany Lents
Belisa Paulino
Michael Picanso
Amy LaBruyere
Michele Daigle
Wesley Brunson
Stephanie Martin
Alexander Schramm

Two Years

Chinedu Diru
Brian Peck
Joshua Baker
Marlene Scott
Steven Davis
Charles Johnson
Sienna Day
William Porpora
Marc Demelo
John Henry
Joey Medarac
Markevis Upshur

Timothy Scanlon

One Year

Rolando Concepcion

Ronald Malloy

Hannah Jefferson

Jansen Dangaran

Faisal Rehman

Christopher Webb

Parker Hoppens

Cardis Fridge

Gregory Culf

Shemone Williams

Shawn Celia

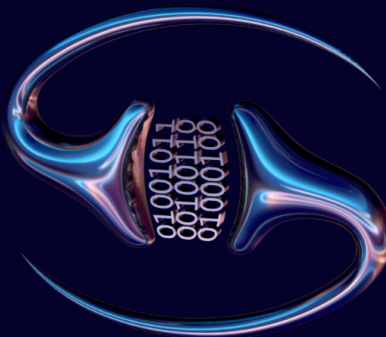
Tommy Milam

Billy Rochelle

Steven Shaddrix

Brady Carriveau

Richard Medina



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