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Accountability Starts with You

As industry professionals at TekSynap, we are each entrusted with delivering outcomes that matter to our customers, teammates, and mission. Accountability and leadership are not tied to titles; they are behaviors expected at every level. Whether leading programs, supporting operations, or contributing individually, accountability forms the foundation of trust, and trust drives performance.



Often accountability is mistaken for oversight, but it is truly about ownership. It means taking responsibility not only for results, but for how those results are achieved. Accountability is not about blame; it is about honoring commitments, learning from outcomes, and continuing to move forward. At TekSynap, we step up when it matters most.

Leadership is demonstrated through action; how we individually respond to pressure, support one another, and uphold standards even when no one is watching. While 2025 presented challenges across GovCon, TekSynap chose to prepare and evolve rather than pull back, positioning ourselves for what comes next.

Our federal customers rely on consistency and reliability. Agencies such as NRC, FBI, DTRA, DOI, and DLA trust us because we deliver on our commitments. That trust is built through accountability at every level, not just within leadership. It is a shared responsibility that defines who we are.

Accountability also strengthens our culture. When individuals take ownership, teams operate with greater trust and efficiency. Challenges are addressed earlier, solutions are implemented faster, and performance becomes more consistent. When leaders model accountability, others follow.

In federal IT, trust is earned through consistent performance. Accountability ensures we meet commitments; leadership ensures we raise the bar. At TekSynap, our success has been built on how we each embody these principles every day.

Accountability starts with you; own your work, follow through, communicate openly, and lead by example.



And the winner is **Brandon Groenert!**

This year's NCAA March Madness delivered exactly what we all love about the tournament, thrilling finishes, major upsets, and plenty of bracket busting surprises along the way. It was an exciting few weeks of great basketball.

Thank you to everyone who participated in the TekSynap March Madness Bracket Challenge. The competition was fierce and the standings shifted constantly as the tournament unfolded.

We appreciate everyone who joined in the fun and helped make this such a great engagement event. We are already looking forward to next year!

The TekSynap Difference



The government contracting industry is going through a turbulent period. Layoffs are being announced with regularity — Oracle is the latest, at the time of this writing — and “AI adoption” is often mentioned as the rationale. In many cases, that is AI-washing: using

artificial intelligence as cover for straightforward workforce reductions aimed at improving the bottom line. The uncertainty this creates, particularly inside publicly traded companies and private equity-backed firms, is real, and it is affecting people across our industry. I joined TekSynap in January of this year, coming from two back-to-back PE-owned environments. I learned a great deal in those roles — how to grow a company, how to build pipeline, how to compete — but I also experienced firsthand what it looks like when good culture, care for one another, and genuine mission-focus are sacrificed in pursuit of squeezing every last cent out of a contract or an employee. That trade-off is more common than it should be in our industry. TekSynap is different. I noticed it as soon as I walked into our headquarters in Reston on Day 1.

This company has achieved real, sustained growth without resorting to those methods. The reason, I believe, is that TekSynap actually lives what most companies only talk

about: deep care for the customer's mission, and genuine concern and respect for one another. That is not a slogan here — it is the operating model. And it is what separates us from the competition in ways that no marketing campaign can manufacture.

That matters especially right now. As the landscape around us shifts, companies built on financial engineering and hollow culture will struggle to retain their people and serve their customers. We are positioned differently, and that is going to separate us from our competition.

That said, our future is not guaranteed — it is earned. As I look at our growth path ahead, I see us competing with firms considerably larger than us for progressively larger and more complex contracts. To do so successfully, we have to choose our battles, seek conversations with customers early, and show up with the things that truly differentiate us, every time. When we do that consistently, we win those battles.

I look forward to sharing more thoughts beyond my first impressions in the future. For now, if you're reading this, I would ask you to do what I have done, which is to look inward and ask yourself where you can have the greatest impact on the growth and success of this company. TekSynap is a special place. I can tell you that unequivocally, after even the short time I have been here.

I think we owe it to each other to bring our best every day, so we get to keep our special place.

-Fabian Plath, Growth and Corp Development

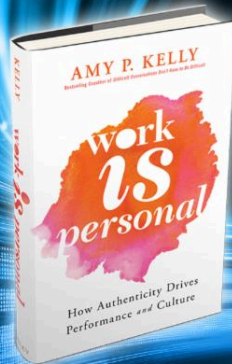
A Leadership Voice in **Work IS Personal**

Great performance starts with people and the connections we build with one another. That's something we live by every day, and it's exactly why our CEO Kam Jinnah resonates so strongly with Amy Kelly's newest book, ***Work IS Personal: How Authenticity Drives Performance and Culture***. This couldn't be a better fit for what we believe at TekSynap, reflecting our values and culture with the intentional investment in people, leadership, and environment of our company.

As Kam shared: "If you are going to do something for eight hours or more a day, don't just like it...Love it! As the saying goes, 'If you love what you do, you'll never work a day in your life.' Work is definitely personal. Who we marry, what our favorite food is...these are clearly personal choices. Work is a personal choice with big dividends or costly disappointment. This book offers wisdom which un.masks what matters most — CONNECTION — master the human connection, and now you have a superpower."

When organizations focus on real connection, strong culture, and shared purpose, the result is more than engagement. It creates greater performance, innovation, and impact for the people and missions we serve.

You can order the book now from Amazon, Barnes & Noble, and Bookshop at Amy's official website: <https://workispersonalbook.com>



**WORK IS PERSONAL:
HOW AUTHENTICITY DRIVES
PERFORMANCE AND CULTURE**
By Amy P. Kelly



Endorsed by Kam Jinnah
CEO - TekSynap ★★★★★



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

Samuel Brown received kudos for willingly going above and beyond the call of duty.

Patricia Moyles was thanked for providing top notch Procurement RFQ support, working late nights, early mornings, and weekends with the proposal team.

William Porpora was commended for assisting PMO with PR corrections, training, and proper creation of PRs all with a pleasant and cheerful attitude.

A customer sent their appreciation to **Dylan De Leon, Daniel Wilson, Derek Bryd, Dejhane Harrison, Bryant Davis, Kevin Huynh, Stephen Sarracino, and Glenn Goodwine** for their recent hard work at the ServiceDesk.

Congratulations to **Ricko Blaylock** for completing his Bachelor of Science degree in Cybersecurity and Information Assurance through Western Governors University!

Beka Hamilton was thanked for always being available, a great person to work with, and willing to help.

Marvin Taylor was recognized for his exceptional effort, dedication, and commitment in support of the recent MyNavyHR pursuit.

Mike Ireland, Crystal Cross, and Garrett Weiskirch were celebrated for their hard work in completing an installation project.

A customer sent their appreciation to **Adam Finsel** for being helpful and patient.

The **HQ IT Support Team** was thanked for ensuring that everything runs smoothly behind the scenes. Their support and expertise are truly appreciated.

Xavier Medina was commended for having a positive approach to service and teamwork to achieve a goal.

Autumn Roberto was acknowledged for being super responsive and engaged with candidates several times to get clarity on their experience levels.

Aaron Jundt was sent kudos for his hard work and dedication.

A customer thanked **Logan Lujan** for being friendly, knowledgeable, and providing a quick turnaround.

Josh Chandler was recognized for his exceptional leadership and dedication in guiding the DLA VOC team.

Junaid Farnum was applauded for his professionalism and expertise.

Bryan Gaylord and **Aaron Wang** were commended for their hard work and efforts.

A customer sent kudos to **Bryan Phelps, Darryl Alexander**, and the **VA LAN IRP team** for their outstanding efforts, commitment, and hard work.

Lakshman Krishnaiyer was recognized for his continued support, leadership, level of professionalism, and commitment to the customer's success.

Benjamin Hammer, Matinicus Creek, and **Cooper Martin** were acknowledged for their hard work and being awesome to work with.

Leonard Newman, Shane Baker, Zach Gardner, Connie DeYoung, John Henry, Dillyan Abarca, Lisa Parker, Lisa Bright, and **Kaityln Eber** were thanked for their amazing work on the ISO Audits.

Caleb Russian was commended for his hard work and support.

Liban Awl, AnhDuy Bui, and **Manuel Rivera Jimenez** were thanked for their outstanding performance and significant contributions across multiple critical initiatives.

Christa Meadows was sent kudos for assisting PMO with PR Mod training, processed PO Mod and made modification corrections to process urgent invoices, while maintaining a high level of professionalism.

Help us recognize and celebrate our employees' contributions in the
monthly TekSynap Newsletter!

To submit kudos and award TekDollars, complete the TekDollars Award Form on the
Employee Portal.

To submit kudos only, email Quality@TekSynap.com

Team Work Makes the Dream Work

According to the **Merriam-Webster Dictionary**, teamwork is defined as "work done by a group acting together so that each member does a part that contributes to the efficiency of the whole." Our team in Business Unit 03 is blessed to include technical, program management, proposal, and financial subject matter experts; each bringing

unique backgrounds and perspectives providing a differentiated customer and employee experience. But what makes this team truly great is the trust that's been built over an extended period of time, shared purpose to exceed customer expectations, and care for each other and our team members.

High performing teams are built on **trust, clear communication, shared purpose, and mutual accountability.**



Trust allows team members to speak honestly, take risks, and rely on each other without fear. Establishing and maintaining trust in a geographically distributed environment is both challenging and critical for high performing teams. It takes extra effort and more communication than in shared office settings.

Communication ensures ideas, feedback, and concerns move freely, preventing misunderstandings and strengthening alignment. Regular, consistent, and meaningful communication is key to establishing and maintaining trusted relationships with customers, both internal and external. Be mindful of the advantages and limitations of various forms of communication, be it e-mail, MS Teams, phone, or text.

A shared purpose gives direction and meaning, helping individuals prioritize collective goals over personal recognition. Regardless of our role, we all support customers either internally or externally. It's imperative that we deliver to our customers on time and above standard with appropriate communication along the way.

Mutual accountability means everyone owns both successes and failures, creating a culture of responsibility and support. Strong teams value diverse perspectives, recognizing that different backgrounds and skills lead to better decisions and innovation.

Finally, leadership plays a role by setting expectations, modeling respect, and empowering team members. Adaptability is essential, as great teams adjust to challenges, learn from mistakes, and continuously improve. I often speak about "the aggregation of marginal gains" as an operational imperative. It's important to remember that 1% better a day is 365% improvement a year.

When these elements come together, teams become more than a group of individuals; they become cohesive, resilient units capable of achieving exceptional results while maintaining focus, positivity, and long-term commitment.

Whether you are a team member, mid-level manager, or leading a large organization, I encourage you to take a few minutes to consider how you can positively contribute to these four key characteristics of high performing teams.

-Michael Akhbari, Senior Director

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!



Special Visitor Alert: Our Cutest New Recruit Yet

TekSynap HQ had the honor of hosting a very special (and very small) guest —**Miss Violet Gardner** who is the 5 month old daughter of **Zachery Gardner** (Head of Enterprise Architecture & IT Solutions) and **Bethany Gardner**.

Violet spent the morning making her rounds, meeting her extended TekSynap family, boosting office morale and charming everyone she met. She quickly established herself as a crowd favorite and may already have a few offers pending.

While she's still a little young to officially join the team (and her availability is currently limited to naps and snack breaks), we're confident she has a bright



future ahead.

TekPets

This is Teddy, he is 35 years old and is an Arabian Cross. After many years as a show horse, he is now enjoying retirement at the farm with **Susan Case**.



Meet **Ruby** and **Spoonie**!

These little parrots are my Green Cheek Conures! They are really fun birds and remind me of little monkeys. They're both friendly and love interacting with people. Ruby is the multi-colored one (she has a red heart on her chest) and Spoonie is the turquoise one (who was named by my toddler). They can mimic random sounds around the house and can say a few words too!

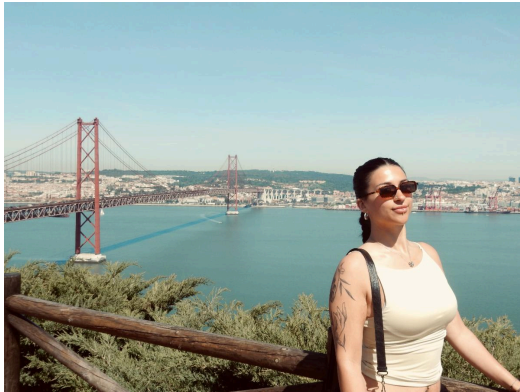
Luckily they are usually pretty quiet and don't have too much to say during my work calls.

-**Lauren Bowman**



TekSynap Travels

At the end of March, I took a trip to Lisbon Portugal with my friends. It was an unforgettable experience with amazing food, views, and experiences. We spent our days wandering around the city, going to cafés, and lounging by the beach. It was truly a beautiful trip!



Certification Corner

Aldwin Jones

AMX Programmer (Networked AV)

Ashanti DeVaughn

PMP

Cedric Sharps

Security+

Danielle Sansone

Certified Information Systems Auditor

Jaden Cooper

CompTIA CySA+

Jamal Armstrong

CCNA

Jike-Ere Opirijitei

PMP

John Richards

ITIL4 Create, Deliver & Support

Joshua Jindra

Check Point Certified Cloud Specialist

Kamal Dangal

Certified in Cybersecurity

Kyle Schilling

CompTIA Network+

Pastor Aguirre

JNCIA-Junos

Patrick Burke

Associate Business Continuity Professional

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

VTC Administrator
VTC Administrator - Temporary
Sr Telecom Network Engineer
Telecom Network Engineer
Virtualization Platform Engineer
Cable Technician - Philadelphia and Richmond, VA
Corporate Enterprise Network Engineer - Pearl Harbor, HI

USSPACECOM PICRD

Customer Service Desk (CSD) Helpdesk Technician (Temporary)
Senior AV/VTC Systems Engineer

DTRA

AV/VTC Administrator (ABQ)
Senior Security Engineer
Senior Security Engineer
AV/VTC Technician

FBI MXU

Software Developer
DevOps Engineer
QA Manager
Lead Forensic Developer
Software Engineer Multimedia
Agile Practive Lead
Software Developer - Mid
Dev Ops Engineer - Mid

FBI NEMO

Temporary - Jr. Network Engineer (Travel)
Senior Network Engineer
Mid-Level Network Engineer
Jr. Network Engineer (Travel)
Mid Level Network Engineer
Senior Network Engineer

FBI

Senior Software Developer

DLA

VTC Admin
Sr. Telecom Network Engineer
Network Installation Technician

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

Company Paid Benefit

TekSynap offers short and long-term disability for all full-time employees through **Guardian**. If you would like more information, please reach out to **Human Resources**.

Your benefit coverage is 60% of your weekly earnings (up to \$3500 per week) and is tax-free. The length of the benefit coverage will be determined by Guardian with the information they receive from your medical provider.



We've improved TekTraveler! Reminder that SEAD3 requires all cleared personnel to report personal and business foreign travel details prior to travel. TekSynap asks all personnel, regardless of clearance level, report their travel. Travel briefings will train personnel on safety precautions and country-specific advisories.

TekTraveler updates include:

- Passport photo now only be required under the "Register My Travel Information" section, as opposed to each trip.
- Added Day Trip option, with no lodging requirements.
- Added Rental Property lodging option, with reminder to input rental address when received.
- Simplified Cruise Lodging options
- Simplified Travel Dates - if traveling to a single country, dates will automatically populate
- Non-business travel will default to No IT Access Needed. Few exceptions will be made with VP approval.
- Added tips/pop-ups to clarify requirements for the user.
- User clearance level automatically populates from TekWorkforce.

Happy 5 Year Anniversary

Stefani Mortillaro
Thomas Reid
Michael Ramirez
Jimmy Smith
Barbara Bishop
Tracy McEntyre

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

Anniversaries

Eight Years

Israel Negron
Jacob Withers

Seven Years

Eric Gilmore
David Ward

Six Years

John Kornovich
Liana Bernt
Michael Lorincz
Stephen Ivy

Five Years

Stefani Mortillaro
Thomas Reid
Michael Ramirez
Jimmy Smith
Barbara Bishop
Tracy McEntyre

Four Years

TraNiece McElvaine
Daniel Roca
Christopher Bowick
Shane Baker
Kenneth Walker
Ekaterina Baggiano
Jared Phillips
Sashuang Li
Karolynn Kyler
Cynthia Morse
Todd Squire

Welcome, New Employees!

Kevin Puerta
Jayce Einspahr
Nagesh Bhonagiri
Arianna Neri
Perla Bravo Merida
Jude Afriyie
Mike Omobhude
Mussie Mebrahtu
Sasa Josipovic
Jason Badua
Jacob Valderrama
Cory Kearney
Nicholas Brown
Abdullah Abdulwahhab
Tad Laszewski
Alfredo Albizu
Nathan Nguyen
Christopher Boyd
Christopher Kellogg
Christopher Riehl
Colby Tingey
Xavier Stewart
Roman Deh Sabzi
Kelly Johnston
Beverly Dolva
Andrew Hand
Matthew Warthen

Three Years

Walter Hamlett

Henry Weber

Benjamin Nightingale

Liliane Mafokogne

Two Years

Bryant Davis

Dallas Ebanez

Eric Larson

Sayvon Williams

Brandon Ward

Kenneth Null

Joseph Lopez

Coreen Mangan

Manuel Calamari Jr

Aminta Marquez Lopez

Garrett Young

Donald Esser

Terry Thomas

Justin Ouzts

One Year

Ava Daly

Ryan Ries

Glenn Goodwine

Daniel Gavilan

Brian Moll

Siobhan Flayer

Adrian Yuen

Terrell Turner

Nathan Cutler

Phillip Eversull

Dean Cibotti

Mark Trubl

Jay Mistry

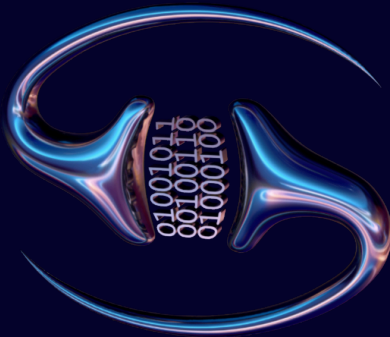
Justin Guerra

Christopher Ofori

Brandon Boner

Jonathon Mercado

Daniel Walten



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

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