



HAPPY

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# 4TH OF JULY



INDEPENDENCE DAY

**THE CEO'S  
CORNER**



# THE CEO'S CORNER







# Happy 4th of July!

Greetings, IntegrITS Family! As July begins, we are entering into a special time—a season to reflect and celebrate. For our country, it is about honoring the freedoms we enjoy and the values that bring us together. And for us as a company, it is about recognizing how far we've come and all that we've built together.

With the Fourth of July just around the corner, I want to wish you and your families a joyful and safe holiday. Whether you're gathering with loved ones, enjoying some time to relax, or just taking a deep breath of summer air—this is a moment to appreciate the blessings we have and the people we get to share them with.

We also have something big to look forward to this fall. **On October 4, 2025, we'll celebrate 25 years as a company.** That's a huge milestone—and it wouldn't be possible without the hard work, heart, and dedication each of you brings to work every day. I can't wait to celebrate this milestone together.

Personally, this Fourth of July will be a time of thanksgiving for me. I'm grateful for the principles of freedom and opportunity that we celebrate on this day, and I am thankful for all we've accomplished as a company. I truly believe in the power of each of us doing our part—bringing our best, lifting each other up, and staying committed to building something better. Not just for today, but for the generations that follow.

Both the beginning of our nation and the journey of this company are powerful reminders of what can happen when people come together with a shared purpose. Let's carry that spirit with us this weekend, and in all the days ahead.

Enjoy the holiday and thank you for being part of something meaningful. Invitations are being sent out soon for our 25th Anniversary Celebration! Please plan on attending, as we'd love to have you all join us to make this a special evening.

We look forward to honoring the Company's past while celebrating our hopes for the future at this exciting event. We truly believe the best is yet to come!



We are thrilled to announce that our 25th Anniversary celebration will be held on October 4, 2025 at the [Marriott Marquis San Diego Marina](#)! Festivities will include dinner, speakers, music, and more. The entire IntegrITS Family from all our locations are invited to attend, and we look forward to making it an experience that is worth the trip. A formal invitation will be sent out in the coming days with event details and information on our discounted room rate block at the Marriott Marquis. In the meantime, mark your calendars and we hope you all can attend!

## IntegrITS 25th Anniversary Celebration

# SAVE THE DATE

October 4, 2025

Marriott Marquis San Diego Marina  
San Diego, CA



# Q2 New Hires

A warm welcome to our new hires who joined IntegrITS in the second quarter of 2025! We are so honored to have you on our team.

**Matthew Eveland**

**Alexander Nishimoto**

**Michael Vondra**

**Chase Park**

**Jenna Jordan**



# July Birthdays

We are wishing a happy birthday to our teammates who are celebrating birthdays in July!

**Steve Browning**

**Maria DeSandre**

**Edwin Gigstad**

**Evan Grulkowski**

**John Maxfield**

**John Nguyen**

**Drew Olufson**

**Alyson Openshaw**

**Carlos Ornelas**

**Rini Patricio**

**George Quindara**

**Jack Spreng**

**Juan Tovar**



# July Anniversaries

Whether you've been with us for one year or twenty, we don't take it for granted that you are a member of the IntegrITS family. Thank you for your hard work and commitment to your team.

**If you see someone from your department on this list, be sure to congratulate them this month!**

Dan Baggett, 8 years  
Mike Beckers, 7 years  
Blessie Cablayan, 7 years  
Eric Caudillo, 7 years  
Michael Caudillo, 7 years  
Randall Craig, 7 years  
David Daniels, 7 years  
Gina Darcy, 7 years  
Chris Dick, 7 years  
William DuBois, 7 years  
Frank Dydek, 7 years  
Barbara Gibson, 7 years

Edwin Gigstad, 7 years  
Garry Goforth, 7 years  
John Grady, 7 years  
Evan Grulkowski, 7 years  
Roger Hill, 7 years  
Larry Hook, 7 years  
Douglas Langemo, 7 years  
Mikhael Mougala, 7 years  
Andre Nguyen, 7 years  
Thanh Nguyen, 7 years  
Matthew Obermark, 7 years

Drew Olufson, 7 years  
Joe Pisano, 7 years  
Brian Simmons, 7 years  
Rick Sintes, 7 years  
Michael Vincent, 7 years  
Tony Wieder, 7 years  
Jose Garcia, 3 years  
Luis Ortega, 3 years  
Bianca Yoosefian, 3 years  
Christina Chum, 1 year  
Isaiah Melero, 1 year







## Tip of the Week

For those of you celebrating the 4th of July with fireworks, ensure maximum safety and verify in advance as to whether fireworks are legal in your town, city, or county. Some locales are limited to “Safe and Sane” fireworks purchased at authorized vendors. “Safe and Sane” labeled fireworks include: fountains, sparklers, smokeballs, snake-type fireworks, ground-spinning fireworks, pinwheels, most novelty fireworks, toytrick noisemakers, and some crackling items—essentially anything that doesn’t leave the ground.

Here are a few location-specific resources related to firework precautions and restrictions:

**Hawaii**

**Kern County**

**Las Vegas, NV**

**Ogden, UT**

**San Diego County**

**Los Angeles County**

For those of you with pets, **[click here](#)** to view an article on firework safety and preparation for pet owners.



## The IntegrITS Suggestion Box

We have created a space online where you can submit feedback, questions, or any other insight you have. Suggestion box entries are submitted anonymously, however, if you would like our Team to reach out to you individually, you can include your name and contact information. [Click here to visit The IntegrITS Suggestion Box.](#)





# Coming Soon

Join us on the third Thursday of July for another edition of *The IntegrITS Digest*.

## Employee Referral Bonus Program

At the end of each quarter, everyone who refers a prospective employee who makes it to the interview process will be entered into a raffle for a \$500 gift card. We will select two winners from this pool of contestants—meaning two people have the chance to win a \$500 gift card each quarter! Furthermore, we will enter all employees who refer a job applicant into another raffle (regardless of the stage they make it to in the hiring process), with the winner receiving a \$250 gift card.

We have a number of job openings across multiple IntegrITS locations ([IntegrITS Opportunity Central](#)). Let's work together to find the best candidates for these open positions!

## Comments / Questions

If you have any comments or questions about this week's newsletter, email us at [news@integrits.com](mailto:news@integrits.com).

We have also created a website where we are storing the archives of all our newsletters to date:  
<https://integrits.com/digest-archives/>.



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You are receiving this email because you are one of our incredible IntegrITS Employees, or you are an extended member of the IntegrITS Family.

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