



**THE CEO'S
CORNER**

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IntegrITS CARES

Greetings, IntegrITS Family! Over the years, IntegrITS has quietly supported a wide range of charitable initiatives—global medical missions addressing health crises, food and shelter programs for those facing basic insufficiencies, and schools in underserved communities that struggle to provide adequate resources for their students. In addition, we have contributed to veterans’ support programs, disaster relief efforts, youth mentorship and STEM education programs, and initiatives aimed at protecting our environment. Though these contributions have often been made under the radar, they reflect a steady commitment to serving both our local communities and humanity more broadly.

Beginning in CY2026, we will take the next step in formalizing this commitment through the launch of **IntegrITS CARES**, our company’s charitable giving initiative. This program will allow us to move from ad-hoc contributions to a more deliberate and transparent approach—aligning our charitable giving with causes that resonate with our employees, customers, and the communities we serve. It will also allow us to ensure consistency in how we give, measure the impact of our efforts, and tell the story of how our company’s success is shared with others in meaningful ways.

Sarah Carter will spearhead this important effort, leading the formation of a focus group with representation from each geographic location where we operate. This structure ensures that **IntegrITS CARES** begins with the perspective of “serving where we live.” By engaging employees across our footprint, we gain the benefit of diverse local insights into where the most pressing needs exist—whether they relate to food insecurity, veteran services, youth opportunities, or other community challenges.

At the same time, this initiative will allow us to look beyond our immediate surroundings. With a clearer picture of local needs, we will also broaden our perspective on regional, national, and global challenges where our support can make a difference. From humanitarian relief in times of disaster, to sustaining global missions that provide health, education, and shelter, **IntegrITS CARES** will help us expand our reach in thoughtful, impactful ways.

Formalizing our charitable giving program is not simply about structure—it is about amplifying our culture of care. **IntegrITS CARES** represents our belief that the work we do as a company should ripple outward, leaving communities stronger and people more hopeful. As we prepare for the official launch in CY2026, we look forward to engaging all employees in shaping the focus, impact, and legacy of this initiative. Together, we can ensure that our success continues to fuel positive change in our communities and in the world.

IntegrITS 25th Anniversary Celebration

October 4, 2025 | 5:30pm-10:00pm | Marriott Marquis San Diego Marina

If you have not yet responded to the IntegrITS 25th Anniversary Celebration invitation sent via Paperless Post, please RSVP as soon as possible. If you did not receive your invitation, please email Sarah Carter at carter_sarah@integrits.com.

Event

Highlight:

SAN DIEGO TRAVEL GUIDE

We are exactly one month away from our 25th Anniversary Celebration! Many of you who are traveling to San Diego for the event may want to experience a slice of the city while you are visiting. San Diego lives up to its reputation as America's Finest City. We wanted to avoid overwhelming you with an exhaustive list of everything to do across the city, so we decided to focus in on the closest and most affordable (or free) activities/sights to see in the city. Many of the attractions we share in this travel guide are within walking distance or a short Uber or Lyft ride away from our venue in Downtown San Diego.

Note: We have special access to a limited amount of free USS Midway Museum tickets. If you are interested in visiting, please email Sarah Carter (carter_sarah@integrits.com) for tickets. Please note: our ticket supply is on a first-come basis.

Finally, we would like to thank the HR Team for putting this travel guide together for us!

[Click here to download the travel guide.](#)

Don't Forget: The RSVP and room block reservation deadline is Friday, September 12. Reservations for our room block can be made [here](#).

It also looks like hotel rates in the downtown San Diego area are currently dropping, so we encourage you to take a look at the [Insperity MarketPlace](#) to see if there is a hotel option there that meets your needs as well.

“Snake Oil Cures All” Healthcare Online Scams

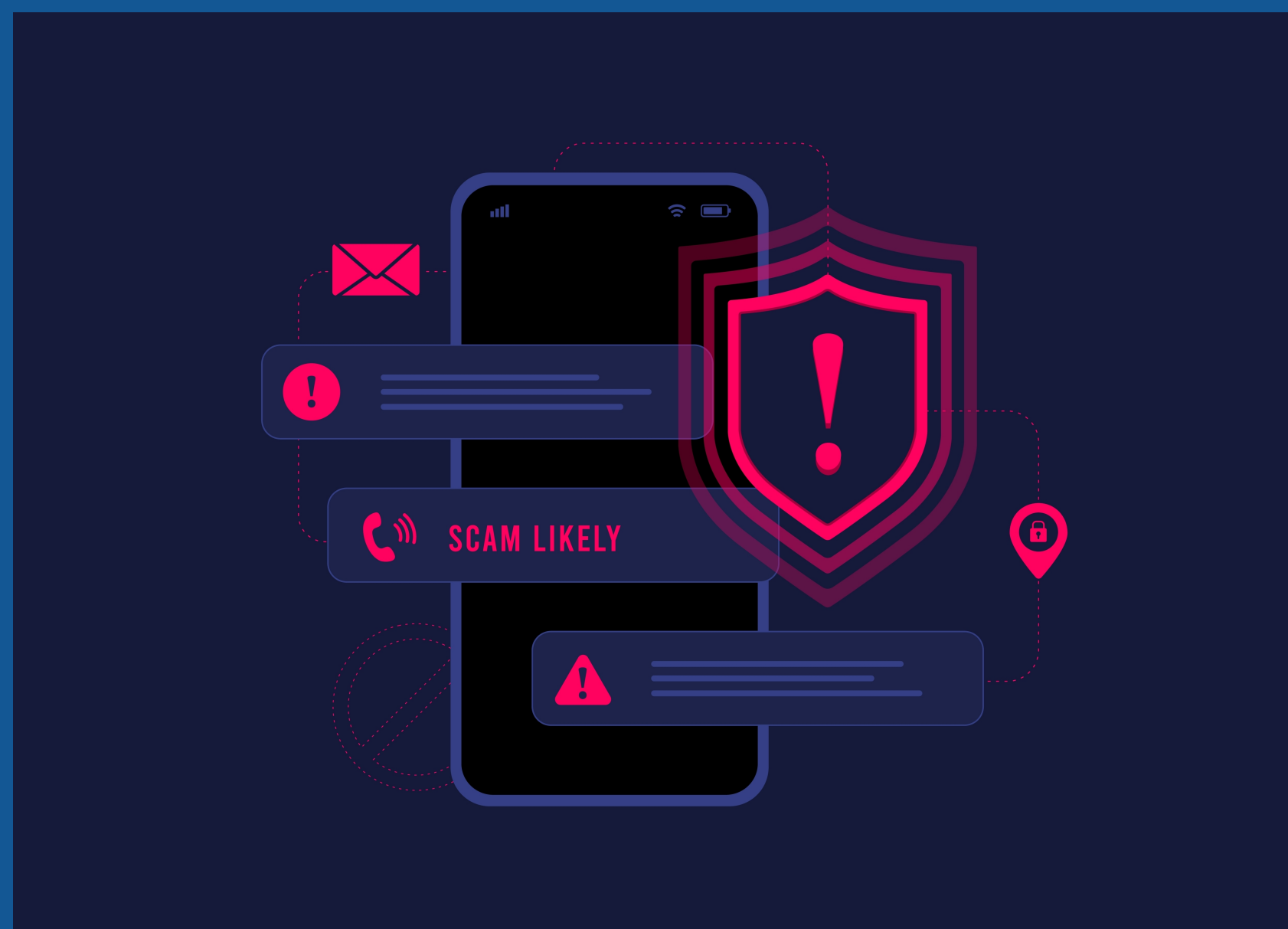
Jim Lyon, IntegrITS FSO, shared the following information encouraging us to beware of healthcare online scams. Avast Threat Labs shared some prevalent health related scams that might impact your financial health more than your physical health.

- Much like other types of scams, these lure people in with a promise of some kind of miracle cure.
- They will use fake advertisements or articles on social media to lure people in.
- Once hooked, they will usually take your money directly...or transfer you to a “salesperson” to complete the order.
- The availability and use of AI has provided a greater (and faster) ability to leverage well-known individuals or institutions to garner unearned trust.

Helpful hints to spot these scams...

- Perform independent follow-up using online search for the product / solution. If you do not find anything else corroborating the article, or find a warning about it as a scam, then you should not purchase or ‘buy in’ to that offering.
- As convenient as it is to get your news from social media, we need to understand open forums are easy to fill with misinformation and lies. Verify your sources when it comes to “quick cures.”
- These stories, like any other scam, make outlandish claims about the benefits of the drug/product in question. You may want to take the story with a grain of salt.
- As scamming gets more advanced with developments and open availability of AI and deepfakes, be aware that these kinds of scams are only going to get harder to spot. They may also start to come from fake versions of people you trust.

For more information, review the [Federal Trade Commission Consumer Advice](#) regarding common health scams.



September Birthdays

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

Gerald Clark
Spencer Davis
Jimmy Equihua Flores
Matthew Eveland
Jack Greenway
Jocelane Gonzalez
Jose Gutierrez
Jose Gutierrez Jr.

Lance Hayden
Gary Membreve
Ben Murray
Erick Paz
Joe Pisano
Mike Sosamon
Erick Valle



September 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!

Steve Fox, 24 years
Tyler Bloss, 14 years
Maria DeSandre, 13 years
Eric Holsti, 12 years
Sarah Carter, 11 years
Henry Meneses, 8 years

Anthony Baca, 7 years
Jep Rosario, 7 years
Alyson Openshaw, 7 years
Eric Martinez, 3 years
Jonathan Cuentas, 3 years
Dimas Mancia Mena, 3 years

Matthew Terui, 1 year
Wilmon Hubbard, 1 year
Anthony Manzo, 1 year
Ben Murray, 1 year



Tip of the Week

If you are someone who loves football and the outdoors, you might be interested in an article we came across from Kampgrounds of America (KOA). They put together a list of the best US college towns for tailgating that are also nearby one of their campgrounds. Even if you aren't interested in staying at a KOA property, these college towns likely have a myriad of campgrounds nearby for you to consider. [Click here](#) to read the article.



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 September 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.

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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