



 **A MESSAGE FROM
THE PRESIDENT & COO**

A Message from Steve Fox, President & COO



Integrits Corporation achieved something great this year – 25 Years of outstanding service to our customers and employees!

It all started with the vision of our Chairman and Chief Executive Officer (CEO), Mr. Clarence Carter. As most of you know, Mr. Carter and I have worked together for over 40 years, starting our careers in the industry back in the early 1980s at Advanced Technologies Incorporated (ATI). When Mr. Carter started IntegrITS in 2000, it wasn't long until I joined him in 2001.

Over these years, Mr. Carter and I have amassed a significant body of work in the industry and a corresponding level of business acumen that we have

leveraged to make IntegrITS a world class company. Our business acumen can be categorized into these simple principles:

Customer Focus.

- IntegrITS focuses on two primary “customers”: 1) our employees and 2) our business customers.
- A company that truly takes good care of its customers will be successful.

DoD Focus.

- IntegrITS is focused on providing outstanding services to its DoD customers (e.g. USAF, USN, MDA).

Quality Employees.

- IntegrITS prides itself on identifying, hiring, and providing outstanding employees to support our customers.
- Equally, we take pride in providing exemplary care to our employees.

Quality Services and Products.

- The Company's commitment to hiring quality people, focusing on the customer, and caring for our people lays a solid foundation to provide quality services and products to our customers.

Integrity, Honesty, and Reliability.

- We work with a high level of integrity in all that we do. We are honest with our customers. We can be relied upon to provide quality service and products.
- These company values make IntegrITS a company that customers are eager to conduct business with.

A Message from Steve Fox, President & COO (cont.)

As IntegrITS rolls into its next 25 years, I encourage each of us to keep these simple principles in mind when executing our contracts in support of our Prime Contractors and Government Customers. These guiding principles have stood the test of time and will propel us forward as we face change and capitalize on opportunities in the coming years.

Let's also take time to pause and celebrate how far we have come and all the hard work that everyone in the company has done to get us to where we are today. IntegrITS began in 2000 with a singular contract to provide NAVSEA engineering services at the Integrated Combat Systems Integration Test Facility (ICSTF). Over the next 25 years, IntegrITS grew and diversified its customer base to include customers like NAVSEA, PMRF, MDA, NAVWAR, NIWC PAC, NIWC LANT NOLA, NAVAIR, NAWC WD, NATEC, NAVSUP San Diego, and a number of key prime contractors including Booz Allen, Corvid Technologies, DRS, JT4/Amentum, Lockheed Martin, Peraton, SAIC and more.

What began as a small operation on 4241 Jutland Drive, has grown to eight locations across the country and reaching up to 200 employees. It is pretty amazing when you stop to think about it! Thank you to every one of you for all you have done to embody the company's values which have made IntegrITS the success it is today. Well done, and here's to another 25 years!



IntegrITS 25th Anniversary Celebration

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

A huge thank you to everyone who RSVP'd for the IntegrITS 25th Anniversary Celebration. We are excited to commemorate this milestone alongside all of you who plan to attend. For those of you who cannot make it, we will be sending gifts from the event back to your locations so everyone can have a keepsake from the celebration.

Event

Highlight:

PARKING and TRANSPORTATION

There is plenty of parking on site, and IntegrITS will cover valet and self-parking fees for the night. We have also secured \$25 Uber vouchers for those planning to use a rideshare service to come to the celebration. When reserving your Uber, simply select "add voucher code" under "payment options" and enter our unique code for this event:

Uber \$25 Voucher Code: rckgiiaizuu

Other notes about the event:

- Recommended attire for the event is cocktail attire.
- A delicious dinner will be provided to all guests free of charge. Water, tea, and coffee will be served alongside your dinner. If you would like drinks beyond these selections, we will have a cash bar at the event where additional beverages can be purchased.
- [Click here](#) to access our San Diego travel guide.
- 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.



Tip of the Week

LifeLock by Norton recently released guidance on protecting your personal information when using car “infotainment” systems, especially in rental cars. Here are a few quick tips to consider when renting a car:

- Avoid auto-syncing your phone.
- Factory reset the infotainment system before returning a rental.
- Choose brands like Toyota or Ford, which tend to offer safer systems.



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 first Thursday of October for another message from Mr. Carter in The CEO's Corner.

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/>.



Copyright © 2025 Integrits Corporation, All rights reserved.
You are receiving this email because you are one of our incredible IntegrITS Employees, or you are an extended member of the IntegrITS Family.

Our mailing address is:
Integrits Corporation
5205 Kearny Villa Way Ste 200
San Diego, CA 92123-1420