



Newsletter Issue No. 56

November 2020

Timing is Everything

Looking at the path that led me here, my arrival at TekSynap was meant to be. After getting to know Kam, David, and Ray at a business meeting, I knew I would love to work with them in the future. Fast forward five years and I was offered the opportunity to join TekSynap.

Once everything aligned, and with a little patience allowing me to finish my MBA (Go Tarheels), and another path taken; I am confident I made the right decision by joining the team in July of this year. I could not be happier and more grateful in being part of such an amazing company and team.

Integrity and respect are of utmost importance to me and I see this with everyone I have had the pleasure to meet at TekSynap. My drive to achieve, strong will, and backbone can be credited to the fearless women who raised me with core values derived from my Hispanic heritage.

Born in Barcelona, Spain, I came to the United States when I was just three years old. I was told early on that I am a force to be reckoned with, and I took it as a compliment then, as I do now.

When not working on a proposal or working through operational delivery, my life revolves around my family. My boyfriend and I have six kids between us. I have three beautiful daughters, two grandkids and he has two sons and a beautiful daughter who keep us more than busy. I enjoy my time with family, cooking, mentoring young girls, soccer, and traveling. My love for fútbol is in my veins (GO BARCA!) and I have spent my life playing, coaching, and managing soccer teams for several NOVA leagues to include my daughter's teams. My youngest daughter will be graduating from Pamplin School of Business at Virginia Tech this year – Go Hokies! She will pursue her passion in culinary with a goal of opening her own restaurant and/or bakery in her future. While the next generation, my 6-year-old granddaughter, is working on ruling the world.

As for my career path, it fell in my lap. In 1993, I began as a part-time data entry team member at Cable and Wireless while attending college. This led to multiple roles and eventually the beginning of my days as a developer when the “internet” was born. Moving onto GovCon, as I navigated through website development and intranet portals at the VA, I realized along the way I enjoyed all the pieces of the puzzle rather than just one. This led me into IT project and program management. I have juggled between telecom and government,



enjoying a great five years at Verizon, leading an incredible IT team developing applications for Verizon Fios and branding efforts across the country. This led me to NII Holdings (Nextel International) in 2010 leading global efforts for wireless e-commerce.

Finally, in 2012, I jumped back into GovCon and have been there ever since. I have split my time between DOD and Civilian over the years. I was awarded an ABA Silver Stevie Award for Support Staffer of the year at DOL Bureau of Labor and Statistics. This was earned by turning around a failing contract through employee training, coaching, and implementing automated solutions for the customer. For the past three years I was the Chief Business Officer at Ambit where I oversaw back office operations and the corporate portfolio. I spent a lot of my time between NOAA and DHS, organically growing the NOAA portfolio year over year.

As 2020 has been filled with change, pandemic, social awareness, and elections, I couldn't have picked a better time to join TekSynap. I look forward to growing and expanding the company and Civilian portfolio. 2021 is going to be our year!

-Bianca Berrios



Bianca's 30th Annual Family Outer Banks Trip



Caught in the Act

INSCOM Splunk Support would like to recognize **Kearstin McGinnis**, **Kaitlyn Eber**, **Chris Ray**, and **Jeff Golden** for getting the contract staffed and off the ground!

Greg Passes would like to recognize **Alex Thrower** for his great support with DENIX.

Ray would like to thank **Chris Schuster** for his outstanding performance and Award of the Documentum Support Task

The IT Operations Chief, would like to recognize **Antonio Rivera-Thomas** for the "best service he has received to date."

Congrats to **Jhonny Quispe** for receiving DTRA employee of the Month.

Monique would like to give a shout out to her manager, **Kaitlyn Eber**, for being an amazing

role model and for always making time to teach her within the security and quality areas, even with her busy schedule.

Shelia Andahazy gives kudos to **Jason Ballah** and **Blair Gershenson** for the success they have achieved this year for IDIQ.

Thank you **Fraser Novaco** for taking initiative and for your support of the SNCC data center team.

Shout out to **Jim Butler** for his leadership and dedication supporting the recent SOUTHCOM inventory and installation process in Miami.

Thank you **Adam Craig, Adam Thomas, Christopher McKoy, James Carnill, and Tanner McMurdy** for completing the Cleveland Inventory ahead of schedule and under budget.

Shout out to **Dave Brunner** for his excellent work with the cleanup plan.

Warren would like to commend **Chris Ray** for all his hard work with the NGA program.

The DTRA PMO would like to thank **Mohammad Umaid** for his outstanding performance on the contract.

The HQ Team would like to congratulate **Kaitlyn Eber** for passing the ISO 9001 audit with 100% compliance.

Kaitlyn Eber would like to give a shout out to **Monique Evans** for her contributions to the ISO 9001 this year which helped to contribute to an excellent external audit report.

James Carnill would like to thank the whole **Wireless Team, Leonard Newman, Zachery Gardner, and Matt Rogers** for their help with moving all the Wireless Team equipment from 1760 to the new headquarters.

Faith Johnson would like to give kudos to **James Greenland** for volunteering and assisting with training new staff to support the SNCC program and NRC customer.



Certification Corner

SEC+
Bruce Hann

Cloud+

Teagan Pacheco

PMP

Brian Peacoe



We encourage you to use your Employee Learning Program Benefit. **Click Here** to access the form. Please send the filled out form to your manager for approval and hr@teksynap.com.

If you have received a new certification or certificate please add it into ADP with an effective date to be added to the newsletter.
Myself > My Information > Profile

Open Positions

Please email your referral resumes to: careers@teksynap.com

NE LAN

Sr. Network Engineer – New Cumberland, PA

ESD

Computer Operator – Columbus, OH (Temporary) – 2 Positions

Wireless

Site Manager – remote/travel

Configuration Analyst – Telework

Help Desk Technician – Reston, VA

FDA

Deskside Tier II Technician – Silver Spring, MD

NGA

JR. Helpdesk Specialist – Springfield, VA

JR. Helpdesk Specialist – St Louis, Missouri

PSOC Support Specialist – St, Louis Missouri

Information Assurance Specialist Mid – Springfield, VA

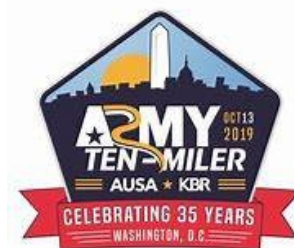
Mid Helpdesk Specialist –Springfield, VA



Referral Program

TekSynap offers \$3,000 for candidates that fill a cleared position and \$1,000 for non-cleared positions.

Please visit the employee portal [here](#) to learn more.





Congratulations to the participants in this year's Army Ten Miler. TekSynap employees competed virtually with over 15,000 other racers. TekSynap had representation from 4 different contracts and HQ.

Pictured: Top

(left to right), **Kimberly Snyder** – HQ, **Ralph Egbert** – DLA, **Parker Hoppens** –Wireless

Pictured: Bottom

(left to right) **Kearstin McGinnis** – HQ, **Sarah Keiper** – DTRA, **Cole Withers** – Wireless

Not Pictured:

Adam Thomas – HQ, **Samuel** and **Charissa Curtis** – DTRA, **Matthew Rosov** – AFNCR, **Simon Tsui** – DTRA, **Alex Boston** – Wireless, **Shane Rivers** – DLA, **Kam Jinnah** – HQ, **Nola Jinnah** - HQ



TekSynap supports Wreaths Across America's mission in 2020.

REMEMBER HONOR TEACH

How you can support our nation's veterans:

- On December 19th, visit a cemetery near you and lay a wreath to remember our fallen. Find a location near you, [click here](#).
- To participate at Arlington National Cemetery, register to reserve your spot, [click here](#)
- Sponsor a wreath, [click here](#)
- If you have questions regarding Wreaths Across America, please email [Kearstin McGinnis](#)



Stone Baggiano and her husband, Stephen Wallett (USAF Veteran), volunteered to make wreaths and ornaments to raise money for their VFW Post that gets donated to assist Veterans in need.

TekSynap is excited to launch **Tek4Vets**, a mentorship program for our current and future Veterans and military spouses. Tek4Vets mission is to integrate veterans and military spouses into our organization. Allow them to have a sense of ownership for their role, camaraderie with their peers and to feel a part of our family. Mentor (current TekSynap employees) and mentees (new employees or current employees) are matched based on a small series of questions. Introductions are made and the two individuals begin a dialogue about TekSynap's culture, our opportunities and/or day one processes.



To learn more [click here](#) or reach out to **Adam Thomas** or **Kearstin McGinnis** for more information.

New Addition to Team TekSynap!



Leonard Newman found out on Halloween that his family will be having another baby girl! Congratulations to Leonard and his family!

Chris Ray has just welcomed his third baby boy into his life. Congrats on your adorable new family member!



LaTieya Richard's adorable children, Ava-Belle and Carmello dressed up for Halloween.



Tiny Team TekSynap



TekPets



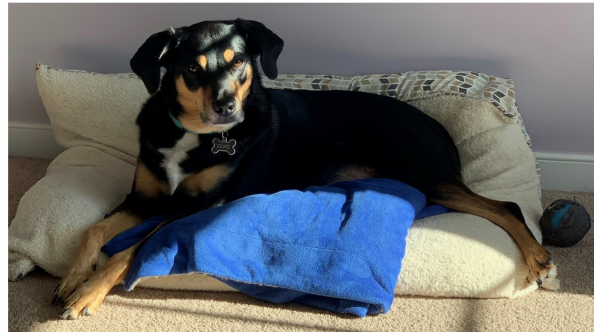
Adam Thomas' daughter, Avelina and her comfy friend, Bandit.



Lynette Kahue's two babies: Kona (white lab) with “Witches Love Me” bandana and Cooley (chocolate lab) with “Boos” bandana dressed up for Halloween.

(below)

Michelle Norris' dogs, Riley aka Chunky (11 years old) and Duke (6 years old). Michelle states they are spoiled rotten and that she can barely get to enjoy a cup of coffee in the morning before they come usher her up to her office where they sleep all day!



We want to feature your pets in the next newsletter! Send pictures of your companions to news@teksynap.com

FSA DEADLINE - NOV 30, 2020

Do not forget to submit your FSA claims through BenStrat. To file a claim online, please login to your account [here](#). If you would prefer to fill out the physical BenStrat claim form with instructions, click [here](#). Eligible expenses for health care, click [here](#). Eligible expenses for dependent care, click [here](#).



For 2019-2020 healthcare and dependent care FSAs, you will be able to incur and submit reimbursement claims [until November 30, 2020](#).

Any funds not used by the deadline will be forfeited.

Skillsoft Opportunities

There will be some bootcamps coming up from Skillsoft that does not require a TekSynap Percipio license to sign up for. Employees can [click here](#) to register.



Thanksgiving is approaching, here are some ideas and tips to help you this year:

25 Ways to Cook a Turkey, [Click Here](#).
Vegan Thanksgiving Recipes, [Click Here](#).

CDC Recommendations

Low risk activities:

- Small dinner with only people who live in your household
- Virtual dinner

Moderate risk activities:

- Small outdoor dinner with family and friends that live in your community

Higher Risk Activities:

- Going shopping during Thanksgiving or Black Friday in crowded stores
- Flights
- Large gatherings of 25 or more



November Mantra:

I appreciate the abundance in my life and I allow myself to expand in gratitude, success, and joy everyday.



ADP

Please verify that your **address** and **emergency contacts** are up to date in ADP.

The address in ADP will be used for mailing benefit items, W-2's, and other tax related documents.
A digital copy of your W2 will be accessible in ADP starting in late January.

To verify these items:
Continue to the [employee portal](#)
Click the "[ADP employee & managers](#)" button
Once logged into ADP:
[Myself > My Information > Profile](#)



ADP – 401k and Beneficiaries

We encourage all employees to take advantage of the ADP 401k plan. TekSynap matches up to 4% of your salary each paycheck and there is also NO vesting period.

Add a 401k account:

[Myself > Benefits > Retirement Savings](#)

It is very important that you have **assigned beneficiaries** to your life insurance plan. To add or update a beneficiary go to ADP and navigate to:

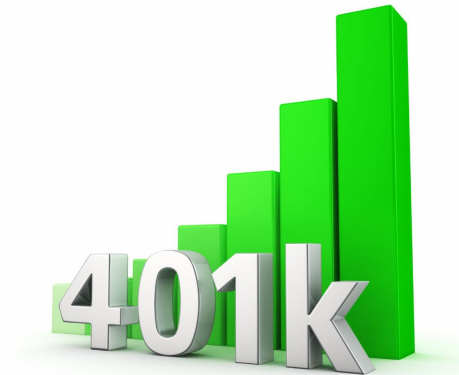
[Myself > Personal Information > Dependents and Beneficiaries](#)

Once they are added proceed to your benefits in ADP:

[Myself > Benefits > Enrollments > View Benefits > Employee Life > click edit pencil](#)

Do you need to rollover a prior 401k plan? [Click here.](#)

Would you like more information on what a 401k is? [Click here.](#)



We are here for you

TekSynap offers employees a Life Assistance Program. You have three sessions with a behavioral counselor available to you at no extra cost. Whether you are feeling stressed, overwhelmed, or may be grieving there is someone for you to speak with. You can also receive a free 30 minute legal or financial consultation if needed.

[Click here](#) for more information.



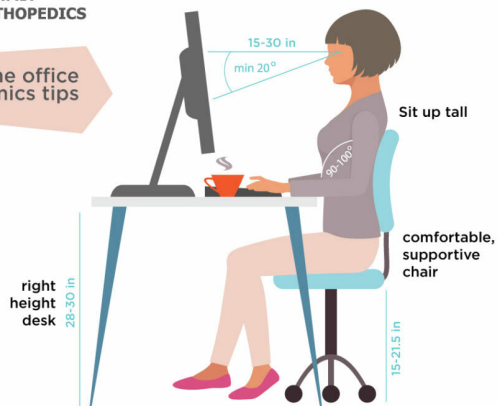
Home Office Ergonomics

How to set up your office:

1. Maintain about a 90 degree bend in your elbow
2. Screen should be at or below eye level
3. Sit up tall
4. Keep feet flat on the floor
5. Get up and move every 1-2 hours



Home office ergonomics tips



For more information, [click here](#).



Take phone calls standing up



Set a timer to move around every 1-2 hours



Bodies like movement, so change positions often



Anniversaries

Ten Years

Robert Ritch

Seven Years

Kyle Montague

Six Years

Sheila Andahazy

Five Years

Raymond Caruso

Three Years

Scott Bertran

Trent Tackett

Two Years

Marla Helveston

Crystal Bannister

Kalahari Valentine

Candice Coalson

Jeremiah Nance

Welcome New Employees!

Robert Castillo

Emily Fox

Michael Grisby

Cathryn Mach

Dave Nguyen

Satyaveni Vaddavalli

Alexander Libby

Jeffrey Talarico

Michael McRae

Mattin Shookor

Bryan McCormick

George Anastos

Lisa Crouse

Ken Farber

Jessica Hottle

Jesus Torres

Colin Fryer
Tyrell Bryant
Christopher Damato

One Year

Antonio Erwin
Lon Mangan
Matthew Kirkman
Timothy Roberts
Zoe Carnes-Douglas
Simon Tsui
Alexandra Boston
Matthew Rosov
Omar Flores
Mark Sikorski
James Daley
Scott Tierney
Christopher Hartley

