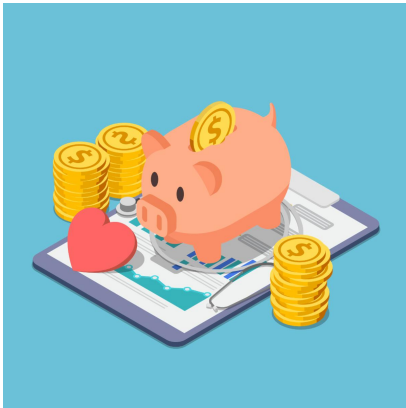




Newsletter Issue No. 78

September 2022

## GOOD NEWS ON THE CIGNA MEDICAL RENEWAL



Every year the human resources department works with our insurance broker to deliver the best possible benefits to our employees. We're happy to announce that for the fourth year in a row, TekSynap will not be increasing the cost of our domestic Cigna Medical plan! This would not have been possible without the commitment and support of Kam and David. Though we were presented with a cost increase by Cigna, TekSynap has once again decided to absorb the expense and not pass it along to our employees.

This is exciting news to share, so let me put things in perspective within the grand scheme of the benefits world.

TekSynap's domestic Cigna Medical benefit is a "self-insured" plan. Essentially, this means that TekSynap pays the claims against our plan on a dollar-for-dollar basis. In addition, we pay for re-insurance that covers catastrophic "large claim" cases so that there is no detrimental risk to TekSynap in providing coverage to extensive claims. To put it more bluntly, the cost of the plan is directly tied to how all enrolled employees use the coverage.

TekSynap's funding of the Health Reimbursement Account (HRA) is another key factor when determining benefit costs. Years ago, TekSynap made the decision to add an HRA to the medical plan to help employees meet the cost of the deductible. For employees who stay in-network, this has resulted in very little out-of-pocket expenses. The HRA will continue for the new plan year, and we hope employees continue to use best practices when cost shopping their prescriptions. One great tool we've recommended in the past has been GoodRx (more information in the article below). If employees can shop around for the best prescription deal, this will ultimately lower the total HRA usage. Additionally, selecting to go to an urgent care versus an emergency room for minor injuries can result in huge cost savings.

The medical plan TekSynap created is very unique and has served us well over the years. We've structured it with the intent to give our employees the maximum benefit for the lowest cost. We appreciate how our employees continue to be cost-conscious when using our benefit plan.

Questions about any of our benefits and how they work?  
Email [HR@teksynap.com](mailto:HR@teksynap.com) for assistance!

# Open Enrollment will start on September 9th and run through September 16th.

Current benefit enrollments will auto-renew if no changes are made by September 16, 2022 (**FSA accounts will not auto-renew**).

There will be two Open Enrollment webinars, **Monday, September 12th at 10 am-11 am EST** and **Wednesday, September 14 at 3 pm-4 pm EST**. Invites have been sent to your TekSynap email. If you have any questions, please contact [HR@teksynap.com](mailto:HR@teksynap.com).



## What are GoodRx coupons?

GoodRx coupons will help you pay less than the cash price for your prescription. They're free to use and are accepted at virtually every U.S. pharmacy.

Your pharmacist will know how to enter the codes on the coupon to pull up the lowest discount available.

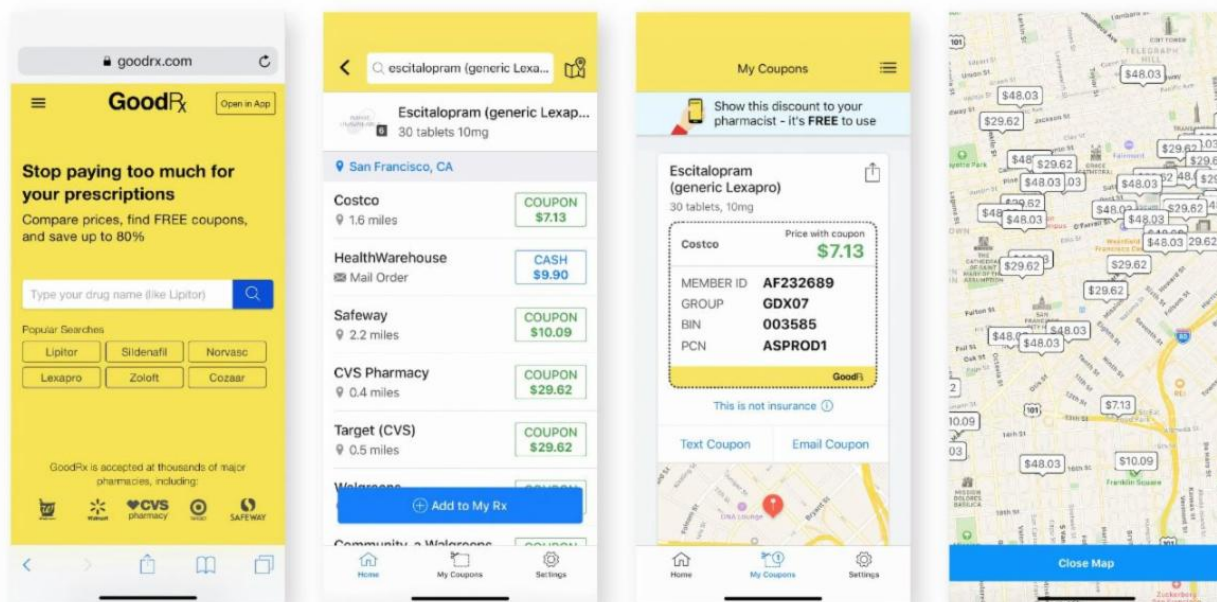


## How do I use a GoodRx coupon?

It's similar to using a coupon at a grocery store. Simply print the coupon and bring it with you to the pharmacy when you pick up your prescription. The pharmacist will enter the numbers on the coupon into their system to find the discount.

Don't have a printer or want to save paper and ink cartridges? You can show the coupon on your phone by:

- Sending the coupon to yourself via email or text
- Or using our **mobile app**
- Or visiting our **mobile website**



## FSA Reminder

Any employees enrolled in FSA Healthcare or FSA Dependant Care from 2021-2022 will have until **September 30, 2022** to incur and submit reimbursement for the healthcare and



dependent care FSAs.

- Up to \$500 will roll over into the next benefit year for the healthcare FSA.
- *Any unused funds for the dependent care FSA will be forfeited.*

You can view your account and file claims on [\*\*Benstrat's website or app.\*\*](#)

Need a coupon for your healthcare shopping, [\*\*click here.\*\*](#)

If you cannot log into your account or have lost your FSA debit card, please email [\*\*info@benstrat.com.\*\*](mailto:info@benstrat.com)

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## OPPORTUNITIES TAKING SHAPE

TekSynap's employees are core to the success the company has seen over the past 14 years. For every contract awarded and milestone achieved, a TekSynap employee has played an integral role in making that progress a reality. This has not happened by accident, as every member of the TekSynap team plays a strategic part in growing the business and identifying new opportunities to support our customers. Opportunities come in different shapes and sizes, so understanding the many forms they take, allows you to see them for what they are.

One type of opportunity comes in the form of the information garnered through our partner relationships. Many of TekSynap's most successful business areas have come by way of key partnerships that we have developed both organically and strategically. First and foremost are the relationships we develop directly with our customers. Through our work, we have come to know our government counterparts; we know their interests, their children's names, and their favorite sports teams. While always understanding the role that we, as contractors, play within the industry, we call many of them friends. Building these bonds comes naturally and allows our team to better understand the larger picture that our government counterparts are faced with. Are they dreading a future re-org, are they sick of a particular product or vendor, or do they need assistance with a project they believe could shine with more resources allocated to it? The answers to these questions help direct our ability to shape work towards TekSynap and are key pieces of information that our leadership and business development teams can use to win new work for the company.

Another opportunity comes in the form of the intelligence we gain from the relationships our engineers develop with Equipment and Software Manufacturers (OEM). These companies have their ear to the ground within Federal agencies and are usually the first to know about future procurements and where customers are heading when it comes to IT strategy. TekSynap employees often find themselves interacting with sales

engineers and management teams that represent our customer agency's accounts. As we interact and build relationships with these teams, we are provided with information that can be used to better position our company for future opportunities. As changing technology is a constant within our industry, these relationships represent an avenue for our company to understand what new products and solutions are coming to market. This information allows TekSynap to make the strategic investments required to introduce and integrate these new technologies into our customer's networks.



Lastly, opportunities also come in the form of known concerns or problems that our customers have within their enterprise. Thomas Edison once said, "Opportunity is missed by most people because it is dressed in overalls and looks like work." These pain points may look like trouble, but each are, in fact, an opportunity for TekSynap to shine by leveraging our capabilities and fixing our customer's issues. As you go about your day, think about the difficulties that you see exist within your organization and ask yourself what could be done better? I challenge each of you, as TekSynap team members, to keep these concepts in mind and keep an open line of communication with your leadership, as you identify new ways to help the people we serve.

**-Thomas Murphy, Director**

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# Save the Date

**After a long-awaited 3 years, TekSynap will be hosting a *roaring* holiday party this December 10th!**

It will be held in McLean, VA; event details will be included in your invite via TekSynap email and home address (on file in ADP).



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## **SAIL AWAY REFERRAL PROGRAM**



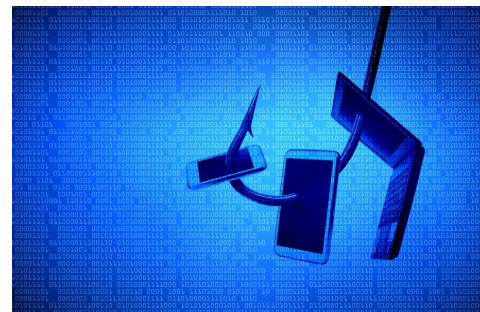
**TekSynap is growing fast. We're ready to hire 100 new team members by the end of the year, and we've developed an exciting incentive program for you to help us make that happen. To learn more, *click here*.**





## Phishing Awareness

**Phishing** is a type of social engineering attack often used to steal user data, including login credentials and credit card numbers. It occurs when an attacker, masquerading as a trusted entity, dupes a victim into opening an email, instant message, or text message.



### What should you do if you believe an email to be a phishing email?

Forward the email to [support@teksynap.com](mailto:support@teksynap.com) and they can confirm if the email is a potential threat or if it is safe to click a link or download an item. Please do **NOT** send potential phishing emails to other team members or reply to them.



## Caught in the Act

**Kay Stephens** was recognized for going above and beyond in support of the customer.

**Henry Tennant** and **Terrance Sullivan** were recognized for their outstanding support.

A customer recognized **Kathy Lincoln** for fixing problems and educating users.

**Rico Latney** was recognized twice for his professionalism, willingness to go above and beyond, and speedy responses to customer issues.

**Curtis McKine**, **Ivan Amankrah**, **Allen Williams**, and **Gabriel Bowden** of DTRA TO4 were recognized for their speedy resolution of a major equipment swap.

**Gabriel Bowden** was also acknowledged by a customer for his outstanding, professional, and friendly help.

**Valerie Fronczak**, **Timothy Morgan**, **Nathan Reid**, **David Reed**, and **Stanley Johnson**

were recognized for being a great team and stepping up to meet increased challenges.

**Priscilla Beas** was recognized for her exemplary level of reliability and accuracy in the performance of her duties.

Thank you to all **297 employees** that took the Agile Framework (SAFe) Training!

Don't forget to let your Quality team know about all the good things going on at TekSynap by submitting your Kudos on the **Employee Portal**. We use these to recognize TekSynap greatness in the monthly Newsletter.

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## Tiny Team TekSynap

The latest addition to the team – the Princess of PA: Miss Ripley Louise Perna, born 8/23/22, weighing in at 5.10lbs & 19 inches. Mom & Dad (Emily Perna & Joshua Smith) both support the ESD contract out of New Cumberland and are happy as clams!



Martin Theodore Davies was born on August 30, 2022, greeted by his parents (**Matt Davies** and **Amy Davies**) and his welcoming committee of 4 siblings!





## Meet Kendra Johnson's Puppy!

His name is Vito (Don Vito Corleone is his whole name). He is a 2-year-old purebred Pembroke Welsh Corgi who has a sassy attitude, goofy and lovable smile, and obsession with cheese, his plush duck squeak toy, and head pats with praise. His sense of humor is top notch and will have you deep belly laughing with his antics. His facial expressions are also hilarious, especially when he disapproves of something. He's a social butterfly and will often create new fans of his wherever he goes.



*Feature your pets in the next newsletter!*  
Send pictures of your companions to [news@teksynap.com](mailto:news@teksynap.com)



## Certification Corner

### Al Stith

Security+

### Clinton Burnham

Master Project Manager

### Curtis McKine

InfoSec Microsoft Azure - Admin & Security

### Allen Williams

InfoSec Microsoft Azure - Admin & Security

### Ivan Amankrah

InfoSec Microsoft Azure - Admin & Security

### Amy Brooker

CompTIA CySA+

### Chris Ray

AIRS PRC

### Kay Craig

AIRS PRC

**Mackella Rohan**

AIRS PRC

**Ian Goodwin**

AIRS PRC

**Christopher Witt**

BICSI Level 2

**Jeff Brooks**

BICSI Level 2

**Crystal Cross**

BICSI Level 1 Installer



## 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 ADP profile. Remember to include the effective date.

**ADP > Myself > My Information > Profile**

And email a copy to [HR@teksynap.com](mailto:HR@teksynap.com)

**Updating your certifications in ADP will help us identify you for career advancement opportunities.**

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## Open Positions

**DARPA MNSS – Arlington, VA**

Network Engineer

**Enterprise Storage – Columbus, OH & Dayton, OH**

Systems Engineer

**LAN Central – Texarkana, TX**

Senior Network Engineer

Network Engineer

**Firewall – Columbus, OH, New Cumberland, PA or Ft. Belvoir, VA**

Firewall Administrator

**FAA – Washington, DC**

Cloud Systems Administrator

**ESD II – Multiple Locations**

Computer Operator





**DHS CISA – Arlington, VA**

Journeyman Operations Research Analyst  
SME Operations Research Analyst  
Senior Business Analyst  
Journeyman Communications Specialist

**DOT**

IT Support Specialist  
VOIP Engineer

**DOT – Telework**

Azure Cloud Engineer  
Senior Cloud Engineer  
Cloud Engineer

**FDA – (Silver Spring, MD)**

Help Desk Analyst

**NRC SNCC–**

SIEM Application Engineer  
Security Engineering Subject Matter Expert  
Sr Active Directory Administrator  
Senior Cloud Facilitation Services Manager

**Wireless**

Project Manager

**Senate – Washington, DC**

System Consultant

**Multiple Locations**

Campus Network Engineer

**DTRA – Reston, VA**

Senior Systems Engineer  
Cybersecurity Engineer

**AFNCR – Washington, DC**

VMware Systems Engineer  
Linux System Administrator

**AFNCR – Arlington, VA**

NMCC -ACAS/HBSS Systems Administrator

**DIA Stone Ghost International Services – Bolling AFB, DC**

Chief Security Engineer  
Lead Senior Systems Engineer

**NGA GEM Cutter – Springfield, VA**

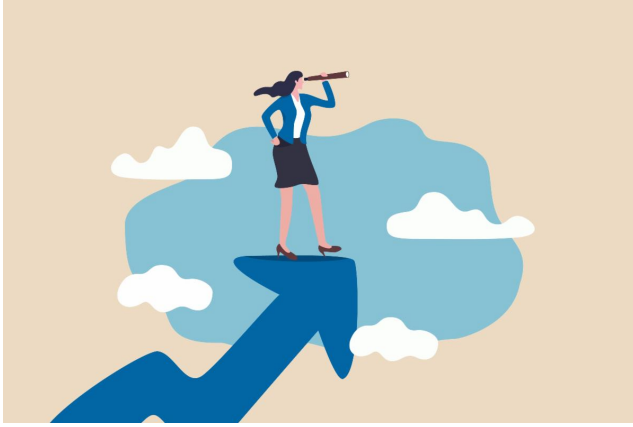
Release Train Engineer  
Solutions Architect/Engineer

Please email your referral resumes to [careers@teksynap.com](mailto:careers@teksynap.com)

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## Career Initiative

Interested in other roles in the company? Want to grow your career? Do not 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 next steps.

[Click Here to Schedule](#)



## **Foreign Travel Reporting Updates**

In line with SEAD 3 requirements and DISS changes, the Security team has updated the Foreign Travel Briefing and required information needed. If you are planning on traveling out of the country, please complete BMS 1.5.0 and 1.5.1 (ADP > Resources > Forms Library). Please contact [security@teksynap.com](mailto:security@teksynap.com) with questions.

### **National Insider Threat Awareness Month**

The month of September is National Insider Threat Awareness month. Insider Threats can come from former, employees, third-party contractors, or business partners. This is typically through an employee that has access or may have had prior access to network systems and data. To counteract these incidents, organizations can apply an active program focusing on four main steps.

The steps to combat Insider Threat: Define, Detect, and Identify, Assess, Manage.

- The first critical step is to know what an insider threat is. It is defined as any person who has or had authorized access to or knowledge of an organization's resources, including personnel, facilities, information, equipment, networks, and systems. From this, we can see it can be anyone in an organization.
- Detect and identify is when an employee observes behaviors or activities. It is also important to remember to report any actions you observe.
- The Third step is Assessment which is used by collecting and evaluating information about the person of concern.
- The final step is Manage -- managing insider threats through proactively monitoring your workspace will improve the ability to mitigate insider threats.





Congratulations to **Sam Fisher and Christopher Grant** for reaching 5 years with TekSynap!

Your \$5,000 vacation is right around the corner



## Anniversaries

### Five Years

Sam Fisher  
Christopher Grant

### Four Years

Jonathan Sarty  
Matthew Dzoba  
Cole Withers  
Robert Riley  
David Johnson

### Three Years

Patrick Burke  
John Finigan  
Richele Latosinski  
Jeffrey Mozo  
Michael Thomas  
Ashika Jamal  
Dean Lum  
Maria Snow  
Jimmie Lee  
Ami Bello

### Two Years

Joseph Walker  
Cynthia Bryg  
Michael Lucas  
Justin Janes  
DaMario Moore  
Bradley Stinson  
Nola Jinnah  
Christopher Witt  
Elisha Myers  
Landon Foster

## Welcome, New Employees!

Jacob Nelson  
Timothy Schemmel  
Marquell Broxton  
Kylee Tanovitch  
Peter Tao  
Nykia Potts  
Yannis Nguetta  
Eleanor Mlecsko  
Timothy Boyle  
Marvin Cruz  
Amir Shaw  
Ashley Laipply  
Taisha Bates  
Gabriel Alfarolfeoluwa Adebisi  
Dan Acquah  
Joseph Schultz  
Anthony Donerson  
Ethan Fajardo  
Kathleen Milks  
Nick Bergeris  
Mamadou Niass  
George Hughes  
Lauryn Smith  
Adam Jacobson  
Lawrence Hall  
Mary Ehlers  
Seth Cornwall  
Sewi Sintayehu  
Sharon Deakins  
Hunter Vaught  
Reginald Grier  
Brian Backer  
Ibrahim Adem  
Ryan Yadao

## One Year

Kalynn Workheiser

Paul Ferguson

Paul Wojton

Kirsten Villa

Kellen Blake

Jason Garrett

Mirwais Sediqi

Sean Henry

Steven Rogers

Stanley Johnson

Richard Morisset

Bria Harris

Yadiel Valentin

Sara Parker

Conner Bruce

Walter Thomas

Mathew Cook

Quintina Poole

Bernard Throckmorton

Randall Powell

Donald Long

Larry Crosson

Brandon Hardrick

Mark Eubanks

Julian Ledford

