the Innovator

INNOVATIVE TECHNOLOGIES CORPORATION

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Hot Topics

We Survived the Longest Shutdown in Government History



The federal government shutdown on October 1, 2025, after Congress failed to pass FY26 funding or a continuing resolution. The shutdown lasted 43 days, making it the longest in U.S. history. The longest shutdown ever ended when lawmakers reached a funding deal between November 10 and 12.

The shutdown stemmed from deep partisan disagreements over federal spending and policy provisions. With no agreement on a temporary funding measure, the government closed at the start of the fiscal year.

Roughly 900,000 federal employees were furloughed, while many others worked without pay. Key federal programs such as SNAP experienced delays and reduced benefits, and contractors, local businesses, national parks, and research operations all faced disruptions. The FAA also imposed flight restrictions due to staffing shortages. Overall, economists estimated that the shutdown caused several billion dollars in permanent economic loss.

ITC's TAPs program was affected as well, with several employees furloughed; ITC supported staff by allowing advance leave and covering employee benefit contributions.

Shutdowns are bad for the country! They disrupt contract funding, project schedules, staffing, and oversight functions across the government. Even essential services experience slowdowns. With partisan divides continuing, the risk of future shutdowns remains high, underscoring the need for strong contingency planning.

We at ITC will be ready for any future shutdowns with lessons learned from this experience!



From the Top

The holiday season is once again upon us! As we take time to enjoy the special spirit of the holidays and reflect on the many blessings we've received over the past year, Ray, Renee, and I would like to personally thank each of you for your continued support—both to us and to ITC.

This has been another successful and profitable year for our company, marked by steady growth and important milestones. With the SEAPORT NEXT GENERATION (SeaPort NxG) and the One Acquisition Solution for Integrated Services Plus or (OASIS+) contracts now in place, we can look forward to even greater growth in both sales and personnel in 2026. Each of you plays an essential role in our success, and you should take pride in the contribution you make every day. Thank you.

We extend our warmest wishes for a joyful holiday season and a prosperous New Year.



Building the Business

ITC Secures Three Major Contract Wins



ITC is proud to announce the award of three significant support contracts, strengthening our role as a trusted mission partner DOW.

432nd Support Squadron – Engineering & Management Support (Creech AFB, NV)

ITC will provide comprehensive engineering, project management, construction management, and security services supporting more than 2.8 million square feet of facilities at Creech AFB. These efforts ensure mission-critical infrastructure remains modern, secure, and aligned with evolving operational requirements.

11th Wing Commander's Action Group – Operational & Administrative Support (JBAB, D.C.)

ITC will deliver high-level administrative coordination, communication support, task management, and event planning for the Commander's Action Group. This includes executive-level workflow management, leadership briefings, and coordination of key engagements.

MDA IDIQ Award

ITC is pleased to announce it was awarded a contract/s for the Missile Defense Agency Scalable Homeland Innovative Enterprise Layered Defense (SHIELD) indefinite-delivery/indefinite-quantity (IDIQ) contract with a ceiling of $151B. This contract encompasses a broad range of work areas that allows for the rapid delivery of innovative capabilities to the warfighter with increased speed and agility.

These contract wins reflect ITC's growing national impact, deep technical expertise, and the unwavering commitment of our exceptional workforce.

Remember that new business is a team effort, so make sure to provide any new business opportunities, ideas, or important program information to: Kelly Kooser, Vice President, kooserk@itc-1.com

Quality Corner

Handling Tough Conversations

Often, we are faced with a difficult situation in our relationships that result in a tough conversation to achieve resolution. Here are some tips on handling these tough conversations.

Begin With Agreement! Nothing starts off a conversation better, especially if you know you are going to be disagreeing with this person later. Find some area or point on which you know that you both agree - start with this. Even if it requires a lot of digging to uncover some common ground, do it. It builds goodwill by demonstrating your understanding and willingness to agree.

Use Lots of "I" Statements! Focus on "I" statements as a way to let others know how you think and feel without putting them on the defensive. Using "you" statements focuses on the others and can make them feel as if they are being criticized. "I" takes them off the defensive and helps foster communication.

Say "And" - Not "But"! As you are outlining your position and making your points - never say "but", use "and" instead. "But" is an eraser word. It erases the value of anything you have said before it in a sentence. It triggers people to think there is a catch coming up and puts them on the defensive. "You did a good job, but you failed to write the report as the customer wanted." See what I mean?

Using the above tips will help you in stressful conversations. It will make the situation easier to handle and you more successful.

by Carl Canter

Meet the Staff

Dr. Eric Daniels, Principal Scientist



Dr. Eric Daniels serves as a Principal Scientist for Innovative Technologies Corporation, where he drives the company's most advanced analytics, AI/ML, and decision-science initiatives. With more than twenty years supporting the Department of War, he has become a recognized leader in enterprise analytics, predictive modeling, and readiness-focused data engineering. His work enables ITC to innovate at scale, extend its capabilities into commercial analytical markets, and deliver mission-critical solutions that strengthen national defense.

A defining aspect of Dr. Daniels' contribution is his ability to transform complex, multi-domain data environments into scalable, AI-enabled decision-support systems. His focus on integration of machine learning, trend automation, natural-language synthesis, and multivariate modeling has positioned ITC at the forefront of transparent and audit-ready analytics for senior decision-makers. Within the Air Force enterprise, he leads the Air Force Readiness Analysis and Decision Support program—an effort repeatedly recognized for exceptional quality, rapid delivery, and strategic value.

A former U.S. Marine with extensive joint and international experience, Dr. Daniels approaches every mission with a commitment to service, excellence, and future-focused leadership. Beyond his professional work, he is a devoted husband, father, and Christian whose faith guides his character and purpose. He enjoys traveling with his family, skiing, woodworking, and hunting—activities that reflect his love of craftsmanship, adventure, and the outdoors.

Dr. Daniels continues to elevate ITC through innovative thinking, technical mastery, and a steadfast commitment to advancing the company's strategic vision.

Names In The News

Upcoming Birthdays

December 2025 Birthdays

Balmer, Sara	5-Dec	Corporate
Myrick, Veronica	6-Dec	Walter Reed
Weaver, Christopher	8-Dec	TAPS
Rivera, Eduardo	10-Dec	TAPS
Carter, Patrick	14-Dec	AFRADS
Leon, Ryan	17-Dec	TAPS
Hayward, Justin	21-Dec	PASS
Gerken, Gregory	22-Dec	PASS
Jones, Joseph	22-Dec	PASS
Beeson, Richard	28-Dec	TAPS

January 2026 Birthdays

Ippolito, Louis Bryan	1-Jan	432nd
Orlang, Benjamin	6-Jan	TAPS
Kong, Anne	9-Jan	TAPS
Ayala, Ivan	12-Jan	TAPS
Morgan, Kathryn	17-Jan	PASS
Johnson, Pamela	21-Jan	TAPS
Justice, Daniel	29-Jan	ALMIS
Daniels, William	30-Jan	AFRADS

February 2026 Birthdays

Balmer, Jessica	1-Feb	Corporate
Murphy, Billy	2-Feb	ANG
Bostick, Jeanne	12-Feb	TAPS
Mitchell, Harold	12-Feb	AFRADS
Waller, Ryan	13-Feb	TAPS
Herrera Estrada, Pablo	16-Feb	TAPS
Jones, Gerald	19-Feb	ALMIS
Henry, Ramona	21-Feb	AFRADS

Celebrating 1 Year with ITC

Myrick, Veronica	Walter Reed	December 2025
Lynch, Shannon	TAPS	December 2025
Price, Gabrielle	TAPS	January 2026
DeLeo, Arlana	TAPS	January 2026
Long, Santana	Corporate	January 2026

Celebrating 2 Years with ITC

Balmer, Jessica	Corporate	December 2025
Zekoski, David	AFRADS	January 2026
Dunn, Derrick	TAPS	February 2026

Celebrating 3 Years with ITC

Jones, Joseph	PASS	January 2026
Malloy, Kris	TAPS	February 2026

Celebrating 4 Years with ITC

Graham, John	ALMIS	December 2025
Corner, Scott	ALMIS	December 2025
Augustine, Michael A.	ALMIS	December 2025
Navolis, John	ALMIS	December 2025
Balmer, Michelle	Corporate	January 2026
Coleman, Sheila	Corporate	February 2026

Celebrating 32 Years with ITC

Canter, Carl	Corporate	January 2026

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Editor in Chief: Carl Canter
CanterC@itc-1.com

Production Editor: Peggy Cromer
CromerP@itc-1.com

INNOVATIVE TECHNOLOGIES CORPORATION
1020 Woodman Drive, Suite 100
Dayton, Ohio 45429

Need to Know

401K Plan Info for 2026

In 2025, our 401(k) plan delivered a strong **14% average return**.

For 2026, the IRS limits are increasing: the employee contribution limit rises to **$24,500**, and the catch-up contribution for those **50+** increases to **$8,000**. Employees **ages 60–63** may contribute an additional **$11,250** under SECURE 2.0.

These limits apply across all 401(k) plans, so if you contributed to another plan this year, make sure your combined total stays within IRS rules.

What You Need to Do:

- Review your year-to-date contributions.
- Make all contribution changes **directly in Fidelity**.
- **Starting in 2026, all catch-up contributions must be made as Roth**, per federal requirements.
- Contact Payroll with any questions.