the Innovator

INNOVATIVE TECHNOLOGIES CORPORATION

Fall 2026
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Hot Topics

Inside ITC's Large Format Print Lab

ITC's on-site print lab brings creative ideas to life through professional printing and finishing capabilities. Equipped with an Epson large-format printer, laminating and mounting equipment, and precision trimming tools, the lab produces vibrant posters, photographs, and presentation displays.

Projects pictured include AFRL's time capsule dedication poster and commemorative photo displays, showcasing how ITC helps customers celebrate milestones and communicate their missions.

Bringing these capabilities together under one roof supports close coordination between design and production, with attention to detail throughout the process. The print lab reflects the creativity, craftsmanship, and pride our employees bring to supporting ITC and our customers. It is available for government and commercial customers.

Kelly Kooser



A look inside ITC's print lab: display finishing work space, large format printing, and precision trimming, for customer projects with a polished finish.



FROM THE TOP

Best Value: Earning the Opportunity to Serve Again



Winning a government contract gives ITC an opportunity to support a customer. *Outstanding performance gives us the opportunity to compete for and win their business again.*

That is why being a **Best Value company** is so important to ITC.

Government customers must balance mission requirements, performance, risk, and cost when selecting contractors. While price matters, lasting value comes from the quality, responsiveness, and reliability of the support they receive.

ITC's objective is straightforward: *Provide exceptional customer support at a fair and competitive cost.*



Being a valued contractor starts with exceptional performance, providing qualified people, meeting or exceeding contract requirements, delivering quality products and services on time, and resolving problems quickly and effectively.

But Best Value goes further.

Customers remember contractors who make their jobs easier. They value employees who anticipate needs, offer solutions, respond quickly to changing priorities, and understand their mission.

Every successful deliverable, innovative solution, cost-saving idea, and positive customer interaction strengthens ITC's reputation and our ability to compete for future opportunities.

That is why recompetes do not begin when a solicitation is released. The next competition begins on the first day of the current contract – we must demonstrate why ITC represents Best Value. Are we meeting our commitments? Solving problems? Controlling costs? Anticipating requirements? Helping the customer accomplish the mission?

Most importantly, would the customer want to work with our team again?

Being a Best Value company requires everyone's commitment. Our employees deliver exceptional mission support. Program Managers ensure quality, responsiveness, and customer satisfaction. Recruiting identifies the talent our programs need, while HR, Finance, Contracts, Security, and corporate leadership provide the support necessary for success.

A great example of employee excellence is the recent Emmy nomination recognizing ITC employees Joe Jones and Greg Gerken for their outstanding work supporting AFRL (see article on page 4). Their achievement reflects the talent, dedication, and quality performance that distinguishes ITC as a Best Value Company.

We all share the same Best Value objectives:

Perform Exceptionally ★ Operate Efficiently ★ Earn the Customer's Trust
Anticipate Customer's Needs ★ Demonstrate our Value Every Day

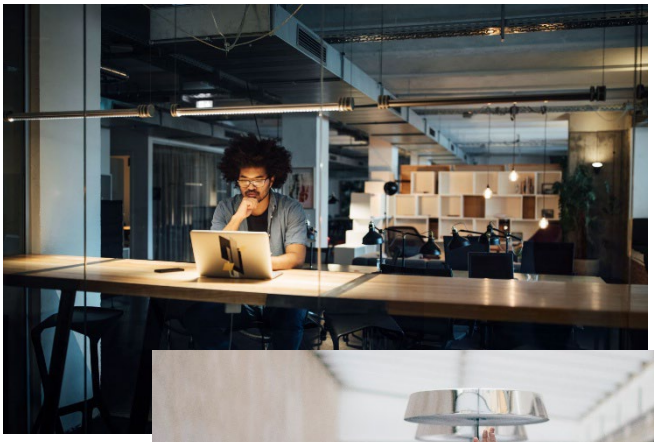
Winning contracts creates opportunities. Delivering Best Value builds the performance record, customer confidence, and reputation that help ITC earn the next opportunity.

We are counting on each of you, every day, to help make ITC a Best Value company!

Joel Mehan

QUALITY CORNER

Some Rules for Success





Employees often ask me, **"What can I do to advance my career with ITC?"** My answer always is that career success generally comes down to *how you approach your work and how you treat the people around you*.

Here are a few simple rules that I believe can make a difference:

Respect Others. Treat everyone with respect and dignity, from the President of the company to the newest employee. *Never be patronizing or dismissive*. Respect the customer, your coworkers, your leadership, and yourself.

Recognize Others. Give credit where credit is due. Take the time to recognize a job well done and acknowledge the contributions of others. Successful teams are built by people who appreciate what their teammates bring to the mission.

Control Yourself. Everyone encounters pressure and difficult situations. How you respond matters. *Stay professional*, particularly in front of customers and coworkers. Don't allow a temporary problem to dictate your behavior or damage a relationship.

Produce Finished Work. Know what a completed, professional product looks like and deliver it. *Check your work.* Think through the details. When you identify a problem, don't simply pass it along, whenever possible offer potential solutions and your recommendation.

Prepare Yourself for the Next Level. *Successful people never stop learning*. Don't wait until you receive a promotion to begin developing the skills you will need to succeed in that position.

Focus on Results. *Being busy and being productive are not the same thing.* Long hours alone do not create value, results do. Understand what needs to be accomplished, establish priorities, and deliver.

And here are a few additional tidbits I have found useful:

- **Always be honest.** Your credibility is *your most valuable professional asse*t.
- **Keep track of what you do.** Someone will ask and you should be able to answer.
- **Be dependable.** People remember who they can count on to do what needs to get done.
- **Protect confidences, yours and others.** Keep confidences shared but never assume that something you say or write will remain private. *Assume no one can/will keep a secret.*
- **Take ownership.** *Never say, "It's not my job."* If you can help solve the problem, help.
- **Bring solutions.** Identifying a problem is useful; *helping solve it makes an impression.*
- **Be well read.** *The most successful people are interesting people.*
- **Make the people around you better.** Share knowledge, *help teammates succeed*, and you will be identified as a major contributor to your team's success.

If you have a "tidbit" that has helped make you successful, please share it. Some of the best lessons we learn come from each other.

Carl Canter

Names In The News

Fall Birthdays

September 2026 Birthdays		
Corner, Scott	ALMIS	1-Sep
Campos, Marcos	432-SPTS	4-Sep
Dollaga, Cecilio	432-SPTS	15-Sep
Paul, Morgan	PASS	19-Sep
Jensen, Robert	AFRADS	20-Sep
Romero, Giovanny	MST PMO	23-Sep
Smith, Christopher	WRNMC	25-Sep
Palmer, Randy	PASS	27-Sep
October 2026 Birthdays		
Malloy, Kristopher	CORP	1-Oct
Meneces, Ricardo	WRNMC	9-Oct
Saxena, Ayushi	AFRADS	14-Oct
Augustine, Michael	ALMIS	15-Oct
Brazell, Walter	ALMIS	27-Oct
Canter, Carl	CORP	29-Oct
Jackson, Janell	WRNMC	30-Oct
November 2026 Birthdays		
Mehan, Renee	CORP	11-Nov
Balmer, Michelle	CORP	25-Nov
Hubbard, Roderick	432-SPTS	28-Nov

Celebrating Work Anniversaries

Celebrating 1 Year with ITC		
Cruz, Ben	CORP	10/07/2025
Bates, LeMarc	432-SPTS	10/07/2025
David, Joyce	432-SPTS	10/14/2025
Herrera Estrada, Pablo	432-SPTS	10/16/2025
Jones, Gerald	ALMIS	10/16/2025
Sheline, Matthew	ALMIS	10/16/2025
Barrera, Derrick	ALMIS	10/16/2025
Powell, Wesley	ALMIS	10/16/2025
Frisbie, Thomas	ALMIS	10/16/2025
Bowman, Bradley	PASS	10/16/2025
Palmer, Randy	PASS	10/16/2025
Carter, Patrick	AFRADS	10/16/2025
Hubbard, Roderick	432-SPTS	11/10/2025
DuBois, Adam	432-SPTS	11/17/2025
Rose, James	WRNMC	11/24/2025
Celebrating 2 Years with ITC		
Taylor, Teresa	WRNMC	10/07/2024
Celebrating 3 Years with ITC		
Daniels, William	AFRADS	09/25/2023
Celebrating 4 Years with ITC		
Kooser, Kelly	CORP	09/05/2022
Celebrating 13 Years with ITC		
Mehan, Joel	CORP	09/01/2013
Celebrating 39 Years with ITC		
Mehan, Renee	CORP	11/11/1987

Employee Spotlight

ITC Employees Earn Emmy® Nominations



ITC team members Joseph Jones, and Gregory Gerken, along with Ryan Law of the Air Force Research Laboratory (AFRL) Public Affairs office received recognition through the Emmy® Awards, administered by the National Academy of Television (NATAS).

The AFRL production "Humanizing the Machine Age" received an Emmy® Award nomination via the Ohio Valley Chapter of NATAS in Category 411: Business/ Consumer/Technology, Short or Long Form Content.

In addition to the program nomination, Joseph Jones received an individual Emmy® nomination for Composer /Sound design for the production. Gregory Gerken contributed Motion Graphics to the production.

Great Work Guys! Congratulations!

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Upcoming Pay Periods and Pay Dates

Pay Period	Hours	Timesheet Due	Pay Date
10/01 – 10/15 2026	88	10/1602026	11/01/2026
10/16 – 10/31 2026	88	11/01 2026	11/15/2026
11/01 - 11/15 2026	80	11/16/2026	12/01/2026
11/16 - 11/30 2026	88	12/01/2026	12/15/2026
12/01 – 12/15 2026	88	12/16/2026	12/31/2026
12/16 – 12/31 2026	96	1/01/2027	1/15/2027

Thanksgiving (11/26) and Christmas (12/25) are paid holidays.