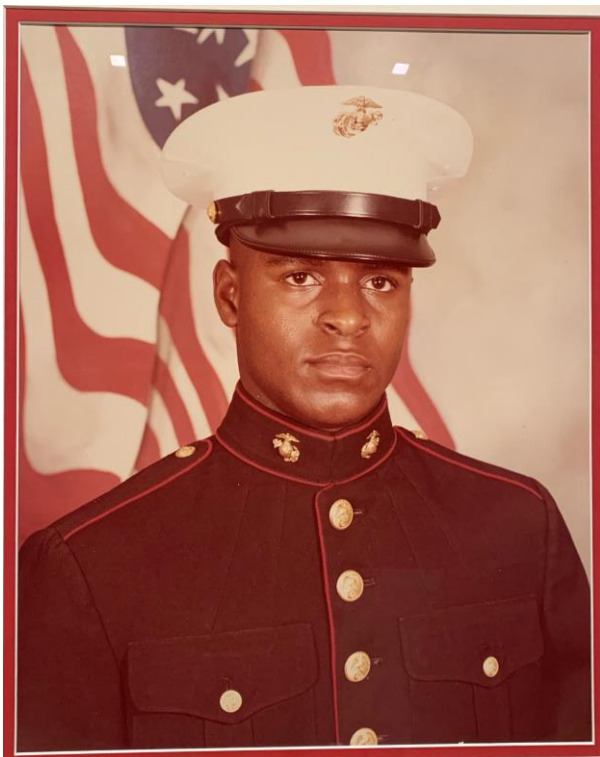


ALEJANDRO BOGLE

Developer II
IT Management & Analytics
(Boca Raton)



In what branch of the military did you serve and when?

I served in the United States Marine Corps (1978 – 1985).

What was your most memorable experience from your time in the military?

I entered the military at age 17 with only an encyclopedia view of the world. My most memorable experiences were during my aircraft carrier deployments around the world. I was afforded the opportunity to explore many countries and cultures. My military travels made those encyclopedia images a reality expanding the unlimited extent to what I could achieve.

How did the military prepare you for your role at Cinch, if at all?

My military training instilled leadership, and cultural appreciation. It laid the foundation for discipline and integrity. Expanding my horizons, and willingness to 'listen' to opinions and perspective that are different than my own. The training I received also introduced me to an interest in technology, which later developed into a degree and career in Information Technology.

What does Veterans Day mean to you?

Veterans Day provides me with the opportunity to reflect on contributions and sacrifices that veterans have made in America.

What's one thing you'd like others to know about veterans or the military in general?

Many veterans like myself were not born in the U.S., but proudly served to give back to a country that afforded them vast opportunities. Veterans have proudly served their country and have so much to contribute.

ADAM BROWN

Vice President
National Sales
(Remote)



In what branch of the military did you serve and when?

I served in the United States Marine Corps from 1995 to 1999.

What was your most memorable experience from your time in the military?

I enjoyed most serving with my older brother, it's truly a brotherhood and being able to experience that with my best friend was pretty special.

How did the military prepare you for your role at Cinch, if at all?

Teamwork is crucial in the Marines and I feel like being a good teammate and leader comes from appreciating meaningful collaboration.

What does Veterans Day mean to you?

I think of all the people that weren't as fortunate to serve and come back home to their families. I lost my brother to PTSD from his time in Fallujah, combat can take a real toll on even the Veterans that do make it home.

What's one thing you'd like others to know about veterans or the military in general?

I think people underappreciate how many different races, religions and different backgrounds come together and serve shoulder to shoulder in the Marines. I appreciated the diversity and the ability to spend time with so many people from all over the country. I talk to other veterans and the most common thing we miss is the camaraderie of fellow soldiers, sailors and marines.

CHARLES FISHER

Off Phone Escalations
Case Management
(Anderson)



In what branch of the military did you serve and when?

I served in the U.S. Army from September 1978 through September 1981. I was honorably discharged.

What was your most memorable experience from your time in the military?

My most memorable experience would be of the extensive traveling I did in Europe.

How did the military prepare you for your role at Cinch, if at all?

The military prepared me for many roles in life. Attention to detail, commitment, dedication, and a sense of duty all apply to my role at Cinch.

What does Veterans Day mean to you?

Veterans Day to me is a time to reflect on the veterans who gave the ultimate sacrifice for this country.

What's one thing you'd like others to know about veterans or the military in general?

Most veterans consider themselves to be "Oath Keepers" for life. We take an oath to defend the United States and the doctrines of the Constitution, and we take our oath very seriously.

MARRION HEFLIN

Director, Financial Planning
& Analysis
(Boca Raton)



In what branch of the military did you serve and when?

I served in the U.S. Army between 1982-1994.

What was your most memorable experience from your time in the military?

Operation Desert Shield/Desert Storm to liberate Kuwait.

How did the military prepare you for your role at Cinch, if at all?

The military prepared me for Leadership and Management Skills.

What does Veterans Day mean to you?

Paying tribute to all the men and women, past and present, that contribute their prime possession (their lives) for our freedoms.

What's one thing you'd like others to know about veterans or the military in general?

How courageous each individual soldier is, during times of distress in battle.

Cinch Veterans Spotlight: Q&A

JODY S. KELLER

TSS Supervisor
(Boca Raton)



In what branch of the military did you serve and when?

The U.S. Army, I served from 1988-2009. I'm a retired Staff Sergeant.

What was your most memorable experience from your time in the military?

The 2 years I spent stationed in Greece. I was able to travel throughout Europe and made many memories with good friends.

How did the military prepare you for your role at Cinch, if at all?

What stuck with me the most is the NCO training that I had. The main principles are "seek responsibility and take responsibility for your actions" and "do not ask anyone to do something you are not willing or able to do yourself."

What does Veterans Day mean to you?

To me, Veterans Day is special because it is a day that celebrates and recognizes the sacrifices made by all Veterans both still alive and those that have passed on without the ultimate sacrifice of combat loss. All gave some and some gave all.

What's one thing you'd like others to know about veterans or the military in general?

Being a veteran of over 20 years and having deployed to combat numerous times, everyone who has served or will serve in the future are the ultimate patriots to this great nation. So much is sacrificed when you put that uniform on. You have signed a blank check to this country that you are willing to pay the ultimate price of your life to defend the freedoms that we have here. You do not know that if the time that is spent serving will end with this. All veterans have scars from their time served, some seen and some unseen. We share a common bond that most people will not ever know. Most of us are humble and do not seek glory or fame, but we are proud to be Veterans of this great country and even though we are no longer actively serving in the military, we will still answer the call if needed to defend the freedoms and liberties that we all hold near and dear to our hearts, no matter the cost. We are not just Americans, we are American Veterans!

Cinch Veterans Spotlight: Q&A

PATRICK NEELEY

Manager, Sales Strategy and
Operations
(Boca Raton)



In what branch of the military did you serve and when?

I was an SH-60B Aircrewman/Aviation Rescue Swimmer in the Navy for 10 years. I also served as a high-risk instructor in Pensacola, and spent a year embedded with an Army unit in Baghdad.

What was your most memorable experience from your time in the military?

One of my most memorable experiences was something we used to call 'cloud surfing'. We'd take off from the mouth of the Saint John's river and I'd sit in the door of the helicopter with my feet dangling while we flew through and around the clouds. It was an amazing experience every time.

How did the military prepare you for your role at Cinch, if at all?

Being in the military taught me the value of the team and what it means to be a leader. I was lucky to serve in an environment where we were constantly seeking to improve our operational processes. Some of the lean concepts that were a part of my Master's (e.g., continuous improvement, lean concepts, etc.) were a part of my everyday life in the squadron.

What does Veterans Day mean to you?

Veterans Day is an opportunity for me to remember all of the men and women and their families who I've served with over the years and to honor their service and sacrifice.

What's one thing you'd like others to know about veterans or the military in general?

Fun Facts: Veterans Day was originally established to celebrate the signing of the Armistice that ended World War 1. It was called "Armistice Day" until Eisenhower changed the name in 1954.

ALISHA RAMBOS

Authorizations Analyst
Operations
(Anderson)



In what branch of the military did you serve and when?

The U.S. Navy from 2004-2009.

What was your most memorable experience from your time in the military?

The ability to serve my country, travel, and expand on my life experiences.

How did the military prepare you for your role at Cinch, if at all?

It taught me: accountability, adaptability, humility, ingenuity, initiative, and perseverance.

What does Veterans Day mean to you?

Our veterans have suffered wounds, time away from their families, and some have paid the ultimate sacrifice. This is a day for reflection on those who have passed as well as those still with us today. We should all support our veterans as they have supported us so that our civilians don't have to experience the horrors that our military personnel have.

What's one thing you'd like others to know about veterans or the military in general

That regardless of your branch, amount of service, or deployments, you are forever changed by the training and experience that the service men and women have endured, and not all the wounds are visible.

TERRELL RODGERS

Authorizations Rep

Authorizations

(Remote from Phoenix, AZ)



In what branch of the military did you serve and when?

The U.S. Army.

What was your most memorable experience from your time in the military?

Basic Training in Ft. Leonard Wood, MO.

How did the military prepare you for your role at Cinch, if at all?

To deal with all walks of life, have a can-do attitude, and handle stress.

What does Veterans Day mean to you?

Reflecting and appreciating the sacrifices of defending our country.

What's one thing you'd like others to know about veterans or the military in general?

It's not for everyone, so if you come across a war time vet or a recently separated vet, appreciate their service, and thank them.

Cinch Veterans Spotlight: Q&A

AARON SALLADE

Sr. Director, Strategy and
Corporate Development
(Boca Raton)



In what branch of the military did you serve and when?

United States Army (1998-2004).

What was your most memorable experience from your time in the military?

Going through the German Army's weapon qualification program in Afghanistan and earning a Schutzenschnur.

How did the military prepare you for your role at Cinch, if at all?

Teamwork at its most extreme contributes to the success of any mission and that continues to be germane throughout my experience at Cinch.

What does Veterans Day mean to you?

For me, it's an extra opportunity to thank and honor every veteran for their selfless service; especially former battle buddies that had my six.

What's one thing you'd like others to know about veterans or the military in general?

Veterans are the vibrant cross section of America and while we have all had differing experiences in garrison and in combat, the respect and appreciation that we have for each other's selfless service is ubiquitous and pervasive.

Cinch Veterans Spotlight: Q&A

DWIGHT SCRUGGS

VP of Account Management
and Client Services
(Boa Raton)



In what branch of the military did you serve and when?

I served in the Army as a member of the Military Police at the rank of Captain from 1984 to 1990.

What was your most memorable experience from your time in the military?

I have so many, but the one that stands out is my last assignment. After serving several years outside the United States I was selected to teach at the Military Police school. In this role I equipped new Army Officers with the skills needed to be effective leaders. The satisfaction of knowing that if I got this right, I could have a significant impact on the combat readiness of my country and potentially save lives.

How did the military prepare you for your role at Cinch, if at all?

My military experience taught me how to lead and how to follow. As a leader, I learned: 1. People need to know that you care about them and they will give all that they have and more. 2. Make sure everyone understands the mission. 3. Make sure that everyone not only understands the what and when, but also the why. 4. Get great talent, delegate, empower and allow them to be accountable. These items are applicable to the military and Cinch.

What does Veterans Day mean to you?

It means we are blessed in the United States to have so many people that volunteer to put country ahead of self.

What's one thing you'd like others to know about veterans or the military in general?

Many veterans don't like talking about some of their experiences. If veterans have been in harm's way don't ask them so many questions. Let them open up on their own if they choose to do so.

Cinch Veterans Spotlight: Q&A

GRAHAM SORRELLS

Trainer, Operations
(Anderson)



In what branch of the military did you serve and when?

I served in two branches of service. The U.S. Air Force from 2001-2004 and the Army National Guard from 2008-2014.

What was your most memorable experience from your time in the military?

Living in Japan for three years and climbing Mt. Fuji.

How did the military prepare you for your role at Cinch, if at all?

It taught me leadership skills, resilience, determination, and maintaining a level of excellence. The core values of the Army coincide with the Cinch Brand Attributes.

What does Veterans Day mean to you?

Veterans Day is a day to celebrate the 1% of Americans who sacrifice so much to protect the freedoms that we hold dear.

What's one thing you'd like others to know about veterans or the military in general?

The military is not what you see in the movies or on television. It's about ordinary people doing extraordinary things while being a part of something bigger than yourself. It's about your brothers and sisters that have your back no matter what. It's a bond that will never be broken. It's family.

Cinch Veterans Spotlight: Q&A

SHARON SWENDNER

Marketing Manager
(Boca Raton)



In what branch of the military did you serve and when?

United States Army.

What was your most memorable experience from your time in the military?

Living in Panama for 3 years.

How did the military prepare you for your role at Cinch, if at all

It was a really long time ago, so it prepared me for lots of things in my life, but the biggest was that I could do pretty much anything I set my mind to.

What does Veterans Day mean to you?

A chance to recognize and remember all the sacrifices that veterans have made for our country.

What's one thing you'd like others to know about veterans or the military in general?

I don't know that we are different than anyone else as there were many reasons that led us down the path to becoming veterans. I think we all however understand patriotism and why serving is important for our country.

Cinch Veterans Spotlight: Q&A

KEITH WATKINS

Authorization Support
Authorizations
(Anderson)



In what branch of the military did you serve and when?

United States Army. I served from 1997 – 2000.

What was your most memorable experience from your time in the military?

My most memorable experience was being a military firefighter and responding to a peanut mill fire near the base, where the fire burned for an entire 7 days. A friend and fellow firefighter saved my life during that fire by pushing me out of the path of a falling catwalk from above.

How did the military prepare you for your role at Cinch, if at all?

The Army taught me above all to be a team player.

What does Veterans Day mean to you?

We should always honor those men and women who have served our country faithfully. Veterans Day is a day set aside to reflect that without the sacrifice of others, this country would not exist, and we should never forget that.

What's one thing you'd like others to know about veterans or the military in general?

No matter if you agree with the leadership of this country or not, do not let that deter you from understanding that men and women have dedicated their lives, and in a lot of instances, sacrificed their lives, for the freedoms that we and even I sometimes take for granted.