

Etech

Newsletter

OCTOBER



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Hello ETECH! Welcome to this edition of our newsletter.

As we enter into the holiday season, I thought it would be meaningful to discuss the tradition known as Thanksgiving.

The first recorded Thanksgiving ceremony was on September 8, 1565, when 600 Spanish settlers, under the leadership of Pedro Menéndez de Avilés, landed at what is now St. Augustine, Florida, and immediately held a Mass of Thanksgiving for their safe delivery to the New World. A tremendous feast and celebration followed the mass.

The popularity and tradition of the Thanksgiving blossomed when on December 4, 1619, thirty-eight English settlers arrived at Berkeley Hundred, about 20 miles outside of Jamestown, where the first permanent settlement of the Colony of Virginia had been established on May 14, 1607.

The group's charter mandated that the day of the arrival in the new land would be celebrated as a "day of thanksgiving" to God. Furthermore, they were required to observe this day on an annual basis. On the day the settlers arrived, Captain John Woodleaf held the service of thanksgiving. He wrote in his journal, "We ordain that the day of our ships arrival in the land of Virginia shall be yearly and perpetually kept holy as a day of thanksgiving to Almighty God." While the day of Thanksgiving has perpetuated, it has become more about parades, food and football!

My challenge to you this year is remember the essence of Thanksgiving, as a day to give thanks for all that blessings that we have received. Though this may seem quite daunting, I assure you that we all have many reasons to give thanks.

ETECH is blessed with great customers who challenge and stretch us, we are blessed with an abundance of talented team members who care about their company, we are fortunate to have leaders who are genuinely concerned about the well-being of their people, and we are privileged to live in communities that embrace us wholeheartedly.

We have a company culture that puts a priority on valuing our people and treating them with respect regardless of race, religion or socio-economic position.



On a personal note, I encourage you not to focus on what you don't have, but to give thanks for what you DO have! Think about your family, friends, co-workers who truly care about you. Think about the people that you helped you, and that you have helped. Trust me when I say, in the very end it is our involvement in the lives of others that will matter.

In the words of the great Packer coach, Vince Lombardi, "After all the cheers have died down and the stadium is empty, after the headlines have been written and the championship ring placed on the dresser the enduring thing that is left is the dedication to doing with our lives the very best we can to make the world a better place in which to live."

Thank you all for everything that you do to make ETECH a great place to work and play. I care about each of you and I care about our company. For this I give thanks to our Almighty God.

Until next month, may God bless each of you and may God continue to watch over our company. Have a great day!

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About Etech Global Services

Etech Global Services is a leading provider of intelligent sales and service solutions utilizing inbound and outbound voice and live chat. We understand the importance of customer relationships. That's why all of our solution strategies are driven by the 'voice of the customer'. Our stringent QA process ensures an ever-improving customer experience. We also gather critical business intelligence data from each customer interaction. And we do everything with the highest integrity and quality possible. These differences allow us to provide industry-leading service, stellar CSAT scores, and high performing sales and service solutions that enable our clients to increase revenue and delight their customers. For more information: www.etechgs.com

12 Etech Leadership Characteristics

- INTEGRITY
- VALUING PEOPLE
- TEAM WORK
- ACCOUNTABILITY
- COMMUNICATION
- VISION
- ADAPTABILITY
- HUMILITY
- CREATIVITY
- TEACHABILITY
- POSITIVE INFLUENCE
- COURAGE

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Project Thank a Soldier

On Tuesday, September 22, 2015, members of the Project Thank a Soldier team visited the VA clinic in Lufkin, Texas and passed out Thank You cards, bottled water, and snack items to Veterans that were visiting the clinic that day. This was just a small way for our Team to say “Thank you” to some of the individuals who have given so much for us to enjoy the freedoms that too often we take for granted. They spoke with the Veterans and their family members that were there with them. This is one way that we can show our appreciation for the sacrifice and service that these brave men and women gave so that we can enjoy the life that we have. It also serves to keep in mind that Freedom is not Free. It comes with a high price that is paid for by our military, often paying for it years after their active duty has ended.

Everyone had a wonderful time there, sitting and visiting with some of our country’s best. Our visit was appreciated by those there, and we were made aware of some needs that our team is making plans on focusing our efforts to try to meet for these wonderful, wonderful people.

Agents that attended the activities were: De Chrosniak, Yana Watson, and Kristi Buelow.



Etech Hosts Health Fair

HEALTH AND WELLNESS STARTS AT ETETCH

To help educate their employees, Etech Global Services hosted its annual Health Fair on Tuesday, September 22, which featured local vendors and agencies that included Nac Eye Associates, Health Horizons, Luquette Chiropractics, Medical Center and Wic.

Etech wanted to give employees resources and information regarding their health and fitness and to promote positive behavior choices.

With 8 vendors, free screening and free flu shots, the health fair had something for everyone who wants to improve their nutrition, increase their physical activity, lose weight and quit tobacco.



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Aspiring Leaders Graduation

We would like to congratulate the August Aspiring Leader class for completing all of the requirements. We had a small graduation ceremony for: Roxana Potts, James Titus II, Tyree Rogers, Elizabeth Cruz, Ekwemalor Kenekchukwa, Mary Davis, Madison Golson, and Tanisha Rector. We are so proud and excited that you are an “aspiring leader” here at Etech and we look forward to seeing you grow within the company.



Blood Drive

This month the Blood Center of East Texas came out to Etech Nacogdoches. We had many generous employees give blood which will help save lives. One donation can save as many as three lives! We had an amazing turnout this year. We were able to fill every opening on the schedule and we are so thankful for all the gracious employees who are willing to donate to an amazing cause. Etech Nacogdoches will continue to work with the Blood Center of East Texas to help continue save lives.



United Way Cookout

We had a great day at the Nacogdoches center celebrating the United Way Pledge Drive. Our United Way Committee, including Dorthey, Mike, Kristi, Steven, Skye, Roxy and Azar had a wonderful time serving 400 hamburgers to the employees to thank the center for their pledges to United Way. We were excited to have representatives from the Family Crisis Center, Goodwill, Community Help, East Texas Community Health, Nac-Can Coalition, Harold's House, and Nacogdoches Hope here to illustrate to our team how United Way's Pledges are targeted to their regional areas. To fund the Hamburger Pledge Drive we held a raffle for a Paid Day Off! Our lucky and deserving winners were Joyce from facilities, Caroline from IFD, and De from ATT.



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Martin School of Choice

Etech Nac partners with the Martin School of Choice!



Training Class Graduation

We would like to congratulate the September training class for completing the 4 weeks of training!



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Spooning with Etech and Hunger in America

In 2014, a study revealed that each year, Feeding America Network of food banks provides service to 46.5 million people in need across the United States, including 12 million children and 7 million seniors. Through a network of 58,000 food pantries, meal service programs, and other charitable food programs, the Feeding America Network reaches people in need in every community and situation across the U.S. Did you know that one in 7 people in our nation utilize one of our many networks of food banks. You may even know someone yourself, just think what something as simple as a box of macaroni or a can of tuna, could mean to someone else, that is less fortunate than you or I.

Etech had a food drive for our monthly give back for the month of September, in doing so we wanted to spread the word and have fun doing so, so we decided to “Spoon with Etech for American HUNGER”. All food was donated to a local food bank. Thank you All who graciously donated and participated in the fun to spread the word. Please donate, every little bit helps and means so much.



Rewards and Recognitions Ceremony Nac

Findlaw graciously hosted our September Rewards and Recognitions ceremony this month at the Nacogdoches center. Findlaw went with an awesome football theme this month! It was a very appropriate theme since the football season was just kicking off. They enjoyed several football type games and then awards were passed out! We would like to thank Findlaw for hosting this event, as well as congratulate all those agents who are consistently above goal. We love to award our agents for going above and beyond!



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Lord & Taylor



On October 19, training began for Lord & Taylor in Rusk. We had a total of 37 agents start their new journey into the world of fashion. Billie Freeman will be leading training with emphasis on great customer service and navigating the different systems seamlessly. We are looking forward to providing excellent customer service for our new client and customers. Rusk is very excited to have the opportunity to provide additional jobs to the people of our area.

Benjamin Johnson is the Assistant Director of Rusk Operations, Pamela (PD) Mitchell is the Operation's Leader on the campaign with Rusty Briley as Sales Coach and Steven Wyatt as the Intern

in Training. These leaders are very excited about the possibilities and look forward to working with all of the new agents!

Autumn Collage



Warm Autumn Wishes from Sunny Palm Beach Center!

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Etech Dallas October Anniversary

Congratulations to (Top Row) Rhonda Moats and Terry Smith for 1 year of service. Cody Craddock (Top row Right), Shakena Keeton and Shantiva Duvall (l to R bottom row) for 2 years of service with Etech.



HR & Admin Team lunch with Sr. Director

The HR & Admin Team from both our India facilities, Gandhinagar & Baroda, went for lunch with Sr. Director, Ashwini Kumar.



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Etech Dallas Center Outing

Staff went to downtown Dallas near the Baylor Hospital District on Saturday to hand out goodie bags to the homeless. The bags were filled with personal hygiene items and snacks. The men and women was so happy to see our staff. The staff had a great time and is looking forward to the next center outing.



Etech Dallas Pink Friday! - Breast Cancer Awareness



Aspiring Leader Graduates

Congratulations to Lufkin's Newest Aspiring leaders Graduates. We are excited to see what you will do with us in the near future!!!

Etech Dallas Breaking Bread Together



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Etech Dallas October Give Back Initiative - Stewpot



Thanks to Dusty Linville, Movita Woods, Latonya Johnson, Darryl Clark and Tyrus Gamble for Volunteering during Etech Dallas October Give Back Initiative at the Stewpot. The Stewpot is a homeless service provider offering meals, medical, dental, and casework assistance for identification, employment, counseling, help with housing and other opportunities for persons experiencing homelessness. Since 2008, The Stewpot serves three meals a day, seven days a week, 365 days a year, at Second Chance Café at The Bridge. The Stewpot trains and schedules 376 volunteers PER WEEK to help with meal service, and spends over \$200,000 annually on non-reimbursed meal costs, overhead and training

Etech Dallas Picnic Area



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Little Panther Give Back

The Little Panthers Football League Receiving a \$400 check from the Lufkin ETECH Family! We LOVE the kids! They are our Future

Pink Panther hiring Event



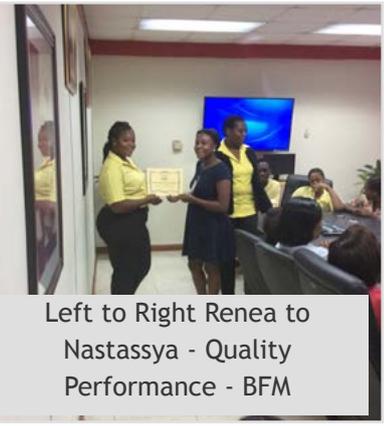
Certificates Awarded



Left to Right Neteisha to Ramona - Best Attendance



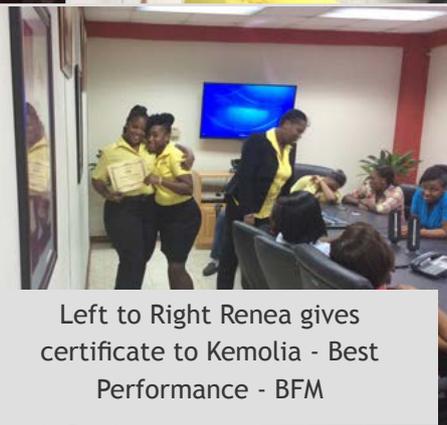
Left to Right Nikeita Scott and Christine Barrett - Supervisor - Consistent Performance - RDC



Left to Right Renea to Nastassya - Quality Performance - BFM



Left to Right Nikeita to Marjorie Phipps - Best Performance - RDC



Left to Right Renea gives certificate to Kemolia - Best Performance - BFM



Right to Left Denies to Ramona - Quality - RDC

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We Love Etech

Our Newest Talent Acquisition Manager at the Radio Station doing an interview With Dan Patrick on 95.5 promoting the awesome jobs we have at ETECH



Jeani & Laura



Customer Service Week



Group Project



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Employee of the Month - September 2015



Team Picture.



Tashana Grant - Highest Productivity for Sept 2015



Tameika Perkins - Top Performer - Accuracy



Raccine Nelson - Employee of the Month September 2015

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Announcements

As Etech continues to grow it is critical that we have the leadership depth and breadth in place to support our vision of making a remarkable difference for our customers, our people, and our communities. We're pleased to announce that **Gurudatt Medtia** will be leading Etech Global Recruitment efforts across all Etech locations.

Guru's primary focus will be to ensure that Etech continues to exceed all of our client expectations across all centers. The quality of dedication and customer satisfaction is very important for Etech's long-term success. We look forward to Guru's ability to add considerable value to the Recruitment Processes and Program Implementation from his wealth of diverse experience



Please join us as we welcome **Amanda Jones** who is our new daytime receptionist in the Nacogdoches Center.

A native of Nacogdoches, Amanda has over 9 years of management, administrative and recruiting experience. She has one daughter named A'Zaria Jones, and loves spending time with her family and close friends.

Ben Johnson, Assistant Director Rusk Operations - Since joining Etech in June of 2010, Ben led the Rusk center launching several key programs. Ben has established a strong presence in that community working with city officials strengthening the Etech Rusk relationship. Ben joined the our Premium Telecom C2C program in Nacogdoches in 2014 and his leadership helped to turn around performance in adherence, critical KPIs and has successfully developed and promoted several people into key leadership roles in both Rusk and Nacogdoches. During his time on the program he was also instrumental in successfully implementing and leading several other campaigns. Due to his knowledge and experience, Ben will be crucial in the upcoming launch of Lord and Taylor and future growth opportunities in the Rusk Center.



David Carrizales, AVP East Texas Operations - Since joining Etech in March of 2014, David has led the Nacogdoches team to sustained top line revenue and NOI growth achieved through increased retention and consistent delivery of client KPI's. David's vision and commitment to developing his team while holding them accountable coupled with his ability to guide others through planning and successful execution makes him well equipped to lead our East Texas centers. In this key role, David will have responsibility for the performance and development of our Nacogdoches, Lufkin and Rusk centers.

LaTonya Johnson - Receptionist (Dallas)- It is with great pleasure to announce LaTonya Johnson's transition into the role of Human Resource Receptionist. LaTonya is a native of Dallas, TX and begun her employment with EIIF in April of 2015 as a customer service representative on our Premium eCall program. LaTonya brings 10 plus years of experience in the service industry, and is going to be a valuable asset to our team. LaTonya is also a current member of the aspiring leader program, and is very excited about her new professional development opportunities.

LaTonya is a loving mother of two children and four grandchildren. In her spare time she enjoys singing in her church choir, watching movies, and spending time with her family and friends.



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Ronnie Mize, Etech's Senior Vice President of Information Technology, and **Tim Owen**, Etech's Compliance Officer, recently took and successfully passed the Customer Engagement Compliance Professional (CECP) exam and are now officially CECP Certified.

Once someone gains the CECP credential, they have gained a concrete understanding of both customer engagement compliance and jurisdictional laws and regulations related to customer engagement compliance. Additionally, they have gained extensive knowledge in these customer engagement tenets:

- Corporate Compliance
- Compliance Guidelines, Policies and Procedures Development
- Critical Path Analysis
- Compliance Program Development
- Customer Engagement Channels

Two full days of CECP classes are provided and administered by attorneys prior to a rigorous two hour exam. This is a great accomplishment for Tim and Ronnie, and Etech as well. With this new certification, Etech remains a leader in knowledge of telemarketing regulations, CAN-SPAM regulations, Canada Anti-Spam Legislation, Do Not Track regulations, faxing regulations, and regulations which impact text messages and telephone calls to mobile phone numbers for both sales and non-sales purposes. The recently passed FCC Declaratory Ruling is the most impactful piece of regulation since the Do Not Call Law was passed. With the CECP certification of both Ronnie and Tim, I am confident that Etech and our customers will be extremely knowledgeable on latest changes in consumer protection and risk management.

Please join in congratulating both Ronnie and Tim on this important accomplishment!

Stephen Trotter - Lufkin Training Intern

Stephen is a 20 plus year veteran of the hotel industry. He has been with Etech for 3 years as a sales agent on various campaigns, and has a strong desire to learn. Stephen has enjoyed his employment at Etech and looks forward to learning and teaching soon in the future. He is married to Ginger, and they have a daughter Chelsea, 25 years old, who lives in Austin, TX.



We look forward to Stephen being a great asset to the Training Department!



We are pleased to announce the promotion of Sadie S. Howard into the ETECH family as a Assistant Sales Coach. Sadie plans to continue her service to the company, while closing in on her year anniversary with the company. Within this year Sadie has not only made a name for herself as an agent but also made the leap to Intern and ASC before her first annual anniversary. Sadie is known for her teachability, her willingness to adapt to any situation and her humorous nature.

Sadie was raised in Center, Texas. Before coming to ETECH, Sadie was an active Process Server for the Supreme Court. She enjoys spending her leisure time with her two daughters, Madisen and Matilyn. She also enjoys spending quality time with her family and friends.

“A good coach will make her agents see what they can be, rather than what they are.”

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Etech is committed for the development of its people and continue to pursue as an organization that will support its customers' needs with constant improvement and quality results. To better support the continued growth & expansion of the AT&T Tier II group in Houston I am pleased to announce the promotion of **William (Bill) Cooksey** to Assistant Sales Coach.

In his new role Bill will be working closely with the chat group at the Houston location mentoring those agents as well as assisting agents with live calls.

William joined Etech mid 2015 as a Support agent working on the AT&T campaign in the Houston office. He quickly was recognized by his peers as a "go to person" and assumed an unofficial team lead status. William continues to look forward to his growing his career opportunities at Etech.

He has been working off and on in the IT industry since graduating from TSTC Waco with an Associates of Applied Science in computer network administration. With a desire to future his education he return to the academic environment enrolling at Houston Community College. In 2015 he graduated with an Associate of the Arts.

He has been married to his husband for over a year now. They have two furry babies "Molly" and "Mickey" who were adopted from the local SPCA.

We're pleased to announce the promotion of **Juned Kagzi** to Assistant Sales Coach at Baroda Center. Juned joined Etech as an Online Chat Representative in May 2012 and gave his best efforts for 2.5 years. During his tenure as an OCR he was recognized for his excellent performance on several occasions.

Considering his commitment and skills, he was promoted to Assistant Sales Coach (Intern) position in Sept 2014. He has also received the Best Team award for excellent performance and customer satisfaction.



Juned has pursued Graduation in commerce from South Gujarat University. He loves to watch movies, listen music and play games like Table Tennis, Volley Ball and Cricket. He is open to new learning's and upgrading his skills to excel in his job role.



We're pleased to announce the promotion of **Sayan Bandyopadhyay** to Jr. Recruitment Specialist position. Sayan joined Etech on 16th May, 2015 as an Online Chat Representative. He got himself noticed pretty quickly, and as a result, he not only appeared but also cleared the IJP of Jr. Recruitment Specialist. Sayan is pursuing MBA in HR from ICFAI University. He is Masters in Electronic and Communication Engineering (M Tech in VLSI Design). He has done his B.tech from Kolkata and M.tech from Visakhapatnam. He had experience as Assistance Professor before joining Etech. Besides studies, he is interested is singing, cooking and writing. He has participated in several singing events in school and college. He also participated in Etech Talent Hunt and sung a song.

In his leisure time, he likes spending time with visiting new places and watch movies. He likes to read Bengali Novel and poems.

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CAT Activity: Visiting the School for the HIV Children

“Spending time with children is more important than spending money on children.” - Douglas Williams

The Community Action Team, this month, visited the school for the children who are infected with HIV. The CAT has been working closely with this school to make a difference in the lives of the children staying there. The school has 53 children; 35 of them are orphans and have no one to go to during their vacation/holidays. The age group of the children staying here is between 4 - 16 years.

This Dusshera, the festival celebrating the victory of good over evil, the CAT decided to spend time with these precious children in their premises, play some games, and get some snacks for them. As soon the volunteers reached the school, all the children surrounded them and greeted them with a warm smile.

The CAT members assembled all the kids at one place and served them with snacks & fruit juices. Once the children had snacks, the CAT members played a few games with them. Some of the children pulled the members to their playing area to play with them on their rides, play chess, help them bring the others down on the seesaw, just lift them and play. The CAT members, then, played BINGO with them. Each number called out was welcomed with a scream and the wait for the next in silence. The gifts were accepted graciously while the others waited for their turn to be receivers.

The members from the Community Action Team would never be able to forget the joyous moments spent at the school. The Community Action Team would continue to closely work with the children of this school to make a remarkable difference in their lives.

Per the request from the School Management, we're not publishing any pictures that show the children's faces. Here are two pictures from the day we spent with the special children:



HR Admin Team Outing

The HR & Admin Team at Etech Gandhinagar took some out from their busy schedules to dine out together.



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Organizational Development Training-How To Accept Feedback Positively

The Learning & Development Team at our Gandhinagar facility completed 3 slots of OD Trainings for TMs for the topic - “How To Accept Feedback Positively”.

We'd like to thank all the leaders for encouraging their TMs to participate in this session and for making this Etech initiative a grand success. There was an overwhelming response and we added one additional slot. All the TMs actively participated, exchanged thoughts, learnt, and re-learnt the intricacies of accepting the feedback positively as that would help them in improving their day to day activities as well as in their profession, thus enabling them to increase their efficiency. In all, **97 TMs** attended this training.

Here is what some of the participants had to say about the training:

- Feedback means “Opportunity to Grow”. Try to train your mind to see “What” instead of “Who” in every situation - **Anonymous**
- I will start listening to the feedback, no matter who is giving the feedback. I will accept that and try to improve myself - **Praveen Singh**
- Learnt new things from this session, i.e. focus on the feedback instead of the Person. Feedback is for our improvement and key for success - **Anonymous**
- The Session was inspiring and effective as how we understand the person or feedback. Sometimes, feedback leads to regrets when not accepted - **Savio Howard**
- The session was really very helpful as I've learnt many things and will surely ensure where and when to work upon the feedback given to be by anyone - **Hrishikesh Acharya**
- Major Take Away - Feedback is not always negative. It is very necessary to keep an open mind and listening actively to understanding. String for better & better & better is the way to go. Also, it is important to remember this after you leave this room - **Anonymous**



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Reward & Recognition Ceremony - Baroda

Just like each month, it was fun-filled time to recognize our team members for their excellent work in Rewards and Recognition ceremony. It was exciting for our team here in Baroda to be rewarded for their excellent work done. We also celebrated the birthdays of Team Members who celebrate their birthday in the month.



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Carom Tournament

Work Hard; Have Fun and Make a Remarkable difference...

The most anticipated competition of Carom came to a fun filled end!

Over 30 team members participated in the competition and below are the winners for singles and doubles category.

- Singles Winner (Rahul Kumamekar)
- Singles Runners up (Abdul Shaikh)
- Doubles Winners (Hamzaali / Abdul)
- Doubles Runners up (Murtaza / Sohail)



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Birthday Celebrations

The HR & Admin team at Etech Gandhinagar got together all the employees from the center who celebrate their birthday in the month to cut cake, play games, dance, and have fun. Everybody joined in with fun & gusto for the celebrations!



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Navratri Festivities

Defining both the religious and cultural themes, Navratri celebrations are steeped in traditional music and dance. Gujarat is the focus of Navratri celebrations with all night-long dance and festivities. Garba is a devotional dance form that derives from the folklore. What's more, with time, Navratri festival has seen changes in celebrations with well-choreographed dance performances, high-end acoustics and people dressed in made-to-order, bright costumes. Dancers enjoy a mix of high-energy band music performances, singing and dancing.



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TTT Program

Our L&D department completed the Train the Trainer program to hone their existing skills and taking their knowledge to a higher level.



Games & Contests: It's winning time!

Team members are given a challenge to complete within fixed time duration. All the activities are a fusion of challenge & fun. Everyone participated in the activities and this is what made the activity more exciting and more fun. The prizes won during the activity were like icing on the cake.



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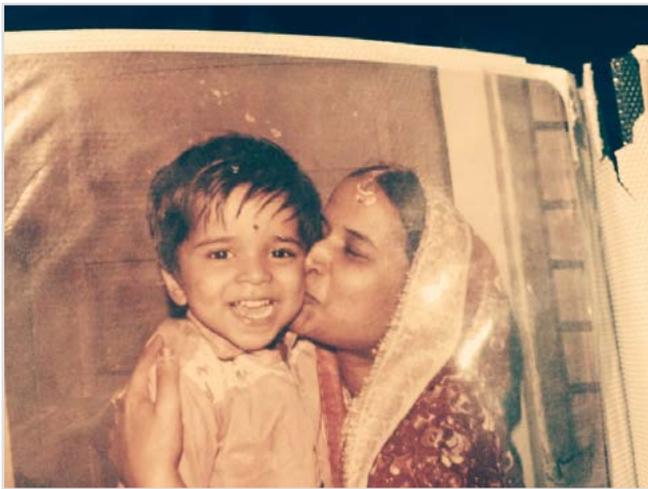
Make your mother smile

I remember my mother's prayers and they have always followed me. They have clung to me all my life.

Mother is a name held sacred
By most mortals of the earth;
It means great love and sacrifice
From the very day of birth,
A love that's so full of beauty,
So tender, so very true!
Something, seemingly, from Heaven
That has come to me and you.
There's no love so understanding
And so faithful to the end
As a Mother's love—God bless her!—
That to us our Lord did send.
- Nivarani Khomdram



Of all the gifts that life has to offer, a mother is the greatest of all...



Mother takes care of her child in all the phase of life; (When she is alive or in heaven) she is there for you when you need support, courage, love, luck, happy moments or sad moments. When a child is suffering from pain or gets hurt, he/she always says "Oh Maa". This comes naturally, and it is a sign from god that before you remember me remember your Maa. My mother is no more with me today, but I still remember her every moment. When I feel that I need emotional support, I look up to the sky and say "maa please help me out of this pain." There is no substitute of a mother in this Universe or the Universe beyond.

- Parvez Mansoori...

Realize when you look at your mother; you are looking at the purest love you will ever know.

No language can express the power, and beauty, and heroism, and majesty of a mother's love. I believe in the strength, intelligence, and sensitivity of women. My mother raised us with humor, and she raised us to understand that not everything was going to be great, but how to laugh through it. My mom is a strong woman and I love her for it.

-Kanchan Mahawar



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Maa the synonym of Sacrifice

Being the naughty son, I have always seen her in trouble because of me since my childhood. It was really hard for me to understand mother's love before I got married and felt the family responsibility. She has always sacrificed her share just to give me materialistic happiness, be it a toy, or car, or anything. I am aware that she is crazy for TV Serials which I really hate, but I remember those days when she used to sacrifice her serials during my exams in childhood, and I really hated reading books, so she used to read my books for me.



I used to listen to her to prepare for exams. I am sure none of the mom in this world would have done this. She has always loved me. I have never expressed my love to her in the way she has always expressed hers: unconditionally. I might have never understood her so far. If I am not at home or she is away from me, we both miss fighting with each other. I am just waiting for the time when I will become a father and see mother's roles and her sacrifices in my wife. This will actually make me more closure to my mom, for sure.

-Mayur Panchal

A mother is sculptor of her child's character and ideology.



A mother gives perspective to her child to view the world. Hence, Sarvapalli Radhakrishnan has said if the mother is educated her children will bring about great changes in the world. Mother is epitome of love, sacrifice, compassion.

My mother has taught me to never lose hope and keep on doing the good without any expectations. I believe any mother would be happy if the child learns her good deeds and carries them forward for the betterment of one's family, friends, and society. When you follow her path of sacrifices and create a better world, she would feel her sacrifices were worth it. Once in a while we should stop taking her for granted, and ask her to spend a day relaxing, and her children can take up the chores that she has been doing for ages. She will feel valued and loved.

I am personally moved to tears when my 4 year old waits for me to have lunch with him. Moms never yearn for big show off gifts but for little gestures of love that binds the family together! And most important: once in a while do tell her that you love her!

-Shruti Tavker

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My Mother's Garden

A Mother is the truest friend we have. When trials heavy and sudden fall upon us, when adversity takes the place of prosperity, when friends desert us, when trouble thickens around us, still she will cling to us and endeavor by her kind precepts and counsels to dissipate the clouds of darkness and cause peace to return to our hearts."

The word 'Mother' makes every person so released as mother is the only person who takes care of family. Even in your childhood if you get hurt she will be first person to get worried. If son/daughter sleeps without eating, she will make sure that we are not sleeping empty stomach. Love you my mother.

- Dhaval Patil



Rewards & Recognition Ceremony - Gandhinagar



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Workout Fridays

The HR & Admin Team at Etech Gandhinagar started with Workout Fridays for all the employees. Our Fitness Expert, Ameer Patel, conducts 10-15 minute workout sessions on the floor. All the employees join in to master the steps Ameer teaches. . Music, Light dance, and Lot of Fun...



Dussehra Celebration

Our team at Gandhinagar enjoyed Fafda & Jalebi, special food for the day, this Dussehra - a festival that marks the victory of good over evil.



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1st Birthday Celebrations

It was a get together moment for our leaders at GNR when they joined Rajendra Dabhi, Asst. Director - Operations, to celebrate his son's, Udaisinh's, 1st birthday. Amazing games, Awesome food, and joy all around engulfed everyone at the party. Etech wishes Udaisinh a very happy birthday!



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Character award winners for Positive Influence-2014

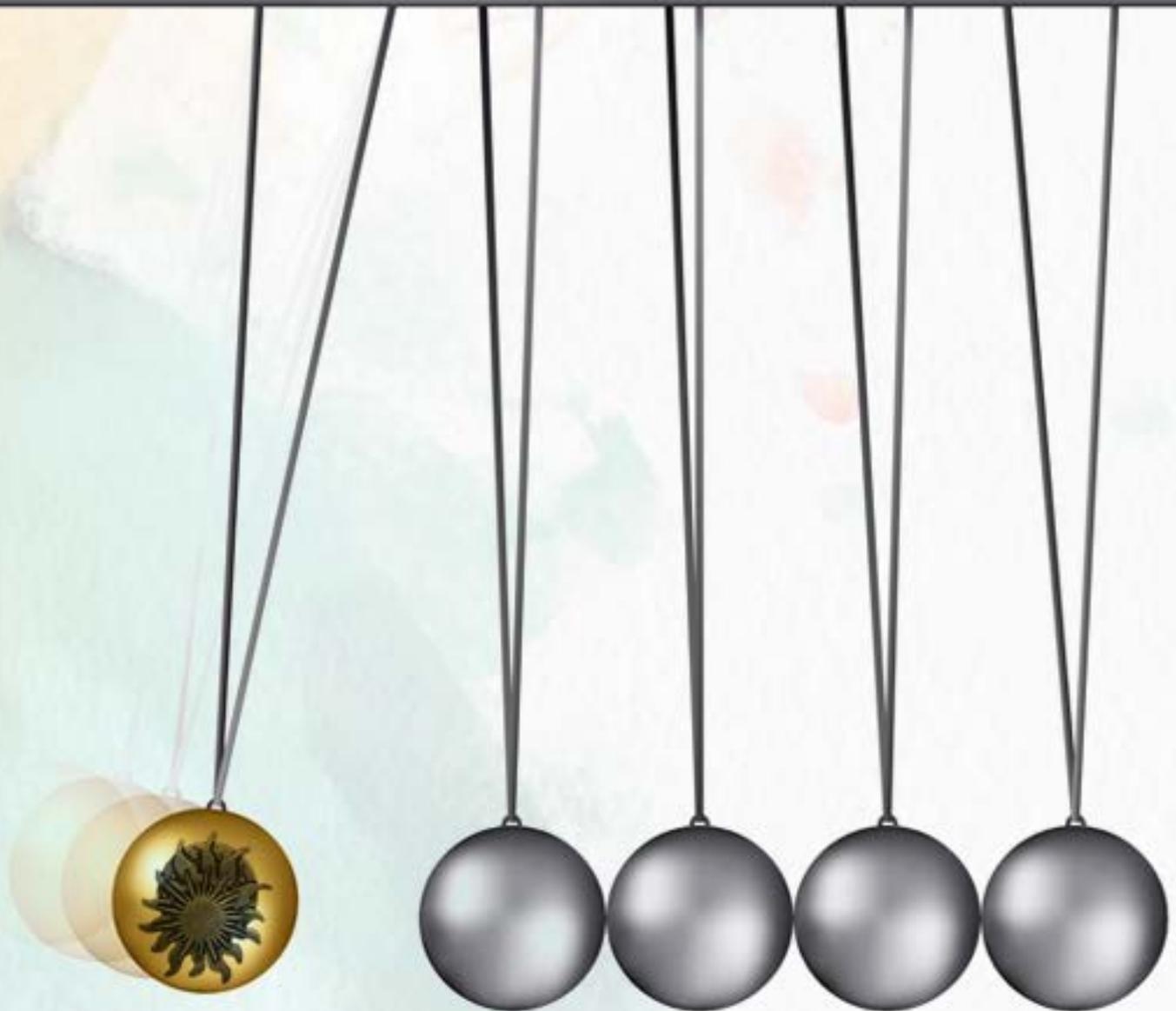
Character Award	<i>Positive Influence</i>		
Winner	<i>David Carrizales</i>	<i>Dipesh Barot</i>	<i>Nimesh Patel</i>
Photo			
Joined Etech on	March 1, 2014	23rd Feb 2004	20th Feb, 2011
Current Role	Director of Operations, Nacogdoches Center	Project Manager(ETS)	Sales Coach
How they feel on winning the award	Every day I feel we all have the opportunity to choose what type of influence we can be. It means so much to receive this award as there are so many positive influences all around us that inspire and motivate me to do the same. To be chosen as the recipient of this award is an honor as I know it puts me in great company with others here in the Etech family.	I feel so proud in receiving this award (same category) for the second time in my Etechenure. I want to thank all those who have voted for me and specially those who have not voted for me. I will make sure I continue on the same path and work more hard.	It's my pleasure receiving this award from Etech within short term of my leadership carrier. I have learnt many things from my leaders and colleagues which have helped me a lot to move forward towards positive influence & other characteristic. It was really a great feeling and hopping to receive many more awards in future.



Birthdays in November

Tameika Perkins	11/01	JAM	Vivek Harwani	11/11	GNR	Cynthia Baldwin	11/18	RUS	Ronak Thaker	11/25	GNR
Ankit Pachauri	11/01	GNR	Vikas Verma	11/11	GNR	jonathan shipp	11/18	NAC	Marcus Jackson	11/25	DAL
Latonya Johnson	11/01	DAL	Michael Evans	11/11	LUF	Brittany Williams	11/18	NAC	Sunny Yadav	11/26	BRD
Prince Sharma	11/01	GNR	Ralph Ervin	11/11	NAC	Scott Atkinson	11/19	NAC	Dhaivat Mehta	11/26	GNR
Dipenkumar Jadav	11/02	BRD	Vishal Goswami	11/11	BRD	Moniqua Thomas	11/19	NAC	Rose Calvin	11/26	LUF
Shivangi Rathore	11/02	BRD	Luxeria Wooten	11/11	LUF	Pooja Dalwani	11/19	BRD	Carol Collier	11/26	HUN
James Harrold	11/02	RUS	Rahul Singh	11/12	GNR	Darius Ramsey	11/19	LUF	Willie Bonner	11/26	DAL
Daija Ballard	11/02	LUF	Bhanu Prakash Pandey	11/12	GNR	Kunal Mahindroo	11/20	GNR	Loretta Robinson	11/27	PAL
Altaf Agarbattiwala	11/02	BRD	Detra Lewis	11/12	NAC	Brenae Henderson	11/20	NAC	Avdhut Indulkar	11/27	BRD
Shelby Smallwood	11/02	LUF	Amit Rajan	11/12	GNR	Joseph Isaac	11/20	GNR	Peggy Pendleton	11/27	RUS
Elizabeth Baxter	11/03	DAL	Subhalaxmi Mohapatra	11/12	BRD	Manish Gor	11/21	GNR	Lisa Blanco	11/27	LUF
Xavier Jackson	11/03	NAC	Rabiya Qureshi	11/13	BRD	Priteshkumar Rana	11/21	BRD	Priyanka Athalye	11/27	BRD
Asutosh Rai	11/04	GNR	Danielle Terry	11/13	DAL	Keosha Lambert	11/21	DAL	Saurabh Trivedi	11/28	GNR
Dharmesh Patel	11/04	BRD	Kunal Patel	11/13	BRD	Kendrick Robinson	11/21	NAC	Subodh Pradhan	11/28	BRD
Felcy Lourdswamy	11/04	GNR	Dhavalgiri Gosai	11/13	GNR	Jennifer Harkless	11/21	LUF	Stephen Shoemake jr	11/28	LUF
Shaqib Kadri	11/04	GNR	Laquita Clark	11/13	LUF	Jarrion Mallard	11/21	LUF	Jeani Haak	11/29	LUF
Anthony Haley	11/05	NAC	Roxana Potts	11/13	NAC	Tamesia McAny	11/21	NAC	Devang Tank	11/29	GNR
Torey Hall	11/05	NAC	Tonya Adams	11/13	LUF	Kristen Shires	11/21	NAC	Lesha Byars	11/29	NAC
Acquanetta Walker	11/05	LUF	Sarah Goodwin	11/14	LUF	Kalpna Verma	11/21	GNR	James Sanders	11/29	RUS
Brittney Mason	11/05	NAC	Kulvinder Kanda	11/14	BRD	Chrisanne Basil	11/21	GNR	Jessica Madera	11/29	LUF
Karan Ojha	11/05	BRD	Colton Henderson	11/14	LUF	Ajay Solanki	11/22	BRD	Erin Rutherford	11/29	NAC
Breanne Pereles	11/06	RUS	Terrence Brown	11/14	PAL	Jasmine Sterns	11/22	NAC	Sheryal Berry	11/29	RUS
Deandrea Rouwtt	11/06	NAC	Dhawal Joshi	11/14	GNR	Natoya Horn	11/22	NAC	Mukesh Sharma	11/30	GNR
Sarah Maynard	11/06	NAC	Abhijit Sengupta	11/14	GNR	Erica Burton	11/22	DAL	Tishina Miller	11/30	LUF
Timothy Chambers	11/07	LUF	Diamond Woodson	11/14	NAC	Shubham Pandey	11/22	GNR	Marlon Jeffery	11/30	JAM
Jayesh Makhijani	11/07	BRD	Katie Thornton	11/14	LUF	Vasant Gupta	11/22	GNR	Ankit Kansara	11/30	GNR
Yagnesh Patwari	11/07	BRD	Ronak Mistry	11/15	BRD	Fatima Soto alarcon	11/22	RUS	Maria Deleon	11/30	NAC
Pinkesh Parekh	11/07	GNR	Katy Adams	11/15	NAC	Christine Mckinney	11/23	NAC	Brittany Blackwell	11/30	LUF
Rupa Shah	11/07	BRD	Shemekia Leonard	11/15	LUF	Courtney Bass	11/23	LUF	Rupa Shah	11/07	BRD
Jason Baker	11/07	NAC	Faizanahmed Shaikh	11/15	BRD	Keyosha Traylor	11/23	DAL	Jason Baker	11/07	NAC
Cassidy Henderson	11/07	LUF	Sagar Daswani	11/15	GNR	Preet Inder Kaur	11/23	GNR	Cassidy Henderson	11/07	LUF
Avani Joshi	11/07	GNR	Vivian Watts	11/15	NAC	Kaushikbhai Lakhani	11/23	GNR	Avani Joshi	11/07	GNR
Hardik Sheth	11/08	GNR	Jamie Dozier	11/15	PAL	Monica Agrawal	11/23	BRD	Hardik Sheth	11/08	GNR
Mradul Chaturvedi	11/08	GNR	Deborah Shade	11/15	NAC	Reginald Taylor	11/23	DAL	Mradul Chaturvedi	11/08	GNR
Mansi Raval	11/08	GNR	Pratik Bhatt	11/16	GNR	Ritu Kachhawa	11/24	GNR	Mansi Raval	11/08	GNR
Mehul Chaudhary	11/08	GNR	Samantha Hamilton	11/16	LUF	Amit Singh	11/24	GNR	Mehul Chaudhary	11/08	GNR
Bruno Pereira	11/08	GNR	Jacqueline Pegues	11/16	NAC	Angela Martin	11/24	RUS	Bruno Pereira	11/08	GNR
Anna-Kaye Perkins	11/08	JAM	Laminta Fowler	11/16	DAL	Steven Burton	11/24	NAC	Anna-Kaye Perkins	11/08	JAM
Ravish Chandra	11/09	GNR	Rizwan Shaikh	11/17	GNR	Melanie Silva	11/24	DAL	Ravish Chandra	11/09	GNR
Denise Ghaazee	11/09	DAL	Christopher Rogers	11/17	HUN	Neil Emmanuel	11/24	BRD	Denise Ghaazee	11/09	DAL
Sherrica Allen	11/09	JAM	Dana LloydWright	11/17	JAM	Clyde Blackmon	11/25	LUF	Sherrica Allen	11/09	JAM
Punit Rathi	11/09	BRD	Rodvel Sida martinez	11/18	NAC	Josue Mijares	11/25	LUF	Punit Rathi	11/09	BRD
Theresa Green	11/10	NAC	Harshilkumar Pandya	11/18	GNR	Emily Hester	11/25	NAC	Theresa Green	11/10	NAC
Debasis Basak	11/10	GNR	Malhar Trivedi	11/18	GNR	Randy Burns	11/25	LUF	Debasis Basak	11/10	GNR
David Hooker	11/10	NAC	Rajendra Dabhi	11/18	GNR	Namrata Dasad	11/25	BRD	David Hooker	11/10	NAC

Positive Influence



An **ETECH** Employee displays **POSITIVE INFLUENCE** through attitude and behavior. By being enthusiastic and passionate; having fun and laughing; being high-energy and approachable; modeling personal warmth and manners; and looking for the positive in each person and situation a person exhibits **POSITIVE INFLUENCE**.