



NEWSLETTER April 2017



EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS

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Etech Employee Wellness Program – Start Today for a Healthy Tomorrow - Nacogdoches

Fun Food Facts

- Banana plants are members of the herb family.
- Strawberries contain more vitamin C than oranges.
- Coffee beans are the seeds of the fruit of the coffee plant.
- One can of soda contains around 10 teaspoons of sugar.
- A hardboiled egg will spin but a soft-boiled one won't.
- A medium-sized potato is a similar size to a computer mouse.
- Only wash grapes just before you eat them as they keep better unwashed.

Get Moving! Great exercise suggestions to get you going!

- Cardio: This is a great way to boost your heart rate, build endurance and burn calories! If you're a walker and you typically exercise for 30 minutes, try adding a burst of jogging for 30 seconds every 5 minutes.
- Yoga: Practicing yoga could increase flexibility, muscle strength and tone. It can also assist in weight reduction and improved respiration, energy and vitality. Namaste.
- Cycling: A great way to exercise and spend time with family! Improves posture and coordination, strengthens bones and improves joint mobility.

Red Cross Month

- This month is to honor and celebrate everyday heroes who help fulfill a mission to help others.
- Donating funds, blood or volunteering helps to support and make a difference in communities across the country.

Enjoy Nutrition Month every March, eat well and live healthy, and then carry on for the rest of the year!



 **American
Red Cross**
Together, we can save a life



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Etech Giveback Program - Dallas - Serving Breakfast at the Homeless Shelter



Etech Giveback Program - Relay for Life Fundraiser





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Etech Lufkin Goes Green to Celebrate St Patrick's Day Good Samaritan Day - Etech Dallas

On March 13, 2017, Etech Dallas employees volunteered to help their peers avoid any car breakdowns by checking their car's fluid and tire pressure! Great job, Dallas!





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Good Samaritan Day – Etech Dallas

On March 13, 2017, Etech Dallas employees volunteered to help their peers avoid any car breakdowns by checking their vehicle fluid and tire pressure! Great job, Dallas!



Avoiding Delays Getting to Work!

Let's identify the need before it becomes a problem.



Let us check your vehicle fluids & tire pressure!

- ✓ Oil
- ✓ Brake
- ✓ Transmission
- ✓ Power Steering
- ✓ Tire Pressure
- ✓ Coolant

9:00am to 10:00am

11:30am to 12:30pm

5:30 pm to 6:30pm

Sign-up at the Front Desk

Buddy Program at Etech Baroda – A WCS Initiative

True friends will always push you towards the great possibilities of your future. If you have nothing in life but a good friend who can show you right direction, you're rich.

Keeping this in mind, HR Baroda team is excited to launch Buddy program. Buddy program is for our new team members. The idea behind the Buddy program is to make new team members comfortable during their first few months of joining. Our tenured members will function as a guide to the new team members.



Etech Give Back Program - March Blood Drive



In early March, the Nacogdoches center hosted a blood drive for the Blood center of East Texas. The goals were to collect, 12 Donors/ 15 products. The Nacogdoches center answered the call with:

17 – Donors
23 – products (11 whole blood / 5 double red blood cell / 1 red blood cell plasma)
9 – Deferrals

It's safe to say our donors totally rocked it. Great Job Nacogdoches!

The donations that were collected will be instrumental in helping local East Texans during their medical crises. Thank you Nacogdoches center for being remarkable and giving so much to help others in our community!

Etech Employee Wellness Program – World Health day – A Human Resource Initiative

“Health is a state of complete physical, mental and social wellbeing, and not merely the absence of disease or infirmity.” – World Health Organization, 1948.

On the International World Health Day, it was our pleasure to invite Dr. Rajive Harshe and Dr. Drashti Jani at our Gandhinagar center. Dr. Rajive Harshe, MD (Anesthesiology) is a Pain Management Specialist. He spoke and created awareness on various topics like -

- Proper sitting postures would create less stress on muscles and increase work efficiency
- Regular breaks, change in sitting posture, or getting up from chair and stretch for 30 seconds are few options to avoid muscular pain
- Nutritious and regular diet would be an added advantage. In this scorching heat, it is evident to have water at a regular interval. Consuming juicy fruits are also an option.
- Regular and adequate sleep required for a human body
- Meditation for at least 10 minutes a day; it really helps

Along with this, team members availed a complementary Physiotherapy Consultation by Dr. Drashti Jani. She is a Physiotherapist and specializes in Manual Therapy. She guided our team members on:

- Factors that affect postures
- Good Vs Bad Postures
- Head Postures and its importance
- Ergonomics, and
- Basic Home Remedies

She also demonstrated various stretching exercises for our daily routine followed it with a personal Physiotherapy Consultation for our TMs.



Etech Giveback Program - Blood Donation Drive – Gandhinagar

"The gift of blood is the gift of life."

With the VISION of making a remarkable difference within our communities, the Community Action Team at Etech Gandhinagar organized a Blood Donation Camp at the center. With the help of banners from Red Cross Society and in-house prepared teasers, awareness was initiated quiet early. And the result was an overwhelming response to donate.

WOW! Etech Gandhinagar center hits century again. 105 units of Blood were donated. One of the highest so far. Some facts worth sharing:

- Highest ever participation so far of all the Blood Donation camps. We had over 130+ Participations.
- Male to Female donors: 88:17. This is highest ever participation from Female employees and also good number of Females that came forward to donate blood and qualified the HB+ requirement.
- Bharat Chauhan hit a hat-trick. He was the first one to donate blood for the third time.

A big thank you to Etech Gandhinagar employees. Your overwhelming response and enthusiasm helped us to make this event a big success.





Etech Giveback Program – Greenathon at Baroda Center

With the aim to spread awareness about importance of greenery, afforestation, and harmful effects of using plastic bags, Corporate Social Responsibility team at Etech Baroda took initiative of organizing a Greenathon on 1st April, 2017 morning at the busy stretch of Kamatibaug. Use of plastic bags is a contributor to global warming as less than 1% plastic gets recycled every year. Rest of it just gets dumped in landfills.

Volunteers also distributed cotton bags to promote their use. Bags were also given to local shops/vendors to create awareness.





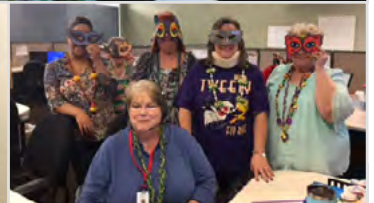
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Etech Give Back Program- Lufkin Junior Achievement - 2017 Dunbar Elementary



Mardi Gras – Nacogdoches & Lufkin

Etech Nacogdoches & Lufkin showed Mardi gras spirit. Several teams decorated and dressed up for the occasion.





Moving up the Success Ladder

Ann Thomas – Receptionist, Nacogdoches

Ann Thomas was born and raised in Nacogdoches, Texas and she graduated from Central Heights High School in 2010. She has been employed with Etech for 4 years, and has worked on several different campaigns. Ann enjoys spending her free time with her family and two children. She is planning to attend Angelina College in the fall semester to continue her career in Nursing.

Ann will handle the day shift front desk responsibilities and report to Sara Donaldson.



Andre Samuels - Assistant Trainer - Jamaica

Andre will be work with our team to facilitate new hire training and on-going training. He has shown himself to be a proven leader and will help us continue to move the needle on this campaign. Please help me welcome Andre to his new role!

Andre Forrest- Samuels is a pleasant, people friendly individual who is industrious and goal Oriented. Andre Joined Etech as Asst Sales Coach on 15th Feb 2017. He brings a wealth of experience from his 6 years in Sales and Call Center Operations where he has served as a Luxury Vacation Specialist / Guest Services Advisor , Performance Coach , Operations Supervisor , Team Manager and Workforce Manager.

Andre's has a passion for people and has a unique ability to develop individuals into star performers and helping them become successful. To further grow his passion on developing and training people he applied for IJP for Asst Trainer at our Mobay Center and was successfully able to demonstrate his potential to be a trainer.

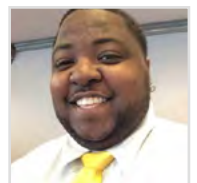
He has also completed a Green Belt in Lean Six Sigma, a Diploma in Operations Management and Certificate in Supervisory Management from the University of West Indies.

His Mantra is – “Ability can take you to the top, but it takes a strong character to keep you there.”

With his unrelenting drive to succeed over all obstacles that arise and his performance driven mind set; we're confident that Andre will aid us in achieving our goals to grow Mobay and maximize the potential for our training department.

LaMarcus Wallace - Recruiter for East TX

Over the past 12 years, LaMarcus completed an extremely successful managerial career at Wal-Mart, and lead the Senior Team through the re-grand opening of the Livingston location. During his tenure in leadership, LaMarcus served as the Compliance Champion for both Livingston and Nacogdoches, Rewards and Recognition Coordinator, Point of Contact for New Associate On boarding, Trainer for Newly Implemented Programs, and he also served as Lead Investigator for all HR violations within the store. LaMarcus is a former Berry Direct employee, and we are very excited to welcome him back to Etech in this new role. As our East TX recruiter, LaMarcus will be responsible for sourcing candidates and community branding in our Nacogdoches, Lufkin and Rusk centers. In his spare time he loves to read, play the piano and spend time with his family. Congratulations and welcome to Etech LaMarcus!





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Christina Dillon - Payroll Coordinator I

In this role Christina, will aide in the payroll processes as well as making sure our employees are being paid correctly and on time.

Christina joined Etech in December of 2015 as an OCR, and in May of 2016, she was promoted to the Nacogdoches morning Receptionist. Christina's ultimate career goal is to grow within our company because we are passionate about what we do, and because we work above and beyond for our clients and our employees. Christina's favorite quote is

"Teamwork divides the task and multiplies the success" and that is what she strives to do.

Above all, Christina's faith in Christ and her relationship with him is what she leans on. In Psalm 91:4, He says, "He shall cover thee with his feathers, and under his wings shalt thou trust. His truth shall be thy shield and buckler." That verse is what she reminds herself of daily.

"In this whirlwind we call life, it reminds me to give my worries to Him, and let all else go" -Christina Dillon

In her spare time, she enjoys coaching and playing baseball, softball and basketball with her son, Mason & daughter Madison. Most of her weekends are spent at sporting events or out on the lake with friends and family.

Please join me in congratulating Christina on her promotion!

Congrats Christina and welcome to the team, I am excited to have you on our team and for what the future holds for our company!

Jason Bolton - Assistant Training Leader - Dallas.

Jason will be managing the training team in Dallas, coordinating the logistics of classes, as well as client relations in regards to training material. He will continue being a strong leader and exemplifying the Character Commitments. Please join me in congratulating Jason!



Jason is a 2004 graduate of the University of California, Davis, where he received his Bachelor's degree in Political Science and International relations. After he graduated, he went to China for 9 years. It is while he was in China that he found his passion for training and development. When he first went to China, he was teaching English, Business Communication, Cross Cultural Communication and Logic. After he stopped teaching, he worked at a few different companies doing sales, customer relations, marketing, consulting and training. Jason returned to the US in 2013 and then worked at a different call center on the Netflix campaign where he was the Netflix trainer. Following that, he was the training coordinator for a local reverse logistics company. When he first came to Etech in August of 2016, he was the trainer for one of our premium campaigns. Jason is extremely excited to take on this new challenge as the Assistant Training Leader for Dallas.

When he is not at Etech, you can find him spending as much time as he can with his 7 year old son and his wife. Also, you can find his face buried in a John Maxwell book as he is also a John Maxwell Team member. If you can't find him at home, they are traveling and exploring new places!



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Kimberly Herrera - Assistant Training Leader - Nacogdoches

Kim will be performing a variety of tasks pertaining to the training teams in Nacogdoches and Rusk. She will manage the trainers, organize/approve classes, and represent our company to our various clients. We look forward to seeing Kimberly continue to grow and excel as a leader!

Kimberly Herrera moved to Nacogdoches from Corpus Christi, TX where she had spent countless hours rescuing stranded marine life on the beaches. In her free time she enjoys boating, fishing, and spending time with her 2 wonderful children. Taylor, who is 8 years old, is extremely smart for her age, and Jordan, who is 2 years old, is a loving wild child.

Kimberly is the youngest of 8 children and was raised in Oglesby, TX. She states, "The town is so small that if you blink, you would drive right through it."

Kimberly joined the Etech team in July of 2014 as an agent and has strived for excellence ever since. There have been several leaders that have inspired her to work hard and stay dedicated along the way. She thanks her mom for her strong work ethics and her dad for her comical humor.



Katy Adams - Leadership Development Assistant



WHO then WHAT 😊

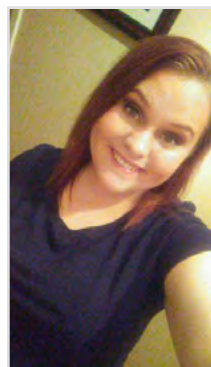
WHO: KATY ADAMS

WHAT: Please join me in congratulating Katy Adams in her recent promotion. The new Leadership Development Assistant

Katy has worked diligently this past year to become our Etech partner in Leadership growth. Her assistance in our Pillars of Education has helped align our vision. Katy has been intentionally adding value specifically in the area of overall organization and design. I know that Katy understands that self development is the key to success. I personally appreciate her innovative approach in streamlining our Leadership Development efforts. In Katy's new role she will continue to take our department to the next level with ensuring Remarkable assistance in our efforts to Globalize Leadership Development.

"If serving is below you, leadership is beyond you", and this is something she holds very dear to her heart! I know personally Katy loves serving the leaders at Etech.

When Katy is not at work you can find her in the biggest littlest town in Texas known as Garrison. She provides love and that when you ask her 2 nephews that when you ask her...she thinks they are perfect in



every way- she adores them. Her German Shepherd Caro is what she considers her only child- and is spoiled! Like she spoils us at Etech. She is proud of her family background - being a daughter of a preacher and police officer. This is where she says the foundation was formed for her Faith. When Katy is not keeping our Leadership Development team organized she is shopping, watching the Dallas Cowboys, hanging out with friends. Her secret talent is DIY- Pinterest has nothing on her! It's a good thing gas prices are still a bit high- because Katy loves to travel. She has a personal goal in 2017 to travel to 4 new places. First up is Las Vegas! That town is not ready for Katy Adams!

Again, Please join me in congratulating Katy on her success. More growth to come!



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Gerald Anthon - Trainer - Jamaica

Gerald will be performing a variety of tasks pertaining to the training team in Jamaica including training our team on American culture, product, customer service and sales training. He will also ensure our training team in Jamaica is on boarded with all training processes and procedures in an effort to further facilitate our theme of one Etech.

Please join me in welcoming Gerald to our team.

Gerald is married (2002) to Dr. Christina Sinclair who is an Interim Associate Dean in the James I. Perkins College of Education at Stephen F. Austin State University in Nacogdoches, TX. He has two children, Ashlee Pfeiffer (Boerne, TX) and Dub Anthon (San Antonio, TX) and is blessed with five grandchildren. Gerald spent 23 years teaching High School Math and coached Football, Basketball, Track, and Tennis. While attending Rocksprings High School he won the state singles tennis championship his senior year. Gerald went on to Schreiner College where he competed in the National Junior College Tennis Tournament. From Schreiner, he was recruited by Angelo State University where he played #1 singles for 2 years. He was very fortunate, his Bachelors of Science degree in Health, Physical Education and Mathematics only cost \$7.50 (for some unknown reason he had to pay for a parking sticker one semester): Athletic scholarships are wonderful. After meeting Christina in 1994 and becoming a couple in 1997, Christina decided she wanted to pursue her Ph.D. in Albuquerque, New Mexico. Gerald went along with the idea and after watching Christina study all the time he decided to obtain a Master of Business Administration Degree. They both graduated from The University of New Mexico in May of 2001. Gerald and Christina have lived in Nacogdoches for four years, are members of Piney Woods Country Club, and enjoy playing golf. While living in New Mexico and Colorado for 15 years he and his wife learned to white water kayak and Telemark ski. Together they skied most New Mexico and Colorado resorts. Gerald's latest hobby includes learning to sail and repair his sailboat. Gerald also has a soft heart for animals, he and Christina have two Schnauzers and two cats (Dutch, Vieto, Tom-Tom and Milly (Milly just had four kitties!). When asked "what is your favorite thing to do"? Gerald responded "play golf with my wife".



The Snaking Wagon



Left to Right Gabriel Gobe, James, Carlile, Shayna Gamboa

International Women's Day Celebration at Baroda Center

The fastest way to change society is to mobilize the women of the world. - Charles Malik

International Women's Day (March 8) is for celebrating the social, economic, cultural and political achievements of women.

An annual "International Women's Day" was first organized by the German socialist and theorist Clara Zetkin along with 100 delegates from 17 countries in March 1911. The event was marked by more than one million people campaigning for women's rights to work, vote, and be trained, to hold public office and end discrimination.

The 2017 theme for International Women's Day '#Be Bold for Change', focuses on "Women in the Changing World of Work: Planet 50-50 by 2030". The international community has made this commitment in the 2030 Agenda for Sustainable Development. Realizing women's economic empowerment requires transformative change so that prosperity is equitably shared and no one is left behind.

It is a time to reflect on progress made, to call for change and to celebrate acts of courage and determination By ordinary women who have played an extraordinary role in the history of their countries and communities. Etech Baroda celebrated International Women's day with great joy and fervor to commemorate women's enormous contribution to humankind in all walks of the society.





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International Women's Day Celebration – WLB Gandhinagar

The story of women's struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights," says world-renowned feminist, journalist and social and political activist Gloria Steinem. Thus International Women's Day is all about unity, celebration, reflection, advocacy and action - whatever that looks like globally at a local level. But one thing is for sure, International Women's Day has been occurring for well over a century - and continues to grow from strength to strength. Three cheers to the Women of tomorrow!!!

"I am a woman. What's your Superpower?"

To celebrate the life of Women who face hardships with their inner strength, all female employees of Etech Gandhinagar enjoyed a small get together with lots of fun & dance followed by snacks. Thank you Etech for making us feel special!



International Women's Day

Etech Nac showed its support for International Women's Day by having women employees from all departments pose for a photo under the skylight. Thank you ladies for all that you do to help make Etech a remarkable place to work!





Girl Scout Cookie Sale - Lufkin



Etech Employee Awareness Program – Awareness against Sexual Harassment - Baroda

Ms. Trupti Sheth, External Member of our Complaint Committee's (ICC) Anti-Harassment Panel, conducted awareness session for our female team members. She is involved in monitoring gender mainstreaming, implementation of project activities, take corrective action where policy and project activities are not being followed, analyze gender situation or concerns and recommend ways to address issues, enhance capacity of gender education & develop relevant material.

Ms. Sheth is a social worker having proven track record in translating high level policies into social program including UNICEF as a State Level Communication Consultant.





Why not 'Supplier Experience' too!



By Joseph Isaac | Project Lead - EMS & MR (ISO)

These days a lot is being talked about Customer Experience. No doubt a high Customer Experience (Cx) quotient is the most important driver for excellence in the areas of market share, growth potential, and business results of an organization.

How does an organization ensure that it is on top in terms of Customer Experience? Is it simply by focusing solely on quality of product and services, excellent customer satisfaction, making resolutions effortless? While these are the end results, we should not lose focus on the build up to achieve these.

We should not sit in isolation and shut ourselves from the factors that are instrumental to achieving our desired Customer Experience objectives. Organizations should not

forget to make a turnaround at times to assess its 'Supplier Experience' (Suppx).

When I say 'supplier', it is not just confined to organizations and agencies that supply products and services to the organization. This includes the employees too. Talking about external suppliers, we tend to squeeze on the cost to optimize our ROI. While we cannot afford to be too liberal, our optimization efforts should not be at the cost of quality of inputs in terms of equipment's, hardware, software, consumables etc. Needless to say, good input = good output. Make your suppliers partners to your business. Respect their concerns and sentiments, and provide support when required. Being too demanding always, without reciprocation would produce negative results in the long run.

A highly motivated front line staff is key to delivering excellent customer experience. The organization should identify the motivational factors that are key to leveraging frontline staff's performance.

Cultivating a sense of ownership would go a long way in eliminating the 'self' factor from the behavior of front line staff, and they visualize the big picture while dealing with customers. Besides the remuneration element, conducive work environment, excellent infrastructure, state-of-the-art tools, quality of amenities etc. play a vital role in the quality of service delivery. This equally applies to support staff too. Make them feel valued and acknowledge their loyalty. Loyal employees are vital to the success and sustenance of any organization.

I am not trying to establish that organizations are not aware, and not giving attention to these aspects. These should not 'happen' as a routine in the course of running an organization. When we advocate the need to deliver an excellent Customer Experience, we should not under estimate the ground realities. 'Rome wasn't built in a day'. There are lot to be done from the grass root level to excel and more so to sustain at higher levels of Customer Experience realm. What we need is to be rooted well to avoid falls that would be fatal.



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Training MVP of the Quarter!

Etech believes in rewarding not just its agents for excellence but also its leaders. During the R&R Ceremony James Titus III was awarded 'Training MVP of the 1st Quarter.' He was then entered into a drawing with our other award winning MVPs and won an Amazon Echo Speaker. What a way to be recognized! Congratulations Titus!



Etech Employee Wellness Program- Healthy Heart Menu



Etech Dallas HR & Recruiting Team - (National Healthy Heart Day)



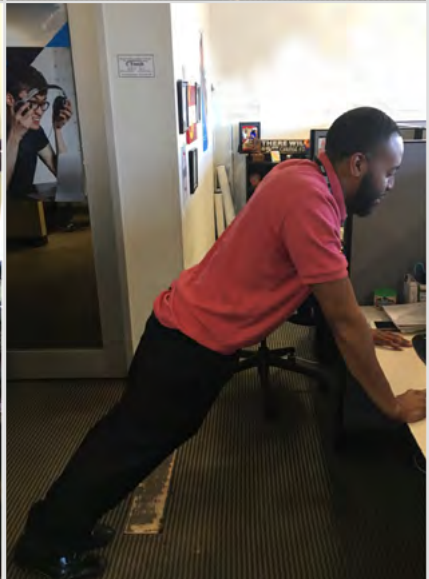


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Aspiring Leaders - Lufkin



Etech Employee Wellness Program - Desk Exercises





Etech Servant Leadership Awards -2016

Good leaders must lead by example. By walking your talk, you become a person others want to follow. When leaders say one thing, but do another, they erode trust-a critical element of productive leadership. Congratulations to the recipients of this year's character awards.

Valuing People



Hardipsingh Rathore
GNR- Ops Department



Parvez Mansoori
BRD-Admin Department

New Training Class at the Rusk Center



Volleyball Tournament 2017 – A WLB Initiative

Gandhinagar WLB Team organized Volleyball Tournament 2017 where we witnessed huge participation from team members. In this fun-filled tournament, we saw many close encounters which went to the wire and the best teams came out as Winners. The finals came to a brilliant end with “Shoot the Hits” winning the championship by defeating “Team – The Patriots” in a closely contested match. Simultaneously, Women power of Etech showed the same excitement & energy and the championship was won by “Tiger Girls”.

Many congratulations to all the winning teams:

Male Tournament:

- Winners – Shoot The Hits
- 1st Runners Up –The Patriots
- 2nd Runners Up –IT Tigers

Women’s Tournament:

- Winners –Tiger Girls





EMS Outing Baroda

The A Team!

Our EMS Baroda Team exceeded the expectations yet again! To reward the team for their consistent performance and consistently exceeding expectations the management team decided to take them out for lunch.

If you see anyone of them around, please give them a high five for the job well done!



Etech Leadership Awards – Baroda

Leadership Awards were presented at our Baroda Center with much zest and fervor to mark the contribution of servant leaders who made us proud by exhibiting Etech's 12 character commitments.





Etech Organizational Development Program – Accountability

What does it mean to be “held accountable?” Unfortunately, most people view accountability as something that belittles them or happens when performance wanes, problems develop or results fail to materialize. After all, when things are sailing along smoothly, people rarely ask, “Who is accountable for this success?”

American President Harry S. Truman had a sign on his desk that read: “The Buck Stops Here.”

Accountability for a leader is much more than just their own decisions and actions. Accountable leaders take ownership of the actions and decisions of their team. They believe in rewarding the solutions and fixing the problem.

Learning and Development Team at our Baroda center conducted an OD sessions on Accountability for Leaders to reinforce the characteristics of a right leader.





Etech Organizational Development Program - Glossophobia: The fear of public speaking

"All the great speakers were bad speakers at first" – Ralph Waldo Emerson

Glossophobia or speech anxiety is the fear of public speaking or of speaking in general. People who suffer from glossophobia tend to freeze in front of any audience, even a couple of people. They find their mouth dries up, their voice is weak and their body starts shaking. They may even sweat, go red and feel their heart thumping rapidly. If people suffer from glossophobia they shy away from any opportunity to speak in public. Stage fear is one of the symptom of glossophobia. The symptoms are usually so severe that people get terribly embarrassed and fearful of any public speaking.

Learning & Development team at the Gandhinagar center conducted a session to help people overcome this common phobia. The session was huge hit. Attendee were glad they were present in this session and looked determined to follow the tips shared by our L&D team to overcome stage phobia and be more confident while speaking in public. Great job, Team L&D!





Potluck at the Etech Baroda Center

Laughter is brightest where food is best – Irish Proverb

A small bite, a main dish, chillers or a sweet dish having food with colleagues makes it more meaningful. Baroda organized a Potluck where everyone brought a dish to share and it turned into a super feast for all!

We, at Etech Baroda, had a fun filled time tasting various delicacies and spending good time with colleagues during potluck.



Happy Holi – Etech Gandhinagar

Holi, a traditional festival, celebrates the beginning of spring as well as the triumph of good over evil. It is best known around the world for the powder that revelers throw on each other, leaving festival goers coated in color by the end of the day. It is celebrated with great joy and enthusiasm as it brings feeling of love and closeness among people. Colors are spread out by the people over each other. At this day we meet each other, handshake, and apply 'Tilak' on the forehead to each other.

Here, at Etech Gandhinagar, we celebrated this colorful festival with Water balloons, exciting Games and funny Quiz to ensure that all the members of the organization celebrate and enjoy the festival with Etech family!

Everyone enjoyed playing splash water balloon and quiz along with chocolates as prize.





Etech Wellness Program: Talk on Ergonomics

Dr. K.C. Patel – a renowned orthopedic surgeon conducted a special session on Ergonomics for our team member. The session was really helpful and you can see people stretching, sitting in correct posture after this session. Thank you so much, Dr. Patel!



Fruit Day, Wednesday - A WCS Initiative

It is said that "Fruit has been recognized as a good source of vitamins and minerals, and for their role in preventing vitamin C and vitamin A deficiencies."

The WCS Gandhinagar took the initiative to designate Wednesdays as Fruit days. It was a huge hit last Wednesday! Team Members welcomed the initiative healthily and committed towards healthy living.

This is what some of the team members had to say about the initiative:

- "Good Initiative. I don't get to eat fruits as I stay alone, and I generally eat out."
- "I am too lazy to prepare a dish and eat this way. Thanks to this initiative, I got to eat varieties of fruits today after a long time."
- "Today I had many varieties of fruits in a single go. I would love to have this as a habit now. Thank you, WCS!"





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Rewards and Recognition - Lufkin





Rewards & Recognition ceremony - Baroda

Valuing People is a part of our tradition as we hold true to the core characteristics of Etech. We celebrated success and recognized our team members for their excellent work in the Rewards and Recognition ceremony this month. People born this month got to celebrate their birthday with everyone present in the ceremony.

Getting rewarded and applauded in front of the whole center holds a special value for everyone and we ensure the appreciation and the hype doesn't end with the ceremony.

Everyone on the floor had fun playing games, and the deafening applause and cheers brought smiles over the participants' face.





Rewards & Recognition ceremony - Gandhinagar





Birthdays in April

Jaybharthi Gauswami	04/01	Gan	Kimberly Swint	04/09	Luf	Quaisha Simmons	04/20	Rus
Samir Bhalerao	04/01	Bar	Christan Olford	04/10	Luf	Anthony Dotson	04/21	Nac
Zachary Mcqueen	04/01	Luf	Antareous Thornton	04/10	Luf	Sweetie Priya	04/22	Gan
Jyran Shaw	04/02	Rus	Janet Harkless	04/11	Luf	Jarrett Constant	04/22	Rus
Poonam Bhardwaj	04/02	Gan	Susan Duran	04/11	Nac	Pranav Patel	04/22	Bar
Katelyn Seago	04/02	Luf	Tony Adkins jr	04/11	Luf	Danaijuwua Sanders	04/23	Nac
Surabhi .	04/02	Gan	Arunabha Bhaumik	04/11	Gan	Dhruvin Patel	04/23	Gan
Rekha Yadav	04/03	Bar	Ana Vazquez	04/11	Dal	Rashesh Kansara	04/24	Bar
April Windham	04/03	Luf	Manankumar Vashi	04/12	Gan	ROBERTO GARCIA	04/24	Dal
Marty Cravy	04/03	Luf	Martha Williams	04/12	Luf	Francesca Collins	04/24	Nac
Pankaj Shrimali	04/03	Gan	Felicia Timmons	04/12	Nac	Ashley Blanton	04/24	Nac
Jack Neal	04/03	Nac	Nathan Stuever	04/12	Nac	Arka Arindam	04/25	Gan
Nitin Sapkale	04/03	Bar	Starr Williams	04/12	Dal	Parth Bhavsar	04/25	Gan
ikea moore	04/03	Nac	April Maloid	04/13	Luf	Brianna Price	04/25	Luf
Nancy Jackson	04/03	Dal	Daniel Salazar	04/13	Nac	Kyisha Reed	04/25	Rus
Dierdre Ann Blake	04/03	Jam	Parth Pandya	04/13	Gan	Shazia Scott	04/25	Rus
Ravi Ravani	04/04	Bar	Neelam Singhal	04/13	Gan	Sarina Dowlearn	04/25	Rus
Shelia Cain	04/04	Nac	Nisha Rajput	04/13	Bar	Talena Bell	04/25	Nac
Hiren Buch	04/04	Gan	Shelby Gresham	04/14	Nac	Tameika Williams	04/26	Dal
Thomas Clover III	04/04	Luf	Varun Patel	04/14	Bar	Premal Contractor	04/26	Gan
Williams Thomas	04/05	Gan	Parvez Mansoori	04/14	Bar	Stacey Alday	04/26	Luf
Constance Freeman	04/05	Dal	Bhawani Shanker Badera	04/14	Gan	Larry Taylor	04/26	Luf
Himen Suthar	04/05	Gan	Pragnesh Solanki	04/14	Bar	Fryda Starling	04/26	Nac
ROBERT COX	04/05	Luf	Suresh Yadav	04/15	Gan	Maksud Shaikh	04/27	Gan
Rosanna Edmondson	04/05	Jam	Jayesh James	04/15	Bar	Mary Davis	04/27	Nac
Nilesh Gowardhan	04/05	Gan	Nipun Shinde	04/15	Bar	Jalyesa Butler	04/27	Dal
Cynthia Russell	04/05	Rus	Amaris Chandler	04/15	Nac	Shane Cone	04/27	Nac
Patricia Roof	04/05	Nac	Iris Garcia	04/15	Nac	Nilesh Chauhan	04/27	Gan
Alakh Niranjana	04/05	Gan	Siddharth Upale	04/16	Bar	Eric Crowder	04/27	Dal
Sukoon Madan	04/06	Gan	crystina traylor	04/16	Rus	Keighanna Carter	04/27	Dal
Sandra Russell	04/06	Jam	Windy West	04/16	Luf	Nimish Ashar	04/28	Bar
Dylan Guison	04/06	Nac	Kiran Champawat	04/17	Gan	Kamesha Mcfail	04/28	Dal
Sonal Verma	04/06	Gan	Carolyn Wingate	04/17	Nac	Chirag Patel	04/28	Bar
Pheny Manek	04/06	Gan	Sahil Ahlawat	04/18	Gan	Serenity Kossie	04/28	Nac
Rachel Schmitt	04/07	Nac	Shubham Prajapati	04/18	Bar	tony kirby	04/28	Luf
Calvin Cole	04/08	Nac	Rishabh Pandey	04/18	Gan	Cecilie Hyman	04/29	Nac
Anupama Patel	04/08	Gan	Danny Garrett	04/18	Pbl	Angel Driver	04/29	Luf
Chelsi Owens	04/08	Nac	Heather Chambers	04/18	Gan	Jeff Noebel	04/29	Dal
Paras Barot	04/08	Gan	Caitan DSilva	04/19	Gan	Tasneem Asra	04/29	Gan
Kedar Jaeel	04/08	Bar	Shem Delafield	04/19	Nac	Pradeep Makwana	04/29	Bar
Nancy Wright	04/08	Nac	Fred Lampkin Jr	04/19	Nac	Michael Stinson	04/30	Nac
Nicholas Rocco	04/09	Nac	Raquel Ellis	04/19	Dal	Ashley Wheeland	04/30	Nac
KrunalKumar Modi	04/09	Gan	Michael West	04/19	Dal	Treba Willis	04/30	Luf
Catherine Jones	04/09	Rus	Keisha Brown	04/20	Pbl	Mark Parker	04/30	Nac
						Siddharth Sanyal	04/30	Gan
						MICHELE BLAKE	04/30	Jam



Birthdays in May

Abhinav Dhavale	05/01	Gan	Parita Shah	05/07	Gan	Andrea Venegas	05/12	Nac
Jaylyn Robinson	05/01	Dal	Raj Vardhan	05/07	Bar	Derek Carraway	05/12	Rus
Manisha Trivedi	05/02	Gan	Dheeraj Ameta	05/07	Gan	Hollyn Cates	05/12	Luf
Ankita Dholakia	05/02	Bar	Brian Welsh	05/07	Nac	Brandy Wilson	05/12	Rus
Chintan Tiwari	05/02	Gan	Courtney Beatty	05/07	Nac	Carlos Lemley	05/12	Nac
Monica Perez	05/02	Nac	James Edwards	05/07	Luf	Bhavesh Jamba	05/12	Gan
Diana Hogan-Govan	05/02	Dal	Jeffery Willoughby	05/07	Nac	Jacklyn Mott	05/12	Luf
Kourtney Cross	05/02	Nac	Sharhonda Jenkins	05/07	Dal	Terence Coleman	05/12	Nac
Marlen Lopez	05/02	Luf	Dhaval Patil	05/08	Bar	Gurnam Singh Pabley	05/13	Gan
Mohammad Sohail Khan	05/02	Bar	Milind Sharma	05/08	Gan	Miguel Garcia	05/13	Nac
Pavan Punjabi	05/03	Bar	Rucha Bhavsar	05/08	Gan	Jelin Pidiyath	05/13	Bar
Xavier Chambers	05/03	Dal	Terri Lewis	05/08	Dal	Prashantkumar Patel	05/13	Bar
Yatinkumar Parekh	05/03	Gan	Jonathan Lusk	05/08	Rus	Ashwin Talsania	05/13	Gan
Nathan Duguay	05/04	Luf	Abdul Shaikh	05/08	Bar	Ashley Thurman	05/14	Rus
Nicole Acker	05/04	Rus	Heather Vassar	05/08	Rus	Gregory Ringo jr	05/14	Nac
John Westmoreland	05/04	Luf	Christina Dillon	05/08	Nac	Latoya Hargraves	05/15	Dal
Roxanne Remedios	05/04	Bar	Noeli Antonio	05/09	Nac	Avinash Soman	05/16	Gan
Faith LeBlanc	05/04	Nac	Shivesh Pandey	05/09	Gan	Tanisha Allen	05/16	Jam
Brandon Smith	05/04	Nac	Partha Dasgupta	05/09	Gan	Pooja Aswani	05/16	Gan
Rajat Samantrai	05/04	Bar	Jessica Sigler	05/09	Nac	Terry Richardson	05/16	Nac
Vikaskumar Sukhadiya	05/05	Gan	Mariah Schroeder	05/10	Nac	Abhishek Raj	05/16	Gan
Vrushang Shah	05/05	Gan	Janet Starling	05/10	Hou	Nerissa Wilson	05/17	Nac
Dharmesh Modi	05/05	Bar	Don Thornton III	05/11	Nac	Ronnie Mize	05/17	
Harman Preet Kaur Roop Rai	05/05	Bar	Tanesha Peacock	05/11	Luf	David LaBelle	05/17	Luf
Zachary Cobb	05/05	Nac	Laxmiben Vaghela	05/11	Gan	Melissa Vigil	05/17	Luf
Chris Craddock	05/05	Nac	Sharnae White	05/11	Dal	Jonathan Williams	05/17	Dal
Hardipsingh Rathore	05/05	Gan	Leighton Bingham	05/11	Pbl	Ronnie Mize	05/17	Nac
Amber Terry	05/06	Luf	Aureyanna Irving	05/11	Dal	Yaneth Aguilar	05/17	Rus
David Pippin	05/07	Luf	Billy Griffin	05/11	Luf	Bradley Fondren	05/17	Luf





Birthdays in May

Julia Mock	05/17	Nac	Maricela Romero	05/23	Dal	Manit Pandya	05/26	Gan
Nayankumar Bamania	05/18	Bar	Lasonya Chambers Boydston	05/23	Jam	Ami Gadhia	05/26	Gan
Rajnikant Sharma	05/18	Gan	Hitesh Chhatvani	05/23	Gan	Whitney Wilson	05/26	Dal
Shaquera Perkins	05/18	Nac	Jeanette Duckworth	05/23	Nac	Whitney Chancey	05/27	Nac
Rackeem Gordon	05/18	Jam	LOVANNA LASH	05/23	Rus	Jaykishan Sharma	05/27	Bar
Cori Roberts	05/18	Nac	Matthew Rocco	05/23	Nac	Taylor Dixon	05/27	Nac
Raven Lynch	05/18	Luf	Adam Gentry	05/23	Nac	Sarojben Solanki	05/28	Bar
Charele Abor	05/18	Dal	Ashley Ghant	05/24	Luf	Glenda Anderson	05/28	Nac
Bhavesh Kharve	05/19	Bar	Partha Saradhy Gopinath	05/24	Gan	Gurudattsingh Medtia	05/28	Nac
Alexandra Rynearson	05/19	Nac	Bernard Lantz	05/24	Rus	Ailyn Torres Cabrera	05/28	Nac
Danesha Shreeves	05/19	Jam	Jahavia Jackson	05/24	Nac	Alicia frazier	05/28	Dal
LaMeshea Moore	05/19	Dal	Rita Wells	05/24	Rus	Debra Brown	05/28	Rus
Cynthia Hernandez	05/19	Nac	Trace Johnston	05/24	Luf	Pratik Niphadkar	05/28	Gan
Jessica Cox	05/19	Nac	Krunal Dalwadi	05/24	Bar	Kirti Sharma	05/28	Gan
Priyanka Ramrakhiyani	05/20	Gan	Daniel McMahon	05/24	Nac	Tristan Collins	05/28	Rus
Sarah Linthicum	05/20	Nac	Keniesha Salmon	05/25	Jam	Michael Whatley	05/28	Nac
Maria Escareno	05/20	Rus	Manish Bhatt	05/25	Gan	Brandon Linville	05/29	Luf
Pamela Arroyo	05/20	Luf	Raj Shah	05/25	Bar	Jeffry Baker	05/29	Dal
William Mannix	05/21	Rus	Glenda Lane	05/25	Nac	Akash Modh	05/29	Gan
Vishal Shah	05/21	Bar	Ashley Hawkins	05/25	Dal	Abhimaneu .	05/29	Bar
Sunny Shah	05/21	Gan	Harshil Girnari	05/25	Bar	Jennifer Ortega	05/29	Rus
Aaron Rudd	05/21	Luf	Niraj Mokashi	05/25	Gan	Mehul Solanki	05/30	Gan
Edward Foster	05/21	Luf	Amanda Shelton	05/25	Nac	Jeremy Adams	05/30	Nac
Sagar Shah	05/21	Bar	Natasha Sims	05/26	Dal	Himanshu Solanki	05/30	Bar
Jeremy Jackson	05/22	Nac	Leslie Linares	05/26	Nac	Denise Torres	05/31	Luf
Prashant Kor	05/22	Gan	Elizabeth Cunningham	05/26	Nac	P Swapn Bharti	05/31	Bar
Sean Fagbola	05/22	Jam	Jackie Williams	05/26	Luf	Dharmesh Patel	05/31	Bar
Niraj Dandiwala	05/22	Bar	Ricardo Reyes	05/26	Dal	Telea Martin	05/31	Dal
Matthew Rocco	05/23	Gan	Rinal Shah	05/26	Gan	Aaron Masten	05/31	Nac



Wishing you and all of your loved ones a very

Happy Easter!



Matt Rocco and the Etech Global Services Team

