



NEWSLETTER AUGUST 2016



EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS

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Hello **ETECH!** Welcome to our August newsletter!

I recently finished reading a book by John Blakely entitled, *The Trusted Executive - Nine Leadership Habits that Inspire Results, Relationships and Reputation.* Below, I have recapped the nine habits communicated by Blakely. Please take a moment to review, internalize and implement!

The Habits of Ability

- **Choosing to deliver**-People trust you when you have a track record of success. *That means you follow through on your commitments and deliver results.* Be sure you only make commitments you can keep and be careful of using the “P” word—promise. If you promise to do something, make sure you do it. Breaking a promise is one of the quickest ways to erode people’s trust.
- **Choosing to coach**-The number one priority of a sports coach is to help players maximize their abilities and achieve success. *When leaders develop the habit of acting like a coach they put the needs of their people ahead of their own.* Your job as a leader is plain and simple—help your people succeed.
- **Choosing to be consistent**-Predictable and consistent behavior is essential for being a trustworthy leader. Your people trust you when they can rely on you to act, and react, in a consistent manner. *Wild swings of behavior lead people to be on edge and behaving inconsistently will cause your people to hold back on giving you their all* because they aren’t sure how you’ll react when they encounter difficulties.

The Habits of Integrity

- **Choosing to be honest**-*Honesty is the foundation of integrity. It means you tell the truth, admit mistakes, and make ethical decisions.* If people can’t trust your word, they find it hard to trust anything else about you.
- **Choosing to be open**-*Trustworthy leaders share information in an open and transparent fashion.* They keep their team members informed so they can make responsible decisions because without information people are shooting in the dark.
- **Choosing to be humble**-Trustworthy leaders are humble leaders. Humbleness doesn’t mean meekness; humbleness is strength under control. *Leading with humility means you consider the needs of your people more important than your own.*

The Habits of Benevolence

- **Choosing to evangelize**-Blakey advocates *that leaders need to be evangelists who spread the good news of all the great things happening in their organizations.* Bad news travels like wildfire and trustworthy leaders keep their people focused on the vision and goals of the organization.
- **Choosing to be brave**-Leadership is not for the faint of heart. Leaders have to make tough decisions, often in uncertain conditions with sparse information. *Trustworthy leaders demonstrate bravery by making decisions in alignment with their values and those of the organization.*
- **Choosing to be kind**-Kindness should not be underestimated when it comes to building trust. *Extending common courtesies, praising and recognizing team members, and building personal rapport are all ways leaders demonstrate kindness.*

Wow, this is some very powerful stuff and aligns very much with our Servant Leadership model. Leaders don’t become trustworthy by accident. They learn the behaviors of trust and practice them over a period of time to the point where they become habits. Developing these nine habits will help you become the kind of leader your people not only desire but deserve.

Thank you all for everything that you do to make **ETECH** a great place to work and play. I promise to practice and demonstrate the habits above each and every day. We are all leaders; won’t you join me?!

Until next month, may God bless each of you and may He 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 customer engagement solutions for many of the world's most trusted brands. They trust us with their most precious assets - their customers. Why? Because Etech's commitment to continuous improvement, next generation technology, and growing and empowering our people results in a solution that works. Voice, chat, email, social media, Etech is here to communicate with your customers when and how they choose.

Etech believes in making a remarkable difference for you and your customers. With our industry-leading services and innovative technology solutions, like our Etech Monitoring Solutions division, Etech provides you with deeper insights into your customer interactions. Etech's services enable you to enhance customer experience, increase sales results, meet all corporate governance requirements, and obtain a competitive edge over your competition allowing you to increase market share.

12 Etech Leadership Characteristics

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

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Etech Give Back Program - Blood Drive - Nacogdoches

On August 4, Our Nacogdoches center hosted a blood drive for the Gulf Coast Regional Blood Center. The drive garnered 11 donors and total 13 units were collected. Donors were able to relax while the collections were made and enjoyed a drink and snack afterwards. Thank you to everyone who came out and participated. Every unit collected helps make a remarkable difference for the patients in our area.

Employees can donate anytime at the local blood bank which is located at 3520 N University Drive, in Nacogdoches, Texas. Your donation can make a world of difference in our community.



Tuition Reimbursement

Etech - Nacogdoches held its tuition reimbursement ceremony. The students were able to balance their studies and work schedules while maintaining an A or B grade for their classes. Since 2003, Etech has awarded its students more than \$900,000 in tuition reimbursements. The spring 2016 semester recipients were Kristin Freeman, Aubrey Fuller, Dagan Gose, Madison Harris, Mariah Lavallais, Gregory Moore, Eric Moreno, Kedijah Reagan, Cori Redfield, Emily Shaw, Dana Thorn, Andrea Venegas, and Alan Zamarron. Etech takes pride in rewarding its student employees. All student employees are welcome to participate in the Tuition Reimbursement program.



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Etech Olympics

Etech hosted the Olympics at the Nacogdoches Center for two weeks. It was a well-organized event and an enjoyable experience for everyone.

Each campaign provided a team of contestants for 8 days of fun. We had two separate groups: a morning heat and a night heat. The 3 legged race started the competition with a bang and the conclusion was equally spectacular with the Obstacle course. We saw many agents and team members get involved and immerse themselves in the fun flowing around.

The winners were: HR/Training/Recruiting/Facilities for the morning team and our premium voice campaign for the Night shift.



Employee Appreciation

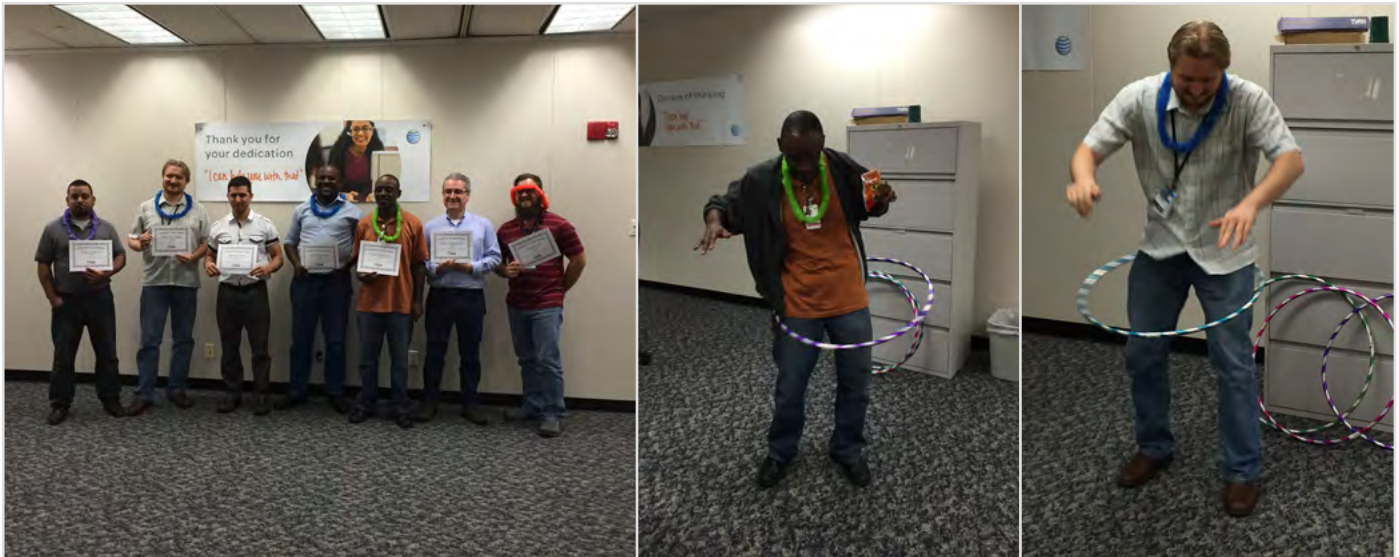
The Nacogdoches Center would like to thank our premium voice campaign for their hard work. We appreciate all that you do!



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Rewards & Recognition Ceremony - Houston

On Thursday, August 18, our Houston center held its R & R events. Participants had a great time playing games and enjoying refreshments. William Mendoza, Partick Wennagel, Heren Arteaga, Tolu Osikomaiya, Garfield Muchette, Rafael Argumedo, and Curtis Bohl were the lucky employees that joined in on the fun. Thank you for all your hard work!



Etech Give Back Program - Silent Auction



On July 27, a silent Auction was held under the skylight at our Nacogdoches center to benefit 2 Etech employees. Some of the items available in the auction were crystal vases, containers, a TV, as well as various dresses and outfits. The Silent Auction was part of the monthly give back initiative we have. While we look to always succeed in business, Etech is committed to always give back to the community to help make life better for its employees and the community. If you are interested in helping to give back to the community, please see Moniqua Thomas.

Regions Bank

The Nacogdoches Center hosted Regions Bank for a seminar. Ben and Marisol were over to conduct a seminar about credit. Participants learned the importance of protecting their credit and checking it to ensure that the information available is accurate. Employees participated in the question/ answer session and received nifty prizes. They also learned that if you need help with improving your credit, you can see Marisol at the University location to enroll in the \$250 program which can help improve your credit score after 6 months in the program. Lunch was also provided. The seminar was very beneficial to everyone that participated and is open to all employees. We look forward to having you attend the next meeting.



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Birthday Celebration at the Gandhinagar Center

Gandhinagar center celebrated the birthday of the team members born in August with a delicious cake, party hats, and cheerful games.



Etech Picnic



On July 27, we had the annual Etech picnic at the Nacogdoches Center. Employees enjoyed hotdogs that were grilled on the pit! Chips and drinks were served. Desserts were provided by the Community Action team in a bake sale which in turn will benefit a family in need. Employees also had an opportunity to sign up for the various committees we have at Etech. The Health and Wellness, Community Action, Recruiting, and Work Life Balance teams were on hand to answer questions.

The Health and Wellness team hosts events to help our employees get and stay healthy. The Community Action team conducts fundraisers to help Etech families and the families in our community that are in need of assistance. The Recruiting Team works out in the community to help

bring new talent and employees to our Etech team. The Work - Life Balance team sponsors and hosts events for employees like the pictures with Santa, photos with the Easter Bunny, and the Halloween Carnival. All committees are designed to enrich the lives of Etech employees who give so much to help Etech be successful.

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Etech Give Back Program - Locked up for Muscular Dystrophy

Huntington HR Manager Carol Collier was locked up for Muscular Dystrophy. It was a great time with lots of area employees taken to Lock Up at Rooster's local restaurant in downtown Huntington, WV. They were given a 1 square meal, clothing, and allowed to make more than one phone call. (of course!)

A couple weeks of work generating donations and even the site employees contributed as well. Every little bit helps! Carol was let out on best behavior and effort...ROR...GO HUNTINGTON!



The local Huntington Firefighters donated their day off to be the warrant/arrest officers which transported everyone to "jail". They had an opportunity to tell their prisoners about their jobs while learning a little about where they worked. Chatty Carol, we are sure, probably talked the most about Etech..."I am Etech".

Carol worked hard via Facebook and personal texts/telephone calls to generate dollars for the cause. Money is still coming in but far from the goal. Feel free to go to the MDA Lock Up website at <http://www2.mda.org> look for Carol Collier and make a donation.

Top Performers for the Month of July 2016 - Huntington

Recognition and SHOUT OUT to Huntington Employees (left to right) Gamo Johnson, Warren Cottle, and Paige Brown. Loving those smiles... but with these three that is pretty much the usual!



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Rewards & Recognition - Rusk

At Rusk, we believe in working hard to value our agents and ensuring they know that all their efforts are appreciated. Therefore, we decided to run a contest each week which would provide the top performer - CSAT with their own special parking spot right in front of the building.



Tambra Pannell received a 100% CSAT for the Week Ending 7/30/2016.

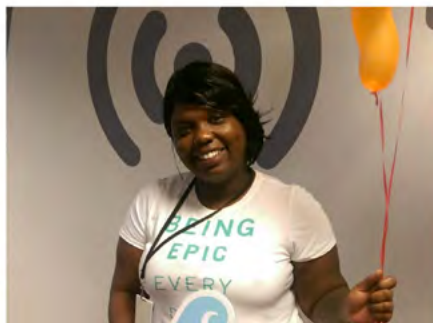


LaVanna Lash received a 96.15% CSAT for the Week Ending 08/06/2016.



Brandon Shipley received a 93.10% CSAT for the Week Ending 8/13/2016.

Etech Dallas Having Fun While Working



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Etech Dallas Anniversary



Etech Dallas Love to Shop



Welcome Lunch for new B2B Employees



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Etech Dallas Company Picnic



Rusk Etech - 80's Day

'Like Totally Awesome!' A couple of Rusk Etech 'homegirls' brought fun and excitement to their team.

As Rusk grows and becomes a strong leader in chat service, our team leaders participate in exiting site activities like 80's Day.



Tyrus Gamble HR Generalist Celebrated 10 years of service this month! Thank you for all you do, Tyrus!



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Rewards & Recognition Ceremony - Dallas



Independence Day Celebration - Baroda

It was the 70th year of India's Independence, and Etech Baroda was all ready and excited to celebrate it with a bang. This special day brought all the colors, culture and diversity of our people together under one roof. WLB team organized a talent show where the participants performed dancing, acting, vocal and standup act before a pavilion full of wonderful cheering spectators.



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Twin Day



“TWIN DAY!” agent Nicholas Watson and Training Manager Danny Garrett show off their elegant attire which won them the Twin Day award!

Tacky Tie Day



Lakeisha Goolsby, team leader, shows off her gift certificate for participating in Tacky Tie Day at the Palm Beach Center.

Etech Give Back Program - Back to School Supply Drive

The Palm Beach Center agents and staff participated in the Give Back Program for the month of August and provided school supplies to help needy families preparing for school in Palm Beach County. Thank you, Palm Beach!



Some of the donations made by Palm Beach Center agents West Palm Beach students back to school supplies.



Elizabeth Christensen with representatives of the Hilltop Missionary Church in Riviera Beach. The Palm Beach Center agents and staff Give Back for the month of August was to provide school supplies to help needy families prepare for school in Palm Beach County.

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Derrick Jacobs shows off the Sweet Treats and gift card he earned when he closed his first Sale! Congrats Derrick!



Our class for August is hard working and diligent. Agent Emma Drummer, Karean Butler, Paige Swaby, Kandis Swaby review and practice their material before the class preparing for their next assessment with Trainer Danny Garrett.

Etech Give Back Program - Back to School Breakfast

WOMEN IN BUSINESS DONATE SCHOOL SUPPLIES



The Women in Business Committee graciously donated school supplies to the Chamber for our upcoming [Back to School Breakfast](#). The committee meets once a month at the Chamber for presentations and to expand their business contacts and opportunities by

Our HR Manager and Recruiter for the Palm Beach Center participated, with Palm Beaches Chamber of Commerce, in collecting school supplies for needy schools in the Palm Beach County area.

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Etech Jamaica Hosted an In-House Potluck

Etech Jamaica was the place to be last Friday for food, fun and fraternity!

In emerging from the recent rebuilding, the initiative was taken to reinforce the family bond in this chapter of the organization, by having an in-house potluck.

Furthermore, it is said that one way to reach the heart fastest is through the stomach; hence, this prime opportunity was used to serve each other a tasty bite along with a side of **TOGETHERNESS!**



This is our way of sharing the love.....and the food too!

What sweeter way is there to impart an inspiring message than to serve it on a piece of cake?

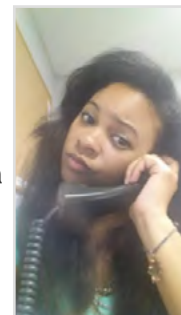


By the looks of all those smiling faces, it can be concluded that a good time was had by all!

Moving up the Success Ladder

Ashley Johnson - Employment Coordinator

Ashley was born and raised in Nacogdoches, TX. She began her career at Etech back in September of 2007 during her senior year at Nacogdoches High School. Ashley has been a huge asset to various campaigns. In July 2015, she joined the recruiting team as the new recruiting assistant for the Lufkin office. During her nine years with Etech, she has always juggled student life at SFA & Angelina College as well as being active in community outreach. Ashley has worked with Relay for Life, Habitat for Humanity, and has been involved with many food drives throughout the community. Ashley has expressed how excited she is to continue making a remarkable difference through recruiting and returning home as the new employment coordinator.



Dana Thorn - HR Administrator



As the HR Administrator, Dana will have the primary responsibility of drug screening and background check. In addition, she will assist with new hire orientation and proper documentation necessary for on-boarding and audit purposes.

Dana is a Nacogdoches native who brings years of experience to the HR Admin position. She received her BA in Marketing from SFASU in 2006. After years of experience in customer service and HR relations from having her own business for 5 years, she began her Etech career in July 2015 as a sales agent with a premium wireless campaign.

She has been married to James Thorn for over 6 years, and between them they have 5 children. Devin and Reanna are her children. Jaylon, Keaudria, and DeKedran are her step-children. In her spare time, Dana enjoys cooking, working out, and family time. She looks forward to using her years of experience in her new position as she furthers her career here at Etech Nacogdoches.

Elizabeth Grimes - Leader of Recruitment across the Onshore & Nearshore Centers

Elisabeth joined Etech in December of 2001, as a coach on BellSouth DSL Inbound program, after spending several years as an Executive Recruiter and Licensed Property/Casualty Insurance Adjuster.

Elisabeth helped grow the team from just a few agents in 2001 to over 100 just within a short span of time.

In December of 2003, Elisabeth was promoted to Employment Coordinator for our soon to be opened Lufkin center and was responsible for recruiting all initial employees and community branding.

In 2006, Elisabeth returned to operations ultimately becoming an Account Leader for many programs.

In February 2011, Elisabeth moved to Program Implementation and was able to utilize her 10 years of Etech experience to successfully implement many programs.

Elisabeth is a native of Lufkin and is married to Scott and has 2 children Austin (7) and Lexi (4) who keep her on her toes. Elisabeth is a graduate of Stephen F. Austin with a BBA in Management with emphasis in Human Resources. Elisabeth is also a graduate of Leadership Lufkin, sustainer for the Junior League of Lufkin and an ordained elder in the Presbyterian Church. In her spare time, Elisabeth loves spending time with her family and friends, reading, watching High School football (Lufkin Panthers), and traveling.



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Lywonna Adams - Sales Coach

Etech is committed towards the development of its people and continues to develop as an organization that will support its customers' needs with constant improvement and quality results. To better support the continued growth & expansion of a premium C2C campaign in Houston, I am pleased to announce the promotion of Lywonna Adams to Sales Coach.

In her new role Lywonna will continue to work closely with the TSC Tier II Support group at the Houston location mentoring those agents as well as assisting agents with live calls.

Lywonna is a native of Nacogdoches TX and a proud mother of 2 daughters; Zironnica and Israel. She has a granddaughter Aubree and grandson Avery.

She started her career at Etech in 2008 as a Support agent for the premium voice campaign. Lywonna did some training of new incoming agents on the IFD's and some training on iDevices as well. She moved to Houston in June of 2012 after her youngest daughter Israel graduated from high school and to continue her career as a support agent. She has grown as a support agent and has taken on many responsibilities at the Houston office.

Lywonna attended Stephen F Austin State University where she majored in Criminal Justice. She's also received her Associates in Business as well as teacher certification from Angelina College's Continuing Education Program.

Lywonna is a devout Church of God in Christ believer and a member of The Island of Hope Church of God in Christ under the leadership of Bishop Prince Sr. & Mother Yolanda Bryant where she serves in many capacities. She is a part of the Administrative Staff and serves as Financial Secretary, Primary Sunday School teacher, Youth Matron, choir member and assistant to Mother Yolanda Bryant.

She enjoys spending time with her daughters and grandchildren, traveling, reading and relaxing when she finds time. Her favorite scripture is; Proverbs 3:5-6 Trust in the Lord with all thine heart; and lean not to thine own understanding. In all thy ways acknowledge him and he shall direct thy paths.



LaMarcus Williams - Account Manager over EMS

It is truly amazing to be a part of an organization that places "valuing people" as one of its core character commitments. It is a blessing to witness the impacts Etech has on its employees, community, and clients.

LaMarcus began in 2000 when the company was known as Berry Direct. He worked on various outbound sales programs such as Bellsouth Winback, Voicemail and Complete Choice and Yellow Pages. While working on the Davenport University campaign he was promoted to mentor and from there became the manager of the program in 2005. Over the next six years he was a sales leader on programs such as AT&T Wireless, DeVry University Voice and click to chat, and Verizon Fios. A year and a half of that time he worked in India as a sales leader on the DeVry University Voice and click to chat programs. After returning to the U.S. he was a part of the transition of the DeVry University program to the Lufkin Call Center. He led the team as an Operations Leader for one year. He then worked at the Jamaica Location for the next couple of years leading the AT&T IPDSL and DirecTV programs. He has now been a leader in the EMS department for the past couple of years working with the Verizon wireless team as they launched in Nacogdoches and the Comcast program currently in Montego Bay Jamaica.

LaMarcus is an avid sports fan who loves the Philadelphia Eagles and college football on a whole. In his spare time you can find him watching football or relaxing on the beach. He's a strong believer in God and extremely close to his family.

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William (Bill) Cooksey - Sales Coach

Etech is committed for the development of its people and continues to develop as an organization that will support its customers' needs with constant improvement and quality results. To better support the continued growth & expansion of a premier C2C campaign in Houston, I am pleased to announce the promotion of William (Bill) Cooksey to 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.

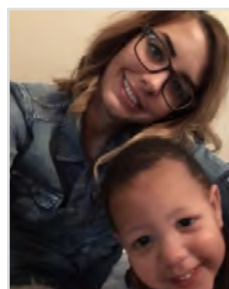
William joined Etech in the middle of 2015 as a support agent working on the premium C2C campaign at the Houston office. He quickly was recognized by his peers as a "go to person" and assumed an unofficial team-lead status. William continues to look forward to growing his career opportunities at Etech.

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 further his education, he returned 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.



Sara Donaldson - HR Coordinator



In her new role as an HR Coordinator, Sara will greatly assist with investigating and resolving employee relations issues, conducting new hire orientations, coordinating internal job postings & advancements, enforcing company policies, planning center-wide activities, and supporting the Nacogdoches employees and supervisors on a daily basis.

Sara is originally from Las Vegas and moved to Nacogdoches, TX in 2008. She has been with Etech for about 3 years and is excited to grow with the company. She first started as a chat agent on Apple and after a year moved to a premium C2C campaign. She joined the HR team in May 2015 as an HR Administrator and found that this is the department for her!

She has a 2 ½ year old son named Levi, a 13 year old step-son named Dayton, and she is expecting another boy soon. Since she is surrounded by boys, she is always busy with baseball, football, fishing, or even going to the zoo. In her words, she "is looking forward to growing in her new position and is very excited to be part of such an amazing company."

Shannon Dupree - Sales Coach

Shannon joined Etech in August 2012 as an agent in the Lufkin office. Shannon excelled as a sales representative and OMS for certain programs. Because of her great drive and dedication Shannon earned an Intern position.

As an Assistant Sales Coach Shannon coached and developed her Lufkin team! Shannon moved to Nacogdoches and assisted the C2C team here. She is now in training and will play an important role in launching premium C2C campaigns at Nacogdoches!

Shannon Dupree is a Native from San Augustine, Texas. She is the youngest of 2. She is currently in her third year of college pursuing a degree in Social Work. In her spare time, she loves listening to music, shopping, having fun with friends, and traveling to new places.



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LaToya Wright - Trainer



I am thrilled to be a part of an organization that strives to recognize internal talent and develop them into leaders of the company! With that being said, I am happy to announce the promotion of LaToya Wright to Trainer!

LaToya Wright has held multiple positions with Etech for the past 7 years. LaToya is originally from Mount Enterprise, TX. After graduating high school she attended Panola College in Carthage, TX where she graduated Summa Cum Laude with her Associates.

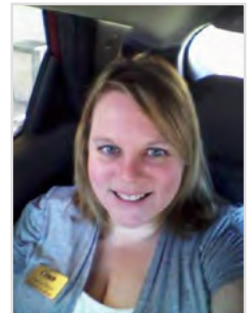
Later, LaToya went on to attend Stephen F. Austin where she graduated Cum Laude with her B.A. in English. In her spare time, she enjoys cooking, knitting, and listening to music. LaToya also enjoys spending time with her pet Chihuahuas. Overall, she is very excited to continue to grow and learn new things in the Training Department.

Jeanne Shuell - Sr. Employment Coordinator

It is truly amazing to be a part of an organization that places “valuing people” as one of its core character commitments. It is a blessing to witness the impacts Etech has on its employees, community, and clients.

With that in mind, we take great pleasure in announcing the promotion of Jeanne Shuell to the position of Sr. Employment Coordinator.

Jeanne joined Etech in November of 2008 as a team members on the B2B, A premium voice campaign, Unity project and then on XM Radio. Jeanne joined the recruiting team in October 2009 as an Interview specialist and in 2011 became the Employment Coordinator for the Lufkin Center. Jeanne is a graduate of Angelina College. She recently got engaged to her longtime love Harold Jordan. Jeanne has a son Christopher (who works at Etech as well) and 2 step-children Ryan and Heather. In her spare time Jeanne loves spending time with her family, going to concerts, fishing, and watching the Dallas Cowboys, but her absolute favorite thing in the world is being MawMaw to 6 precious grandkids.



Angel Driver - Continuation Trainer for Premium Wireless Click to Chat!



Angel is a top performer and has shown excellent teamwork, communication, and adaptability in her time as an agent. I look forward to seeing Angel grow and continue to be an asset to the premium Wireless campaign and Etech as a whole in the Continuation Trainer role.

Angel has been with the Etech family on the premium Wireless C2C campaign for a little over 6 months. She has proven to be an outstanding agent with her knowledge of premium wireless products and using her winning personality to excel in her chats. Angel will demonstrate her leadership skills by offering coaching techniques while helping bottom performers improve.

After graduating High School, Angel spent a few years in Dallas where she worked for Re/Max and gained experience in marketing and communications. After moving back to her hometown in Lufkin and gaining employment with Etech she is very excited to further her knowledge for premium Wireless and to help agents improve their overall performance as well as campaign morale. Angel spends her free time playing the guitar and singing. She loves to cook, camp, and spend time with her dogs.

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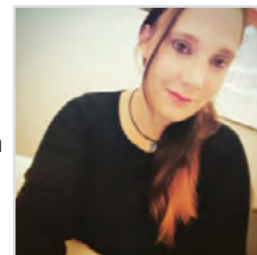
Cori Roberts - Assistant Sales Coach for Premium Wireless Click to Chat!

Cori was raised and grew up in Chireno where she graduated school early and started Angelina College.

Cori Roberts has been with Etech for almost 3 years and has been in many roles for a premium wireless C2C campaign: as an agent, a Continuation Trainer, and Sales Coach Intern. She had proven herself as an excellent leader for Operations.

She lives in Chireno with her husband of 6 years, Calvin, and has 3 beautiful children ages 9, 4, and 1.

She likes to spend her free time with her family, go out for walks and take trips to the lake but most her free time is spent at home with her family as they watch movies or play with their dogs and cat.



Courtney Christensen, HR Admin



As the HR Admin, Courtney will have the primary responsibility for drug screening and background checks. In addition, she will assist with the new hire orientations and completion of proper documentation necessary for on-boarding and for audit purposes. Her previous experience in customer service and office management as well as her friendly demeanor will be great assets in her new role.

Courtney (who actually goes by "Court") was born and raised in Houston, TX where she lived until 2000 when she and her family moved to Nacogdoches. She met her husband, David, right out of high school and they have been married for 28 years! They have 3 grown boys, Chase, Alan and Matthew. Court loves to read, go surf fishing, and spend time with her family.

Friendship Day - Selfie Contest at the Gandhinagar Center

A real friend is one who walks in when the rest of the world walks out. - Walter Winchell

With the same feeling WLB team at Etech Gandhinagar announced the Friendship day Selfie Contest.

We had an amazing participation, and the contest altogether reached a different level of popularity with more than 8000 "Likes", "Comments" & "Shares" with the help of Etech Social Media Page (Facebook).

At the end of the contest we had a clear winner: **Agravi Mishra**. With total 2207 "Likes", "Comments" & "Shares". **Umang Desai** got the 2nd place with 1709 "Likes", "Comments" & "Shares".

Congratulations to both the Winners!



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Cupcake Decoration Contest - Gandhinagar

We all need some sweetness and beauty in life. With that thought, Gandhinagar WLB team organized a cupcake decoration competition. We witnessed a lot of creativity and excitement amongst the Team Members. I am certain anyone will get tempted looking at those beautifully decorated cupcakes. They tasted even more delicious than they looked. Everybody was eager to taste a bit of each cupcake at the end of the Event, and very few were lucky enough to get a share.

Winners - Nancy & Rahul (EMS)

Runners Up - Felcy & Bruno (Rec./EMS)



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Etech Wellness Program - 10 Km Duathlon for a Social Cause

Physical fitness is not only one of the most important keys to a healthy body; it is the basis of dynamic and creative intellectual activity. - John F. Kenne

The Community Actions Team has always believed and worked towards bringing positive results and influence in the lives of others. On August 21, Etech's Community Action Team associated with Phoenix Event to promote awareness towards Green Gandhinagar, Swachh Bharat, Women Empowerment, Healthy Gandhinagar, and Traffic Awareness. A duathlon of 10km was organized where the participants ran for 6 km and then cycled for 4 km. According to some lead researchers, sedentary lifestyle is so common in our culture that it is more deadly than smoking. 6-10% of the world's non-communicable diseases (such as heart disease, diabetes, and certain kinds of cancer) are caused by physical inactivity. Etech employees took one more step towards a healthier future by participating in the duathlon.



Launch of ArtiEtech - Art & Craft Ministry - Gandhinagar

"This world is but a canvas to our imagination"- Henry David Thoreau

We are glad to present our 2nd ministry in a row: ArtiEtech - The Art & Craft Ministry at Etech, Gandhinagar. The ministry was launched during the month's R&R ceremony.

ArtiEtech is a platform which encourages team members to showcase their creativity, imagination, and innovation in the form of Art & Craft. Everyone is capable of imagining something magical. Art takes it a step further. Through art, you create something that, until that point, was only imagined. Thus, they create visual manifestation of abstract ideas. This ministry will be responsible to organize various Art & Craft workshops and events for our team members where we learn, share, and discover forms of Art & Craft.



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Etech Giveback Program - Special Olympics at Madhurya Bhavan

"What I learned was that these athletes were not disabled, they were superabled. The Olympics is where heroes are made. The Paralympics is where heroes come to compete." Joey Reiman

The Community Action Team continuously strives towards their vision of making a difference to the community we dwell from. Madhurya Bhavan, a home for the differently abled, is a place that shares Community Action Team's vision. CAT has been to Madhurya Bhavan on many occasions to spend time with the members there, conduct activities, and render support with some essentials. This month, we were a part of their Annual Sports Day - Special Olympics. The members from different age groups participated in variety of sports such as Long Jump, Shot-put, 200m race, 200m fast walk, 100m sprint, 400m race, basketball throw, and various others.

Volunteers around the track were shouting and cheering the participant which was a huge confidence boost for them. The participants were a glaring example of why we must never forget that every life is a miracle and each person has something to contribute. The biggest disability anyone may ever face is their own attitude.

Etech's Community Action Team sponsored multiple sets of badminton kit, a basketball, a football, a cricket kit, and volleyball.

We'd like to thank all the volunteers from Etech GNR who contributed to the success of this event, and the moral of the participants.



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Etech Give back Program - Drawing Competition for the Differently Abled Children

"What the body can't do, the spirit makes up for."

CSR team Baroda organized drawing competition for Differently Abled Children from Disha Charitable Trust - Special School & Autism Centre. 16 children with the along with volunteers visited our office and participated in the drawing competition. This was one fun filled activity. Everyone enjoyed meeting the children; meanwhile, we served them some snacks. Later, our Sr. Director Ashwini Kumar presented them with gifts and certificated as a token of appreciation.

In 1999, Mrs. Prabha Mehta, a writer, academican and social activist, along with a team of committed professionals laid the foundation of Disha Charitable Trust - an Information, Guidance, and Referral Centre to serve people with disabilities and their families. Disha Special School and Autism Centre was established a year later. True to its name, Disha provides direction, hope, and a channelized path to people with disabilities by delivering need based services.

DISHA is one of the premiere institutions of India providing comprehensive and wide range of services to children with Autism, Down syndrome, Cerebral Palsy, Speech and Hearing Impairment and multiple disabilities through various programs.



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It's winning time!

Games and contests were organized on the floor and team members had a lot of fun racing against the time to complete the challenges. The feeling of competition was palpable and smiles on the participants' faces said everything. Participation from all the departments made the games and contests an enjoyable affair. Prizes won by the team members were envied and cherished.



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Potluck - Baroda

Potluck is an all-time hit celebration at Etech Baroda for everyone. Everyone had a nice time relishing various dishes with friends and colleagues on floor. People from various departments enjoyed talking over food, and laughter was everywhere.



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Rewards & Recognition Ceremony - Baroda

It was fun-filled time to recognize our team members for their excellent performance in Rewards and Recognition ceremony. We also celebrated TMs birthday by cutting a cake during the ceremony. Getting rewarded and applauded in front of the whole center holds a special value for everyone, and we ensure the appreciation and hype doesn't end with the ceremony. Team members had fun playing games during the R&R, and a good number of team members participated and everyone joined in to applaud them.



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Rewards & Recognition Ceremony - Gandhinagar



Birthdays in September



Jacqueline Ambrose	09/01	Gan	Shyam Bhadra	09/11	Gan	Minesh Rohit	09/22	Bar
Mariah Page	09/01	Nac	Angelica Gracia	09/12	Luf	Mitesh Goswami	09/22	Gan
Anita Madhwani	09/01	Gan	Kashena Keggler	09/12	Nac	MohmmmedRazin Saiyed	09/22	Bar
chad wilson	09/02	Nac	Allen Frye	09/12	Hun	Pamela Parsons	09/23	Rus
Tatyana Levitzki	09/02	Luf	Dipen Joshi	09/12	Gan	Kiara Brown	09/23	Dal
Olivia Foster	09/02	Luf	William Yarborough	09/12	Nac	Indya Spencer	09/23	Nac
Mahendra Chitte	09/02	Bar	Akhil Pillai	09/12	Gan	Chantrell Trotty	09/23	Nac
Chanice Pope	09/03	Nac	Anna Kerr	09/12	Jam	Karen Samons	09/23	Hun
Anmol Kakkar	09/03	Gan	Krystin Campbell	09/13	Nac	Muktesh Gandhi	09/23	Gan
Amanda Nash	09/03	Luf	Kyle Matthews	09/13	Jam	Meghan Nizovtcev	09/24	Nac
Ivan Valera	09/03	Dal	DeShala Roney	09/13	Nac	Meghana Jadav	09/24	Gan
Hussain Bhanpurawala	09/04	Gan	Arun Panwar	09/14	Gan	Stephen Grimes	09/24	Rus
joshua johnson	09/04	Dal	Canae Green	09/14	Rus	Swasti Pal	09/24	Gan
Renaldo Hunt	09/04	Nac	Gordon Trott III	09/15	Nac	Kierra Mallard	09/24	Rus
Hima Chhadia	09/05	Gan	Dallas Watson	09/15	Nac	Renee Childress	09/24	Luf
Murtuza Lokhandwala	09/05	Bar	Kiersten Chambers	09/15	Luf	Divya Sawant	09/24	Bar
Shery-Ann Powell	09/05	Jam	charity carter	09/15	Dal	Nastassya Foster	09/24	Jam
Himesh Patel	09/05	Bar	Wendell Smith	09/15	Luf	Zachary Ortiz	09/24	Dal
Hrishikesh Acharya	09/05	Gan	Breanna Simpson	09/16	Nac	Abhishek Dev	09/25	Gan
Ashley Davenport	09/05	Nac	Christopher Martinez	09/16	Nac	Tushar Parmekar	09/25	Bar
Desiree Edwards	09/06	Dal	Lisa Taylor-Rynearson	09/16	Dal	Tanyia Manausa	09/25	Luf
Emily Davis	09/06	Nac	Courtney Rogers	09/16	Dal	Rinjalkumar Pandya	09/25	Bar
Marion Graves	09/06	Dal	Jerry Handy	09/16	Luf	Sarah Wright	09/25	Nac
Saket Jain	09/06	Bar	Manan Gajjar	09/17	Gan	Nikista Sanders	09/25	Dal
Adrian Cruz Iyanda	09/06	Nac	Ashley Linthecum	09/17	Dal	Abhinav Dwivedi	09/25	Gan
Emmerson McChriston Jr.	09/07	Dal	Paige Brown	09/17	Hun	arthur tinz	09/25	Luf
Farhan Ahmed	09/07	Bar	Lywonna Adams	09/17		Briana Jordy	09/25	Luf
Kadysha ONeal	09/07	Dal	Jennifer Guzman	09/17	Dal	Darshan Doshi	09/26	Gan
KENNETH ANDERSON	09/07	Dal	Tyrus Gamble	09/18	Dal	Kevin Vanderende	09/26	Nac
Daniel Salmon	09/08	Jam	Maulik Barot	09/18	Gan	Bria Mimms	09/26	Nac
Danisha Morris	09/08	Pbl	Amanda Kennedy	09/18	Luf	Austin Whitney	09/26	Nac
Rutvij Pathak	09/08	Bar	Murtaza Fanuswala	09/18	Bar	Rachel Gill	09/26	Nac
Vishal Tiwari	09/08	Gan	Vijeta Vadwani	09/18	Gan	Sackinia Clarke	09/26	Jam
Pritesh Patel	09/08	Bar	Zena Tutt	09/18	Nac	Joshua Griffin	09/26	Luf
Virendra Singh Cheba	09/08	Gan	Joshua Russell	09/18	Nac	Madhur Bhattad	09/26	Bar
Tayler Belrose	09/08	Luf	Harsh Vyasa	09/18	Gan	Atit Patel	09/26	Gan
Nicarla Atkinson	09/08	Jam	Tyree Rogers	09/18	Nac	Destiny Lampkin	09/26	Nac
Daksh Bhatt	09/08	Gan	Stephen Wallace	09/18	Nac	Ishan Satapathy	09/27	Bar
Antay Trigg	09/09	Dal	Manish Chawla	09/19	Bar	Premilaben Parmar	09/27	Gan
Rutvik Trivedi	09/09	Bar	Saurabh Gupta	09/19	Bar	Brianna Jenkins	09/27	Pbl
Suresh Kamvani	09/09	Gan	Mary Sommers	09/19	Nac	Bradon Cashaw	09/28	Nac
Dipika Parmar	09/09	Bar	Basundhara Sharma	09/19	Gan	Brooklyn Brady	09/28	Nac
Bhupendra Tiwari	09/09	Gan	Abhay Tiwari	09/20	Gan	Tejpal Singh	09/28	Bar
Aslam Ahmed	09/10	Bar	Schkira Nathaniel	09/20	Luf	Chad Bell	09/28	Nac
Shannoya Small	09/10	Jam	Paola Rodriguez	09/20	Dal	BreAnna Glover	09/28	Dal
Theresa Graham	09/10	Luf	Samson Abraham	09/20	Gan	Angel Rodriguez Gonzalez	09/28	Nac
Pushpendra Uikey	09/10	Bar	Leslie Ricks	09/20	Luf	Rebeca Garcia	09/29	Nac
ladarria redmon	09/10	Dal	Ekta Agarwal	09/20	Bar	Jasmine Truesdale	09/29	Dal
Amber South	09/10	Dal	Fagun Shah	09/20	Gan	Michael Nickle	09/29	Rus
Arvind Kaviya	09/10	Gan	Truman Faulk	09/20	Luf	Morgan Hayter	09/30	Nac
Mikeal Brimer	09/11	Nac	Emily Shaw	09/21	Nac	Magan Light	09/30	Nac
Vishal Joshi	09/11	Gan	Maheshbhai Macwan	09/21	Bar	Jonathan Fernandez	09/30	Nac
Rhonda Moats	09/11	Dal	Mithilesh Vora	09/22	Gan	Kishore Kumar Singh	09/30	Bar
Matthew Cole	09/11	Nac	Georges Buteau	09/22	Pbl	Jacqueline Maher	09/30	Nac
Michelle Sebastian	09/11	Gan	Harsh Shah	09/22	Gan	Aldo Villanueva	09/30	Rus
JEANNE SHUELL	09/11	Luf	Charles Woods	09/22	Dal	Mary Mize	09/30	Luf
Akash Gupta	09/11	Gan	Karisma Scott	09/22	Nac	Timiku Landon	09/30	Nac
						Satania Richards	09/30	Nac