

Etech

Newsletter **NOVEMBER**



NEWSLETTER NOVEMBER-2015

- Experienced People
- Innovative Technology
- Remarkable Results

Hello ETECH! Welcome to our monthly newsletter!

The secret of success is to be ready when your opportunity comes.

--Benjamin Disraeli

It is hard to believe that 2015 will soon be a memory and 2016 will be upon us!! Please take some time this month to look back on 2015 and evaluate the performance of yourself and those you lead. What did you do remarkable? What could you have done better? What will you do more of in 2016? Less of?



While we are working hard to close out 2015 (and I believe a record setting revenue year), it is also a time to solidify the foundation and expectations for 2016. God has continued to bless ETECH by opening doors for new and expanding business. As I said, we will deliver record setting annual revenue in 2015, however we will fall well short of our commitment to be at \$5 million a month by December. We had many opportunities to get there some, we failed in our execution and lost out, other opportunities were gone because of decisions or variables outside our control.

While we have openly embraced each of these opportunities, have we really been prepared to succeed? If we are ever to truly make a remarkable difference for our customer, each other and in our communities we must have the courage and discipline to continually look at each of our business units and ask the question, "Are we ready?"

Program Implementation:

- Have our PI processes been developed through trial and error? Are our Project Leaders preparing the filed for victory? Are our communication processes pristine? ARE WE READY?

IT Services and ESS:

- Are our technology processes continuing to improve? Are our IT Leaders enablers and team players? Are we sticking to what we know works? Are we deploying technology that truly enables our internal and external customers or doing things because it is convenient? ARE WE READY?

Recruiting:

- Are we continuing to search out every possible angle to recruit better talent in our communities? Are our recruitment leaders collaborating with the operations leaders on a regular basis? Are we ahead of the curve in finding future ETECH Leaders? Are we focused on developing our internal bench? ARE WE READY?

Training:

- Are we training our TMs to win? Do we have the right people in place to lead and conduct our training programs? Are we planning ahead or shooting from the hip? ARE WE READY?

Operations:

- Do we have the right operation leaders in place? Are we proactive in identifying capacity and working towards maximizing efficiencies and productivity? Are we creating a work environment where people want to stay and win? Are we competing, everyday? ARE WE READY?

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The reality remains, excuses will always be there opportunities will not. 2016 will be the year that we must embrace each opportunity as if the livelihood of 2500+ families depends upon it, because it does! It starts with asking the simple question “AM I READY”? I promise each of you that I will do all I can to be ready, will you join me?

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

On behalf of Dilip Barot, myself and the entire **ETECH** leadership team, we wish each of you and your families a very
Merry Christmas and a **Happy New Year!**

We pray that 2016 will be a year filled with great joy, prosperity and peace on earth for all!

Thank you for all you do to make **ETECH** a remarkable place!

Matt Rocco



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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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Nacogdoches Costume Contest

This year we had an awesome turnout at the Nacogdoches center for the annual Halloween costume contest! We had 19 people show off their amazing costumes, but it was ultimately narrowed down to only 4 winners. Mark Walters won the most creative with his custom made “Link” from Legend of Zelda costume. From his brown boots to the pointed ears, he was an exact replica of famous video game character. Brian Heckeroth won the funniest costume since he was dressed as a bum. He accessorized his look with a cardboard sign, an overgrown beard, and of course his “beverage” in a brown paper sack. Jessica Brooks stole the show with her remarkable makeup winning the scariest prize. Although she was not the scariest contestant, the judges felt that her sugar skull makeup was so detailed that she needed to be a winner. Lastly, Breanna Huggins won best overall with her Lady Death costume! She arrived in a full length black dress with black accessories to match. We would like to thank everyone who participated in the Halloween activities this year, and we look forward to seeing next year’s costumes.

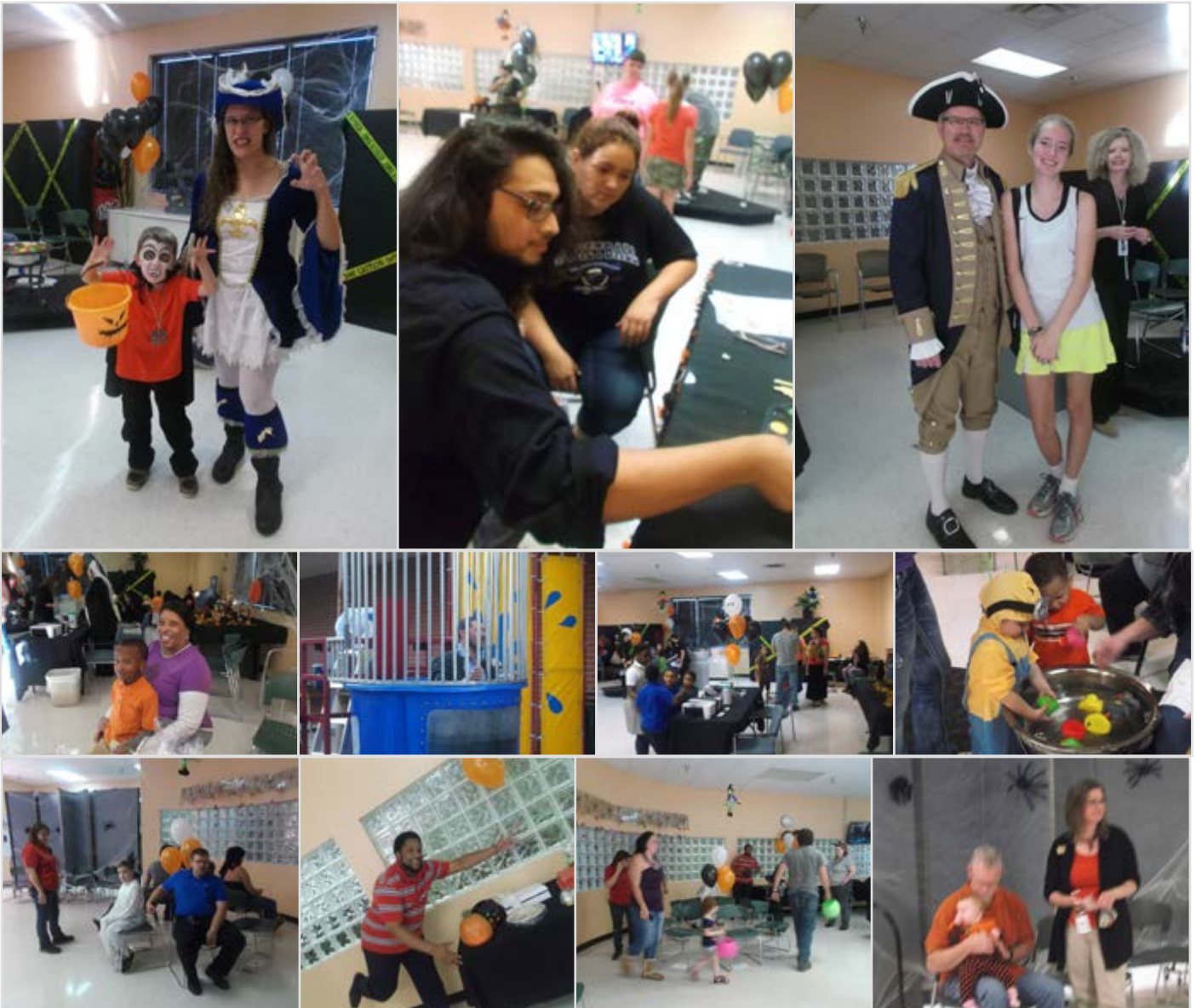


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Halloween Carnival

Fun, games, and candy is the perfect way to describe the time spent at our Etech Nacogdoches Center's Annual Halloween Carnival. The Etech family celebrated on Thursday October 29, 2015, with music, games, and entertaining activities. Participants satisfied their sweet tooth by winning a variety of baked goods at the cake walk. If you wanted to take your costume to the next level, no problem, participants got to enjoy free face painting provided by our very own Marcos Gomez (Operations Team Member). In attendance was a host of Etech employees, their children, and a few grandchildren, all dressed in their best costumes. There were princesses, vampires, and even little minions in attendance to enjoy the carnival and participate in the games such as: "What's in the Mummy's Tummy" and "The Duck Pond". As a very special treat, the Etech Nacogdoches center got the chance to drench their supervisors in water at the dunking booth. Employees couldn't resist a chance to see Theresa Graham, Nina Hill, and D.C get dunked. We would like to thank everyone who donated candy and cakes and most of all we would like to thank everyone who came out to enjoy the carnival. Hope to see you all again next year at the Etech Nacogdoches Annual Halloween Carnival.



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Reward & Recognition Ceremony, Nacogdoches

This month we had a very spooky R&R that was hosted by our inbound team in the Nacogdoches center. The agents who hit their goals for the previous months were invited to a candle stick dinner in the break room. Guests enjoyed hotdogs and punch with eyeballs in it! In the middle of the dinner, someone was mysteriously killed, and the guests had to figure out the clues of who killed one of the guests! Trivia questions were answered to get additional clues. The winning team did figure out that the Queen, Nina Hill, killed the guest with the candlestick! The team did receive some awesome gift cards for figuring out all the clues! I have to say that this R&R was the most exciting this year!



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Rewards & Recognition Ceremony, Gandhinagar



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Rewards & 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 birthdays of our November born team members.



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Regions Seminar

Here at Etech Nacogdoches, we had the pleasure of Regions Bank stopping by to host their Identity Theft Seminar. Agents and staff had the opportunity to learn about the effects of identity theft. This seminar had two 40 minute sessions where the staff was provided pizza and drinks. While going through the ways to prevent identity theft, the agents/staff were awarded prizes for their participation. Prizes included USB cords, USB ports, headphones, and other small electronics. We certainly had a great time sharing experiences and learning ways to protect our identity and personal information. We look forward to Regions coming back to Etech Nacogdoches again to provide this opportunity for current/future staff members.



Basketball Game

Valentin Venegas and Mariah Page attended the Houston Rockets game against the Brooklyn Nets at the Toyota Center in Houston. They were both selected for being top performers on the Findlaw campaign at the Nacogdoches center!



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Veterans Day

The veterans of our military services have put their lives on the line to protect the freedoms that we enjoy. They have dedicated their lives to their country and deserve to be recognized for their commitment. We recognized this special day at the Nacogdoches center with a poster filled with the names of the veterans that work in our center.



Campaign Launch - Being a Part of the Time Warner Cable

In November the Huntington site launched being a part of the Time Warner Cable Campaign. The employees in Huntington went through training like real troopers and are up to the challenge to represent Time Warner Cable. Cake and good times were had to celebrate their hard work.



Huntington WV Employees are Thankful for....

- My family and friends
- Freedom
- Being employed
- Loved ones
- Everything
- Food on the table
- The troops that fight for our freedom
- Judith Hager - worker is thankful for her
- Waking up every morning
- Health and family health
- Carol - employee stated when they walk in she makes them smile
- Daughters
- Grandchildren



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Volunteer for Junior Achievement - Ms. Alana Culpepper



Junior
Achievement
of Angelina County, Inc.



empowering young people to
own their economic success

November 6, 2015

Mr. Matt Rocco
Ms. Veronica Chimney
Etech
1903 Berry Dr.
Nacogdoches, TX 75964

Dear Mr. Rocco & Ms. Chimney,

Thank you for supporting the opportunity for Ms. Alana Culpepper to volunteer for Junior Achievement. We love having her in the classroom serving as a wonderful mentor to the students.

This Fall, she volunteered at Lufkin High School and presented JA's *Career Success* program to Ms. Cumbie's 11th grade classroom. During this time, she taught students how to apply the 4cs of communication, how to rank work priorities, and how to be prepared for a job interview.

As you may know, Junior Achievement is a non-profit youth development program, who proudly provides many programs to Angelina County school districts. These programs correlate to state standards, meet many of the Texas Essential Knowledge & Skill (TEKS) requirements, as well as House Bill 5 requirements, and better prepare students for the workforce.

With tremendous program requests from our local school districts, we are continuously looking for volunteers, and greatly appreciate Alana's dedication.

Thank you for your support.

Michelle Harlow Green
Junior Achievement East Texas
Executive Director, Angelina County

cc: Alana Culpepper



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Moving up the Success Ladder

Crystal Hicks is from the Dallas/Ft. Worth area. She has been in Lufkin with her husband and children for the last two years. During her free time, she enjoys painting, spending time with her family, and attending her children's sports events.

She has a strong background in legal administration and thrilled to transfer her knowledge into her new role with Etech. She is excited to be a member of the Etech team. We are equally excited that she has joined.



We are thrilled to announce the promotion of **Doug Sanchez** to Assistant Sales Coach on our Premium C2C Wireless Campaign. Doug joined the company on October 23, 2014. 6 short months later, he was promoted to Sales Coach Intern where he has a history of consistently having a top performing Mobile and Tablet team.

Doug comes from the small town of Colmesneil. He is currently attending Stephen F. Austin State University, studying with major in Kinesiology and minor in History. After graduating, he plans to be a High school Football/Softball coach while teaching History or Health. When not working or studying, he enjoys spending time with his girlfriend, working out and staying active. He loves a nice bow tie. His playful nature keeps a positive vibe in a very busy atmosphere.

We congratulate **Elizabeth Cunningham** on her promotion to Assistant Sales Coach on the Premium IB campaign. Elizabeth is from Paqumines Parish, Louisiana. She joined Etech in February 2012 and has been blessed to be on the campaign ever since. When not at work she can usually be found studying for her degree in Computer Sciences or spending time with her Parents. She loves everything out doors and animal related; she has 4 Fur babies whom she adores. She loves riding horses and 4-Wheelers, hunting and fishing. Her favorite color is Camo, preferably Mossy Oak!



Elizabeth's favorite quote is: Not all who wander are lost!



We're thrilled to announce the promotion of **Michelle Hutchinson** to Assistant Sales Coach on the our Premium Campaign. Michelle Hutchinson, a native of East Texas moved back home to Nacogdoches and joined Etech in 2013 and has brought encouragement and knowledge to the campaign.

Michelle is a mother of 3 lovely children: MyKael (10), Desmond(8), and De'Gabriel(7). She loves spending time with her boyfriend watching 80's movies and is very involved in her childrens' baseball teams. Although work and her children take most of the time, she still finds time to indulge in her passions of cooking, fishing and reading books by her favorite author, Ntozake Shange.

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Huntington 3rd Quarter Aspiring Leader



For the 3rd quarter Aspiring Leader Program the Huntington site had one participant. TSR Judith Hager completed the courses with flying colors. She received her certificate of completion along with cupcakes and well wishes from Sales Coach Connie Wells and Account Leader Jim Getz. Judith has been on board with us at Etech in Huntington from the beginning. Her coworkers here often look to her for guidance and she is a leader in performance. Congratulations, Judy!

Huntington Says Thanks to the Country's Veterans



Huntington Says Thanks to Our Country's Veterans & Kicks off the Holiday Cards for Hero Event

On Veteran's Day, as we gathered at work, we took a moment to say thanks to all of the Veterans and military with this short picture on Facebook. That day as well kicked off our participation in the Holiday Cards for Heroes Event. Cards have been filled out and collected in a box to be shipped globally to all Military Members, Veterans and their families. Many often forget that if it were not for their sacrifices that we would not be spending our holidays safe at home with our loved ones. Thanks to all who have purchased and filled out the cards for this wonderful event.



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Halloween Contest



We've got spirit, yes we do!! We've got spirit how about you!?!?! Congrats to Halloween Costume contest winners

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Happy Birthday Mike!!!

Sending Birthday Blessings to one of the Founders of ETECH! Mr. Mike Evens!! Thank you for all you do to help make a Remarkable Difference!



Health & Wellness Fair

What an awesome time we had at the Health and Wellness Fair in Lufkin!! Over 20 vendors from the community and refreshments by Marco's Pizza!!!!



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Campaign Launch

We are excited to announce the hard launch of Hudson Bay Co (HBC) SAKS Fifth Avenue campaign in the Lufkin Center.

Saks Fifth Avenue is an American department store chain owned by the Canadian retailer, Hudson's Bay Company. Its flagship store and corporate headquarters are located on Fifth Avenue in Midtown Manhattan, New York City. Competitors in the US have historically included Bergdorf Goodman, Neiman Marcus, Bloomingdale's, and its sister Lord & Taylor.

The **Hudson's Bay Company** is a Canadian retail business group. A fur trading business for much of its existence, today Hudson's Bay Company owns and operates retail stores throughout Canada, Germany, and the United States with Galeria Kaufhof, Hudson's Bay, Home Outfitters, Lord & Taylor, Saks Fifth Avenue and Saks Fifth Avenue OFF 5TH.

Etech's Role and Leadership:

Saks Fifth Avenue has chosen Etech as a partner to handle the inbound call volume and provide consumers with order-placing process and all aspect of customer service. The HBC Saks Fifth Avenue program will be operating under the leadership of Ben Johnson (Asst. Director of Operations) and Michael Almazan will be the Account leader.

Congratulations and thank you to all who made this launch possible!



Etech Dallas October Anniversary

Congratulations to (Left to Right) Crystal Prier, Nancy Jakson and Bervik Simien (not pictured) for 1 year of service.



Etech Dallas November Anniversary

Congratulations to (Left to Right) Crystal Prier, Nancy Jakson and Bervik Simien (not pictured) for 1 year of service.



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Etech Dallas Aspiring Leadership Graduates

Congratulations to Dallas Aspiring Leadership Graduates, (Left to right) Latorri Richardson, Desiree Edwards, and LaTonya Johnson.



Etech Dallas October Give Back Initiative - Stewpot

Thanks to Alisha Barnes, Joann Guzman, Shantavia Duvall, and Nancy Jackson for Volunteering during Etech Dallas October Give Back Initiative at the Stewpot.



Feeding the Community

Thumbs up to Assistant Sales Coach Shantavia Duvall and her team! They donated food and drinks to make 20 lunches to feed the community. They passed out the lunch sacks at the Dart station and near the Medical District. Pictured from left to right is Natasha Sims, Tamekia Williams, Shantavia Duvall and Slevaka Payne.



Palm Beach Center on SAND



WCS Center Committee member, Palm Beach



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Etech Dallas Red Ribbon Week



Happy Halloween for PBC 2015



The Palm Beach Center-Etech Brianna Jenkins—Agent

Sometimes it takes losing everything you want, to gain what you need”



As of this month, I've worked at Etech - Palm Beach Center for almost a year. During this time I've matured realizing I want something more than just a job, I want a career.

This past October, I chose to pursue a new opportunity when our Center closed during a short furlough. This led me to working in a Hair Salon for the month of October. Curious to explore this old passion in cosmetology I took the plunge. During this time away from Etech I realized my passion wasn't all I dreamt it would be. But, I discovered I had a deep set burning drive for sales. This new thrill of a successful sale was my new passion!

After a month in the salon I had enough, when I got a call from my Sales Coach and HR Manager from the Etech Palm Beach Center, asking me to come back to work. This was the best thing that could have happened! This was the opportunity I wanted to get back to work and make a remarkable difference for my coworkers, for myself, and even moreover for my customers. The Palm Beach Center – Etech taught me that life is more than passing from job to job.

Etech has been instrumental in my growth, providing me with the tools to continue learning through our professional development programs, enhancing my sales skills, and becoming a better agent in the contact center industry. The coaching Etech provides has been life changing. Our team is extremely close and unlike any other place I ever worked for, we are like family! My Palm Beach Center Family!

Etech is by far one of the best companies I have ever worked for. Now, I realize, sometimes it takes losing everything we want, to gain what we need. The life lesson, I've gained is that my past prepared me for the positive changes in my life, embracing my new positive future.

As a goal oriented Selfie Queen, I strive for greatness...one Selfie at a time!

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Etech Giving Back to Others at Palm Beach Center

E. A. Christensen - HR Manager & Recruiter

During the month of November the Palm Beach Center was a hub of activity. Spearheaded by their HR Manager and recruiter, Elizabeth Christensen, the month began with the agents and staff participating in the Palm Beach County Thanksgiving Project. This is a yearly event which is in its 12th successful year where organizations participate in collecting non-perishable foods for at risk families in the Palm Beach County. Our center collected sizeable donations from November 1st -16th. Two Center employees were recognized for their participation and leadership in this program. These two outstanding "Etechers" were Adam Smith -Desktop IT Support Technician, as well as Diamond Harris-TSRI, both who were publicly thanked by the HR Manager and given a small gift on behalf of Etech-Palm Beach Center for their selfless acts of kindness. The center donations were picked up by UBER drivers and safely delivered to the Palm Beach County Food Bank.



Adam Smith and Diamond Harris

On November 10, the Center celebrated Veteran's Day by reading poems and agents were encouraged to share about friends and family who were veterans. The center was decorated festively with red white and blue balloons, as well as flags in recognition of our veterans. Briana Jenkins, TSR1 agent for CCH assisted the center in decorating. Employees enjoyed "Freedom cake" and refreshments.

On November 20th our HR Manager and Recruiter, Elizabeth Christensen, participated in the yearly project in which Organizations in the county come together to sort and pack meals for needy families. She participated with a team of volunteers who created over 5 pallets of sorted foods.

Elizabeth Christensen, HR Manager pictured as a Super Hero with other Community Volunteers United Way Volunteer Coordinator, Lan Nyugen and Donna Pulda, CVA for United Way of Palm Beach County.



Elizabeth Christensen, HR Manager/Recruiter pictured with her team of volunteers next to one of the 5 pallets of food that they prepared at the Palm Beach Food Bank. There were over 10 teams composed of local Businesses that came together for this great cause.



Then towards the end of the month the Center celebrated the American Tradition of Thanksgiving by having a sharing table. The sharing table allowed those employees who wished to participate to bring their favorite desserts or meals to share with their



colleagues. Desserts and a wonderful ham was shared by all.

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Indulge with HR

Etech believes in rewarding and recognizing its people. With that aim in mind, the R&R committee recently organized the “Indulge with HR” event where the R&R committee took frequent “Top Performers” to a dinner with the HR team. The dinner was not the only a reward in the event, but it was also an interaction of all winners with our HR Team. The cool breeze on a rooftop restaurant added a spark to the interactions. Needless to say that everyone had a great time and enjoyed the mouthwatering delicacies. At the end of this event, all the winners hoped to be a part of the next outing when the R&R committee gets into action again.



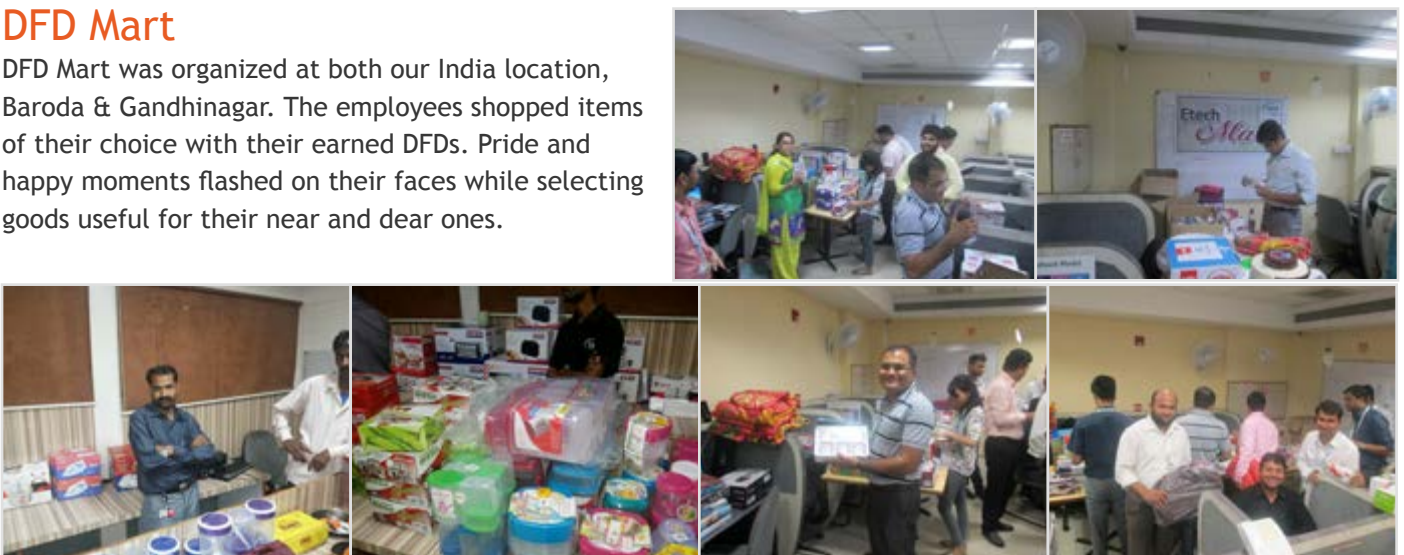
Campaign Anniversary Celebrations

Our Premium Outbound Support Campaign for a leading University of the US celebrated its 1st anniversary. The campaign has grown since the time it launched at our Gandhinagar center and has added two additional sub campaigns. We're proud of the team and here are some pictures from the anniversary celebrations.



DFD Mart

DFD Mart was organized at both our India location, Baroda & Gandhinagar. The employees shopped items of their choice with their earned DFDs. Pride and happy moments flashed on their faces while selecting goods useful for their near and dear ones.



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Happy Diwali!

Diwali, the festival of lights, is one of the largest and brightest festivals in India. The festival spiritually signifies the victory of light over darkness, knowledge over ignorance, good over evil, and hope over despair. Its celebration includes millions of lights shining on housetops, outside doors and windows, and other buildings in the communities and countries where it is observed.

The WLB Teams at both our India location, Baroda and Gandhinagar, celebrated Diwali with lots of Rangoli colors, sweets, delicious food, fireworks, traditional attires, and fun games. The real joy was celebrating this long awaited festival away from home with fellow Etech family members.

Additionally, our team at Baroda also distributed sweet packets to the less privileged and made them a part of the Diwali celebrations. A kind gesture, indeed!



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Games & Contests: It's winning time!

The enthusiasm at our Baroda center was kept alive each day with the games and contests conducted on the floor. The Team Members were given an activity to complete within a stipulated timeframe. The activities were a mix of fun & challenge. Everyone from across departments & teams participated in the activities. Not forget to mention, prizes won by winners bought smiles all over.



Food Festival

It was the food festival calling all food lovers to relish lip smacking exotic dishes. Our team at Baroda hosted the food festival with lot of enthusiasm. It was, indeed, an exceptional experience for stall owners and customers.



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Trick or Treat

Halloween known as **All Hallows' Eve**, is a yearly celebration observed in a number of countries on October 31. Etech Baroda couldn't be left untouched when something exciting comes up and that's why the center celebrated with a Black Day theme and numerous floor activities such as deadly face paintings, apple bobbing, and pumpkin carving. It was definitely a 'treat' for all the employees at Baroda.



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Corporate Social Responsibility

With an effort to make a Remarkable difference for our customers, our people, and within our community, **Etech Baroda CSR team** took the opportunity to visit **Kalrav - Special School for the Specially Abled**. The team was able to spend some quality time with the children there and felt for them when they were eager to shake hands with the team and display their dancing talent. The team was privileged to serve food to these kids at the end.

Kalrav Special School is engaged in imparting selfless support to specially abled children with an objective of building a positive future for them. Kalrav currently supports 40 such children; wherein, they engage them in varied activities which will help develop their motor skills, improve their mental abilities, and give them an opportunity to stand-up in the society with pride.



Standing United Against Terrorism

Etech Gandhinagar TMs gathered near the entrance of the office to light a candle and express solidarity towards the innocent people who lost their lives in the terrorist attacks around the world in the past few months. A message for peace was shared with the team and a minute of silence was observed to pray for the lost lives of thousands around the world.



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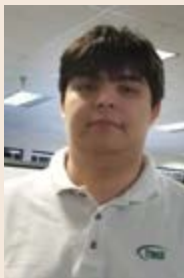

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Fun on the C2C Floor

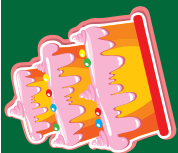
Winter is around the corner, but our team at Gandhinagar is all set to increase the temperature with new offers and promotions in their arsenal. 'Work hard, party harder' - is an integral motto of the team. Team enjoyed a scrumptious treat from leaders and had their share of fun by bursting fire crackers on 'Deepavali'. The team is excited & geared up to close the last month of the year with record breaking performance. The leader & trainers are driving the motivation on the floor to keep up with the numbers.



Character award winners for Teachability-2014

Character Award	<i>Teachability</i>	
Winner	<i>George Sandavol</i>	<i>Jayesh Makhijani</i>
Photo		
Joined Etech on	Dec 2, 2013	26th April- 2010
Current Role	Desktop Technical Support for ETS, Nacogdoches Center	Assistant Sales Coach
How they feel on winning the award	It is a great honor to receive an award given my short time with the company. This award very strongly reflects my current position in the company where every day is a learning experience for me. I hope to continue to learn and grow with Etech."	Receiving this award is like my first step towards excellence. This award has motivated me to continue give my best to improve & polish team member skills to improve their performance.

Birthdays in December



Chetan Gohil	12/1	Gan	Parthiv Patel	12/10	Gan	Shawndra Tobias	12/22	Hun
Nabil Gomez Adame	12/1	Luf	Lokesh Alwani	12/10	Gan	Kunal Patel	12/22	Gan
Dahlia Forbes	12/1	Jam	Khloe' Mccloud	12/10	Luf	Shawndra Tobias	12/22	Hun
jacklyn moyeda	12/1	Luf	Jithesh Vazhappilly	12/10	Gan	Mandip Dave	12/22	Gan
Lisa Vanhowten	12/1	Luf	Alysia Barnett	12/10	Rus	Hiral Raj	12/23	Bar
Mariah Bailey	12/1	Dal	Samantha Coleman	12/11	Dal	Keasia Page	12/23	Nac
Paresh Goplani	12/1	Gan	Megan Shepherd	12/11	Rus	Sagar Acharya	12/23	Gan
Bhargav Valiya	12/1	Gan	Laura Davis	12/11	Nac	Kunal Sharma	12/23	Gan
Dhanya Pillai	12/2	Bar	Rajesh Vaghela	12/12	Gan	Raghunath Singh Rao	12/23	Gan
Parimal Sagar	12/2	Gan	Bhumi Prajapati	12/12	Gan	Minu Bhatt	12/23	Bar
Faith Horace	12/2	Nac	Terrance Dodd	12/12	Nac	Mukeshkumar Parmar	12/24	Gan
Issa Hussein	12/2	Dal	Shanquae Lewis	12/12	Dal	Dalpat Prajapati	12/24	Gan
Shannon Dupree	12/2	Luf	Shraddha Raj	12/13	Bar	Janmejey Dave	12/24	Gan
Daneisha Sells	12/2	Nac	Mohmmmed Vasim Mansuri	12/13	Gan	Lori Watson	12/24	Nac
Bharat Chauhan	12/2	Gan	Kapil Singhal	12/13	Bar	Michell Jemison	12/25	Jam
Vaneeta Arora	12/2	Pbl	Chazavier Horn	12/13	Luf	Jamie Walker	12/25	Luf
Paula Miller	12/3	Luf	Diamonds Vanzandt	12/13	Rus	Patrick Easley	12/25	Luf
Dwan Brooks	12/3	Luf	Mayurdhvaj Vaghela	12/13	Bar	Surendra Saini	12/25	Bar
Nickeana Waite	12/3	Jam	Venus Varghese	12/13	Gan	Nicholaus Richardson ii	12/25	Nac
Landa Dionne	12/3	Nac	Amber Mitchell	12/13	Nac	Ashley Baker	12/25	Rus
judith hager	12/4	Hun	Alexa Leonard	12/13	Dal	Laerica Bevil	12/26	Nac
Felicia Fulks	12/4	Nac	Arieanna Day	12/14	Nac	Ileshkumar Sisodiya	12/26	Gan
Alana Rice	12/4	Luf	Paritosh Katkar	12/14	Bar	Ronak Patel	12/26	Gan
Fatima Pruitt	12/5	Dal	Juzer Vasadwala	12/14	Bar	Kiana Smith	12/26	Nac
Aashish Dadhich	12/5	Gan	Nikeita Scott	12/14	Jam	Kristina Coyle	12/26	Dal
Jorge Cantu	12/5	Luf	Alina Almaguer	12/15	Jam	Yesenia Zamarripa	12/26	Luf
Jenee Harshbarger	12/5	Nac	Ami Patel	12/15	Gan	Adam Smith	12/26	Pbl
Aakash Dash	12/5	Gan	Alesiha Thompson	12/15	Dal	Christopher Hill	12/27	Nac
David Francis	12/5	Pbl	Gail Brown	12/15	Jam	Sadanand Ghadi	12/27	
Dayton Rodriguez	12/5	Luf	Patricia Holt	12/16	Nac	Kaleb Williams	12/27	Nac
Jarvis Durham	12/5	Luf	Ramses Hernandez	12/16	Nac	Robert Kibler	12/27	Luf
Bergennie Simpson	12/6	Jam	Bailey Hayter	12/17	Nac	Clinton Martines	12/27	Luf
Aakruti Khandelwal	12/6	Gan	Bhargav Dakwala	12/17	Gan	Snookie Raymond	12/27	Luf
Naresh Kaswa	12/6	Gan	Jeanene McMullen	12/17	Nac	Vijay Patel	12/27	Gan
Urmil Sonigra	12/6	Gan	Kelly Gilbert	12/17	Luf	Vijayant Satapara	12/28	Gan
DeAlta Chrosniak	12/6	Nac	Paula Siqueiros	12/17	Luf	Priyank Parmar	12/28	Gan
Alberta Thomas	12/6	Nac	Shontevia Dixon	12/17	Luf	Jacqueline Clark	12/28	Dal
Ashley Tartt	12/7	Dal	Shivam Shah	12/17	Bar	Mashana Gilder	12/28	Luf
Himanshu Rawal	12/7	Gan	Rebecca Clary	12/17	Nac	Takasha Cooper	12/29	Dal
LaToya Davis	12/7	Luf	Angielia Jordan	12/18	Rus	Dianne Bryant	12/29	Luf
Meghavi Patel	12/7	Gan	Christopher Reed	12/18	Dal	Nicolle Flores	12/29	Luf
Sarah Clover	12/7	Luf	Alicia Griggs	12/18	Luf	Gautami Patel	12/29	Gan
Chintan Nasit	12/7	Gan	adeyemi Awodipe	12/19	Nac	Riddhi Bharucha	12/29	Gan
Denise Campbell	12/8	Jam	Jared Miller	12/19	Nac	Sherry Morrow	12/30	Luf
Morgan Hamilton	12/8	Nac	Darwin Treat	12/19	Luf	LaReta Jones	12/30	Dal
Mallory Allsbrooks	12/8	Rus	Nivarani Khomdram	12/19	Bar	Desmond Haymon	12/30	Nac
Esther Bollier	12/8	Luf	Kiran Talvadi	12/19	Gan	Brandon Brown	12/30	Nac
Parth Pal	12/8	Gan	Taylor Bell	12/20	Luf	Kaylee Grissom	12/30	Nac
Kedra Campbell	12/8	Jam	Gamoa Johnson	12/20	Hun	Parbat Singh	12/30	Gan
Nishant Devchakke	12/9	Gan	Kishor Beshra	12/21	Bar	Harshad Chauhan	12/30	Bar
Natalee Sullivan	12/9	Jam	Nathan Diven	12/21	Nac	Nilesh Nimavat	12/30	Gan
Urvil Bumiya	12/9	Bar	Maulin Vyas	12/21	Bar	Urvil Shah	12/30	Gan
Briley Windham	12/9	Luf	Belinda Tilley	12/21	Rus	Jasmine Ivy	12/31	Nac
Lamonika Lewis	12/9	Dal	Nilkanth Dave	12/21	Gan	Keyur Surani	12/31	Gan
Salvador Morales	12/9	Nac	Stephanie Hinton	12/21	Nac	Roxann Guzman	12/31	Dal
Anuja Singh	12/9	Gan	Vrunda Parmar	12/21	Gan	Aaron Krise	12/31	Nac
			Ternisha Yarbrough	12/22	Nac	Nishant Jethwani	12/31	Gan

TEACHABILITY



ETECH defines **TEACHABILITY** as being teachable; accepting feedback and instruction; taking personal responsibility; and seeking knowledge and competence. Those who are committed to life-long learning exhibit **TEACHABILITY**.

