



NEWSLETTER

JANUARY - FEBRUARY 2019



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EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS

Kaylene Eckels Wins Silver Stevie® Award for Woman of the Year



COO, Kaylene Eckels, won the Silver Stevie® Award for Woman of the Year in Customer Service at The 2019 Stevie Awards For Sales & Customer Service.

The Stevie Awards for Sales & Customer Service are the world's top honors for customer service, contact center, business development, and sales professionals. More than 2,700 nominations from organizations in 45 nations of all sizes and in virtually every industry were evaluated in this year's competition. Winners were determined by the average scores of more than 150 professionals worldwide in seven specialized judging committees.

"Kaylene is a proactive, progressive, and a Servant Leader who continues to exemplify Etech's twelve character commitments. She is an excellent advocate of leading by example and shares her best practices with her team members daily by leveraging the experience she has gained over her impressive career. Her commitment to making a

remarkable difference for Etech's people, our customers, and our communities has enabled Etech to reach the level at which we are at today. Her efforts and achievements are at the forefront of recognizing and pushing Etech's uncompromised benefits to the workplace. Kaylene's ideas, insights, and passion for giving back to the community have been an inspiration for us all. This award is a huge honor for Kaylene and the Etech family and I am beyond proud to call her my colleague!", said Etech's President and CEO, Matt Rocco

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Benefits Heart Health Awareness -Nacogdoches

Benefits department and Etech Health and Wellness organized for it's staff to wear red on February 14th, not just for Valentine's Day, but for Heart Health Awareness month!



Souper Bowl - Nacogdoches

In honor of Super Bowl, Etech Nacogdoches held a Souper Bowl from 01/13 - 02/03. Employees were encouraged to bring in canned goods and any other non-perishable items to donate to Nacogdoches HOPE. Nacogdoches HOPE is a local food bank that helps around 1,000 families eat each month. Thank you Nacogdoches employees for being remarkable!



Savanna's Team Appreciation Lunch - Nacogdoches

Savanna Fugate, a Sales Coach, rewarded her team with a potluck for being the number 1 team on the floor!



Rewards and Recognition-Nacogdoches

Etech Nacogdoches employees were able to relax and enjoy each other's company over hot dogs and corn dogs at the R&R Celebration. Employees were given awards for their outstanding performance and a chance to win a variety of prizes!



WCS Kick-Off - Nacogdoches

On January 24th, Etech Nacogdoches participated in the Global Winning Culture Survey Task Force Kick-Off. The Task Force is a team of employees from all departments that tackle different tasks to help improve the center.



Dallas Road Show



Dallas HR - National Fun at Work Day



Wellness Overcoming Obstacles

Roadblocks; no matter which stage in life you're in, there's bound to be something standing in the way of your goals or dreams. You could be doing everything right, following the right path, but somehow, an obstacle gets in your way. In an article written in Psychology Today, Karyn Hall Ph. D. sets realistic ways on how to approach and overcome obstacles in your life.

First, your perception of obstacles makes a difference. How you view these barriers affects how you react to it. Hall explains that if a person sees an obstacle as the world being against them, they are likely to be overwhelmed with painful thoughts and difficult emotions when faced with these blockades. Both paths lead a person to stop working on their goals. Blaming yourself or others can have the same effect. So how do you get past this part of the process? Sometimes you can't, sometimes you can work around them, and sometimes you can find alternatives. Whichever outcome there may be, "the key is to not give up without wise consideration because you hit an obstacle or because of your emotional reaction to the obstacle."



Here are some skills for wise consideration of obstacle:

- 1) **STOP:** An acronym for Stop, Take a step back, Observe, and Proceed mindfully. Hall suggests letting yourself cool down and then attempt to look at the situation as if you were a third-party bystander. What would be your advice to another person?
- 2) **Practice Radical Acceptance:** Every goal will come with its own set of obstacles to face and accepting that as truth will make them a part of achieving your goals.
- 3) **Accept Your Emotions:** Obstacles will make you feel one way or another, but if you take a break and sooth yourself, you can stop these emotions from holding you back.
- 4) **Use Your Wise Mind:** Using a wise mind can let you look at all your solutions by being flexible and creative in considering alternatives. Using an emotional mind will urge you to quit and act impulsively.
- 5) **Consider Different Routes:** Keeping a flexible mind means that you're open to new ideas and solutions. Knowing what doesn't work is important information.
- 6) **Find Meaning:** Ask yourself what kind of lessons you can take away from this obstacle? An obstacle may seem overwhelming at first, but when you think about it calmly, those feelings go down. "Look for what you can learn from the obstacles you face or have faced."
- 7) **Be Willing to Ask For Input:** Other people have been in similar situations before. Use others as resources, and always ask multiple people.
- 8) **Set Small Goals:** "Obstacles can be complex and difficult" If you can break down the situation into small steps, you can focus on one at a time.
- 9) **Mistakes Are Normal:** Humans err, it's what we do. Acknowledge that this mistake happened and look forward to what you're going to do next. Don't let making mistakes stop you.
- 10) **Reevaluate:** It's normal to change your mind about what you think you want. Part of reaching a goal is learning what your reaching for, which may not be right for you.
- 11) **Celebrate:** Recognize the small steps you take to help yourself stay motivated and focused. Even if an obstacle can't be overcome, you can celebrate the fact that you tried your hardest and put in the effort.

March 2019

National Disabilities Month



Monday	Tuesday	Wednesday	Thursday	Friday
				1 Employee Appreciation Day! <i>Thank you</i> 
4 Focus on being an honest person! Remember to floss!	5 MARDI GRAS Lufkin Health Fair 1-4	6 Try portion control!	7 Nacogdoches Health Fair 1-4 Stretch 3x today!	8 Cut back on caffeine!
11 Replace chips with fruit and veggies!	12 Try it: NO SUGAR!	13 Say "hello" to those you pass by! Exercise for 30 minutes!	14 Floss those beautiful teeth!	15 3/17: St. Patrick's Day!  Drink some H2O!
18 Stretch at your desk!	19 Write your own positive quote! Hydrate! Hydrate!	20 Eat three square meals!	21 Overcome an obstacle you have failed at before! Get plenty of sleep!	22 Take care of your skin!
25 Try something new! Eat whole grains!	26 Smile more than usual!	27 Gravitate towards people that spend time on positivity! Eat a healthy lunch!	28 Say "thank you" when someone assists you today!	29 No fried food Friday!

"Although the world is full of suffering, it is full also of the overcoming it." Helen Keller

"However difficult life may seem, there is always something you can do and succeed at." Stephen Hawking

"When you have a disability, knowing you are not defined by it is the sweetest feeling." Anne Strike

Etech Give Back Program - Jamaica



Hat, Socks & Tie Day - Jamaica

On January 30, 2019, Etech Jamaica had their stunning Crazy Hat, Socks, & Tie Day. Employee were asked to wear crazy hats, socks and tie. The employee that had the craziest of three will get a chance to win a gift basket or diary or cups with Etech logo. A lot of agents participated from all the 5 campaigns.



Business Day - Jamaica



Valentine's Day Celebration - Jamaica

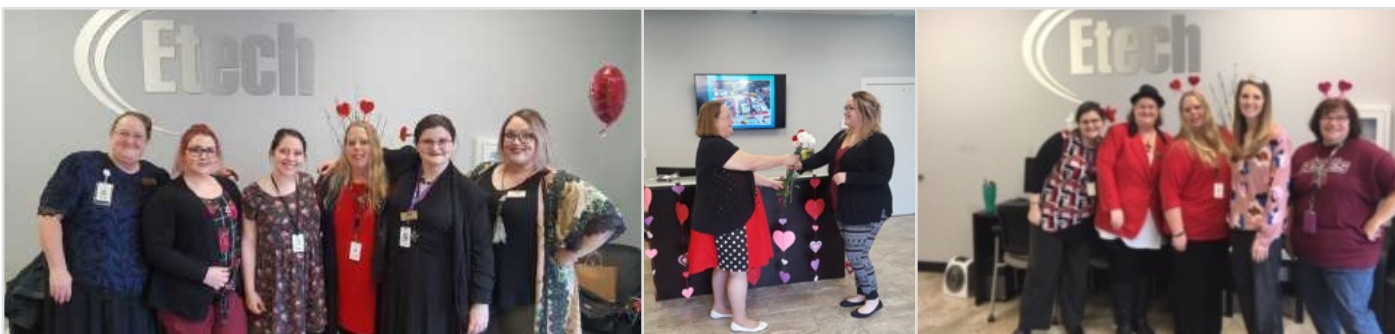
On Thursday, February 14, 2019, we had our Red and White Affair. We had participants from the different departments engaged in the following contests; bun eating, soda drinking, cross-word puzzle, modeling, and best dress.

It was a day well spent, everyone was in their red and white attire. It was a day filled with lots of laughter and fun.



Valentine's Day in Rusk

The Rusk Center celebrated Valentine's Day by having theme days throughout the week. Monday we wore Valentine themed hats or headpieces, Tuesday we dressed like Cupid, Wednesday we held a carnation sale, Thursday was dress for your date day, and Friday we enjoyed a pot luck.



Rusk FFA Donkey Basketball Game

On February 7th, the Rusk FFA held a Donkey Basketball game as a fundraiser for their chapter. The Rusk Center sponsored this basketball game and received 4 tickets to attend. As part of the sponsorship, drawstring backpacks with the Etech logo were thrown into the stands and Etech was announced as a sponsor throughout the game. Ben Johnson, Katie Streetman, James Harold, and Aileen Martinez attended and enjoyed watching the Donkey Basketball.



Unique Boutique Day - Palm Beach



Valentine's Pancake Day - Palm Beach



Black History Month-Palm Beach

February is African American History month. Here at Palm Beach Center we paid tribute by creating a bulletin board with the man Men and Women who have accomplished extraordinary things for this country.



12 Etech Leadership Characteristics

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

Etech Employee Appreciation Initiative - Tickets to SFA vs Alabama Game

Matt Rocco provided the Nacogdoches center with tickets to the SFA vs Alabama basketball game, and all employees who attended the game and stopped by the Etech booth were entered in a drawing for a 70 inch TV, \$200 Visa Gift Card, or an Amazon Fire tablet. Congrats to James Titus on his new TV, Nakea Williams on winning the Amazon tablet, and Nate Diven on winning the \$200 Visa Gift Card!



Ugly Sweater day at Nacogdoches

Etech Nacogdoches held their annual Ugly Sweater Contest on December 21st! Thank you to everyone who participated in the contest, and a huge shout out to the winners.

First Place - Raquel Alvarez

Second Place - Austin Lehman

Third Place - Alyssa Rhoadarmer



Purple Day Nacogdoches

Etech Nacogdoches wore purple on January 4th in honor of the late Dr. Baker Pattillo, and his enormous contribution to our community.



Pictures With Santa

On December 21st employees were able to bring their kids to enjoy a night with Santa! Santa read "Twas the night before Christmas" to the children and also stayed around to take pictures as well. Thank you to all the wonderful helpers that put this event on.



Etech Employee Appreciation Initiative

On December 21st, Jon Johnson provided Nacogdoches center employees with cookies and hot chocolate!



Wear Purple Day at Etech Dallas



Bake Sale at Etech Lufkin

On Friday, January the 18th, Etech Lufkin had a Bake Sale! We had everything from homemade cupcakes, to banana bread, to fudge brownies. Everything was delicious and we want to thank everyone who helped us out!



Etech Wellness Program: 10 Ways to Change Your Heart Health

In an article written for the Go Red for Women campaign by the University of Wisconsin, ten simple tips were given to help take charge of your heart health. Symptoms, such as chest discomfort and arm pain, are universally known signs that can point to a heart problem. However, there are other symptoms that are usually overlooked such as nausea, indigestion, heartburn, or stomach pains, feeling dizzy or lightheaded, even throat and jaw pains. Other signs include getting easily exhausted, snoring, a consistent cough, swelling of the extremities, and an irregular heartbeat. With February being National Heart Health month, we will explore some ideas that can help combat the issues with your ticker.



- 1) Schedule a yearly checkup! This may sound simple enough, but many American's go years without an annual checkup. UW's hint is to call your general practitioner around your birthday each year for tests on blood pressure, cholesterol, and glucose levels.
- 2) Get physical. Something as simple as just walking in place for 15 minutes a day while watching TV can get that heart pumping. Increase each week until you get to half an hour, most days of the week. Studies show that 150 minutes of exercise a week is all that is needed to reduce the threat of heart disease and death!
- 3) Drink more water! Take a bottle of water everywhere you go!
- 4) Eat healthy. One of the tips for helping this stick in your daily routine, keep unhealthy foods hidden, and healthy foods more out in the open, like in the front of the fridge or pantry.
- 5) Control cholesterol. High cholesterol levels can be due to increased intake of foods containing high levels of saturated and trans-fat, along with cholesterol. To keep control of these levels, eat foods low in saturated and trans-fat, such as lean chicken or turkey, fat-free dairy products and whole grains.
- 6) Cut down on salt! Keep an eye out in nutrition labels for sodium alginate, sodium sulfite, sodium caseinate, disodium phosphate, sodium benzoate, sodium hydroxide, monosodium glutamate (MSG), or sodium citrate.
- 7) Quit smoking! Check out the many tips and stories at smokefree.gov.
- 8) Maintain a healthy weight. According to UW, excessive weight can increase your risk of heart disease, stroke, and diabetes. Talk to your doctor about what kind of plan can work to fit your lifestyle.
- 9) Stay positive! Even if you get off your new, healthy routine, get right back on it and reestablish those new heart healthy habits!
- 10) Give yourself credit! Changing your lifestyle can be challenging. Make sure to celebrate your achievements by doing something you enjoy!

Etech Wellness Program: Food- How It Affects Your Mental Health

In an article by WebMD, “Can What You Eat Affect Your Mental Health?” Kelli Miller dives into the idea of “nutritional (or food) psychiatry.” Nearly 1 in 4 Americans have some sort of mental illness and the CDC says that by 2020, depression will rank as the second leading cause of disability after heart disease.

Recent studies have shown that the risk of depression increases by about 80% when compared to the lowest quality diet, or the Western Diet, to those who eat higher-quality, whole foods diet. Experts say a diet won’t replace medications or other treatments, however, how a diet plays a role in mental health is now proving to be a significant part of a treatment plan. What you eat affects how your immune system works, how your genes work, and how your body responds to stress.

Here are a few ways that good nutrition impacts brain health:



- 1 It’s crucial for brain development. “When we eat real food that nourishes us, it becomes the protein building blocks, enzymes, brain tissue, and neurotransmitters that transfer information and signals between various parts of the brain and body.”
- 2 It puts the brain into go mode. Changes in brain protein that help increase connections between brain cells have been linked to certain nutrients and dietary patterns. In other words, nutrients like omega-3s and zinc, boost levels of the substance that help your brain make vital connections. On the other hand, “a diet high in saturated fats and refined sugars has a very potent negative impact on brain proteins.” Diets high in both cause a slow reacting brain.
- 3 It fills the gut with healthy bacteria. Foods that have beneficial bacteria such as probiotics, maintain a healthy gut, leading to decreased inflammation, affecting moods and cognition. “A high-fat or high-sugar diet is bad for gut health and, therefore, your brain.”4) Eat healthy. One of the tips for helping this stick in your daily routine, keep unhealthy foods hidden, and healthy foods more out in the open, like in the front of the fridge or pantry.

A healthy brain diet follows the same guidelines as a heart healthy diet. The less sugary and high fat processed foods a person eats, the more whole grain, fresh fruit and veggies a person is intaking. According to the article, a great example of a brain healthy diet is the Mediterranean Diet.

In short, here are some vitamins to keep your eye on:

B-vitamins- which lower inflammation and therefore the risk of depression and dementia.

Iron- deficiencies, such as anemia, are linked to depression.

Omega-3s- These healthy fats acids improve thinking and memory, possibly even your mood.

Zinc- A nutrient that helps control how your body responds to stress.

“No matter where you are on the spectrum of mental health, food is an essential part of your treatment plan,” Ramsey says. “If you are on medications, they are going to work better if you are eating a brain-healthy diet of nutrient-dense foods.”

Etech Wellness Program February 2019

Monday	Tuesday	Wednesday	Thursday	Friday
				1 Try eating healthy grains!
4 Valentine's Day! Floss those Beautiful teeth!	5 Exercise for 30 minutes today!	6 Get some omega-3s in your diet today!	7 Replace chips with veggies!	8 Say "hello" to those you pass by! Drink lots of water!
11 Stress less and smile more! Try portion control!	12 Drink lots of water today!	13 Stretch at your desk 3x today!	14 Valentine's Day!  Try it: NO SUGAR!	15 Cut back on the caffeine!
18  Drink lots of water!	19 Gravitate towards people that spend more time on positivity! Eat 3 square meals!	20 Take care of your skin and dental hygiene!	21 Avocados are full of good fats!	22 Replace your red meat with fish today!
25 Nuts and seeds are heart healthy snacks!	26 Laugh as much as possible! No soda!	27 Say "thank you" when someone assists you today! Eat green veggies!	28 Assume positive intent. Drink lots of water!	

Etech Give Back Program - Relay for Life Fundraiser

On January the 18th, Etech Lufkin sold hamburgers to raise money for Relay for Life! We sold a hamburger, chips, and a drink for \$6! The burgers were cooked on the grill out front by our Director, Chris Green. They were really tasty and sold out quick!

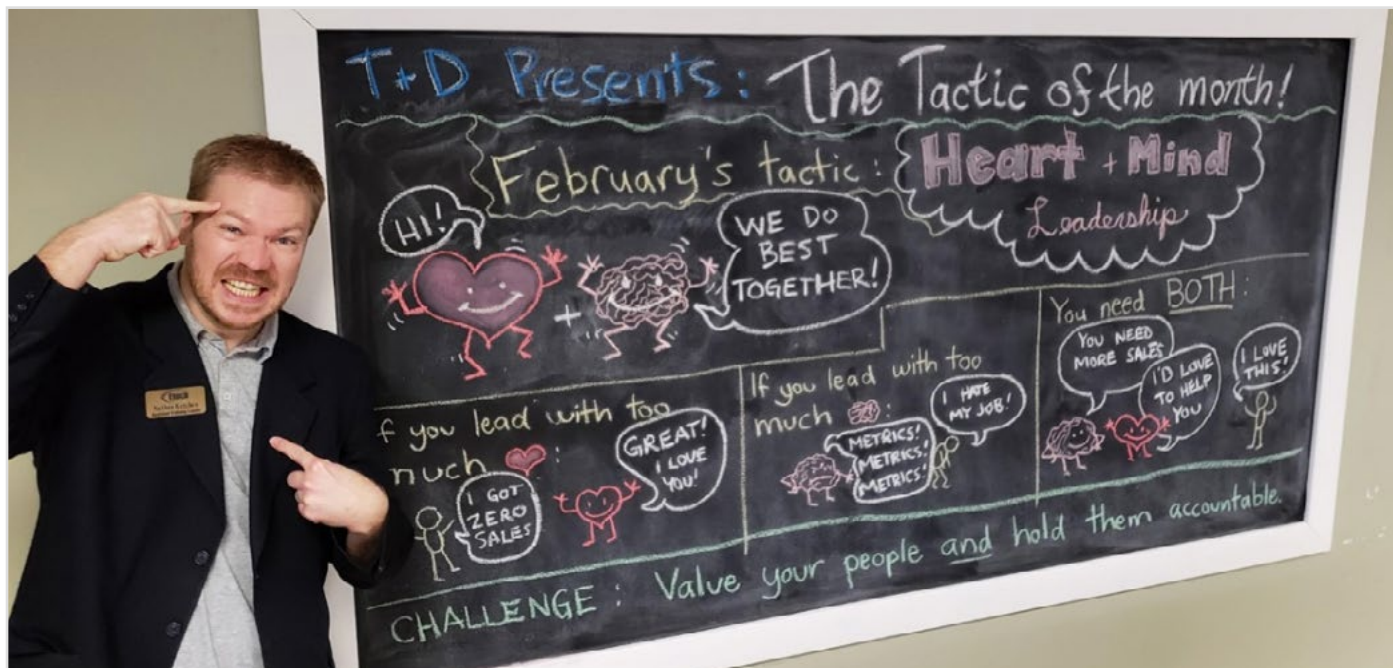
Theme Week at Lufkin

The week of January the 14th Etech Lufkin had a Theme Week. We started on Tuesday with Camouflage day, Wednesday was Neon Colors day, Thursday was Twin day, and we kicked off the week with Dork day. Thank you to everyone who helped us bring some fun into the work days!



Coaching Tactic of the Month

Each month Training and Development has been focusing on one of our 12 Coaching Tactics. For the month of February we have chosen Heart and Mind Leadership.



The Etech GNR training Team enjoyed a great lunch at Barbecue Nations to kick start 2019 and to celebrate the countless obstacles we overcame in 2018. It was fantastic to have Guru join us. We also got to indulge our sweet tooth with loads of dessert. 2019 is looking sweet!



Birthday Celebration

Happy Birthday to our Trainer Jason Gani and agent Michael Brown. On behalf of all us, enjoy your day!



Deskercise - Etech Wellness Program

Studies show that just 30 minutes of cardio per day can reduce health risks. Although we do not dedicate 30 minutes at work to exercise, we did take a couple of minutes to do some deskercise. Deskercise is a great way for employees to do simple workouts at their desk. To get their heart rate going and blood flowing.



Employee Appreciation Activities at Palm Beach

Hot Chocolate Day: It has been unusually chilly here in Palm Beach. As a way to show employee appreciation, the agents enjoyed hot chocolate to keep warm and spirits up at work. We are not used to 40 degree weather in our area, so the warm drink hit the spot.

Lunch with the Top Performers: A big Thank you to Molly from Unique Boutique for treating our top agents to lunch on Friday 1/11/19. The agents enjoyed a nice lunch at Carabba's Italian Grill.

Training Lunch

Our Vadodara Training & Development Team spent some great time together bonding over and laughter.



Etech Give Back Program - Rusk Center Spreads Joy at Local Nursing and Rehab Center

In December, agents and leaders shared Christmas carols with the residents of Cherokee Trails Nursing and Rehab Center. Sheryl Berry, Rachelle Barnett, James Harrold, Ben Johnson, Sharon Nance, LuAnn Mannix, and Katie Streetman sang through halls of the center and residents joined in the caroling.



Rusk Center Show Support for the Family of Dr. Pattillo

Team Rusk wearing purple to demonstrate our respect and honor for Dr. Pattillo's many contributions to the community and SFA.



Training Classes at Rusk!

During January and February 2019, the Rusk center had 4 training classes. We are excited to see our center growing and hope to continue this for the remainder of 2019!



Rewards and Recognition Brought the Carnival to Rusk

To celebrate the achievements of the 4th quarter, the Rewards and Recognition team brought the Carnival to Rusk! Agents and leaders enjoyed carnival themed food, games, and great prizes. Awards were handed out by Ben Johnson and PD Mitchell for monthly and quarterly achievements made by both agents and leaders.



Etech Give Back Program - Rusk Center Supports Community

To support the community of Athens after the loss of a student, employees at the Rusk center wore maroon on Monday January 28th.

Photo includes: Destiny wolf, Laquisha Tyler, Morgan Ford, Autumn Williams, Lovanna Lash, Canae Green, Charlotte Rasmussen, Front, Betty Dechaume, Jessica Witt



Etech Rusk Attends 78th Annual Chamber of Commerce Banquet

Members of our Rusk team were honored to represent Etech at the 78th Annual Chamber of Commerce banquet on January 26, 2019. We are proud to be a part of the Rusk community!



Congratulations to Je-Chelle Williams on her One year anniversary with Etech Palm Beach Center.



WCS Task Force at Lufkin

Say hello to our new WCS Task Force team at Lufkin! On our new team are Esthefany Flores, Sara Trahan, Candace Edwards, Harry Taylor, Samantha Sorrells, Jessica Willson, Lauren Falkner, Kiana Penson, Sharmion Quarles and Treba Willis. Not pictured are Scott Williams, Chris Green and Antareous Thornton. We are all excited to make a Remarkable Difference!



Lufkin Angelina County Chamber of Commerce

Etech leaders attended the Lufkin Angelina County Chamber of Commerce banquet on 1/24 to celebrate the end of its 99th year and the beginning of the 100th. We thank the Chamber for all it does to promote business, education and growth in our region.



Goodwill Tax Program at Lufkin

On Saturday, January the 26th, Etech Lufkin Leaders and agents had the chance to participate in a Vita Tax Program. It was a 3 hour class that walked you through the tax process. It was a great way to help the community and also better yourself! Congratulations to each team member who completed the class and got their certification!



New Training Class at Palm Beach

Welcome to the new training class. On Monday 1/7/19, Palm Beach Center welcomed 12 new agents for our Spectrum campaign.

Say Hello to the WCS Task Force at MoBay!



Uttarayan (Kite Flying Festival) Celebrations - Gandhinagar

Uttarayan (known as Makar Sankranti in other parts of India) is the day when the sun starts to travel northwards marking the decline of winter. Enjoying Uttarayan (Makar Sankranti) Festival without Kites is no fun. Uttarayan is the time to indulge in ceaseless amazement - in the most pulse racing kite competitions. There are kites and more kites, in all shapes and designs, but some stand out for their sheer size and novelty.

Keeping this in mind WLB Gandhinagar team arranged Kite flying festival for the employees on 01/11/2019. The employees were asked

to bring their own strings and kites were provided by the WLB team. The employees enjoyed the Kite flying and it was fun throughout. Below are a few of the pictures from the festival:



Announcements



Breaking News! Our search is over! A Remarkable Leader has arrived! Ready to serve YOU!

Etech has always been committed to the development of its people and supports the vision of making a remarkable difference for our customers, our people, and our community. It is truly amazing to be a part of an organization that places "valuing people" as one of its core character commitments.

Mayank Akhani

New Etech Leadership Development Corporate Trainer!

In this role Mayank will provide professional development and training to all Etech leadership team utilizing a holistic approach creating a culture of Servant Leadership by living and facilitating all our Pillars of Education.

Mayank joined Etech in 2010 and has advanced through progressively to more responsible positions in the Training & Development team. In his previous role, he has led the India Training teams toward great success. He played an instrumental role in executing 'One Etech' within the Training & Development team globally. His passion for training has been influential in facilitating the growth and development of the Training and Development Department, and he is known for his dedication and delivering results. He has been associated with our Community Action Team since he joined Etech and has contributed to the mission of the team – Giving back to the community!

Mayank is fond of studying. He holds a bachelor's in Arts (English Literature) and a bachelor's in Education. He is now pursuing his Master's in Business Administration.

In his free time, he loves watching movies, reading fiction & nonfiction, and spending time getting to know about different cultures. He loves travelling and regularly updates his travel experiences on his Instagram account. He has a numismatic collection of over 2000 coins of ancient India and other countries.

We are excited to Welcome Mayank to the Leadership Development Team! Please join us in providing Mayank with a Remarkable Etech Leadership Welcome!



Jenny Benoy - Director of Human Resources - Etech India

As Etech continues to grow it is critical that we have the leadership in place to support our vision of making a remarkable difference for our people, our customers, and our communities. It is truly amazing to be a part of an organization that places “valuing people” as a core character commitment. With that spirit in mind, I am excited to announce the promotion of Jenny Benoy to the position of Director of Human Resources for the Etech India centers (GNR & Vadodara)

Jenny has been a part of Etech family since 2015 and has been HOD for GNR HR & Admin department. She holds bachelor's degree in vocational studies from Delhi University, Post Graduate Diploma in Executive Management from YWCA - Delhi and is a certified Green Belt in Six Sigma from TUV SUD Asia. She is a competent HR professional with over 14+ years of rich experience working with various industries ICT companies (Software Development and Telecom), SAP Partners and Education.

Jenny is happily married for 13 years now to Benoy who is a Banker by profession. She is also blessed with a 10-year-old son named Mark Benoy. Jenny is a lead choir member in church and is fond of listening to soft music. She and her 7 friends together founded a CSR committee known as ‘SEVAARTH’ which is dedicated to Specially Challenged Children. Lastly, she is a foodie by nature - loves experimenting new restaurants which serves Non-Veg and giving her review free of cost.

Kicking off the year planning with a goal to serve!

Featured from Left to Right- Melissa Wood, Nancy Pratt, Randall Upshaw, Veronica Chimney, and Trish Holt.



Matt Rocco, President, and Jim Iyob, CCO, are looking forward to what's to come in 2019.



Servant Leadership kick off meeting with Travis Crim. There is more to come with our Servant Leadership theme for 2019.



Leave it to our CCO to find a Burger King in almost any country. He is our number 1 foodie.



Mr Iyob in his element of networking with people around the world.



Etech cookies. These are the best. Just ask Wes Woods and Jim Iyob.



Celebrating the partnerships that make us Remarkable!



Members of Etech Nacogdoches working out with community partners. Wellness is key!



COO, Kaylene Eckels, hanging out in the courtyard relaxing with employees. This is such a great place to read, meditate, and fellowship with one another. Vadodara Center



A few of Etech's senior leaders strategic meeting while enjoying one another. This type of business relationship is key for any organization. One Etech



Teamwork makes the dream work for the Etech family.



Marty Harper and Director, Ben Johnson supporting the community with a warm smile. #GiveBack



Etech supports our community. Proud sponsors.



Nacogdoches, Kevon Deckard, always with a smile on his face with a willing heart to serve others.



IT Director, Mike Owen, is on a mission to assist the needs of his internal and external customers.



This security guard has the best attitude ever! He does his job with a smile and speaks words of kindness and wisdom throughout the day. Thank you!



Nancy Pratt and Shelby Howell reminds us the meaning of Spice Girls. Such a clever play on words! We appreciate this team for their creativity. #Human Resources



VP Operations, David Carrizales and Team, evaluating and reviewing Jamaica center's performance for Q3



VP Patrick Reynolds poses for a quick shot with great team members before giving a presentation. Leading others and enjoying the laughter along the way.



Dream team traveling together for leadership visits. Servant Leadership is their partnering strategy.



Michael Almazan, Director, gives motivational presentation and review to leaders.



Etech Nacogdoches in team photo followed by presentation to leaders. Servant Leadership is Etech's focus. Building great leaders one day at a time.



Kevon and Kaylene in photo supporting Nacogdoches Community Event. Etech enjoys the fellowship and partnerships that are created in each of our Etech locations.



Kaylene, Jim, and Ronnie discussing the importance of being Trusted Advisors. Guiding others to become servant leaders within the Etech organization.



Studying together to become better leaders!

Lufkin Center. Focus, dedication, integrity, and being Trusted Advisor is our mission. Servant Leadership is important to Etech's leadership team.



Supporting the community. Grand Master Scott Brown discusses faith, health, hard work, and dedication. He shares...Proverbs 30:32 If you have been foolish, exalting yourself, or if you have been devising evil, put your hand on your mouth.

Project Gladewater, Texas. #Martial Arts



Dallas SHRM (Society of Human Resources Management) Conference.



Matt Rocco provides words of wisdom to leaders. Trusted Advisor sessions help build great Servant Leaders.



Vice President HR, Veronica Chimney HR Manager & President of SHRM Chapter (Dallas) Tyrus Gamble HR Director, Nancy Pratt



VP Operations, David Carrizales, tells a little Dave story to the team.



Randall Upshaw in her element of teaching others how to be effective in their role. Coaching Tactic's Global Stud



COO, Kaylene Eckels and Renaldo Hunt pose for a picture.



Newsletter Team



Veronica Chimney
Vice President
Human Resources



Kunal Mahindroo
Senior Marketing
Manager



Manu Dwievedi
Asst. Insights
Leader



Falgun Bhatt
Lead Web
Designer



Palak Gohel
Web Designer

Valuing People

An ETECH employee who is committed to respecting and honoring people; demonstrates emotional intelligence; and holds people accountable in a positive and nurturing way is one who shows they **VALUE PEOPLE**. A person who **VALUES PEOPLE** will put others' needs before their own. By developing and encouraging those around you they will feel **VALUED**. Remember the Platinum Rule to treat others as they wish to be treated. This can only be accomplished if a personal relationship exists.

