



NEWSLETTER

DECEMBER

2023



EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS



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Etech’s 12 Character Commitments

- | | |
|------------------|----------------------|
| • INTEGRITY | • ADAPTABILITY |
| • VALUING PEOPLE | • HUMILITY |
| • TEAM WORK | • CREATIVITY |
| • ACCOUNTABILITY | • TEACHABILITY |
| • COMMUNICATION | • POSITIVE INFLUENCE |
| • VISION | • COURAG |



Team Nac - Happier and Healthier Holidays

Hello DECEMBER! It's the last month of the year and officially the holiday season. With both these things in mind, I know that December can come with both motivation and inspiration to finish the year off on a positive note, to spread good, generous vibes, and to make beautiful memories with our loved ones.

December is also often accompanied with stress, pressure and anxieties that can leave us feeling worn down, exhausted, and maybe even a little ill.

This is a list of things you can do in order to have your healthiest, happiest holiday season.

Ditch the Diet Talk

Consuming and even engaging in diet-talk can make us feel a lil' crazy around food. It is perfectly normal and healthy to eat and or drink more indulgent foods and beverages some days versus others. And it is perfectly fine to do so without an ounce of guilt or worry. This holiday season, I want you to try your best to disengage from diet-talk and rather focus on enjoyment.

Stress Less

I'm sure we all have ways we like to de-stress, whether it be getting a massage, taking the night off to watch a movie, a bath, a long walk, reading, and the list goes on. Whatever it is, I want you to prioritize it. Think of it as a way to give a gift to yourself this holiday season. Do something for yourself each week of this month that will help you relax and stress less.

Make Moving fun

You might feel like you don't have time right now, but even doing some form of movement for 10 minutes can help to get that pep back in to your step that you've been losing as the month progresses. It's also a perfect way to bond with family or friends over the holidays.

Check in with yourself-

If you're worried about feeling run down, burnt out or maybe even coming down with a cold, I encourage you to check in with yourself regularly. For example, you could write in a journal or even just reflect in your head.

Say No- "HO-HO-HO..NO...."

The month of December is already full. It's important to know your limits and when you've added enough to your plate already. While the holidays are absolutely meant for gatherings, giving, and hosting, you need to have time to enjoy the holidays for yourself too.

Gratitude

Gratitude is something that always brings me back when I'm in over my head. If there's anything that you have going on this month that is giving you anxiety, I recommend writing down a list of things that you're grateful for right here and now.

New Years intentions

The last tip I have for you is to take a moment to think about your goals, resolutions, or intentions for the upcoming New Year

Employee Engagement activity @ Etech

Team Dallas – Etech Idol

Etech Idol is upon Etech Dallas again, so you know what that means. “WATCH PARTY”. HR set the performance stage with fresh popcorn and VIBES. They had two amazing contestants representing our Dallas center. Elizabeth Rugg sang her heart out with her heartfelt rendition of Queen’s Somebody to Love and Alexis with her soulful performance of The Honey. Alexis won second place overall. All contestants were entertaining to watch, and overall enjoyment was felt by all.

Thank you, Alexis, and Elizabeth for representing team Dallas.



Team Dallas – Sweets and Treats

Team Dallas’ sweet and treat celebration was a delectable affair, with colleagues sharing delightful desserts and treats, creating a sugary heaven in the workplace. The event brought smiles and camaraderie as employees indulged in a variety of treats, adding a touch of sweetness to our professional environment. This delightful gathering showcased the spirit of togetherness and appreciation within our corporate family.



Team Dallas – Xmas Tree Decoration

Like the Christmas tree, Christmas ornaments originated in Germany. Hans Greiner began to make glass Christmas ornaments called baubles during the 1800s. The ornament spirit was brought in strides to the Dallas center with the ornament competition. All the agents decorated ornaments from the simple to the water-filled or led enhanced. The winner of the competition received a 25-dollar gift card.



Employee Engagement activity @ Etech

Team Jamaica- Crocs Friday

Crocs Friday at our Etech Jamaica adds a casual and comfortable touch to the workplace, with employees donning the iconic footwear for a laid-back end to the week. It's a fun and relaxed tradition that fosters a sense of camaraderie among colleagues.



Team Jamaica- Holiday Photoshoot

Etech Jamaica treated employees to a complimentary professional photoshoot, capturing their professional essence and creating lasting memories. The initiative not only enhanced their corporate culture but also provided a unique and appreciated perk for their team.

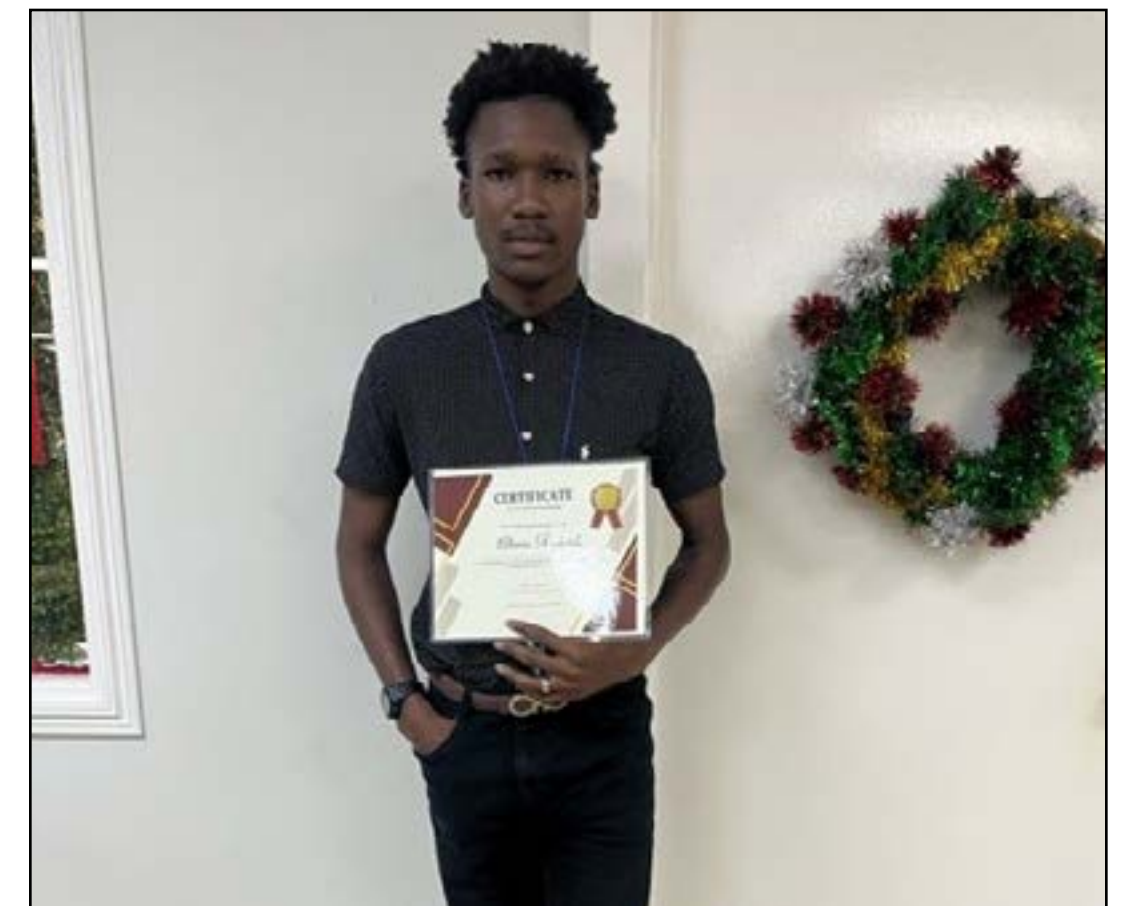


Team Jamaica- Etech Idol

The Jamaica Center saw 4 participants in the annual Etech Idol Competition: Danielle McIntosh, Carey Holness, Alexiss Richards, and Michelle Cox.

Danielle McIntosh was voted the 2023 People's Choice Winner, singing Bruno Mars' song "When I Was Your Man" and Carey Holness placed third in the competition, in addition to being voted the category winner for performance with a twist.

Our team members were excited to see the entertaining performances during the Etech Idol Watch Party, and came out in their numbers to vote for their favorite performance



Employee Engagement activity @ Etech

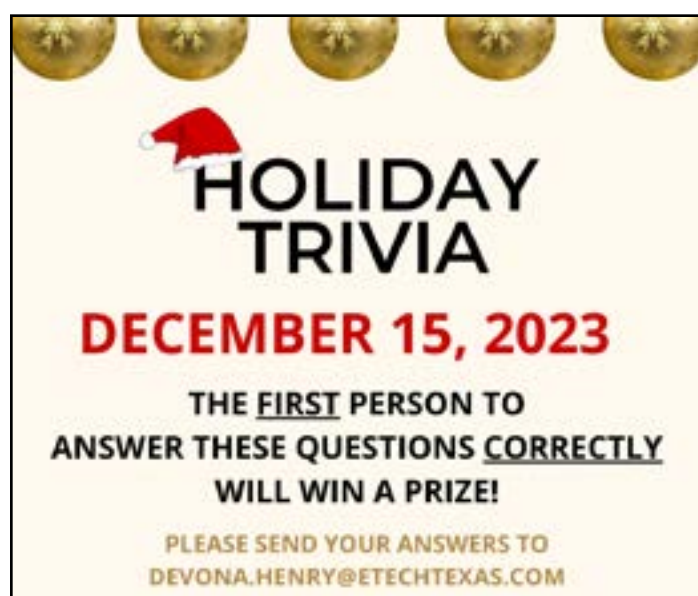
Team Jamaica- Holiday Treat

The Jamaican Sorrel Fruit Cake is a beloved dessert that captures the vibrant essence of Jamaican culture in every slice. It's not just a dessert; it's a celebration of tradition and heritage during the Jamaican Holiday season. On December 22, the HR team hosted a small holiday treat in the spirit of celebration. Employees were treated to Jamaican sorrel fruit cake, ice cream, candies, and Jamaican sorrel drink.



Team Jamaica- Holiday Trivia

Team Jamaica embraced the holiday spirit with a lively trivia fest, challenging employees with festive questions and spreading cheer throughout the office. The event not only tested our holiday knowledge but also created a fun and engaging atmosphere, bringing a sense of joy to the workplace.



Team Jamaica- Holiday Spirit Week

Tis the season for merriment and joy, Team Jamaica celebrated the employees proudly donning their ugliest sweaters and T-shirts, bringing laughter and cheer to the workplace.

“Winter Wonderland Wednesday” saw the workplace adorned with an array of holiday accessories, from Santa hats to festive socks, as employees embraced winter magic.

On “Twinkling Thursday”, the workplace became a holiday character heaven, with staff donning costumes from their favorite holiday books and movies, adding a touch of whimsy to our daily routine.

Finally, they wrapped up the week with “Fa...la..la..la Friday,” where the office bloomed in a kaleidoscope of holiday colors, creating a vibrant and festive end to the workweek.

The week of themed attire not only brought a sense of fun and camaraderie but also allowed employees to showcase their creativity and holiday spirit. As they immersed in this festive extravaganza, it fostered a positive and joyful atmosphere, making their workplace feel like a true Winter Wonderland.



Employee Engagement activity @ Etech

Team Lufkin- Coloring Contest

In December, the Lufkin center held a Holiday Coloring Contest. We had several really good entries, but the top prize went to Sarah Clover. We always have a lot of participation with the coloring contests and we have a lot of talented team members.



Team Lufkin- Sweet Treats

Sweet Treats was a hit this year! We had all kinds of treats, from cupcakes and cookies to fruit for all their team members at Lufkin Center to enjoy. They can't wait to do it again next year!



Team Lufkin- Sweet Treats All U.S. Centers

Sweet treats was such a success in all U.S. centers. It was fun for everyone because there was a special treat that made it on everyone's plate. The selection was so enormous, the choice on the selection was hard but sweet to make. It was refreshing to see all the smiles the sweet treats brought.



Team Lufkin- Santa Claus

Lufkin Etech had a special visitor on December 22, Santa Claus! Santa was able to spread Christmas cheer to our team members and their children. Everyone was excited to see Santa and to not have to fight the Christmas weekend shopping crowds! Can't wait until next Christmas!



Team Lufkin- Ugly Sweater Contest

The annual Ugly Sweater contest was a hit again this year. We had a great turnout, and everyone had a great time! There were so many great sweaters that we had to give out a third prize this year in addition to our Gift Cards.



Employee Engagement activity @ Etech

Team Nacogdoches– Santa Comes to Town!

Santa Claus stopped by Etech Nacogdoches this year and brought lots of laughter and cheer! We hope you all got everything you wanted this year! Big thank you to Aaron Masten for bringing so much joy and putting smiles on the little ones faces!



Team Rusk– Etech Idol watch party



Team Nacogdoches – Sweet Treats

Sweet Treats and holiday cheer! We appreciate everyone and all that you do! Thank you, Etech Nacogdoches.



Team Palm Beach– Hot Chocolate Monday

As the weather turns cooler, Etech Palm Beach had a Hot Chocolate Monday. HR hosted the event and treated everyone to a nice cup of Hot Chocolate that everyone enjoyed. Our Sales Manager, Danny Garrett, helped spread the good cheer for our team.



Employee Engagement activity @ Etech

Team Rusk– Holiday Theme Week

Team Rusk celebrated Etech’s Holiday Spirit Week in a very festive fashion. During the week of December, 18-22 team members at U.S. and Jamacia Centers were encouraged to dress in seasonal attire to celebrate the holiday season. Thank you to all Rusk team members who participated, and we hope you all enjoy the pictures!



Team San Antonio– First Day of Winter Hot Chocolate

The San Antonio center celebrated the first day of winter on 12/21/2023 by offering hot chocolate to everyone on site. Marshmallows and sprinkles were provided as toppings for the hot chocolate.



Team San Antonio– Ugly Christmas Sweater Competition

It was that time of the year for the San Antonio Center to wear their Christmas sweaters for our Ugly Christmas Sweater competition. There were so many cute and creative sweaters on display. The winner was Amanda Solis!



Team San Antonio– Winning Culture Survey Taskforce Personalized Ornament Sale

In December, the Winning Culture Survey Taskforce sold personalized Christmas ornaments to help raise funds for future events. Each ornament was hand-crafted with glitter and vinyl to say “Happy Holidays” with the provided name. 10 ornaments were sold.



Employee Engagement activity @ Etech



Team GNR – Bakery event – Kiosk by Shozo

Etech GNR introduced a new amenity with the establishment of a bakery kiosk, providing a tempting selection of freshly baked treats for our employees. The fragrant scent of pastries, cookies, and artisanal breads wafts through the air, enhancing the workplace with a delightful ambiance. This initiative not only caters to our sweet preferences but also contributes to a warm and indulgent atmosphere, elevating our professional environment and fostering a pleasant work atmosphere.



Team GNR– Christmas

Etech GNR was immersed in the festive spirit with a tasteful array of Christmas decorations, transforming the workplace into a joyful and celebratory atmosphere. From elegantly adorned trees to festive ornaments, the office reflected a harmonious blend of professionalism and holiday cheer. This seasonal celebration at Etech GNR not only enhances the work environment but also fosters a sense of unity and shared joy among colleagues.



Employee Engagement activity @ Etech

Team GNR– R&R

The Rewards and Recognition ceremony at Etech Gandhinagar was a ground breaking event where the work and commitment of the representatives was recognized and celebrated. All the associates assembled to respect remarkable accomplishments, making an air of pride and inspiration. The function highlighted individual achievements as well as highlighted the aggregate progress of the whole team. In order to cultivate a culture of appreciation and encouragement, employees received personalized awards in addition to well-deserved accolades. Everyone was encouraged to strive for excellence in their roles, which served as a powerful morale booster. As the commendation reverberated through the scene, it denoted a paramount recognition for the responsibility and commitments of their committed family.



Team GNR & VDR – OPS Contest

Having elevated motivation, our Operations Contest at Etech GNR and VDR was an exciting initiative where teammates had the chance to win coveted prizes such as PS5s, iPads, and other valuable goodies. This competitive event not only fostered a culture of excellence within our team but also served as recognition of outstanding performance, driving the collective success of our operations. The anticipation of these enticing rewards added an extra layer of enthusiasm to our workplace.



Employee Engagement activity @ Etech

Etech VDR – Christmas Decoration

Etech VDR radiates festive cheer with tasteful Christmas decorations adorning our workspace. From elegant ornaments to thoughtfully placed wreaths, the office ambiance reflects the spirit of the season. The meticulous attention to detail in our holiday décor not only enhances the professional atmosphere but also fosters a sense of warmth and celebration among colleagues. As we embrace the festive spirit, the Christmas decorations at Etech VDR create a visually inviting and uplifting environment for everyone in the workplace



Team VDR- Kiosk on Bakery 25th December

Etech VDR had recently enhanced our workplace experience by introducing a bakery kiosk, offering a tempting array of freshly baked treats for our team. The enticing aroma of pastries, cookies, and artisanal breads filled the air, enriching the office environment with a delightful ambiance. Beyond satisfying our sweet cravings, this initiative added a touch of warmth and indulgence, creating an elevated and pleasant work atmosphere that always contributes to our team's overall well-being.



Employee Engagement activity @ Etech

Team VDR– R&R

The Prizes and Acknowledgment service at Etech Vadodara was a pivotal occasion where the work and responsibility of delegates were perceived and celebrated. Partners amassed to regard amazing achievements, making a quality of pride and motivation. The capability featured individual accomplishments as well as featured the total advancement of the entire group. To develop a culture of appreciation and support, workers got customized grants notwithstanding merited honors. Everybody was urged to take a stab at greatness in their jobs because of the occasion, which filled in as a strong spirit sponsor. As the honor resounded through the scene, it meant a vital acknowledgment for the obligation and responsibilities of their dedication.



Team VDR– Secret Santa Gifts

Etech VDR embraced the holiday spirit with a festive celebration of Secret Santa. Team members exchanged carefully selected gifts, fostering camaraderie and a sense of joy within the workplace. This thoughtful tradition at Etech VDR not only brought smiles to faces but also strengthened the bonds among colleagues, creating a positive and collaborative atmosphere as the year came to a close. Such team-building activities contribute to a vibrant and motivated work environment.



Give back Initiative @ Etech

Team Dallas- Operation Xmas Child

Operation Christmas Child began in the UK in 1990, after Dave Cooke, a local businessman in Wrexham and his wife Jill felt to do something in response to the plight of Romanian orphans at the end of the Cold War. Dave's sister Jan came up with the concept of the shoe-box gift as a form of easily transportable 'Christmas stocking' wrapped and packed with love. A tangible message of hope for children in the toughest of circumstances. There are different sites that open on holidays to allow others to act upon this calling. 6 members of the Dallas office staff volunteered their time. Thanks for their support.



Team Dallas - Shoebox Give Back

On December 12 the HR Dallas team hosted a shoe-box packing party. Several shoe-boxes were donated to the center and filled with daily essentials such as toys, and other fun items. HR team had participation from multiple people in different departments. While packing the boxes, jokes and laughter filled the air and made the activity fun. The shoe-boxes were donated to Operation Christmas child where 6 of the members of the Dallas office staff volunteered their time to aid in the packing of more boxes. The Christmas spirit was truly felt by all.



Give back Initiative @ Etech

Team Dallas- Stewpot Give back

Stewpot Dallas is a place where the less fortunate individuals in the community go to have their meals. The stewpot has now become a popular give back initiative. Many volunteered for the first time, and they enjoyed giving back their time. During the holidays, giving back to the community is the best present one can give and especially to the less fortunate among us. Dallas team volunteered on four separate days i.e. on December 9, 11, 22 and 29 and served lunch. A total of 20 employees gave their time by serving lunch at the stewpot. We appreciate every one of them.



Team Jamaica:- Salvation Army Clothing Donation Drive

Rain or shine, at Etech, they value the members of their community. For the month of December, Etech employees were asked to donate clothing items to the Salvation Army's Headquarters. The clothing items which ranged in sizes between toddler to adult, were dropped off at the Human Resources office, boxed and delivered to the clothing drive drop off point. Every single piece of clothing item donated will make a meaningful difference in the lives of people within the community!



Give back Initiative @ Etech

Team Jamaica:- Toiletries Donation Drive

At Etech we take care of others in our communities. For the month of December, Etech Jamaica employees were asked to donate toiletries to Garland Children's Home. They received monetary donations which were used to purchase the items, along with personal donations from our staff. The items purchased included toothpaste, sanitary napkins, deodorant, etc.

It was a heart warming time collecting and putting together the items to be donated to the children, and they were thrilled to have been a part of this initiative, as these items were specially requested.

The caretakers along with the children expressed their immense gratitude for the donations and thanked Etech Jamaica for their continued support and generosity. They hope to receive our continued support in the future.



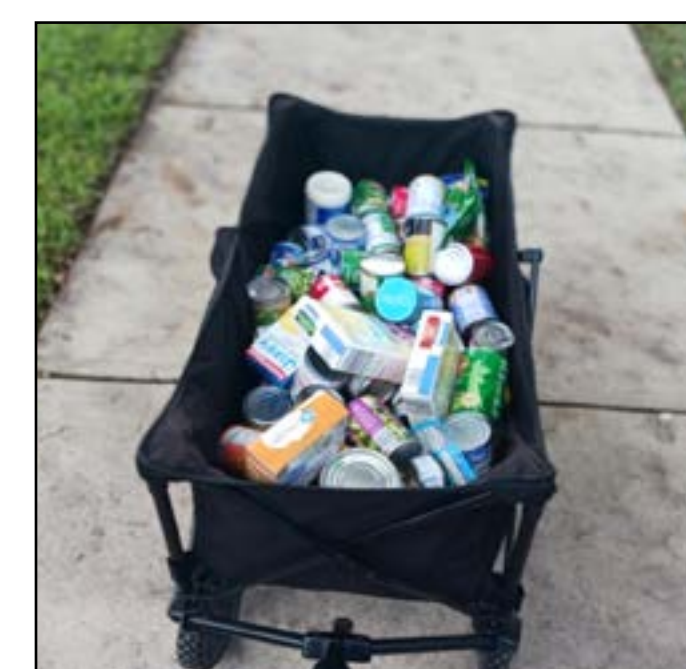
Team Nacogdoches – Holiday Cards for Magnolia Court Assisted Living & Memory Care

During this joyous time of year, Etech Nacogdoches wanted to spread a lot of Christmas cheer! We all did that by adding heartfelt messages to holiday greeting cards and delivering them to residents at Magnolia Court. Thank you to everyone who took the time to share warm wishes to brighten the holidays and make a remarkable difference for those within our community



Team Palm Beach – Palm Beach CSR

Palm Beach center continued making an impact in our community. This month, PB partnered with the Homeless Coalition of Palm Beach County. The center donated over 75 canned goods to their Homeless Food Pantry. Our System Administrator (Jon Soule) helped deliver the canned goods to the shelter.



Give back Initiative @ Etech

Team Rusk - Heartfelt Holiday Wishes

For the month of December, team members at the Rusk Center wrote heartfelt holiday messages in over 100 holiday greeting cards. The cards were then delivered to Tri-County Meals on Wheels! Tri-County Meals on Wheels provides daily home delivery of hot meals to over 500 community members in Anderson, Cherokee and Rusk Counties! Thank you to every team member who shared warm wishes to brighten the holidays and make a remarkable difference for those within our community.



Team San Antonio- Coat Drive

This month, the San Antonio center held a coat drive that went to the Victory Outreach Center. 15 jackets were donated; the Victory Outreach Center was thankful for all the donated jackets, especially since we have been experiencing colder weather.



Team VDR- Winter Donation

Team Etech VDR exhibited compassion this winter through a clothing donation drive, collecting warm winter clothes to support those in need. The generous contributions from our team were later distributed to local charities, spreading warmth to individuals facing the cold weather. This act of kindness not only reflects our commitment to social responsibility but also strengthens the sense of community within our team. By coming together to donate winter clothing, Team Etech VDR made a meaningful impact, extending a helping hand to those less fortunate during the chilly season.



Give back Initiative @ Etech

Team GNR – Visit to Prabhat Foundation

“All kids need is a little help, a little hope, and someone who believes in them” wrote a famous former basketball player and now a successful Businessman, Earvin ‘Magic’ Johnson.

A great collaboration started as Etech CSR team from Gandhinagar visited school for special children as part of Prabhat Education Foundation’s Disability Week Celebration”. CSR team spent quality time with these remarkable kids by doing several activities like Zumba, Story Telling, Art class, and being a helping hand in kitchen to cook lunch for these children.

The school has 60 students ranging from 2 years to 21 years learning moral values, simple calculations, reading, writing, and stitching. The school believes in not only identifying needs of these kids but also put them along the rest of the world by brushing their skills to optimum. One of the wings of the school also work towards physical improvement and provide physiotherapy support to kids who need such treatments. All these at negligible or no cost at all.

Team GNR left with a promise to be associated with them for future projects and contribute to their betterment. As a token of love they made a charitable donation.

Team GNR– Winter Wear Donation

Etech CSR team at Gandhinagar, arranged warm cloth drive this winter and collected 600+ used wearables. Operations team was partnering in this drive. A total of 12 members from Etech CSR team and Operations partnered to visit the neighborhood to provide people with shield to save them from winter. They experienced immense bliss while looking at cheery faces of the recipients. On their way back each one of them had a feeling of satisfaction, content, and gratitude.



Wellness @ Etech

Team Jamaica- Health Fair

On Monday, December 11, employees of Etech Global Services, Jamaica, were treated to a health fair. The aim of their health fair was to provide basic preventive medicine and medical screening of our employees, in conjunction with workplace wellness. Employees checked their blood pressure, checked their weight, tested their blood sugar, in addition to being allotted a private session with the general practitioner who was on site.



Team Vadodara- Apple Bobbing

Fostering a spirit of wellness, Team VDR engaged in a unique and enjoyable activity – apple bobbing. This lighthearted event not only provided a break from routine but also encouraged a sense of camaraderie among team members. Participants embraced the challenge, showcasing their enthusiasm and team spirit. As apples bobbed in water-filled containers, laughter echoed, creating a positive and energized atmosphere. This wellness initiative served as a refreshing break, promoting both physical and mental well-being within Team VDR, strengthening our bond and enhancing the overall workplace experience.





Community Scoop @ Etech

Community Scoop | December 2023 First Friday Luncheon

Etech CSR team at Gandhinagar, arranged warm cloth drive this winter and collected 600+ used wearables. Operations team was partnering in this drive. A total of 12 members from Etech CSR team and Operations partnered to visit the neighborhood to provide people with shield to save them from winter. They experienced immense bliss while looking at cheery faces of the recipients. On their way back each one of them had a feeling of satisfaction, content, and gratitude.



Community Scoop | Alive After 5 (Hosted by Nac Space)

In December, Nac Space hosted the December Alive After 5, and it was a festive event as we learned more about the business and how they are helping to make a difference in our local communities. Santa was onsite accepting last minute wish lists, and helping those of us who aren't on the nice list make our way there. Huge thanks to our IT department @Kevon J. Deckard and @Lauria Boone for attending and representing Etech! #remarkable



Community Scoop | Pinewoods Nutrition

Our last edition of Community Scoop for the 2023 year brings us to newest Chamber Investor Pinewoods Nutrition of Lufkin Texas! This amazing business recently celebrated their Ribbon Cutting with the Lufkin Chamber, and team Etech was in the house to help wrap arms around this newly minted business to Angelina County. Pinewoods Nutrition is located off US 69 in Pollok, Texas and is ready to delight your taste buds with their tasty hot or iced coffees, loaded teas and meal replacement shakes! Thank you @Sarah Clover for representing Etech at this event! You are truly remarkable!

