



NEWSLETTER MAY 2025

EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS

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Etech's 12 Character Commitments

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



NEWSLETTER May 2025

Good Posture Awareness – May

What Is Stress?

Correct Posture Awareness

Ouch! How many of you have said those words about a nagging muscle or ligament problem? While slips on ice, trips over curbs and improper lifting can be the cause of those problems, there's another culprit. Who or what is this guilty party? Poor posture. Yes, lying, sitting, standing and walking with poor posture can put major strain on your body.

According to the American Chiropractic Association, "Several factors contribute to poor posture — most commonly, stress, obesity, pregnancy, weak postural muscles, abnormally tight muscles and high-heeled shoes. In addition, decreased flexibility, a poor work environment, incorrect working posture, and unhealthy sitting and standing habits also can contribute to poor body positioning."

Ergonomics at the office

Sitting at a desk all day can contribute to aches and pains.

However, practicing good office ergonomics can help you keep your muscles and ligaments healthy:

- ◇ Adjust your chair height. You want your chair to be in a position that allows your feet to sit flat on the ground and your knees to be level with your hips. If need be, place a cushion in the small part of your back while sitting in your chair. This helps with lumbar support.
- ◇ Position your go-to items effectively. You're often reaching for your phone, computer mouse or calculator, so keep these items in easily reachable positions.
- ◇ Take care of your wrists. Keep your wrists straight while typing. Also, use a wrist rest for support.
- ◇ Sit up straight. While in front of your computer or at your desk, sit up straight and position your body in the center of your workstation.
- ◇ Use a headset. Wedging your phone between your shoulder and the side of your face while writing isn't a good thing. Use a headset instead to reduce the strain on your body.
- ◇ Make sure work surfaces are at a comfortable height for you, whether you're sitting in front of a computer, making dinner, or eating a meal.

Good Posture Awareness – May

How can I improve my posture in general?

- ◇ Be mindful of your posture during everyday activities, like watching television, washing dishes, or walking
- ◇ Stay active. Any kind of exercise may help improve your posture, but certain types of exercises can be especially helpful. They include yoga, tai chi, and other classes that focus on body awareness. It is also a good idea to do exercises that strengthen your core (muscles around your back, abdomen, and pelvis).
- ◇ Maintain a healthy weight. Extra weight can weaken your abdominal muscles, cause problems for your pelvis and spine, and contribute to lower back pain. All of this can hurt your posture.
- ◇ Wear comfortable, low-heeled shoes. High heels, for example, can throw off your balance and force you to walk differently. This puts more stress on your muscles and harms your posture.
- ◇ Core Strength: Strengthen your core muscles through exercises like planks, sit-ups, and crunches.
- ◇ Regular Reminders: Make it a habit to check your posture throughout the day.
- ◇ Exercise: Consider exercises that target the back and upper body to improve posture.
- ◇ Seek Professional Advice: If you have persistent posture problems, consult a physical therapist or other healthcare professional.

Good posture is about more than standing up straight so you can look your best. It is an important part of your long-term health. Making sure that you hold your body the right way, whether you are moving or still, can prevent pain, injuries, and other health problems. Speak with your health care provider if you have further questions about improving your posture.

Employee Engagement activities @ Etech

Team Dallas – Mini Game Day

Etech Dallas hosted mini game Day! This was a fantastic day that brought people together for a minute of fun and friendly competition. We set up two games, and the one that was favored: marshmallow munch. Each contestant had to stuff as many marshmallows in their mouth as they could in only 30 seconds! All who participated enjoyed themselves. We had five amazing winners who were determined to emerge victorious.



Team Jamaica – Fun Friday-Lucky Dip (Grab bag)



Employee Engagement activities @ Etech

Team Lufkin – Baked potato sale

In the month of May the Lufkin Center held a baked potato sale. Partnered with Kendra, our recruiter, HR out together a hot lunch option for the employees of Lufkin. The toppings made available were butter, sour cream, bacon bits, and two types of cheese.



Team Lufkin – UNO Tournament

This month our newest addition to the HR team and PM receptionist, Sonja Moreno, put together an UNO tournament for the employees of Lufkin Etech. The event was considered “after hours” beginning at 7pm and ran for an hour. The competition consisted of 8 participants. The winner was Blanca Avila and the prize, provided by Ms. Moreno, was a LEGO Star Wars Millennium Falcon 25th anniversary set. The event was thoroughly enjoyed by all. We look forward to more friendly competition in the future.



Employee Engagement activities @ Etech

Team Lufkin - Theme week

For May, the theme weekdays were as follows; Monday- Goth day; wear dark and dramatic clothes, Tuesday- Star Wars Day; Dress in clothing inspired by the Star Wars franchise, Wednesday- Beach Day; Wear Beach vacationing clothes, Thursday- Etech Day; Wear Etech merch, and Friday- Bee Day; Wear antennae, stripes, black and yellow. Each day of participation grants you a ticket for the drawing at the end of the week. This month's theme week winner was Kalli Fondren.



Employee Engagement activities @ Etech

Team Nacogdoches – Spirit Week

Etech Nacogdoches celebrated May Spirit Week from May 19–23, bringing together employees for a week of fun activities focused on wellness and team building. The week kicked off with Mindful Monday, encouraging staff to wear green in honor of mental health awareness month, followed by Bingo Tuesday featuring Etech Bingo in the back breakroom. Midweek brought a National Tea Day celebration on Wednesday with complimentary tea available in the back break room, while Music Thursday invited employees to wear their favorite band tees and share their musical preferences. The week concluded with Comfort and Care Friday, where team members could pick up mental health reminder cards in the breakroom, reinforcing Etech's commitment to employee well-being and creating a supportive workplace culture.



Employee Engagement activities @ Etech

Team Nacogdoches – Beach Bash Bingo

Team Nacogdoches recently celebrated their 2nd Annual Beach Bash Bingo and we had a great night of fun! Multiple departments assembled in the back breakroom and shared a night of laughter, great memories, and many opportunities for great prizes! Thank you so much to

each team member who took time out of their busy schedule to stay behind and have some after-hours fun.

At Etech, we don't do life alone, and we all enjoyed bonding and making memories that will last a lifetime.



Team Rusk – Wear two different shoes day



Team San Antonio – National BBQ Day (Pickle contest Day)

For National BBQ Day, The San Antonio Center hosted a pickle guessing contest! Everyone had the opportunity to guess how many pickles there were in the for a chance to win a \$15 Gift Card to the BBQ restaurant of their choice. After counting all the pickles in the jar, Jeremy Cade on the IDX campaign had the closest guess of 221 with the confirmed total number of pickles being 230!



Employee Engagement activities @ Etech

Team GNR – Reward and Recognition



Employee Engagement activities @ Etech

Team GNR – Summer Day – Ice Gola event



Employee Engagement activities @ Etech

Team GNR – Badminton Tournament



Employee Engagement activities @ Etech

Team VDR – Reward and Recognition



Employee Engagement activities @ Etech

Team VDR – Hawaiian Day



Give Back Initiative @ Etech

Team Dallas – Food Pantry 5.1.25

Etech Dallas volunteered at The Stew Pot Food Pantry. Dedicating time to ensuring that those who need help are welcomed with a warm presence, while being provided with selfless services. Offering a unique grocery store experience, The Stew Pot not only empowers individuals by giving them control over what they take home, but also reduces food waste, along with exemplifying a compassionate approach to addressing food insecurity.



Give Back Initiative @ Etech

Team Jamaica – Jamaica Supports Our Community

At Etech we pride ourselves on giving back to our communities. For the month of May, we organized and read to children at First Step Pre-School in honor of Child Month with a sweet treat of ice cream after.

We were happy to have been able to support the community with this initiative.



Give Back Initiative @ Etech

Team Lufkin – CSR



Team Nacogdoches – Blood Drive

On May 20th, Etech Global Services demonstrated their continued commitment to community service by hosting a blood drive for Gulf Coast Regional Blood Center at their Nacogdoches facility. The event provided employees with a convenient opportunity to make life-saving donations that directly impact patients in need throughout the region. Etech's decision to host this critical health initiative reflects the company's servant leader philosophy and dedication to making a remarkable difference in their community. The organization extends heartfelt gratitude to all participants who took time from their day to donate blood, as each contribution has the potential to save multiple lives.



Give Back Initiative @ Etech

Team Nacogdoches – Christian Women Job Corp Clothing Drive

For the month of May, the Nacogdoches Center held a clothing driving for professional women's clothing and shoes to benefit participants of the Christian Women's Job Corp program. The drive was held from May 5th to May 30th and many thanks to all who provided donations of slacks, blazers, dress shirts, button ups, shoes and dresses. What a way to make a remarkable difference within our community.



Team Nacogdoches – Hope Food Pantry

Employees from Etech Global Services recently demonstrated their commitment to community service by volunteering to restock the Nacogdoches Hope Food Pantry and organizing a food drive to support local families in need. This volunteer effort reflects Etech's mission as a servant leader organization dedicated to making a remarkable difference in their community, while supporting Hope Food Pantry's 30-year mission of helping reduce hunger in Nacogdoches County



Give Back Initiative @ Etech

Team Rusk - Cherokee County Animal Shelter

Throughout the month of May the Rusk center collected pet supplies for the Cherokee County Animal Shelter. The shelter's primary objective is, "To provide responsive, efficient, and high-quality services that preserves and protects citizen and animal welfare." Through team member donations the center was able to donate dog food, cat food, pet beds, and flea and tick prevention. Thank you to everyone who donated and helped to make a remarkable difference within our community!



Team Rusk - National BBQ Day

In celebration of National BBQ Day on Friday May 16, the Rusk center hosted a pulled pork sandwich lunch for team members. The menu consisted of succulent smoked pulled pork, savory homemade BBQ sauce, a selection of chips, and an array of toppings. Thank you to all who were able to attend this center engagement event.



Give Back Initiative @ Etech

Team San Antonio – Children’s Book Drive for the Christus Children’s Hospital

San Antonio Newsletter: Children’s Book Drive for the Christus Children’s Hospital The San Antonio center hosted a book drive for CHRISTUS Children’s Hospital, collecting gently used and new books for young patients. The center collected a total of 34 books that will bring comfort and joy to children during their hospital stays.



Give Back Initiative @ Etech

Team GNR – Clay Pots & Water Bottles



Give Back Initiative @ Etech

Team VDR – Movie Day (CSR)



Wellness @ Etech

Team Dallas – Mother's Day: Appreciation

Etech Dallas hosted a Mother's Appreciation Day! This Mother's Day celebration was a special occasion dedicated to celebrating and expressing gratitude, for the incredible women who shape our lives. We honored the selfless love, unwavering support, and countless sacrifices that mothers make every day. Through heartfelt words, delicious treats and quality time spent together, this day was an opportunity to reflect on the profound impact that mothers have on their families and communities.



Wellness @ Etech

Team Dallas – National Day of Prayer

Etech Dallas celebrated National Prayer Day. We all gathered, held hands and took the time to observe this day with an acceptance of all faiths in mind, and heart. Day of Prayer underscores the importance of spiritual reflection and world peace, encouraging individuals to extend compassion and support to others, while also contemplating personal faith and purpose.



Wellness @ Etech

Team Jamaica – Mother's Day Treat



Wellness @ Etech

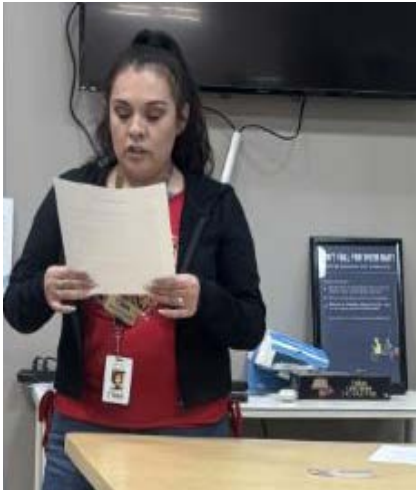
Team Jamaica – EAP and NHF booth



Wellness @ Etech

Team Lufkin – Prayer Day

On May first the National Day of Prayer was observed in our center. Around 11:30am we gathered in the breakroom. With hands clasped together and bowed heads, Ericka Martinez and Jackie Moyeda, led the room in prayer.



Team Rusk – Mothers' Day

Mother's Day is a celebration to express respect and love towards mothers. The day is an event to honor the contribution of mothers, acknowledge the efforts of maternal bonds and the role that mothers play in our society. In recognition and celebration of those team members who know the joy of motherhood, the Rusk center celebrated with a gift of colorful carnations and a center potluck for all employees on Friday May 9. Etech Rusk hopes everyone had a marvelous Mother's Day!



Wellness @ Etech

Team Rusk – National Prayer Day



Team Nacogdoches – National Prayer Day



Team San Antonio – Mother's Day

The San Antonio Center showed their appreciation to all mothers with a special Mother's Day treat, which included waffles and yogurt parfaits! What a sweet way to show appreciation for all they do!



Wellness @ Etech

Team San Antonio – National Prayer Day

The San Antonio Center observed the National Day of Prayer by leading a heartfelt prayer. Many team members came together to show their support for the nation.



Team San Antonio – Summer Raffle

The San Antonio Center held a summer raffle featuring a grill, grill set, and Walmart gift card as prizes. All proceeds collected will go towards future center activities. Vangie Rios, Assistant Trainer, was announced as the lucky winner of the entire prize package!



Wellness @ Etech

Team VDR – Health Check-up



Community Scoop @ Etech

Community Scoop | Beach Bash Bingo (Nacogdoches)

Team Nacogdoches recently celebrated their 2nd Annual Beach Bash Bingo and we had a great night of fun! Multiple departments assembled in the back breakroom and shared a night of laughter and great memories! Thank you so much to each team member who took time out of their busy schedule to stay behind and have some after hours fun. At Etech, we don't do life alone, and we enjoyed bonding and making memories that will last a lifetime.



Community Scoop @ Etech

Community Scoop | SFA Chamber Connection

Earlier this week, Team Etech attended the SFA/Chamber Connection monthly meeting hosted by the Department of Media and Communication. They were excited to have the opportunity to give attendees a behind-the-scenes look at JackTV (SFA-TV2) and talk about opportunities for future collaboration and cooperation, including content creation, advertising/public relations, and social media.



Thank you @Sharmion Reed for attending and representing Etech this month!

Community Scoop @ Etech

Community Scoop | Welcome Generator Supercenter

Yesterday, Team Etech celebrated with Generator Supercenter for their inaugural ribbon cutting! We are excited to help welcome this business to Angelina County.

As the #1 Generac dealer in North America, they're trusted by families and businesses alike for top-quality whole house generators, expert installation, and ongoing service. Their mission is to provide lasting peace of mind, and they do it with joy, integrity, and professionalism every step of the way!

Congratulations Generator Supercenter of Lufkin and we wish you well!



Community Scoop @ Etech

Community Scoop | Fredonia Rotary Rumble 5k

This past weekend, Etech was the proud Water Sponsor for the Fredonia Rotary Club's 5k! The Fredonia Rotary club hosted their annual run at TJR Elementary school and the race included a Kids K and an Adult 5K. Thank you @Jeanne D. Shuell for volunteering to help distribute water to the runners and walkers of the event. Etech is committed to making a remarkable difference in the lives of others in our local community, and it was a pleasure to serve this past weekend!



Announcements

Lufkin/Angelina County Chamber of Commerce: Power Networking Breakfast

On Friday, May 23, 2025, community leaders from the Lufkin area were welcomed with Etech's signature warmth and professionalism during the Power Networking Breakfast, hosted by the Lufkin/Angelina County Chamber of Commerce.

Denise Thompson proudly represented Etech, delivering a compelling presentation titled "Trust Me: This Equation Works." The session introduced the Trust Equation, a concept unique to our Etech family, and one that resonated deeply with attendees. The topic, new and unfamiliar to many, proved both insightful and timely. Several participants shared with Denise how impactful and relevant the session was, expressing appreciation for learning about the core components that build and sustain trust in leadership and business.

Thank you, Denise, for your exceptional representation of Etech and for continuing to champion our values in the community. Well done!



Announcements

Announcement | Marty Harper Scholarship Award

Marty Harper was one of the very first employees of the organization. Marty played a foundational role in shaping our culture and commitment to excellence. Marty passed away on May 15, 2023, and her legacy continues to live on through the countless lives she impacted during her years of dedicated service. To honor her memory, Etech is proud of the **Marty Harper Scholarship Award**. This scholarship reflects Marty's spirit of service and Etech's ongoing commitment to empowerment, growth, and community impact. We believe in the power of education to transform lives, and this initiative is a meaningful way to invest in the potential of future generations.

As part of the application process, Matt Rocco & Dr. Chimney required senior candidates to meet a set of well-rounded criteria: a 1,000-word essay, a minimum GPA of 3.0, and clear evidence of active community involvement, standards that speak to both academic excellence and civic responsibility. This year, we were proud to receive submissions from 20 exceptional students, each of whom submitted a compelling essay reflecting on their personal growth over the past four years and how they plan to use their education to make a lasting and meaningful impact in the world.

Our President, Matt Rocco, Kaylene Eckels (COO) and Dr. Veronica Chimney (CHRO) honored three graduating seniors this year. Each year, **Dennis Harper**, the devoted husband of the late Marty Harper, joins us to honor her legacy and celebrate the tribute held in her memory.



Announcements

Announcement | Leadership Nacogdoches Graduates

Please join us in extending a heartfelt congratulations to our most recent Leadership Nacogdoches graduates: **Denise Thompson** (Account Leader) and **LaMarcus Williams** (Sr. Insights Leader)!

This prestigious nine-month program, led by the Nacogdoches County Chamber Foundation, is designed to cultivate emerging leaders by offering in-depth exposure to the key industries, services, and organizations that shape our local community.



Throughout this journey, Denise and LaMarcus not only gained valuable insight into the inner workings of Nacogdoches, but also strengthened their leadership skills, expanded their professional networks, and built lasting relationships with fellow community changemakers.

We are incredibly proud of both of you for your commitment, growth, and representation. Congratulations on this well-deserved achievement!