NEWSLETTER JUNE - 2025





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Etech's 12 Character Commitments

- » Integrity
- » Valuing People
- » Team Work
- » Accountability
- » Communication
- » Vision

- » Adaptability
- » Humility
- » Creativity
- » Teachability
- » Positive Influence
- » Courage



Embracing Confidence and Self-Care June

June marks the start of *Beautiful in Your Skin Month-* a time to celebrate self-love, confidence, and embracing who you are, just as you are. At work, we often focus on productivity, professionalism, and performance - but just as important is our personal well-being and how we feel in our own skin.

This month is a reminder that beauty isn't a one-size-fits-all concept. It's about showing up each day feeling strong, capable, and confident-no matter your skin tone, texture, scars, freckles, or features.

Embracing Confidence and Self-Care: Celebrating "Beautiful in Your Skin" Month

Why It Matters at Work

When we feel good about ourselves, it positively impacts our mindset, relationships, and performance. Celebrating Beautiful in Your Skin Month in the workplace encourages a culture of:

- » **Self-acceptance:** Embracing who we are builds emotional resilience.
- » Inclusivity: Creating a space where everyone feels seen and valued.
- » Well-being: Promoting self-care as part of our everyday success.

Ways We're Celebrating

Here are a few simple and meaningful ways you can join in throughout June:

- » Self-Care Spotlights: Share your favorite self-care practice or skincare routine on our internal platform.
- » Daily Affirmations: Take a moment each morning to repeat a positive affirmation. Try: "I am strong. I am enough. I am beautiful in my skin."
- » Color of Confidence Day: Wear a color that makes you feel confident—bonus if it's red, the color of boldness and strength!
- » Story Share Wall: Contribute to EWC with a quote, photo, or story about your personal journey with self-image or confidence.

Final Thought

Being "beautiful in your skin" isn't about perfection - it's about authenticity. Whether you're putting on your best outfit for a presentation or showing up in your natural glow, take pride in the person you are. Let's support each other in embracing individuality, celebrating diversity, and showing up confidently- not just this month, but every month.

You are bold. You are brilliant. You are beautiful-in your skin.



Employee Engagement activities @ Etech

Team Dallas - Department color Day

Etech Dallas recently celebrated a spirited event known as Department Color Day, designed to boost employee morale and foster a sense of unity across different teams. On this vibrant day, each department was encouraged to don a specific color, transforming the workplace into a lively tapestry of hues. This initiative not only provided a fun and relaxed atmosphere, but it also allowed employees to express their creativity and team spirit. Colleagues enjoyed the opportunity to bond over their shared department colors, leading to increased camaraderie. Such events highlight Etech Dallas's commitment to creating an engaging and positive work environment.











Employee Engagement activities @ Etech

Team Dallas - Etech 22nd Anniversary

The Etech Dallas center celebrated the Etech's 22nd Anniversary! This anniversary celebration was a significant milestone that served as a testament to the company's resilience, growth, and success over the years. Such an occasion made for delicious refreshments and expressions of gratitude towards fellow employees.



Team Dallas - Father's Day

Etech Dallas had a lovely Father's Day celebration. Savory cupcakes and meaningful words were present on this very special day! With only three Father's at the Etech Dallas center; we still shared kindness with all the men of the center. We used this day to celebrate the role of Fathers and Father figures in their lives.





Etech. playing by the rules

Employee Engagement activities @ Etech

Team Jamaica - Etech 22nd Anniversary





Team Jamaica - Twin Day









Employee Engagement activities @ Etech

Team Jamaica - Birthday Club









Employee Engagement activities @ Etech

Team Jamaica - Games Day-crazy socs and Ice cream



Team Jamaica - YOSA





Employee Engagement activities @ Etech

Team Lufkin - Etech anniversary

A happy anniversary to Etech. It has been 22 years of growth, development and honing of practices. To celebrate the occasion, cake, fruit and punch was provided for the staff on Friday, June 13th in the break room. To make this event even sweeter there was an opportunity given to win a raffle for 200 UBs. The winner of this raffle was selected the following Monday. The winner was Jewell Cooley.







Team Lufkin - Baking Competition

This June Lufkin Etech placed flyers around the center with the challenge question, "So you think you can bake?" From this call to those who believed themselves gifted enough in the pastry and sweets department a list of competitors was compiled. By judgement day there were five entries of varying treats: Derby Pie, Flan, Peach Cobbler, Strawberry Cheesecake, and Italian Cream Cake. From our leadership five judges stepped forward to sacrifice a bit of their time and taste buds. On the actual day however, we had a guest in the center who also wanted to participate. Between these six judges the winners were determined to be Kaili Fondren taking first place with her Strawberry Cheesecake, and Sonja Moreno in second with her Flan. The leftovers from this event were then offered to the rest of Etech. By the end of the day, not a crumb remained. By turn out and enthusiasm by all the conclusion is that this was a success.





Employee Engagement activities @ Etech

Team Lufkin - Theme Week

For June, the theme weekdays were as follows; Monday- Neon Colors; wear clothes so highlighter bright you could stop traffic, Tuesday-Outdoors Person; Dress in clothing indication an outdoors pastime, Wednesday-Rainbow; Wear a myriad of colors, Thursday- Dress like the profession you wanted as a child. Thursday was a fun one, to see what everyone thought they'd be as a child, we saw illustrator, teacher, nurse, bank teller, even a truck driver. To finish Friday coincided with our Etech Anniversary celebration so the goal was to wear the colors blue and green. Each day of participation granted participants a ticket for the drawing at the end of the week. This month's theme week winner was Cody Hayes.





Employee Engagement activities @ Etech

Team Nacogdoches - Father's Day

On Friday, June 13th, Father's Day Cards were placed out for employees to celebrate the day of Dads on Sunday June 15th. The small gesture was to share our appreciation of all fathers and the dedication they bring into our workplace every day. Thank you to all the dads out there and hope you all had a wonderful Father's Day.





Team Rusk - Father's Day

Father's Day is an annual holiday recognized officially on the third Sunday in June to honor fathers, celebrate fatherhood, paternal bonds, and the influence of fathers in society. Etech Rusk showed our appreciation for team members who personally know the joy of fatherhood and those who have experienced the unique love shared with paternal bonds on June 13, by providing words of appreciation and handsome custommade shirt and tie bags filled with cured meat, cheeses, and sandwich crackers. Thank you to all of the fathers on our team for your efforts within and outside of Etech!



Team Rusk - Etech 22dn Anniversary





Employee Engagement activities @ Etech

Team Rusk - National Iced Tea Day

The Rusk center celebrated National Iced Tea Day on Tuesday June 10! Team members were treated to delicious sandwiches, sweet snacks, and refreshing iced tea. Iced tea is a wonderful way to beat the Texas heat, whether you prefer it sour with lemon or add sugar to make it sweet. Thank you to all team members who were able to attend!





Team Rusk - Summer Theme Week

Etech Rusk started off the 2025 summer season in an engaging fashion! The center held a Summer Theme Week from June 17-20. The themes for the week included Sunglasses Day, Flowered Shirt Day, Favorite Sports Team Apparel Day, and on the first full day of summer the theme was Wear Yellow. Thank you to all team members who participated in celebrating the official seasonal change to summer!









Employee Engagement activities @ Etech

Team San Antonio - Etech anniversary

The San Antonio Center marked a sweet milestone, by celebrating Etech's 22nd anniversary with yummy treats and refreshments for everyone to enjoy. Adding to the excitement, the center held a door prize drawing for a chance to win 200 BB's, with Brianna Vidaurri, Campaign Support Specialist, taking the lucky prize!





Team San Antonio - Father's Day Treat

The San Antonio Center showed appreciation for all the fathers with a thoughtful gesture, offering donuts and fresh coffee as a special treat to recognize and honor all the dads at the center!







Employee Engagement activities @ Etech

Team San Antonio - Summer Potluck

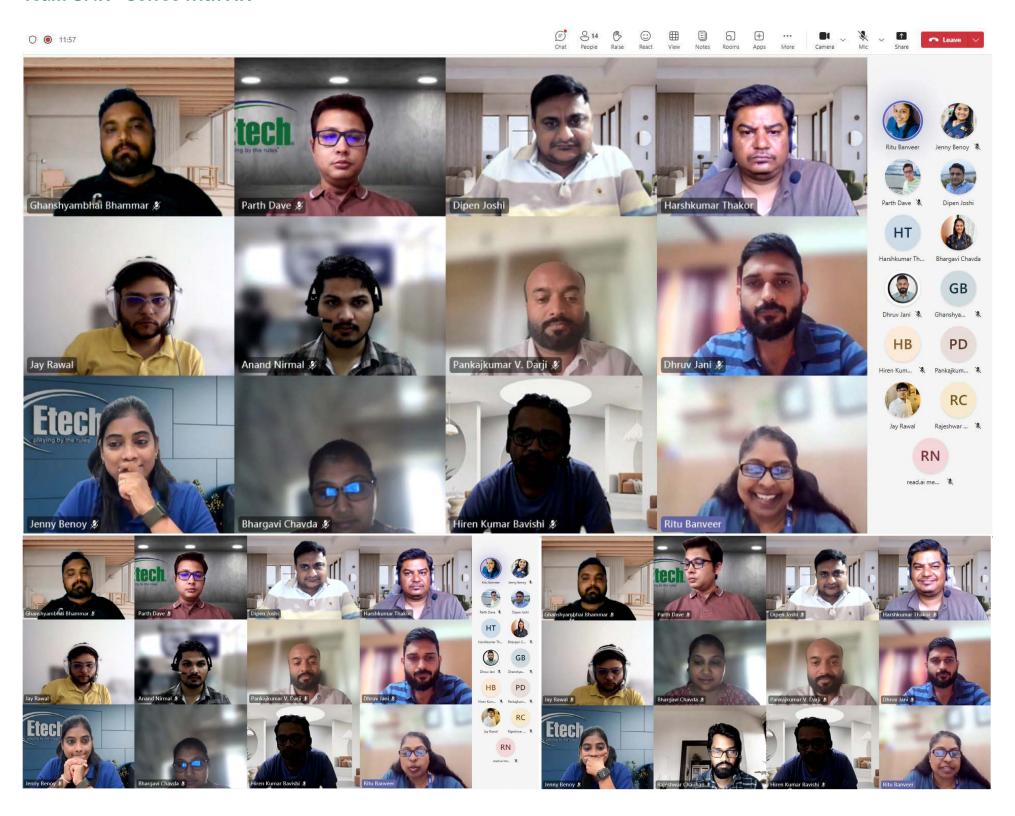
The San Antonio Center hosted it's much-anticipated annual summer potluck, and it was a tremendous success! Everyone contributed a variety of delicious food items for a truly amazing spread of dishes.





Employee Engagement activities @ Etech

Team GNR - Coffee with HR





Employee Engagement activities @ Etech

Team GNR - Cybage Inter Corporate Box Cricket Tournament





Employee Engagement activities @ Etech

Team GNR - Father's Day





Employee Engagement activities @ Etech

Team GNR - Father's Day





Employee Engagement activities @ Etech

Team GNR - Food Fiesta and Flea Market





Employee Engagement activities @ Etech

Team GNR - Birthday Celebration







Employee Engagement activities @ Etech

Team GNR - Yoga Day





Employee Engagement activities @ Etech

Team VDR - Reward and Recognition











Employee Engagement activities @ Etech

Team VDR - Table Tennis competition





Employee Engagement activities @ Etech

Team VDR - Wellness June - Skincare



Wellness Tips for June #Week1

Eating Habits For Better Skin



Stay Hydrated! Drink plenty of water throughout the day.



Cool & Soothe: Include cucumbers and curd in your daily meals.

Essentials For Skin Care



Sun Protection: Your Daily Shield! Use a broad-spectrum sunscreen with SPF 30 PA++++, every single day.



Night Care: Let Your Skin Breathe! Always remove your makeup thoroughly before going to bed.



Eating Habits for Better Skin:

Limit Sugar & Processed Foods:

 Helps prevent breakouts, maintains collagen, and supports an even skin tone.

Boost Gut Health with Probiotics:

· Incorporate probiotic-rich foods like yogurt, kefir, or fermented vegetables (like kimchi/sauerkraut) into your diet

Essentials For Skin Care:

Gentle Exfoliation (1-2 times/week):

- Gently exfoliate your skin 1-2 times a week to remove dead skin cells and promote cell turnover. Choose a mild chemical exfoliant (like AHA/BHA) or a very fine physical scrub.
 - Unclogs pores, brightens complexion, and allows skincare products to penetrate better.

Prioritize Quality Sleep:

- · Aim to take quality sleep. Your skin undergoes major repair and regeneration processes while you sleep.
- · Reduces dark circles, promotes a more even skin tone, and helps repair daily skin damage, leading to a fresh and rejuvenated look.



Wellness Tips for June #Week4

Eating Habits For Better Skin •

- · Vitamin C Power! Boost collagen and brighten your complexion by including foods rich in Vitamin C like citrus fruits (oranges, lemons), bell peppers, and broccoli,
- · Zinc for Healing! Support skin repair and reduce inflammation with zinc-rich foods such as legumes (lentils, chickpeas), nuts (cashews), and seeds (pumpkin seeds).



Essentials For Skin Care

- · Stress Less, Glow More! High stress can trigger skin issues like breakouts. Practice stress-relief techniques like meditation, deep breathing, or light exercise to keep your skin calm.
- Pillowcase Power! Change your pillowcases regularly (ideally 1-2 times a week). They can accumulate oil, sweat, and bacteria that transfer to your skin.



Thank you for prioritizing your well-being this month! Stay tuned for the wellness Tips for July.



Essentials For Skin Care

Cleanse Gently! Use a mild, pH-balanced face wash twice a day (morning

& night) to remove impurities without stripping natural oils of your skin.

Moisturize Consistently! Apply a good moisturizer daily, especially after cleansing

to keep your skin soft, supple, and healthy.







Employee Engagement activities @ Etech

Team VDR - World Environment Day





Employee Engagement activities @ Etech

Team VDR - Yoga Day





Give Back Initiative @ Etech

Team Dallas - The Stew Pot

Some of the staff from the Etech Dallas Center took the time to volunteer at yet another awesome Stew Pot event. During service, staff and volunteers work together seamlessly to greet guests warmly, serve meals with care, and maintain a clean and inviting atmosphere. Beyond food service, Second Chance Café is a haven for those seeking connections and support.





Team Dallas - The Stew Pot

The Etech Dallas Center volunteered through The Stew Pot by serving lunch at the Second Chance Cafe. This volunteer service is a haven of hope and a testament to the power of community. These services provided involve a welcoming presence for guests who enter, serving freshly prepared meals and beverages, and assisting with the clean up after guest departure. This is one of our most frequent give back initiatives here at the Dallas center: providing support as an integral aspect of fostering understanding and empathy to individuals in need.







Give Back Initiative @ Etech

Team Dallas - The Stew Pot

Etech Dallas volunteered at The Stew Pot by serving lunch at The Second Chance Cafe. A welcoming presence paired with warm meals, yummy and good for the soul; servicing with tender love and care. Often partnering with this organization, we always put the effort with all smiles to make another person's day.



Team Lufkin - Blood Drive

The mobile blood donation bus from Gulf Coast Regional Blood Center returned to the Lufkin Etech location on June 6th, 2025. Lufkin had seventeen employees volunteer, but only ten were able to make the donation.





Give Back Initiative @ Etech

Team Jamaica - Giveback

At Etech Global Services we care deeply about our community. Twenty-five team members spent the day with the incredible students and staff at the Caribbean Christian Centre for the Deaf. Many gave up their lunch hours and days off to come in and volunteer to make this event memorable.

We laughed; we learned and connected in ways that words alone could never capture. We learned sign language and discovered new ways to communicate. We shared smiles and served ice cream. We engaged in Hula hoop; arm wrestling and played a spirited game of football.

We brought food items and essential supplies and left with our hearts filled with gratitude.





Give Back Initiative @ Etech

Team Lufkin - Food Bank

Month after month Lufkin Etech has made it a priority to lend a helping hand at the East Texas Food Bank located in Lufkin Texas. Sometimes multiple times a month a few of our employees go to the location to sort items, stock shelves and assist clients.





Team Nacogdoches - Blueberry Festival

This weekend, #TeamEtech celebrated with over 20,000 participants at the Texas Blueberry Festival. Booth 337 was filled with laughter, plenty of laughs and great memories! The smiles on the faces of the children and adults as we sprayed their hair! Etech is committed to making a remarkable impact in our local communities, and we made Nacogdoches proud Saturday. Thank you so much to each volunteer who gave selflessly of your time to help our team fulfill our mission within our local community! You all are remarkable!





Give Back Initiative @ Etech

Team Nacogdoches - Christian Women's Job Corp

Saturday June 21st, volunteers from the Nacogdoches Center joined forces with the SFA Sawmill to assist the Christian Women's Job Corp, as they prepare for a new location. Etech is committed to making a remarkable difference in our local communities, and we have formed a strong bond with the Christian Women's Job Corp, and we look forward to growing with this worthwhile organization! The Christian Women's Job Corp focuses on work readiness and prepares women of our community with skills they need to effectively enter the workforce. Thank you to every team member who volunteered time to serve our community. Your service is greatly appreciated, and we look forward to future volunteer opportunities with each of you.



Team Nacogdoches - HOPE Food Pantry

On June 5th, a team of Etech employees rolled up their sleeves to help pass out food items at the Nacogdoches HOPE Food Pantry. This food program has served Nacogdoches County for 31 years, by helping to fight local food insecurities. By volunteering, we are helping to bring awareness to the program, as well as proving our commitment to our great community. Thank you to those who donated their time and look out for more opportunities to help great local causes, such as HOPE.



Team Rusk - Giveback

The Rusk center's June Give Back focused on providing snacks for local children whose families struggle with food insecurity. To make this give back a success the Rusk center partnered with The Good Samaritan Food Pantry and Rusk team members donated



nonperishable snacks. Together we were able to donate \$200 worth of snack foods to assist the local community. Thank you to all who donated!



Give Back Initiative @ Etech

Team Nacogdoches - PACE Appreciation Luncheon

Kaylene Eckels, Chief Operations Officer; Dr. Veronica Chimney, Chief Human Resources Officer; and Ronnie Mize, Chief Technology & Security Officer, were invited to attend a special appreciation luncheon hosted by PACE-SFASU on June 25, 2025. The invitation was extended by Brent McLemore, Director of Professional and Continuing Education.

During the event, PACE provided lunch and expressed heartfelt gratitude for the ongoing support they receive from local and regional employers and organizations. The luncheon served as an excellent networking opportunity, allowing attendees to strengthen relationships within our local business community while fostering collaborative partnerships.

This partnership reinforces our commitment to supporting workforce development and educational excellence in East Texas.



Team Nacogdoches - Rotary Book Club

This summer, members of Nacogdoches Etech volunteered their time to

assist in the Rotary Book Club at the Boys and Girls Club. Those who gave their time assisted children in selecting from a wide variety of books for summer reading as they prepare to enter a new grade. Our volunteers weren't just helping children choose stories they were opening doors to new worlds and possibilities. Volunteerism is who we are at Etech, not just something we do. When we show up for the Boys and Girls Club, we're investing in tomorrow's leaders and demonstrating that true success means lifting others



up alongside us. To every volunteer who gave their time this week: you are the heart and soul of our organization. Your willingness to serve and genuinely care for others makes all the difference. You didn't just volunteer your time – you created lasting memories for those children. Thank you to those who donated their time and showed up to make a difference. Together, we're building more than a business – we're building a legacy of service and positive impact.



Give Back Initiative @ Etech

Team Nacogdoches - United Way Day of Caring

June 27th, several of our Etech team members participated in the Annual United Way Day of Caring. Each year, The United Way partners with local businesses to give back to their partner agencies through project volunteer work. This year, Etech donated time to the historic Sterne-Hoya House Museum and Library, and we painted and cleaned the exterior of the Hoya house. Thank you so much to our volunteers who helped make a remarkable difference for United Way!



Team San Antonio - Summer Toy Drive

The San Antonio Center organized a summer toy drive where they collected 105 toys for the children at St. Pj's Children's Home. It was a simple act of kindness that made a big impact – and a summer to remember!







Give Back Initiative @ Etech

Team GNR - Spreading Refreshment and Gratitude in the Gandhinagar Heat

With the summer in Gandhinagar reaching its peak, our GNR CSR team felt a deep calling to extend a helping hand and contribute to alleviating the challenges posed by the heat. In a heartwarming display of collaboration, they initiated a goodwill campaign with the enthusiastic support of our Etech Insights team. We firmly believe in the importance of supporting our community, particularly during times of heightened discomfort and need.

As part of this initiative, last Friday, our teams thoughtfully distributed 30 traditional clay pots. These beautiful, natural coolers offer a simple yet vital source of refreshment to those most vulnerable to the intense temperatures. It was a small gesture with the hope of bringing a bit of relief during these sweltering days.

Furthermore, recognizing the unwavering dedication and tireless work of our traffic police officers who serve our city under the blazing sun, the CSR team also had the privilege of gifting 20 insulated glass bottles. This was a token of our sincere appreciation for their commitment to keeping our city safe, day in and day out.

We extend our deepest gratitude to the Etech Insights team (@EI_GNR) for their invaluable partnership and shared commitment to making a positive impact in our community. Their collaboration was instrumental in the success of this initiative.

Let's continue to seek opportunities to connect with and uplift those around us, fostering a spirit of care and community within and beyond our workplace.





Give Back Initiative @ Etech

Team GNR - Notebook donation

The Gandhinagar CSR team, with generous contributions from Etech employees, successfully donated 61 dozen foolscap notebooks and 15 dozen regular notebooks to an NGO run by Geeta Ben near Sarkhej. This NGO supports underprivileged women by helping them find employment as house-helps and caretakers across Ahmedabad. The initiative reflects Etech's ongoing commitment to community welfare and empowerment. A heartfelt thank-you goes out to all team members who donated wholeheartedly-your support made this meaningful contribution possible. Together, we continue to make a positive impact in the lives of those who need it most.





Give Back Initiative @ Etech

Team VDR-Poncho's & Umbrella Distribution

CSR Committee distributed Poncho's & Umbrellas to the needy ones so that they can tackle the rainy season and keep themselves safe and dry. We wanted to thank our generous contributions towards our recent CSR initiative.

Every penny carries the power to uplift a life. When we give with heart, even the smallest contribution becomes priceless. We had an opportunity to see some smiling faces with their umbrellas and Ponchos, that will aid them and be beneficiating this rainy season.

With that said, we had an amazing participation with total contribution of 41.50 hours from 74 TMs. Thank you!





Wellness @ Etech

Team Jamaica - Wellness activity





Team Jamaica - Sickle cell awareness-Wear RED







Wellness @ Etech

Team Lufkin - Fuel Your Fire

Reflecting on: Etech's "Fuel Your Fire" Challenge

This past June, Etech employees came together for an inspiring month-long journey that celebrated the unique qualities and positive traits within our organization. The "Fuel Your Fire" challenge proved to be more than just a workplace wellness initiative – it became a transformative experience that strengthened our community bonds and helped team members embrace their authentic selves.

What Was the Fuel Your Fire Challenge?

The challenge was designed as a month-long celebration of personal growth and positivity. Participants wore specially colored T-shirts each week that symbolized different positive traits, creating a beautiful visual representation of our collective commitment to self-improvement and workplace wellness.

Throughout June, employees shared photos of themselves in the weekly colors, participated in meaningful conversations about personal development, and entered exciting raffles for prizes. The initiative successfully combined individual growth with community building, creating lasting positive impacts across our organization.

Our Colorful Journey Through June

Each week brought its own focus and energy as employees embraced different aspects of personal empowerment:

Week 1 (June 2-6): Red - Confidence

The challenge was launched with a powerful display of red throughout our offices and remote workspaces. Employees embraced the symbolism of strength and boldness.

Week 2 (June 9-13): Orange - Vitality

Orange brought vibrant energy to our workplaces as team members showcased their enthusiasm and creativity. This week sparked numerous discussions about work-life balance, creative problem-solving, and maintaining energy throughout busy periods.

Week 3 (June 16-20): Yellow - Positivity

The bright yellow displays during week three created an unmistakably cheerful atmosphere across all Etech





















Wellness @ Etech

locations. Employees shared uplifting messages, celebrated small wins, and demonstrated how positive thinking can transform workplace dynamics.

Week 4 (June 23-27): Green - Growth

Green week prompted deep reflection on personal and professional development. Participants shared stories about skills they'd developed, goals they'd achieved, and areas where they continued to grow.

Week 5 (June 30): Blue - Authenticity

The challenge concluded powerfully with blue, celebrating authenticity and genuine self-expression. The final day brought together all the previous weeks' themes as employees reflected on their journey and commitment to being their true selves in the workplace.

The Impact of Color Psychology

The carefully selected colors proved highly effective in helping participants focus on specific character traits. Throughout the month, we observed:

- » Confidence building as employees took on new challenges and stepped into leadership opportunities
- » Vitality is reflected in increased energy and enthusiasm for both work projects and personal initiatives
- » **Positivity** creating a noticeable improvement in workplace culture and team collaboration
- » Growth inspiring conversations about professional development and personal goals
- » Authenticity fostering deeper, more genuine connections between colleagues

The Fuel Your Fire Challenge represented everything Etech values: personal growth, community support, and celebration of individual strengths. Participants didn't just wear colored shirts – they embraced a mindset of continuous improvement and mutual support.



Community Scoop @ Etech

Community Scoop | Rotary Mobile Book Club Week #1

Etech is the proud Wednesday sponsor of the Nacogdoches Rotary Bookmobile, and each week until the end of July teams from Etech will volunteer to help the participants of the Boys and Girls Club select a book to read! The smiles on the faces of the kids is indescribable, as each enjoys selecting the book of their choice. Thank you to last week's volunteers: @Sharmion Reed @Jaime L. Davis @Vanessa Oliveros @Lauren Lair and @Micah Smith! Looking forward to another great week as @Emily Nelson leads the charge this week with our volunteers.



Community Scoop | Beach Bash Bingo (Lufkin)

This week, our Lufkin center celebrated their 2nd Annual Beach Bash Bingo, and we had a blast! Thank you, Team Lufkin, for the memories and the laughs! Bingo was so much fun, and by popular demand, we will have another Bingo night soon. Enjoy a few photos from Bingo Bash!





Community Scoop @ Etech

Community Scoop | Jamaica Giveback Caribbean Centre for the Deaf

Last week, our Jamaica team volunteered at the Caribbean Centre for the Deaf with amazing participation! Many gave up their lunch hours and days off to come in and volunteer to make this event memorable, and that is remarkable! Here is what Leadership had to say about the event:

"At Etech Global
Services we care
deeply about our
community and
today was a beautiful
reminder of why. Our
team spent the day
with the incredible
students and staff at
the Caribbean Centre
for the Deaf, and it was
truly unforgettable.

We laughed.
We learned. We connected in ways that words alone could never capture. We learned sign language and discovered new ways to communicate.

We shared smiles (and ice cream!). We got schooled in Hula hoop and outmuscled in arm wrestling. We played a spirited game of football and quickly realized... our cardio needs work! We brought food and



essential supplies and left with full hearts. Community is not something we check off a list. It's something we live, feel, and grow through together. Thank you to the Caribbean Centre for the Deaf for welcoming us so warmly. Thank you to our Etech Global Services team for showing up with heart.

This was the perfect close to an already amazing week."