



NEWSLETTER SEPTEMBER 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



SEPTEMBER WELLNESS CALENDAR AND FOCUS – SELF-IMPROVEMENT MONTH

Self Improvement

Let's begin by stating that self-improvement is not a "one-and-done" process. It's a lifelong journey, and it can come in many shapes and forms. The good news is the act of self-improvement can be empowering, fulfilling, and most of all, fun! Working on yourself has a ripple effect across your whole life and can help you feel happier and healthier in all aspects of your being.

By definition, self-improvement is the improvement of one's knowledge, status, or character by one's own efforts—or the quest to make ourselves better. There are plenty of reasons to practice self-improvement and grow as a person, ranging from increased self-awareness, meaningful life experiences, greater successes, better relationships, less stress and anxiety, and more joy overall.

But where to even start?

First, take a look at yourself. Where do you stand? Are you happy with yourself? Are you happy with your daily habits, or do you wish some parts of your life looked different? Self-awareness is crucial for self-improvement!

Baby steps. Rather than deciding to change your whole life at once, set small, achievable goals.

Try not to multitask. You'll see better results if you approach one goal at a time!

Here are some easy ways to get started on your self-improvement journey:

- **Read more!** Reading is affordable, accessible, and enriching. No matter which area you're trying to improve in, we promise you, there's a book for it. Know that you don't have to read exclusively educational books to grow—literary fiction has been proven to develop empathy, theory of mind, and critical thinking!
- **Journaling.** We spoke about journaling in last week's blog post, and we'll mention it again today. Like reading, journaling is affordable, accessible, and helpful in becoming more reflective, grateful, and motivated.
- **Movement.** Physical exercise is one of the best ways to take care of yourself, whether in the form of walks, yoga, or more intense team sports.
- **Try new things!** Being open to new experiences will help you grow and learn new skills.
- **Out with the old (aka declutter)!** Every now and then, it can feel good to review your belongings and let go of those things that no longer serve you (ideally, donate these things). By decluttering, you'll make space for new experiences, lessons, and growth.
- **Look for feedback.** Seeking opinions from peers or mentors can help us change areas we need to improve and make real progress.
- **Try visualization and manifestation.** Imagining yourself working toward your goals and achieving them will help you stay motivated and move away from toxic thought patterns.
- **Carry on.** Be persistent and don't give up after small disappointments. Soon, your motivated attitude will become a part of your personality.
- **Ask for help along the way.** Your friends, families, fellow students, and peers may be able to help you move forward in areas of life that you're struggling with. Garner the strength of your personal community!

Join **Etech Wellness Connection**, our private health and wellness page on Facebook for community support and daily information on all things' wellness!

EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team Lufkin - Breakfast Day

In September, HR offered a variety of baked goods for Lufkin Etech employees to purchase for breakfast. Each pastry came with a complimentary piece of fruit. This initiative is part of an ongoing tradition by HR, and as always, Etech employees thoroughly enjoyed the food.



Team Jamaica - Birthday Club



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team Jamaica - NDR celebration



Team Jamaica - Spirit Week



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team Lufkin - Global Spirit Week



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team Lufkin - Dinner at the Diamond



Team Rusk - National Sudoku Day

On September 8th, the Rusk Center marked National Sudoku Day with a day of puzzle fun and friendly competition. Team members tackled Sudoku challenges of varying difficulty in the break room, earning prizes for completed puzzles. The event offered a refreshing mental break, encouraged problem-solving, and fostered camaraderie among colleagues through this classic number game.



Team Lufkin - Coloring Contest

This month's coloring contest featured an adorable fall scene set against a wooden fence, perfectly capturing the spirit of the season.

Both entries were delightful, and the competition was close to a tie. But unsurprisingly, Cassandra Del Toro emerged as the winner once again. Having claimed multiple victories this year, she shows no signs of slowing down!



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team Rusk - Global Theme Week

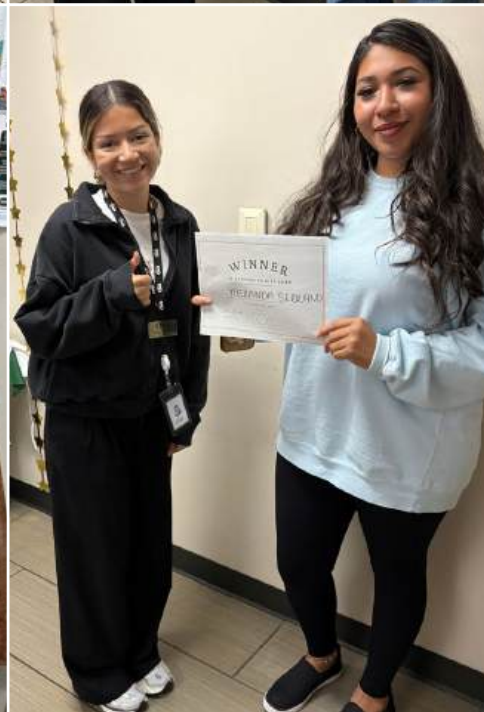
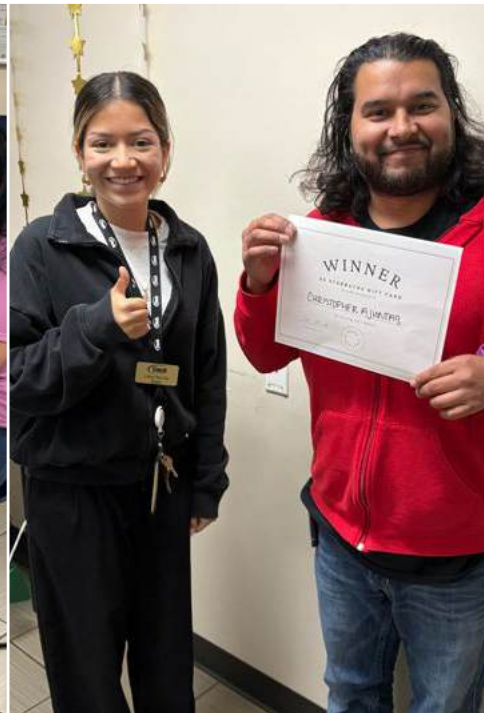
The Rusk Center showed outstanding enthusiasm during Etech's Global Theme Week, celebrating each day with vibrant team spirit. The week kicked off with Etech gear on Monday, followed by a burst of green on Tuesday and cheerful yellow on Wednesday. Thursday brought a patriotic touch with red, white, and blue, and Friday closed the celebration with a laid-back denim day. The team's participation highlighted their strong commitment to company culture and fostered meaningful connections among colleagues.



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

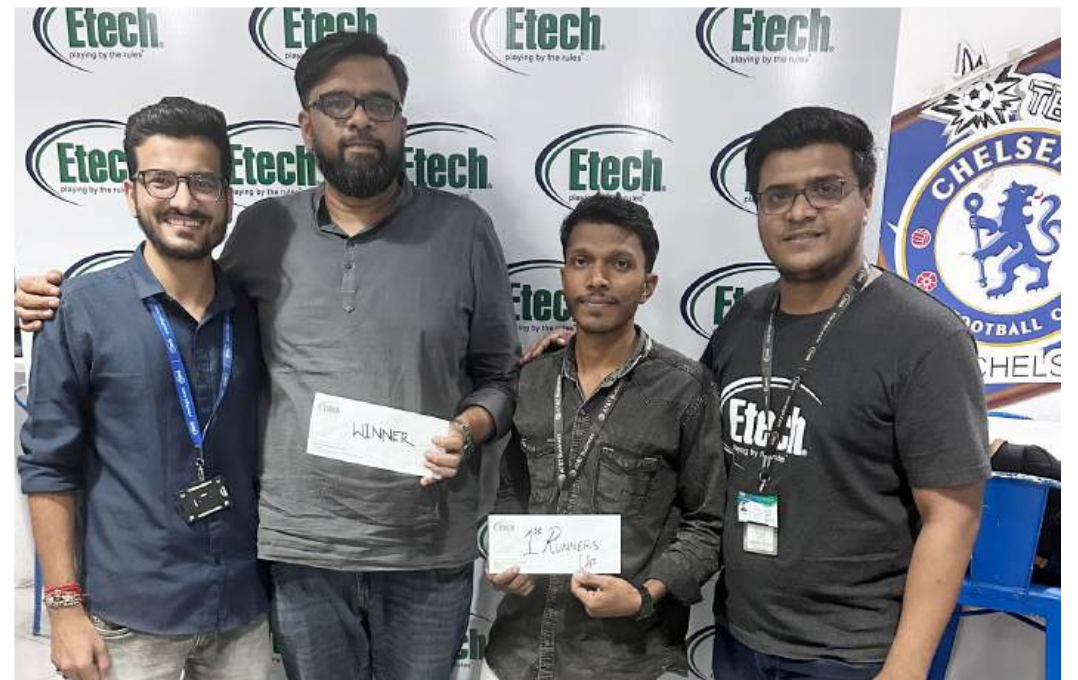
Team San Antonio - Fall Bingo

The San Antonio Center enjoyed a lively Fall Bingo Event, filled with excitement and friendly competition. Team members gathered for multiple rounds of bingo, each offering a chance to win a Starbucks gift card. The energy was electric as players eagerly marked their cards. Congratulations to Christopher Ajuntas and Meranda Serrano on their wins!



Team GNR - Chess Tournament

The GNR Center hosted an engaging Chess Tournament, bringing strategy and excitement to the workplace. Team members showcased their skills in intense matches that highlighted focus and friendly competition. The event encouraged critical thinking and camaraderie among participants. It was a great example of blending fun with mental challenge at Etech.



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team San Antonio - Global Theme Week

The San Antonio Center embraced Global Theme Week with enthusiasm, showcasing team spirit through creative outfits and daily themed attire. A big thank you to all who participated and helped make the week vibrant, engaging, and fun!



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team GNR - Dress Code Theme Day

The GNR Center lit up with creativity during Dress Code Theme Day, as team members embraced fun and stylish looks. Each outfit reflected personality and spirit, adding flair to the workplace. The themed day sparked smiles, laughter, and great photo moments. It was a fantastic celebration of team unity and Etech's vibrant culture.



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team GNR - Metro Masala Fiesta

The GNR Center came alive with flavor and fun during the Metro Masala Fiesta. Team members enjoyed a vibrant celebration filled with delicious food, music, and cultural flair. The event brought everyone together, blending tradition with joyful moments. It was a perfect showcase of Etech's spirit of unity and celebration.



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team GNR - Rewards & Recognition

The GNR Center celebrated excellence with a spirited Rewards & Recognition event. Top performers were honored for their dedication, teamwork, and outstanding contributions. The celebration boosted morale and highlighted Etech's culture of appreciation. Cheers to all the achievers who continue to inspire success across the center!



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team GNR - WFM RTA Lunch Outing

The WFM RTA team at GNR Center stepped out for a delightful lunch outing filled with laughter and connection. It was a refreshing break that strengthened team bonds and celebrated their hard work. Moments like these highlight Etech's commitment to employee engagement and appreciation. A big shoutout to the team for making it a memorable experience!



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team VDR - Dusshera Celebrations

The VDR Center celebrated Dussehra with festive cheer and vibrant energy. Team members embraced the spirit of victory and positivity through themed decor and cultural activities. Traditional sweets and joyful moments added warmth to the celebration. It was a wonderful day of unity, honoring the triumph of good over evil.



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team VDR - Navratri Celebrations

The VDR Center lit up with joy and color during Navratri celebrations at Etech. Team members embraced the festive spirit with traditional attire and energetic Garba dances. The center was filled with music, laughter, and vibrant decorations honoring the cultural occasion. It was a beautiful celebration of unity, tradition, and togetherness.



EMPLOYEE ENGAGEMENT ACTIVITIES @ ETECH

Team VDR – Rewards & Recognition

The VDR Center hosted a vibrant Rewards & Recognition event, celebrating outstanding team achievements. Employees were honored for their dedication, performance, and contributions to Etech’s success. The atmosphere was filled with appreciation, applause, and team spirit. Moments like these reinforce Etech’s commitment to valuing and uplifting its people.



GIVE BACK INITIATIVE @ ETECH

Team Lufkin - Cold weather clothing drive

The opportunity to give back to our community is limitless, but we understand that not everyone has the time to participate in CSR activities. With that in mind, Lufkin Etech is hosting a Cold Weather Clothing Drive throughout September and continuing into October. We've partnered with Saks of Love, who will collect the donated items and ensure they are distributed to those in need.



Team Nacogdoches - Christian Women's Job Corp

On Friday, September 12th, Etech demonstrated its commitment to community engagement by supporting the Christian Women's Job Corp (CWJC) of Nacogdoches. The event was filled with smiles and a strong sense of unity, showcasing Etech's dedication to making a meaningful impact beyond the workplace.

CWJC continues to make a remarkable difference in the lives of women across Nacogdoches County by providing essential job and life skills in a Christ-centered environment. Their mission closely aligns with Etech's values of hope, empowerment, and service.

Etech is proud to sponsor CWJC's upcoming Pickleball Tournament fundraiser. This exciting event not only promises fun and friendly competition but also serves as a vital opportunity to raise funds for an organization that is transforming lives every day.

The sponsorship reflects Etech's broader commitment to corporate social responsibility—supporting women through skill development, faith-based guidance, and the promise of brighter futures. Etech also commends its volunteers who continue to dedicate their time and talents to CWJC, embodying the company's spirit of service and making a hands-on difference in the community.

By partnering with CWJC, Etech is investing in the future of Nacogdoches. Every woman empowered through this initiative contributes to stronger families, thriving businesses, and a more resilient community. This partnership is a testament to Etech's belief that true success is deeply connected to the wellbeing of its neighbors.



GIVE BACK INITIATIVE @ ETECH

Team Jamaica - International Coastal Clean-up



Team Jamaica - Team Sangster 5K Run Walk



Team Nacogdoches - Nacogdoches Animal Shelter Supplies Drive

Throughout September, the Nacogdoches center collected donations for the Nacogdoches Animal Shelter, including newspapers, blankets, toys, and treats. Thanks to all who contributed to supporting our furry friends. The shelter welcomes ongoing community support, so stay tuned for future opportunities to get involved.



GIVE BACK INITIATIVE @ ETECH

Team Nacogdoches - Nacogdoches Chamber Banquet

This month, Etech proudly participated in the Nacogdoches County Chamber of Commerce's 103rd Annual Banquet, celebrating over a century of regional business excellence and community collaboration. A highlight of the evening was the swearing-in of Denise Thompson, a valued Etech team member, as Director on the Chamber's Board of Directors.

In her new role, Denise will represent Etech's values and vision, helping to strengthen ties between the company and the



local business community. Her leadership is expected to foster new partnerships, support economic growth, and attract fresh talent to the region.

Etech congratulates Denise on this well-deserved appointment and looks forward to the positive impact she will bring to both the Chamber and the community.

Team Rusk - Fall Plyler Park Clean Up

On September 22nd, nine dedicated Etech team members welcomed the fall season with a community clean-up at Plyler Park. Together, they contributed 14 hours of service, removing debris, tidying walkways, and restoring the park's natural charm. Their efforts helped create a more inviting space for residents and showcased how a small group of passionate volunteers can make a big impact in their community.



Team San Antonio - Soup Kitchen



GIVE BACK INITIATIVE @ ETECH

Team GNR - Blood Donation Camp

On September 26th, the CSR team at Etech Gandhinagar organized a meaningful Blood Donation Camp in honor of National Voluntary Blood Donation Day, observed annually on October 1st. The initiative saw enthusiastic participation from volunteers and donors, resulting in the collection of 36 pints of blood—enough to potentially benefit 108 individuals in need of life-saving support.

This impactful effort reflects Etech’s ongoing commitment to community service and the belief that a single act of kindness can create a ripple of hope. The event was a testament to the team’s compassion and dedication, reminding us that true heroes are those who step up to make a difference.

Etech extends heartfelt thanks to everyone who contributed to the success of this initiative and looks forward to continuing its mission of giving back—one drop at a time.



GIVE BACK INITIATIVE @ ETECH

Team VDR - Blood Donation camp



WELLNESS @ ETECH

Team VDR - PFA Test



WELLNESS @ ETECH

Team VDR - Traffic Awareness Session



COMMUNITY SCOOP

Community Scoop | Etech and Community Impact

On September 16th, the NISD Education Foundation (NEF) hosted its Back-to-School Evening, showcasing impactful videos and presentations that highlighted the power of community partnerships in education. Etech was proud to participate, contributing time and support to help advance NEF's mission of connecting resources to district needs. The event reinforced a powerful message: when communities come together, they can create lasting change for students and families.





PROMOTIONS

Vishal Choudhary, AVP Enterprise Technology and Security

Etech announces Vishal Choudhary as the new lead for Enterprise Technology and Security. Vishal and his team will drive infrastructure modernization, process enhancement, and team development over the next six months. This strategic move strengthens Etech’s security foundation to support growth and client trust. All security-related queries will now be directed to Vishal and his team.

