



NEWSLETTER **FEBRUARY 2026**

EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS



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Mental Health - Sleep Well Live Well

The Essential Foundations of Healthy Sleep

Getting good sleep isn't just about spending enough hours in bed—it's about creating the right conditions for your body and mind to rest effectively. Understanding the core foundations of sleep can help transform restless nights into restorative ones. [The Hidden Toll of Digital Overload](#)

Consistency is Key

Your body runs on an internal clock called the circadian rhythm, which thrives on predictability. Going to bed and waking up at roughly the same time every day—even on weekends—helps regulate this system. With a consistent sleep schedule, falling asleep becomes easier and waking up feels more natural.

Create Your Sleep Sanctuary

Your bedroom environment plays a crucial role in sleep quality. The ideal sleep space is cool (around 60–67°F), dark, and quiet. Consider blackout curtains if streetlights intrude, and white noise machines if you live in a noisy area. A supportive mattress and pillows are essential to prevent aches and pains.

Wind Down Properly

The hour before bed matters more than you might think. Bright screens emit blue light that suppresses melatonin, your body's sleep hormone, so try putting devices away 30–60 minutes before sleep. Instead, engage in calming activities like reading, gentle stretching, or meditation. A warm bath or shower can also help, as the drop in body temperature signals to your brain that it's time to sleep.

Watch What You Consume

Caffeine can linger in your system for 6–8 hours, so that afternoon coffee may be sabotaging your bedtime. Alcohol might make you drowsy initially, but it disrupts sleep cycles later in the night. Heavy meals close to bedtime can cause discomfort, though a light snack is fine if you're hungry.

Move Your Body

Regular physical activity promotes better sleep, but timing matters. Exercise raises your core temperature and releases energizing hormones, so finish vigorous workouts at least 3–4 hours before bed. Morning or afternoon exercise can actually help strengthen your circadian rhythm.

When sleep troubles persist despite good habits, it may be worth consulting a healthcare provider—sometimes underlying conditions like sleep apnea or insomnia require professional treatment. For most people, however, building these foundational habits creates the framework for nights of deep, restorative sleep.

Your Health Will Thank You

The benefits of regular digital detoxing and healthy sleep routines are tangible: better rest, reduced stress, improved mood, deeper relationships, and greater overall life satisfaction. You may even find that creativity and productivity increase when you're not constantly interrupted by pings and alerts.

In a world that demands constant connectivity, choosing to unplug and prioritize sleep is an act of self-care. Your health—mental, physical, and emotional—deserves that investment.

If you start feeling overwhelmed or just want to check in on your emotional well-being, give our EAP a call. All conversations are completely confidential.



Employee Engagement Activities @ Etech

Team Jamaica - Business Day



Team Jamaica - Karaoke Day



Team Jamaica - R&R



Team Lufkin - Homemade Soup Day

The Lufkin Etech Center hosted a soup potluck inspired by the allegory of “Stone Soup.” The HR team encouraged employees to come together, each contributing to what they could so the internal community could enjoy a collective feast.

The event was a success, with many team members providing food and supplies, and an even greater number enjoying the delicious soups. The potluck reflected the spirit of collaboration and community, making it a memorable occasion for all.



Employee Engagement Activities @ Etech

Team Nacogdoches - Global Spirit Week

The Nacogdoches Etech Center celebrated Global Spirit Week with the theme “**Random Acts of Kindness.**” Each day featured creative attire and activities that encouraged positivity and connection, including Superhero Day, Dynamic Duos, greeting new faces in pink or red, Thankful Thursday in yellow, and a final day filled with hearts and compliments. The celebration fostered kindness, gratitude, and camaraderie, making it a memorable highlight for the team.



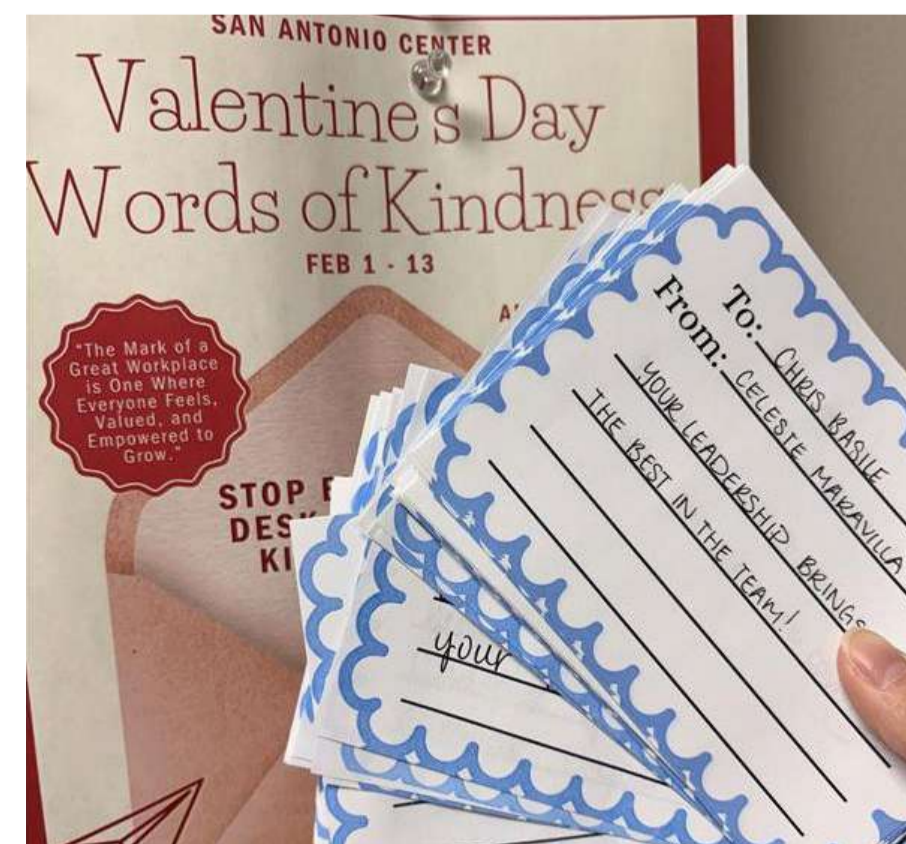
Team Nacogdoches - Flower Grams

The Nacogdoches HR team hosted a flower gram sale to raise funds for future center engagements. Participants were able to pre-order flower grams in red or pink and customize a note for the recipient. The beautiful mini bouquets were delivered to the chosen individuals, and the event was a success with 51 bouquets sold. The funds raised will support more fun and engaging activities for the center throughout the year.



Team San Antonio - Random Words of Kindness

The San Antonio Center hosted an activity where employees had the opportunity to write notes of appreciation for their coworkers. These heartfelt messages were collected and later distributed, spreading positivity and brightening the day of those around them.



Employee Engagement Activities @ Etech

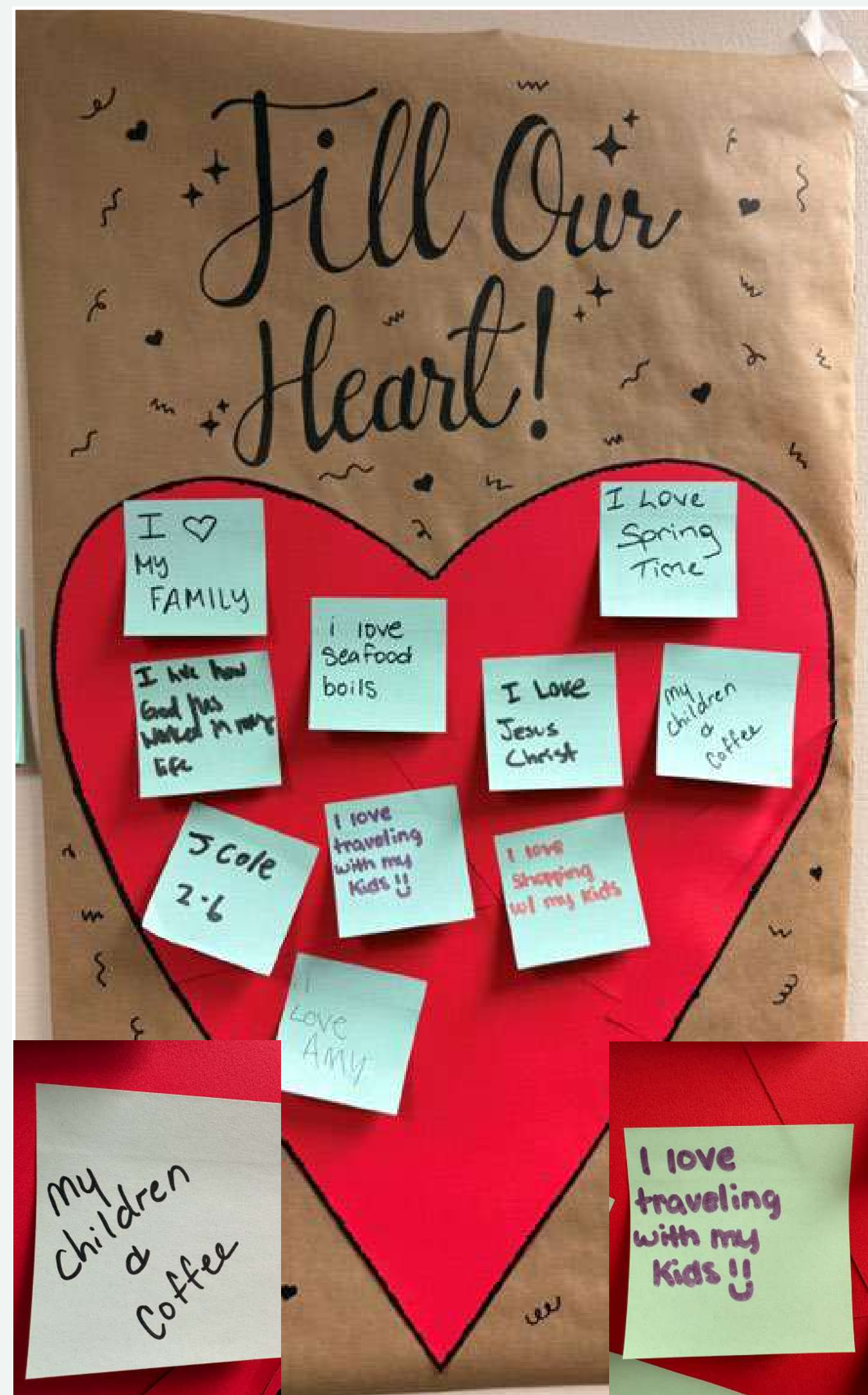
Team San Antonio - Spirit Week

The San Antonio Center had a blast participating in Random Acts of Kindness Spirit Week. Employees enthusiastically dressed up for each themed day, showcasing creativity and energy that brought the team closer together. The week was filled with laughter, positivity, and good vibes, making it a memorable celebration for everyone involved.



Team San Antonio - Fill Our Heart

The San Antonio Center set up an interactive activity inviting employees to “Fill Our Heart” by sharing what they love and appreciate most in life on a poster board. This simple yet meaningful initiative brought warmth and positivity to the center, encouraging reflection and connection among team members.



Employee Engagement Activities @ Etech

Team GNR - The Akshar Studio

The GNR Center extends its sincere thanks to all participants for joining The Akshar Studio – Personalized Desk Art Activity. Their enthusiasm and creativity brought wonderful energy to the event, making the experience lively and enjoyable. The activity offered a refreshing creative outlet, from receiving custom calligraphy name cards to decorating personalized Hindi initials with a DIY kit. The GNR Center hopes these handcrafted pieces add a meaningful touch to each workspace and appreciate everyone's support and participation. They look forward to welcoming the team to many more engaging activities ahead.



Team GNR - R&R

The GNR Center successfully organized an R&R (Rewards and Recognition) Ceremony, where team members were honored and recognized for their contributions and achievements. The event celebrated excellence, dedication, and the spirit of teamwork, highlighting the center's commitment to appreciating and valuing its people.



Employee Engagement Activities @ Etech

Team GNR - Birthday Celebrations

The GNR Center organized joyful Birthday Celebrations to honor employees with birthdays in February. Team members came together to celebrate the occasion, and cakes were cut to mark the special moments. The event reflected the center's commitment to fostering employee engagement and creating a positive workplace culture.



Employee Engagement Activities @ Etech

Team VDR - YOSA & Character Commitment Awards

The VDR Center successfully organized the YOSA & Character Commitment Awards Ceremony, recognizing employees for their long tenure and honoring individuals who exemplify strong character and commitment.

The event celebrated dedication, loyalty, and values, reflecting the center's culture of appreciation and recognition. By acknowledging both service milestones and character excellence, the ceremony reinforced the importance of valuing people and fostering a positive workplace environment.



Employee Engagement Activities @ Etech

Team VDR - Valentine's Sweet Treat Day



Employee Engagement Activities @ Etech

Team VDR - R&R

The VDR Center successfully organized an R&R (Rewards and Recognition) Ceremony, where team members were honored and recognized for their contributions and achievements. The event celebrated excellence, dedication, and the spirit of teamwork, highlighting the center's commitment to appreciating and valuing its people.



Employee Engagement Activities @ Etech

Team VDR - Football Match



Team VDR - Food Festival



Employee Engagement Activities @ Etech

Team VDR - Box Cricket



Give Back Initiative @ Etech

Team Dallas - The Stewpot Food Pantry

Nine Etech Dallas team members gave back to their community in a meaningful way by volunteering at The Stewpot Food Pantry, dedicating a combined 40 hours of service. Volunteers warmly welcome guests and assisted individuals and families in need, embodying the values that make the team so special.

The Stewpot offers a unique grocery store experience that empowers clients to select their own food items—an approach that promotes dignity, reduces food waste, and provides a thoughtful solution to food insecurity in the Dallas community. Etech Dallas is proud of its team members for stepping up, giving back, and making a lasting difference.



Team Lufkin - Food Bank

Throughout the year, Lufkin Etech has made it a priority to lend a helping hand at the East Texas Food Bank in Lufkin, Texas. On multiple occasions, employees have volunteered for their time to sort items, stock shelves, and assist shoppers.

By dedicating their efforts to an organization that supports those with the greatest needs, team members continue to embody servant leadership and a spirit of generosity, making a meaningful impact on the local community.



Team Jamaica - Giveback Activity



Give Back Initiative @ Etech

Team Lufkin - Valentine's Cards at Pinnacle Senior Living

The team was warmly welcomed back. Employees were provided with materials and the opportunity to design cards filled with well wishes, sentiments of care, and even lighthearted jokes.

A group of five employees visited the facility to hand out the cards, and the residents received them with joy and appreciation. The thoughtful gestures and short visits reflected the team's commitment to serving others, and Lufkin Etech looks forward to continuing its partnership with the organization.



Team Nacogdoches - Friday Luncheon

Etech was honored to attend the Chambers' Fourth Friday Luncheon at the Fredonia Convention Center. Team members listened to guest speakers Alana Culpepper-Robertson and Dr. Laurabeth Cooper, who shared valuable insights on how leaders and managers can address mental health issues in the workplace.



Team Nacogdoches - Socks Drive

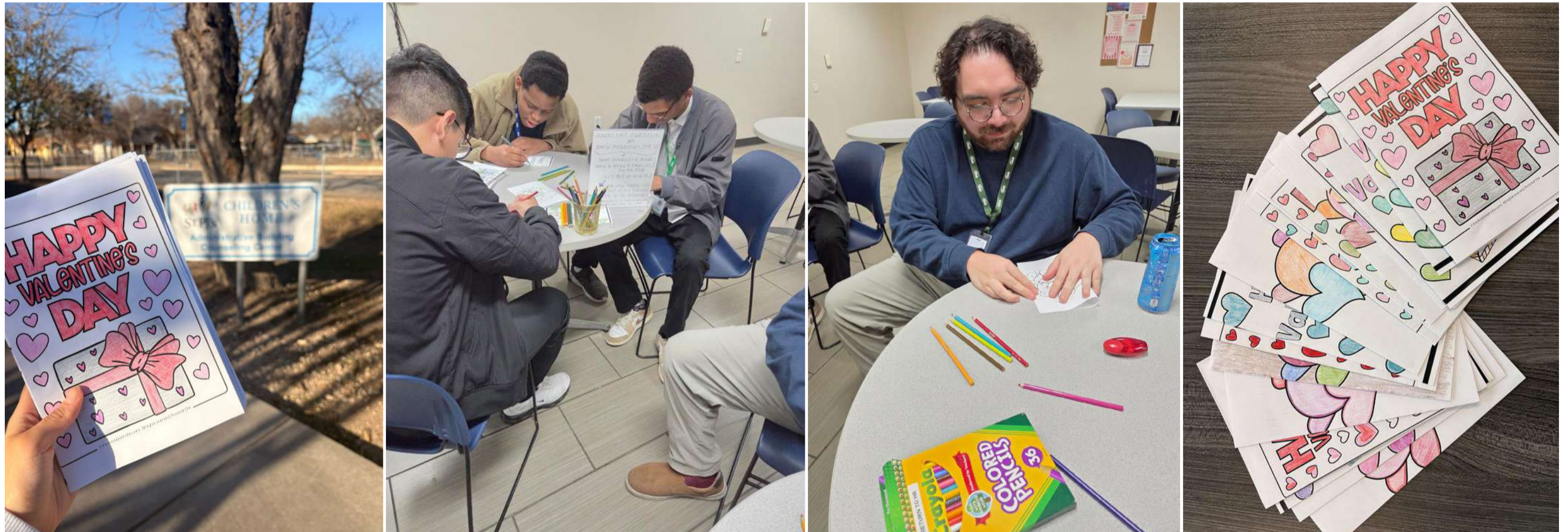
The HR team hosted a sock drive under the skylight to benefit Meadowview Assisted Living, a local care facility. New and unused socks of all kinds were collected—from bright and colorful to cozy, as well as diabetic-specialized socks. A big thanks goes out to everyone who took the time to donate these care items and give back to the community. Keep making a remarkable difference and continue looking for ways to make our community even better.



Give Back Initiative @ Etech

Team San Antonio - Valentine's Day Cards

The San Antonio Center decorated Valentine's Day cards for the children at St. PJ's Children's Home. This activity gave employees the chance to showcase their creativity while writing uplifting messages to brighten the children's day. A total of 20 cards were donated, and the thoughtful gesture was warmly received.



Team GNR - Blood Donation Drive

Etech Gandhinagar successfully organized a Blood Donation Camp in collaboration with the Red Cross Team. Despite the drive taking place in the middle of a busy workweek, employees participated with great enthusiasm and a strong sense of responsibility toward the community.

Thanks to the collective effort and volunteer spirit of the team, 21 units of blood were donated, supporting patients in need, and helping save lives.

A sincere thank you go to all donors, volunteers, and the Red Cross medical staff for their valuable support in making this initiative impactful.

At Etech, small acts of kindness are believed to create big differences—and this event truly reflected the company's core value of Valuing People.



Give Back Initiative @ Etech

Team GNR - Sneh Shilp Marathon

Team members from Etech Gandhinagar actively participated in the Shilp Arambh Run for Cause: 4.0 Edition, held at Central Park, GIFT City, Gandhinagar.

This marathon highlighted an important social theme: "The Beginning of a Drug-Free Society."

Etech was proudly represented by 18 participants who competed across various categories—5 km, 10 km, and 21 km—demonstrating dedication to promoting health, raising awareness, and supporting a drug-free community.

Etech extends its appreciation to all participants for representing the company with enthusiasm and for embodying its culture of community engagement and wellbeing.



Give Back Initiative @ Etech

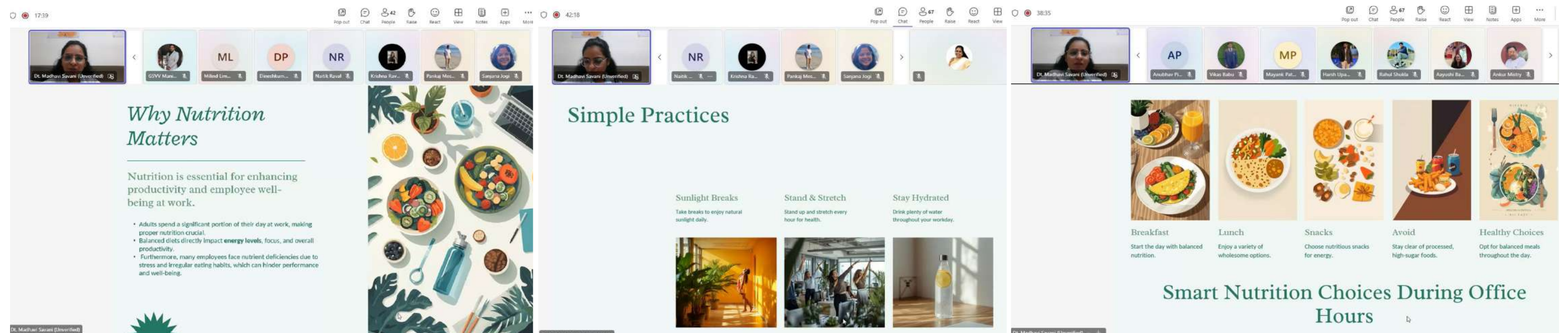
Team VDR - Etech Roti Day



Wellness @ Etech

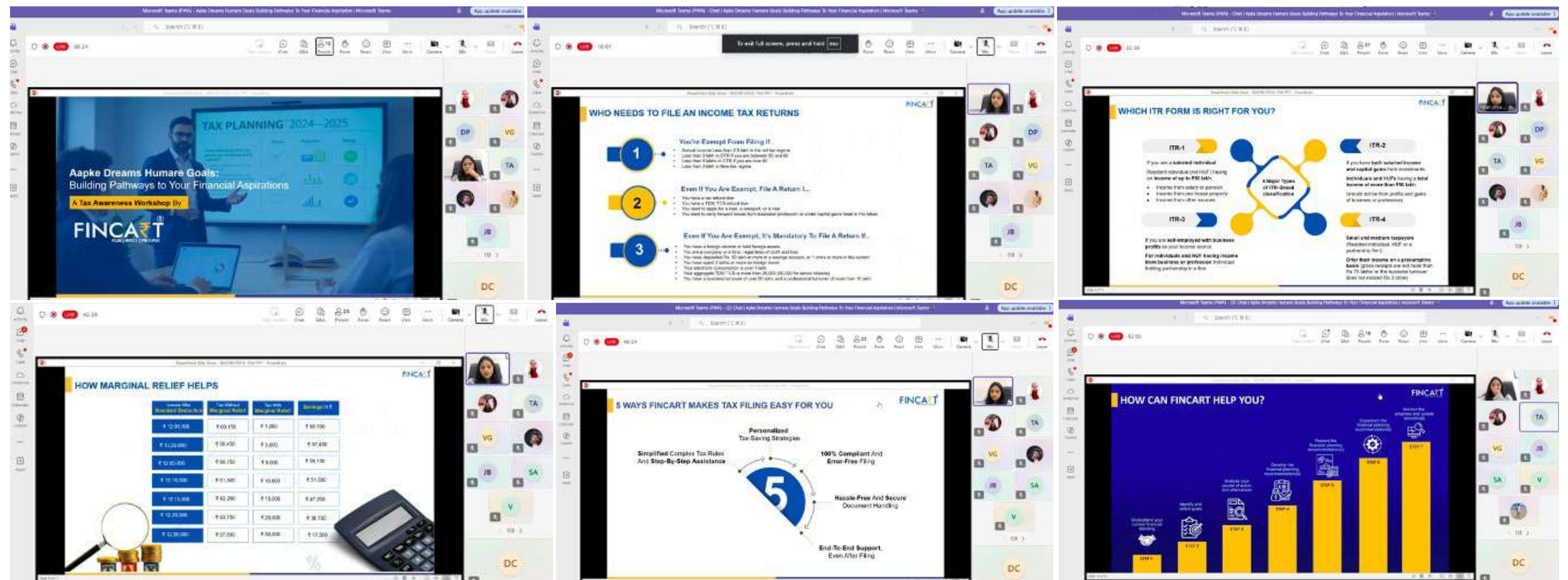
Team GNR - Key Nutrients & Healthy Lifestyle

The wellness session, led by Dr. Madhavi Savani from Apollo Hospital, focused on the role of essential nutrients, their benefits, and practical lifestyle habits. It covered the importance of macronutrients and micronutrients, recommended protein intake (0.6–0.8 g/kg/day), and the roles of healthy fats and fiber. Key nutrient interactions—such as vitamin C improving iron absorption and vitamin D aiding calcium and phosphorus absorption—were highlighted, along with common deficiency symptoms like fatigue, tingling, hair loss, mood changes, and the frequent deficiencies of vitamin B12 and D3. The session emphasized regular balanced meals, proper hydration, sunlight exposure, healthy snacking, and reducing long sitting hours. Q&A topics included nut-based snacking, foods supporting hair health, sunlight for vitamin D, avoiding daily creatine, choosing natural energy sources, and tips for night-shift workers such as early dinners, light snacks, and adding a pinch of rock salt to water for better hydration.



Team GNR - Financial Literacy Session

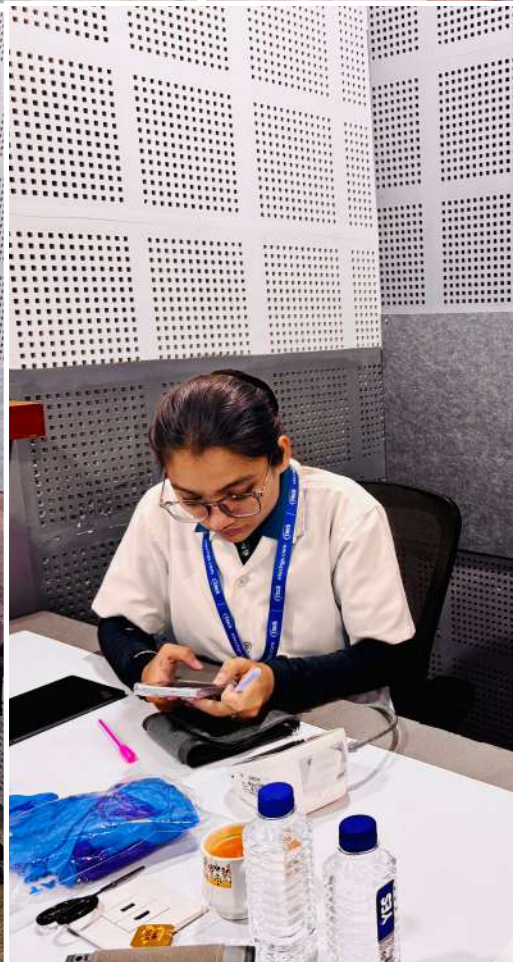
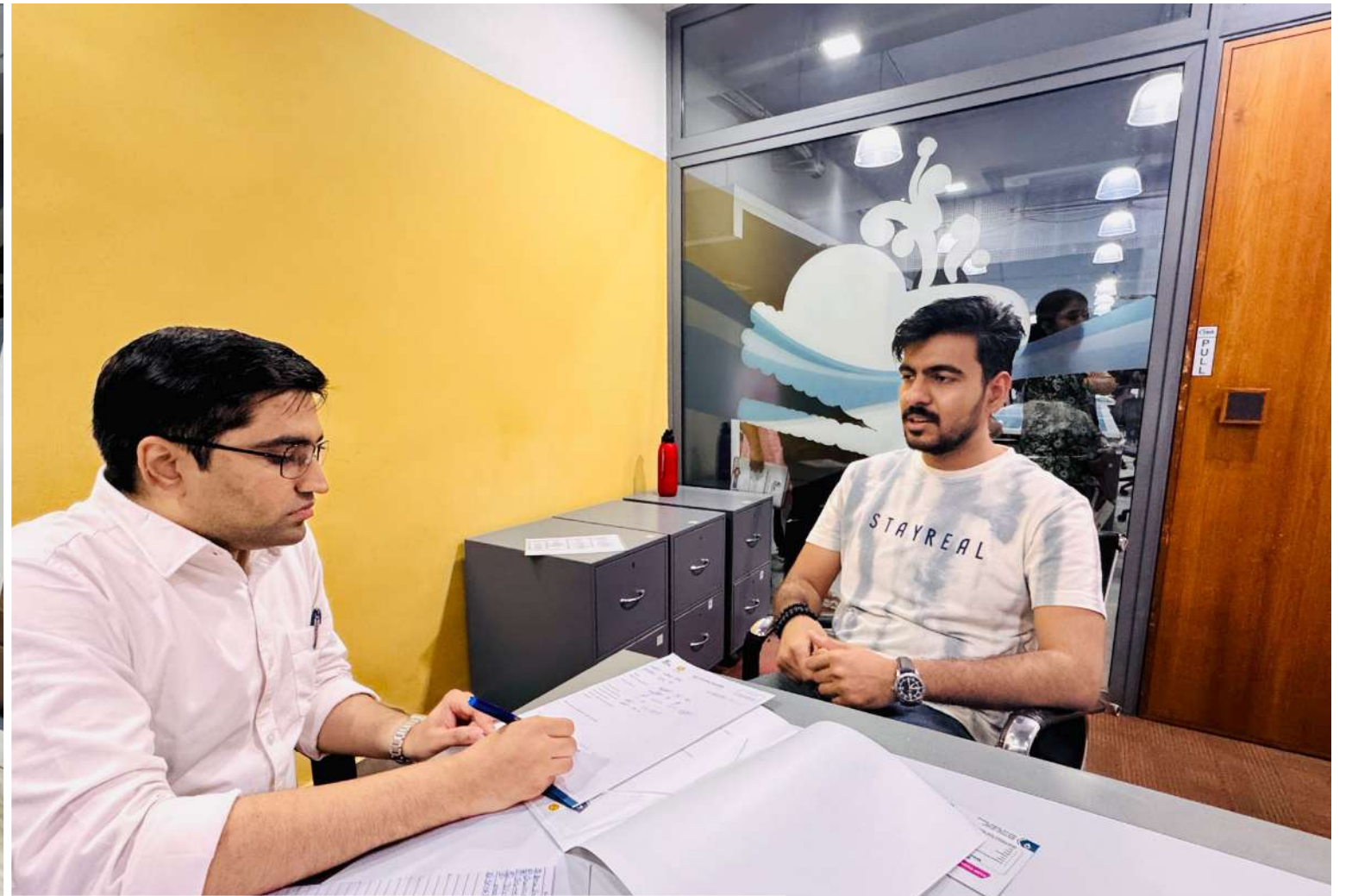
The session was organized by the GNR Center and facilitated by Ms. Ratan Priya, Senior Manager – Wealth Management, who shared valuable insights on who is required to file an Income Tax Return, how to select the appropriate ITR form, understanding both the Old and New Tax Regimes, and choosing the tax regime best suited to individual needs.



Wellness @ Etech

Team GNR - Health Check-Up Camp

Etech Gandhinagar successfully organized a Health Check-Up Camp as part of its ongoing employee wellness initiatives. The camp received an encouraging response, with 82 employees participating in health screenings and consultations. Services included height and weight checks, blood pressure screening, random blood sugar testing, and one-on-one consultations with an MBBS doctor. The medical team provided valuable guidance and recommendations, and employees appreciated the convenience and usefulness of the initiative, making it a meaningful step toward fostering a healthier workplace.



Community Scoop @ Etech

Community Scoop | SFA/Chamber Connection

Etech made a strong showing at the February SFA/Chamber Connection Monthly Meeting, hosted by the Nacogdoches County Chamber of Commerce. The event was an incredible experience from start to finish, filled with energy and collaboration.

The atmosphere was electric as SFA, and the local community came together with one unified goal: making a meaningful difference in the lives of individuals across Nacogdoches. The enthusiasm and teamwork on display were truly inspiring.

Community involvement is at the heart of Etech's mission. The company's partnership with SFA and active participation with the Chamber of Commerce reflect a deep commitment to creating a positive impact both on campus and throughout the local area. These connections are not just important to Etech—they are part of the organization's core values.

Special recognition goes to Lexie Rocco, Morgan Bazard, and Dillon Burbano, who represented Etech with excellence and enthusiasm. Their presence at the meeting showed the company's dedication to community engagement and its values in action.



Community Scoop | NEDCO Job Fair

The Recruiting and Branding Team represented Etech at NEDCO's Annual Job Fair, creating an electrifying experience as they connected with passionate, talented job seekers eager to learn more about career opportunities. From meaningful conversations about growth to sharing why so many people call Etech their "forever home," the team showcased the company's values with enthusiasm and excellence.

The event drew over 112 participants and 25 employers, making it one of the most exciting hiring events Nacogdoches County has seen in recent memory—and Etech was right in the middle of it all.

Special thanks go to Jeanne Shuell and LaMarcus Wallace, who represented Etech with positivity and passion. Their dedication to bringing the Etech spirit into every conversation is what truly sets the company apart.

NEDCO continues to do remarkable work for Nacogdoches County, and Etech is honored to stand alongside them at such a prominent event. The future looks bright, and Etech is excited to welcome the amazing team members met during this job fair.



Community Scoop @ Etech

Community Scoop | Christian Women's Job Corp

At Etech, making a meaningful impact on the communities they call home isn't just something they talk about — it's who they are. Volunteerism is woven into the organization's DNA, and today Etech is incredibly proud to spotlight a group of servant leaders who showed up in a powerful way at the Nacogdoches Christian Women's Job Corp.

Etech invites everyone to join in celebrating and thanking Sharmion Reed, Morgan Bazard, Mohini Bhakta, and Jeanne D. Shuell for volunteering their time and hearts to support the participants of this life-changing program.

What may have seemed like a simple act of service created a lasting impact on the incredible women working diligently to build brighter futures through Christian Women's Job Corp. Their willingness to invest time, encouragement, and support speaks volumes about their character — and about the heart of Etech.

Because of leaders like them, Etech is not only growing as a company... it is growing as a community.



Community Scoop | First Friday Luncheon

The Branding, Finance, and Recruitment teams proudly represented Etech at the 1st Friday Luncheon hosted by the Lufkin/Angelina County Chamber of Commerce. The event provided a wonderful opportunity to connect, collaborate, and continue strengthening the partnerships that help the community thrive.

They also had the privilege of hearing from County Judge Keith Wright, who delivered an inspiring State of the County update and highlighted the incredible momentum taking place across Angelina County. The growth, innovation, and commitment to progress throughout the region are truly exciting — and Etech is proud to be part of that story.

A special thank you go to Renaldo Hunt, Jeanne D. Shuell, and LaMarcus Wallace for showing up with professionalism, energy, and heart. Their presence and engagement continue to elevate the Etech brand and reinforce the organization's commitment to making a meaningful difference locally.

When teams collaborate, engage, and lead beyond their walls — that is when they truly shine. Opportunities like this remind everyone that Etech isn't just a company; it is a vital force within the communities it serves.



Announcements

Kamlesh Sakrawat – Dual ISO/IEC 42001:2023 Certification Achievement!

Kamlesh Sakrawat has earned dual ISO/IEC 42001:2023 certifications in Artificial Intelligence Management Systems as both a Lead Implementer and Lead Auditor, marking a significant milestone that reflects his expertise, dedication, and commitment to responsible, governance-driven AI practices. With these credentials, he is equipped to design and implement robust AI management frameworks, lead compliance audits, manage AI-related risks, and enhance organizational AI excellence. He has also enrolled in the Generative AI in Cybersecurity (GSDC) and IBM's Generative AI Training Program, demonstrating his ongoing pursuit of advanced learning. Kamlesh's discipline, passion for growth, and continuous effort to raise professional standards serve as an inspiration and strengthen Etech's AI and governance initiatives.

