



NEWSLETTER

APRIL-MAY 2016



EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS



NEWSLETTER

April - May 2016

● Experienced People ● Innovative Technology ● Remarkable Results

Hello **ETECH** and welcome to our monthly newsletter!

I am excited to inform you that Etech Global Services will be a workshop leader and exhibitor at the 17th Annual Call Center Week (CCW) Conference and Expo on June 27-July 1 in Las Vegas. In addition, Etech has been selected as a finalist for the CCW 2016 Excellence Award for Training & Development programs. What a great honor!!

The visitors to Etech's booth #1312 in the expo hall can learn about the company's call center, live chat, quality monitoring and social media services, the highlight of Etech's participation in the CCW will be its workshop June 28 on Quality Metrics. The workshop at The Mirage will be presented myself and Jim Iyooob along with Manny Marrero Jr., the Senior Account Manager at Getaroom.com, one of growing partners.



Attendees to the presentation will gain strategic insights for their businesses such as:

- How to **build a successful Customer Experience program**.
- How to **mine employee-customer interaction analytics** to discover methods for improving customer experiences.
- How to **anticipate** their customers' needs and goals.
- Why **quality assurance is challenging but vital** and how to overcome barriers to better customer service.
- How to **uncover helpful information** about competitors and other hidden business opportunities.

We expect that the workshop to be a game-changer for attendees looking to exceed customer expectations. The presentation will help organizations boost the productiveness and efficiency of their call centers and enhance their overall business growth. Those attended will learn why Customer Experience is becoming more important than traditional Quality Assurance, how to build a successful customer experience program and how to transform from a data centric to Customer Centric Quality program.

Jim, I and the entire business development team are very excited about the conference, the workshop and the chance for Etech to be recognized in front of hundreds of other BPO companies. We will certainly keep everyone updated on how the week goes I am sure Jim will be posting all over social media as well!

Thank you all for everything that you do to make **ETECH** a great place to work and play. In 13 years we have continued to grow and diversify due to the remarkable talent, dedication and creativity of each of you. I look forward to celebrating many more remarkable years together.

Until next month, may God bless each of you and may He continue to watch over our company. Have a great day!

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12 Etech Leadership Characteristics

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

Admin Professional Day

The Nacogdoches center celebrated Administrative Professional Day with cake and a variety of beverages. Admin professionals from different departments came together to celebrate this day. It is wonderful to recognize people behind the scenes who keep the company running smoothly.



(From Left to Right: Elizabeth Woodson, Pat Roof, Katy Adams, Laurie Rogers, Ralph Ervin, Melissa Skelton, Sara Donaldson, Teresa Weaver, Jaime Davis, Stephanie Hinton, Amber Hobson, Trish Holt)

Frozen Yogurt

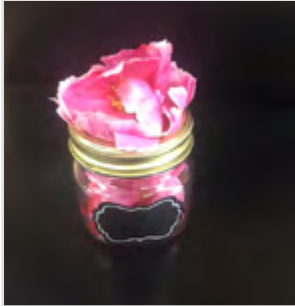
With the temperature rapidly rising, the Nacogdoches HR department partnered with Chilly Fillmore's Frozen Yogurt to cool our employees down with some delicious frozen yogurt! With 10 yogurt flavors to choose from, as well as over 30+ toppings everyone was able to customize their own sweet treat!





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Mother's Day - Nacogdoches



The Nacogdoches Work Life Balance team hosted a Mother's Day sale, so employees could conveniently pick up a gift for their loved ones. The WLB team sold Scented Mason Jar Delights (pictured). Employees had the option to choose between two scents, Watermelon Wine flavor or Birds of Paradise. We would like to thank Amber Hobson of Arome Candles for making the scented beads for the jars. These jars smelled wonderful, and they added a feminine touch to any mother's home!

Rewards & Recognition Ceremony - Nacogdoches

The Nacogdoches center enjoyed a ballpark themed R&R this month. Employees enjoyed Ball Park franks while watching their fellow co-workers participate in the games. The event consisted of baseball themed games like pin the ball on the bat and guess how many peanuts are in the jar. We would like to congratulate all of those who were invited to the event for going above and beyond your goals!



Site National Day of Prayer - Huntington





Stupid Cupid in the Office

Have you ever noticed or caught amorous couples at work trying to conceal their romantic affiliations with one another? From the surreptitious rendezvous and some PDA (Physical Display of Affection) around isolated office corners and hallways to the familiarity shared in their minute glimpses on the production floor, there was no mistaking it. Love is in the air!

It's no secret to everyone else; however, no one voices the obvious. It's almost a silent communal agreement to not let it be known that we are on to them.

But I believe it is finally time to let the curtains fall and let the cat out of the bag!

I know. I know. It is not to be helped. When Cupid comes knocking there is no escape. But Cupid, often times, does not know when to quit as he does not discriminate between a business environment and a personal one.

You must resist and tell Cupid to desist! We shouldn't let him interfere with our work!

You need to know how to maintain a professional relationship at work at all times and keep PDA to a very minimum or not at all, if possible.

We all loved watching that funny hit comedy series "The Office". You know, the quirky show that always seems to keep us (or at least me) laughing while in our minds reliving possible scenarios that could happen or has happened at work.

In the show, it seemed everyone in the office had their fair dosage of the love bug. First, we had the Executive Romance. Remember the Corporate Sales Director, Jan, who recently divorced her husband and then went on to hooking with regional sales managers? Yeah, then we had the Nerdy romance where the sales guy had the hots for the Accountant, then there was the class clowns - Jim and Pat, and lastly the bi-racial relationship between a talkative service representative and an icy temp office contractor. Ooh la la!

I daresay Cupid sure ran amok with his arrows! It was a series of resounding love volcanoes erupting.

But don't get caught up in television sitcoms. And most importantly, don't let Cupid make you stupid!

But why should these relationships be avoided at work, you may wonder? Well, we all know how tricky the matters of the heart can be and how complex they are. Romantic relationships can eventually become a headache at work.

These forms of liaison in a work environment are bad for business! It's great to see co-workers getting chummy but professionalism should always be present. Think about your co-workers - how uncomfortable it may make them feel. And think about your performance. It may prevent you from achieving your 100% and may also cut into your productive hours - not to mention may take money away from your pocket!

The first step is prevention! And when that fails? Well, there is always precaution!

Precautions should be taken especially in relationships between a supervisor and those they supervise. Supervisory relationships can be potentially problematic.

"Three things cannot be long hidden: the sun, the moon, and the truth"- Buddha

Management and HR often come to learn of these relationships through the grapevine. This type of relationship can present more serious concerns and ramification corporately because the leader is considered a representative of the organization in so many ways. Often, the issue of favoritism and sexual harassment becomes a concern in those types of relationships. In today's litigious society, we need to be cautious of these behaviors and their future impact on our employees and organization.



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What do you think would happen if an employee or a follower no longer respected or trusted their supervisor or leader? What would happen if you didn't?

A leader's greatest vice is the level of trust and respect they garner from others and the level of authority they possess. It is what allows others to follow in their lead. It is so fragile and can be tarnished at a moment's notice. It is important that all is done to protect it or you may end up sacrificing your job.

Sorry to put it so bluntly but it is true!

In 2012, an adulterous relationship between General Petraeus and his coworker- biographer, Jill Broadwell, was discovered through emails leaked to the media. The consequences were devastating. Not only did it lead to General Petraeus's resignation but his actions had led to the disgrace of the CIA team and caused great pain and shame to his family and friends. This is now the legacy that will always follow him.

At Etech, we have clear guidelines for employees who find themselves involved in relationships which go beyond that of co-workers. On page 33 of the Etech employee handbook, the guidelines discuss employee fraternizations. The word fraternization is defined by Webster's Dictionary as a "consensual relationship between a couple which has gone beyond friendships and more toward romantic".

If the relationship evolves from that of friendship to amorous or sexual, it is very important that the members involved or the witnesses to discreetly report it to HR or management immediately.

It may sound exaggerated and extreme but it is all done to protect the integrity of both the company and its employees.

Remember, prevention is the key! Armor your resolve and leave Cupid on the other side of Etech's doors!

Mother's Day - Huntington

Etech Motherhood Survey says.....

Paige Brown is the youngest mother

Deb Morabito is the oldest and with the most wisdom.

Deena Taylor is the mother with the most children.

Allison Webb is our mother to be awaiting her bundle of joy.

Connie Wells is the mother with the most grandchildren.

(not pictured: Judith Hager has been a mother the longest!)



Administrative Professionals Day - Lufkin

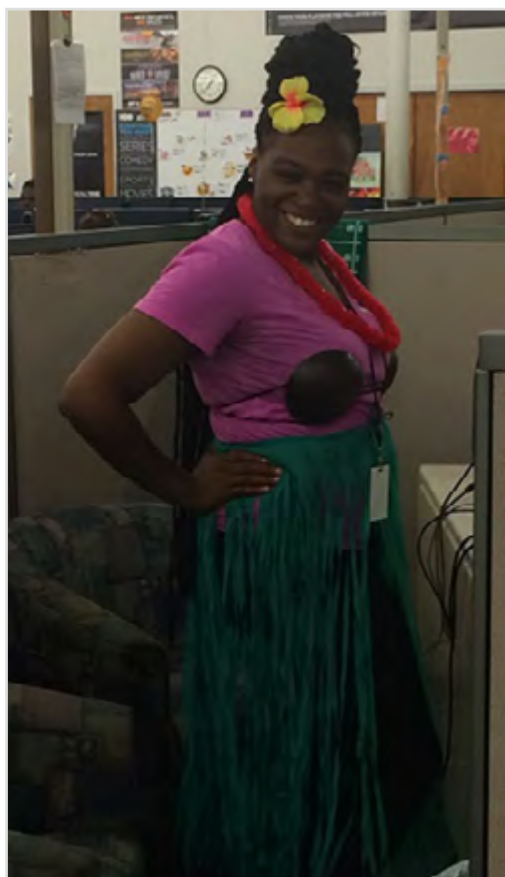
Lufkin showed appreciation to our Administrative Professionals with cookies and cake! Thank you Ashley, Liz, Courtney, Crystal, and Jeanne for all that you do!!!

(Top: Ashley Johnson, Elizabeth Warren, Courtney Williams / Bottom: Crystal Hicks, Jeanne Shuell)



Beach Day Theme -Lufkin

Shemekia Leonard- Sales Intern



Mother's Day - Lufkin

Lufkin's WorkLifeBalance Team celebrated Mother's Day by providing chocolate candy and cookies to our "Sweet Moms"!

Thank you, Jennifer Harkless, for your generous donations of cookies and decorations!!!



In the evening, a "Pick the Number" contest was held to win the balloons that were displayed on the sweets table.

Luz Rojo-Escobedo was our lucky WINNER!



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National Day of Prayer - Lufkin

Lufkin's Leaders and Agents stood united in observation and recognition of the National Day of Prayer, May 5th, 2016.



Congratulations Lufkin Aspiring Leader Grads



Rewards & Recognition Ceremony - Lufkin



Elizabeth Baxter



Etech Dallas would like to congratulate Elizabeth Baxter on recently graduating from the University of Texas at Dallas. Elizabeth earned her Bachelors in Emerging Communication. She has been a valuable part of Etech since October 2014 and we're so proud of her accomplishment!



Kenneth Anderson - Dallas

Kenneth Anderson Operation Leader sales team showed he how much they appreciated all that he do for them. #teamkenneth



Aspiring Leaders - Dallas

Etech Dallas would like to congratulate Alisha Barnes and Melanie Silva on their completion of Aspiring Leader Program on May 5, 2016. Both ladies have displayed an eagerness and willingness to grow and develop as leaders. We here in Dallas are grateful to be a part of their growth.

Pictured: Left to Right: Shantavia Duvall-Asst Sales Coach, Melanie Silva, Alisha Barnes and Dusty Linville-Accounts Leader.



Indulge with HR

The Rewards and Recognition team took all the consistent top performers for dinner at an elegant restaurant. Mentioned below are the names of Top Performers who joined in for this dinner.

Sr. No.	Name	Sr. No.	Name
1	Manoj Lohana	8	Amit Vithalani
2	Caitan D'Silva	9	Varun Jain
3	Jeevan Joshi	10	Jay Pandya
4	Rupeshkumar Viradiya	11	Vijay Verma
5	Parbat Singh	12	Pankaj Shrimali
6	Manish Nair	13	Lovina Almeida
7	Valerian Sebastian	14	Yogesh Chaudhary





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Rewards & Recognition Ceremony - Dallas

Etech Dallas R&R
"Take me to the ballpark"



Above and Beyond

Etech Dallas
"Take me to the ballpark"



Most Improved

Etech Dallas R&R
"Take me to the ballpark"



MVP

Etech Dallas R&R
Take me to the ball game!
Grand Slam Winner!



Bubba Washington hit a Grand Slam
by winning 2 tickets behind the
dugout for a Texas Ranger home

Etech Dallas R&R
"Take me to the ballpark"



Shooting Stars

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Mother's Day - Dallas



Program Incentive - Dallas



May 2016 Anniversary- Dallas



Mother's Day - Baroda

Mother's Day - a time to honor mothers for their contribution to family and society.

It is observed on the second Sunday of May. To celebrate this wonderful day, we requested team members to send in their childhood photographs with their mother. We compiled the pictures and prepared a presentation which was shown to team members during Rewards and Recognition ceremony.



Healthcare Customer Service Chat Campaign Launch

We recently launched a Healthcare Customer Service Chat program at our Gandhinagar center. We received the first chat as soon as Ross, the agent, went online. The team is excited about helping the customers in a different way than what they have been doing so far. To celebrate this wonderful beginning, we had a cake cutting ceremony which started with Rajendra Dabhi, Assistant Director - Operations, addressing everyone and briefing them about our partnership with the healthcare giant. This was followed by Bhavesh Oza and Umang Desai, Team Leaders, addressing everyone and thanking the team.



Workstation Aerobics

On May 13, 2016, HR Team at Etech Gandhinagar arranged an Aerobics session on the production floor. Team members enjoyed the freestyle dancing steps that helped them get rid of some additional energy and fat. It was the time when team members got out of their work stations and moved their chairs away to get committed towards a healthy lifestyle. The aerobics session includes warm up for 5 minutes, followed by two sets of aerobics dance of 2 ½ minutes and ended with stretching of 5 minutes. Team members had lot of fun and were found relaxed post this session of 15 minutes.



Free Eye & Dental Check-up Camp - Gandhinagar

Good health is a matter of concern and regular health checks are necessary to boost your health and longevity. As a part of our “Healthy Living” initiative, HR Team at Etech Gandhinagar organized a Free Eye and Dental Check-up Camp on 13th May 2016. A team of 6 including 2 Dentist and 1 Optometrist from Shalby Hospital, Ahmedabad visited us and ensured that the Team Members are guided and attended properly. Few tips which were shared during the session to practice good oral hygiene were -

- Brush your teeth at least twice a day, ostensibly in the morning and at night, or after meals
- Use floss and mouthwash for further decay prevention if your teeth aren't too sensitive
- Limit your intake of sugary foods and drinks
- Drink plenty of fluoridated water

Everyone can benefit by having routine eye exams. It makes a great deal of sense that eye health is an increasing health concern. This becomes increasingly important as you grow older and your eyesight begins to naturally deteriorate.

Therefore, put your Health and Well-Being first because Health is Wealth.



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Is it my School, Mom?

Daksh Bhatt, Asst. Leader - HR & Admin for our Gandhinagar center is keen on sharing some stories that he thinks are simple & light, but sometimes they make one carry a lot of baggage. Here is another simple story to add to the collection.

Evan is a quick learner. He has learnt quite a few things in last couple of days. Last week, over dinner Mary and David discussed about educational plans for Evan. Mary wanted him to get socialized so that whenever he goes to school, he doesn't feel detached for those hours.

The following morning, Mary took him to a play school near their home. Looking at the toys, Evan got joyous and got acquainted with the environment in no time! Mary was happy to see him enjoying the trampoline and slides at the playschool. While Evan was playing and getting to know his upcoming teachers, Mary inquired about the admission procedure. She also learnt that the playschool has a summer camp planned in two weeks.

On the way back home, inquisitive Evan asked Mary if he would be going there daily. The way he asked the question, Mary made up her mind and decided to have Evan's admission done in the same school and also to let him attend the Summer Club.

Later that day, Mary and David discussed on the Summer Camp and the activity done during the camp. David was going through the brochure that Mary got from the playschool. When he kept it a side, Evan asked a question, "Is it my school, mom?"

David, a proud father, could see the self-confidence boost in Evan!

Fun Fridays

You can't do a good job, if your job is all you do...

Living that thought HR Team at Etech Gandhinagar celebrated 20th May, 2016 as Fun Friday and played games on the floor with team members. Team members enjoyed playing games and had a lot of fun. There were cheers all around for the players and we could feel the energy to a different level altogether.

It's truly said that one should work to live, and not live to work.



World NO Tobacco Day - Gandhinagar

We at Etech always promote **tobacco free environment**. Tobacco use is considered as one of the largest preventable causes of death. It is estimated that every cigarette smoked takes away 11 minutes of one's life. Doesn't sound much?

Over the period of time, this accumulates to months, and even years of life lost. And that's the best case scenario, before cancer kicks in, drastically shortening one's life.

Lost are the years that could have been spent being among family, growing old together, raising children, learning new skills, visiting a new country, watching grandchildren come into this world. Let's live these precious moments and let go of all the ill habits.

Your future generations will thank you.

Here are some testimonials from our own Etech members who feel healthy after been into tobacco habits:

- I've haven't had a cigarette for months now. The first month was difficult, but it got easier after that. It's so good that cigarettes don't control me anymore. It gives me confidence to know I don't need to smoke anymore and can control myself without it.
I was able to run well and play the game I loved since my childhood. I feel healthier than before. It's great that I won't waste my pay on smokes.
Kevin Pereira, QA Lead - EMS
- More than 30 years of pulling tobacco through my lungs, quitting was not planned, it just happened on 1st January, 2015. And it is still continuing! From the time, I gave up, never felt of anything missing in my life. Yes, I feel healthier!
Partha Dasgupta, Sr. Leader - Finance
- Wanted to gift a habit free father to my son; held him in my arms and next step I took - gave up smoking! My spending has gone low and earnings have gone healthy!
Daksh Bhatt - Assistant Manager - HR & Admin

Let us pledge to support each other in kicking the habit.

Quit chewing tobacco today; quit smoking today! In whole, let's quit tobacco today!



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C2C Floor

The month of May brought new challenges and new milestones for our C2C Team. The month started on a slow pace but team quickly picked up its rhythm as the days passed. Team did a great job by working on the serious challenge of high chat volume.

Keeping the trend of maintaining a balance between fun and work, the team enjoyed a marvelous time with numerous floor contests and games throughout the month. We, also, celebrated Twins Day, Ice-cream Day, Burger Day & Super Hero Day.



Exhibition cum Sale - Baroda

"Art is not what you see, but what you make others see." - Edgar Degas.

The Work Life Balance team at Etech Baroda organized a very innovative Exhibition cum Sale; wherein, everyone from the center was encouraged to come forward and showcase their talent with respect to Arts and Craft (Painting, Sketching, Drawing, Pottery, Sculpting, weaving and so on), Handicrafts, Collections of Stamps, Toys, Coins, Currency, etc.

The exhibition was held on 18th & 19th May 2016 which turned out to be a huge hit, many members were happy as well as surprised to the hidden talent of their co-workers.



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Games and Contests - Baroda

Weekend contests were organized on floor for the TMs. The TMs fought tooth and nail to win goodies. After all, hard work pays off and the prizes won are cherished for long.



Six Sigma Yellow Belt Training - Baroda

An initiative was undertaken by Etech Baroda (Winning Culture Survey team) to organize a 'Six Sigma Yellow Belt Training' for the benefit of interested team members.

19 participants were trained by Mr. Arnab Sarkar (Master Black Belt : Six Sigma) from Concept Business Excellence Pvt. Ltd. Two days training was inclusive of classroom training, case studies, apt examples and understanding the processes through play way method.



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Rewards & Recognition Ceremony - Baroda

It was fun-filled time to recognize our team members for their excellent work in Rewards and Recognition ceremony. We arranged for a cake cutting ceremony for all the employees who celebrate their birthdays in the month. Everyone enjoyed the ceremony.



Gully Cricket

Etech Gandhinagar Work Life Balance team organized Gully Cricket Tournament which took us back to childhood cricket tournaments. The game is set in the streets and grounds where most of us have played while growing up. Almost somewhere, sometime we have played cricket in unknown lanes, but close to our heart.

2016 Gully Cricket Season was nothing less than a Roller Coaster Ride. We witnessed huge participation from our team members. This event created lot of excitement and healthy competitive atmosphere amongst Team Members. The event was a great success.

It was an incredible tournament with a lot of close games leading to a nail-biting finish. The finals came to a brilliant end with "Team Patriots" winning the Tournament.

Winners	Runners up - 1	Runners up - 2
Team Patriots	IT Tigers	EMS Cricket Club



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Rewards & Recognition Ceremony - Gandhinagar





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YOSA Awards 2016

Etech hosted their Years of Service Awards (YOSA) this month, and we would like to congratulate everyone who was awarded!

5 Year Anniversary

Pictured you can see our 5 year award winners: Brandi Doughty, Brian Heckerth, Jamie Davis, Matt Cole, Carrie Christian, Emily Shaw, Harry Taylor III, and Val Castillo. Not pictured for the 5 year award are Kaili Fondren, Steven Ray, and Ben Johnson. .



10 Year Anniversary

Pictured for the 10 year awards are: Shelia Cain, Mark Strange, Rosa Parrish, and Nick Rocco.



15 Year Anniversary

Laminta Fowler (not pictured) and Patrick Reynolds (not pictured) were awarded for their 15 years of service with the company.

Founders



Finally, we have Martha Harper (pictured), Mary Sommers, and Michael Evans who were awarded as founders, which means they have been here from the very beginning!



We would like to thank everyone who attended as well as those who were awarded. Your dedication is very much appreciated.



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SFA Varsity Club Tournament



Pictured are Matt Rocco, David Carrizales, Don Silva and Jon Smith after they won first place in the SFA Varsity Club golf tournament!

Corporate Challenge 2016



Rewards & Recognition Ceremony - Nacogdoches

Our UB team hosted a café like R&R ceremony for the outstanding performers of each campaign. While the top performers sipped on juice and coffee from Starbucks, our leaders passed out awards! This was a very fun and different Rewards and Recognition ceremony.



Training Class Graduation - Nacogdoches

We would like to congratulate the first training class of one of our Premium C2C campaigns on hitting the floor. We are looking forward to expand this campaign here at the Nac center and are currently hiring for our next class.





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Relay for Life - Nacogdoches



This year the Nacogdoches Relay for life team raised just over \$900 through various fundraising events which was ultimately donated to the American Cancer Society. Even though the team just fell short of their \$1000 goal, they were still excited to have raised as much as they did. The Relay for Life team consisted of Sara Donaldson (Team Captain), Nancy Pratt, Teresa Weaver, Chad Warner, Ashley Black, Lori Watson, and Shem Delafield. Shem is a 20+ year cancer survivor, and she represented the Etech team in the survivor lap at the Relay for Life walk.

The Relay for Life walk was held at SFA this year. About 50 teams from various businesses and organizations camped out during the 5 hour event. While most enjoyed the delicious array of food that was being sold, others walked the track around the booths. Etech wanted to take a healthy approach this year, so we sold fresh fruit kabobs along with bottled water. We had many volunteers from the Nacogdoches Etech center who helped during this event from set up, to selling the food, all the way to packing up the truck! This was a great experience for anyone who participated, and everyone is anxious for next year's walk!



Hot Diggity Friday - Rusk



Leaders at our Rusk Center want to say a thank you to all the team members for their hard work & dedication by serving them lunch. Team members at the Rusk Center enjoyed a fun Friday with ham-burgers & hot dogs with all the fixings.

Citizens 1st Bank - Rusk



Great food and even better fellowship with Rusk community leaders

To show their appreciation of Etech's growing business and involvement in the Rusk community, Citizens 1st Bank leadership - Bruce Mehlenbacher, Bobbie Gorman, James Perkins, Charles Hassell, Loretta Springer, Pat Richey and Amanda Gray treated the entire Etech Rusk team to catered BBQ lunch. Etech leaders - David Carrizales, Kaylene Eckles, Ben Johnson, Sheryal Berry, Carrie Christian.

World Health Day - Nacogdoches



Come take a walk
with us!



Etech Nacogdoches



Easter - Nacogdoches



Welcome to the WorkRusk



Welcome to the Work-a-holics Club! The Rusk Contact Us program ran a contest in March awarding a gift card to the agents who achieved the highest adherence percentage each week. These agents went above and beyond to exceed their weekly goals. Pictured left to right are Rhiannon Wimer, Isaiah Blanton, Kailla Parker and Samantha Cantrell. Ashley Baker was also a winner, but is not pictured.

Way to go team! Keep up the good work.

One Minute Games on the C2C Floor - Gandhinagar

HR team conducted a lot of fun filled one minute games on the C2C floor at Etech Gandhinagar. Here are some pictures that tell the story.

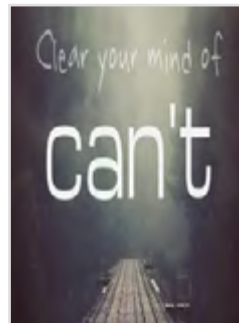
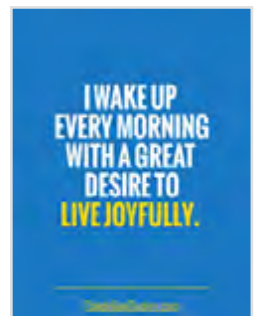


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Congratulations! Tim and Stephanie Chambers



GREAT QUOTES



Rewards & Recognition Ceremony -Lufkin

April 2016 All Stars and MVP's. Congratulations to all of the recipients!



Etech Dallas Anniversary - Dallas

Congratulations to Jacqueline Clark, Marciela Romero, Shanda Degroat, LaTonya Johnson, Rosalinda Sanchez, Kamala Strickland, Ishina Scott and Latashawa Peoples for one year of service with Etech.





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2nd Quarter Promo Launch - Lufkin

Agents and leaders enjoyed amazing BBQ brisket and more prepared by our very own Master BBQ Chef Brandon Chambers and Sous Chef William McClure. Everyone dressed in their favorite sports gear in support of the launch.



Happy Etech Easter 2016 - Lufkin

The Easter egg hunt was an “all hands on deck” affair as Lufkin agents spent days stuffing plastic eggs to prepare for the big hunt. We also had a special visit from the Easter Bunny, Sales Intern/Rick Holmes, who also provided free snow cones during the event. Agents and their families were able to enjoy free delicious hot dogs provided by our own grill master and Director of Operations, Brandon Chambers.

Thank you Etech Lufkin for all your donations and help! Our Etech children had a blast!

A very special THANKS to Brandon Shird, Cici Leake, and Kenard Duplessis! Ya’ll rocked it!



Family Crisis Center Food Drive -Lufkin

Etech Lufkin made a remarkable difference this month by participating in the March Madness Food Drive sponsored by the Family Crisis Center of East Texas. The food drive began mid-march and ended last Saturday, April 16th.

Thank you, Etech Lufkin, for all of your donations!



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Easter EggTravaganza Hunt - Dallas





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Leadership Event - Dallas

On Wednesday, April 6th, leaders from Etech Dallas attended the seventh annual Refresh Leadership Live event hosted by Express Personnel Service at the Verizon Theatre. The leadership event was comprised of a trio of leadership and development experts who shared their expertise on reaching the next level, inspiring employees, and becoming a more effective leader.

The 2016 speaker lineup included:

- Marshall Goldsmith, Author, Professor and Executive Coach
- Dr. Shaquille “Shaq” O’Neal, Television Sports Analyst and 15-time NBA All Star
- Kaplan Mobray, Author, Motivational Speaker, and Career Consultant

Etech leader who attended:

- Dusty Linville - Account Leader
- Shantavia Duvall - Assistant Sales Coach
- Shekena Keeton - Operations Leader
- Brandon Linville - Operations Sales Intern
- Nancy Jackson - HR Admin
- Tyrus Gamble - HR Manger



10 Ls Recap	
1. Leadership is a Choice	6. Leaders Simplify and Innovate
2. Leaders Have Vision	7. Leaders Command Respect
3. Leaders are Good Listeners	8. Leaders are Accountable and Seek Feedback
4. Leaders Share The Journey	9. Leaders Work to Be Succeeded
5. Leaders Know Their People	10. Leaders Have Passion

Angry Birds March 2016



Have you ever watched the American comedy “The Office” which aired during 2005-2013. The picture on the left shows Jim glaring at Dwight who is loudly shredding his documents at his desk while Jim struggles to speak to one of his customers. Dwight and Jim work side by side in very tight quarters which potentially can lead to explosive arguments. This paper shredding sets into motion a series of events of a “Tit-For-A-Tat”

between Jim and Dwight.

Have you ever found yourself in a similar situation? Are you cringing as you drive to work grinding your teeth because you are expecting to be annoyed or upset by someone? The reality is that it’s up to us to take control of our emotions and behaviors to avoid situations which could take a toll on our health and productivity. By taking a few preventative steps we can empower ourselves to avoid being annoyed or upset during our day. It is our choice.

How can we effectively handle people who annoy or irritate us? First, identify what they are doing that annoys you. Identifying what started the fire burning can help you put it out. We may be dealing with a loud overbearing Bossy Eagle, the Passive Aggressive Dove, the Self Absorbed Peacock, or the Overbearing Perfectionist Owl.

Understanding these different “Bird Types” can empower you to diffuse irritating behaviors. We will explore how to identify the different personality styles and use the SOAR strategy to handle the volatile situations.

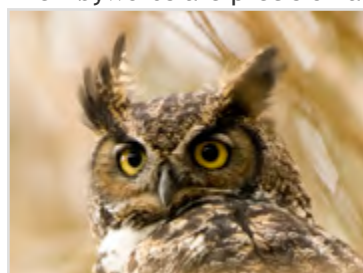
The DOPE (an acronym for Dove, Owl, Peacock, and Eagle) Bird Personality test is a tool for those who are interested in self-discovery. Etech, as well as many organizations in the U. S. have adopted these tests to identify character traits in their employees to help them grow professionally. The results of these tests provide meaningful insight to discover our inner strengths and positive qualities. The 4-Bird personality test promotes self-assessment, intensifies self-improvement, complements career and personal development, and can be used to improve how we interact with others. Here are the straightforward designations of the DOPE 4-Bird Personality Test.

1) Dove

The peaceful and friendly Doves are the people of diplomacy and tact. Overall, they are people-oriented, sympathetic, supportive, and team players. They have good listening skills, pleasant to work with and can be relied upon. They usually find professions as teachers, mentors, and social workers. When there are conflicts, they are more likely to avoid confrontation, change, and assertiveness. They will often seek affirmation in what they do. In relating with Doves, be warm and sympathetic. Remember that they are naturally relaxed and slow-paced. Earning their trust might take a while so be patient.

2) Owl

The wise and analytical Owls are the perfectionist, methodical, determined, well-organized and systematic lot. Their bywords are precision and logic. They provide balance in the workplace because of their perseverance,



diligence, and penchant for structure. Decision-making can be a tedious and meticulous process, and they can be bullheaded and unbending if logic dictates so. They also want to be critical and fault-finding especially on other people’s ideas. While they are at home with details, they shun risks, so be objective as you present your ideas with concrete facts not personal feelings or opinions. They usually thrive in the field of engineering or accountancy. In relating with Owls, be painstakingly detailed and well-organized as you would support their preoccupation with systematized workplace.



3) Peacock

The showy and cheerful Peacocks embody happiness and optimism. They love to talk, and they prefer the fast chase and spontaneity. Because they are glib talkers filled with enthusiasm, they work well in sales and marketing of ideas. While they are social and fashionable fowls, they are oftentimes inattentive, impatient and manipulative. They are not keen on time management and are inattentive to details. Every so often, they seek recognition in what they do. In relating with Peacocks, try to avoid protracted arguments; instead, focus on rallying behind their ideas and visions to win them over.



4) Eagle



The bold and authoritative Eagles are typically dominant and decisive persons. They are typically thought of as Type - A individuals. As leaders, they are dynamic, natural achievers, and decisive. They are output-oriented who prefer the workplace to be well-structured and fully functional. Because of these traits, they are often on the top of the ladder as CEOs or military officers. Negatively, they can be impatient, manipulative, domineering, compelling and insensitive to other people's needs. In relating with the Eagle, be sure to argue with facts and not opinions, and be supportive of his/her goals and objectives, if possible. Deal with them in a businesslike and formal manner.

Each positive character trait has a darker side. As the reflection in a mirror we see the opposite image staring back. An Eagle's positive traits as a goal oriented employee can come across as rude and insensitive with little empathy for the needs of others. The owl's perfectionism and attention to details can be interpreted as lethargy in making decisions. Here are some bird behaviors which can potentially help you handle these situations effectively:

How To Resolve Conflict?

Let's explore a few strategies to resolve these conflicts from an aviary point of view.

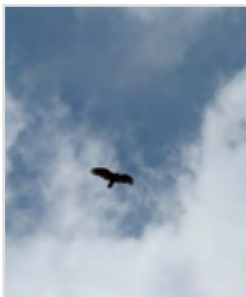
Be Cool, Be A Penguin:

Chill out ...do not get sucked into the fray of the situation during a heated moment. By controlling your emotions, carefully choosing your words and measuring your actions you will avoid trouble. If necessary, walk away from the situation for a few minutes to chill out. This will go a long way in preventing escalations.

When you feel the howling winds of anger coming on, take a deep breath and count backwards from 20 to 0 slowly. Step away to the restroom, or go outside for a break to gain your composure. Do not react impulsively to situations, a person's behavior or comments.



SOAR Like A Vulture



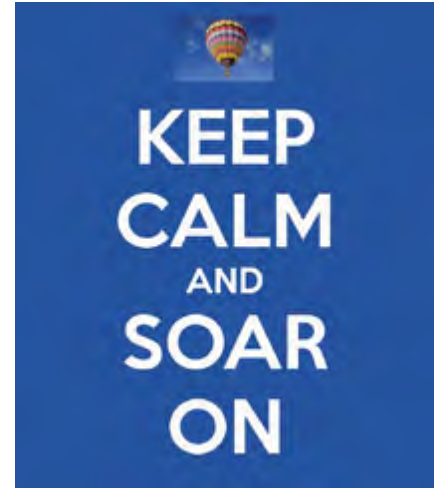
Turkey Vultures can soar as high as 20,000 ft (6,000 m). Although soaring like an Eagle sounds more poetic, eagles can only go up to 10,000 ft (3,000m).

How does this relate to handling difficult people? As you elevate yourself above the circumstances you can put some distance between yourself and the situation. Soar away from the negative circumstances. This will likely give you a clearer vision of the problem and inspire peacefulness. Hypothetically, we are chilling our emotions as we rise into the next atmosphere, away from the problem. By doing this you may find more control in the situation while reducing friction.

Whether dealing with a difficult colleague, or an annoying relative, we should apply the tips suggested using the acronym SOAR:

- S** - Stop the negative behavior. Don't repeat it or take revenge. Two wrongs do not make a right. There is a difference between being assertive and standing your ground and falling prey to the same behaviors.
- O** - Observe the situation from third person's point of view and keep a healthy distance. If necessary involve a supervisor and HR.
- A** - Analyze your emotions as well as the other person's motivations. As humans, we cannot deny our frustration and anger; however, what we do with these emotions is most important. Redirecting these emotions can be done in a variety of ways. Some people find that writing things down in a journal is a great catalyst which provides a release to the stress. Taking a brisk walk or run or other forms exercise are excellent ways of getting rid of these emotions. Channeling these emotions into an activity allows our brain to release endorphin which helps regulate positive emotions and feelings. According to the Mayo Cleveland exercising stimulates brain chemicals that help us maintain a positive frame of mind. Physical activity stimulates various brain chemicals that may leave you feeling happier and more relaxed. You may also feel better about your appearance and yourself when you exercise regularly which can boost your confidence and improve your self-esteem.
- R** - Respect is paramount in everything we do towards our peers, our employer, and ourselves. One study found that 60% of employees believe that co-workers' annoying behaviors negatively impact the workplace and, as a result, 40% reported that they are looking for new employment. These and other findings illustrate that disrespectful and uncivil behaviors drain productivity and negatively influences an organization's bottom line and the overall economy.

Applying these strategies may lead you towards emphasizing the positive, and diminishing the negatives. If you find yourself struggling with similar issues at work with no resolutions, talk it over with your supervisor or your HR Representative.



Wacky Tacky Day - Nacogdoches



Wells Fargo Presents - Dallas



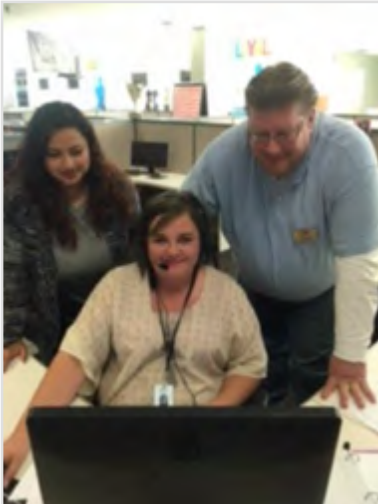
New Program Launch - Nacogdoches





● Experienced People ● Innovative Technology ● Remarkable Results

Who am I - Scott Williams



About me

My name is Scott Williams. I was born in Cleburne, Texas which is near Fort Worth, Texas. I played Baseball, Football, and Basketball in High School. I went to Baylor University in Waco, Texas and played Baseball for them for 2 years. Well, I watched the rest of the team play for 2 years! I have a degree in Business Management. I also attended Georgia State University in Atlanta, Georgia and studied Marketing. I have lived the majority of my life in the Metroplex Area in Arlington, Texas. I like to play golf, but I haven't played much recently. I enjoy all sports and love to watch them all the time. I also enjoy to read and spend quiet evenings on the back porch. I came to Etech looking for a job that I could work for the rest of my working career. I was looking for something with good stability and benefits. Ultimately, I was looking for a place that I could retire; however, I found much more. The opportunity at Etech to grow professionally and personally is unmatched with any thing else I experienced. I have found more than I bargained. Etech has provided me a great opportunity as a trainer and a tremendous future.

Nobody who ever gave his best regretted it."

- George Hal

Bird Style:
Peacock

Learning Style:
Visual

Department:
Training

Tenure:
1 year 7 months

Moving up the Success Ladder

Don Silva - Account Leader, Nacogdoches Operations!

Don joined the Etech family over 10 years ago and has since had many roles including:

- Finance Manager
- Sales Coach
- Project Lead
- Golf and Bowling extraordinaire
- Program Implementation Manager



Don has several years experience in process management, including ISO certification, which helped him in his PI role and will translate well over to Operations. He will be responsible for managing multiple campaigns and his experience with handling diverse clients, building relationships, and attention to detail is exactly what is needed.

Don has a daughter, Dona, who resides in Orlando, Florida. He was born and raised in California and is a huge supporter of all the San Francisco sports team. Most of Don's leisure time is spent on the golf course. He loves it so much that his home is located at Pineywoods Country Club hole #8. Stop by sometime he loves it!

Don possesses an impressive set of skills and will add value to our operations team!



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- Remarkable Results



Emily Davis - Sales Coach for Premium Inbound Campaign

Emily was born in Houston, Texas and moved to east Texas when she was 16. She attended Stephen F. Austin State University where she joined Delta Zeta.

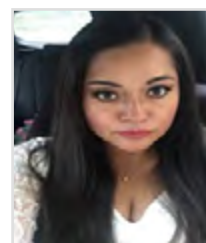
Emily joined Etech in 2012, where she flourished by bringing encouragement and knowledge. She enjoys spending time with her 3 sons, Kaleb, Aiden, and Devin. When out of the office you can often find her biking with her kids, having get-togethers at her home, or taking spur of the moment trips.

Ericka Martinez - Account Leader for our Premium Wireless Click to Chat!

Ericka joined Etech 16 years ago as an agent. She has held several positions throughout her tenure with Etech including such roles as Senior Agent, Quality Assurance Leader, Sales Coach, and Operations Leaders to name a few. However, what she has enjoyed the most is helping others reach their professional goals within the company over the years.

She has been very instrumental in helping develop the leaders with our rapid expansions. Which is a big reason why we have gotten performance back on track, earning Etech additional seats which in return helps us promote more leaders! It hasn't always been easy, but she has been up to the challenge every step of the way.

Ericka is a California native, but Texas stole her heart at a young age. In her spare time, she dedicates her time to her husband Hector, and beautiful children Jeremiah (7 yrs) and Zamara (10 mo). She is known for her love for Betty Boop and the LA Dodgers. You will often hear her cheering for her favorite player, her son, when he is playing on the field.



James Titus - Training Intern

James has been with Etech for 3 years now. Throughout his time here with Etech, James has been through a variety of roles in our Nacogdoches Center. Just recently he was accepted into our Management Internship program. This role provided James with an outlook over all the major departments that make up Etech and its livelihood. Previously, he was an agent on several click to chat and inbound campaigns excelling in sales and customer service.

James attended Stephen F. Austin State University majoring in Radio/TV with a focus in Sales and Management along with a minor in Marketing. Being from a military background, James has had the opportunity to travel all around including overseas. These experiences have had a great influence on his life. James enjoys listening to a great deal of oldies music, playing basketball, and cooking.

James will prove to be a great asset to the training department, and we are extremely grateful to have him on the team!

Kevin Vanderende - Sales Coach

Kevin joined Etech in September of 2013 as an agent. Born in Houston, TX, he spent most of his life moving around before moving to Nacogdoches in July of 2013.

He enjoys music and frequently plays the piano in his spare time. Kevin also enjoys spending time with his 5 year old daughter Aurora, or playing pool after work.





NEWSLETTER

April - May 2016

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Kimberly Herrera - Sales Coach

Kimberly was raised on a farm in Oglesby, TX and is the youngest of 8 children.

In High School, she dominated on the basketball court and was given two different athletic awards. She began her career with Etech in August of 2014 on a Premium Wireless Campaign. She has since joined forces with the IB team and is currently leading the IB support team.

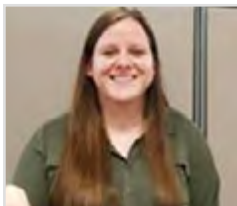
When Kimberly is not at work, she enjoys spending time with her husband, Justin, and her two children who are 7 and 1. She also enjoys gardening, fishing and goofing off with friends.

Madison Golson - Sales Intern

Madison "Skye" Golson has been with Etech since November of 2013. Skye considers herself a native of East Texas as she has lived in Nacogdoches off and on her whole life but the North West is where she calls home.

In her spare time, Skye enjoys being outside, hiking, camping, kayaking, and soaking up the sun as well as raising her two year old little boy, Valen. She has two dogs, a border collie-husky mix names Yoda and a Staffordshire terrier, Krauser.

Skye is looking forward to the opportunity to learn and grow within the company and is thankful for the love and support she has found in her "Etech Family".



Mary Davis - Sales Intern

Mary was born in Ft. Hood, Texas, and is the oldest of 6 kids. She moved to Nacogdoches to attend Stephen F. Austin State University.

She started working at Etech in January 2012 where she has excelled at various entities of the Premium campaign.

In her spare time she enjoys watching movies, reading, and spending time with friends and family. When she gets time to go home, she loves to visit with her younger siblings and her niece. She also enjoys the outdoors and loves riding her four-wheeler and skydiving.

Michael Almazan - Assistant Director over our Premium Wireless Campaign

Michael is originally from Allentown, Pennsylvania and joined Etech back in October of 2008. During his time he has worked at many of our locations including 2 years in India, Florida, Rusk, Lufkin, Pasadena, and of course the Nacogdoches center. Michael has spent his tenure on many of the click to chat campaigns. He helped get performance back on track in a short time on one of our **Premium Wireless Campaign** resulting in additional revenue, additional seats, and promotions for his team! He is passionate about his work and his initiative is contagious!

During his free time Michael enjoys spending time at the gym and playing tennis. He is currently ranked in the top 25 in Texas and looking to play some tournaments this summer. On the weekends Michael loves spending time with his girlfriend and her mini me going to zoos being attacked by donkeys! (You will have to ask him about that one)



Nate Diven - Operations Leader for Premium Wireless Campaign

Nate was born in Houston and graduated from Montgomery High School. After graduating he joined the Air Force where he served in Japan and Iraq.

Nate has been part of the **Premium Wireless campaign** since June 2015 and been a vital part of the success in both Nacogdoches and Lufkin. His structured and organized nature makes him a great asset to the team. Willingness to be fixable and desire to learn goes with saying.

In his off time, he enjoys spending time with his wife of two years, Melody. He also enjoys being with his three dogs Eddie, Izzy, and Ladybug as well as sharing a passion for grilling, traveling, and gardening.



- Experienced People
- Innovative Technology
- Remarkable Results

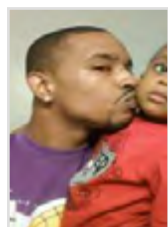
Sadie Howard - Operations Leader for Premium Wireless Click to Chat

We are thrilled to announce the promotion of Sadie Howard to Operations Lead on **Premium Wireless Click to Chat**. Sadie joined the company in October 2014. Sadie has held the positions of agent, Sales Coach Intern and Sales Coach Assistant on our Premium Wireless Campaign.

Sadie was born and raised Center Texas. Previously, Sadie was a Supreme Court Process Server for counties all over the United States.

Sadie's passion and love for the campaign has contributed to our success. Her willingness to get down in the trenches with the agents brings a level of respect from not only from her team but agents and leaders throughout the campaign.

In her spare time Sadie likes to spend time with her two daughters, Madisen who is five years old and Mattilyn who is three years old. She also enjoys spending time with her boyfriend Doug. She loves to cook and try new recipes. She loves a good book and being outdoors.



Will Yarborough - Sales Coach

Will began his journey with Etech as agent on a voice campaign where he was quickly identified as someone with leadership potential. He completed the Aspiring Leaders course but voice went dark before he was able to promote. For some that would be the end of the story but not our Will. He transitioned to chat and proved he was not a one- hit wonder as he became a leader on that program as well.

He was transferred as the first leader to a new program and has quickly proven to be the perfect choice already impressing our customer with his team's success.

Will came to Etech four years ago when he followed his family to Nacogdoches from N. Carolina. The migration started when his brother married a Nac native and they moved home followed by his mother, another brother and finally Will. The rest of his family remains in NC but who knows...

He is the very proud father of a two year old boy with whom he enjoys spending time. He also enjoys all sports and has been a key player for Etech's BB Team.

Antul Kaul - Operations Leader.

Antul joined Etech on June 23rd, 2008 as an Online Chat Representative. During his tenure as an OCR, he showed great understanding and learning skills. Considering his performance, he was promoted as a Mentor in 2008 wherein he performed with consistency. He, along with his team, was instrumental in the successful launch of the pilot batch for a major chat campaigns at Etech Gandhinagar center. During his seven year tenure with Etech, he was promoted as Asst. Sales Leader (Nov 2009) and then as Sales Leader (May 2012). He has always been dedicated towards the roles and responsibilities handed over to him. He has strived to perform well and has exceeded the expectations throughout his association with Etech. He played an important role in building excellent rapport with Clients, and his performance has been a key to growth of several campaigns.

He holds a Bachelor's Degree in Electronics and Telecommunications. Antul loves outdoor sports, especially Motorsports and is a huge fan of Sebastian Vettel and F1. He is an enthusiastic driver. He loves to spend spare time with his family and enjoys watching English TV series and cricket.



- Experienced People
- Innovative Technology
- Remarkable Results



Dagan Gose- Incentive and Event Manager

Dagan was born and raised in Nacogdoches. He joined Etech in 2012 before graduating from Nacogdoches High School. Dagan worked as a sales representative for Century Link before eventually joining the Employee Incentive Department. After spending a year with BancorpSouth, Dagan returned to Etech last fall in the Incentive Department and has proven his value in supporting the team in a variety of roles and tasks.

Dagan is currently a student at Stephen F. Austin, majoring in Business.

Emily Shaw- Marketing and Social Media Manager

It is truly amazing to be a part of an organization that places “valuing people” as one of its core character commitments. It is a blessing to witness the impacts Etech has on its employees, community, and clients.

With that in mind, I take great pleasure in announcing the promotion of Emily Shaw to the position of Marketing and Social Media Manager.

Emily began her career with Etech Global Services as a click to chat representative back when she was still in high-school. As she has continued to grow and mature in her professional career, she has held numerous positions within the organization for more than Five years. Most recently she has served Etech as being our primary manager of our Incentives Department where she has used her remarkable talents to help make a positive impact on our communities and our company each and every day, all while being a full time student at Stephen F. Austin State University.

Emily is a 2016 graduate of SFA with a Bachelor of Arts in Hospitality Administration. She is best known for her infectious positive attitude, remarkable multi-tasking capabilities, and her obsession for the pop singer, Beyoncé. Emily loves her family, friends, and being social in her free time. Yes, she even taught me some stuff...



Megan Strother- Training Leader

It is truly amazing to be a part of an organization that places “Valuing People” as one of its core character commitments. It is a blessing to witness on a daily basis the impact Etech has on its employees, community, and clients. With that spirit in mind, I take great pleasure in announcing the promotion of Megan Strother to the position of Training Leader.

In this role Megan will be responsible for leading our training departments for the Texas centers. She will continue to support our “1 Etech” drive in these centers that have the same campaigns being trained and operated. Megan will be the single point of contact for all training in Texas giving her

the ability to meet the needs of each center. She will ensure that each of these centers utilize the same processes and procedures to develop new team members and the training teams.

She has proven her ability by impacting the Lufkin team and being the catalyst for change on the C2C program. She has worked hard through her willingness to be teachable, embracing team work and demonstrating adaptability to drive success.



- Experienced People
- Innovative Technology
- Remarkable Results

Nycol Kapu- Etech Dallas Training Intern

Nycol was born and raised in Hawaii and moved to Dallas in 2013. She joined the Etech family in October 2014. When she is not at work, she likes to read, listen to music and spend time with her three children, Owen (11), Emery (4) and Ari (7 months).

Nycol likes to remain positive and enjoys working with people. She is excited about her new position as a Training Intern and plans on continuing to advance within the company.



Charity Carter - Etech Dallas Training Intern

Nycol was born and raised in Hawaii and moved to Dallas in 2013. She joined the Etech family in October 2014. When she is not at work, she likes to read, listen to music and spend time with her three children, Owen (11), Emery (4) and Ari (7 months).

Nycol likes to remain positive and enjoys working with people. She is excited about her new position as a Training Intern and plans on continuing to advance within the company.



Training Class Graduation



- Experienced People
- Innovative Technology
- Remarkable Results

First Aid Training for TMs - Baroda

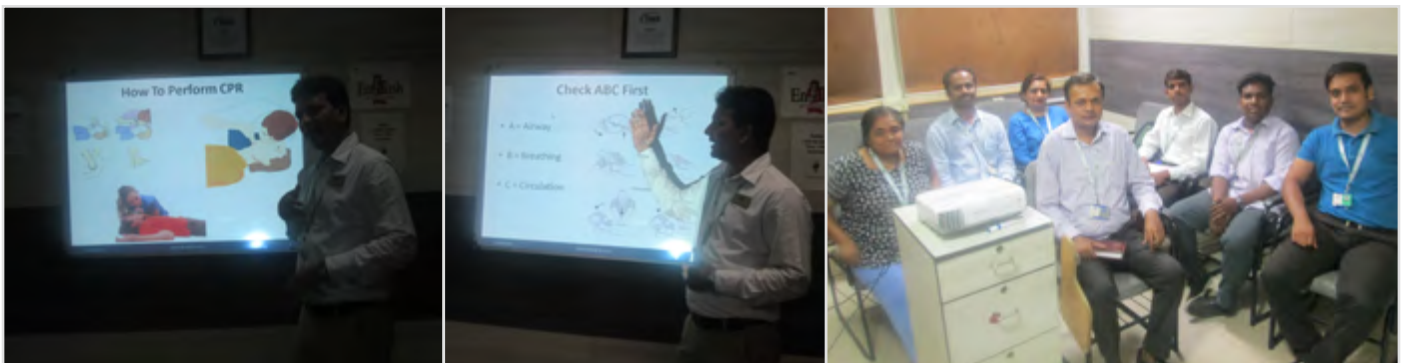
Take some time to learn First Aid and CPR. It saves lives, and it works - Bobby Sherman

First aid training is important as it improves safety, helps save lives, helps relieve pain, makes people feel more secure and prevents bad situation from becoming worse.

Basic first aid knowledge is very helpful in dealing with trauma situations. Not just the medical help they provide, but the confidence they exhibit is very helpful during casualties. Being trained to provide first aid is useful to oneself and society.

Our Asst. Admin Manager - Parvez Mansoori conducted session on First Aid Training for our team members. Team members were explained the definition of "First Aid" - which is "Treatment given to a victim of an accident; before a doctor is available."

They were also taught on how to perform CPR and how to act in times of medical emergency as well as emergencies due to fire, gas leakage, or animal bites.



Games & Contests - Baroda

Weekend contests were organized on floor to boost the excitement level on the floor. TMs participated in the contests to win goodies. Everyone enjoyed the games and activities!



Good Health Month

1. Healthy Life Style, Stay Healthy & Fit

On this World Health Day, let's adopt a healthy diet, practice healthy lifestyle choices, and make a lifelong commitment to fitness.

With the same mission, Etech Gandhinagar in association with Shalby Hospitals Ahmedabad, organized a seminar for our employees on Healthy Living Style - To stay healthy and fit.

The seminar was conducted by Dr. Falguni Iyer - M.D., Medicine, Sr. Physician Consultant from Shalby Hospital. The session was informative where we covered topics like good habits for healthy living, benefits of positive thinking, stress management and office ergonomics.



2. Workshop on Yoga

It's said that, "Yoga is the journey of the self, to the self, through the self". Considering the fact that in today's life we need inner peace, and there are very interesting ways to achieve inner peace by Yoga. Under the title of Good Health Month Etech HR team along with Prashant Kor, who is working with Etech as a Quality Analyst, arranged a Yoga Session. Prashant Kor is a passionate Yoga Instructor. During his session, he educated the attendees on different ways of breathing exercise sitting at their workstations.



- Experienced People
- Innovative Technology
- Remarkable Results

3. Workshop on Emotional Well-Being through Social Meditations

HR team at Etech Gandhinagar organized a Workshop on Emotional Well-Being through Social Meditations keeping the importance of meditation in today's life. Mr. Sunil Jeswani, Quality Analyst at Etech Gandhinagar conducted the session. Participants were made comfortable and were asked to dance for 10 minutes. In the second phase, the participants were asked to lie down with a soft music and instructions from the guide. He ensured team members are comfortable and are absorbing the positive energy within. The session ended with dance session of 10 minutes that Sunil calls "Dance with Gratitude!"

It's truly said, "Imagine with all your mind. Believe with all your heart. Achieve with all your might."



4. Women's Health

A healthy family is a product of a healthy woman! Keeping the thought in mind HR team at Etech Gandhinagar arranged an interactive session. The topic was "Women's Health" by Dr. Mitali Vasavada, Consultant Gynaecologist & Obstetrician at Shalby Hospital. A team of 6 members including 3 Gynaecologists visited Etech and shared information on cancer related to females. Per the participants, a lot of information was exchanged during the session and a lot of topics were touched. After the session we found participants more determined. They assured themselves to make right choices in life style.



World Health Day - Baroda

7th April is celebrated as The World Health Day. World Health Organization (WHO) selects a priority area of global public health concern as the theme for World Health Day, which falls on 7th April, the day when the organization started. World Health Day gives all of us a worldwide opportunity to focus on key public health issues that affect the international community.

We, at Baroda centre, have invited team members to share health tips during celebration of World Health Day.

We heartily thank all the team members who took valuable time to send in their suggestions. We have received great response and valuable health tips from many team members which will help us to maintain good health.



HEALTH TIPS Baroda Center

Hetal Pandya
 An apple a day = NO DOCTOR
 Tulsi leaf a day = NO CANCER
 A lemon a day = NO FAT
 1 cup milk a day = NO BONE PROBLEM
 4 Ltr of water a day = NO DISEASES

Kishor Beshra
 One should eat starchy food and do exercise (at least 7 minutes) on daily basis. This is what I do regularly, and I'm Fit & Fine!!

Dharmesh Patel
 Empty Stomach - Early morning eat a bowl of fruits.
 Walk at least 3 Kms everyday or play sports.
 Eat Rajma & Sprouts.
 Drink 5 liters of Water daily.

Potluck - Baroda

Laughter is brightest where food is best - Irish Proverb

We gain satisfaction when we eat with family. It could be some snacks, full meal, or just some sweets; it's amazing to dine with family. It cannot get better if it's your family at work. Potluck is a great idea wherein everybody brings one dish to share, and it turns up to be super feast for all. We at Baroda enjoyed savoring delicacies of different regions of the country.



- Experienced People
- Innovative Technology
- Remarkable Results

Rewards & Recognition Ceremony - Baroda

Like every month, Etech Baroda rewarded the team members for exceeding expectations during the Rewards & Recognition ceremony. The team also celebrated the birthday of all the January born during this ceremony. Everyone present enjoyed the ceremony.



● Experienced People ● Innovative Technology ● Remarkable Results

Rewards & Recognition Ceremony - Gandhinagar

Like every month, Etech Gandhinagar rewarded the team members for exceeding expectations during the Rewards & Recognition ceremony.





June-2016

Kaushikkumar Prajapati	6/1	Gan	Jacqueline Lilley	6/11	Luf	Imran Memon	6/18	Gan
Babubhai Vaghela	6/1	Gan	Tammy Hafford	6/11	Luf	Prashant Tiwari	6/18	Bar
Dakari Harvey	6/1	Rus	Robinson Rosalena	6/12	Jam	Takeisia Williams	6/18	Dal
Terianne Sutcliffe	6/1	Luf	Kanasha Russaw	6/12	Nac	Regina Smith	6/19	Nac
Charlotte Rasmussen	6/1	Rus	Sahid Kromah	6/12	Nac	jalisa gabriel	6/19	Dal
Jagdish Vaghela	6/1	Gan	Heather Pirtle	6/12	Luf	Geoffrey Marshall	6/19	Dal
Laura Jones	6/1	Luf	Jignesh Khoradiya	6/12	Gan	Prutheel Baleshwaria	6/19	Gan
Pingthei Shaiza	6/1	Gan	Tanisha Rector	6/12	Nac	Nicolas Thurmond	6/19	Nac
Raghvendra Tomar	6/1	Gan	Vivek Kumar	6/12	Gan	Ankit Raghav	6/19	Gan
Sandip Gupta	6/2	Gan	Pankaj Rajdeep	6/13	Gan	Bristena Lyttle	6/19	Jam
Maheshbhai Gohel	6/2	Bar	Jitendra Taladar	6/13	Gan	Tyruss Nichols	6/19	Dal
Saveon Bryant	6/2	Nac	Terelan Snowden	6/13	Nac	Michael Ham	6/20	Nac
Karen Chovatia	6/2	Gan	Krunal Patel	6/13	Gan	Jeffrey Price	6/20	Nac
Margaret Croft	6/2	Rus	John Anderson	6/13	Dal	Hamid Ansari	6/20	Gan
Tiana Cole	6/2	Nac	Daminika Kashyap	6/13	Bar	Herman Martin	6/20	Rus
Rosalinda Sanchez	6/3	Dal	Amber McFarland	6/13	Luf	Purvieek Nayak	6/20	Gan
Jade Abbott	6/4	Luf	jason wells	6/13	Hun	Pamela Barrett	6/21	Hun
Joanne Simmons	6/4	Pbl	Amit Kachhawa	6/13	Gan	Brandon Blanton	6/21	Nac
Varun Lachwani	6/4	Bar	LaQuesta Chatman	6/13	Nac	Briana Arnold	6/21	Rus
Camary Wright	6/4	Nac	Sumit Singh	6/13	Bar	Tyler Chisholm	6/21	Luf
Kenneth Williams	6/4	Dal	A'mani Donnell	6/14	Dal	Jamarsha Witherspoon	6/22	Dal
CaDArius Garret	6/4	Nac	Courtneey Williams	6/14	Luf	Tarun Mallara	6/23	Gan
Haresh Gondaliya	6/5	Gan	Carla Musick	6/14	Luf	Samantha Beasley	6/23	Nac
Yelender Merugu	6/5	Gan	Hamzaali Chothiyawala	6/14	Bar	Pritesh Shetty	6/23	Bar
miesha johnson	6/5	Nac	Ashley Williams	6/15	Dal	Courtney Pennywell	6/23	Luf
Alpeshkumar Acharya	6/5	Gan	Pradip Rajput	6/15	Gan	Digpal Solanki	6/24	Bar
alice draughon	6/6	Hun	Uttampal Deora	6/15	Gan	Tushar Mandal	6/24	Gan
Elsa Lopez	6/6	Luf	Mayank Kumar Chandan	6/15	Gan	Dilip Kumar Upadhyay	6/24	Gan
Kovid Sharma	6/6	Gan	Javedali Saiyad	6/15	Gan	Dipak Purohit	6/25	Gan
Mario Arteaga	6/6	Dal	Aamir Shaikh	6/16	Bar	PavneetSingh Chawla	6/25	Gan
John Ford	6/6	Luf	Kristen Griffith	6/16	Nac	Terrance Hunt	6/26	Luf
Abel Wessen	6/6	Dal	Jezyca Sanchez	6/16	Nac	Renee Wright	6/26	Jam
Shabbir Kachwala	6/6	Bar	Nicole Collins	6/16	Jam	KEVON DECKARD	6/26	Nac
Neteisha Bigby	6/6	Jam	Vishal Thakur	6/16	Gan	Ashley Horne	6/26	Luf
Tracy Mckelvey	6/6	Luf	Christopher DCosta	6/16	Gan	Kourtney Gulley	6/27	Nac
Olivia Whyte	6/7	Jam	Brandi Doughty	6/16	Nac	Cynthia Lowe	6/27	Hun
Sean Cox	6/7	Luf	James Getz	6/16	Hun	Brianna Day	6/27	Rus
Dani Miller	6/7	Nac	Tharang Pillai	6/16	Gan	Naquen Sims	6/27	Nac
Viren Joshi	6/7	Bar	Tonillia Taylor	6/17	Luf	Karthik Pillai	6/27	Gan
Matin Shaikh	6/8	Gan	Prapa Acharya	6/17	Gan	Josie Fox	6/28	Rus
David Carrizales	6/8	Nac	Michael Almazan	6/17	Nac	Sushant Sharma	6/28	Gan
Helly Patel	6/9	Bar	Connie Wells	6/17	Hun	Prashant Parmar	6/28	Bar
Deana Jones	6/9	Luf	Dhaval Gajjar	6/17	Bar	Sterlin Wall	6/29	Luf
Tiju Varghese	6/9	Bar	Michael Almazan	6/17	Nac	Dorthey Parnell	6/29	Nac
Samora Dunn	6/9	Luf	Brittne Bonner	6/17	Dal	Jessica Moser	6/29	Luf
Raymond Reed	6/9	Dal	Amit Pandey	6/17	Bar	Madison Harris	6/29	Nac
Seychelle Leake	6/9	Luf	Joshua Robinson	6/17	Nac	Payal Sonigra	6/29	Gan
Jasmine Alexander	6/9	Nac	Michael Calley	6/18	Nac	Miguel Brown	6/29	Jam
Manankumar Amin	6/10	Gan	Carey Holness	6/18	Jam	Nikhil Khare	6/30	Bar
Jacob Graff	6/10	Nac	Shantavia Duvall	6/18	Dal	Akhil Bhardwaj	6/30	Gan
Robert Taylor	6/11	Luf	Tremechian Hodge	6/18	Nac	kendall scott	6/30	Nac
Kunal Ajwani	6/11	Gan	Tashyra Young	6/18	Nac	Shubham Sharma	6/30	Gan



Newsletter Team!!

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