



# **NEWSLETTER**

# **DECEMBER 2016-JANUARY 2017**

**EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS**





*I will persist without exception. I am a person of great faith.*

Today, I will choose to persist without exception. I will continue despite exhaustion, I will focus on results. An athlete does not enjoy the pain of training; an athlete enjoys the results of having trained. I will persist without exception because I am a person of faith. My Creator declares, "For I know the plans I have for you, plans to prosper you and not harm you, plans to give you hope and a future." (Jeremiah 29:11) From this day forward, I will claim a faith in the certainty of my future. I have faith in my future and I will look forward without exception! (7th Decision for Success from The Traveler's Gift by Andrew Andrews)

The biggest decisions that I have ever made in my life was to accept Jesus Christ as my Lord and Savior. From that day forward, I began a journey of faith. This was a journey that was filled of promises for hope and for a future. While the world assures that the journey will include detours and obstacles and intrusions, my faith allows me to persist without exception.

Webster's dictionary defines faith as confidence or trust in a person or thing; the obligation of loyalty to a person or belief. Today I challenge each of you to become a person of faith. I challenge you to believe in something, to believe in yourself and to commit to persisting without exception.

Imagine if we faced each day at ETECH with faith. Imagine if we all agreed to persist without exception. Imagine how strong we would be individually and as a company if we persisted to ...

1. Have the buck stop here and claim responsibility for my past and future.
2. Claim responsibility for my past and future.
3. Seek wisdom, everywhere.
4. Be a person of action.
5. Have a decided heart.
6. Be HAPPY!
7. Forgive!



Matt Rocco - President and Chief Operating Officer

***Let's Make a Remarkable Difference in all that we do!***

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## Etech's 12 Leadership Characteristics

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



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*May the blessings of Christ be with you and your family this Holiday season.*

On behalf of the entire Etech family,

## Merry Christmas and Happy New Year!

**Matt Rocco**

President and Chief Operating Officer

**Jim Iyooob**

EVP Customer Experience

**Kaylene Eckels**

Vice President - Global Operations

**Veronica Chimney**

Vice President - Human Resources

**Ronnie Mize**

Senior Vice President - ETS

**Patrick Reynolds**

Vice President

**David Carrizales**

AVP Operations



### Etech Give Back Program - Adopt a Highway

On Tuesday, October 25th, Fifteen Etech Nacogdoches employees with a passion for serving the community gathered for our quarterly Adopt-A-Highway trash clean up.

Adopt-A-Highway is a promotional campaign that encourages volunteers to keep a section of a highway marked with their company or organization's name plate and free from litter. Volunteer efforts such as this save our tax payers money and keep our city beautiful.

We are so thankful to have such committed employees who take pride in making a remarkable difference in our community. The original Adopt-A-Highway program began in Texas - 1985, so it only makes sense that one of the largest companies in the oldest town in Texas is a participant.





### BBQ Lunch

Members of the premium sales campaign at our Nacogdoches center were the recipient of some fantastic brisket cooked by Brandon Chambers. The team set a goal and achieved it with 10 units per day. This luncheon was only the beginning of what great performance this team is capable of. The best is yet to come!

Leadership Team: Sheila Cain, Brian Heckeroth, William Yarbrough, and Shane Cone.



### Etech Give Back Program - Christian Women's Job Corps 5k Walk Run

On October 22, several Etech employees participated in the "Hands Up 5k/10k Fun Run/Walk Event".

The fun walk benefited the Christian Women's Job Corps as well as the Christian Men's Job Corps of Nacogdoches. Participants enjoyed themselves while raising money for this great cause.



CWJC is a nonprofit organization with a goal of providing women a hand-up toward meeting their life goals, whether it is a better job, an education, or just a better life.



## Christmas at Etech



*Merry Christmas from  
Matt Rocco, President and COO and April Rocco!*



*Vice President of Operations, Kaylene Eckels and  
Sr. Director of Program Implementation,  
Guru Medtia.*



*David, Jim, Veronica, Ronnie, Matt Rocco, Kaylene, Patrick*

**We are looking forward to 2017!! Let's make a Remarkable Difference as One!**





*Have a safe and enjoyable Holiday Season!*  
*Nancy Pratt, Director of HR and Veronica Chimney, VPHR*



*Nacogdoches Center sends a huge Merry Christmas to all!*



*Merry Christmas from.....*  
*Mary Sommers and Marty Harper (Founders Club)*



*Ashwini Kumar, Assistant Vice President and Vice President of Human Resources, Veronica Chimney*





*Veronica Chimney, VPHR, and Melissa Wood, Sr. Director Global Leadership Development.*

*"We are looking forward to the development and growth in 2017"*

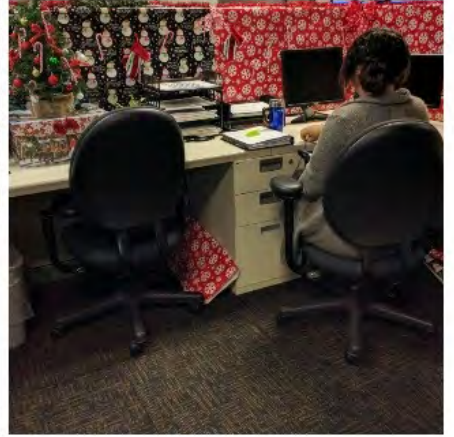
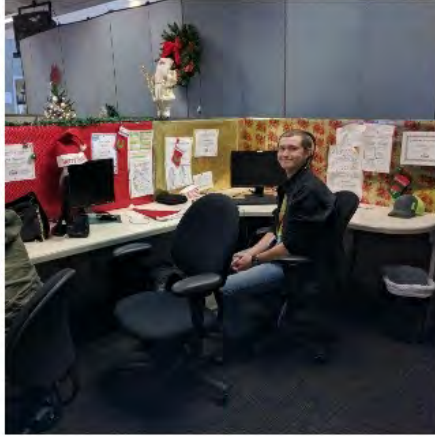
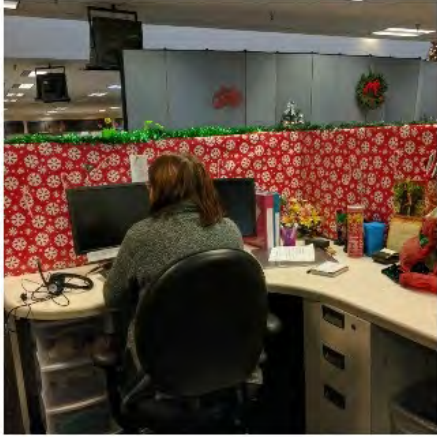
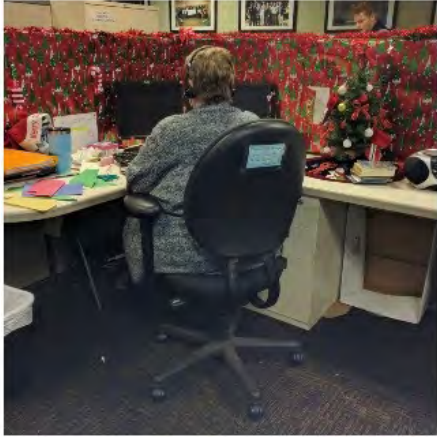


*Which is Ben Johnson and which is Jonathon Johnson? These twins may fool you on occasion.*























### Halloween Door Decorating Contest - Nacogdoches

Etech Nacogdoches employees participated in the Halloween Door Decorating Contest! We had some amazing entries in the door decorating contest! The winners and scores are listed below:

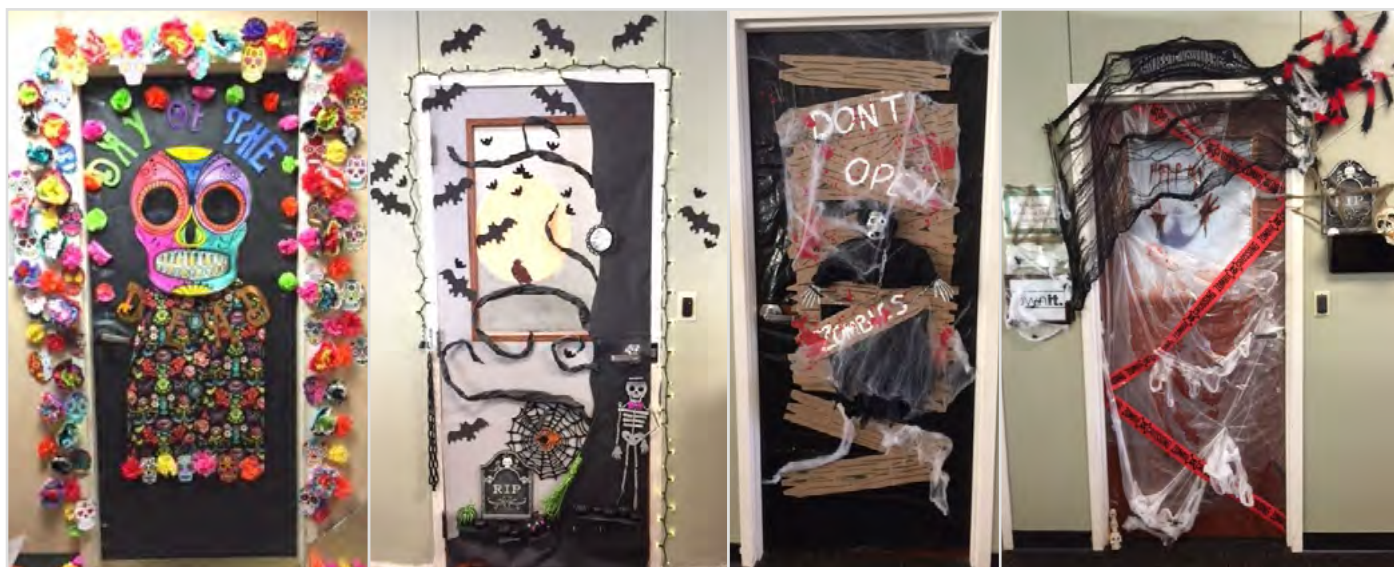
*1st Place with 77 Points was Hunger Games.*

*2nd Place with 75 Points was Premium inbound Team.*

*There was a tie for 3rd place with 69 Points. With 4 of our campaigns sharing that place.*

*Etech truly has some very talented employees!*

*Congrats to all the winners!*



### Spooky Food Contest - Nacogdoches

One of the Halloween activities that we had this year at the Nacogdoches location was the Spooky Foods contest.

Employee's gathered in the skylight to check out a table full of delicious treats. First place went to Josie Fox for her skeleton guts. The skeleton's guts consisted of cheese, crackers, and sausage. Second place went to Madison Golson for her dirt cups filled with worms! Last but not least, Joyce Beighey took third with her worm filled pie!

And to top it all, we were able to taste the delicious treats once the winners were announced. We would like to thank everyone who participated in this year's contest.





### Rewards and Recognition Ceremony - Nacogdoches

On Thursday, October 27, 2016, top performers at the Nacogdoches center enjoyed the R&R celebration. Attendees enjoyed cupcakes with Halloween Decorations, cookie cake as well as punch and soda. We played bobbing for apples, blindfolded and went hunting for gold in a bowl of Spaghetti brains.

Winners of the door prizes were Kristi Buelow, Vivian Watts, and Don Thornton! Congrats to all the top performers and MVP's in attendance! Keep up the great work!



### Remarkable Coaching Certification

***Congratulations to our East Texas leaders for completing Step 1 of the Remarkable Coaching Certification Process!***

When you see these wonderful leaders in person, please join me in congratulating them on completing Step 1 of the ***Remarkable Coaching Certification Process***.

I would personally like to thank the OL, AL, Training Leader, and Director teams for allowing us to borrow their people for three days. I know it's hard to spare them for that long, but each of you chose to put their personal development first. We all know that in order to make a remarkable difference, we have to invest in ourselves and our people.

Also, we are so encouraged by this leadership group. They are all committed to developing our most valuable assets and impacting their piece of our business in a positive way. ***Challenge your leaders to take what they've learned and utilize it daily.***

In the words of Melissa Wood, "It's up to them, through self-reflection, to decide how much they want to grow and change in their leadership ability and practices."

Happy Holidays!





### Spirit Week at Our Nacogdoches Center



Etech had spirit week during the week of October 31 - November 4. The Nacogdoches center had several employees participate. Pictured are the participants for Blue Shirt day, Thursday, and Purple Shirt day, which was Friday!



### Rewards and Recognition Ceremony - Dallas





### Veterans Day - Nacogdoches

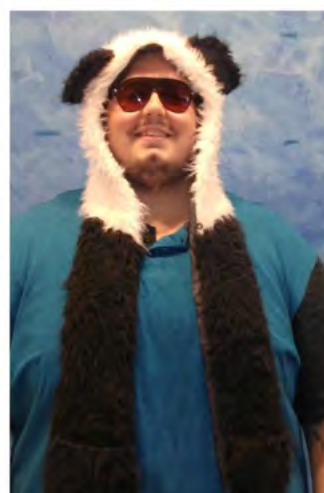
The Nacogdoches center showed its appreciation for the veterans on November 11. We would like to thank our veterans for their courage and dedication to our country and protecting our freedom.



### Congratulation to Niesha Finley!



### Red Ribbon Week at Etech Dallas





### Etech Dallas Rewards & Recognition Turkey Winners



### Etech Dallas Turns Pink in Support of Breast Cancer Awareness Month



### Rewards & Recognition Ceremony - Etech Dallas





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## AL Graduation



## 80's Day and the Graduation Ceremony at Dallas Center



## Etech Give Back Program - Salvation Food Drive 2016 - Dallas

Etech teamed up with the Salvation Army for a Thanksgiving Food Drive to help those less fortunate can eat and have a Thanksgiving dinner. It was held from November 8th -18th 2016. We would like to thank Mr. James from the Salvation Army for coming to pick up the canned goods.

Thanks Everyone!



## Veteran's Day - Front Office Deco

Etech Dallas decorated the front office to thank and honor those who have selflessly served their country





### Etech Employee Awareness Program - Health Fair



### Etech Give Back Program - Frito Pie / Bake Sale - Lufkin

For the 2016 United Way campaign, Lufkin Center's United Way committee planned and implemented a Frito Pie / Bake Sale. This was successfully held on Friday, October 14, and we were able to raise \$258! Thank you, Etech!





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## Missing Man Table - Etech Lufkin

The **ROUND TABLE** - to show our everlasting concern for our missing men.

The **WHITE TABLECLOTH** - symbolizes the purity of their motives when answering the call to duty.

The **SINGLE RED ROSE** - displayed in a vase, reminds us of the life of each of the missing and their loved ones and friends of these Americans who keep the faith, awaiting answers.

The **SLICE OF LEMON** - to remind us of the bitter fate of those captured and missing in a foreign land.

A **PINCH OF SALT** - symbolizes the tears endured by those missing and their families who seek answers.

The **INVERTED GLASS** - their inability to share this toast.

The **EMPTY CHAIR** - they are missing.

Let us now raise our glasses in a toast to honor American POW/MIAs and to the success in our effort to account for them.



## Rewards and Recognition Ceremony - Etech Lufkin





### Blood Drive Gift Basket Winner - Courtney Gorham



### Class Graduation - Lufkin



### Shout out to Nicholas Watson, PhD!



Recently, Palm Beach Center employee, Nicholas Watson earned his PhD in Business with a specialization in outsourcing in Jamaica and the Caribbean. We congratulate him on this milestone! For his tireless sales ability and customer service, Nicholas was awarded Employee of the Year for Etech-Palm Beach. He received the award in recognition for his participation and leadership in the growth of the center. Nicholas has joined the United States Navy and will be leaving the center for his new role as an officer in the U.S. Navy in early December. We wish him well!

### I Scream for Ice Cream

Fun times as Etech-Palm Beach employees enjoy the ice cream incentive!





### Etech Give Back Program - Food for Families - Palm Beach

In cooperation with the Rotary Jupiter Club, Etech-Palm Beach collected and donated non-perishable food items to contribute to the Food for Families initiative. Thanks to everyone who participated and gave something from the heart to this worthy cause.



### Our Employees Rock!

Palm Beach Center employees ready to take on the world and get those sales!



### Veteran's Day Memory Wall - Etech Palm Beach

In commemoration of Veteran's Day, employees wrote the names of their family or friends who served in the military and their branch of service. Some of us also added a picture to complete the memory plaque. All plaques were displayed in the Palm Beach Center in appreciation for the service by the veterans.





### Friendsgiving Potluck

Etech Rusk celebrated our thanksgiving Holiday with a Friendsgiving potluck. We have some wonderful cooks here and the turn out was just great. Food included traditional items like Ham, Turkey, sweet potatoes, corn, and broccoli & rice casserole to Creole rice, stuffed mushrooms, and sausage balls. We can't forget the full table of tasty treats like cheese cake, German chocolate cake, strawberry bread, Italian Cream cake and so much more. Great food and smiles filled the center.



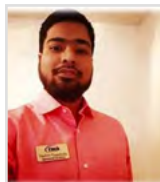
### The Great Lip Sync Challenge

Rusk Center had a candy drive for our Trick or Treat on the square. The two teams, Michael Petersen and Rachelle Barnett (and her back-up singers), who collected the least amount of candy participated in the lip sync battle on 11/15/16. There was no winner because both team performed so well. We look forward to next year.





### Organizational Announcements



**Shabbir Kagalwala, Sr. Technical Project Manager** - We are blessed as an organization to have the opportunity to make a remarkable difference for our customers, our people, and our communities through our omni-channel solutions. In addition to being a preferred partner of choice for contact center solutions; ETECH in increasing our client base by providing Software-as-a-Service (SaaS) products ICE, QEvalPro®, FLO and our latest addition ETECH's Communication Intelligence Solution - (Powered by Tethr®)

With this goal in mind, I am excited to announce that Shabbir Kagalwala will be the new Sr. Technical Project Manager for Etech's SaaS product offerings. Shabbir joined Etech as an agent in 2005 at our Gandhinagar center, and moved to Toronto, Canada in 2012. After staying in Toronto for a year, he moved back to Etech Nacogdoches in 2013. During these eleven years with Etech, Shabbir transitioned through multiple positions in Project Management, Business Development and Operational Excellence, working with our internal and external customers. This rich experience enables Shabbir to bring immense value to his new position, equipping him to be instrumental in streamlining our software implementation process to exceed client expectations, and provide an effortless customer experience.

Shabbir resides in Lufkin with his wife Tasneem and their two-month old son, Mustafa. He loves driving, reading, traveling, collecting stamps and coins, making new friends and learning new languages and cultures. Shabbir has his Bachelors in Commerce from Gujarat University, India and Master's in Business Administration from NIMS, Mumbai. He is a certified Project Management Professional (PMP), Six Sigma Green Belt and an Internal ISO 9001:2000 Auditor.

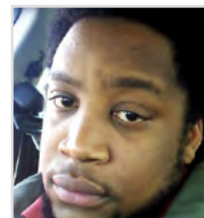
Shabbir is excited to take on this new role and make a remarkable difference for our customers and Etech!

**James Titus III, Trainer**- Etech has always been committed to the development of its people and supports the vision of making a remarkable difference for our customers, our people, and our community. It is truly amazing to be a part of an organization that places "valuing people" as one of its core character commitments.

With that spirit in mind, I take great pleasure in announcing the promotion of James Titus III to the position of Trainer.

Please join me in congratulating James L. Titus, III on his promotion into the Trainer position at the Etech Nacogdoches Center, effective November 13, 2016. During his soon to be 4 years with Etech James has performed in a variety of roles. Prior to joining the Training Department he was accepted into the Management Internship. This role provided James with an overview of the major departments within Etech. Before this 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 on Sales and Management along with a minor in Marketing. With his military background, James has had the opportunity to travel to many places, including overseas. Those experiences had a major influence on his life. James enjoys listening to oldies music, basketball, and cooking.



**Jacklyn Moyeda, Assistant Sales Coach** - 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 impact Etech has on its employees, community, and clients. With that in mind, I take great pleasure in announcing the promotion of Jacklyn Moyeda to the position of Assistant Sales Coach. Jackie's passion and love for the campaign has contributed to our continued success.

Jackie was born and raised in Lufkin where she lives with her 2 children Damian, age 10 and Mya, age 7. When she is not at work, her hobbies include photography and cooking. Jackie loves being outdoors and practicing softball/baseball with her kids as well as cheering the Cowboys on to victory!



**Billy Craver, Assistant Training Leader-** It feels great to be a part of an organization that is consistently looking to the future and ready to bring in the necessary people to be successful! Etech does a great job valuing talent and it is with that mindset that we would like to welcome William “Billy” Craver Jr to Etech as our new Nacogdoches/Rusk Assistant Training Leader.

Billy will handle the logistics for the two sites including approving classes and managing the training rooms. Another core responsibility will be developing and coaching the Nacogdoches and Rusk trainers. Billy has extensive experience in the customer service industry and we look forward to the knowledge he will share with the team!

Billy loves spending time with his family. He and wife Barbara have one daughter, Jennifer, one granddaughter, Bethany, and another granddaughter, Emilia, due to be born in late November. Being outdoors, either working in the yard, or exploring the woods at his hunting and fishing club are other things he enjoys. His favorite sports teams are the Dallas Cowboys and the Texas Rangers. Go Cowboys!

Proverbs 3:5-6

Trust in the Lord with all your heart, and lean not on your own understanding; In all your ways acknowledge Him, And He shall direct your paths.



**Madison Golson, Assistant Sales Coach** - As you know, Etech has been committed to the development of its people and supports the vision of making a remarkable difference for our customers, our people, and our community. It is truly amazing to be a part of an organization that places “valuing people” as one of its core character commitments.

With that spirit in mind, I take great pleasure in announcing the promotion of Madison (Skye) Golson as Assistant Sales Coach.

Skye spent most of her younger years traveling across the United States and is fortunate enough to have been to 46 different states! Although Skye has spent most of her life off and on in Nacogdoches, TX she finally settled here in 2011. She is happy to claim Nacogdoches as her home but will always have a soft spot in her heart for the Pacific Northwests Mountains and valleys.

Skye joined Etech in November of 2013 and has been excelled in each position she has held! During her time with Etech she and others have invested in her development and growth. Skye considers this promotion as a step toward the future success she will have and continues to look forward to future opportunities to develop herself and grow within the company.

In her free time, Skye enjoys spending time with her three-year-old son, Valen, painting and playing outdoors as well as thankful for the life-long friendships she has made by being part of the Etech family.

**Jessica Moser, Recruiting Intern** - 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 Jessica Moser to the position of Recruiting Intern - Lufkin

Jessica is a graduate of Lufkin High School and will be attending Angelina College in the Spring to start her journey to become an elementary school teacher. She loves music and elephants.

Jessica is a Pageant Aunt and spends her free time helping her niece win many pageant titles and going fishing with her nephew. Jessica joined Etech in May of 2016 and will split her time between Recruiting and Operations. When you are in the Lufkin center don't be surprised if you see Jessica with a camera asking you for an interview or a picture!







**Jasmine Sterns, Assistant Sales Coach** - As you know, Etech has been committed to the development of its people and supports the vision of making a remarkable difference for our customers, our people, and our community. It is truly amazing to be a part of an organization that places “valuing people” as one of its core character commitments.

With that spirit in mind, I am thrilled to announce the promotion of Jasmine Sterns to Assistant Sales Coach. Jasmine rejoined Etech in Feb of 2015 and has had the pleasure of working on several of our premium campaigns. Jasmine is an only child and a native of San Augustine Texas.

She is a mother of an Amazing little girl, Trinity, who is her world. As a form of personal growth she enjoys reading and she spends as much time as possible with her daughter and family traveling exploring, seeing, and learning new things. In addition to working full time she studies part time pursuing her license in Cosmetology.

She is always willing to take a challenge head on, she is eager to know how to do new things and has the will and determination to excel to new heights!

**Minu Bhatt, PI Intern** - 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 Minu Bhatt to the position of PI Intern.

Minu joined Etech as an OCR in January 2014. As an agent she was awarded many certificates for consistently exceeding the client targets. Her communication skills, quality of work and ability to quickly grasp product information, propelled her to becoming an Assistant Sale Leader in just over a year. In her span as an Assistant Sale Leader she has shown immense passion, creativity, and commitment towards her work. She was instrumental in transitioning new software applications while adhering to the quality clients expected. Her efforts are constantly towards continuous learning and improvement. She was recognized for Integrity and Accountability Character Awards. She is very excited about her new role and looks forward to expanding and applying new skill sets.

She has always been a Barodian except for a few years away in London, UK for education. She enjoys reading, art, music, gaming, and exploring undiscovered locations on long drives. Her favorite authors include PG Wodehouse, Ayn Rand, and Salman Rushdie.



Merry Christmas from Jasmine Sterns, Nacogdoches Center



### Birthday Celebration



### Don't pull my hair, please!

Winter had started and the schools reopened post holidays. Evan and his friends had a lot to discuss on what they did during their vacation. Few of his friends visited their relatives; whereas, few went on tour with family. Evan had also been to his uncle's place, and he had a lot of tales to share with his cousins.

Meanwhile, the class teacher, Ms. Smith, kept sharing updates with Mary. David used to go to drop Evan to school. He noticed that Evan was not greeting one of his friends Peter. Upon checking, David learnt that Peter was a mischievous kid and used to bully his classmates. One of the days in previous week Peter had pushed Evan, and he was hurt on his head. Though he was not bruised, it was Ms. Smith who approached Mary and told the incident upfront. Also, she shared how she conveyed about this incident to Peter's mother and that even she was sorry for the incident.



David then decided to have a small exercise of self-defence with Evan. He also knew that he has to be extra cautious as while training Evan on self-defence, he shouldn't learn the lesson otherwise and start attacking like his fellow friend Peter. During the exercise David explained Evan on how to react to different situation. For example, if someone pulls his hair, he can always request not to do so and say how annoying or painful it is. David also explained that he should not keep anything in his heart and start talking to Peter again.

Few days later, David learnt that Peter once again pushed Evan. Since Evan did not have time to react, he fell on his face. Well, this situation was not explained during self-defence exercise. He just got up and pushed Peter back. Was this just a reaction or animosity?



### Etech Give Back Program - Visit to Astitva Foundation - Baroda

*The only disability in life is a bad attitude - Scott Hamilton*

On 28th November, 2016, **CSR team Baroda** visited Astitva Foundation - Balgopal special school and training center. Formed in 2009, Astitva is an NGO working with the differently abled providing counseling, basic life skills, vocational training and job placements.

Astitva volunteers set up the Balgopal Special School in mid-2012. Balgopal functions as a multiple disability school and training center for special needs of all ages. In addition to special education services, progressive training programs and workshops are frequently conducted by collaborating with various international organizations. Recently, they ran a Music Therapy Workshop in association with the team from "A Place to be" from Virginia, USA.

Our team members were delighted and spent good time with them by playing number of games like musical chair, which was enjoyed the most. We treated the children with some delicious food and gifts later.

We heartily thank all of our team members who made this visit successful.





### Treasure Hunt - Baroda

It was an epic sight to witness 10 teams participating in a Treasure Hunt. Participants were running all around the center to hunt for clues, and their solutions. It was a chaos full of smiles. The teams competed against each other to win against time and gather all the clues.

The winners were **Abhishek Burman / Krupa Patel / Ashutosh Pal**. They clocked in an impressive 5 minutes and 21 seconds to hunt and solve all the clues.





### Rewards and Recognition - Baroda

Our Baroda center recognized the team members for their excellent work in the Rewards and Recognition ceremony. Along with that, we celebrated TMs birthday by the cutting cake during the ceremony. Getting rewarded and applauded in front of the whole center holds a special value for everyone, and we ensure the appreciation and hype doesn't end with the ceremony.

Everyone on the floor had fun playing games and deafening applause brought smiles over the participants' face.





### Etech Employee Awareness Program - Organizational Development Session on Stress Management at Baroda Center

An OD session on Stress Management was conducted by Learning and Development Team at our Baroda center. The information shared was really helpful according to the huge number of participants who showed up for the session.



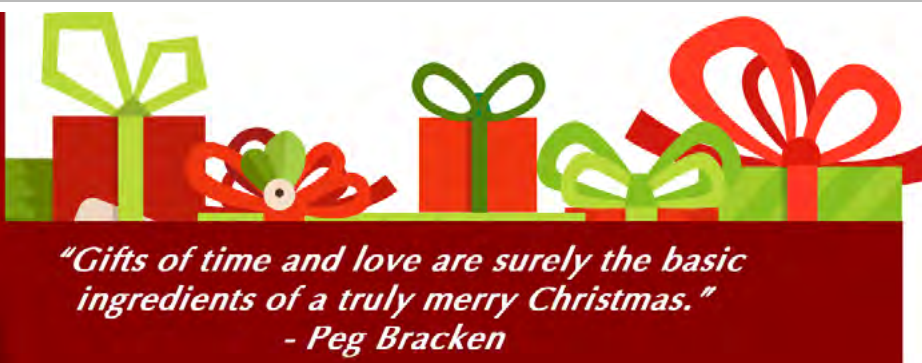
### Organizational Development Session - Stress Management - Baroda

An OD session on Stress Management was conducted by Learning and Development Team at our Baroda center. The information shared was really helpful according to the huge number of participants who showed up for the session.



### It's winning time! - Baroda

Team members ran against the time while the entire floor cheered them on. The games and contests organized on the floor have become a phenomenon lately. Participants are pouring in from all the departments, and the enthusiasm is just contagious! Every prize won brings smiles all over.





# January 2017

# Happy Birthday

Jody Cox	1/1	NAC	Susieanna Gray	1/7	NAC	Veronica Woods	1/17	DAL
Sean Long	1/1	NAC	Vishal Chandiramani	1/7	GAN	alisha hornbuckle	1/18	NAC
Alexander Fowler	1/1	LUF	Bobbie Garner	1/8	NAC	Tammi Watkins	1/18	DAL
Savian Nugent	1/1	NAC	crystal porter	1/8	RUS	Sahara-rain Carr	1/18	NAC
Minesh Damor	1/1	GAN	Brittani Stone	1/8	LUF	Lijoy Jose	1/18	GAN
Ravi Dole	1/1	BRD	Raymond Sasser	1/8	DAL	Amit Solanki	1/18	BRD
Shrikant Nimavat	1/1	GAN	Jayant Singh	1/8	GAN	Abhilash Achary	1/18	BRD
Chelsea Richerson	1/2	NAC	Jigar Daryanani	1/8	GAN	Kamendrasingh Chahar	1/18	BRD
Robin Skinner	1/2	LUF	Jwalant Parmar	1/8	GAN	Andrea Baker	1/19	JAM
Balvantsinh Vaghela	1/2	GAN	Stephanie Rector	1/9	NAC	Nastascia Morgan	1/19	JAM
Niraj Dagur	1/2	BRD	Corinna Yawn	1/9	NAC	Sameer Bhatnagar	1/19	GAN
Ana Regalado	1/3	LUF	jasmine ross	1/9	NAC	Manish Singh	1/20	GAN
Elisa Morales	1/3	DAL	Katelynn Cameron	1/9	NAC	Elizabeth Martinez	1/21	RUS
Aubrey Fuller	1/3	NAC	Himanshu Mistry	1/9	BRD	Deborah Paige	1/21	PAL
Rebeca Danielson	1/3	NAC	Monal Parmar	1/9	GAN	Dharmindersingh Shergill	1/21	BRD
Abhijeet Singh Chauhan	1/3	GAN	Megha Bhatt	1/9	GAN	Marvin Moodie	1/22	JAM
Shrenik Prabhakar	1/3	GAN	Kalandus Phillips	1/10	LUF	Selena Austin	1/22	NAC
Jenny Benoy	1/3	GAN	Crystal Prier	1/10	DAL	Shetereka Washington	1/22	DAL
Michael Kelley	1/4	NAC	Teresa Weaver	1/11	NAC	Chirag Majithiya	1/22	GAN
Luz Rojo-escobedo	1/4	LUF	Nayankumar Chaudhary	1/11	GAN	Abhishek Shukla	1/22	GAN
Diva Harris	1/4	DAL	Chirag Bhavsar	1/11	BRD	Bjorn Lee	1/22	GAN
Bharatkumar Suthar	1/4	BRD	Krina Roberts	1/11	GAN	Tarun Lakhyani	1/22	GAN
Lance Konderla	1/5	NAC	Manish Jadigam	1/11	GAN	Melissa Wood	1/23	NAC
Eddie Loya	1/5	RUS	Kashore Ferguson	1/12	NAC	Vanessa Oliveros	1/23	LUF
William Smith	1/5	NAC	Becky Badillo	1/12	DAL	Pramod Datania	1/23	GAN
Jasmine Russaw	1/5	NAC	Sonja Rolfes	1/12	NAC	Virginia Wolfe	1/24	RUS
joanice mcneal	1/5	DAL	Pratik Thaker	1/12	GAN	Kaneisha Grisby	1/24	LUF
Vishal Choudhary	1/5	GAN	Ashley Page	1/13	NAC	shamica Thomas	1/24	NAC
Mukesh upadhyay	1/5	GAN	Steven Ray	1/13	LUF	Vallera Celormy	1/24	PAL
Raghvendra Shetlur	1/5	GAN	Sharmion Quarles	1/13	LUF	Raquel Bell	1/24	NAC
Abhineet Singh	1/5	BRD	Vaughn Johnson	1/13	JAM	Matthew Rocco	1/25	NAC
David Corey	1/6	NAC	Christopher Lucas	1/13	NAC	Rickey Cline	1/25	NAC
Reynaldo Vasquez	1/6	NAC	Zachariah Mobley	1/13	LUF	Tiffany Teafatiller	1/25	NAC
Demetris McKinney	1/6	LUF	Dixit Modi	1/13	GAN	Kevin Pereira	1/25	NAC
Tiffany Richard	1/6	LUF	Karandeep Singh Shergill	1/13	BRD	Kara Hollis	1/25	NAC
tashana grant	1/6	JAM	Denise BRDKer	1/14	NAC	Tyonna Jackson	1/25	DAL
Caroline Liddell	1/6	DAL	Kaylene Eckels	1/15	NAC	Joel Watts	1/25	LUF
Lance Burch	1/6	LUF	BRDBRDa Reagan	1/15	NAC	Kevin Pereira	1/25	GAN
Aliasgar Lokhandwala	1/6	GAN	Jody Harp	1/15	NAC	MahipalSinh Chavda	1/25	GAN
Suraj Ghosi	1/6	GAN	Darius Dean	1/15	DAL	Priya Pahwa	1/25	BRD
Amanpreet Sodhi	1/6	GAN	Shawana Berrian	1/15	PAL	Akansha Dwivedi	1/25	GAN
Shubham Jain	1/6	GAN	JAMES Titus	1/16	NAC	Shabbir Kagalwala	1/26	NAC
Maulik Acharya	1/6	GAN	Audrey Wright	1/16	JAM	Terry-Anne PALer	1/26	JAM
Garrick McCoy	1/7	LUF	Maricela Venegas	1/16	NAC	tiffany johnson	1/26	DAL
Jordan Early	1/7	NAC	Kathryn Miller	1/16	DAL	Valerie Hartfield	1/26	DAL



January 2017

# Happy Birthday

Veena Bhardwaj	1/26	GAN	Vaibhav Shah	1/28	BRD	Georgette PALer	1/30	JAM
Rajkumar Tiwari	1/26	BRD	Zachary Howard	1/29	NAC	Tiara Wesley	1/30	DAL
Ashutosh Pandey	1/26	GAN	Kristi Buelow	1/29	NAC	Vipul Bhagdev	1/30	GAN
LaDonna Martin	1/27	NAC	tionnee turner	1/29	NAC	Rohit Kumar Bhattad	1/30	GAN
ytisha Walker	1/27	DAL	Shawanna Beaver	1/29	DAL	Anthony Thorpe	1/31	JAM
Manoj Lohana	1/27	GAN	Shaquera Windom	1/29	NAC	Kenisha Jarrett	1/31	JAM
Ikram Bhaiyat	1/27	BRD	Brian Trejo	1/29	PAL	Adrianna Amazeen	1/31	RUS
Jacob Choate	1/28	NAC	Naitik GonDALiya	1/29	GAN	Andrew Donaldson	1/31	JAM
						Amit Pavlankar	1/31	GAN
						C Robin	1/31	GAN

Happy  
New Year  
2017