



NEWSLETTER

August 2025

EXPERIENCED PEOPLE | INNOVATIVE TECHNOLOGY | REMARKABLE RESULTS

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Etech’s 12 Character Commitments

- » Integrity
- » Valuing People
- » Team Work
- » Accountability
- » Communication
- » Vision
- » Adaptability
- » Humility
- » Creativity
- » Teachability
- » Positive Influence
- » Courage

August is National Wellness Month: Master the 5 Pillars for Your Best Life Yet!

1. Physical Wellness: Your Energy Source

Physical wellness forms the foundation of our daily vitality and long-term health. When we prioritize our physical well-being, we create a sustainable energy source that powers every aspect of our lives—from our professional endeavors to our personal relationships and mental clarity.

Understanding Physical Wellness

Physical wellness encompasses more than just the absence of illness. It represents a dynamic state where your body functions optimally, providing you with the energy, strength, and resilience needed to navigate life's demands. This holistic approach includes regular physical activity, proper nutrition, adequate rest, and preventive healthcare practices.

Your body is remarkably adaptive, constantly working to maintain balance and heal itself when given the right conditions. By understanding and supporting these natural processes, you can unlock sustained energy levels and enhance overall well-being.

The Energy Connection

Think of physical wellness as your personal power plant. Just as a power plant requires the right fuel, maintenance, and operating conditions to generate electricity efficiently, your body needs specific inputs to produce optimal energy. When these systems work harmoniously, you experience sustained vitality throughout the day rather than the energy crashes that plague many people.

Physical wellness directly impacts your mental sharpness, emotional stability, and ability to handle stress. Research consistently shows that people who maintain good physical health report higher energy levels, better mood regulation, and improved cognitive function.



2. Building Your Energy Foundation

Movement as Medicine

Regular physical activity serves as one of the most powerful energy boosters available. While it might seem counterintuitive that expending energy through exercise actually increases your overall energy levels, the science is clear. Physical activity improves cardiovascular efficiency, enhances oxygen delivery to tissues, and triggers the release of endorphins that naturally elevate mood and energy.

You don't need to become a marathon runner to reap these benefits. Start with activities you enjoy—whether that's dancing, hiking, swimming, or simply taking brisk walks. The key is consistency rather than intensity. Even 20-30 minutes of moderate activity most days of the week can significantly boost your energy levels.

Strength training deserves special attention as it builds the muscular foundation that supports all your daily activities. As you develop stronger muscles, everyday tasks become easier, leaving you with more energy for the things you love.



August is National Wellness Month: Master the 5 Pillars for Your Best Life Yet!



Nutrition for Sustained Energy

Your dietary choices directly influence your energy levels throughout the day. Rather than relying on quick fixes like caffeine and sugar that provide temporary spikes followed by crashes, focus on building meals that provide steady, sustained energy.

Complex carbohydrates found in whole grains, fruits, and vegetables release energy gradually, helping maintain stable blood sugar levels. Lean proteins support muscle health and help you feel satisfied longer. Healthy fats from sources like avocados, nuts, and olive oil provide concentrated energy and support hormone production.

Timing matters too. Eating smaller, balanced meals every three to four hours helps maintain steady energy levels rather than the rollercoaster effect of skipping meals or eating large portions irregularly.

Hydration plays a crucial role in energy production. Even mild dehydration can cause fatigue, difficulty concentrating, and reduced physical performance. Aim to drink water consistently throughout the day

rather than waiting until you feel thirsty.

3. The Restorative Power of Sleep

Quality sleep isn't a luxury—it's a fundamental requirement for physical wellness and sustained energy. During sleep, your body repairs tissues, consolidates memories, and recharges for the next day. Chronic sleep deprivation undermines every other aspect of physical wellness, making it nearly impossible to maintain high energy levels.

Most adults need seven to nine hours of quality sleep per night. Creating a consistent sleep schedule, optimizing your sleep environment, and developing a relaxing bedtime routine can significantly improve both sleep quality and daytime energy levels.

Consider your bedroom a sanctuary for rest. Keep it cool, dark, and quiet. Limit screen time before bed, as blue light can interfere with your body's natural sleep-wake cycle.

4. Stress Management and Energy

Chronic stress acts like a drain on your energy reserves. When your body remains in a constant state of alert, it depletes the resources needed for other vital functions. Learning to manage stress effectively is essential for maintaining optimal physical wellness.

Regular physical activity serves double duty here, providing both energy-boosting benefits and stress relief. Other effective stress management techniques include deep breathing exercises, meditation, spending time in nature, and engaging in hobbies you enjoy.



August is National Wellness Month: Master the 5 Pillars for Your Best Life Yet!

5. Creating Sustainable Habits

The path to improved physical wellness doesn't require dramatic overnight changes. In fact, small, consistent actions often prove more sustainable and effective than extreme measures. Start by identifying one area where you'd like to improve—perhaps drinking more water, taking a daily walk, or establishing a regular bedtime.

Focus on that single change until it becomes natural, then gradually add other wellness practices. This approach prevents overwhelm and increases your likelihood of long-term success.

The Ripple Effect

As you invest in your physical wellness, you'll likely notice improvements extending far beyond increased energy levels. Better physical health often leads to improved mood, enhanced creativity, stronger relationships, and greater resilience in facing life's challenges.

Your commitment to physical wellness also sets a positive example for those around you—family members, friends, and colleagues who may be inspired by your vitality and well-being.

Moving Forward

Physical wellness is a journey rather than a destination. Your needs may change over time due to age, life circumstances, or health conditions, and that's perfectly normal. The key is maintaining awareness of your body's signals and adjusting your approach accordingly.

Remember that every small step toward better physical wellness contributes to your energy reserves. Whether you're just beginning this journey or looking to enhance your current practices, focus on progress rather than perfection. Your future self will thank you for the investment you make in your physical wellness today.

By treating your body as the remarkable energy source, it is—providing it with proper fuel, regular maintenance, and adequate rest—you create the foundation for a vibrant, energetic life. This investment in physical wellness becomes the cornerstone upon which all other aspects of your well-being can flourish.



Employee Engagement activities @ Etech

Team Dallas - The National Lion Day

Etech Dallas recently joined in the celebration of National Lion's Day with great enthusiasm! The team came together to honor the majestic lion, often referred to as the "king of the jungle," by embracing its strength and grace. Participants let out their best roars in tribute to this gentle giant, celebrating not only its physical prowess but also its symbolic representation of courage and leadership.



Team Dallas - HR Pizza Fundraiser

The Human Resources Department of Etech Dallas hosted a wonderful pizza fundraiser event! This allowed connectivity between colleagues whilst raising money to support the department. Cheese and meat lovers' pizzas emerged as the crowd favorites! We were all so eager to partake in this yummy ensemble, the pizza was delicious and enjoyed throughout the center.



Team Jamaica - Crocs Day

Team Jamaica turned an ordinary workday into a fun and fashionable affair with their spirited Crocs Day celebration. The event was all about comfort, creativity, and camaraderie—bringing team members together in a lighthearted display of personal flair and team unity.



Employee Engagement activities @ Etech

Team Dallas - Clown Theme Week

Clown Week at Etech Dallas truly brought a wave of joy and laughter to everyone involved. The atmosphere was vibrant and festive, with each day offering its own unique twist on the clown theme. From playing “Pin the Nose on the Clown” to donning rainbow-colored outfits, participants embraced the whimsical spirit wholeheartedly.



Pin the Nose on the Clown

Rainbow Colors

Silly Clown Socks

Employee Engagement activities @ Etech

Team Jamaica - Uniform Day



Team Jamaica - Perfect Attendance Fan raffle



Team Jamaica - Independence Day



Employee Engagement activities @ Etech

Team Jamaica - Hot Dog Day



Team Lufkin - Breakfast Day

The HR team at Etech Lufkin organized a delightful breakfast bake sale, offering a curated assortment of baked goods for employees to purchase and enjoy. This initiative, part of an ongoing effort to foster employee engagement and create moments of shared enjoyment, was met with enthusiastic participation and positive feedback.



Team Lufkin - Candy guess

Lufkin Etech's HR put together a jar filled to the brim with jolly rancher candies and offered the center chances to guess how many were contained. A dollar earned a guess, and the person closest to the count without going over won the candy filled jar. Our winner was Susan Ingle with a guess of 101 with the correct total number being 106.



Employee Engagement activities @ Etech

Team Lufkin - Coloring contest



Team Lufkin - Fun Day

The debate between using shaving cream versus whipped cream was a close one. This year we opted for shaving cream to be used in the “Pie Your Leader” event of Fun Day. Ultimately neither option is favorable to have it smashed into one’s face. However, despite multiple rounds by those who participated, they were all good sports, smiling through the mess. The dunk booth, another crowd favorite added another splash of joy to the event. Add in some roasted hot dogs and the recipe for a truly “Fun Day” is complete.



Employee Engagement activities @ Etech

Team Lufkin - Theme Week

For August, the theme weekdays were as follows; Monday-NFL Apparel; wear clothes to celebrate your favorite pro football team, Tuesday- School Spirit; Whether your own alma mater or the elementary school your child attends, wear clothes in support, Wednesday- Crazy Socks; Wear silly socks, Thursday-Etech Apparel; to coincide with “Fun Day” wear a Etech branded merch and to finish Friday Throwback; dress like the eighties. Each day of participation granted participants a ticket for the drawing at the end of the week. This month’s theme week winner was Sonja Moreno.



Employee Engagement activities @ Etech

Team Lufkin - Chocolate Chip Cookie Day

In celebration of National Chocolate Chip Cookie Day Lufkin Etech's HR provided cookies to the employees during the morning of August 4th. Although we did not ONLY provide chocolate chip cookies for National Chocolate Chip Cookie Day, the variety in flavors was also met with cheer. While munching on my oatmeal raisin I felt like the mouse from "If You give a Mouse a Cookie" by Laura Numeroff and wondered about providing milk next time to combat the overly sugary desserts. With or without milk to wash it down, the cookies were a great way to sweeten a Monday.



Team Nacogdoches - National Root Beer Float Day

On August 6th, the HR team in Nacogdoches handed out free Root Beer floats in celebration of National Root Beer Float Day. The sweet treat was just the thing needed for a hot summer day. This celebration was to show our appreciation and to give back to YOU, the employees who go above and beyond, to make the most remarkable difference.



Employee Engagement activities @ Etech

Team Rusk - Bow Tie Day

On August 28th, the Rusk Center brought some dapper flair to the workplace as team members donned bow ties in honor of National Bow Tie Day. This elegant accessory has quite the historical pedigree, bow ties trace their origins to 17th century Croatian mercenaries who tied scarves around their necks to secure their shirt openings, a practical military necessity that eventually evolved into a timeless fashion statement. The spirited participation of our team made this celebration both educational and entertaining, proving that a little historical fashion can bring colleagues together in the most delightful way!



Team Rusk - National Chocolate Chip Cookie Day

On August 4th, the Rusk Center celebrated National Chocolate Chip Cookie Day the only way we knew how, by sharing delicious cookies together as a team. Fun Fact, the first chocolate chip cookie was created in 1938 by Ruth Wakefield, owner of

the Toll House Inn in Whitman, Massachusetts. Ms. Wakefield's adaptability and creativity when realizing she was short on ingredients turned out to be a mouthwatering masterpiece that is still capable of bringing people together nearly one hundred years later. Thank you to everyone who joined us for this sweet celebration. Sometimes the best team-building moments happen over the simplest pleasures.



Employee Engagement activities @ Etech

Team Nacogdoches - Pie the Leader

In August, employees were encouraged to purchase tickets from reception to pie their leaders. The person with the highest ticket count purchased was given the opportunity to pie the leader whose jar they purchased tickets for. Funds were raised for the Human Resources team to put into future center events and employee engagements. Thank you to the leaders who so graciously volunteered their time, and face, and to those who purchased tickets for the event.



Employee Engagement activities @ Etech

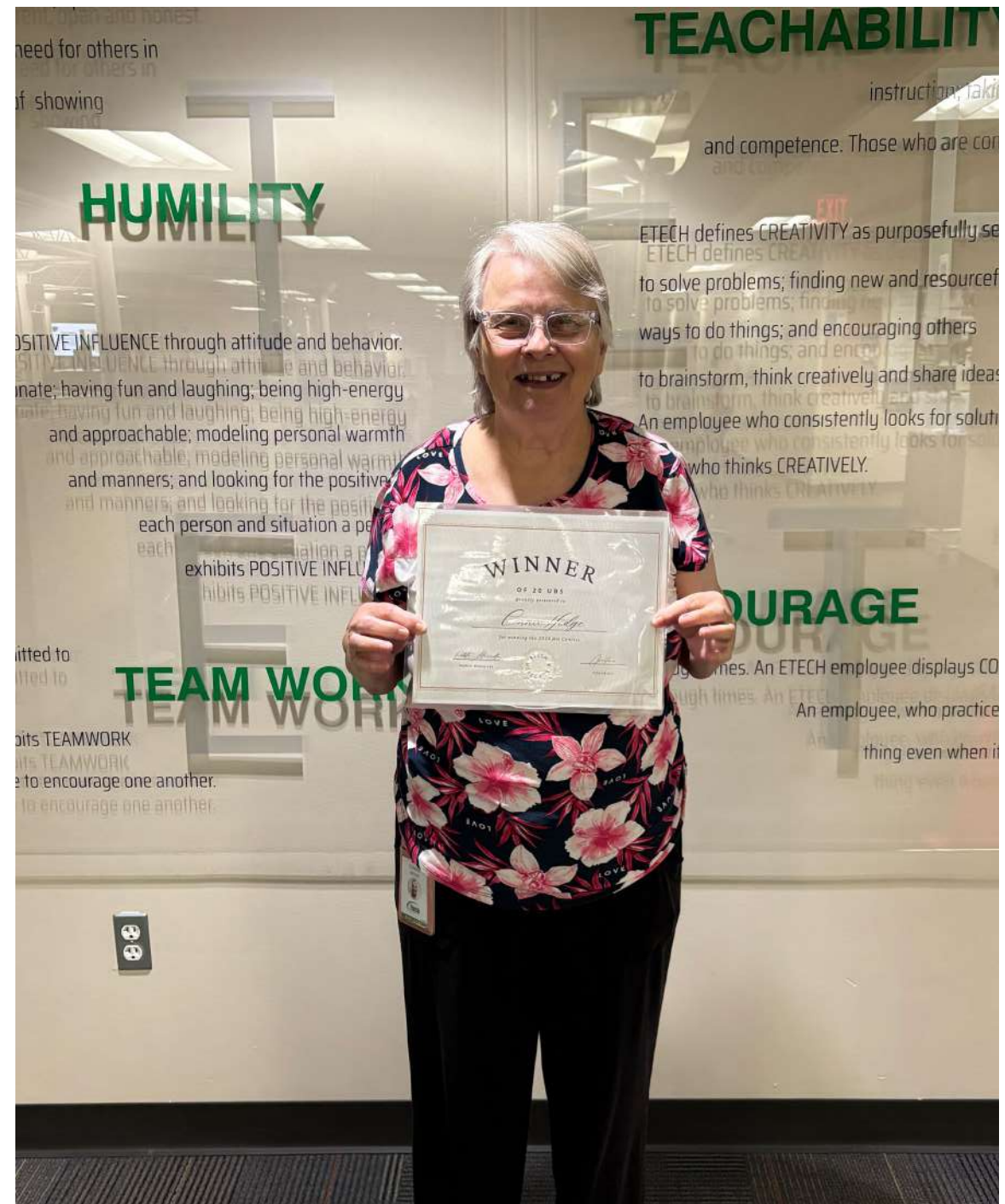
Team San Antonio - Art contest

The San Antonio Center held an art contest that gave everyone the opportunity to showcase their creative talents and artistic skills. Connie Hedge emerged as the winner of the competition for her outstanding artwork. Thank you to everyone who participated, it truly showcased the incredible talent within the center!



Team San Antonio - National Root Beer Float Day

The San Antonio Center celebrated National Root Beer Float Day with a special root beer float stand for everyone to enjoy. The sweet celebration brought people together to enjoy the classic combination of vanilla ice cream and root beer!



Employee Engagement activities @ Etech

Team GNR - Etech Mart

The recent Etech Mart event brought a wave of excitement and joy to the workplace, offering employees a unique opportunity to shop for a wide range of items using their DFDs. The event was designed to celebrate employee engagement and reward team members for their contributions in a fun, interactive way.

From t-shirts and accessories to home essentials and festive goodies, the place was filled with thoughtfully curated products that catered to a variety of tastes and needs. Employees enthusiastically browsed the stalls, made purchases, and enjoyed the freedom to choose how they wanted to spend their earned DFDs.



Employee Engagement activities @ Etech

Team GNR -Reward & Recognition

The GNR Center recently hosted a vibrant Reward & Recognition (R&R) Ceremony, honoring the dedication, performance, and contributions of its outstanding team members. The event served as a powerful reminder of the organization's commitment to celebrating excellence and fostering a culture of appreciation.



Employee Engagement activities @ Etech

Team GNR - Independence Day

The recent Independence Day Celebration at Etech Gandhinagar was nothing short of spectacular, thanks to the enthusiastic participation and vibrant spirit of the entire team. The event brought together colleagues from across departments in a colorful and heartfelt tribute to the nation, transforming the workplace into a hub of unity and celebration.

The day featured a lively tricolor potluck, where team members shared a variety of dishes inspired by the Indian flag, adding flavor and festivity to the occasion. Many arrived in traditional attire, proudly showcasing the rich cultural heritage of India, while the hand impression activity added a creative and symbolic touch—capturing the collective spirit of patriotism in a truly memorable way.

As the celebration unfolded across all floors, the energy was palpable. The sight of colleagues coming together in joy, laughter, and national pride was deeply moving and served as a powerful reminder of the strength found in unity.

This event stood out not only for its scale but for the genuine involvement of the team. Their energy, creativity, and wholehearted participation made it one of the most successful and cherished celebrations to date.

Etech extends heartfelt gratitude to every team member who contributed to making the day so special. Moments like these go beyond festivities—they build lasting memories and reinforce the bonds that make this team truly exceptional.



Employee Engagement activities @ Etech

Team GNR - Friendship Day

This Friendship Day, the organization witnessed a beautiful celebration of camaraderie, warmth, and shared memories as team members came together to honor the spirit of friendship at work. The response was truly overwhelming, with heartfelt submissions pouring in from across teams—each one filled with laughter, emotion, and genuine connection.

From vibrant snapshots to touching stories, every contribution reflected the bonds that make the workplace more than just a professional space. Whether long-standing friendships or new, unexpected connections, the shared moments reminded everyone that friendship is about more than lunch breaks and coffee chats—it's about the people who uplift, support, and make each day more meaningful.

Inside jokes, small gestures, shared challenges, and spontaneous celebrations at desks brought the workplace to life in the most joyful and emotional way. These stories didn't just highlight relationships—they celebrated the culture of care and connection that defines the organization.

To commemorate the occasion, a curated collection of the submitted memories and photos has been compiled and shared. It's an invitation to revisit the smiles, the laughter, and the magic created together.

The organization extends heartfelt thanks to all who participated. By celebrating the essence of Friendship at Work, team members reaffirmed that they are more than colleagues—they are part of a work family built on trust, joy, and shared purpose.



Employee Engagement activities @ Etech

Team GNR - Coffee with HR

The HR team came together for a refreshing and insightful session of *Coffee with HR*—a space designed to foster open dialogue, mutual understanding, and constructive feedback. The atmosphere was relaxed yet purposeful, as colleagues gathered to share thoughts, raise questions, and connect beyond the usual workday rhythm.

The session proved to be a valuable platform for employees to voice their experiences and ideas, while HR listened with intent and responded with clarity. From discussing workplace culture to exploring ways to enhance collaboration, the conversation was rich with perspectives that matter.

Participants actively engaged throughout, offering thoughtful feedback and suggestions that reflected both care and commitment to a better work environment. Their contributions were not only appreciated—they were essential.



Employee Engagement activities @ Etech

Team VDR - Independence Day

The VDR Team marked this year's Independence Day with a vibrant and heartfelt celebration that brought together the spirit of patriotism, unity, and cultural pride. The event was a beautiful reflection of the team's enthusiasm and commitment to honoring the nation's journey and values.



Employee Engagement activities @ Etech

Team VDR - Potluck and traditional attire Day

The VDR Team hosted a vibrant Potluck and Traditional Attire Day, turning an ordinary workday into a colorful celebration of unity, culture, and shared joy. The event brought together team members in a spirit of togetherness, showcasing not only culinary creativity but also the rich diversity of traditional wear.



Employee Engagement activities @ Etech

Team VDR - Reward & Recognition

The VDR Team came together for a vibrant and inspiring Reward & Recognition (R&R) Day, dedicated to celebrating the hard work, achievements, and dedication of its outstanding team members. The event served as a powerful reminder of the value of appreciation and the impact of recognizing individual and collective contributions.



Give Back Initiative @ Etech

Team Dallas - Serving Lunch

The Etech Dallas center's giveback initiative at the Dallas Life Homeless and Recovery Shelter, was a heartwarming testament to community spirit and service. Volunteers from the center dedicated their time and effort to assist with various tasks, such as prepping and cleaning fresh green beans to ensure nutritious meals for the shelter's residents. They also actively participated in serving lunch, fostering an atmosphere of care and compassion. Following the meal service, the team collaborated in cleaning the lobby, which included wiping down tables and chairs to maintain a welcoming environment.



Give Back Initiative @ Etech

Team Jamaica - School distribution



Give Back Initiative @ Etech

Team Lufkin - Blood Drive

Team Lufkin demonstrated its unwavering commitment to community service by organizing a Blood Drive, bringing together employees and volunteers for a cause that truly saves lives. The event was a powerful example of compassion in action, as team members stepped up to contribute to local healthcare efforts with generosity and heart.



Give Back Initiative @ Etech

Team Lufkin - Food Bank



Give Back Initiative @ Etech

Team Nacogdoches - Hydrate Heros

In August, the Nacogdoches Center collected sports drinks and cases of water for the local Etoile Volunteer Fire Department. The EVFD is a non-profit organization built to protect its local communities and is supported through fundraising events and donations from the public. Thank you to everyone who has contributed towards this cause as we continue to make a remarkable difference within our surrounding communities.



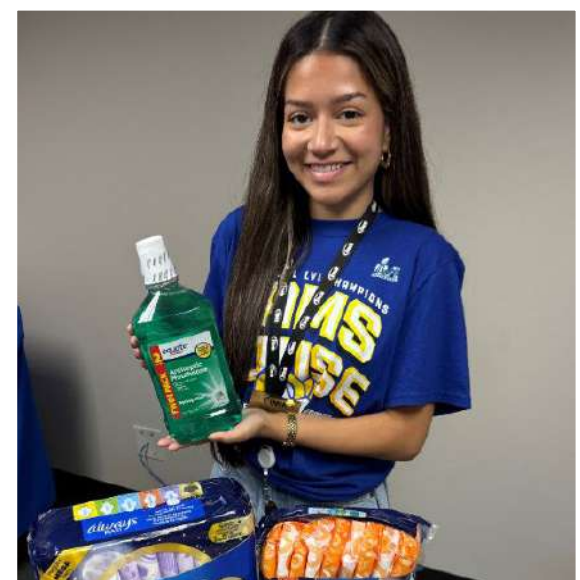
Team Rusk - More than a bag pack - Giveback

On August 1st, Etech Rusk proudly partnered with Tree of Promise, a local charity, to host the 2025-2026 school year "More than a Backpack" school supply giveaway for Rusk Pre-K through eighth grade students. As both a sponsor and active participant, Etech team members volunteered their time to distribute essential school supplies to over 150 local families. The event demonstrated the power of community collaboration in supporting students as they prepare for the upcoming school year. We extend our heartfelt gratitude to LaQuisha White, William Wingard, Kimmy Cooksey, and Charlotte Rasmussen for their dedicated volunteer service. Their commitment helped make a remarkable difference in the lives of local families and students.



Team San Antonio - Hygiene Drive

The San Antonio Center organized a personal hygiene product drive, accepting donations of essential items like toothpaste, deodorant, body wash, and other personal care products. These donations support the Etech Pantry, which provides employees with access to hygiene products they may need. Through the generous support of everyone, the center successfully collected 20 items for the pantry.



Give Back Initiative @ Etech

Team GNR - Gandhinagar CSR: Raksha Bandhan Celebration with Children

The Gandhinagar CSR Team had the privilege of celebrating Raksha Bandhan with children at both the Government Children's Home and the Government Shelter for HIV Positive Children in Gandhinagar. This meaningful celebration was a continuation of the team's July CSR initiative, which focused on building lasting relationships with children who need support, care, and connection.

Raksha Bandhan, a festival that honors the sacred bond of protection and affection, provided a beautiful opportunity for the team to deepen their engagement with these resilient young individuals. The day unfolded with joy, laughter, and heartfelt interactions, as the team and children came together to embrace the spirit of the occasion.

The CSR team arrived with thoughtfully chosen gifts that blended festive cheer with practical value. Each child received a Rakhi, a selection of sweets, and a ceramic milk mug—a gesture aimed at enhancing their daily nutritional needs with dignity and care.

The visit served as a powerful reminder of the importance of sustained community involvement. By nurturing ongoing relationships rather than one-time gestures, the Gandhinagar CSR Team continues to make a meaningful impact in the lives of vulnerable children.

This celebration not only honored tradition but also reinforced Etech's commitment to making a remarkable difference in the community—one visit, one smile, and one shared moment at a time.



Give Back Initiative @ Etech

Team VDR - Meal Distributions

The VDR Team carried out a heartfelt meal distribution activity, reaffirming their commitment to community service and social responsibility. This initiative was more than just a charitable gesture—it was a meaningful effort to bring comfort, nourishment, and kindness to those in need.



Wellness @ Etech

Team GNR - Ergonomics for a Healthier Workday

Employees had the opportunity to attend an enlightening session titled *Ergonomics for a Healthier Workday*, conducted by Dr. Poonam Modi in collaboration with Zydus Hospital. The session focused on the often-overlooked importance of ergonomics in daily work life and offered practical guidance for improving posture, reducing physical strain, and enhancing overall well-being.

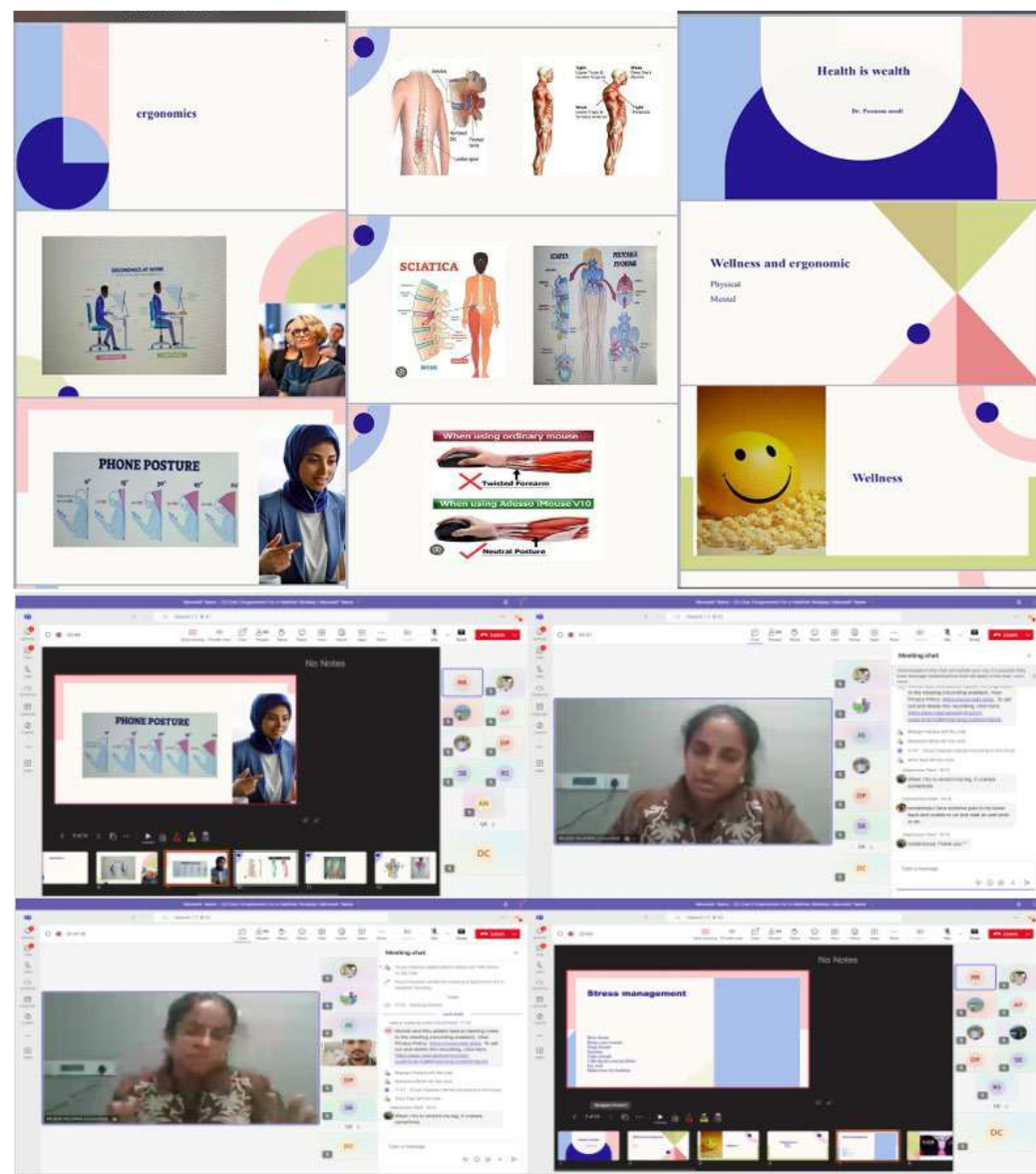
Dr. Modi shared how small adjustments—like aligning the screen at eye level or maintaining a 90-degree angle at the elbows and knees—can make a significant difference in preventing long-term health issues. Her insights were both accessible and actionable, making it easy for participants to envision healthier work habits.

One of the highlights of the session was a live demonstration of simple exercises that can be practiced during short work breaks. These stretches, designed to relieve muscle tension and improve flexibility, were well-received and sparked enthusiastic participation from attendees.

Key Tips Shared During the Session:

- Sit upright with back support and feet flat on the floor
- Keep your screen at eye level to avoid neck strain
- Adjust chair and desk to maintain a 90-degree angle at elbows and knees
- Take short breaks every hour to stretch and walk around
- Practice simple stretches for shoulders, neck, and wrists to reduce stiffness

The session was a reminder that wellness at work begins with awareness and small, consistent changes. Participants left with a renewed commitment to creating healthier workspaces—one adjustment at a time.



Wellness @ Etech

Team GNR - Eye Check-Up Camp with Tej Eye Centre

The organization hosted a dedicated on-site eye check-up camp in collaboration with Tej Eye Centre. The initiative saw an encouraging turnout, with 86 employees participating in the camp—reflecting a strong collective commitment to personal health and preventive care.

The camp was set up within the premises for easy access, allowing employees to undergo a comprehensive eye screening without disrupting their workday. Specialists from Tej Eye Centre conducted detailed assessments, offered personalized consultations, and shared valuable tips on maintaining optimal eye health—especially relevant for those spending long hours in front of screens.



Wellness @ Etech

Team GNR - Health Check-up Initiative

The body check-up camp organized in collaboration with the Apollo team witnessed enthusiastic participation from employees across departments. The turnout was truly heartening and reflected a growing awareness and commitment toward personal health and workplace well-being.

This initiative served as a timely reminder that good health isn't just an individual pursuit—it's a collective asset that fuels energy, positivity, and productivity throughout the organization. The Apollo team conducted comprehensive screenings and offered valuable health insights, making the experience both informative and empowering.

As a follow-up to the camp, employees were encouraged to adopt simple yet impactful habits to maintain their well-being:

- Regular physical activity to stay active and energized
- Mindful eating choices for balanced nutrition
- Staying hydrated throughout the day
- Scheduling timely health check-ups for preventive care

The camp reinforced the message that small, consistent steps can lead to lasting health benefits. With initiatives like these, the organization continues to foster a culture where wellness is prioritized and celebrated.



Community Scoop @ Etech

Community Scoop | Bingo Bash Pt III

The humble back breakroom was transformed into a dazzling BINGO Wonderland, and the excitement was palpable from the moment the first card was handed out. The room quickly filled with eager participants, each one buzzing with anticipation and clutching their bingo cards like prized possessions.

As the numbers were called, the energy soared. What started as a simple game quickly evolved into a celebration of camaraderie and team spirit. Laughter echoed through the room, cheers erupted with every win, and even the near misses sparked playful groans and smiles. It wasn't just about the game—it was about the joy of coming together, sharing moments, and celebrating each other.

The highlight of the event wasn't just the winners—it was the way the team rallied around one another, creating an atmosphere that felt more like a family gathering than a workplace activity. The sense of connection and positivity was infectious.

The overwhelming enthusiasm has already set the stage for round two. Plans are underway for the next BINGO extravaganza, and if this week was any indication, the team is more than ready to bring the fun once again.

A heartfelt thank you goes out to everyone who participated. Your laughter, energy, and competitive spirit made this Happy Tuesday truly unforgettable.



Community Scoop @ Etech

Community Scoop | Dancing with the Nacogdoches Stars

Nacogdoches was buzzing with energy as the town gathered for a spectacular evening of music and movement in support of the Nacogdoches Senior Center. The event was far more than just a dance—it was a celebration of community, purpose, and unforgettable talent.

Taking center stage were Denise Thompson and her husband Jeff, who lit up the dance floor with a performance that had the entire crowd at its feet. Their dynamic routine, filled with style, precision, and infectious enthusiasm, earned perfect 10s across the board from the judges. It was a show-stopping moment that not only wowed the audience but also proudly represented Etech with grace and flair.

What made the night truly special was the spirit behind the steps. Denise and Jeff danced not just for applause, but for a cause close to the heart of the community. Their performance embodied Etech's commitment to making a remarkable difference—demonstrating that when passion meets purpose, magic happens.

The crowd cheered, the music soared, and the atmosphere was electric. From start to finish, the event was a powerful reminder of how joy, generosity, and teamwork can come together to create lasting impact.

Massive kudos to Denise and Jeff for their incredible performance and heartfelt contribution. They didn't just dance—they inspired, uplifted, and reminded everyone what it means to lead with heart.



Community Scoop @ Etech

Community Scoop | Boys and Girls Club Fiesta Bingo

The Boys and Girls Club of Nacogdoches: Came alive with excitement during the much-anticipated Fiesta Bingo event. The atmosphere was electric as families, volunteers, and community members gathered for an evening filled with laughter, anticipation, and heartfelt celebration.

A Night of Magic and Momentum: The event featured tables covered in colorful bingo cards, and the room buzzed with energy as players leaned in, holding their breath with each number called. Cheers erupted with every victorious “BINGO!”—a sound that echoed not just joy, but a sense of unity and shared purpose.

Team Etech Shows Up Big: Among the crowd, Team Etech stood out in full force, showing up in impressive numbers to support the cause. Their enthusiasm, generosity, and community spirit were felt throughout the evening. As they laughed, cheered, and celebrated alongside the children and families, they embodied the values that make Nacogdoches such a special place to call home.

More Than Just a Game: Fiesta Bingo was more than a night of fun—it was a powerful reminder of what happens when a community comes together. The event fostered:

- Stronger connections across the community
- Support for local youth and their futures
- Lasting memories for families and volunteers
- A living example of collective care and commitment

Gratitude That Echoes: Thanks to Team Etech and all who participated, the impact of this event will be felt long after the final number was called. Their involvement helped raise support for a safe, nurturing environment where kids can learn, grow, and thrive.

The games may be over, but the spirit of Fiesta Bingo continues to resonate—proof that when people come together with purpose, they create something truly unforgettable.



Community Scoop @ Etech

Community Scoop | Nac In a Nutshell

The H.P.E. Gymnasium was buzzing with excitement as over 100 local businesses came together for the vibrant Nac in a Nutshell event. The atmosphere was electric as SFA students explored everything Nacogdoches has to offer—from exciting career opportunities to hidden gems and essential services they never knew existed.

A Night of Discovery and Connection: Students moved from booth to booth, discovering:

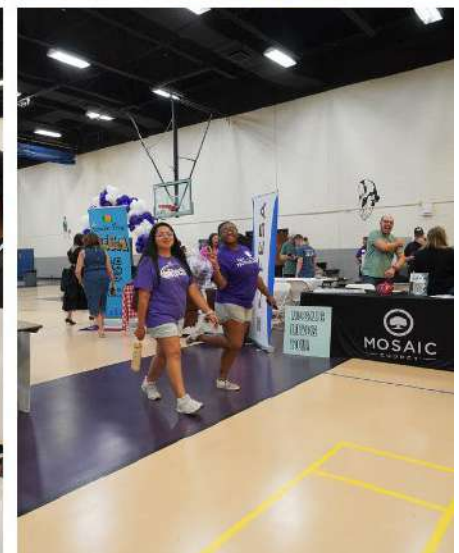
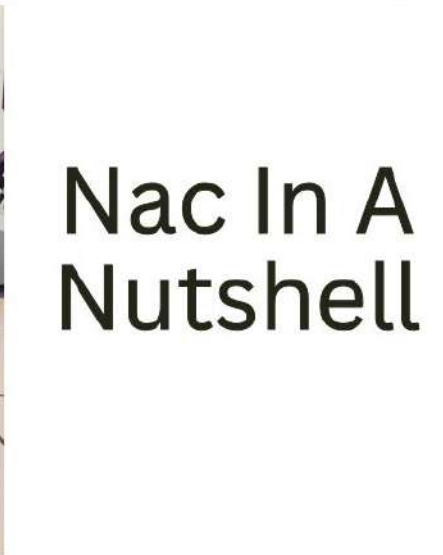
- Inspiring local career paths
- Unique businesses and community resources
- Services tailored to their needs
- Meaningful connections that could shape their futures

It wasn't just an event—it was Nacogdoches rolling out the red carpet for its student community, showcasing the heart and potential of the town in full force.

Etech Shines as a Community Partner: Among the standout participants was the Etech team, who volunteered their time and energy to set up an engaging vendor booth. Their presence highlighted what makes Etech a truly special place to work and grow. Through conversations and shared experiences, they left a lasting impression on students eager to explore their next steps.

To every business that participated: this wasn't just about filling a gymnasium—it was about filling minds with possibilities and showing students that their future is bright, right here in Nacogdoches.

The energy, enthusiasm, and community spirit on display made this event one to remember—and a powerful reminder of what happens when a town comes together to invest in its future.



Community Scoop @ Etech

Community Scoop | SFA Move In Day

Stephen F. Austin State University welcomed students and families for Move-In Day, and the Etech team was right there to support the transition with heart, purpose, and enthusiasm. From carrying boxes to sharing smiles, Etech volunteers went beyond logistics—they became part of a meaningful moment in the lives of incoming students.

As families arrived and students began settling into their dorms, the Etech team demonstrated what it truly means to serve with purpose. Their presence wasn't just helpful—it was uplifting. Every box carried, every door held open, and every encouraging word shared created a ripple effect of kindness that will be remembered long after the weekend.

The impact extended far beyond physical effort. For many students, this was the beginning of a new chapter filled with dreams and possibilities. Etech's support helped ease that transition, offering a warm welcome and a reminder that the community stands behind them.

But the magic didn't stop there. The event also strengthened bonds within the Etech team itself, reinforcing the company's core values and commitment to service. It was a powerful reminder that Etech is more than a workplace—it's a family dedicated to lifting others up.

Etech extends heartfelt thanks to every team member who participated. Their generosity, spirit, and dedication made Move-In Day a true success and showcased the very best of what Etech stands for.





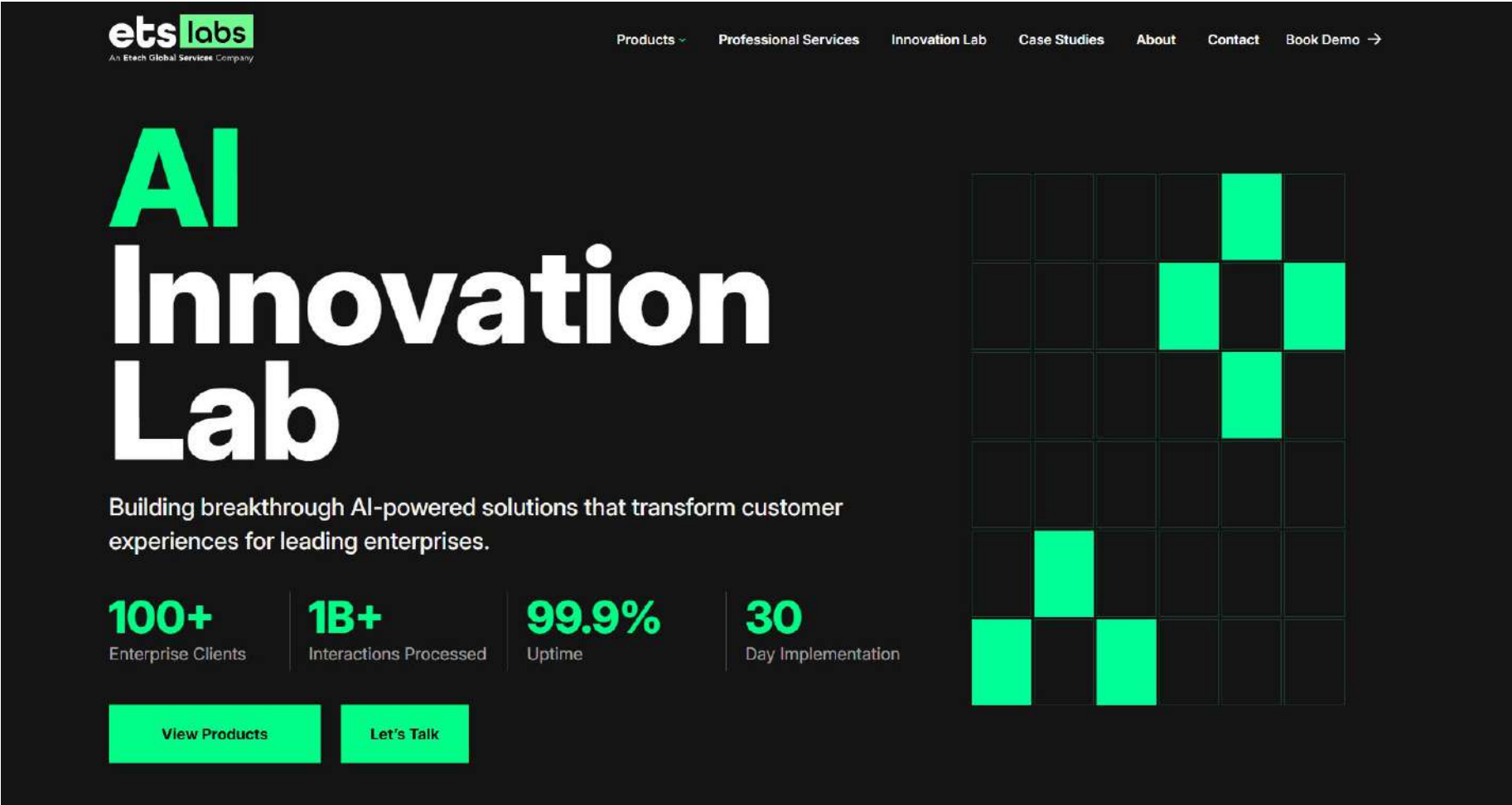
Announcements

Etech Launches ETS LABS

ETS LABS has been launched as a separate business entity under the Etech Global Services umbrella.

ETS LABS represents Etech’s next phase of growth with a sharp focus on accelerating valuation and impact through:

- Artificial Intelligence & Machine Learning
- SaaS Deployment & Product Innovation
- Intelligent Automation & CX Transformation
- Next-gen BPO Solutions that push boundaries and redefine possibilities



While Etech Global Services continues to deliver excellence in its core BPO operations, ETS LABS will forge ahead with agility, speed, and innovation at the heart of its mission. Matt Rocco will continue to serve as CEO across both entities that is Etech Global Services and ETS Labs.

We are pleased to announce the appointment of Jim Iyooob as President of etsLabs. A true visionary and pioneer, Jim has been instrumental in laying the foundation of our technology journey. With his passion, leadership, and firm commitment, he is the perfect choice to lead this new venture and propel our solutions onto the global stage.

Announcements

July Global Trainer Recognition – Making a Remarkable Difference

Etech’s continued success is deeply rooted in the dedication, adaptability, and leadership of those who guide and shape its teams every day. At the heart of this mission are the trainers, who play a pivotal role in driving development, enabling growth, and delivering excellence across every campaign.

This the first week of August, Etech proudly recognizes a group of trainers whose recent efforts exemplify the organization’s core values. Through their commitment to leading, supporting, navigating, and demonstrating, these individuals have brought Etech’s principles to life in meaningful ways.

Their contributions have not only elevated their respective teams but have also raised the bar for what exceptional training looks like. The impact of their work is evident in improved business outcomes, enhanced customer readiness, and strengthened team morale.

Etech celebrates these trainers for their outstanding performance and unwavering dedication to excellence.

Joseph Kraft

Joseph went above and beyond by jumping in and taking two full days of calls for IDX during a period of high call volume. He also stepped up to support the team by covering two different classes for other trainers while they were out of the office. His dedication, flexibility, and team-first mindset made a meaningful impact.



Tishani Gayle

Tishani demonstrated exceptional adaptability and resilience throughout July while leading her ANI class. She tackled multiple challenges by actively partnering with both the local technical team and the client’s team. Her thoughtful escalation ensured timely resolutions without disruption. As a result, the class graduated with 100% retention and successfully met all campaign KPIs. Tishani is always smiling, friendly and jovial at heart. She loves helping others and is a people person.



Fun Fact: Tishani can DJ and write songs

Laura Caldwell

Laura demonstrated exceptional dedication by stepping in to lead a training class immediately upon returning from PTO, despite the unexpected schedule change. Without preparation time, she delivered a highly effective program that resulted in an outstanding 97% Quality Control score. Her professionalism, adaptability, and commitment to excellence truly stood out. Laura’s ability to perform under pressure makes her a deserving nominee for Trainer of the Month.



Gladstorm Samuel

Gladstorm consistently supported the USLS Campaign by managing updates with accuracy and clarity. He stepped up to assist Operations and multiple LOBS, always delivering with reliability. His calm and proactive approach made him the go-to person during high-pressure situations. A true team anchor, Gladstorm’s impact is felt across every level of the campaign.



Fun Fact: He enjoys still photography, hill stations, and spending time with his 2-year- old daughter.

Richa Koshti

Richa Koshti has been recognized for her outstanding contribution to the Training Team at GNR. She consistently takes ownership of ad-hoc tasks and supports Operations, even during last-minute changes. Her proactive approach and dependable nature make her a true asset to the team.

Fun Fact: A passionate dog lover, Richa cares for over 10 dogs around her home-her compassion knows no bounds!



Announcements

June Global Trainer Recognition – Making a Remarkable Difference

Kendall Brasher

Kendall went above and beyond by re-learning the National Debt Relief Campaign with just a few weeks of preparation. He then traveled to Jamaica to deliver an impactful training session. His dedication, adaptability, and initiative made a remarkable difference.

Fun Fact: He's always ready to defend the beach from a kraken.



Sean Long

Showcased flexibility, adaptability, and strong communication. Supported the launch of a new program on a tight timeline. Learned, trained, and helped lead the launch successfully.

Fun Fact: Loves new challenges-give him chaos, he brings calm!



Angela Johnson (AJ)

Helped support various NDR training initiatives across teams. He was instrumental as a Subject Matter Expert (SME). Provided strong guidance to both new hire and ongoing training.

Fun Fact: Finds calm in the busiest moments-cool under pressure!



Disha Patel

Managed back-to-back ELSSB batches, preparing new hires for success. Strengthened ELSS Training for confident product transitions. Lives the values of Communication, Teachability, Integrity, and Teamwork.

Fun Fact: Always stays ahead in accepting all challenges and ensures smooth batch handovers.



Chantal Braham

Chantal completed level 2 and 3 of the US Legal Campaign certifications in June. She led 3 classes, 2 graduated with great retention while managing tech issues. Showed humility, adaptability, and flexibility even under client observation.

Fun Fact: Her doctor called her the healthiest patient he's ever seen!



Matthew Balle

Supported and pivoted quickly during Morse training in Dallas. Took control of a difficult situation with confidence. Clients were thrilled with his turnaround and proactive support.

Fun Fact: Always ready to jump in and turn things around fast!



Jemor Hughes

Played a huge role in launching the NDR coaching clinic with Ops. Was a key support throughout the Jamaica training transition. Consistently dependable during critical team shifts.

Fun Fact: Loves smooth transitions-on and off the floor!



Ishita Dang

Led the Amrit Ocean Resorts campaign with ownership and grace. Proactively handled new scenarios and refresher training. Admirably calm and cooperative with last-minute changes.

Fun Fact: Like a butterfly-quiet strength, graceful moves!





Announcements

Manu Dwivedi: Manu Dwivedi Takes on Expanded Role Across Etech and ETS Labs

He has stepped into an expanded dual leadership role as Senior Director of Etech Insights and AVP of Product Strategy & Innovation at ETS Labs, marking a significant milestone in the organization's growth journey. With a proven track record in AI and data science—including his recognition as AI Thought Leader of the Year—Manu will now lead strategic innovation at ETS Labs while continuing to drive analytics excellence at Etech. This unified structure creates a seamless pipeline from research to real-world implementation, enhancing client value and reinforcing the organization's position as a market leader in enterprise AI solutions.



Anna Baily: ETS Labs and Etech Global Services

Etech Global Services is excited to welcome Anna Bailey as Fractional Chief Growth Officer for the next six months. With over two decades of experience driving growth for top-tier companies, Anna will lead a strategic refresh of Etech's sales and marketing engine. She'll collaborate closely with the executive team and senior leaders to align vision with execution. Known for blending strategy with creativity, her dynamic leadership style fits seamlessly with Etech's culture. Her energy and expertise promise to fuel the next phase of accelerated growth.



Promotions

Jim Iyoob has been named President of ETS LABS

- » A visionary, a pioneer, and someone who has poured his heart into building our tech foundation—Jim is the perfect leader to drive this new venture and take our solutions to the global stage.



Kaylene Eckels has been named President of Etech Global Services

- » Kaylene brings a rare mix of operational brilliance, people-first leadership, and relentless drive. She is uniquely equipped to lead our traditional business into its next season of growth and performance.



Ishita Dang (Assistant Trainer) - GNR

Ishita has consistently demonstrated excellence in her role-from successfully delivering multiple NHT batches to supporting Operations and driving campaign outcomes. Her strong communication, reliability, and ownership have made her a standout representative of Etech for our clients. We're excited to see her take on this new role and continue inspiring others.



Malay Shah (Assistant Trainer) - GNR

Malay's journey has been marked by rapid growth, deep product knowledge, and a natural ability to simplify complex concepts for trainees. His proactive approach, classroom control, and rapport with Operations have made a significant impact. We look forward to his continued success and leadership in the training space.

