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Etech Give Back Program – Michael Kors Raffle at Nacogdoches

The Etech Nacogdoches Community Action team held a raffle to raise money for Etech employees in need. The raffle tickets were $1/each for a chance to win a Michael Kors watch. Raquel Alvarez was the lucky winner! Community Action is employee team that holds fundraisers all year, especially around the holidays to help employees whom may have fallen on hard times. Thanks to everyone who contributed to this great cause.

Etech Employee Appreciation Event – Sweet Treats at Nacogdoches

Etech Nacogdoches held their annual employee appreciation sweet treats event on December 18, 2018. Employees were able to enjoy each other’s company over a variety of desserts. Thank you all for making Etech a remarkable place. Also big thanks to Mr. Kelly for helping us hang decorations!
Theme Week at Etech Nacogdoches

Etech Nacogdoches held a theme week the week of December 17th - 21st. The theme week included days such as holiday scarf day, game day, and an ugly sweater contest. Here are a few pictures from the game day. We had jingle bell toss, and also a paper plate Christmas game which was a big hit!

Etech Employee Appreciation Program - Etech Dallas Holiday Giveaway!

<table>
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Etech Give Back Program - Operation Christmas Child

For the past five years, Etech Dallas donated Shoeboxes to Operation Christmas Child for children in third countries. The shoeboxes are filled with toys, toothbrushes, soap, towels books, etc. For some the shoebox is the first gift many children have received!

This year not only did Etech Dallas donate shoeboxes filled with gifts they also volunteered at the distribution center in Dallas, TX. What an experience! The Dallas team accounted for over 30 volunteer hours while serving at the distribution center.

Etech Dallas - Holiday Party!
Indulge with HR - Sweet Treat Event

Tyrus Induction

Tyrus Gamble (HR Manager for our Dallas Center) is inducted as the 2019 President of the Mid-Cities Human Resource Association. Congratulations!

Congratulations Nancy Jackson on your 4 Year Work Anniversary
Etech Give Back Program - Lufkin helps out the Salvation Army

The month of December Etech Lufkin helped out the Salvation Army by donating toys for the children on the Angel trees.

Christmas cards to Soldiers!

On the week of December 3rd Etech Lufkin employees spread the holiday spirit by writing Christmas cards and sending them to injured soldiers. We were able to send over 260 cards and spread Christmas cheer to a lot of very special people.

Blind Folded Christmas Present Wrapping at Lufkin

On Wednesday, December the 19th, Etech Lufkin hosted Blind Folded Christmas Present Wrapping! The objective was for the one team mate who is blindfolded, to wrap a present as neatly as possible with only verbal help from their team mate. It was a fierce competition, and so funny to watch! Everyone who participated received a candy cane.
Campaign Décor Contest at Lufkin!

This Holiday season Etech Lufkin Had a Campaign Décor Contest! Each campaign had the opportunity to decorate their area with Christmas decorations. Our winner was Find Law! They really went all out with the festivities.

Christmas cards to Soldiers!

On the week of December 3rd Etech Lufkin employees spread the holiday spirit by writing Christmas cards and sending them to injured soldiers. We were able to send over 260 cards and spread Christmas cheer to a lot of very special people.

Etech Lufkin’s Annual Sweet Treats Day!

On December 7th Etech Lufkin had Sweet Treats day! There were many different desserts, from cookies to cupcakes that were given out to each Etech employee. It was a small thank you to show our appreciation for all the hard work put in.
Theme days

The month of December was full of Theme days for the Lufkin Etech Center. We had Scarf day, Red and green day, Elf day, as well as an Ugly Sweater contest! It was so awesome to see everyone coming together to spread Christmas cheer.

Etech Give Back Program at Rusk - Crocheted Hats for the Cancer Center

We crocheted hats for the Cancer Center in Tyler Texas. There is a great need for these in all the Cancer Center. The patient’s body stays cold and as the weather changes they are in a greater need. These hats help the patients immensely. On top of everything else, it makes them feel better!

12 days of Christmas at Rusk!

The Rusk Center celebrated the holiday season with 12 Days of Christmas Activities. In addition to the Sweet Treat Employee Appreciation Event employees participated in games, Ugly Sweater wearing, and a holiday selfie day.
Christmas Parade at Rusk!

The Rusk center participated in the Rusk Christmas Parade. Top Performers Morgan, Desiree, and Aiyana rode with our Director Ben and Sales Coach Rachelle. Katie, human resources manager, and Sarah, employment coordinator handed out candy to the children watching the parade.

Photo day at Rusk!
Secret Santa exchange at Pam Beach Center

Pam Beach Center was excited to have the Secret Santa exchange as we had been planning it for over one month. Thank you to everyone that participated! We had a great time!

Holiday Picture Tree

Etech Give Back Program - December Toy Drive

Palm Beach Center collected 42 toys for the Christmas Holidays to donate to the children. We will be delivering the toys to St. Mary’s Hospital Children’s Center. Thank you to the leaders and agents that donated toys to help give a sick child a memorable holiday.
Volunteering at SFA Showcase Saturday

The Chamber of Commerce needed volunteers for November’s SFA Showcase Saturday event. Etech employees eagerly stepped up to volunteer their time by greeting potential SFA students and their families as they visited the campus. Volunteers (pictured from left to right) Jada White (Recruiting), Marisa Wood (Recruiting), LaToya Wright (Training and Development), Corinna Yawn (Training and Development), and Ashley Johnson (Recruiting) provided directions, guidance, and motivation while assisting many potential alumni on the Stephen F. Austin campus. Perhaps what was most rewarding was watching these potential students walk the same path to higher education that they had begun years ago. It was truly an honor.

Etech Give Back Program - The Alzheimer’s Memory Walk of 2018

Many of us are aware of someone with Alzheimer’s. It is a crippling disease that robs our close friends and family members of not only their memories but also their lives. To make an impact and spread awareness, Etech volunteers set out in the early mornings to walk and run for a cure in Lufkin, Nacogdoches, and San Augustine during the months of September and October. The Alzheimer’s Memory Walk of 2018 was truly a special event. In addition, Etech volunteers also participated in the CWJC/CMJC Hands Up 5k Run/Walk in Nacogdoches. Proceeds for this event went to the CWJC/CMJC organization which mentors’ young men and women as well as provides them with the necessary skills to enter the workforce. In total, Etech volunteers participated in four charity walks/runs! Our Etech volunteers included leaders from both the Nacogdoches and Lufkin centers: LaToya Wright (Training and Development), Corinna Yawn (Training and Development), Lydia Reimer (Training and Development), Ashley Johnson (Recruiting), Nakea Williams (Recruiting), Marisa Wood (Recruiting), Sarah Clover (Recruiting), Jeanne Shuell (Recruiting), Jada White (Recruiting), Bradley Hale (Recruiting), and LaMarcus Wallace (Recruiting).”

Birthday Celebration

Etech’s 12 Leadership Characteristics

- INTEGRITY
- VALUING PEOPLE
- TEAM WORK
- ACCOUNTABILITY
- COMMUNICATION
- VISION
- ADAPTABILITY
- HUMILITY
- CREATIVITY
- TEACHABILITY
- POSITIVE INFLUENCE
- COURAGE
Etech Give Back Program - Blood Drive at Gandhinagar Center

THE GNR ETECH FAMILY HAS A MISSION TO HELP SAVE LIVES. Making a Remarkable Difference one Give Back at a Time.

57 Etech Gandhinagar Employees just demonstrated this at the Blood Donation Drive organized by the Community Action Team. The Community Action Team thanks each one of you who came out to donate blood, help manage the drive, and motivate others while they were in the process of donating blood. Their donations will be used to save many lives. Green Cross has committed to help our employees and their relatives anytime when in need of blood. Our employees could contact any member on the Community Action Team for assistance regarding needs from Green Cross.
Etech Give Back Program - Making A Difference in the lives of the Children (Vadodara)

“Alone we can do so little, together we can do so much” - Helen Keller.

Living by the above words, over 250 special children from 16 schools and other educational institutions participated in the annual sports meet “SHAURYA” organized by city-based Friends Society, a voluntary youth organization. As participants of this grand event, the Corporate Social Responsibility Vadodara team is honored to share these pictures with our global team. Witnessing the energy and spirit of these children, not only motivates us, but also prompts us realize our inner strength which is far superior than the physical. We were proud to be a part of this event and would like to thank Etech management for raising fund for this event and sponsoring certificates & trophies for them.

We bring you a glimpse into the event through this photo journey. Etech Making A Remarkable Difference, one Give Back at a Time.
Etech Give Back Program - The Annual Clothing Drive at Gandhinagar

The Community Action Team at Etech Gandhinagar organized The Annual Clothing Drive on November 30, 2018. Etech Gandhinagar team donated 4186 units of clothes and ensured that at least some wouldn’t be forced to face the harsh chill this winters. The team reached out to 500+ people who live in slums in and around Gandhinagar; the team managed to cover maximum ground this year with the donations received. This is by far the maximum amount of units donated since the team began this activity a few years ago. The smiles while receiving the clothes and wearing them stole hearts, and this feeling of satisfaction is something one can’t describe in words. The Community Action Team would like to thank each and everyone who donated clothes and made a difference to the lives of many.
November month started on a mild note for team Gandhinagar! All hands were on deck right from the beginning and team was able to pick up the pace and gained momentum. This coordination helped the team to achieve desired results and meet client expectations throughout the month. The entire leadership team was on their toes when driving performance which helped the team to achieve desired results and meet client expectations. The synchronization between priority and core teams was impeccable and everyone contributed towards attaining additional hours during the month. Moreover, various contests & activities like potluck were conducted to maintain the momentum of the team.

OT was introduced and consultants were pro-active in clocking extra login hours for supporting the program. The icing on the cake was the performance based contest was announced wherein all consultants would get a reward (Flipkart/Amazon vouchers) based on their performance.

The top 2 winners will be rewarded with 5000 INR & 4000 INR and 3rd winner would be getting 1500 INR gift cards respectively. The atmosphere was electrifying when this contest was announced and team is waiting for the results anxiously. The month of November was a huge success and we are determined to repeat the same in December as well! A rapidly growing team creates new growth opportunities and the month of November brought a lot of success stories along with it.

The month saw a number of promotions and growth opportunities for team Gandhinagar. Sunny Shah, Parth Patel, Shivendra Shakhtawat and Sakir Teli were selected as “Operations Intern” for the campaign and Jayant Singh & Sandesh Jesrani were promoted as “Assistant Sales Coach”. The team wishes ‘All The Best’ to everyone for their new roles!
Etech Give Back Program - Adopt a Highway at Nacogdoches

On November 14, the Nacogdoches center participated in Adopt-A-Highway by cleaning up the mile stretch of highway in front of the Nacogdoches Etech Center. Thank you to all the employees who participated in the cleanup to Keep Nacogdoches Beautiful.

Veterans Day at Nacogdoches!

Our Etech Nacogdoches Team Celebrated Veterans Day to show how thankful we are for the many sacrifices made for us.

Hot Chocolate Sale at Nacogdoches!

The Work Life Balance team at Nacogdoches held a hot chocolate sale to raise money for Christmas activities. With the temperatures dropping this was a big hit with employees!

Congratulations to everyone that completed New Leader Assimilation (NLA)!

Lufkin Roadshow
Halloween at Nacogdoches!

Etech Nacogdoches participated in many activities for Halloween this year! They started with the annual Halloween costume contest followed by a bake sale and pumpkin decorating contest. Many employees participated in showed up in their most creative costumes.

Rewards & Recognition - Nacogdoches
Halloween at Rusk!

Lufkin’s Halloween Campaign Contest
On Tuesday, October 30th, Lufkin had a campaign contest; whichever campaign was decorated the best for Halloween won lunch. Decorations were quite abundant throughout the call center.
Lufkin Costume Contest Winners

Lufkin agents and leadership had an exciting Halloween since the center put on a costume contest. The top people in each category were selected and their pictures posted on the wall for the whole center to vote on. Contenders included witches, pirates, drag queens, and couple costumes but there were only three winners. Categories were scariest, cutest, and best overall.

Lufkin Halloween Costumes

On Halloween, Etech Lufkin allowed everyone to participate in the Halloween festivities by dressing up for the day. Costumes ranged from unicorns to penguins, sugar skulls to Venom, and scarecrows to cats. Everyone enjoyed seeing the creativity, and in some cases, the scare.
Lufkin National Donut Day

On Monday, November 5th, Etech Lufkin celebrated National Donut Day by selling donuts for a dollar each. Some donuts were glazed, some were chocolate, and some had fillings. The most popular, by far, was the donuts with the sprinkles on them. All proceeds went to Lufkin’s Relay For Life Funds.

National Nacho Day at Etech Lufkin

Etech Lufkin had another successful fund raiser on Tuesday, November 6th. Always an office wide favorite, Lufkin celebrated National Nacho Day while simultaneously raising money for their Relay for Life fund. Nachos were sold for three or five dollars, depending on whether you wanted plain or supreme nachos, respectively. Supreme included tomatoes, ground beef, jalapenos, sour cream, and lettuce.

Veterans Day at Etech Palm Beach!

To show our appreciation to our very own Etech Veteran Michael Ramsey, Palm Beach center leadership surprised him with a nice lunch and a serenade by our very own “Queen Bee” Ms. Rene. Thank you Michael for your leadership and years of service to our country.
Top Five Tips for Winter Wellness!

Wash Your Hands
How classic is this advice? The fact is, it’s so simple that people sometimes forget its importance! Sure, we all do it (or at least I hope you do!) after we use the restroom but washing your hands throughout the day is important to stay healthy. It’s simple hand washing that can stop germs from spreading from one person to another and throughout an entire community. It’s one of the easiest, most effective ways to avoid getting sick. I keep antibacterial handy all day and make sure to sanitize after school, when leaving the gym, and in between customers at work. You don’t realize how many germs you come into contact with on a daily basis and just being more mindful of hand cleanliness can really make a difference! Another tip? Try not to touch your eyes, ears, nose, or mouth with your fingers throughout the day. You nail beds harbor a lot germs that can then make their way into your body through open areas.

Eat the Rainbow
Although it’s not really the season for certain fruits and veggies, make sure you’re filling yourself with lots of colorful produce! Whether it’s frozen or fresh, produce is the most important health tool money can buy. Eating a wide variety of fruit and vegetables will ensure you get all the essential vitamins and minerals you need, which is especially important in the winter when there is less sunlight and less time outside. There’s a lot of amazing root vegetables back in season and local farmer markets are stocked with kale, broccoli, apples, cauliflower, carrots, pumpkin, and sweet potato. A healthy, nutrient dense diet is the best defense against sickness of any kind.

Get Outside
Yes, the winter weather is less than ideal. Especially in some parts of the country where it can be completely debilitating! But make an effort to get outside in the light and fresh air at least once a day. Not only is it good for replenishing your vitamin D needs (a key nutrient that aids our immune system and that most people become deficient in during the winter), but it also gets you out of the house! Being cooped up in the house for too long is not good for your psyche or your body. During the winter, mold and can build up in the house. This can trigger congestion, respiratory infections, wheezing, coughing, and even asthma attacks for those that have the disease. So, get up, get out, and….

Move Your Body
Exercise is important all throughout the year, but even more so in the winter when we are naturally more sedentary. I’ve already given you some tips on how to stay active this winter but let me explain why it’s important for your overall wellness. A regular workout routine is actually prime booster for your immunity. It REDUCES the risk of cold and flu, while improving your mood and raising your energy levels that can be so easily zapped in the winter. Not to mention it’s an automatic heat builder! You can be your own heat source when you work up a sweat.

Stay Positive
Seasonal Affective Disorder is a REAL THING! And it can affect a lot more than just your mood. Fatigue, irritability, depression, anxiety, and even physical discomfort can result from the changing of the seasons. The best way to beat the winter blues is to get outside daily (as I mentioned above), but also bolster your diet! Incorporate nutrient dense foods like kale and fresh herbs as often as possible. Foods that are high in calcium and magnesium are said to improve stress levels, lift you out of SAD-related moods, and overall keep you more healthy and happy.
Nacogdoches Health Fair

2018 NACOGDOCHES HEALTH FAIR

SERVICES OFFERED: Eye screenings, flu shots, massage, fitness, healthcare, Drug/Alcohol Abuse, Plasma Donor, Bone Marrow Donor, Insurance, Community RX Help, Family Crisis & Texas Children's Health.

Team Member Anniversaries - Palm Beach Center

Palm Beach Center would like to congratulate Jacqueline Hoffenden and Keith Jones for completing One year with Etech. Cecily “Queen Bee” Holmes reached her Two year anniversary with Etech. We are very proud to have these staff members on our team and part of the Etech Family.
Health Fair at Lufkin!

SERVICES OFFERED: Eye care, flu shots, fitness, healthcare, Drug/Alcohol Abuse, Plasma Donor, Bone Marrow Donor, Insurance, Community RX Help, Family Crisis, Chiropractic, pharmacy, Tx Depart of State Health & Texas Children’s Health.

Potluck at the Palm Beach Center!
Lufkin October Theme Days


Etech Give Back Program - Food Drive at Pam Beach!

Palm Beach Center members collected non-perishables and donated to the Valley of Love Ministries in efforts to improve Thanksgiving Day to those in need.

Etech Dallas Honoring Veterans
Unique Boutique Shopping Day at Palm Beach!

Palm Beach Center team members were able to enjoy their Unique Boutique shopping day. The team members were very excited to enjoy this Etech perk. Items such as, crock pots, blenders, gift cards, and Amazon dots were purchased with boutique bucks just in time for the Holidays. Thank you to Emily and the facilities team for making this possible!
Halloween at Dallas

Christmas cards to Soldiers at Lufkin!
On the week of December the 3rd Etech Lufkin employees spread the holiday spirit by writing Christmas cards and sending them to injured soldiers. We were able to send over 260 cards and spread Christmas cheer to a lot of very special people.

Brianna Price - Benefits Assistant
Lufkin Etech would like to welcome Brianna Price as the new Benefits Assistant! Bri has been with Etech since October of 2015 and has worked on various campaigns. Her latest position was Receptionist and filing assistant for Human Resources. Bri loves camping, reading and playing with her new born baby girl, McKenna.
Cafe Breakfast at Etech Dallas

Etech Dallas Costume Contest

Etech Dallas HR & Support Team
Dallas Learn & Lunch

Thanks to Dallas Nephrology Associates for providing a wonderful Learn & Lunch for health week.

Dallas Nephrology Associates provide dialysis services to Dallas and surrounding cities. Nurse Rhonda Cowden provided basic information on what is kidney disease and how to take care of our kidney. Feel free to visit the following website for more information www.FreseniusKidneyCare.com

What is Chronic Kidney Disease?
Chronic kidney disease (CKD) means your kidneys are damaged and can’t filter blood the way they should. The disease is called “chronic” because the damage to your kidneys happens slowly over a long period of time. This damage can cause wastes to build up in your body. CKD can also cause other health problems.

Diseases and conditions that cause chronic kidney disease include.
- Type 1 or type 2 diabetes
- High blood pressure
- Glomerulonephritis (gloe-mer-u-low-nuh-FRY-tis), an inflammation of the kidney’s filtering units (glomeruli)
- Interstitial nephritis (in-tur-STISH-ul nuh-FRY-tis), an inflammation of the kidney’s tubules and surrounding structures
- Polycystic kidney disease
- Prolonged obstruction of the urinary tract, from conditions such as enlarged prostate, kidney stones and some cancers
- Vesicoureteral (ves-ih-koe-yoo-REE-tur-ul) reflux, a condition that causes urine to back up into your kidneys
- Recurrent kidney infection, also called pyelonephritis (pie-uh-low-nuh-FRY-tis)

Factors that may increase your risk of chronic kidney disease include:
- Diabetes
- High blood pressure
- Heart and blood vessel (cardiovascular) disease
- Smoking
- Obesity
- Being African-American, Native American or Asian-American
- Family history of kidney disease
- Abnormal kidney structure
- Older age

To reduce your risk of developing kidney disease:
- Follow instructions on over-the-counter medications. When using nonprescription pain relievers, such as aspirin, ibuprofen (Advil, Motrin IB, others) and acetaminophen (Tylenol, others), follow the instructions on the package. Taking too many pain relievers could lead to kidney damage and generally should be avoided if you have kidney disease. Ask your doctor whether these drugs are safe for you.
• **Maintain a healthy weight.** If you’re at a healthy weight, work to maintain it by being physically active most days of the week. If you need to lose weight, talk with your doctor about strategies for healthy weight loss. Often this involves increasing daily physical activity and reducing calories.

• **Don’t smoke.** Cigarette smoking can damage your kidneys and make existing kidney damage worse. If you’re a smoker, talk to your doctor about strategies for quitting smoking. Support groups, counseling and medications can all help you to stop.

• **Manage your medical conditions with your doctor’s help.** If you have diseases or conditions that increase your risk of kidney disease, work with your doctor to control them. Ask your doctor about tests to look for signs of kidney damage.

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**November on the Operations Floor at Gandhinagar!**

November month started on a mild note for team Gandhinagar! All hands were on deck right from the beginning and team was able to pick up the pace and gained momentum. This coordination helped the team to achieve desired results and meet client expectations throughout the month. The entire leadership team was on their toes when driving performance which helped the team to achieve desired results and meet client expectations. The synchronization between priority and core teams was impeccable and everyone contributed towards attaining additional hours during the month. Moreover, various contests & activities like potluck were conducted to maintain the momentum of the team.

OT was introduced and consultants were pro-active in clocking extra login hours for supporting the program. The icing on the cake was the performance based contest was announced wherein all consultants would get a reward (Flipkart/Amazon vouchers) based on their performance.

The top 2 winners will be rewarded with 5000 INR & 4000 INR and 3rd winner would be getting 1500 INR gift cards respectively. The atmosphere was electrifying when this contest was announced and team is waiting for the results anxiously. The month of November was a huge success and we are determined to repeat the same in December as well! A rapidly growing team creates new growth opportunities and the month of November brought a lot of success stories along with it.

The month saw a number of promotions and growth opportunities for team Gandhinagar. Sunny Shah, Parth Patel, Shivendra Shakhtawat and Sakir Teli were selected as “Operations Intern” for the campaign and Jayant Singh & Sandesh Jesrani were promoted as “Assistant Sales Coach”. The team wishes ‘All The Best’ to everyone for their new roles!

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**HR Manager - Rusk Center**

Katie Streetman graduated from Texas A&M University with a degree in Agribusiness in 2013. Upon graduation, she began her career as a Human Resources Leader with a large retailer and has 4 years of experience in Human Resources. Katie also worked as a Logistics Leader during her retail career.

Katie and her husband Michael have a daughter who is 9 months old. They relocated back to East Texas to have more time to spend with family. Katie enjoys being outdoors and spending time with family and friends.

In her role, Katie will report to Nancy Pratt and will oversee HR support for the Rusk Center. This includes onboarding, employee relations issues, leadership guidance & policy questions, job postings & career development, Give Back service projects, and strategic initiatives.
Announcements

Jessie Richardson - Assistant Training Leader of our Dallas center
Jessie has been a part of the Etech family since June of 2016 and has held several positions throughout her Etech tenure. Jessie started her career in the Unique Boutique where she helped coordinate Etech Corporate Events and Incentives Program. Following graduation from Stephen F. Austin State University, Jessie transitioned into Etech’s Management Internship Program where she traveled through various departments. After completion of her Management Internship, Jessica was then promoted as Etech’s first Sr. Management Intern. During this time, Jessie was able to spend time in Operations as well as the Training and Development Department where she found her niche.

In Jessie’s new role as Assistant Training Leader, she will be relocating to our Dallas office and using the knowledge and skills she has gained during her Etech tenure to lead Training and Development for our Dallas team. Jessie graduated from Stephen F. Austin State University with a B.B.A in International Business. In her free time, Jessie loves to travel, and she enjoys cheering on her favorite NBA team, the Houston Rockets. Jessie is excited for the opportunity to relocate and to be able to meet and serve our Dallas team.

Granielle Porter - Payroll Coordinator II.
Granielle joined Etech in October 2017 as Payroll Coordinator I, and she has become an important part of our team. In Granielle’s new role she will take on the responsibility of maintaining ETT in addition to her current job duties.
During Granielle’s personal time, she enjoys relaxing to music, long walks in the park, and spending time with her 3 wonderful children. Granielle is grateful for this promotion and is looking forward to further developing her career with the Etech family.

Katelyn Streetman - Human Resource Manager
Katelyn Streetman graduated from Texas A&M University with a degree in Agribusiness in 2013. Upon graduation, she began her career as a Human Resources Leader with a large retailer and has 4 years of experience in Human Resources. Katelyn also worked as a Logistics Leader during her retail career.
Katelyn and her husband Michael have a daughter who is 9 months old. They relocated back to East Texas to have more time to spend with family. Katelyn enjoys being outdoors and spending time with family and friends.
In her role, Katelyn will report to Nancy Pratt and will oversee HR support for the Rusk Center. This includes onboarding, employee relations issues, leadership guidance & policy questions, job postings & career development, Give Back service projects, and strategic initiatives.

Stephen Darville - Payroll Coordinator I
Stephen has been with Etech since February 2015. He always enjoys meeting new people and learning new things and has a passion for reading everything from religious history books to poetry to sci-fi and more.
He likes to play video games and host his own Dungeons and Dragons (5th Edition) campaign. Stephen has 2 sons, ages 3 and 18 months. Stephen and his wife Elizabeth have 1 dog, 3 ball pythons, 2 chameleons.
Toni Wagar - Helpdesk Supervisor
Toni from, day one, has shown the dedication and servant leadership that we here at Etech strive to embody each day. She has successfully completed Etech’s Aspiring Leader, New Leader Orientation, and Coaching tactics training programs.

Not only has Toni continuously succeeded at performing her day to day responsibilities, but she has gone above and beyond by obtaining her professional CompTIA’s A+ Certification; setting herself up to truly make a remarkable difference in all aspects of her job.

Toni holds a degree in Computer Information Systems from Stephen F. Austin State University and when not tracking down issues at Etech with fearless bulldog tenacity, Toni enjoys mothering her two pet rabbits, Ruby and George, playing video games, hosting Dungeons and Dragons parties, and Super Smash Brothers competitions with friends. Toni is not a native Texan, but like most sensible people, got here as soon as she could.

Granielle Porter - Payroll Coordinator II
Granielle joined Etech in October 2017 as Payroll Coordinator I and has become an important part of our team. In Granielle’s new role she will take on the responsibility of maintaining ETT in addition to her current job duties.

During Granielle’s personal time, she enjoys relaxing to music, long walks in the park, and spending time with her 3 wonderful children. Granielle is grateful for this promotion and is looking forward to further developing her career with the Etech family.

Coaching Tactic of the Month by Nathan Ketchen!
How to Make the Perfect Healthy Smoothie

Choose your LIQUID BASE
- almond milk, coconut water, kefir, water, cold tea, cold coffee, etc.

Choose your VEGGIES
- spinach, kale, carrots, cucumber, collard greens, Swiss chard, celery, etc.

Choose your FRUIT
- berries, banana, mango, pineapple, oranges, kiwi, apple, dates, etc.

Choose your FAT
- almond butter, coconut or flaxseed oil, avocado, cashews, pecans, etc.

Choose your THICKENER
- plain Greek yogurt, flaxseed meal, chia seeds, gelatin, protein powder, oats

Choose your FLAVORING
- lemon, lime, ginger, mint, vanilla, cinnamon, honey, cocoa powder, etc.

ICE (OPTIONAL)
- may not be necessary if you are using frozen fruit or veggies.

Amazing Super Healthy Smoothie Recipes
Etech Dallas 2018 4th Quarter Give Back Initiatives

St. Jude is leading the way the world understands treats and defeats childhood cancer and other life-threatening diseases. Unlike any other hospital, the majority of our funding comes from individual contributions. And thanks to generous donors, families never receive a bill from St. Jude.

Partnerships and sponsorships play a crucial role in helping us raise awareness about blood cancer and bone marrow donation as well as register more donors who can go on to save more lives.

Operation Christmas Child counts on thousands of volunteers to collect and process millions of shoebox gifts every year.