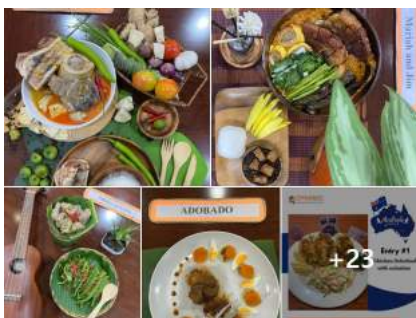




## January Snapshots

The year gone by was a rollercoaster ride, and it has a crucial impact on new objectives, goals, and accomplishments for this year. We kicked off 2023 with some key improvements in our processes and new fun employee engagement activities to keep up with the momentum of last year's success.



### DBOS Cook-Off

As we all know by now, we love healthy competitions here in DBOS. Competitions are essential part of our character development, and it helps promote creativity, build confidence and self-discipline, and even learn humility. The winning on-site team took home ₱5000 for their Crispy Kare-Kare, which is crispy pork in peanut butter sauce. And the WFH winner took home ₱1000 for her Lamington Chocolate Cake with Hot Fudge. [See all the beautiful dishes on our Facebook page.](#)



### DBOS Polka-Day

To celebrate the Chinese New Year, a widely celebrated holiday in the Philippines, the DBOS teams rocked their cutest polka dot outfits which are considered lucky in Chinese. Aeroll Salcedo of Team Alpha and MK Liangco of the Admin Team each took home ₱500 cash prize for winning the best polka dot outfits. [Spot your beautiful team members from these Facebook photos.](#)



### January Employee Anniversary & Birthday Bash

Happy Birthday to all our January celebrants and congratulations to all our work anniversary celebrants:

- Gigi Datangel of Admin - 7 years
- Maria Christina Pelayo of Alpha - 6 years
- Carmela Therese Doria of Alpha - 2 years
- Mark Compahinay of Marcello - 1 year
- Remegio Salamana of Lup Events - 1 year

[Check out all the photos here.](#)



### DBOS Employee Spotlight for January: Roland Loredo of Team Alpha

Meet Roland Loredo, our DBOS #EmployeeSpotlight for January. Roland is one of our amazing content writers here in DBOS and we have to say he's been a total gem, and we're very grateful to have Roland on our team. So thank you Roland for all your hard work and continued support with DBOS. [Watch his testimonial here.](#)

## "Your Filipino Phrase of the Month"

**Pwedeng magtanong?**  
/pwe-deng-mag-ta-nong/  
(May I ask a question!)

Say this when you want to ask a question.

Example: You're lost and you want to ask a stranger for directions. Say "pwedeng magtanong?" or "pwede po bang magtanong?" (polite way)

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## Introducing DBOS' Champion of the Month

The goal of this initiative is to properly recognise and acknowledge our staff who exemplified great actions or performance in line with our DBOS Value of Excellence, Integrity, Ingenuity and Heart. The first DBOS Champion will be featured on our next edition.



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## HR & Operations Update



### DBOS Welcome New Partners

We are thrilled to introduce and welcome onboard our newest Australian partners, [Synergy Construction](#) and [Marketing for Mental Health Practitioners](#) and onboarding soon as well is [Accelerate Offgrid Touring](#), also from Australia.



### DBOS Transition from Skype to Mattermost as main messaging channel

In our continuous effort to heighten our internal security, DBOS transitioned to Mattermost for a more secure communication channel for all of your team messaging, collaborative workflows and project management needs. And to accelerate productivity and reduce risk without sacrificing security.



### DBOS Implement new CRM System

The new CRM system allows us to better gather customer interactions in one central place, and to improve customer experience and satisfaction. This also allows a more organised hub that enables consistent communication both with our clients and within the organisation. This is also vital support for a more successful hybrid setup.

### Helping DBOS Solo Parent Employees Optimise the Solo



### **Parent Welfare Act**

To ensure that all DBOS employees are optimizing the 10% discounts and VAT exemptions for solo parents, our Finance team will be conducting a workshop with our solo parent employees to discuss its benefits. At the same time, for our recruitment team to offer prospective employees that we may give them a base pay (250k threshold) which conforms with this solo parent criteria so that they can avail of the 10% discount and VAT exemption.



### **DBOS Join the Drug Free-Workplace Summit 2023**

Establishing a drug-free workplace program is an important step in helping maintain our employee health and morale. Thus, we are participating in this year's Drug Free Workplace Summit 2023 hosted by the Quezon City Government on the 2nd of February 2023. The summit tackles how to strengthen your company's policy program and how to handle employees with drug-related issues.



### **Upcoming Annual Physical Checkup for DBOS Employees**

DBOS employees are scheduled to undergo a full health checkup this February to not only ensure our staff members are fit and efficient but also to help the employees know whether they are facing any health problems. And they can start the medications without further delay.

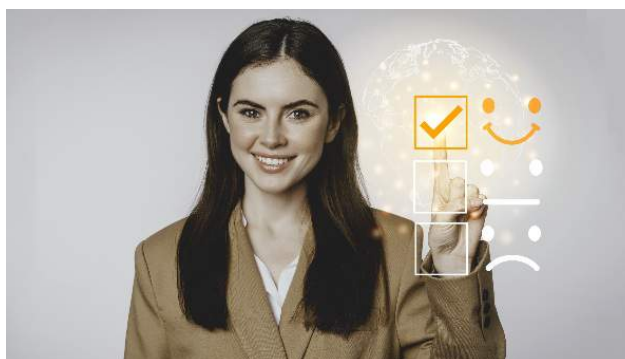


### **Upcoming Employee Wellness Program: 50-Day Weight Loss Challenge**

To help build a healthier workplace and continuously improve our culture, we are bringing back the DBOS weight loss challenge. We want to encourage the staff to set creative exercise activities or switch up a daily routine to achieve their goals. And to encourage unhealthy behaviors and routines. The winner of the challenge will take home P10,000 cash prize.

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## **How's your DBOS experience?**



Would you mind heading to Google and writing a quick review for DBOS?

Reviews help boost our online presence and help companies like yours find us easier online and make confident decisions about outsourcing.

Review or not, we still love and appreciate you!

Write us a review

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## Share Your DBOS Success: Send Us Your Referrals

Do you know other Business Owners that could benefit from offshore staffing? Tell them about DBOS and you will both get a referral reward\* of one (1) full-time employee seat fee valued up to \$575 USD when they sign up.

[\\*Terms and Conditions Apply](#)



Email Your Referrals

### For Enquiries and Referrals

You may contact Jacqui on [+61 4 3571 7038](tel:+61435717038) or email at [jacqui.miller@dbos.com.au](mailto:jacqui.miller@dbos.com.au)

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## DBOS Business Circle



We are now offering our clients the services with each other. If you would like to highlight your business in our circle to promote to other like minded operators we would love to hear from you. Sign up now and our marketing team will be in touch for the next step.

Sign Up Now

**P.S. Outlook users:** Please add our email address to your contacts to make sure these emails don't get lost - [marketing@dbos.com.au](mailto:marketing@dbos.com.au)

**Gmail users:** You might find that this newsletter gets routed to your promotion tab. You can re-route it by dragging the newsletter over to your Primary tab. After you do, Gmail will ask you if you wish to make the change permanent.

**Apple mail users:** Tap on the email address at the top of this email and "Add to VIPs." This ensures delivery.

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