

# APRIL RECAP

2025 ISSUE



## Highlights & Achievements



April was filled with energy and excitement. Anticipation is building for our upcoming annual summer team-building event, and the team spirit is stronger than ever. This month, we also rolled out exciting new initiatives to support our growth, including the launch of our enhanced Employee Referral Program, designed to attract top talent to our dynamic team. Of course, April wouldn't be complete without our monthly bash — a special time to recognize and celebrate the incredible contributions of our team members.



# *Congrats!*

## DBOS CHAMPIONS

JOHN PAUL CACANINDIN & ORLY ROLLO  
SOFTSURE

*Paul and Orly's previous commendations earned them the title of DBOS Champions for the month — and they continue to live up to it. Their client consistently praises their outstanding performance, especially their remarkable efficiency in handling last-minute requests and tight deadlines. They consistently deliver high-quality testing with zero errors, demonstrating a proactive "can-do" attitude and a dependable work ethic that the client deeply values. Their dedication not only sets a strong example for the team but also plays a vital role in the client's ongoing success.*

Do you know a superstar at DBOS? Nominate them for our next DBOS Champion! **Submissions go to Nicole at [hr@dbos.com.au](mailto:hr@dbos.com.au).**



# Well done!



**MA. PAULA DELA CRUZ**  
NTI

Paula recently received positive feedback from the client, highlighting her strong engagement and communication. During the team's refinement meetings, group discussions, and daily stand-ups, she actively participates—confidently raising concerns, identifying gaps in requirements, and collaborating effectively with other teams. Her contributions reflect a thoughtful, proactive approach, and her reliability continues to be a great asset to the team.



**CHRISTINE JOY TADIFA**  
FIRST TABLE

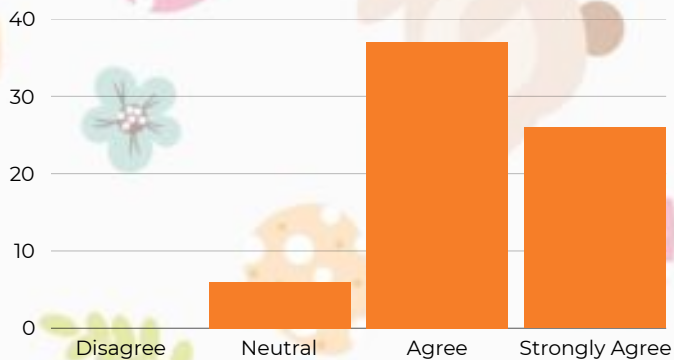
Christine consistently brings a positive, can-do attitude to the team—her enthusiasm is truly infectious. She demonstrates a strong work ethic, clearly reflected in the quality and speed of her restaurant launches. Christine regularly takes initiative, often leading the majority of the launches, which has given her valuable hands-on experience and noticeably enhanced her performance. Her dedication and growth mindset make her a reliable and impactful member of the team.



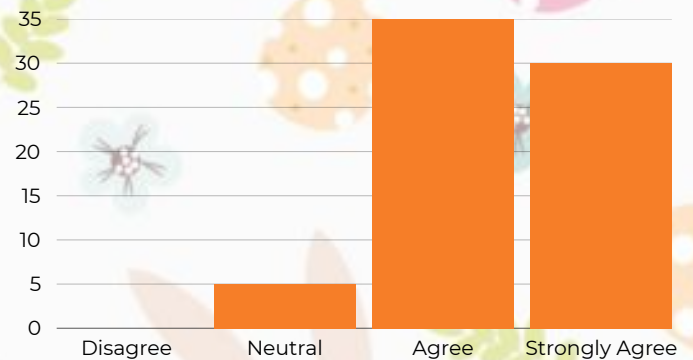
The results of our latest employee survey underscore DBOS's strong commitment to fostering a **supportive and engaged workplace culture**. Employees continue to report **high levels of motivation** and **satisfaction for the support they receive from both the DBOS management team and their colleagues**.



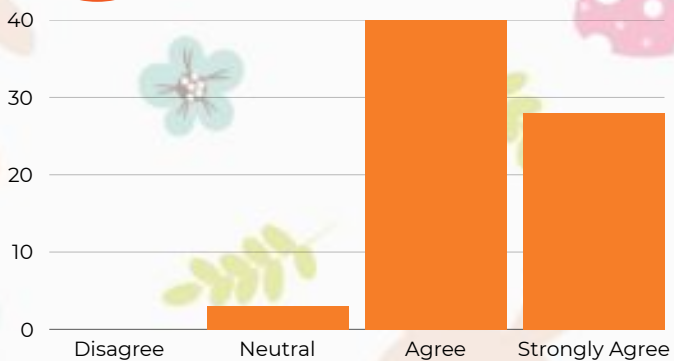
motivated and happy to report for work



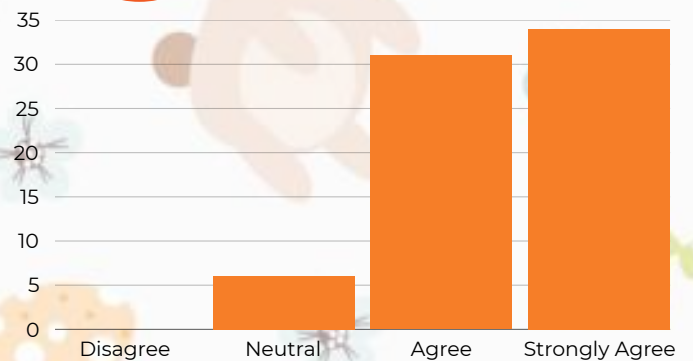
recommend DBOS as a great place to work



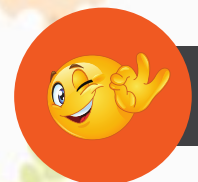
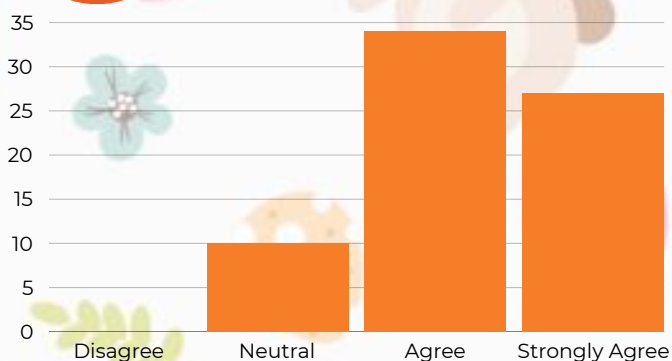
there are enough engagement activities organized for employees



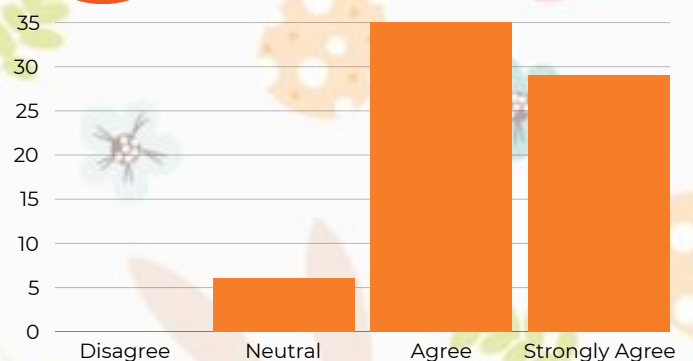
well supported by my peers and colleagues at work



see myself working for DBOS for another year and more



satisfied with the efforts and assistance from DBOS Admin Support Team





Francesca Beltran of Synergy  
- OOTD Winner



Gilbert Guidotti of Synergy -  
OOTD Winner

This month's bash was all about hopping into fun with our Easter Bunny-themed celebration! Our team brought their A-game (and their bunny ears) while rocking the cutest pastel outfits you've ever seen. As always, we had a blast with our online and onsite parlor games, the much-anticipated Easter Egg Hunt, and our OOTD contest. Big shoutout to Ces and Gilby of Team Synergy for taking home the OOTD crown.





17.04.2025

## Cybersecurity and Data Privacy Refresher Training

*Know. Protect. Comply.*

At DBOS, protecting our clients' data and intellectual property is central to everything we do. As part of our commitment to maintaining trust, we operate under strict data handling and cybersecurity protocols—processing sensitive information daily, even though we do not store client data. This makes it essential that all security measures are followed with precision. Our approach reflects a strong dedication to privacy, cybersecurity, and regulatory compliance. This refresher course is designed to reinforce both data privacy and cybersecurity best practices, highlighting the critical role each team member plays in protecting our systems, our clients, and the reputation of DBOS.



25.4.2025

## Effective Communication Training

*Practical Strategies for Clearer, Stronger Interactions*

We recently held an Effective Communication Training session on the 25<sup>th</sup> of April for our junior staff members, focused on building essential skills for clearer, more confident interactions. Trainings like these help strengthen teamwork, improve productivity, and boost overall workplace morale. By investing in continuous learning opportunities, we ensure our team members are well-equipped to grow, succeed, and contribute effectively to our dynamic work environment.



22.4.2025

## Financial Literacy Virtual Training

*Empowering You to Make Smarter Financial Decisions*

On April 22nd, we successfully held a Financial Literacy Virtual Training session for our staff. The session focused on equipping our team with essential knowledge and practical strategies to better manage their personal finances and make informed financial decisions. Through this initiative, we aim to empower our employees with the skills they need to build a more secure and confident financial future.



Juan Miguel Eisma



Angelica San Daga



Jennifer Nove



Theresa Oconer

## HAPPY DBOS ANNIVERSARY!

Julius Caesar Papa



Christine Joy Tadifa



Ma. Paula Dela Cruz



Angela Balila



Jericho Espino

## HAPPY BIRTHDAY!

Francesa Beltran, John Urlanda, Neri Briones, Richie Ryan Reyes, Athennie Ubias, Gerard Betco, Annechelle Consencino, Rolando Loreda



# REFER & SAVE

Do you know other Business Owners who 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 A\$850 when they sign up.

## For Enquiries and Referrals

You may contact Daphny at  
[daphny.grumo@dbos.com.au](mailto:daphny.grumo@dbos.com.au)

### TERM & CONDITIONS

- Both the referrer and referred are to receive rewards once every successful referral has been finalised.
- To be considered successful, the referred should sign a contract for a minimum of 12 months. When signed, the referrer will receive a reward of one (1) full-time employee seat fee valued up to \$850 AUD.
- They can claim their reward at any month after thirty (30) days when the referred contract has started.
- The referred will receive a referral reward of one (1) full-time employee's seat fee.
- The referred will be able to claim the reward after six (6) months of partnering with DBOS.
- The referred client should sign the contract for at least twelve (12) months to be able to claim their referral reward which will be automatically deducted by the DBOS accounts officer.
- To refer, simply email your referral's contact information and other related information to Daphny at [daphny.grumo@dbos.com.au](mailto:daphny.grumo@dbos.com.au)



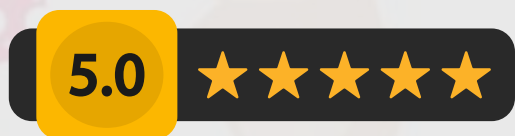
Reviews help boost our online presence and help companies like yours find us easier online and make confident decisions about outsourcing.

Review or not, we still love and appreciate you!

[Review us on Google](#)

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## Dine early and save 50% off your food bill

Book a first table at thousands of restaurants in New Zealand, Australia and the United Kingdom and enjoy 50% off the food bill for two, three, or four people! Booking fee applies. Find a table now at [firsttable.com](https://firsttable.com).

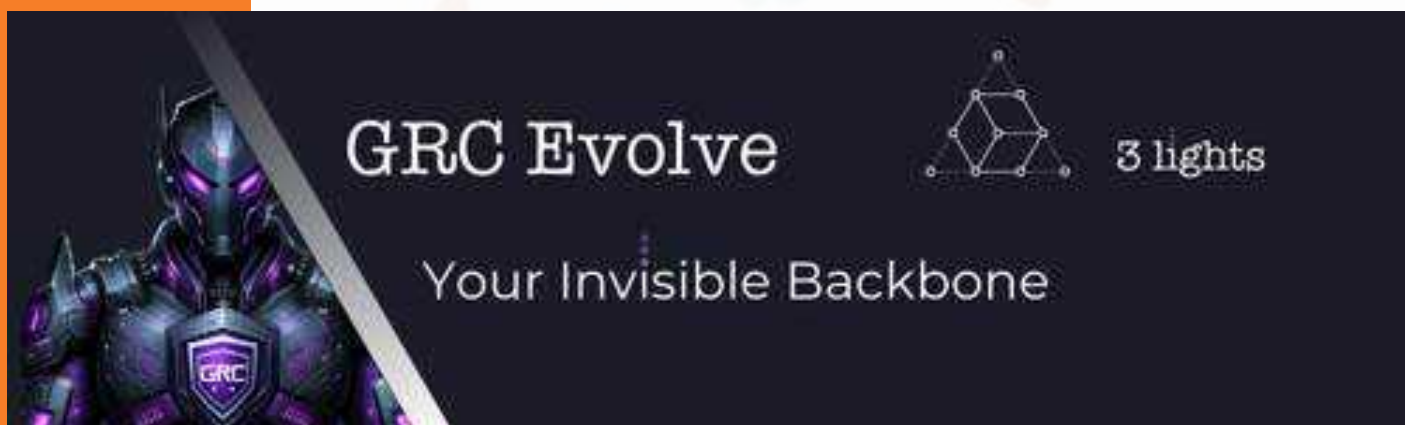
[Find a Table](#)

Or download the First Table app now on the App Store or Google Play.



## The First Table Story

First Table was created by Mat Weir, a tech entrepreneur who wanted to solve the problem of slow starts to evenings at restaurants. From humble beginnings as a one-man-band in Queenstown, our Kiwi founder embarked on a journey to build a creative solution that would be a win-win experience for foodies and restaurants alike.



## Future-Proof Your Business with 3 Lights

*3 Lights is your true, trusted GRC+S advisor.*


3 Lights offer a comprehensive suite of services tailored to enhance GRC frameworks and address evolving cybersecurity challenges, key offerings include:

- Governance, Risk, and Compliance (GRC) Solutions
- GRC Evolve – Managed GRC Service
- Security Reviews and Vulnerability Assessments
- Information Security standards assessment, audits, and implementation in ISO27001, NIST, CSF, AESCSF, Essential Eight and more
- Maturity Assessments & Roadmaps
- Directorship and Board governance advisory sessions specialising in security, risk, and compliance
- Industry-Specific Vendor Security Solutions
- Security Operations Assessments

3 Lights helps clients navigate and meet GRC requirements – reducing risk and satisfying stakeholders.

Stay ahead of your cyber threats with expert support. Contact 3 Lights today to book your free consultation at [sales@3lights.com.au](mailto:sales@3lights.com.au)

[Book a free consultation today.](#)

 **Office: +61 (7) 3303 0804**





Get ready to cheer on your DBOS team members as they take on a series of exciting challenges designed to test teamwork, strengthen bonds, and build lasting camaraderie! Don't miss the upcoming DBOS Team Building Event, happening this May 10–11 at By the Sea Resort and Hotel in Subic, Zambales.



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## *NEED HELP?*

<b>HR &amp; Recruitment</b>	hr@dbos.com.au
<b>IT</b>	it@dbos.com.au
<b>Operations</b>	operations@dbos.com.au
<b>Accounts</b>	finance@dbos.com.au
<b>Other Concerns</b>	daphny.grumo@dbos.com.au

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