

MAY RECAP

2025 ISSUE



Highlights & Achievements



May was a month full of energy and connection at DBOS! From the 2025 Team Building event to our Monthly Bash celebrating commendations, birthdays, anniversaries, and Mother's Day—we came together to recognize, recharge, and grow. With a focus on employee wellness and welcoming new team members, the DBOS spirit was stronger than ever. We're excited to carry this momentum into June with even more meaningful initiatives ahead!



Congrats!

DBOS CHAMPION

JOSE MARTIN “TIMMY” MERCADO
FIRST TABLE

Timmy is a fabulous example of what a great team leader should look like. His team truly love and respect one another and his hands on approach is second to none. Timmy truly cares about his team and it shows with their can-do approach to work and respect they have for their teammates

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



Well done!

BEATRIZ FAYE ZABLAN
NTI

Bea provided exceptional support during a help desk call, going above and beyond to assist with onboarding a new team member. She was patient, thorough, and professional—resolving issues efficiently via TeamViewer and ensuring nothing was left unresolved. Her dedication and customer-first approach were greatly appreciated.



Welcome Matt & Jess!

We were thrilled to welcome back Matt, the incredible Founder of First Table, to the DBOS office after more than five years — this time joined by Jess, their dynamic Operations Manager, who had the pleasure of meeting their DBOS team members in person for the first time.

First Table has experienced remarkable growth over the past five years, expanding from a team of just three to now eleven dedicated members across customer service and marketing.

We are truly privileged and grateful for their unwavering support and commitment to their offshore team, always ensuring they feel connected, valued, and an integral part of First Table's continued success.

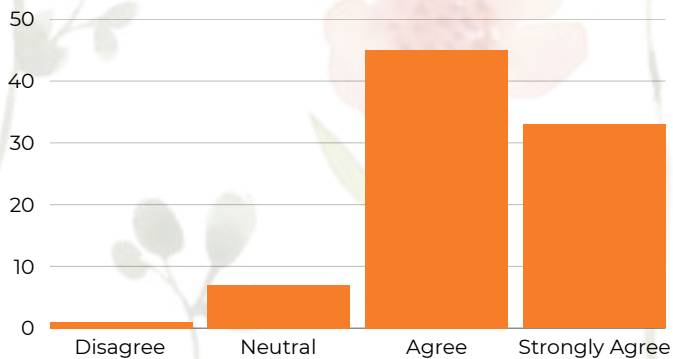
Here's to many more years of strong partnership and shared achievements between DBOS and First Table!



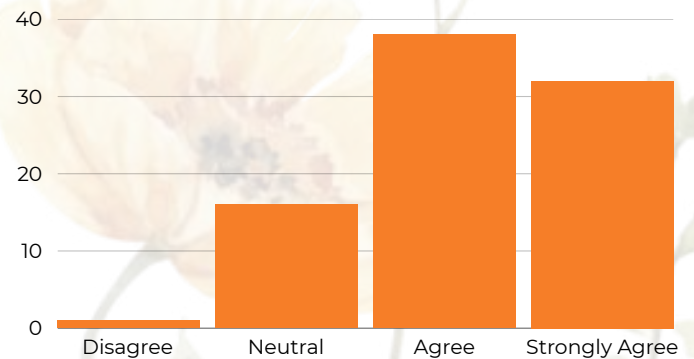
The results of our latest employee survey continue to reflect **high levels of motivation and satisfaction**, particularly regarding the support employees receive from both the DBOS management team and their colleagues. What stood out the most is the **strong belief among employees that they have ample opportunities to voice their opinions and concerns**—a true testament to the culture we're building, where every voice matters.



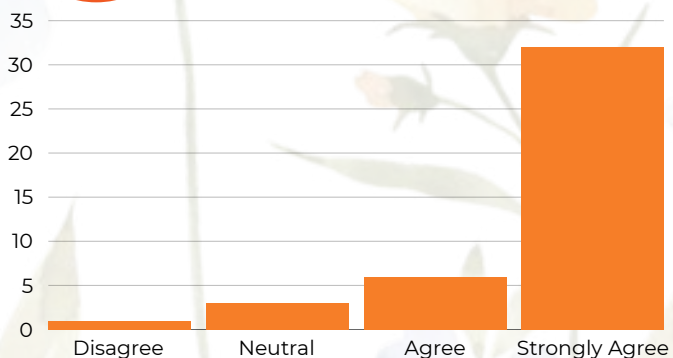
motivated and happy to report for work



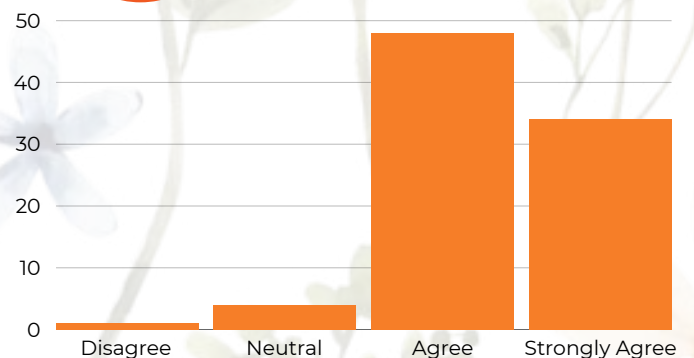
can see myself working for DBOS for another year and more



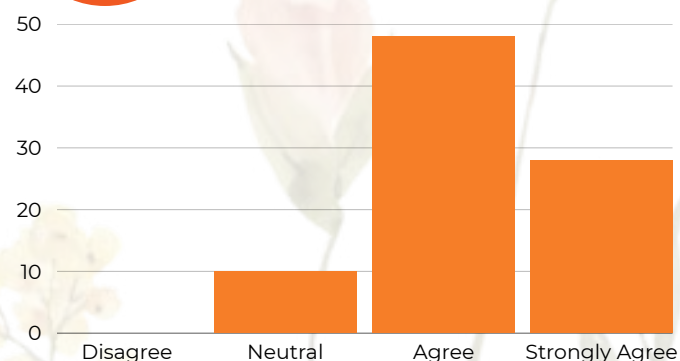
believe that we have enough opportunities to voice out our opinions or concerns



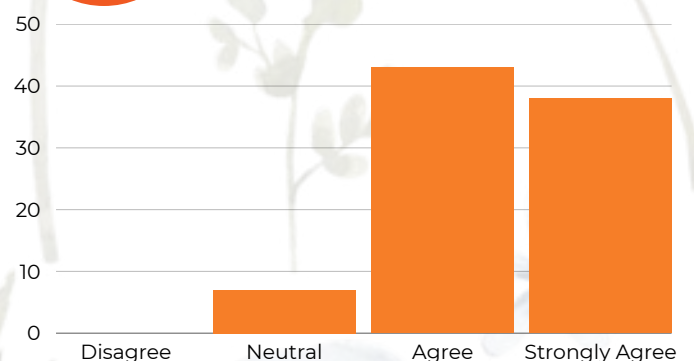
can recommend DBOS as a great place to work



believe that there is fair treatment across the organization



satisfied with the efforts and assistance from DBOS Admin Support Team





Team Excellence



Team Heart

Our DBOS Annual Team-Building event was another fun-filled and successful experience! Held on May 10th in Subic, Zambales, the day gave everyone a chance to step away from the daily grind, recharge, and strengthen team bonds in a refreshing setting.

Team members were grouped into four teams—Excellence, Heart, Integrity, and Ingenuity—and competed in a series of exciting challenges that tested their teamwork, critical thinking, and problem-solving skills. **Team Excellence emerged as the champion, taking home a P15,000 prize!**

Congratulations to all participants for bringing the energy and spirit—already looking forward to next year’s adventure!





Honouring the Heart of the Team: Mother's Day at DBOS

This Mother's Day, we celebrated the incredible mums on our team with a small token of appreciation to thank them for all the hard work, love, and inspiration they bring—not just at home, but in the workplace too.

Working alongside mums is one of the best things you could ask for. They lead with heart, juggle challenges with grace, and give their all to make things work—every single day.

To all the amazing mothers here at DBOS, thank you for your unwavering dedication and the strength you bring to our team. You truly are the heart of what we do.



Stay Healthy, Stay Protected!

At DBOS, our employees' health and well-being are our top priority. As part of our commitment to creating a safe and supportive workplace, we're offering free flu vaccinations for all employees and their immediate family members.

Getting vaccinated is one of the most effective ways to protect yourself and your loved ones from seasonal flu. By making this accessible right here in the office, we aim to help reduce the risk of illness, minimise sick days, and promote a healthier environment for everyone.

This initiative reflects our belief that taking care of our people goes beyond the workplace—it's about supporting you and your family's overall wellness. Because when you're healthy, we're stronger together.



Stay Informed, Stay Healthy!

As part of our ongoing commitment to employee health and wellness, DBOS hosted a series of virtual learning sessions (May 2nd and May 23rd) focused on PTB (Pulmonary Tuberculosis), HIV, Hepatitis, and HPV.

To ensure accurate and up-to-date information, we invited Dr. Lara Monique Alcantara to lead the discussions and provide expert insights on these health conditions, including the importance of vaccination in prevention and protection.

This initiative aims to empower our team with the knowledge they need to make informed decisions about their health and understand the choices available to safeguard their well-being. At DBOS, we believe that staying informed is a vital step toward staying healthy.



Mel Naculanga of DBOS Admin - OOTD Winner



Alexis Elmundo of NTI - OOTD Winner

This month's bash was as vibrant as the May flowers as we celebrated our amazing team's achievements and milestones!

A big congratulations to our OOTD winners, Ate Mel and Alexis, and to all the game champions—thanks for bringing the energy and fun!





Marc Nagrampa



Michael Sanchez



Jacq Laurente



Des Bernardo

HAPPY DBOS ANNIVERSARY!

Marvin Tomon, Valerie Arevalo, Rachel Argame, Jacquelyn Sai, Karen Acleta, Timmy Mercado, Michell Sayas, Paula Estero, Leyda Gandeza, Noemi Terrania, and Shiena Hernandez



Christel Labrador



Jillian Urbano



Cris Bañaga



Charles Garces

HAPPY BIRTHDAY!

Ralph Aludo, Ryan Bernardo, Jackie Reyes, Angelyn Lim, Don Acoba, Mel Naculanga, Irene Mye Samonte, and Kaye Disto



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

TERM & CONDITIONS

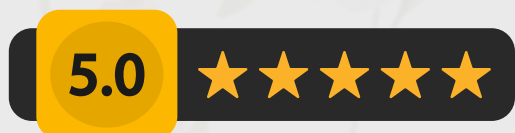
- Both the referrer and referred are to receive rewards once every successful referral has been finalised.
- To be considered successful, the referred should sign a contract for a minimum of 12 months. When signed, the referrer will receive a reward of one (1) full-time employee seat fee valued up to \$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

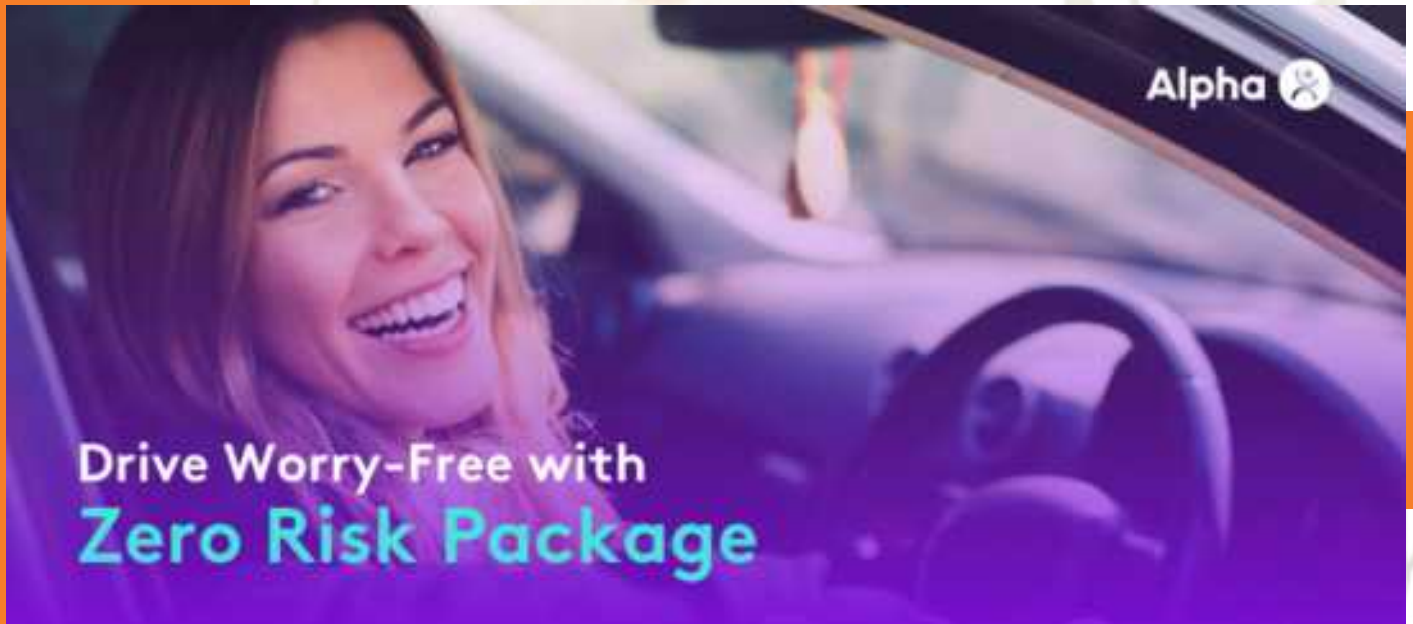


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