

JULY RECAP

2025 ISSUE



Highlights & Achievements



July was another exciting and successful month at DBOS! From project wins to team milestones, we kept the momentum going strong. Our Monthly Bash brought the usual fun and energy, capped off with the announcement of our latest DBOS Champion. And with the DBOS 10th Anniversary just around the corner, anticipation is building for what promises to be our biggest celebration yet!



Congrats!

DBOS CHAMPION

BEA QUISAO

Muve Logistics

"Bea always asks the best questions and brings up issues and difficulties without prompt, which shows us that she is very invested in her work. This is further shown as Bea leads our monthly catch-ups most of the time, showing she is aware of the team and the work we do instead of just focusing on her own work."

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!

MAGIC JORDAN

NTI

"Major has been outstanding. He's incredibly thorough and proactive—able to independently navigate Focus, test specific transaction states, run batch jobs, and query the database without needing much guidance. His positive attitude and eagerness to help stand out. There's clearly a strong process in place between the BAs and Major in the Terry team, which has made collaboration seamless. Honestly, I don't think we could have completed all our Debtors work last sprint without his contributions."





Well done!



THANYA SANTELICE
MFMHP

Thanya is a pleasure to work with. She consistently brings a positive, motivated, and enthusiastic attitude to the team. She's an excellent communicator and stays on top of her tasks, always aware of what's needed for each client.

She puts a great deal of effort into ensuring social media designs are on-brand and meet client expectations, and her design skills continue to improve steadily. It's reassuring to know that client social media is in capable hands with Thanya—she keeps the team informed on what needs to be done and what support she requires.

Thanya adds significant value to MFMHP, and her contributions are genuinely appreciated.



NONIE FLORENDA
VOLCANO MARKETING

Nonnie consistently demonstrates exceptional adaptability, swift execution, and a strong work ethic. He frequently goes above and beyond to ensure projects are completed—often putting in extra effort beyond regular hours. His reliability and proactive mindset make him an invaluable member of the team, consistently delivering high-quality work with minimal need for follow-up.

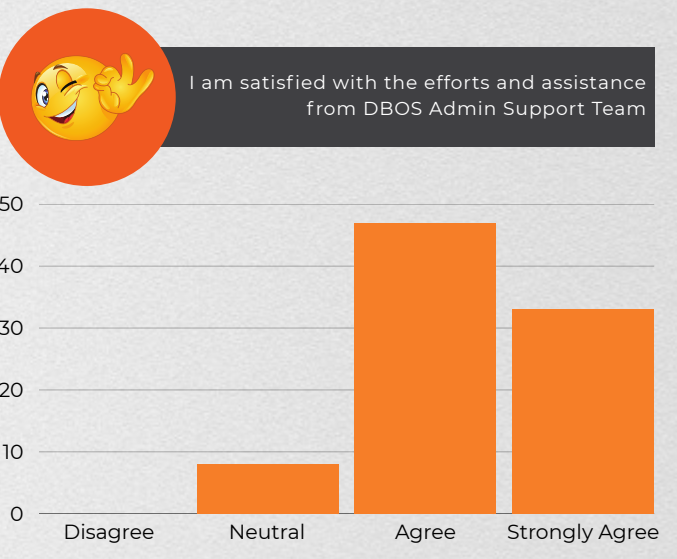
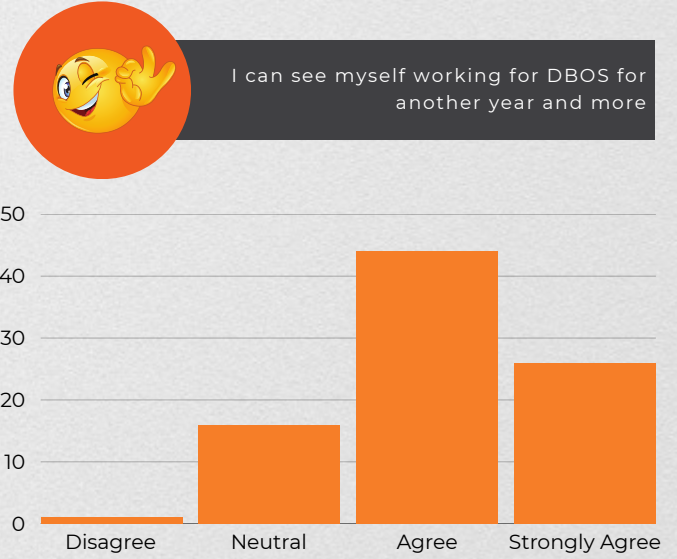


ED PONCE
VOLCANO MARKETING

Ed brings a strong design eye to the team, and several of his recent website designs have been nothing short of outstanding. His creative input consistently helps us lead the way with visually striking, modern websites that set us apart from the competition. In addition to his design talent, Ed demonstrates excellent motivation and a strong willingness to learn.



Our latest employee survey results reflect a highly motivated, happy, and well-supported team. Employees feel valued by DBOS and their clients, with strong agreement around **work-life balance, wellbeing, and admin support**. Most see a long future here—and **nearly everyone would recommend DBOS as a great place to work!**





db DYNAMIC
BUSINESS OUTSOURCING SOLUTIONS

Sleep 101: Improve your Sleep, Improve your Health

Meeting ID: 488 265 327 879 3
Passcode: 4Mg2Wy3R

18th July 2025
2:00PM-3:00PM

Dr. Lea A. dela Dingco

Sleep 101: Improve your Sleep, Improve your Health

Our latest wellness session explored the importance of quality sleep and how it supports overall health and well-being.

Attendees learned practical strategies for improving rest, from building better bedtime habits to understanding the link between sleep, energy, mood, and productivity.

At DBOS, we're committed to providing resources and learning opportunities that empower our team to prioritise their health and well-being every day.



Chill Repedro - Onsite Game Winner



Roland Loredo - Online Game Winner



Bea Zablan - Online Game Winner



Gel Daga - Online Game Winner

July was packed with fun, celebrations, and team spirit! From exciting games and birthday cheers to milestone moments and the crowning of our latest DBOS Champ, there was plenty to celebrate. We proudly wore our DBOS shirts as we gear up for our upcoming 10th Anniversary celebration. Grateful for this incredible team and the clients who keep us moving forward!





Justine Larazo



Ed Ponce



Thanya Santelice



Pocholo Batanes

HAPPY DBOS ANNIVERSARY!

Mary Grace Uayan, Nonie Florenda, Sam Suba, Jillian Mae Urbano, Areliah Estrada, Don Acoba, Beatriz Zablan



Jaza Seco



Mark Adonis Seijo



Faye Lumabi



Jeirus Musico

HAPPY BIRTHDAY!

Gilbert Guidotti, Tin Pelayo, Gillian Balan, Sunshine Alisbo, Sam Suba, Jiggy Banting, Aeroll Salcedo, Zoie Frilles and Whatly Cubero



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\$899 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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NEED HELP?

HR & Recruitment	hr@dbos.com.au
IT	it@dbos.com.au
Operations	operations@dbos.com.au
Accounts	finance@dbos.com.au
Other Concerns	daphny.grumo@dbos.com.au

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