

# NOVEMBER RECAP

2025 ISSUE



## HIGHLIGHTS & ACHIEVEMENTS



It's that time of the year again — another incredible chapter for the DBOS Team and our amazing clients. This year has been a wild but exciting ride, marked by a major milestone: ten years of providing outstanding service and creating meaningful careers for talented Filipinos.

To celebrate our achievements, we recently held the DBOS Year-End Thanksgiving and Appreciation Party. With some of our valued clients joining us, this year's celebration felt extra special.

To our amazing staff who work tirelessly to deliver excellent service — you are the heart and soul of DBOS. Thank you for your dedication and passion. And to our clients, your trust and support make everything possible. We are grateful for the partnership we've built together.

Wishing everyone a wonderful holiday season. Cheers to more years of growth, collaboration, and camaraderie!



## Welcome Jonathan & Juls

We're truly honoured to welcome Jonathan and Juls of Hexar Constructions to the DBOS office for the very first time! Although Hexar Constructions has only been with us for less than a year, the connection between them and their DBOS team is already blossoming beautifully. They were genuinely impressed with the team we've built for them, who have already proven their value in such a short time.

This was Jonathan and Juls' first visit to Manila, and they were so delighted that they're already planning their return next year!

Welcome once again to DBOS—we look forward to more success and growing together!



## Back again to celebrate with DBOS!

We're always thrilled to welcome Simon & Gemma of Lup Events back to the DBOS office! Even though they're regular visitors, it always feels like the first time because it's such a joy to see them spend quality time with their DBOS team.

We're extremely grateful for their dedication and commitment to helping their DBOS team members succeed. Lup Events has been a valued partner of DBOS for nearly seven years, and their continued trust means the world to us.

It's been another incredible year of collaboration and partnership, and we look forward to many more years of shared success!



## **New Faces and Familiar Friends: Welcome Ashleigh & Lachlan!**

Another familiar face returned to the DBOS office—welcome back, Lachlan! He joined us to celebrate at our Year-End Party, this time accompanied by Ashleigh, one of NTI's IT Product Owners. This was Ashleigh's first visit, and we were thrilled to have her. Unfortunately, she couldn't make it to the party (bummer!), but we're looking forward to celebrating with her next year.

From all of us at DBOS, a big thank you to the entire NTI Team in Australia, especially Lachlan, for always ensuring that their DBOS team members feel supported and valued.

Here's to many more years of shared success—we can't wait to see you both again next year!



# Congrats!

## DBOS CHAMPION

**Theresa Oconer**  
Sales Team Leader

Theresa is our latest DBOS Champion! Her remarkable contribution to the sales team—while guiding her colleagues and managing key administrative duties—has truly set her apart. Thanks to her stellar performance, she's once again been chosen by her client to visit their head office in Australia, recognising her dedication and exceptional effort. Congratulations, Theresa—your hard work, leadership, and unwavering commitment continue to inspire everyone around you!

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!



**Kamille Cueto**  
The Cheesecake Shop

KC brings clarity and warmth to every interaction. She takes the time to ask meaningful questions, ensuring she fully understands each situation before moving forward. What she learns is never wasted—KC applies new insights with intention, steadily building her capability and confidence. Her commitment to making a genuine impact is evident in the thoughtful, uplifting approach she brings to her work. KC continually looks for ways to enhance the experience for our customers and support our internal teams, making her a highly valued presence in the organisation.



**Francesca Beltran**  
DKG

Francesca consistently produces precise, timely accounting work and maintains a strong eye for detail. Her clear communication, steady support, and upbeat approach make her a dependable presence within the team.



**Orly Rollo**  
Softsure

Orly demonstrated impressive swiftness and commitment, ensuring the crucial testing was executed and finalized in an extremely timely manner. This prompt action was highly valuable to the team and is genuinely appreciated by all involved.

For this remarkable turnaround and excellent work, Orly is awarded "Gold Stars" in recognition of his efforts and outstanding contribution.



## CarCoop's Mark, Angela, Theresa & Karen Head Down Under!

We're always proud and thrilled to see our DBOS team members get the chance to travel and experience Australia through their clients. This year, CarCoop invited Mark, Angela, Theresa, and Karen to join them for their Year-End celebration.

To make the most of the trip, the team started in Melbourne to explore the city before heading to Queensland to work alongside the local team. The adventure culminated with CarCoop's much-anticipated year-end celebration in Noosa.

A huge thank you to Nigel and Amanda for their generosity and unwavering support. Your hospitality and dedication ensure that your DBOS team members feel valued, empowered, and truly part of the CarCoop family.



Onsite Game Winner



OOTD Winners



Online Game Winners

With the holiday season just around the corner, the office is feeling brighter and more cheerful than ever! Last month, we went all in on a fun glitter theme—sparkles everywhere, great food, and plenty of laughs. It was the perfect little break from the usual routine.

We also celebrated some exciting milestones and birthdays, welcomed new team members, and awarded our newest DBOS Champion. More than the parties, it's the connections, good vibes, and shared moments that really bring us closer.

Plus, our annual Melbourne Cup raffle was a hit—congratulations to all the lucky winners!

Here's to more celebrations, more laughs, and more moments worth sharing.





Francia Olfato



Lou Bangit



Nicole Alfaro



Aeroll Salcedo

**HAPPY DBOS ANNIVERSARY!**

Angela Balila, Karen De Guzman, and Rolando Loreda!



Renn Buyco



Julmarie Tomon



Myla Rose Moloboco



Juan Miguel Eisma

**HAPPY BIRTHDAY!**

Jordan Asas, Ronnie Nerona, Catherine Gener, Daphny Grumo, Ederlyn De Guzman, Gaile Hermosa, Dia Agauna, Mijonary Labos, Michael Morella, Razel Aguilar, Nonie Florenda, Rachelle Dela Cruz, and Bea Quisao!



## 2025 DBOS EMPLOYEE OF THE YEAR



**Congratulations to Jacqueline Laurente of Lup Events for being awarded the 2025 DBOS Employee of the Year and Core Value Award for Excellence!** Jacq has played a vital role in Lup’s success with her detail-oriented approach, efficiency, and strong leadership.

As a reward for this outstanding achievement, she’ll enjoy a 5-day, all-expenses-paid trip to Australia. Even better, the client generously extended it to 10 days—a true testament to how much Jacq is valued and appreciated.

Congratulations once again, Jacq, and thank you for everything you do. And to Simon and Gemma of Lup Events, we deeply appreciate your ongoing support and generosity toward your DBOS team members.



Jamie Funtanar



Theresa Oconer



William Banting

## 2025 DBOS CORE VALUES AWARDEES

We’re also thrilled to congratulate the winners of the 2025 DBOS Core Values Award! These employees truly embody what DBOS stands for in everything they do.

- **Theresa Oconer of CarCoop** – Core Value Award for Ingenuity
- **William Banting of First Table** – Core Value Award for Integrity
- **Jessica “Sugar” Pili of Alpha**– Core Value Award for Heart

Sugar couldn’t attend the event, so Jamie graciously accepted the award on her behalf.

Well done to all of you! Your dedication, values, and example continue to inspire the entire DBOS Team. Keep shining and leading the way!



## RAFFLE WINNERS



## BEST-DRESSED EMPLOYEES





# 2025 DBOS YEAR-END CELEBRATION





**To Our Valued Clients,**

As the holiday season approaches, we want to express our heartfelt gratitude for your continued trust and support of DBOS.

May your holidays be filled with joy, laughter, and cherished moments with your loved ones.

We look forward to another year of strong partnerships, exciting opportunities, and shared success together!

Warmest wishes,

**DBOS Team**



# 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](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)



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<b>Accounts</b>	finance@dbos.com.au
<b>Other Concerns</b>	daphny.grumo@dbos.com.au

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