
Re: meetings with external providers

From David DELACRUZ <David.DelaCruz@swissotel.com>
Date Tue 4/15/2025 9:48 AM
To FORRESTER Steven <Steven.FORRESTER@swissotel.com>
Cc Yutaka MORIZONO <Yutaka.Morizono@swissotel.com>; Jadesofia MASIGAN <Jadesofia.Masigan@swissotel.com>

Hi Steve,

Please confirm the updated time and date for the meeting with Jade regarding your recent accusations of insubordination. I would like to ensure that all claims and examples you are referring to are clearly presented, as I am not aware of having acted in a way that warrants such a label. I believe it's important we avoid misunderstandings and address any concerns with transparency.

From our last conversation prior to the meeting with Shane, I believed we were aligned in working collaboratively. However, the current working environment—marked by what feels like targeted oversight—has become increasingly tense and counterproductive. It is affecting my ability to perform effectively in the role I was hired for, and is taking a significant mental toll.

If there were genuine concerns of insubordination, I would have appreciated being informed at the time, which would have allowed for a constructive and good-faith resolution.

Looking forward to your response.

Best Regards,

デビッド・デ・ラ・クルス
David De la Cruz

F&Bマーケティング
F&B Marketing

Swissôtel Nankai Osaka
スイスホテル南海大阪

5-1-60 Namba, Chuo-ku, Osaka 542-0076 Japan
大阪市中央区難波5-1-60
Tel: +81 (0) 6 6646 5009 (Ext: 8619) | Fax: +81 (0) 6 6646 5013
David.Delacruz@swissotel.com | swissotelnankaioosaka.com | swissotel.com | all.accor.com



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From: FORRESTER Steven <Steven.FORRESTER@swissotel.com>
Sent: Thursday, April 10, 2025 5:37 PM
To: David DELACRUZ <David.DelaCruz@swissotel.com>
Cc: Yutaka MORIZONO <Yutaka.Morizono@swissotel.com>; Jadesofia MASIGAN <Jadesofia.Masigan@swissotel.com>
Subject: meetings with external providers

David,

We have mentioned in the past all meetings with external suppliers or providers that you have must be booked in your calendar and must be accompanied by a manager.

Also as requested by Shane- General Manager (as per attached email)

Excerpts below from direct email to you from me;

-For any further event meetings, to speed up the process, please ensure that I am included in the initial meeting so that commercial decisions on such events can be promptly made accordingly.

-May you share your calendar with me so I can ensure management (myself or Morizono san) support at any meetings you have?

It is once again an issue that you are unable to follow instructions.

As mentioned before, insubordination will not be tolerated.

We will meet at 11am Friday 11th for formal discussion on why you cannot follow instruction.

スティーブン・フォレスター

Steven Forrester

料飲部長兼総料理長

Director of Food & Beverage and Culinary

Swissôtel Nankai Osaka

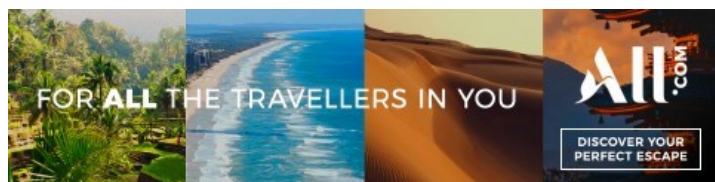
スイスホテル南海大阪

5-1-60 Namba, Chuo-ku, Osaka 542-0076 Japan

大阪市中央区難波5-1-60

Tel: +81 (0) 6 6646 1111 | Fax: +81 (0) 6 6648 0331

Steven.FORRESTER@swissotel.com | swissotelnankaiosaka.com | swissotel.com | all.accor.com



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