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Re: shun

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From David DELACRUZ <David.DelaCruz@swissotel.com>

Date Fri 4/25/2025 12:14 PM

To FORRESTER Steven <Steven.FORRESTER@swissotel.com>; Yutaka MORIZONO <Yutaka.Morizono@swissotel.com>

Cc Jadesofia MASIGAN <Jadesofia.Masigan@swissotel.com>

Hi Steve,

Thank you for following through.

To clarify a few points:

To my knowledge, all tasks requested by Marcom were completed as instructed. I have not received any communication indicating otherwise—had there been any missing items, I would have addressed them promptly. If there are specific points of concern, I would appreciate the details so I can follow up appropriately.

Regarding the Salsa Night flyers and tickets: since last year, the outlet team has been responsible for printing the tickets in bulk. If this responsibility has changed, I would have appreciated advance notice. As for the flyers, the final menu was only shared with me on Wednesday morning, which made early printing impractical. If there is any uncertainty regarding the current process, I'm happy to clarify directly or alongside the outlet manager.

Concerning the online audit and newsletter: per your written communication—"David can pause on some of his work as it is not pressing"—I prioritized supporting Marcom with the conference. As you know, the audit is normally conducted on Wednesdays, and I had not anticipated being off that day. I would appreciate clearer guidance in the future regarding shifting priorities or expectations so I can align my efforts accordingly.

As for the F&B slides for the communication meeting: I received the assignment on Tuesday and was told on Thursday afternoon that it needed to be completed the same day—while I was still finalizing the name and menu tags for Marcom. Since I received confirmation that Marcom tasks were the priority, I proceeded accordingly.

I understand that our roles demand flexibility, and I've continuously made an effort to be adaptable and cooperative across departments. However, as mentioned in my previous email, the current working environment is increasingly tense and demoralizing. It is affecting my ability to perform effectively in the role I was hired for. I would ask that expectations around efficiency be set within the context of the environment I am currently navigating.

Please let me know when the meeting you mentioned with the Director of HR will take place, as I believe it's important to address these issues transparently and constructively.

Lastly, I respectfully reject the characterization that I am failing to perform my duties, or that a single sick day accounts for delays in work that spans multiple departments and changing deadlines. I would prefer that facts be carefully checked before such assumptions are made, as responding to these claims is time-consuming and contributes to a distressing work environment.

Please let me know if any further follow-up is needed.

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**

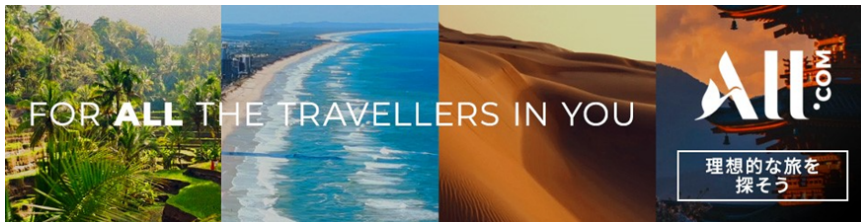
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**From:** FORRESTER Steven <Steven.FORRESTER@swissotel.com>  
**Sent:** Thursday, April 24, 2025 6:09 PM  
**To:** David DELACRUZ <David.DelaCruz@swissotel.com>; Yutaka MORIZONO <Yutaka.Morizono@swissotel.com>  
**Cc:** Jadesofia MASIGAN <Jadesofia.Masigan@swissotel.com>  
**Subject:** Re: shun

Thanks David,

Unfortunately, from marcom, they have also let us know that they also had to finish the tasks that they gave you last week, as you started, yet not complete.

On top of the failure to complete the Shun video, there were multiple other tasks not complete,

- Flyers and tickets for salsa night - as per direct instruction to have these handed over the day prior to events.
- Bi monthly newsletter draft sent to myself and Shane by the 10<sup>th</sup> of the month prior to release - as per General Manager Shane's request.
- Online audit not complete, two weeks in a row by Wednesday of the week.
- F&B slides for communications meeting due by 17<sup>th</sup> April. Yes we discussed that you could not finish on the Thursday as you were assisting marcom, but also you did not complete on the Friday, if you have tasks due, this is when you must work overtime.

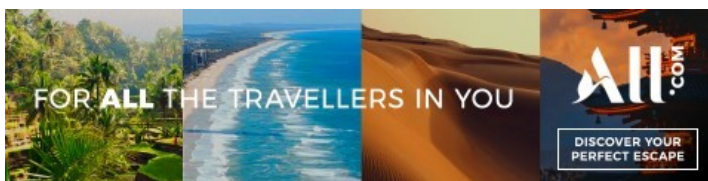
Seems like there is very little work and or timelines being followed, I understand you are off sick on Wednesday the 23rd April, however this work is not due specifically on this day, so I cannot accept one day sick as an excuse for not performing your F&B tasks.

We will require follow up on all due points.

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

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**From:** David DELACRUZ <David.DelaCruz@swissotel.com>  
**Sent:** Thursday, April 24, 2025 5:39 PM  
**To:** Yutaka MORIZONO <Yutaka.Morizono@swissotel.com>  
**Cc:** FORRESTER Steven <Steven.FORRESTER@swissotel.com>  
**Subject:** Re: shun

Dear Morizono san,

Yes, I remember you asked to extend the SH'UN video.  
However, since I needed to pause on some of my work last week to help marcom for the conference, I still have not completed the SH'UN.

I will have it by next week and send it your way.

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

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**From:** Yutaka MORIZONO <Yutaka.Morizono@swissotel.com>  
**Sent:** Thursday, April 24, 2025 5:18 PM  
**To:** David DELACRUZ <David.DelaCruz@swissotel.com>  
**Cc:** FORRESTER Steven <Steven.FORRESTER@swissotel.com>  
**Subject:** shun

Dear David san,

I think I had deadline by 24<sup>th</sup> shun Image Video for you???  
In front Shun

If you have this , lets shear us.

Thank

Thank you.  
Warm Regards,

森園 豊  
Yutaka Morizono  
料飲部 マネージャー

F&B Manager

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