DATE 15 JANUARY 2023

TO **OPERATIONS AND SBU**

FROM ABC OPERATIONS

SUBJECT ABACA BAKING COMPANY PEOPLE DEVELOPMENT UPDATE

OPS-ABC-MA-2024-001

We are pleased to announce the following movements for ABC Operations:

- 1. Endorsement of seven exceptional members of our team for management development programs.
- 2. Alignment of Position from Supervisor to Shift Manager (applied to all brands)
- 3. New Table of Organization effective January 16, 2024
- 1. This is to endorse seven exceptional members of our team for participation in upcoming management development programs. These individuals have consistently demonstrated dedication, leadership potential, and a commitment to our organizational goals as shown in the visits and through the recommendations of their immediate heads.

The selected employees, listed below, exhibit the qualities necessary to thrive in management roles:

- 1. ALIGANGA, ROLAINE FRANCIS
- 2. LIMJAP, JOHN ERICK QUIRUBEN
- 3. PIEZAS, JAN CHRISTOPHER MESINA
- 4. MACASERO, RALPH
- 5. INOCENCIO, APRIL JUNES
- 6. PAULIN, JHONRIEL
- 7. CABIGON, JUNIE

Their participation in management development programs will not only enhance their skills but also contribute significantly to our overall team growth. I am confident that the investment in their development will yield positive results for the entire organization.

2. Furthermore, as part of our commitment to continuous improvement, I propose the realignment of the position of the current Supervisor to that of a Shift Manager. This shift will not only recognize the supervisor's proven capabilities but also streamline our leadership structure, fostering a more efficient and collaborative work environment.

THIS MEMO AND ITS ATTACHMENTS ARE FOR THE EYES OF THE ABACA GROUP EMPLOYEES ONLY























I am optimistic about the positive impact these changes will have on our team dynamics and overall organizational success. Your support in implementing these initiatives is highly appreciated.

3. Please see the attached new table of organization effective January 16, 2024. Click link □ PEOPLE DEVELOPMENT

Thank you for your attention and consideration.

Prepared by:

Ryan Riaza **ABC-Operations** Approved by:

Patrick Henry Corpuz Managing Partner

Checked by:

Paula Nessa Miraflor Training Department

Noted by:

John Kristoffer Grupo **Executive Sous Chef**

THIS MEMO AND ITS ATTACHMENTS ARE FOR THE EYES OF THE ABACA GROUP EMPLOYEES ONLY























ABC CROSS								
POSITION	NAME	JOURNEY	BUDGET	ONHAND	VARIANCE	REMARKS		
RESTAURANT MANAGER	ROJAS, KRISTEL MAY	Previous Experince - OUT at Strangs La Mactan Journey with the Abaca - Strated SA in MAVA last 2016, Transfered in Prus Pho able Imnorth, Affac 2 years transfered in Affac (COCGS for Superious and bocame AFAII in AGC ANN	1	1	0	2		
RESTAURANT MANAGER	SIA, MARIORSY BAGAIN	Previous Experience - The wholescene table at Manila BGC Journey with the Abacs - April 2017 deployed. Stated 2days as Managedal traines in cross. If weeks in ABC-4TH and tweek Ayalia Tertaces. August in Nustac.	1	1	٠	6		
ASSISTANT RESTAURANT MANAGER	BATULAN, MONNAKEA	Previous Experience - OUT at CASTLE PEAK for 2morths, OUT at CROWN REGISTED for immorths Journey with the Aback - Started SA in ABACA 29:7 promoted at CAPTAN WINTERSS 29:19, JR SUPERVISIOR 20:19, SIR SUPERVISIOR 2921 ARM 2022	1	1		9		
SECTION MANAGER	NORAL, JOVELON	Previous Experience - Management Tosinee at Peri Peri Markina Journey with the Abacs - SA and Cashler at ABC-Cross in 2018. Came back this year 2023 as Supervisor in LCH- Cyber then transfered in TGU and Zone before ABC-Cross	1	1	٠	9		
MGM DEVELOPMENT PROGRAM	AUGANGA ROLAINE FRANCIS	Previous Experions - First Job Journey with the Abacs - Started last 2022 as SA in ABC CROSS, got curious and was Pre-Certified Bantas last Concernior 2022.	1	1	٠	9		

ABC AYALA						
POSITION	NAME	JOURNEY	BUDGET	ONHAND	VARIANCE	REMARK
RESTAURANT MANAGER	GREESON, JUDY	Previous Experience - CUT at Pacific Cebu Resort Journey with the Alace - Sented SAnsance in TRYCHATA way bods 2011, One of the opening beam of BECNA and softer a year and half become copies withouts. It was trained after a year and half become copies withouts in sea trained Pack Pop. then careful to Till become Applied for the Pack Pop. then packed to Till become Packed Pop. then claims of Mile Tricked Table Pop. then become SMI in Correctories.	1	1	0	
AGGISTANT RESTAURANT MANAGER	MEDIANA, MAIDIN	Provious Experience - Team Leader for three years in Gorden Tonig Corporation. Journey with the Alback - Statted as Crashier year 2018 got promoted as a Juntar Supervisor year 2018s ABC ARNA. Transferred in ARC SAGE for almost Security ARC Could 19 lockdown got a chance to work at all ABC coffeeshops and worked with	2	2	۰	9
SECTION MANAGER	ROMENA, JUSTINE MAE	Previous Experience - O.IT at Shangri-La Mactan Resort and Spa se a recognitionite, 2nd O.IT at J-park Island Resort and Spa se a service associate - Loursey with the Abaca - I stand ABACA in 2019 as a service seconder, got promoted as a Supervisor in the same year before pandemic.	1	1		9
SECTION MANAGER	FLORES, FRECHELLE	Previous Experience - First Job Journey with the Atlacca - I joined Atlacca as service associate last July 28, 2022. Get promoted as a supervisor affer a year.	1	1	۰	0
MGM DDVELOPMENT PROGRAM	LIMIAN, JOHN ERICK QURLISEN	Previous Experies	1	1	۰	

	ABC FOURTH							
POSITION	NAME	JOURNEY	BUDGET	ONHAND	VARIANCE	REMARKS		
RESTAURANT MANAGER	CALMA, ELISER BORIA	Previous Experience - previous bitanager in a casual clining sentencent. Journey with the Abaca - started last February 2000 as one of the management team in ABC-Fourth.	1	1	0	-		
ASSISTANT RESTAURANT MANAGER	IIIMA, MIYUKI REUYAN	Previous Experience - previously started as a staff and promoted to Management Trainee in one of known Fastfood chain. Journey with the Abaca - started as a Supervisor upon poeming of ABC Fourth until now leading the outlet as a Assistant Restaurant Manager.	1	1	0	2		
SECTION MANAGER	VILLAHERMOSA, SOLAMIT CAHEPIE	Previous Experience - has a CUT experience in Fastfood chain	1	1	0	9		
SECTION MANAGER	estrera, gene	Previous Experience - O.IT at DGF Resort and Hotel for 3 months Journey with the Abaca - ABACA is my first job, Service Associate leaf June 11, 2019 according years, I was promoted as a Supervisor after pandemic until the present	1	1	0	8		
MGM DEVELOPMENT PROGRAM	PIZZAS, JAN CHRISTOPHER MESINA	Previous Experies - last position as a barrender and waiter in Koraan Restaurer. Previously also have experience in Videographeriphospagine. Journey with the Alace - steeled last April 2002 as a Journey with the Alace - steeled last April 2002 as in the Alace - steeled last April 2002 as in the Second S	1	1	0	9		
MGM DEVELOPMENT PROGRAM	MACASSRO, RALPH	Provious Experience - stande as tousekeeping in PHLAM LIFE provious experience as Balani in SIRC, Con-site supervisor in Mang Issues. Journey with the Abbaca - hind last April 2023 trained under Sir Boto and deployed test May 2023 in AIRC Fourth. Once of the main step position in Service Associates and the care do a mospformar position, assigned also in Siar station.	1	1	ō.			

ABC NUSTAR							
POSITION	NAME	JOURNEY	BUDGET	ONHAND	VARIANCE	REMARKS	
RESTAURANT MANAGER		Provious Experience - Work experience abroad as Sar tender, Service Staff and Saskes had work with Shrocashouse and March Group and incoming with Senor Polis. had a small floor Staff Business. Journey with the Abboat - staff or wrising with Abboa last July 2003, hoping to home and enchance my skills.	1	1	٠	9	
SECTION MANAGER		Previous Experience - None Journey with the Abacs Interned as service associate (ceatrier and country) with no experience, getting all the skills and knowledge not just that but also the discipline, leave to details and how you speak prehissionally for an Dywars and now 2years and smorths being a supervisor.	1	1	٠	9	
SECTION MANAGER	ALESNA, JEWELYN ELNAS	Previous Experience - rone Sourcey with the About - her first job in ABACA stanted as a Source Associate in ABC Baseline, after 5 months assigned as OSC. After her months she was promoted as a Supervisor anne outset. Fine was assigned also in ABC Cybergate with Luncheonette, read in ABC Catalina and ABC Std Sesside. Now she is no one of the landers in ABC Charles.	4	1		2	
MGM DEVELOPMENT PROGRAM	INOCENCIO, APRIL JUNES	Previous Experience - SA in Ambience (T park Journey with the About - Started in Abacta crossmants test January 2022 up to date.	1	1	٠	1	

	ABC PASEO							
POSITION	NAME	JOURNEY	BUDGET	ONHAND	VARIANCE	REMARKS		
RESTAURANT MANAGER	UGAN, MANUN	Previous Expenses - CUT IN CITRACO HOTEL AND PASSIMANCE, MINISTRACE CLERK IN COLLEGE OF National Control of College On College On Journal Control of College On The College On Cashine, Standards of AMER AND your 2017 principle as Capital Nation 2018 Assimilar American Standards on Season of College On American College On College On American College On Amer	1	1	0	-		
SECTION MANAGER	YAR ROBERT	Previous Experience - CUT at the valley front hotel year 2015 and absorbed an abeliance and a value's in the restriction; year 2016 to 2017 work as a denote cross at the Justices. Journey with the Abback - States of 2014 in ab Abback - States of 2014 in ab Abback - States of 2014 in ab Abback - States of 2014 in above year 2014 of 2014 promoted as a basic Trainor year 2014-0020 septime with Company in ABC COROLOGY was 2010-2019 promoted as a stone supervisor in the coffice stops stone. And currently leaded in ABC PASCO as a stone supervisor in ABC PASCO as a stone supervisor.	1	1	٠			
MGM DEVELOPMENT PROGRAM	ASSELLA, ANALYN	Previous Experience - First Job. Journey with the Abace - I was hired as SA last January. 2023 at ABC CROSS. And currently assign in ABC PASSIO.	1	1	٠	9		
MGM DEVELOPMENT PROGRAM	PALLIN, SHONREL	Previous Experience - Choobi-Choobi, Asmara, Harbour Chy Journey with the Abaca - I was hined as SA year 2002 then Ravista in-ASC CROSSS currently Assign in ASC PASSO Opening Team as Head Barista	1	1	۰			
MGM DEVELOPMENT PROGRAM	CARIGON, JUNE	Previous Experience - Journey with the Abaca -	,	1	۰			

STORE	NAME	EMPLOYMENT HIGHLIGHTS	РНОТО
ABC-CROSSROADS	ALIGANGA,ROLAINE FRANCIS	Previous Experience - First Job Journey with the Abaca - Started last 2022 as SA in ABC CROSS, got curious and was Pre-Certified Barista last December 2023.	
ABC-AYALA	LIMJAP, JOHN ERICK QUIRUBEN	Previous Experience - 4 months contract at SM Supermarket as a Bagger Journey with the Abaca - Hired as a Service Associate on October 2022. Trained as Barista along the way. Handled the bar after 3-4 months. Worked out at improving on handling the Bar. Also worked out on Service. Pre- certified Barista last December 2023.	
ABC-FOURTH	PIEZAS, JAN CHRISTOPHER MESINA	Previous Experience - last position as a bartender and waiter in Korean Restaurant. Previously also have experience in videographer/photographer. Journey with the Abaca - started last April 2023 as a barista first time on this experience and now one of the key person that leads the bar area. He is also confident on serving the guests.	
ABC-FOURTH	MACASERO, RALPH	Previous Experience - started as housekeeping in PHILAM LIFE ,previous experience as Baker in S&R, Onsite supervisor in Mang Inasal. Journey with the Abaca - hired last April 2023 trained under SIr Bob and deployed last May 2023 in ABC Fourth. One of the mainstay position in Service Associate and he can do a receptionist position, assigned also in Bar station.	
ABC-CROSSROADS	INOCENCIO, APRIL JUNES	Previous Experience - SA in Ambiance IT park Journey with the Abaca - Started in Abaca crossroads last January 2023 up to date.	No. of the last of
ABC-CROSSROADS	PAULIN, JHONRIEL	Previous Experience - Choobi-Choobi, Asmara, Harbour City Journey with the Abaca - I was hired as SA year 2022 then Barista in ABC CROSS currently Assign in ABC PASEO Opening Team as Head Barista	
ABC-AYALA	CABIGON, JUNIE	Previous Experience - Journey with the Abaca -	



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ELIXIUR CALMA

ELIXIUR CALMA

ABC-FOURTH





IICHAEL JORDAN UY ONYOT

JARMAR GOJO AG BERNARD RINGOR DOMINIC ELAGO

ASSISTANT STORE MANAGER

BATULAN, MONNA KEA

SIA, MARJOREY

BAGAIN

GENESIS BARING

KRISTEL ROJAS

ABC-CROSS

JUDY GIBERSON

ABC-AYALA MANILYN LIGAN

ABC-PASEO

MEDIANA, MAILYN

JAYSON TAN

JAYSON TAN

ABC-NUSTAR

IIJIMA, MIYUKI REUYAN

NEW STORE OPENING

ABC-BLOC April 2024