

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, ROLAIN 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**



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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 Mirafior
Training Department

Noted by:









John Kristoffer Grupo
Executive Sous Chef





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THE ABACA GROUP EMPLOYEES ONLY**










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ABC FOURTH						
POSITION	NAME	JOURNEY	BUDGET	ONHAND	VARIANCE	REMARKS
RESTAURANT MANAGER	CAJAL, ELIJAH BROS	Previous Experience previous Manager in a casual dining restaurant. Previous Employer - Restaurant 2020 to present. Previous Title - Manager. Previous Location - City of the Metropolitan area in ABC State.	1	0	0	
ASSISTANT RESTAURANT MANAGER	CAJAL, NIKHIL MEHRA	Previous Experience previous assistant manager and general manager of a casual dining restaurant. Previous Employer - Restaurant 2018 to present. Previous Title - Assistant Manager. Previous Location - City of the Metropolitan area in ABC State.	1	1	0	
SECTION MANAGER	ELLAMBEKKI, SOUMAY CHATTE	Previous Experience previous Section Manager in a casual dining restaurant. Previous Employer - Restaurant 2018 to present. Previous Title - Section Manager. Previous Location - City of the Metropolitan area in ABC State.	1	1	0	
SECTION MANAGER	ESTRADA, GENE	Previous Experience - Out at ABC Restaurant and for 5 years, with ABC Restaurant. Previous Employer - ABC Restaurant. Previous Title - Section Manager. Previous Location - City of the Metropolitan area in ABC State.	1	1	0	
TEAM DEVELOPMENT MANAGER	FEJAL, JAM CHRISTOPHER MANSIA	Previous Experience - Not position as a bartender and general manager of a casual dining restaurant. Previous Employer - ABC Restaurant. Previous Title - Team Development Manager. Previous Location - City of the Metropolitan area in ABC State.	1	1	0	
TEAM DEVELOPMENT MANAGER	MACGREGOR, NATHAN	Previous Experience - Not position as a bartender and general manager of a casual dining restaurant. Previous Employer - ABC Restaurant. Previous Title - Team Development Manager. Previous Location - City of the Metropolitan area in ABC State.	1	1	0	

ABC NUSTAR						
POSITION	NAME	JOURNEY	BUDGET	ONHAND	VARIANCE	REMARKS
RESTAURANT MANAGER	JAYSON TAN	Previous Experience - Work experience almost as long as his tenure. Service staff are trained to his standards. Food quality and service are good and mostly with lower prices. He has a wide range of knowledge and has been able to help the team with their difficulties. He has been able to help the team with their difficulties. He has been able to help the team with their difficulties.	1	1	0	
SECTION MANAGER	GRACESELUBA DING	Previous Experience - He worked on service area in the restaurant for 10 years. He worked on service area in the restaurant for 10 years. He worked on service area in the restaurant for 10 years. He worked on service area in the restaurant for 10 years. He worked on service area in the restaurant for 10 years.	1	1	0	
SECTION MANAGER	ALFRED ERIKUS DING	Previous Experience - He worked on service area in the restaurant for 10 years. He worked on service area in the restaurant for 10 years. He worked on service area in the restaurant for 10 years. He worked on service area in the restaurant for 10 years. He worked on service area in the restaurant for 10 years.	1	1	0	
MANAGEMENT COORDINATOR	PROCHOS APRIL SINES	Previous Experience - She is a graduate of IT from the University of the Philippines. She is a graduate of IT from the University of the Philippines. She is a graduate of IT from the University of the Philippines. She is a graduate of IT from the University of the Philippines. She is a graduate of IT from the University of the Philippines.	1	1	0	

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STORE	NAME	EMPLOYMENT HIGHLIGHTS	PHOTO
ABC-CROSSROADS	ALIGANGA,ROLAINE FRANCIS	<p>Previous Experience - First Job</p> <p>Journey with the Abaca - Started last 2022 as SA in ABC CROSS, got curious and was Pre-Certified Barista last December 2023.</p>	
ABC-AYALA	LIMJAP, JOHN ERICK QUIRUBEN	<p>Previous Experience - 4 months contract at SM Supermarket as a Bagger</p> <p>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.</p>	
ABC-FOURTH	PIEZAS, JAN CHRISTOPHER MESINA	<p>Previous Experience - last position as a bartender and waiter in Korean Restaurant. Previously also have experience in videographer/photographer.</p> <p>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.</p>	
ABC-FOURTH	MACASERO, RALPH	<p>Previous Experience - started as housekeeping in PHILAM LIFE ,previous experience as Baker in S&R, On-site supervisor in Mang Inasal.</p> <p>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.</p>	
ABC-CROSSROADS	INOCENCIO, APRIL JUNES	<p>Previous Experience - SA in Ambiance IT park</p> <p>Journey with the Abaca - Started in Abaca crossroads last January 2023 up to date.</p>	
ABC-CROSSROADS	PAULIN, JHONRIEL	<p>Previous Experience - Choobi-Choobi, Asmara, Harbour City</p> <p>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</p>	
ABC-AYALA	CABIGON, JUNIE	<p>Previous Experience -</p> <p>Journey with the Abaca -</p>	



RYAN RIAZA



MICHAEL JORDAN UY
ONYOT



GENESIS BARING

JAYSON TAN

ELIXIUR CALMA

KEITH ALFETCHE

CHRISTOPHER JOSE

KRISTEL ROJAS
ABC-CROSS

JAYSON TAN
ABC-NUSTAR

ELIXIUR CALMA
ABC-FOURTH

ABC-RUSTANS

ABC-SM

JUDY GIBERSON
ABC-AYALA

ABC-TGU

ABC-SM SEASIDE

MANILYN LIGAN
ABC-PASEO

ABC-ZONE

ABC-CYBERGATE

SIA, MARJOREY
BAGAIN

ABC-GALLERIA

ABC-BASE

ASSISTANT STORE
MANAGER

BATULAN, MONNA KEA

MEDIANA, MAILYN

IIJIMA, MIYUKI REUYAN

NEW STORE OPENING

ABC-BLOC April 2024