

**DATE** : 29 JANUARY 2024  
**TO** : OPERATIONS AND SBU  
**FROM** : ABC OPERATIONS  
**SUBJECT** : ABACA BAKING COMPANY PEOPLE DEVELOPMENT UPDATE  
 (ADDENDUM 01)

OPS-ABC-MA-2024-002

I am writing this letter to highly recommend the following employees for consideration as part of the growing line up in the ABC Operations. Having worked closely and witnessed by their functional head their exceptional skills, dedication, and leadership qualities, made this recommendation.

They will undergo a series of training to improve their analytical mindset, consistency, adaptability in operational challenges ,communication skills, collaboration and ensuring seamless coordination among team members.

I am confident that preparing them will support the leadership needed within the ABC Operations team. These candidates will start wearing white and chef jackets.

Please feel free to contact me if you require any further information.

Prepared by:



Ryan Riaza  
Head of Operations - ABC

Approved by:



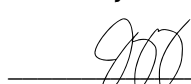
Patrick Henry Corpuz  
Managing Partner

Checked by:



Paula Nessa Miraflor  
Training Department

Noted by:

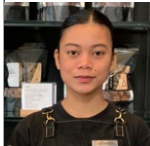




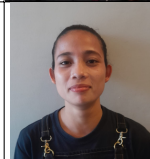






John Kristoffer Grupo  
Executive Sous Chef

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



**THE ABACÁ GROUP**

DEVELOPMENT	STORE	NAME	EMPLOYMENT HIGHLIGHTS	PHOTO
MGM DEVELOPMENT PROGRAM	ABC-CYBERGARE	BORLAZA, ANTONETTE	<p><b>Previous Experience</b> - none</p> <p><b>Journey with the Abaca</b> - started as an SA in Cyber January 2023, equip with barista training, cashiering and guest engagement. Regularized &amp; on her 1yr this month.</p>	
MGM DEVELOPMENT PROGRAM	ABC-SM SEASIDE	CANONIGO, LYNDON	<p><b>Previous Experience</b> - no service industry background</p> <p><b>Journey with the Abaca</b> - started as an SA in abc Seaside, had barista training under MJ and appointed as lead barista in his outlets. Currently Lyndon was eyed to become shift leader. He will be transferred to ABC-Nustar to strengthen the stores lineup.</p>	
MGM DEVELOPMENT PROGRAM	ABC-TGU	TAMPUS, PETER	<p><b>Previous Experience</b> - Fresh graduate, started out as agency hire for abaca 2023. Had banquet on call experience during college days. The first barista from coffeshops who passed the barista pre certification.</p> <p><b>Journey with the Abaca</b> - He used to be very shy and stiffed. Now, he has confident talking to guests, had made a community of regulars in TGU where he is always seeked by them. He's very trainable, and seeks advice especially about life and career paths. He's endowed with bar and well rounded with people by being relatable. Need to tack abaca culture which most newly promoted staffs are missing.</p>	
MGM DEVELOPMENT PROGRAM	ABC-ZONE	MALUBAY, EIRA	<p><b>Previous Experience</b> - service crew for Mr. Humba kiosk restaurant for 7 months. Had an insurance staff job for over a year before abaca. Hired June 19, 2023. Assigned in Red lizard, ABC Galleria now stationed in ABC Zone</p> <p><b>Journey with the Abaca</b> - Being a mother made her know the priorities, by being able to provide for her kid, with these she always see store as her home with her organizing skills and always seek for something to clean. Mature and good yet strict intrapersonal skills. The only issue I had dealt with her was her absences whenever her child is at care though she was able to provide medcerts. Made clear to her the responsibilities of a team lead before signing her in which she acknowledged. Just need to intact abaca culture since most of her companions are newbies</p>	
MGM DEVELOPMENT PROGRAM	ABC-SEASIDE	DONDE, GRACE	<p><b>Previous experience</b> - OJT in Solea hotel.</p> <p><b>Journey with Abaca</b> - started as SA trained by Marvelou, in her 8 months now. Under gone barista and cashiers training. Trained and been doing admin works already side by side with Marvelou. Knows how to train her colleague and supports them. -After she overcome her punctuality challenges, she was able to prove and maintain her good punctuality record. With continuous training from Marvelou, she was able to do her given task accordingly and consistent in in cashiering and admin works. Observed coaching her new colleagues while adhering to company standards and policy. Mature and trustworthy and the same time has positive aura towards guest.</p>	
MGM DEVELOPMENT PROGRAM	ABC-PASEO	ABELLA, ANALYN	<p><b>Previous Experience</b> - First Job</p> <p><b>Journey with the Abaca</b> - She was hired as Service Associate last January 2023 in ABC CROSS, was trained by miss Kristel and Monna to be become an efficient service associate after a few months She was able to manage the station alone during peak hours while managing guest expectation. As she was able to adopt quickly, Monna cross trained her as a cashier and was able to get a result of 100% on Internal Audit during her shift. Prior to ABC PASEO opening she was given an opportunity to be part of pre-opening team.</p>	
MGM DEVELOPMENT PROGRAM	ABC-NUSTAR	CUIZON, JHEA	<p><b>Previous Experience</b> - Internship: Il Primo Italian Steakhouse as Receptionist and Service Associate. Nustar Mall Admin Office Intern.</p> <p><b>Journey with the Abaca</b> - She was hired last July 2023 and joined ABC-FOURTH for her immersion prior for opening of ABC NUSTAR. An individual who looks after the needs of the operation, guest and colleagues. Stand out in guiding her colleagues how it should be done, knows how and what to prioritize during during peak hours. Currently on she is in an ongoing cross-training for cashier.</p>	
MGM DEVELOPMENT PROGRAM	ABC-CROSS	GOMES, CHRISTIAN MAE	<p><b>Previous experience</b> : Abaca 2019 ( Returnee) Igrunge 2021-2022 (cook) Mich Food Hub 2022-2023 (cook)</p> <p><b>Journey with Abaca</b> : started as a kitchen staff and after 7 months promoted as a line cook.</p>	
MGM DEVELOPMENT PROGRAM	ABC-PASEO	MIRO, BARLEY	<p><b>PREVIOUS EXPERIENCE</b> : CHOWKING INC (SERVICE CREW)</p> <p><b>JOURNEY WITH ABACA</b> - I STARTED AS LINE COOK I WORK HARDER THAN WHAT I WANT TO IMPROVE MY SKILLS AND TO LEARN MORE</p>	
MGM DEVELOPMENT PROGRAM	ABC-PASEO	GADAYAN, KRYSTAH LEEN	<p><b>Previous experience:</b> ZARI (Inventory Clerk) Tavolata (OJT) L'muse Restobar (Sous Chef) Tavolata (Kitchen Staff for the first 2 months then became a line cook for 6 months)</p> <p><b>Journey with ABACA-</b> I am a returnee and currently working as a Line Cook for 4 months now.</p>	
MGM DEVELOPMENT PROGRAM	ABC-NUSTAR	YLAYA, JOHN	<p><b>PREVIOUS EXPERIENCE</b> Harbour city Dimsum House Co.Inc-Kitchen Staff - Teleperformance Cebu - CSR The Abaca Group</p> <p><b>JOURNEY WITH ABACA</b> started journey in 2019 as a line cook - 2022 as CDP- recent returnee as line cook at ABC Nustar</p>	