



 **PANDR**

2022

JANUARY - JUNE

DIRECTOR'S MESSAGE

ANTHONY GUNTER

As of 1st of July 2022, the minimum wage has increased by 5.2% and all award rates by 4.6%. This represents an estimated \$7.9 billion in costs absorbed by businesses across Australia.

Then there's the issue that not all businesses are able to pass these additional costs onto their customers or clients.

It's certainly a hard spot to be in for some businesses right now who were already feeling the squeeze of the drawn-out pandemic climate before this mandated wage increase.

It's also never been harder to find the right people for your business. We had the 'great resignation' trailing on the back of our unemployment rate that has fallen steadily from a high pandemic rate of 7.5 per cent in July 2020 to reach 3.9 per cent now. Employees in Australia's job market have never had so much choice since 1974 - the last time we experienced an unemployment rate this low. I've heard from many of Pandr's clients that candidates on-shore are demanding higher rates with less experience than they've ever seen to date in business.

We are certainly happy to be in a position where we can continue to support our clients through this difficult period, filling their vacancies for up to 70% less than salaries being demanded onshore and it's led to Pandr growing by more than double its size in the last 12 months.

We're also filling more traditionally 'onshore' roles than we've ever done before - stuff like electrical engineers, drone operators (for smart farms!) and similarly cool things. This signals to me that the market is truly beginning to shift and that's exciting.

**DIRECTOR'S MESSAGE**

JESSE KING

First and foremost I want to welcome our new clients to Pandr. 2022 has been a year of substantial growth for our business and a lot of our partners as well. As a business, it brings us great joy not only being able to work with you all but more importantly being able to see the value Pandr is able to add to your business.

Additionally, it's absolutely exhilarating to see our long term partners finally able to turn a corner after the troubling last few years. It's been our privilege to be able to support you all in these international challenging times and so exciting to see your Pandr teams growing dramatically in line with your business growth.

At Pandr, we are extremely excited for the rest of 2022 which will see our capabilities to support businesses more than double as we expand into new provinces and access new talent pools.

Thank you for your support and please feel free to reach out if we are able to assist in any way.



THE ART OF GRAPHICS: MASTERCLASS WORKSHOP

By Kaloi Garcia



Week 1

This was the first week of the masterclass workshop. They were introduced to the Adobe Photoshop, and learned how to use the pen tool and different shapes to create images in Photoshop.



Week 2

In week 2, they took their first steps into digital art. From creating vector images of themselves to photo editing and manipulation.



Week 3

In week 3, the focus was on motion graphics. They created a poster, a social media advert and then applied motions to it!



Week 4

The final week saw our graphic designers creating a portfolio of the work they had created. The portfolio showed the evolution of their work and growth over the 4 week master class.



The workshop was conducted by Kaloi Garcia, a Manila based Graphic Designer with over 15 years in the industry.

Excel Training Workshop

At PANDR we focus on upskilling our teammates, so we partnered with Dr. Richard Naje Monreal, an expert in Excel and financial modelling, to conduct a 3 day training for our PANDR's.

The training was focused on developing their skills in creating models and charts using Excel, useful functions and formulas, formatting and other useful tips to improve their knowledge and efficiency.



There are a number of key contributions to successful leaders, but the most important thing is that PANDR teammates should continually improve. All of our management teams, ranging from team leaders to senior management, participate in leadership training to help focus on the important skills they need to effectively run their team. We want our leaders to lead by example at PANDR and ensure they create an environment and culture within their teams to boost morale and get the best out of every teammate.

We love career growth here at PANDR and love seeing individuals hit their fullest potentially professionally. Do you want someone in your team to do a leadership training and start developing them to move up? If so reach out to your account manager to discuss the process.



Leadership Training

As an online community and advocate for women, PANDR is proud to have empowered women all over the Philippines to get what they deserve: a chance to thrive. We've been empowering women ever since, through events like our annual Women's Month celebration.

In March 2022, we threw a month long celebration to acknowledge women of PANDR. Whether they're spearheading a new project at work or managing a family at home, we want to help all of our teammates be inspired to be the strongest version of themselves.





IT'S BEEN A WHILE

Aussie PANDR's visiting the team for the first time post COVID

As the borders have been closed, our Australian team hasn't been able to visit the Philippines office since 2020. But finally, after two years, the border was open, and they could go and surprise the team!

PANDR has grown drastically in size over the last two years so people who had been interviewed and have worked for PANDR for over a year were finally getting to meet the Australian team in person! Now that the borders are back open without quarantining restrictions many of our Australian team are exciting to relocate back to the Philippines!



Great Place To Work.

SMALL CATEGORY

#5

Best Workplaces™ in the Philippines!



MOTIVATION
PURPOSE
METAMORPHOSIS

View the complete list at greatplacetowork.com.ph



SMALL CATEGORY

PANDR Outsourcing

96% My work has special meaning: **this is not "just a job."**

We think PANDR should be the dictionary term for where great people, process and technology meet in the middle.

Too long has outsourcing been associated with bland and boring companies. We bring a new vision to our space. One that is progressive and reflects the conditions needed in a modern-day workforce to produce the happiest and most effective employees (our Pandr A-players!) for our clients. That's the PANDR difference!

Philippines
Best Workplaces™
2022

5

Meet the First Quarter PANDAmazing Awardee

Each quarter we want to reward the best of the best when it comes to our teammates. These teammates go above and beyond their daily tasks and make a significant difference to both their clients and PANDR. We are consistently amazed by the performances of these individuals, companies dream of hiring employees like them so to celebrate their achievements is something we take pride in at PANDR.



May Dianne Cañutal
Administrative Support
of the Quarter



Setrose Fajardo
Finance Support
of the Quarter



Joseph Archie Binamira
PANDAmazing Employee
of the Quarter



Kate Alison Frick
Above & Beyond Awardee

People who've gone above

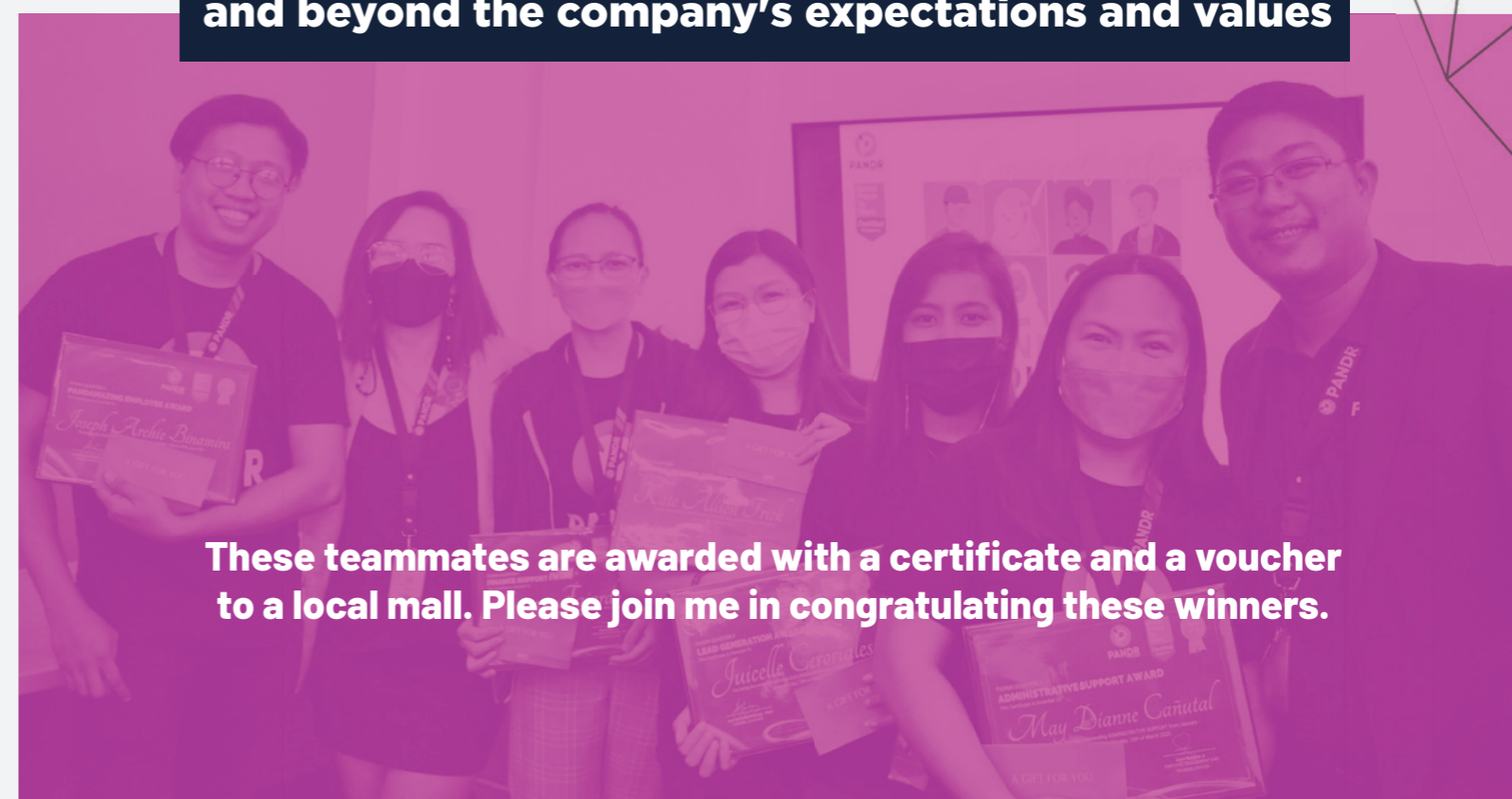
and beyond the company's expectations and values



Jason Engay
PANDAmazing Rookie
of the Quarter



Juicelle Ceroriales
Lead Generation
of the Quarter



These teammates are awarded with a certificate and a voucher to a local mall. Please join me in congratulating these winners.

STRESS 101:

Stress identification, effects, management, and recovery.



A sound mind & body leads to progress of top quality!

We take our employees' #mentalhealth seriously and we want to help them even more. As we grow even bigger as a company, we've plotted quarterly mental health events that PANDRs can use to help assess their wellbeing.

Here's the first webinar this 2022 focused on Stress 101, everything our staff needs to know about stress guided by Ms. Jemimah C. Fundano, Rpm, MAPsy.

Cheers to celebrating our Mental Health!

Cheers to PANDAmazing people!

PROMOTED PANDR's



Marietta Aquillo
Administration Team Leader



Jullan Muñoz
Accounts Coordinator



Raquel Majuelo
Senior Business Assistant



Lorenz Angelo Moya
Developer Team Leader



Jantzein Perpetua Malaya
Social Media Manager



Kharell Charm Duran
Business Assistant



John Raphael Romabon
Lead Generation Level 2



Kristine Joy Bueza
Senior Customer Success Manager

There is nothing we love more than career progression; seeing your teammates grow into professionals within their roles is so rewarding for everyone involved. Please join us in congratulating our promoted PANDR's so far this year! They've all worked hard to get where they are and we couldn't be more proud of them.

If you have someone in your team you believe deserves a promotion, please reach out to your Account Manager to discuss this further.

OUR TENURED PANDRs

5 YEARS
PANDAMAZING



Ana Margarita
BERJUEGA-PANTI

Another thing we like to celebrate at PANDR is our long-term employees. Here are some who have hit major milestones over the last half, please join me in congratulating them on this great achievement.

5 YEARS
PANDAMAZING



Christopher
ANGALA

4 YEARS
PANDAMAZING



Kristine
BUEZA

4 YEARS
PANDAMAZING



Sherrywin
ALBAYTAR

4 YEARS
PANDAMAZING



John
BARRAMEDA

4 YEARS
PANDAMAZING



Miguel
CANALE

3 YEARS
PANDAMAZING



Marietta
AGUILLO

3 YEARS
PANDAMAZING



Jenica Ariane
BONAOBRA

Our Birthday Celebrants

We love celebrating our teammates, especially when it's their birthday! Here are some of our PANDR team celebrating their birthday in this last quarter.



PANDR'S E-GAMES TOURNAMENT 2022

It's never too early for another E-Game tournament at PANDR.

This 2022, our PANDRs have spoken and played Counter Strike! With 8 competing teams, Sentinel placed Grand Winner while Team GW placed on 2nd. Game were streamed live in the PANDR PH Facebook page.

During the finals that took place last April 6-8, 2022, Team Sentinel and Team GW battled it out round after round until a winner was declared. The game was so intense that the final round was just a few points away from a tie.



SENTINEL

TEAM GW





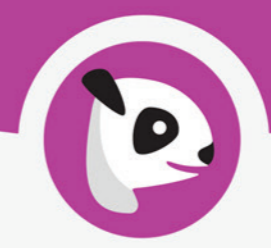
Clients Visit

Clients visiting our office is an amazing part of the PANDR experience! Now that the borders are back open, we are having clients come and visit their teams. There is plenty to do near our office, including ATV rides, local market dinners, hikes, walks along the Boulevard and also spending time in our office with your team!

If you want to come to visit your team in person, please reach out to your Account Manager, who can give you some assistance in the best times to come, hotels etc.

2022

JANUARY - JUNE



PANDR



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