



Great Place To Work®

Certified

AUG 2022-AUG 2023

PHL

Best Workplaces™

Small

Great Place To Work.

PHILIPPINES
2022

Great Place To Work.
Best Workplaces™
Asia
2022



NEWSLETTER 2022

JULY - OCTOBER 2022

best place to work

DIRECTOR'S MESSAGE

As '22 comes to a close I am reflecting on this year, which I think has been an incredibly transformative one from the perspective of what the new normal for office workplaces is, in regards to WFH flexibility.

We won two major industry awards in 22'. GPTW (Great Place to Work®) Top 5 Workplaces in the Philippines, as well as placing in the Top 50 workplaces in Asia, and this was during a time when the majority of our workforce has been working from home. Times are changing!

While there are some companies who are making an effort to bring their staff back to work, we're seeing many more companies continuing to embrace their staff working from home and opening up their new roles on a WFH basis. This is despite most governments around the world relaxing workplace restrictions.

Combining the benefits of working from home with the benefits of working from the office is a powerful combination, with many companies agreeing it's a win-win solution for the employer and the employee. Therefore in response to changes required for businesses to provide workplace flexibility, we've been working on a new product, 'Pandr Anywhere'. Our product team has been hard at work in a bid to bring office-based reliability, plus a highly engaged environment to those staff working from home. This will include:

- Fibre internet, a backup wireless connection, plus a UPS Battery unit that can power the teammate's entire PC setup in the event of any power failures.
- Fully managed enterprise-grade hardware, security and connectivity with rapid remote and onsite technical support 24x7 to ensure rock-solid business continuity, and AI-powered noise-canceling.
- Care package delivered monthly; this will have tasty treats, snacks etc.
- Random deliveries of goodies!
- Plenty of online events with great prizes to keep our teammates engaged with our award-winning culture.

Of course, some companies still prefer entirely office-based environments and I understand that too. I believe that it's a unique choice for every company.

I hope it's been a good second part of the year for our valued clients and a smooth transition into the silly period.

Anthony Gunter



DIRECTOR'S MESSAGE

First and foremost if you're reading this, I hope you're having a great year of business so far! I'm excited to be able to continue supporting you all moving forward.

One of the things I love most about Pandr is the ongoing relationships we have with our clients, employees, and other organizations. We are always looking for ways to grow these relationships, and we're thrilled to announce that this year has been a massive success for the growth and partnerships we have fostered, so, thank you for your support.

I also want to thank all of the clients who have supported us throughout our history. Your referred business is a true show of the trust you have in our service delivery and brings our business a great sense of pride. Your loyalty means so much to us.

Finally, I want to congratulate all of our (and your) staff members for their hard work this year—we couldn't do it without them! I'd like to recognize those who were promoted, those who overachieved for our clients & overall, everyone who enabled our business to be recognised as a Top 50 Workplace in Asia, what an amazing feat.

As always, if you're looking to expand your team, please just reach out.

We are here to help.

Jesse King





PANDR is
**GREAT PLACE
TO WORK-Certified**
for the second time in a row!

Being re-certified validates what we have always believed in as a company - our employees are the center of our organization and the ultimate driving force for our success! This is also a testament to how #pandamazing our company culture is!

97%
of employee say:

“ this is a great place
to work



PANDR OUTSOURCING



We're proud to say that PANDR has been certified as a Great Place to Work for the second year. No two years are the same in the pandemic era, and staying ahead of the curve when it comes to innovation for companies keeping their employees engaged in this new working age is no small feat.



Anthony Gunter
Director



of our employees have confirmed that we have a great workplace culture.



said that when they joined PANDR, they are made to feel welcome.



agreed that we are celebrating special events and milestones inside our company.

Our back-to-back achievement of being a Great Place to Work-Certified is a direct reflection of our organization, which is built on trust and a #pandastic employee experience. Our organization has limitless opportunities, and we will continue striving to become a better place to work.

Congratulations, PANDR Team!



Proudly Ranked
one of the
**Best
Workplaces
Asia
2022**



PANDR is included in Asia's Best Workplaces list for 2022!

We are thrilled to be featured amongst the #BestWorkplaces in Asia. This badge of honour is a testament to our #peoplefirst culture and our unvarying commitment to continue creating an excellent workplace for our employees.

Being re-certified as a Great Place To Work this year and being recognized as part of 2022's Best Workplaces in the Philippines have already been massive milestones for our organization. What an amazing year it is for PANDR!

Together with our management team, we will continue to provide a better workplace experience to our employees.

Congratulations to our #pandamazing team for making this happen!



BASKETBALL • VOLLEYBALL • BADMINTON

PANDR SPORTSFEST

XXX

XXX

TEAM VICTORS

TEAM INVICTUS



On July 23, 2022, we rolled out our first-ever sports fest. The PANDR Sportsfest was held at the University Santo Tomas of Legazpi gymnasium and featured two teams, The Invictus and Victors.

Each team played three games that included badminton, basketball, and volleyball. The Victors took the winner's trophy.

Both teams saw how vital teamwork is when

they meet to complete a task together in real life.

It was a great day to be out as a company, celebrating everyone's talents and some healthy competition. It was a tough competition with the teams fighting it out until the end, but Team Victors was able to take out the win! Everyone is looking forward to next years event and have already started practicing their basketball skills in anticipation!





Mr and Mrs PANDR 2022

Part of our Sportsfest was a pageant, celebrating Mr and Mrs PANDR for 2022.

Ten glamorous participants competed for the first crown of Mr and Mrs PANDR, a well sought out title. After a day of running around and competitions our contestants stepped aside to glam themselves up for the most anticipated event of the evening.

All contestants looked beautiful and handsome, they were all winners. However Harvey and Aubrey stood out from the pack and won out the evening. Congratulations to all contestants in both the pageant and the sportsfest, a day they will never forget!



Clients Visit



A highlight for our teammates is when their client comes to visit, whether it's for a few days or a week, the connection and relationship that is built during that time is priceless.

We highly encourage clients coming over to meet their teams, regardless if you have one person or thirty! Clients who do come over usually find they have less turnover in their teams, it creates an increased motivation and overall higher employee satisfaction.

If you're interested in coming over during 2023, please reach out to your Account Manager who will assist you with recommendations and dates.



PANDR Top Workplaces Asia Celebration

In celebration of the hard work and dedication of all our teammates that make PANDR Great Place to Work Certified and in the best workplaces in Asia.



"Our business is FULL of great people who ensure greater things happen."



In September this year, we were announced as part of the best workplaces in Asia, an achievement that everyone at PANDR is proud of.

To celebrate the occasion we

threw a company wide dinner, filled with Luchon (pig), sisig (sizzling pork) and other local dishes which everyone loves! This night was not to brag about how well we did, but to show our appreciation to every teammate for the hard work that

they put in, and what can happen when everyone works together for a common goal. If it wasn't for their positive attitudes, hard work and dedication, then this is something we wouldn't have been able to achieve.

Meet the PANDAmazing Awardee

Second Quarter Awardee (April-June)



Paul Andrew Duazo
Administrative Support
of the Quarter



Nick Karl Reforsado
Lead Generation
of the Quarter



Justine Martinez
PANDAmazing Rookie
of the Quarter



Ro Nierre
PANDAmazing Employee
of the Quarter



Mayeth Aquillo
Above & Beyond
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.

Third Quarter Awardee (July-September)



Kimberly Cambe
Administrative Support
of the Quarter



Dave Andrew Monreal
Lead Generation
of the Quarter



Jordan Jaromamay
Customer Service
of the Quarter



Jholikka Senora
Finance Support
of the Quarter



Monica Aquino
PANDAmazing Rookie
of the Quarter



Maricris Sarza
PANDAmazing Employee
of the Quarter



Jantzein Malaya
Above & Beyond
Awardee

PROMOTED PANDR's



Ava Czarina Meneses
Talent Acquisition



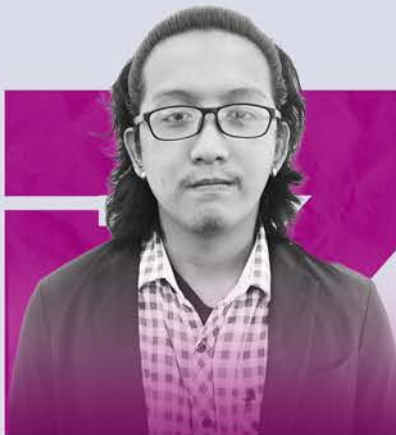
Lorenz Angelo Moya
Lead Developer



Kate Alison B. Frick
Talent Acquisition



Jenrey E. Alamil
Senior Business Assistant



Romerico M. Verga
Business Assistant



Paul Andrew R. Duazo
Assistant Team Lead



Kristin Mae H. Docot
Senior Customer Success Manager - Finance



Eduardo R. Azurin Jr.
Tech Support 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.



Want to promote your staff member?

Great to hear!

I am sure your teammate will be thrilled with the news, but before we can celebrate, there are a few steps to go through to ensure we comply with HR regulations in the Philippines.



Step 1

Agree on a new monthly rate for the teammate and their new job title with your Account Manager.

Step 2

Confirm any additional responsibilities (If required).

Step 3

Agree when you would like this in place from.

Step 4

PANDR's HR team will sit down with your teammate, explain that we have received great feedback from you, and proceed with the formal documentation.

Step 5

Your Customer Success Manager in the Philippines will reach out to you once this meeting has been done, so you can chat with your teammate and congratulate them!

Step 6

A week or so later, they will be presented with a certificate, which your Customer Success Manager will send you photos of!



If you have any questions, please don't hesitate to contact your Account Manager. Otherwise, thank you for supporting your teammates' career and journey both you and PANDR.

TENURED PANDR



John Raphael
ROMABON
3 YEARS



Dominic
BONAOBRA
3 YEARS



Marietta
AQUILLO
4 YEARS



Patrick Neil
PANTI
3 YEARS



John
BARRAMEDA
5 YEARS



Jullan
MUÑOZ
3 YEARS



Paul Lester
DELLOSA
3 YEARS



Ana Margarita
BERJUEGA-PANTI
5 YEARS



Kristine
BUEZA
5 YEARS



Christopher
ANGALA
5 YEARS

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.

PANDR 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 TEAM CATCH UPS

Spending time with colleagues at work and forming relationships can be difficult if you just spend time in the office all day working. Our Customer Success Managers take their teams out for lunches and dinners to spend some quality time outside of work.

If you want to send your team on any extra group outings, reach out to your Customer Success Manager to organise this for you, the process is simple, cost effective and makes a positive impact on your teams.



Do you need your staff member to make and receive calls?



PANDR is an Aircall Partner who are the world's leading VOIP phone system for small and medium businesses. This makes setting up numbers for your users simple and in a matter of minutes.

A flexible voice solution for your business

Everything you need to get started today

Access to call recordings

Email reporting

6 cents per SMS

Call Queuing

Custom Call Greeting (IVR)

Voicemail

Call Distribution Rules

ESSENTIALS

AU\$ **45**

Per Month Per User

For 1,000 minutes of calls per user + unlimited incoming calls.

Available for up to 1 year



PROFESSIONAL

AU\$ **75**

Per Month Per User

For unlimited minutes of incoming and outgoing calls.

Available for up to 1 year



See more <https://aircall.io/pricing/>



Get your cloud-based phone system up and running!



Please reach out to your Account Manager to setup Aircall today.



PANDR



1300 014 383



5/140a Chapel St, Windsor, 3181



www.pandroutsourcing.com