

# INNOVATION LEADS THE WAY IN 2023



**Innovation is the key driver for growth and success. It is the ability to come up with new and creative ideas, products, processes or services that are more customer-centric, sustainable and socially responsible.**

This 2023, we focus on Innovation as an important corporate core value that leads the way to the long-term success of our businesses. By embracing innovation, The Carmelray Group can stay relevant, enhance efficiency and productivity, foster a culture of creativity and learning, and create value for customers, shareholders, and the communities we serve.

Firstly, Carmelray is committed to stay relevant in the dynamic and challenging marketplace. The business environment is constantly changing, and by prioritizing innovation, we are able to identify and seize new opportunities as well as address emerging challenges. Secondly, innovation will enhance efficiency and productivity in our operations. We believe that by embracing innovation, we will be able to streamline our processes, reduce costs, and improve the quality of our products and services. Thirdly, innovation shall foster a culture of creativity, learning, and continuous improvement in our businesses.

We encourage our employees to think outside the box, experiment with new ideas, and take calculated risks so that they can create an environment that promotes innovation and entrepreneurship. This, in turn, inspires our employees to be more engaged and motivated, and foster a culture of learning and development.

Overall, innovation can be a powerful tool for businesses looking to stay competitive and grow in today's rapidly changing business landscape. By fostering a culture of creativity and investing in learning and development, Carmelray's Innovation initiatives leads the way in establishing new opportunities for growth and success.

**“Innovation is the ability to see change as an opportunity- not a threat.”**

*- Steve Jobs*

# CARMELRAY INNOVATE 2023

To kick off the start of 2023, Innovation sessions were held in all Carmelray office locations led by Brian Yulo Ng and Jeane Camacho to launch Carmelray Innovate 2023, a program for all the business units to work with their respective teams to generate innovative initiatives from January to November 2023. These may be products,

processes or services that will improve operations and enhance customer experience. Successful entries will be rewarded by year-end.

Collaboration and teamwork will create high levels of engagement and a strong culture of Innovation for continuous improvement.



**CIP1 EMG:** Mike Carbonell, Mac Dimayuga, Jake Jesena, Andre Apilado, Charise Reblando, Mercy Carreon, Brian, Emily, John Abrades, Cedrric Poral , Ray-el Mariñas, Ervin Ramilo.



**C2I Team:** Kimberly Terrones, PM Quierez, Peddy Palomar, Eddison Soriano, Alfred Silva, Raymart Delag, Erick Kabigting, Carlo Vargas, Jeffrey Paulan, Christian dela Cruz, Cess Olegario, Grace Gamboa, Kimberly Jumetilco, Rickie Sarque, Lea Villanueva, Manuela Eusebio.



**Makati Head Office** headed by Maria Rosario Yulo-Ng, Betsy Gangan, Chito Zaldarriaga, Mila Reyes, Asst of Mike, Grace Ramos, Weng Aglipay, Edna Reyes, Grace, Anna Dela Cruz, Aida, Leo Estabillo, Medel Gutierrez.



**CEI Team:** Headed by Brian Yulo Ng with Luisa Alab, Nicole Corpuz, Jeffrey Sarmiento, Geneva Poliquit, Lorela Dulay, Gina Temprosa, Agnes Linga, Joemar Jaudian, JM Masculino, Jeffrey Baltazar, Jaymar Jaudian, Jose Tolentino Jr. , Rj Lansangan, and Jan Joriell Medalla.



**The Mills Team:** Headed by Chiqui Martin, Arnel Espares, Lea Patalinghug, Romy Marasigan, Sally Sales, Roderick Maqueda, Nicole Bartido and Ella Victoria



**CIP1 Utilities:** Headed by Dio Matibag with Amaita Roxas, Neil Ricafrente, Mark Maranan, Joel Temprosa. Mike Reyes, Allan Purificacion, Dionyl Babasa, Edwin Alcasid

## C.A.YULO AVENUE ROAD COMPLETION



The project covers the construction of 1.4- kilometer, 14-meter-wide additional concrete pavement that can accommodate six lanes that connects to the South Luzon Expressway (SLEX).

The Department of Public Works and Highways (DPWH) recently reported the completion of the road widening project along C.A. Yulo Avenue leading to the Carmelray Estate and other communities.

In the completion of widening C.A.Yulo Avenue, the motorists will be able to utilize 6 lanes highway or 3 lanes per direction, to facilitate better connectivity, as this will significantly promote trade and economic activities in the area. It is now more convenient for Carmelray locator employees and residents to reach their destination expediently.

## A MAJOR MILESTONE FOR NEW ZEALAND CREAMERY INC.

### Linkages Editorial Team

Chito Zaldarriaga  
 Jeane Camacho  
 Ver Lorenzo  
 Ramon Miguel Z. Yulo  
 Brian Yulo Ng  
 Peddy Palomar  
 Rickie Sarque  
 Ana de Lara  
 Mark Maranan  
 Luisa Alab  
 Ervin Ramilo  
 Nicole Corpuz  
 Chiqui Martin

Comments & Feedback:  
[jvcamacho@carmelray.com](mailto:jvcamacho@carmelray.com)

[www.carmelray.com](http://www.carmelray.com)



Congratulations to New Zealand Creamery Inc. who recently commemorated a major milestone, celebrating their 65th anniversary. Above photo shows Mr. Kim Sin C. Ongkauko with Carmelray’s Chito Zaldarriaga and Ramon Miguel Yulo.

# DUALTECH GRADUATION RITES MARCH, 2023

Congratulations to the 2023 Graduates of Dualtech Training Center Foundation Inc. Photo on the right shows the new graduates with Maria Rosario Yulo-Ng, Brian Yulo Ng and Dualtech President Arnold Morfe.

Here is the inspiring graduation speech of Maria Rosario Yulo-Ng, Managing Director of The Carmelray Group during the commencement rites held last March 25, 2023.



Good morning Ladies and Gentlemen, Mr. Arnold Morfe and the board of Dualtech, Graduates and Students of Dualtech, Our beloved parents, guests of the Dualtech Community.

It is an honor for me to be invited again to your school to give the graduation speech. In the 90s, my family had donated the property where the school stands. My father, Ramon A Yulo was a believer in education as the great equalizer. Unfortunately, he passed away at a young age of 54 and was not able to see this land developed bringing educational opportunities. My mother, Carmen V Yulo, my sister Malen, my brother Mike and my other siblings were very pleased when we donated this land, formerly our horse stables to Dualtech in 1991. We believed in the mission of Dualtech to train and educate young boys to have the technical skills so they can have a better life. Then, I remember meeting Jess Estanislao and Arnold Morfe who were instrumental in starting the school. So much has happened in these 40 years and we now see Dualtech celebrating its 40<sup>th</sup> year anniversary last year as it has produced almost 10,000 graduates in its history. Congratulations to Dualtech on this noble achievement!

Your skills training and education for the young boys aged 18-22 has brought forth the potential

of many youth and steered them to be productive members of society. Dualtech has built character through values education and skills training in the youth. Such a worthy education needed by our young people that will last and multiply a hundredfold.

As I speak to the new graduates of this batch, I congratulate you for your achievement. I also congratulate the parents who have supported you in your journey and are proud of what you have accomplished. I also thank the teachers and the mentors in Dualtech who have seen you mature and grow and set you forth to the world.

Graduates of batch 2023, My advice to you as you go out in the world is this:

1. Be courageous and strong. Pursue your passions. Have integrity in all you do.
2. Ask for help and rely on mentors and advisers. We need to collaborate and work with others. Opportunities may come but we need referrals, networks, recommendations from others. Don't be afraid to ask for help.
3. Take the risk. Take opportunities as they come.
4. Work hard. Strive for excellence and quality.

# DUALTECH GRADUATION RITES MARCH, 2023

5. Work well in the companies you are placed and be responsible employees with good interpersonal skills.
6. Be a blessing to others. Give back what you have earned.
7. Let the Lord be your guide. Pray every day as the Lord guides your way.
8. Be grateful to your parents. Honor them and look after them.
9. Keep your values intact. The values of hard work, prayer, generosity, patience, integrity, compassion, camaraderie, empathy and resilience
10. Work for society and for the country and be good examples of Dualtech.

*“Ibalik and binigay sa iyo.”*

I wish you well as you now look out in the world. Try to use your strengths and skills to make a difference and to be good stewards in the new roles you play as employees and managers. Pray and work and keep God in your lives.

I heard that Dualtech is now promoting the Alumni to be the backbone of the school as you help the school to grow and expand and reach more youth who need a help in life. Please be active in Dualtech alumni as you grow your influence.

I thank you for inviting me to witness this special event. I and my Yulo family will support Dualtech in your endeavors and we are here to celebrate your successes.

Maraming salamat.

I end with a quote from Impossible Dream

*To dream the impossible dream.  
To fight the unbearable foe.  
To bear with unbearable sorrow.  
To run where the brave dare not go.*



Dualtech 2023 Graduates with Mr Arnold Morfe and Maria Rosario Yulo-Ng and Brian Yulo Ng.

*To right the unrightable wrong  
To love pure and chaste from afar  
To try when your arms are too weary  
To reach the unreachable star.*

I pray that you all reach for your invisible star so that you can succeed. Stay strong, be brave and make a difference. Develop your character through work and follow your dreams. Hardship is a lesson that makes us tough and builds character and resilience. I hope as you persevere that you become as bright as a star.

Maraming salamat. Congratulations again to the graduating batch of 2023. Congratulations to the parents, teachers and the school community.

To the graduating batch, Go forth and make a difference. Thank you.

Maria Rosario-Yulo Ng  
Managing Director  
The Carmelray Group of Companies

# A BULLISH UPDATE ON THE PHILIPPINE ECONOMY

Dualtech Training Center Foundation Inc. organized an economic briefing with the invitation of special guest speaker, Dr. Bernie Malvar Villegas, a Visiting Professor of IESE Business School in Barcelona, Professor at the University of Asia and the Pacific (UA&P) and Research Director of the Center for Research and Communication, Manila.

Dr. Bernie Villegas provided an inspiring, high level set of insights in a hybrid economic briefing for partners and friends last February 23, 2022 at The Mills Country Club at Carmelray. Together with many viewers online, among the distinguished participants in the audience were the Managing Director of The Carmelray Group of Companies, Ms. Maria Rosario Yulo-Ng; President of the Laguna Chamber of Commerce and Industry, Atty. Rose Coloma; Vice President of People Management Association of Laguna, Ms. Heidi Merez; Mr. Guido Recio, Provincial Director of DOLE Laguna; and the Region 4A Chamber of Commerce presidents and the Officers of Dualtech.

According to Mr. Villegas, the Philippines' biggest economic opportunity for now is to maximize the flow of investments entering the region, as a result of the deepening demographic winters in many industrialized countries in many parts of the world. The veteran economist-professor not only stressed the current health of the economy vis-a-vis rumors of possible recessions, locally or overseas, but also about opportunities and pivot points for the country in the next coming years. In the education sector, there needs to be less emphasis on young people getting conventional degrees, and instead more focus on equipping them with skills and competencies. Thus, there is real demand for more venues of technical skills and vocational training in the future. He then proposed more partnerships in the education sector such as Dualtech and similar institutions.

Source: [dualtech.org.ph](http://dualtech.org.ph)



L-R. Virgilio Lorenzo, Director, Laguna Chamber of Commerce and Industry, Inc.; Dr. Bernardo M. Villegas, Resource Speaker; Ms. Maria Rosario Yulo-Ng, Carmelray Group Managing Director; Heidi M. Merez, Vice President, People Management Association of Laguna, Inc.



Hybrid Session with live audience and online participants.



Dualtech Training Center Foundation, Inc. is a private vocational school project established in 1982 that pioneered in adapting the German Dual Training System in the Philippines.

# THE SYCAMORE STEAM FAIR

## A Celebration of Creativity and Knowledge



On March 11th, The Sycamore, the progressive grade school located in The Junction, held its annual STEAM Fair. The fair showcased student-initiated projects that illustrated science, technology, engineering, arts, and math experiments. Each grade was given a topic, and each group had to create a visual model and experiment to test their topic.

From Grade 1 to Grade 10, students demonstrated their creativity and knowledge through their projects. For instance, Grade 8 student Santino Llamas created a roulette to test the Probability Working Model. Meanwhile, Grade 1 students Alex Campa, Tintan Fernandez, Alexa Iniego, and Rocco Simpao created a Seismograph and presented all about earthquakes. The Grade 9 students Noah Albert and Stephanie Tan built a scale model of the toolway entering Carmeltown, alongside a model of The Sycamore School and All Health Building to show the application of linear equations through the Smart City model of a simple series circuit.



The STEAM Fair was a fun and educational event that allowed students to showcase both their artwork as well as their math and science knowledge through the projects they made in teams. It was a great opportunity for students to apply what they have learned in the classroom to real-life situations, as well as to demonstrate their teamwork and problem-solving skills.

Overall, The Sycamore STEAM Fair was a celebration of creativity and knowledge. It was an inspiring event that showcased the immense talent and potential of our students, and we are proud of each and every one of them. We look forward to seeing more of their outstanding work in the future.

Thank you to all the students, teachers, and parents who made the STEAM Fair a huge success. We can't wait to see what amazing projects our students will come up with next year!  
- BYN



# CEDRRIC'S POND

## The Serene Heart of The Junction

When you're in need of a peaceful retreat from the chaos of everyday life, look no further than Cedric's Pond, the newly redeveloped water feature in the heart of The Junction. Led by our own mechanical engineer, Cedric Poral, alongside the SOG, this water feature is a true masterpiece that blends beauty and functionality.

Cedric's Pond boasts three unique components, including a layered water fountain with multiple spouts that creates a breathtaking cascading waterfall between two levels. The soothing sound of rushing water provides a meditative atmosphere that invites you to slow down and breathe deeply.



playful koi fish swim and explore the abundant plants and water spouts. It's a perfect spot to unwind, reflect, and connect with nature's tranquility.

Cedric's Pond is a true oasis in the heart of The Junction, offering a peaceful haven that promises to leave a lasting impression on all who visit. It's the perfect destination for anyone who craves a break from the hustle and bustle of daily life.

We invite you to experience the beauty and tranquility of Cedric's Pond in person. It's a destination that promises to inspire and enchant, offering a peaceful haven for all who visit. Whether you're seeking a moment of calm or a place to reconnect with nature, Cedric's Pond is the perfect destination. So make sure to include it in your next visit to The Junction, and discover the serene heart of our beloved community. - BYN



The fountain is surrounded by a beautiful stepping stone path that leads to a tranquil koi pond, complete with a handrail for safe viewing and lush plants that enhance the natural beauty of the area.



The water feature is a beloved attraction for families and children, who enjoy watching the





# La Kusina

Comfort Filipino Food

## LENT Specials

Tokwa 2-Ways (BBQ & Adobo sa Gata)  
 Gulay sa Gata na may hipon at Alimasag  
 Stir-fry Singkamas with Kangkong  
 with Tinapa Flakes and Garlic chips

Reg	Family
P230	P650
P200	P550
P165	P320



## 2 PULUTAN & A BUCKET

FOR ONLY P 575 / BUCKET

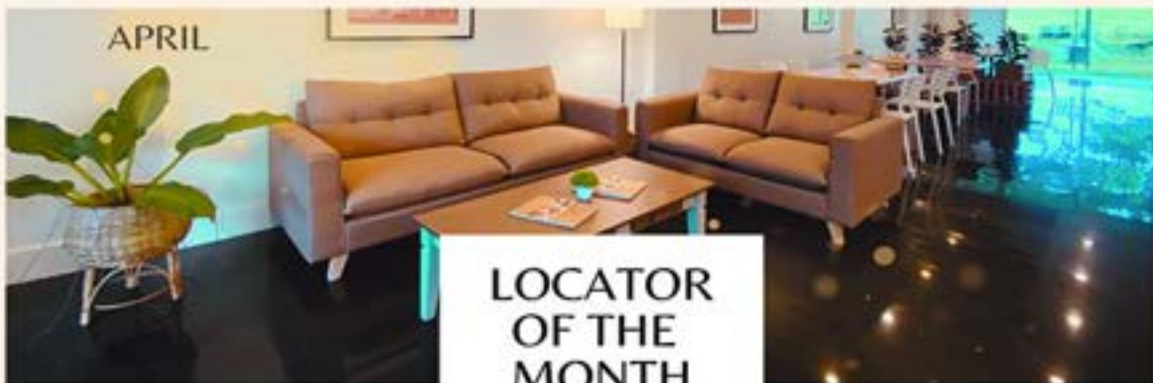
AVAIL A BUCKET OF SIX, GET (1) PULUTAN OF THE DAY &  
(1) PULUTAN OF YOUR CHOICE

CHOOSE FROM THE FOLLOWING:

CHICHARRON BULAKLAK | SIZZLING TOFU | MUSHROOM AJILLO KROPEK | CHEESE STICKS | FRENCH FRIES | NACHOS WITH GARLIC MAYO SISIG | BEER NUTS | CHEESY BUTTERED CORN | TOFU IN TERIYAKI SAUCE



APRIL



LOCATOR  
OF THE  
MONTH



Your employees may avail a 10% discount for Food and Beverages  
by presenting their Company ID / School ID

Terms & Conditions may apply

# A SWEET AND ROMANTIC VALENTINE'S WEEKEND AT THE JUNCTION

Love was in the air at The Junction this past Valentine's weekend, with three days of fun-filled events that brought the community together. Organized by Brian Yulo Ng and Nicole Corpuz, the weekend was a success, with good crowds for all three events on different days.

On Friday, February 10th, we kicked off the weekend with the Eats & Beats Acoustic Night, featuring live music by the talented Hermanos Band, with our own Architect Dionyl Babasa! Guests were treated to a romantic outdoor dining experience at La Kusina at Carmelray and Cafetalista, where they indulged in the sweet sounds of love while enjoying delicious food under the stars.

The following day, Saturday, February 11th, we hosted a Movie Under the Stars event, featuring the classic film Titanic. Families and young kids were able to grab their picnic mats and enjoy an outdoor screening of the film in our open garden area. Guests enjoyed light food and drinks while watching the epic love story of Jack and Rose unfold on the big screen.

Finally, on Tuesday, February 14th, we ended the weekend on a high note with Dance the Night Away, an event that brought together couples and singles alike to dance the night away. Our dance instructors were on hand to help keep the party going, and guests enjoyed a wonderful Valentine's evening with delicious food catered by Chef Jan Jorielle of La Kusina Restaurant.

The Valentine's weekend at The Junction was a true celebration of love, community, and togetherness. We were thrilled to see so many people come out to enjoy the events, including After Work Locators for the acoustic night on Friday and a group of older people alongside the Valentines Dining on Tuesday. We hope to continue bringing the community together for many more memorable events in the future.

Thank you to all who came out to celebrate Valentine's Day with us at The Junction, and we can't wait to see you at our next event. Stay tuned for more exciting happenings coming your way! - BYN



# A COURTESY VISIT AT SAN RAMON ELEMENTARY SCHOOL



Last February 2, 2023, a team representing the Carmelray Management Group led by Bong Macabanti, Chito Zaldarriaga and Ver Lorenzo headed to San Ramon Elementary School located at Kapayapaan Village to donate water buckets for the use of the school children.

The group was warmly welcomed by the young elementary students who showed their appreciation and gratitude in a simple program hosted by their School Principal Sandra B. Estimada and Administration Officers.



*Holy Week*  
SCHEDULE

In observance of the Holy Week, please be guided of our mall hours

April 06, 2023 (Maundy Thursday)	8am to 9 pm
April 07, 2023 (Good Friday)	8am to 9pm
April 08, 2023 (Black Saturday)	7am to 11 pm
April 09, 2023 (Easter Sunday)	7am to 11 pm
April 10, 2023 (Day of Valor)	7 am to 11 pm

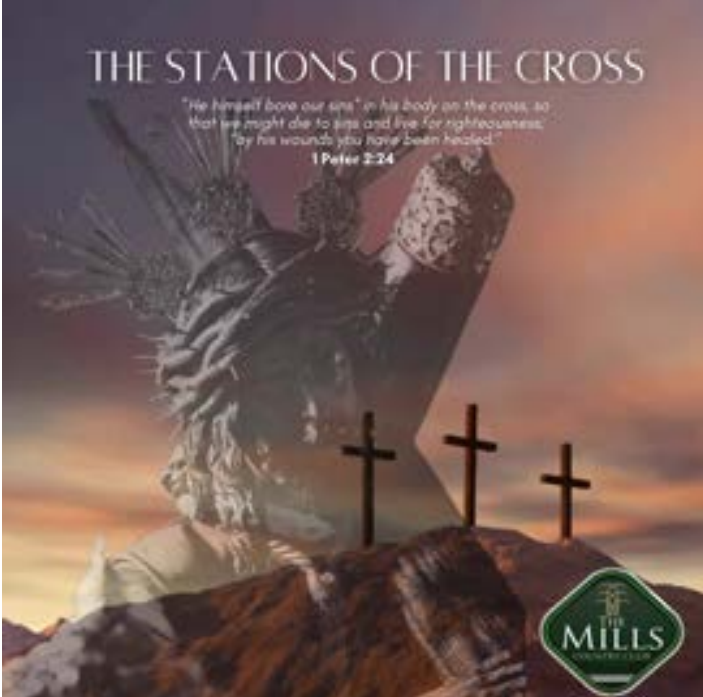
Operating hours of selected stores may vary, follow our Facebook page to stay in the loop of Junction's latest updates.


<https://tinyurl.com/JunctionatCarmelray>

 THE JUNCTION

THE STATIONS OF THE CROSS

*"He himself bore our sins" in his body on the cross, so that we might die to sins and live for righteousness; "by five wounds you have been healed."*  
1 Peter 2:24



 THE MILLS

# JOIN THE SUMMER SPORTS CAMP AT THE MILLS

**TENNIS LESSON**

Every Saturday and Sunday  
from 7:30 AM to 5:00PM

LEARN HOW TO PLAY TENNIS  
WITH COACH PAULO

\*Individual and Group Sessions  
are done hourly.

**Register Now!**

**BASKETBALL CAMP**

IMPROVE YOUR SKILLS,  
GAMEPLAY & SPEED!

COACH JAIME

**BADMINTON LESSON**

**RATES**

Group Training	Php 4,500.00	10 sessions
Individual Training	Php 5,000.00	10 sessions
Trial Lesson	Php 400.00	1 Hour

**SCHEDULE** Every Sunday

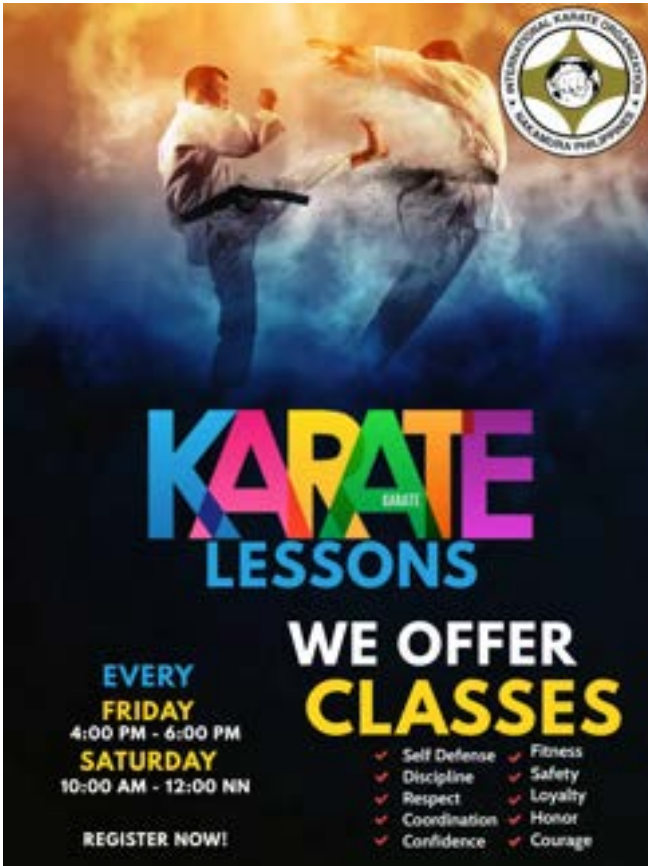
Individual Training :	1PM to 2PM 2PM to 3PM
Group Training:	3PM to 5PM

Serve. Set. Spike it!  
That's the way we like it!

**Volleyball Clinic**

ENJOY while learning  
the fundamentals  
of Volleyball

# JOIN THE SUMMER SPORTS CAMP AT THE MILLS



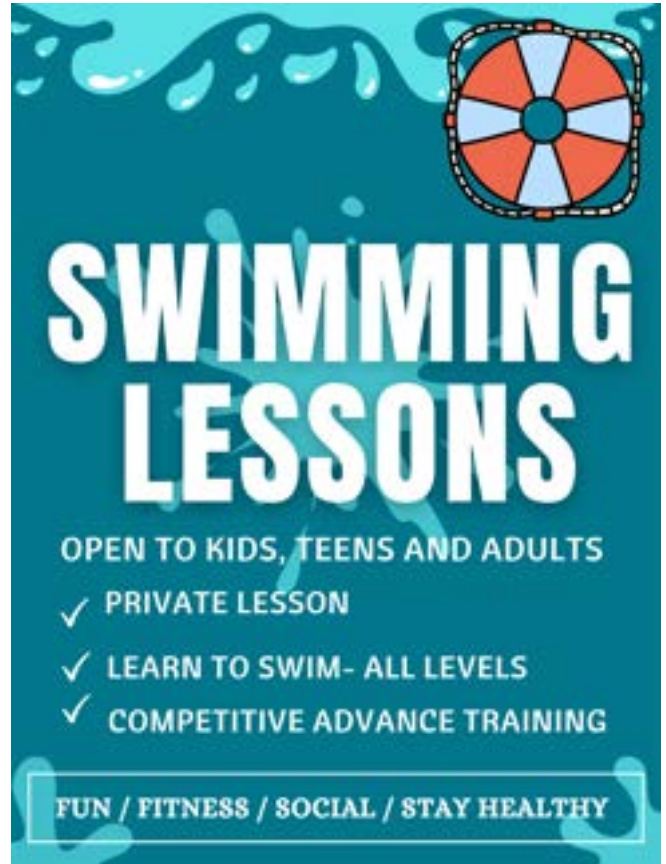
**KARATE**  
LESSONS

**WE OFFER CLASSES**

EVERY  
**FRIDAY**  
4:00 PM - 6:00 PM  
**SATURDAY**  
10:00 AM - 12:00 NN

REGISTER NOW!

- ✓ Self Defense
- ✓ Discipline
- ✓ Respect
- ✓ Coordination
- ✓ Confidence
- ✓ Fitness
- ✓ Safety
- ✓ Loyalty
- ✓ Honor
- ✓ Courage



# SWIMMING LESSONS

OPEN TO KIDS, TEENS AND ADULTS

- ✓ PRIVATE LESSON
- ✓ LEARN TO SWIM- ALL LEVELS
- ✓ COMPETITIVE ADVANCE TRAINING

**FUN / FITNESS / SOCIAL / STAY HEALTHY**



APRIL 09 (SUNDAY)

# Easter EGG HUNT

**FOOD • GAMES • PRIZES**  
**THE MILLS COUNTRY CLUB, INC.**  
STARTS AT 3PM | PHP599.00 PER HEAD

FOR REGISTRATION & INQUIRIES:  
0945-268-2937 / 0939-365-1724



*Where we want to be*

**For Registration & Inquiries**

**0945-268-2937**

**0939-365-1724**

**ask@themillscountryclub.com.ph**



# Join Us Be a Member

## The Mills Country Club

Unity Avenue, Carmelton,  
Canlubang, Calamba City,  
Laguna



## FACILITIES & AMENITIES

- Basketball Court
- Outdoor Volleyball Court
- Ventilated Badminton Courts
- Tennis Court
- Function Room
- Board Room
- Swimming Pool
- Fitness Gym
- 8 Lane Bowling Alley
- Locker Room
- Sauna & Jacuzzi
- La Casita Guest House

[www.themillscountryclub.com.ph](http://www.themillscountryclub.com.ph)

For more information, please call us: 0945-268-2937/0939-365-1724