

Welcome 2023



Christmas and New Year was noticeably enjoyed by everyone. Celebrating and spending time with their families and friends leaving the stormy years behind. It is not about returning to pre-pandemic normality as much as it is a new beginning, a joyful and meaningful one indeed. On the first day of work 2023, each and every one has refreshed and recharged through the New Year with a steadfast passion to do good to others and to ourselves. This would be deemed highly with regards to the social aspect of the work culture in Kelphil. Just because another year passed by does not necessarily mean that change shall not be embraced and just be settled with what we have going on right now.



A constant reminder to keep in mind is that pursuing change and improvement shall be a required aspect in our lives to keep us grounded, mentally stable and to become a better version of ourselves.

The family we have bonded with in KELPHIL would prove itself to be the bond that lets every single member of the group be a part of a positive change within the work culture. To our friends, to our families at home, and to our family here at KELPHIL — 明けましておめでとうございます! ■

Holiday in Japan

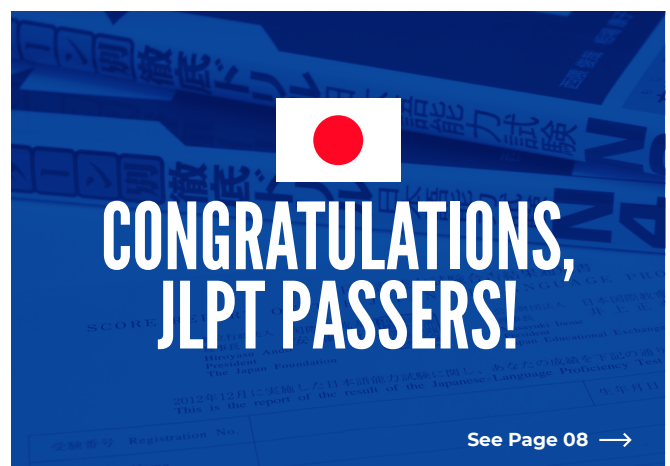


Trainees had the opportunity to spend our holiday celebrations in the mountains of Gifu — vast white plains of pure snow, the great mountains covered by snowy pine trees. ‘Shirakawa-gō’ is one of UNESCO’s world heritages sites and features pointy thatched houses called ‘gasshō-zukkuri’.

Some were able to experience snow for the first time. As most of them are civil engineers, they made the task of creating a snowman like an actual project, where someone took on the role of a foreman, masons, others gathered twigs, and overall, it was a great team effort.



Though far from home and traditional celebration of these holidays, all are happy to have spent this time together. ■



See Page 08 →

KELPHIL Enjoys Filipino Culture-Themed Christmas



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I am grateful to all of you. Thank you all for your hard work this year. Kelphil is a company that values its employees. See you next February!
– President Araki

DECEMBER 16, 2022 — KELPHIL culminates another successful year with a Contemporary Filipino Culture-themed Christmas Party. Everyone attended in their traditional Filipiniana attires. The selection of the Best Dressed (Mr. Warren Amora and Ms. Brell Sigua) and Star of the Night (Mr. Billy Nerbal and Ms. Avaiden Obon) were chosen by Miki-san and Hoshina-san as they savor the Lechon they had just tried for the first time.

New employees also prepared a short presentation. Among the two groups, one of them was selected by Kelphil group leaders as the best performer. It was also announced who the Post Card Making Contest winners were. Mr. Allan Reyes secured the 1st place spot. There are also lucky employees who won thirteen amazing and superb raffle prizes. Mr. Mark Patcholo Poyaoan won the grand prize, a 55" smart TV. Before the event ended, more awards and prizes were given, making the employees more enthusiastic and thrilled.



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The experience of physically celebrating the Christmas Party felt surreal after two years of celebrating it virtually. It is absolutely another fun and memorable experience. ■

KELPHIL Turning Hybrid



KELPHIL launches the "Hybrid Work Setup," this will allow employees to both work in the office and to work remotely at the convenience of their home on rotational schedule, starting January 23, 2023.

This offers a more flexible and modern approach to drive more productivity and engagement to help our company operate efficiently as result. Initial orientation and test runs were conducted by technical support to explore and understand this transition.

KELPHIL devised this setup to maximize an individual's ability to excel at their job while working from home, as well as for the employees' welfare, such as improving work-life balance.

JLPT is Back

On December 4, 2022, Kelphil employees participated in the Japanese-Language Proficiency (JLPT) Test that was held at the De La Salle University Manila, Philippines and in Japan. Kelphil Inc. as a Japanese-related company, part of the program for development, employees are inspired to participate in the JLPT.

Kelphil had a total of 51 individuals who took the exam. Fortunately, 34 of those examinees passed the exam.
おめでとうございます! ■

(See Successful Examinees on Page 08 →)

Japanese Visitors

Kelphil's new president — Araki-san, though was unable to visit the office more frequently because of the lockdown in the Philippines. He had the opportunity to get to know each Kelphil employee personally.

Number one order of business is to urged everyone to speak and practice Japanese language more frequently in order to improve their ability to communicate with our Japanese counterparts. Surprisingly, he also tried to eat a durian fruit and shared it to everyone and presented chocolate 'omiyage' to employees.

Additionally, Matsui-san and Okada-san from Fukuyama also visited. Together with the Civil Structural West Group, they discuss about the current projects and future collaborations. Overall, the visit from Araki-san, Matsui-san, and Okada-san was a success. ■

Vaccination Drive



For more than six decades, getting an annual flu shot has been the best way to prevent the flu. Kelphil, in collaboration with Maxicare, held a vaccination event on November 30, 2022 (Bonifacio Day).

The vaccination lasted 4 hours, from 11:00 am to 3:00 pm, Nurse Arnel Gardauce Bonga administered the vaccines. A total of 64 people was vaccinated, with 50 of them being Kelphil employees and 14 being Maxicare dependents. ■

Service Awardees



Mark Patcholo Poyaoan

"Thank you KELPHIL for granting me a gracious award of appreciation on my 5th year of service in the company. I can briefly say in my stay that, "In KELPHIL, when employees talk, the management listens." Rest assured that I shall continue to abide on KELPHIL's goals and objectives for the coming years. I do hope for more fruitful years of journey that will be beneficial for the company organization and for myself.
本当にありがとうございました。



Brell Sigua

"Receiving a loyalty award is a significant milestone in my life. I want to give my sincerest gratitude to the company and to everyone who encouraged me. I'll continue doing my best in the future."



Shalimar Sepe

"I am truly grateful to Kelphil for all the doors opportunities they have opened up for me. My hardwork was also acknowledged and appreciated, something I did not expect but really warmed my heart. These opportunities and acknowledgements, big or small, helped me grow as an engineer and as a person. Hoping to celebrate more service awards in Kelphil! Thank you Kelphil!"



Warren Joseph Amora

"I am immensely humbled to be receiving this service award. This plaque sincerely acknowledges my effort, and it is a huge admiration. I am exceedingly overjoyed to receive this great honor. I want to give my sincere thanks to our Japanese Bosses who gave their trust on me, to all the Leaders who help me grow, be responsible and accountable, and to all the groupmates who supported me to get this far."

Service Awardees



Gaizel Relova

"I am truly humbled to be part of a company who inspires and shapes me for where I am today. I would like to express my heartfelt gratitude to the management, bosses and all my mentors who are continuously trusting and believing in my capabilities. I am grateful to my groupmates who are very supportive and cooperative. In my 15 years of working in Kelphil is like a rollercoaster ride, though it's not as easy as it seems, it taught me to be patient and never give up. There is no easy job, but if you put your passion, love and effort into it, it become one."



Jehlie May Perez

"Thank you Kelphil for this award. It motivates me to continue to work hard. Cheers to free breakfast!"



Aiza Michelle Canlas

"Thank you Kelphil and Management for giving me an opportunity to be part of the Company. Also, I would like to thank Kokuyo Group as they are big part of my milestones in Kelphil. I will continue to do my best, and happy to be part of many changes in Kelphil as time goes by."



Jebe Sepida

"I'm always grateful for the 20years in KELPHIL. All the wonderful memories I shared, all the amazing people I worked with, all the new information I learned and all the happiest experience I went through, I owe it all to KELPHIL. Thank you so much KELPHIL for the 20years I've been there, and here's to another 20 more years!"

Something to Share



'Fitness Balls' In the Office

Last Jan 11, 2023, Fitness balls were introduced to KELPHIL, Inc.'s employees. Fitness balls are good alternatives for chairs at work. To use a fitness ball properly, one must sit on it for at least 30 minutes, bounce slightly and maintain balance on the ball. The benefits of using it correctly makes one find his/her neutral spine position, correct his/her posture, increase abdominal and muscle strength, boost balance and stability, and enhance the overall flexibility and strength of one's core muscles. ■

Congratulations to Our New Regular Employees!



The last 6 months have been a great journey for me as a trainee here in Kelphil. I would like to thank all of you for accepting me and giving me this wonderful opportunity to be part of this growing company. 信じてくれてありがとうございます。今日からも頑張ります。

— Avaiden Obon



Thankful for the opportunity to be part of this growing company. Your belief in me has increased my confidence. I feel more than capable to handle my work. I am grateful to my immediate head and colleagues for giving me mentorship and support whenever I asked for it. Thank you Kelphil!

— Charissa Bacuetes



Working at Kelphil, Inc., made my character and working skills get progressively better. Each one of my group members is proficient at skills that they're best at. They do not hesitate to pass on their learnings. I think this is one of the reasons Kelphil has a healthy working environment.

— An-Julia Ulip

Congratulations to Our New Regular Employees!



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I've gained a lot of knowledge about Japanese culture, which I can use in my daily life. I also develop as an individual and a group member because my groupmates are approachable. I felt valued by the company's employee-centered culture. I hope to experience more career growth in the future.

— Loislei Pineda



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Looking back in the past 5 months, I realize how much I've grown as an individual working here at Kelphil in such a short time. How much my skills, personal and technical, have improved. I am looking forward to the continuous productive working relationship with Kelphil in the future and I am hoping to keep having fun in the process.

— Jerimae Velasquez



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First and foremost, I would like to express my sincerest gratitude to Kelphil for granting me the privilege to work here, being one of the members of Kelphil family opens a lot opportunities for my growth as an individual and as a young professional. Working with different and genuine people keeps me inspired and motivated each day. I hope that in the coming days and years, we shall all prosper more and achieve greater heights.

— Patrick Vasallo



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Working at a company with a positive workplace culture undoubtedly helped me develop. I still have some areas where I need improvement, but over my five months at Kelphil, Inc., I was able to develop my work ethic and character.

— Eduardo Dalusong Jr.

JLPT Successful Examinees

N2	N3	N4	N5
Kenneth Gayados	Carmela Piando Clarenz Elamparo Dianne Repia James Mark Gonzales Mark Patcholo Poyaoan Michelle Santos Shaider John Antiquin	Abner Aslee Lopez Catherine Reyes Gaizel Relova Giaan Carlo Antonio John Levie Manalad Kris Alyssa Salazar Ma. Elizabeth Ann Uy Nicole De Los Reyes Rienkee Sindayen Roniel Miranda Sean Grace Ramos Warren Joseph Amora	Alvin James Arboleda Avaiden Obon Carlo Rosal Evangeline Del Mundo Herme Vallerie Patulot Ivanne Manalo Jarrie Arriane Mactal Julianne Nicole Cometa Marco Samaniego Rinna Mae Romero Ron Jairus Nalunat Roselyn Anonical Shane Hilary Abado Yra Mae Andicoy