

## Kelphil Summer Outing 2024

As the warm breeze of summer rolls in, so does the opportunity for workplaces to organize outings for their employees. This year's summer outing was held at Masamirey Cove Resort in Sual, Pangasinan last May 4-5, 2024.



Employees were divided into five groups (Pink, Green, Blue, White, Yellow) to participate in various games (Cheering, Fruit-Puzzle-Taiso, Nihonyo, Hit me with Talong, Tumpakners, and Endangered Species) to build cohesion not just among the groups, but to all of the Kelphil staff.



After the games ended, Kelphil employees relaxed and get re-energized from the Masamirey's amenities.



The group who hailed champions for this year was Team Pink, followed by Team Yellow, Team White, Team Green, and Team Blue, respectively. In conclusion, summer outings are more than just a day of fun—they are a powerful tool for enhancing workplace dynamics and employee well-being. By fostering team cohesion, boosting morale, encouraging work-life balance, fostering creativity, and promoting employee appreciation, these outings contribute to a positive and thriving work culture. After all, a happy and connected workforce is the foundation of a successful organization. ■

## A Legacy of Leadership: Recognizing Mr. Miki's Impact and Contributions



In a heartfelt send-off, Mr. Miki, concluded his tenure as Executive Vice-President on May 7, 2024. His departure signifies the close of a significant era in Kelphil marked by outstanding accomplishments, profound guidance, and enduring influence.

Under Mr. Miki's guidance, the company has achieved significant milestones, from surpassing targets and expanding market presence to fostering a cohesive and dynamic work environment. His leadership style, marked by empathy, integrity, and a commitment to empowering others, has left an indelible mark on all who have had the privilege of working alongside him.

Reflecting on his departure, Mr. Hoshina, remarked, "I would like to thank you ( Miki-san) for the guidance you've provided not only to me but also to the staff in various ways. We will continue to work together as one to further develop KELPHIL while enhancing the office environment and shaping the company's future. Your sustained health throughout your stay, free of any injuries or illnesses simply demonstrates your youthfulness. Even if you return to Japan, please continue to do your best as an active member. Again, thank you very much for your hard work."

## A Legacy of Leadership: Recognizing Mr. Miki's Impact and Contributions (Continued)

Also reflecting on his departure, Ms. Carmela Piando remarked, “いろいろの世話、大変ありがとうございました。Mr. Miki is not just approachable but also a:

**M**entor

**I**ntelligent

**K**ind & Keen

**I**nspiring boss

My warmest gratitude for all the help, support and encouragement you had given to Kelphil, Inc. especially to the Structural - West Group. Though your stay in Kelphil office was quite shorter than expected but the presence was felt all throughout. I hope you enjoyed your stay in Kelphil and in the Philippines as a whole. Looking forward to seeing you again sir in the future. 今後とも宜しく申し上げます。”

As Mr. Miki embarks on new endeavors, he leaves behind a legacy of excellence and a lasting impact on Kelphil Inc. His contributions will be fondly remembered, and he will be greatly missed by all.

The entire Kelphil Family extends heartfelt wishes to Mr. Miki for continued success and fulfillment in his future endeavors. Though he may be leaving Kelphil, his influence will endure as a guiding light for years to come. ■

## President Araki's Dynamic Business Travels: A Fusion of Work and Fun



President Araki's recent office visit marked his second business trip of the year at the Kelphil Office on April 29, 2024, standing out for its blend of business and fun. Alongside discussions, Mr. Araki brought Japanese snacks, fostering a warm atmosphere and camaraderie among employees. ■

The highlight of the visit was an impromptu BINGO game, adding a fun element to the day. Winners received treats from Araki-san himself. This combination of professional engagement and lighthearted interaction left a lasting impression on the team, eagerly awaiting Araki's next visit for more memorable experiences and shared moments. ■



## Kelphil Embraces Workplace Flexibility: Introducing Free Address

In a bold move towards fostering a more dynamic and collaborative work environment, Kelphil, Inc. has announced the implementation of free address in the office. In the middle of April 2024, Kelphil launches the Free Address which was first introduced to Kokuyo 1 and Kokuyo 2 Group. This innovative approach to office layout signals a transition from traditional fixed desks, offering employees the freedom to choose their workspace based on their daily tasks and preferences.

The shift towards free address seating reflects Kelphil's commitment to adaptability and employee empowerment. By removing the constraints of assigned seating, the company aims to promote flexibility and creativity among its workforce. Employees are now encouraged to move freely throughout the office, selecting an environment that best suits their needs for the day.



*"I've never experienced the hybrid work setup in my previous workplaces, so when the news broke that our company will incorporate the remote work set-up and free address, I was frankly excited and a little sad. Excited that I'll be able to spend more time with my family as well as my cat, and a little sad because there will be no more workstation personalization which I enjoy. The first initial weeks were kind of challenging because setting up and closing down our office workstation takes up time every single day. But change comes with adjustments, and adjustments lead to the normalization of the chore. Overall I am quite happy with our set-up!"*

By Ms. Marifer Victorino of Kokuyo 1



*"As a long time in an assigned seating office, this free seating set up is like a breath of fresh air. New environment for me, not to mention the new tables! It allows me to be flexible and communicate face to face with my officemates. The downside was the time wasted in unpacking belongings."*

By Ms. Jehlie May Perez of Kokuyo 2

To support the transition, Kelphil has invested in versatile furniture solutions and individual laptops for each employee. Additionally, the company are still continuing the hybrid set-up to all regular employees which has lots of good feedback.

The introduction of free address seating marks a significant milestone in Kelphil's journey towards a more progressive and employee-centric workplace. As the company continues to embrace change and innovation, it remains committed to creating an environment where every employee can thrive and contribute to the company's success.

With Kelphil leading the way, the era of fixed desks may soon become a relic of the past, as more companies recognize the benefits of flexibility and autonomy in the modern workplace. ■

## Introducing Our New Office Uniform: Elevating Comfort and Professionalism



In a bid to enhance workplace comfort and professionalism, Kelphil has introduced a contemporary office uniform for its employees. The new attire aims to strike the perfect balance between style and functionality.

Gone are the days of restrictive dress codes; the new uniform prioritizes comfort with breathable fabrics and flexible designs, ensuring employees can move seamlessly throughout their workday. At the same time, it maintains a professional appearance, exuding sophistication and style suitable for any professional setting.

The introduction of the new office uniform signifies a noteworthy achievement for Kelphil, underscoring its commitment to cultivating a contemporary, inclusive, and progressive workplace atmosphere. As employees embrace their updated attire, they embark on a path towards a workplace that is both stylish, comfortable, and environmentally conscious. ■

## Insights from AOTS Trainees

In the previous year, a new group of AOTS trainees ventured to Japan for technical training, seeking to enhance their skills and embrace the country's language and culture. Their training came to a close this year, and they subsequently returned to Kelphil in the first quarter. Now, let's delve into their insights on the training program and gather valuable advice for incoming AOTS trainees.



*During our time in Japan, we learned the importance Japanese supervisors place on work quality over speed, emphasizing meticulous review before submission. For relaxation, I found comfort in watching movies and playing console games. To incoming AOTS Trainees, I recommend improving Nihongo communication skills, maintaining thorough notes, seeking clarification when needed, and allocating time to explore Japan's offerings.*



*During my training at Fujiki Tekkou in Japan, I acquired in-depth knowledge of steel structures, mastering tasks such as creating standard drawings—a new skill for me. Collaborating with colleagues and visiting project sites further enriched my understanding. In my leisure time, I enjoyed watching Korean and Japanese dramas. To incoming AOTS Trainees, I recommend immersing yourself in training while prioritizing your well-being and savoring the experience to the fullest.*

## Insights from AOTS Trainees (Continued)



### Julianne Nicole Cometa

Of Fujiki Business Unit assigned at Fujiki Tekkou Niigata, Japan

*In Japan, I gained valuable work-related skills and knowledge that I'm eager to share with my Kelphil groupmates. Biking and discovering new eateries were my preferred pastimes. To incoming AOTS Trainees, I advise embracing cultural and linguistic differences, staying adaptable, and finding joy in the journey despite initial hurdles.*



### Roselyn Anonical

Of Fujiki Business Unit assigned at Fujiki Tekkou Niigata, Japan

*During my time in Japan, beyond technical expertise, I've amassed valuable life lessons to share with my Kelphil peers. Movie-watching was my go-to hobby during downtime, offering a comforting escape. To new AOTS trainees, I suggest avoiding overpreparation and mentally preparing for the adjustment, assuring them Japan will cater to their needs during their stay.*



### Rhearose Anne Mandario

Of Architecture group assigned at JFE Sekkei Chiba, Japan

*In Japan, I grasped the significance of respecting its culture through gestures like bowing and adhering to cleanliness norms. During leisure, I delight in shopping and exploring new dining spots, often venturing to other cities on long weekends. To incoming AOTS Trainees, I advise studying Nihongo for effective communication, immersing in Japan's beauty, ensuring essential items, and above all, relishing every moment.*



### Shane Hilary Abado

Of Architecture group assigned at JFE Sekkei Kansai, Japan

*During my time in Japan, I honed skills like BIM software proficiency and learned about Japanese work culture. I relaxed with activities like traveling, photography and watching series. For new AOTS Trainees, I recommend fully immersing in the experience, learning at your own pace, and cherishing the journey.*



### Marco Samaniego

Of Architecture group assigned at JFE Sekkei Kuramae, Japan

*During my time in Japan, I've learned valuable technical skills in Tekla Structures and embraced Japanese work ethics. In my free time, I enjoy exploring different places, trying diverse cuisines, and unwinding with Netflix. To incoming AOTS Trainees, I advise balancing training responsibilities with enjoying Japan to the fullest, pursuing personal interests and visiting desired destinations for a rich and memorable experience.*



### Alvin James Arboleda

Of Structural West assigned at JFE Sekkei Fukuyama, Hiroshima, Japan

*During my time in Japan, I gained insights into work ethic, living abroad, and prioritizing well-being. My hobbies included cooking, gaming, and exploring. For incoming AOTS Trainees, I recommend focusing on work excellence, managing desires within limits, and self-care. Maintaining balance is crucial while living abroad.*



### Ivanne Manalo

Of Structural East assigned at JFE Sekkei Kurumae, Tokyo, Japan

*During my time in Japan, I learned about dynamic analysis for civil engineering structures, focusing on steel and concrete, which I can share with Kelphil. My hobbies there included cooking and studying music theory, along with mastering instruments like the guitar, keyboard and MIDI keyboard. To new AOTS trainees, my advice is to embrace new experiences, stay open to learning, and not fear making mistakes.*

## Kelphil Welcomes New Employee



**NAME:** Jomark Rodriguez Dollison

**NICKNAME:** Joms

**LIKES/HOBBIES:** Watching Movies and Playing PC games

**MOTTO/WORDS TO LIVE BY:** Think Positively, Exercise Daily, Eat Healthy, Work Hard, Stay Strong, Build Faith, Worry Less, Read More, Be Happy, Relax, Love and Live

**Message:** *Thank you Kelphil for this great opportunity being accepted as one of the new members of our growing family, with so much ability and dedication. I can't wait to pick up knowledge from every one of you and help us both succeed. Please don't hesitate to contact me if you have any questions. I firmly think that open communication and teamwork are important, and I'm excited to work with every one of you to develop enduring cooperative and partnerships.*

## The Origins of Labor Day in the Philippines



### Dr. Dominador Gomez

President of the Union Obrera Democratica de Filipinas

1868–1929

On May 1, 1903, the first Labor Day celebration in the Philippines took place. It was organized by the Union Obrera Democratica de Filipinas, the first labor federation in the country. Thousands of workers marched from Plaza Moriones in Tondo to Malacañang to demand complete independence, while chanting anti-American capitalism and imperialism. The Union Obrero Democratica de Filipinas formerly known as the Union Obrera Democratica was founded on February 2, 1902 by Isabelo delos Reyes and Herminigildo Cruz. It advocated the rights of the labor force during the American occupation of the Philippines. Delos Reyes who was arrested on August 1902 for sedition, rebellion and "conspiracy to the raise the price of labor" was succeeded by Dominador Gomez. It was Gomez who led the first Labor Day celebration.

Later on, April 8, 1908, the Philippine Assembly passed a bill making the first day of May Labor Day, a national holiday.

Today, Labor Day (or Araw ng Manggagawa) in the Philippines is commemorated not only with parades and other forms of celebration, but also with rallies and demonstrations of the labor sector.

In addition, Philippines has several official holidays observed throughout the year. The exact number of holidays can vary slightly from year to year due to special non-working holidays declared by the government or the observance of certain holidays based on regional or cultural significance. However, as a general guideline, the Philippines typically observes around 18 to 20 public holidays each year. These holidays include both regular holidays (fixed dates) and special non-working holidays (movable dates). Some of the major holidays in the Philippines include New Year's Day, Independence Day, Christmas Day, and Eid al-Fitr, among others. Additionally, there are local holidays observed in specific regions or provinces to commemorate local events or festivals. ■