

THE ArtiKel

IN THIS ISSUE

Stronger Teams, Brighter Future:

Starting the New Year
With New Strategies

KELPHIL's Toast to the '40s:

A Timeless Year-End
Celebration"

President Araki Visits Kelpil Anew

A Day of Engagement,
BINGO and Surprising
Rewards

Stronger Teams, Brighter Future: Starting the New Year with New Strategies



In an organization, restructuring teams is inevitable.

A change that is no longer new to those who have been with the company for a long time. The only unpredictable thing is when it might happen.

So, with a goal of strengthening the group more in all aspects, as we enter the year 2025, the Structural-East and Structural-West Groups merging have come to life and are now called the Structural Group headed by Ms. Carmela Piando. On the other hand, the new Domestic group under the Architecture group was established. Headed by Mr. William Talosig, its primary function is to create shop drawings for domestic projects. Restructuring can also be a vital move for organizations in order to better meet their strategic goals and respond to new challenges. Merging and creating teams can be

a catalyst for innovation, growth, efficiency, enhance collaboration, drive performance and ultimately contribute to the success of the organization.

“

This is a new challenge to all the members of the group, but I believe that with this merging, the opportunities, efforts, skills, supports, fun, and camaraderie, to name a few, will be doubled and diversified. Fewer barriers will result in better advantages for the group. With these, we hope to achieve our goals, especially in terms of quality and productivity, and soon become a leaner team. Good luck to the Structural Group! Just enjoy the ride, for the best is yet to come.”

— Carmela Piando,
Leader of Structural Group

“

This will be the first time that the Architectural Group will make shop drawings. I was nervous at first because the group has little experience in dealing with this kind of work, but thankfully, with the newly formed Domestic group, many of our hired staff has vast knowledge and experience in this line of work, so I think we are in good hands with the Domestic group. This will be the first step for Kelphil to be introduced on the local market that we are a design company ready to handle the domestic projects.”

— Jebe Sepida,
Leader of Architectural Group

Kelphil's Toast to the '40s

A Timeless Year-End Celebration



December 20, 2024 at G Business Hub Building:

KELPHIL once again gathered to commemorate the season and celebrate the achievements and milestones of the company. As the clock ticks towards the end of the year, we took a nostalgic journey back to the 1940s—an era defined by resilience, elegance, and celebration.

Everyone arrived wearing their most fashionable timeless 1940's attire—ladies with glamorous A-line dresses, while gentlemen sported the classic suits and suspenders.

The night began with the soulful tunes of 'Kawatetsu' band, serenading everyone followed by a delightful dinner. Adding to the thrill of the evening, the much-anticipated raffle draw brought waves of joy and excitement to everyone in attendance. Employees eagerly awaited their chance to win an array of exciting prizes,

from gadgets and appliances to gift vouchers. Lucky winners were announced, Mr. Levie Manalad from Structural-West Group emerged as the grand prize winner, Sony BRAVIA 4K Smart TV.



The evening would not have been complete without celebrating the personalities who truly shined. Ms. Rhea from Archi Group and Mr. Patch from the Fujiki Group captivates everyone with their flawless style as Best Dressed. Meanwhile, Ms. Aiza from Kokuyo Group and Mr. JP from Structural-West Group were deemed as the Stars of the Night.

A standout moment of the event was the presentation of service awards, honoring individuals for their steadfast dedication and invaluable contributions to the company's progress and achievements. Awardees were presented with a plaque and a cash incentive as a heartfelt gesture of the company's deep appreciation for their exceptional commitment.

Additionally, the annual Most Valuable Student awards for the Nihongo Class were presented. The recipients were honored with certificates and thoughtful gifts from Jellyfish Education Phils. Inc. and Kitai-sensei. (Marlon Payabyab, Nilo Molina, Rinna Romero, Abegail Layosa, Gaizel Relova)

The evening took a heartwarming turn with the surprise awards segment, celebrating individuals who have been the backbone of support and reliability.

KELPHIL's Toast to the '40s: A Timeless Year-End Celebration (Continued)



Recognitions were also given to the most consistent performers, silent achievers and those who create a positive and uplifting environment with their happy vibes. These employees, through their dedication, perseverance, and infectious energy. These awards served as a reminder of the value of teamwork, positivity, and quiet excellence, leaving everyone inspired and appreciative of the unique qualities each individual brings to the organization.



(Backbone Award: James Gonzales and Fed Manalo;
Creative Genius Award: Abegail Layosa and Jerico Bandonillo; **Most**

Consistent Award: Lee Lopez, JP Larracas, Jinky Beredo, Rachelle Dino; **Attendance Master:** Michelle Santos; **Silent Achiever Award:** Kim Davila, Elizabeth Uy, Kae Sustiguer, Jerico Bandonillo, IG Ceniza, Nilo Molina; **Happy Vibes Award:** Marco Samaniego, JM Perez, Levie Manalad, Patch Poyaoan)



The 1940s-themed year-end party was a night to remember, blending nostalgia, style, and camaraderie. From the final messages of Ms. Hermie Patulot, General Manager Wataru Hoshina and President Hidenobu Araki's words of commendation and gratitude were shared with everyone, leaving employees beaming with joy after the announcement of a well-deserved year-end bonus in recognition of their hard work.

The evening concluded with smiles, cherished memories, and a renewed sense of hope for the future working better and stronger Kelphil for 2025 and beyond. ■

Service Awardees (Continued)



Anarose C. Daplin

“ I am deeply honored and grateful to receive this 20th Year Loyalty Award, a milestone that fills me with immense pride and appreciation.

Looking back on this journey, I am reminded of the countless experiences, challenges, and successes that have shaped me both professionally and personally. None of this would have been possible without the unwavering support, encouragement, and wisdom of my mentors, the camaraderie of my colleagues, and the incredible environment that KELPHIL family has provided. To my mentors and leaders, KEL admin, thank you for your guidance and for inspiring me to grow. To my colleagues, thank you for the teamwork, friendship, and shared laughter that have made each day fulfilling. And to KELPHIL, I am truly grateful for the trust, opportunities, and recognition. This award is not just a symbol of years spent but of relationships built, lessons learned, and memories treasured. Many, many thanks to each and every one of you for being a part of this journey—my heart is full. Love, love, love.”



Carmela A. Piando

“ I am deeply grateful for 20 years at Kelphil, reflecting on challenges, victories, and unwavering support from family, colleagues, and the company.

Grateful for achieving the 20-year mark in Kelphil. It flew by so fast; I still can remember vividly how I started my journey with the company. Indeed, it was not a walk in the park, but definitely worth it. Had lots of ups and downs, challenges, and victories. But with the grace of God, support from family, friends, and Kelphil itself, I made it through. Thank you, Kelphil, for continuously acknowledging my capabilities in all that is entrusted to me. I feel humbled as well as honored because of it. I pray that I may contribute more to the company. Thank you to all that I've worked with since the beginning, my previous leaders and groups, especially the System Architecture group, the former Structural-West Group, my friends I have made with in Kelphil, Inc., the management, bosses, my family, and of course, our Almighty God. Congratulations to my co-loyalty awardees. I wish more loyalty awardees would be awarded in Kelphil in the years to come. Wishing you continued success and fulfillment in your careers. Cheers to many more years of accomplishments and happy moments with Kelphil! More power to the Kelphil family!”



Deng

“ Receiving this award is truly humbling. Thankful to Kelphil for the recognition and opportunities.

Receiving this service award is a truly humbling experience. I'm so thankful to Kelphil for this recognition and for the opportunities I've been given. I especially want to express my sincere gratitude to the management team for their unwavering support. It means the world to me.”

Service Awardees (Continued)



Allan S. Reyes

“ My 15 years with Kelphil has been filled with growth, challenges, and invaluable experiences. I am grateful for the opportunity to work in Japan and the support from Kelphil and my colleagues.

My 15 years with Kelphil has been filled with growth, challenges, and invaluable experiences. I am especially grateful for the opportunity to work in Japan, which has broadened my professional and personal perspective. This experience has allowed me to develop new skills, adapt to a different work environment, and grow in ways I never imagined. I sincerely thank Kelphil and my Architecture group colleague for their support throughout the years. I am grateful for all the opportunities and look forward to many more years of growth and success!



Rienkee F. Sindayen

“ Working at KELPHIL for 10 years is one of my proud accomplishments, and I wanted to express my gratitude for the experience and opportunities.

Working at KELPHIL for 10 years is one of my proud accomplishments, and I wanted to express my gratitude for the experience and opportunities. Over the years, I have witnessed the growth and transformation of KELPHIL, and it has been a learning experience. The core of KELPHIL still remains. “KELPHIL FAMILY” Challenges are inhabitable in a workplace. However, I have been fortunate to work alongside supportive leaders and colleagues that have encouraged my development. The mentorship, environment, and shared knowledge have a significant role in making these 10 years in KELPHIL. With that, I wanted to thank the management, leaders, and colleagues for all the support to reach my potential. I can still recall the last question during my job interview with Ms. Herme, and she quoted, “Where do you see yourself in 10 years?” And here I am still at KELPHIL sharing my experience and knowledge with young engineers to help them reach their potential. Looking ahead, I remain enthusiastic about continuing to contribute to KELPHIL's success and embrace new challenges. Thank you once again for the support, trust, and opportunities that have allowed me to reach this milestone. I look forward to more years of growth, collaboration, and achievement with KELPHIL.



Yra Mae B. Andicoy

“ Looking back on 5 years of memories, milestones, and growth.

This award is not just a recognition of my own efforts, but also a testament to the amazing team I've had the privilege to work with. Thank you for this wonderful recognition.”

Service Awardees (Continued)



Alvin James D. Arboleda

“ They say new is always better, coming from a different job made Kelphil a breath of fresh air from me almost 6 years ago, new work schedule, new type of work , new workmates.

To think that 6 years have passed It surprises me that Kelphil still offers surprises. Changing with the times is something Kelphil seems to be good at. Whether it is simply adapting or being innovative Kelphil has always done its best to change. Somehow every year Kelphil seems to be able to stay a breath of fresh air, the ambiance and the work seems to always change (in a good way). I will always be thankful for what Kelphil gave and is giving me. Cheers!”

Danica Joy D. De Leon

“ I want to express my gratitude to KELPHIL for acknowledging my efforts over the years.

Working in Kelphil is transformative, if not rewarding. Cheers to the 5 long years I was given to be a part of this family – it is an experience and opportunity.Thank you.”

Dianne L. Repia

“ Kelphil/JFE is not just a company; it is a community, a place where I can thrive and contribute to its continued success.

I have always been deeply impressed by my father’s unwavering loyalty to his company from the moment he graduated to, I hope, his well-deserved retirement. Witnessing his commitment throughout his career instilled in me a similar aspiration: to find a workplace where I could dedicate myself and build a fulfilling lifelong journey. Kelphil/JFE has exceeded those expectations. It is not just a company; it is a community, a supportive environment where I feel valued and truly at home. From the start, I sensed that Kelphil was special. The camaraderie, the shared goals, and the opportunities for growth have made it clear that I have found a place where I can thrive. I am incredibly grateful for the experiences I have had here and eager to contribute to Kelphil’s and JFE’s continued success for many years to come.”

Catherine G. Reyes

“ Grateful to everyone at Kelphil for the support and guidance that shaped my personal and professional growth over the past five years. It has truly been a remarkable journey.

I want to express my gratitude to everyone at Kelphil for the support and guidance I have received over the past five years. Every opportunity provided to me has played a key role in my growth, both personally and professionally. I have learned and experienced so much during these years, all of which have greatly contributed to who I am today. It has truly been a remarkable journey.”

Service Awardees (Continued)



Ivanne D. Manalo

“ Grown personally and professionally at Kelphil with support from talented colleagues. Grateful for shaping my path, cherishing lessons learned, and aspiring to improve further.

Reflecting on the years I've spent working alongside with talented individuals here at Kelphil, I realized just how much I've grown both personally and professionally. Their support and collaboration have played a significant role in shaping my path, and for that, I am truly grateful to be with them. I will cherish every lesson and experience I've gained here. I will try to do my best to become a better version of myself in the years ahead of my career here at Kelphil. Thank you for the recognition you've bestowed upon me.

Holiday in Japan (Continued)



“ During the New Year holiday break in Japan, I made the most of the opportunity to explore some of its beautiful and unique places.

I went to Gifu Prefecture, where I had my first snow experience at Shirakawa-go, rode the Shin-Hotaka Ropeway to reach an observation deck for a picturesque view of Japan's Northern Alps, and visited Takayama, all of which offered stunning views of Japan's winter landscape. I also explored Nagoya city in Aichi Prefecture, diving into the vibrant city life and Nabana no Sato in Kuwana, Mie Prefecture to witness the park's vibrant display of lights during their winter illumination.

To wrap it up, my New Year holiday in Japan provided a unique blend of adventure and cultural experiences, all while giving me the time to reflect and realign my aspirations for the years ahead. – JJ

Holiday in Japan (Continued)



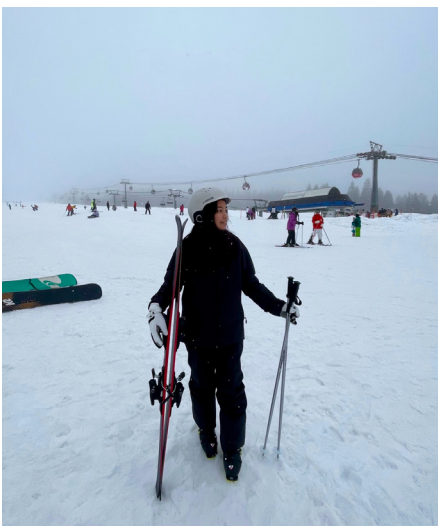
“ This New Year’s, I explored Tokyo to experience local traditions firsthand. In Ginza, I joined the festive crowds buying “fukubukuro” or mystery bags, a popular Japanese custom where shoppers purchase bags filled with surprise items at a discount.

The excitement of uncovering hidden treasures was palpable, and the city’s vibrant decorations and sense of renewal made the experience unforgettable. Celebrating New Year’s in Tokyo gave me a deeper appreciation for Japanese culture and the joy of community and new beginnings. – **Anthony Ceazar**



“ As someone who had never experienced snow before, I spent the New Year holiday visiting the winter wonderland of Shirakawa-go, Japan, and had the chance to enjoy snow for the first time.

Seeing Shirakawa-go in person was truly magical—it’s something that pictures and cameras just can’t capture. I also had the chance to meet some of my friends who were visiting Japan, and we enjoyed spending quality time together. Although it wasn’t the same Christmas and New Year holiday I’m used to in the Philippines, I embraced it as a beautiful memory that I will always treasure. – **Lei**



“ During the year-end break, I went to Tokyo DisneySea for the first time.

One day is not enough to explore every attraction and try all its rides. Nevertheless, it was a fun and magical experience despite the cold weather and long lines. – **Jerimae**

Holiday in Japan (Continued)



“ During my holiday break as a trainee in Osaka, I took the chance to visit other parts of Japan with my fellow trainees, Ace and Eljohn. I visited Kamakura, a city of history with the Great Buddha and appearances in anime and manga.

At Fujikawaguchiko we had beautiful views of Mount Fuji and the calm lake scenery. In Tokyo, we roamed around Harajuku, Shinjuku, and Shibuya, and each had its own charm. It was a great experience for me to be able to see other parts of Japan and how it combines the traditional and modern life. – **Ralph**

KELPHIL Stronger Hybrid Set-up



After KELPHIL launched their hybrid working set-up two years ago, the results have been beneficial and effective for their employees, who are able to work remotely and meet deadlines while having enough time to spend for themselves and their families right after work.

In response to the increasing oil prices and traffic that are causing

struggle for the commuters in the Philippines, KELPHIL has strengthened their hybrid setup by adding more work-from-home days. Their employees will now have their own laptops, allowing them to work more flexibly, and they will be more focused on using technical software with their personal computers, reducing the hassle of transferring files

and changing software profiles before and after use. KELPHIL is constantly improving their working environment to help employees deal with the hassles and struggles that they face on a daily basis. ■

President Araki Visits Kelphil Anew

A Day of Engagement, BINGO, and Surprising Rewards



On February 3, 2025, President Araki visited Kelphil Inc., marking a significant milestone in the company's journey.

The day commenced with a warm reception from Kelphil Inc.'s leadership, who expressed gratitude for President Araki's visit and highlighted the company's commitment to excellence and innovation. The President acknowledged the company's achievements and emphasized the importance of collaboration in achieving mutual success.

To foster camaraderie among employees, a spirited BINGO game was organized by the President. Employees eagerly joined in, with chocolate treats awarded to winners, adding a sweet touch to the festivities. The President actively participated, drawing laughter and creating a relaxed atmosphere. In a delightful twist, President Araki also announced an unexpected additional bonus for all employees, recognizing their hard work and dedication for the past year. This generous gesture was met with enthusiasm and appreciation, reinforcing the company's commitment to rewarding its team. President Araki's visit to Kelphil Inc. was a resounding success, blending meaningful engagement

with enjoyable activities and generous rewards. The day's event not only celebrated achievements but also reinforced the importance of collaboration and appreciation in fostering positive workplace culture. ■

JLPT PASSERS (December 2024)

Congratulations to the Kelphil employees who passed the JLPT examination held on December 1, 2024! Your hard work and dedication to mastering the Japanese language have truly paid off.

N5	✓ Loislei Pineda
N4	✓ Jerimae Velasquez Anthony James Asis
N3	✓ Catherine Reyes
N2	✓ Dianne Repia

New Employees



Patricia Pearl Parian
Architectural Group



Hi, I am Pat of Architectural Group. I love urban sketching and cooking at home. I like reading books, watching TV and playing with my dogs.



Leonard Malig
Architectural Group



Hi, I'm Leo new member of Architectural Group. I love watching movies, reading e-books and amazed of AI technology, outdoor activities like swimming, riding motorcycles/cycling even walking/jogging during free time and spending quality time with my family to go shopping during weekdays/holidays.



William Talosig
Architectural Group



Hi, I am Yam, from the Architectural group, I am fascinated by the new innovation and technology of the new era of Architectural & Construction, I want to extend it and have an unprecedented concept in the field of Construction. In my free time Basketball was the first thing I want most and when I had extra time Enduro Cycling together with my friends.



Joshua Jay Mendoza
Architectural Group



Hi, I am Joshua, of Architectural Group. I spent my free time by doing house chores, reading books and sometimes creating paper miniature. I am also a fur parent of a healthy cat named Aslan

New Regular Employees



Edward Dela Paz
Plant Design
and Engineering

“

The company culture here is something I truly cherish—it's a place that not only encourages excellence but also values kindness, integrity, and mutual respect. I am honored to be part of a workplace where we strive to uplift one another and create a positive impact together.

I am as well deeply thankful for the trust that has been placed in me. Being regularized feels like a validation of the hard work and dedication I've poured into my role. To my fellow colleagues and future new hires, let me leave you with this quote: ***"Perseverance is the hard work you do after you get tired of doing the hard work you already did."***



Nerissa Anne Joy Neri
Plant Design
and Engineering

“

I would like to take a moment to sincerely thank Kelphil for my regularization. I am truly grateful for the trust and confidence you've shown in me, and I deeply appreciate the company's understanding and support for its employees. It's clear to me that Kelphil values its team, and that makes me even more excited to continue being a part of this organization.

This opportunity motivates me to work harder, contribute more, and grow alongside the company. I'm looking forward to taking on new challenges and making a meaningful impact as we move forward.

**Design.
Connect.
Affect.**



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