

THE ArtiKel

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A Celebration of Camaraderie and Team Spirit



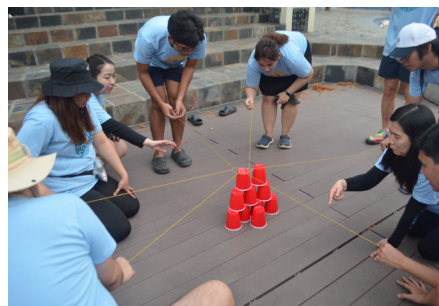
Pantabangan, Nueva Ecija – May 2–3, 2025 — In a spirited celebration of unity and collaboration, KELPHIL held its annual company outing at the picturesque Highland Bali Villas, Resort & Spa.

Nestled in the serene hills of Pantabangan, Nueva Ecija, and overlooking the breathtaking Pantabangan Lake, the two-day event provided an ideal setting to strengthen camaraderie and foster meaningful connections beyond the workplace.

The outing began with a scenic drive filled with fun games and videoke jamming that revealed the golden voices of some employees along the way—setting the tone for a weekend of relaxation and enjoyment.

Upon arrival, employees were welcomed by the tranquil beauty of the resort, which offered a perfect contrast to the pace of daily office life. The shift in atmosphere allowed participants to unwind, engage in open conversations, and form deeper bonds with colleagues.

The event featured a full day of well-organized activities designed to promote teamwork, creativity, and fun. Employees took part in a series of interactive games such as the Calculator Game, Cup Pyramid, Say My Name, and the highly anticipated Amazing Race inspired game.



The fun wouldn't be complete without the hilarious, high-energy cheers from each team—full of witty lines, goofy moves, and enough spirit to make everyone laugh and feel united. A standout moment of the outing was the Kelphil's version of The Amazing Race, which transformed the entire resort into a lively adventure course. Teams enthusiastically raced from challenge to challenge, bringing energy and laughter to every corner of the venue.

In the final tally, **Green Team** claimed the championship, followed by **Yellow Team**, **Purple Team**, **Pink Team**, and **Blue Team**, respectively.



As the event drew to a close, the resort buzzed with group photos, cheerful conversations, and heartfelt reflections. The outing served as a powerful reminder of the strong bonds that define the KELPHIL community and the importance of recognizing and celebrating the people behind the company's success.

More than just a break from routine, the company outing highlighted KELPHIL's commitment to cultivating a positive and supportive workplace culture. Events like these play a crucial role in building morale, strengthening teamwork, and inspiring a shared sense of purpose. KELPHIL looks forward to creating more opportunities for growth, connection, and shared achievement—both personally and professionally. ■



KELPHIL Goes Free Address



As KELPHIL continues to adapt to the evolving work culture brought about by the COVID-19 pandemic, the company has gradually embraced a more mobile and flexible work environment.

In line with the growing trend of adopting a *free address* office setup, this approach allows employees greater autonomy in choosing where they work within the office—encouraging collaboration, creativity, and comfort.

In 2024, this initiative was first fully implemented to the Kokuyo (Interior design) Department, marking a significant milestone in KELPHIL’s ongoing commitment to creating a dynamic and adaptable workplace. In preparation for a full transition to a free address environment, KELPHIL introduced several changes, including; a gradual increase in work-from-home schedules, provision of new laptops to support mobility, an office design contest to

encourage employee engagement and innovation in workspace planning, etc. These efforts reflect KELPHIL’s vision of a flexible, employee-centered workplace that aligns with modern work trends and enhances overall productivity.



At present, the free address setup is partially implemented. All regular employees have been provided with laptops to enable remote work and seamless mobility. Several departments, including System Building and Fujiki (Fabrication Design), have already adapted to this setup. Office renovations

are ongoing, with major elements already in place—such as non-designated desks and personal lockers to securely store personal and confidential items. Completion of the remaining improvements is expected within the year, although a full-scale renovation is currently considered unfeasible. ■

Workplace Wordplay

W	O	R	K	F	R	O	M	H	O	M	E	W	I
G	F	G	E	I	H	P	Q	N	T	S	Q	Y	P
H	K	R	S	F	J	A	Q	P	U	D	W	G	O
K	E	L	E	V	A	S	A	R	E	K	C	O	L
T	L	U	X	E	E	D	S	C	O	Z	S	B	K
Y	I	I	W	E	A	W	D	X	P	W	Z	N	M
E	H	O	S	X	D	D	F	Z	P	E	X	U	N
S	P	P	W	R	C	F	D	A	O	S	E	I	I
H	L	T	S	T	B	V	H	R	I	C	R	J	U
B	E	D	D	Y	M	B	J	Q	E	G	D	K	J
C	K	V	G	O	B	N	K	W	J	S	F	N	H
U	X	B	H	P	E	M	K	E	U	V	S	M	N
G	M	O	B	I	L	E	L	R	H	C	V	O	B
F	I	M	V	H	Q	F	M	T	G	F	T	P	U

FREE ADDRESS
LOCKER
ADAPT

WORK FROM HOME
MOBILE
KELPHIL

Kelphil Embraces New Dress Code Policy



Kelphil has announced a shift in its dress code policy in response to the extended period of work from home.

The company has decided not to issue a new set of office uniforms, a decision driven by the employee's feedback. The majority of staff expressed a preference for greater personal expression in their daily attire, which in turn

brought about this progressive change. The updated dress code empowers employees to showcase their individual style, express their personality through fashion, and prioritize comfort in their choice of clothing. At its core, the change reflects Kelphil's commitment to fostering a confident, energized, comfortable and motivated workforce. Kelphil's new dress code is more than just a change in wardrobe—it's a statement of trust, respect, and forward-thinking. By allowing employees to take control of their own style without alienating the professional touch, the company is cultivating an environment where confidence, creativity, and authenticity can thrive. ■

CCTV Surveillance System



In an effort to further strengthen the security and safety of the office, KELPHIL has deemed it necessary to implement a new CCTV surveillance system, a significant upgrade in the company's commitment to protecting both the employees and its assets, while also enhancing the overall security of the workplace. The new CCTV system covers

the entryways, work zones and common areas, as well as the pantry. Beyond its security advantages, the CCTV system helps create a more organized and efficient workplace. Employees can feel assured that their personal safety is being prioritized, as well as the protection of company property. Furthermore, the presence of surveillance cameras promotes a sense of

accountability, which can enhance professionalism and discourage inappropriate behavior.

With these enhanced measures in place, KELPHIL is better equipped to respond to potential risks and is able to continue fostering a productive, secure working environment for all. *"The primary goal for installing CCTV is to enhance security, especially since people other than employees enter the office. In the event of an incident, like equipment damage, it can be challenging to determine who is at fault if there are no witnesses. The CCTV system will provide valuable footage to help resolve these situations and ensure accountability."*

– Mr. Marlon Payabyab

New Faces of KELFAMILY



Ella
Marinella Verdeflor



*Do it scared. Do it tired.
Do it unsure. Do it still.*

Likes/Hobbies:

Reading, Watching series,
Being involved in volunteerism
and Social development initiatives



RJ
Rose Ann Juanico



Work smart not hard.

Likes: Reading

Hobbies: Hiking



Dhea
Dhea Lyn Cada



*Don't hope for a life without
problems. There's no such
thing. Instead, hope for a life
full of good problems.*

Likes/Hobbies:

Reading and Travelling



Trestan
Lance Trestan
Quiambao



*The only failure
is not to try.*

Likes/Hobbies:

Computer Games,
Basketball, Gym



Rich
Joshua Rich
Bitancor



*Control what you
can, accept what you
cannot.*

Likes/Hobbies:

Minasan, hajimemashite!
I love playing ball and
pool games and I'm also
a big fan of European
football. I actively
participate in running,
and whenever I have
free time, I like to hit the
gym to feel energized.
I live by the stoic



Marbs
Marvin Parian



*Look neither back
with doubt nor
forward with fear
- live now with a
purpose.*

Likes/Hobbies:

Watching anime and
movies, listening to OPM,
playing mobile games
and reading engineering
journals and infographics



Rich
Henrich Coniega



*Progress not
perfection.*

Likes:

TV shows and movies,
dogs and cats, going on a
nature trip, good food

Hobbies:

Playing mobile games,
listening to music,
reading books, and stuff
on the internet

New Regular Employees



Felipe Joshua Abrea III

“

My experience in these past 6 months were fruitful. Being trained and mentored by remarkable people of the structural group, has given me a better understanding and fulfillment towards my career. Thank you Kelpil for this wonderful opportunity. I'm glad and looking forward to practice my profession and to bring it to new heights.



Kier Bobila

“

First and foremost, I would like to express my gratitude to Kelpil, especially the Structural Group, for giving me the opportunity for growth and learning. Over the past six months, I have learned so much—both professionally and personally. I have had the privilege of collaborating with a team of dedicated professionals who continuously inspire me to strive for excellence. I also want to acknowledge their teachings, patience, and feedback that have helped me improve every day. I'm looking forward to continuing this journey with all of you and am excited for the challenges and opportunities that lie ahead.



William Talosig

“

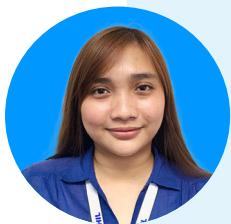
I am truly grateful to Kelpil Inc. for making my employment regular. All my hard work has finally paid off. I also sincerely thank my superiors for the trust they given me; this serves as a testament of my commitment of fulfilling my duties with dedication. I will continue to encourage my fellow employees to stay diligent and dedicated in the responsibilities entrusted to them.



Brant Mercado

“

Time went by so quickly. As I spend time with my mentors and colleagues, who not only have helped me improve my skillsets, but made my stay even more worthwhile. I am genuinely grateful to be part of this company — especially to the Architecture group.



Jemelyn Jarabelo

“

Becoming a regular employee at Kelpil is both a humbling milestone and a meaningful responsibility. While it marks the end of my probation period, more importantly, it signifies the beginning of a deeper commitment—to the company and to the Plant Design team. I'm truly grateful for the trust, the support, and the many opportunities to learn and grow along the way. This milestone inspires me to stay consistent, keep improving, and contribute meaningfully to the values and goals we uphold at Kelpil. Thank you for welcoming me into this new chapter.

Hanami: Japan's Cherished Cherry Blossom Tradition



Every spring in Japan, the arrival of cherry blossoms transforms the landscape into a sea of soft pink and white.

Known as *sakura*, these delicate flowers signal the beginning of Hanami, a centuries-old tradition of flower viewing and seasonal celebration.

Hanami began during the Nara Period (710–794) with plum blossom gatherings among aristocrats. By the Heian Period, cherry blossoms took center stage in court life and poetry. The tradition spread to the public during the Edo Period and became a national symbol in the Meiji era.

Cherry blossoms represent more than just the changing seasons. In Japanese culture, they symbolize renewal, beauty, and the fleeting

nature of life. Their short blooming period, usually just one to two weeks, encourages people to pause, live in the moment, and appreciate life's passing beauty.

Today, Hanami remains a beloved spring activity. Families, friends, and coworkers gather under blooming cherry trees for picnics. Popular spots like Ueno Park in Tokyo and Maruyama Park in Kyoto fill up quickly, while quieter locations offer more peaceful experiences.

Food is an important part of Hanami. People enjoy special seasonal bento boxes filled with sushi, tempura, and onigiri. Traditional sweets like sakura mochi and dango are especially popular, along with drinks like sake and green tea. Some enjoy *yozakura*, or nighttime Hanami, under lantern-lit trees.

Each year, the *sakura-zensen* or

cherry blossom forecast is closely followed across Japan. It begins in the south around late March and moves northward to Hokkaido by early May. Timing Hanami with full bloom is key, which is why many plan vacations or local outings based on the forecast.

Hanami is more than a picnic. It is a pause in the year to appreciate the beauty of nature, connect with others, and reflect on life's impermanence. Sitting beneath the blossoms encourages quiet reflection and shared joy. As the blossoms bloom and fall, they remind people to be present, cherish each season, and find meaning in fleeting moments. ■

**Design.
Connect.
Affect.**



We sincerely thank the System Building Group for their exceptional work and meaningful contributions to the content of Volume 14 of The ArtiKEL. Your efforts are greatly appreciated.

Discover the latest news and updates about KELPHIL at kelphil.com.ph/newsletter