



# Webinar: Sleep Science and Mental Health



On **September 23, 2025**, **Kelphil, Inc.** hosted a **“Sleep Science and Mental Health”** webinar led by **Ms. Rainee Capulong, Psychometrician**, maximizing one of the health and wellness benefits offered by our current **HMO** provider. Her presentation was clear, engaging, and delivered with enthusiasm, keeping attendees’ attention even as many were

working and following along on second monitors. Ms. Capulong acknowledged that while consistent, sufficient sleep is the goal, real-life demands can sometimes lead to late nights. She nonetheless emphasized practical sleep habits and the benefits of adequate rest—helping us feel energized and perform at our best throughout the day. Whether you joined live

or plan to catch the replay, the summary below highlights the core science behind sleep and simple, sustainable habits. It’s a practical follow-through to Kelphil, Inc.’s HMO-supported wellness efforts—and it’s designed to help you feel and perform your best. ■

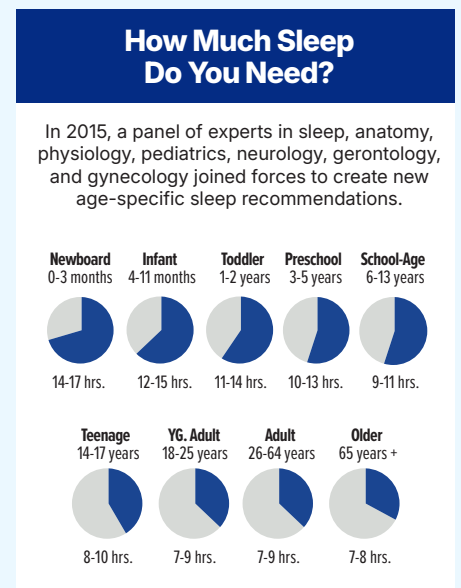
## Sleep Science: What’s Really Happening When You Crash at Night



Sleep isn’t just “shutting down” for a few hours it’s actually one of the busiest times for your brain and body. Each night, you move through different types of sleep, from deep, heavy rest to dream filled REM sleep. Deep sleep is when your body does most of its repair work, while REM is where your mind sorts through memories, emotions, and all the chaos of the day. Most adults need around **7–9 hours** of sleep,

but plenty of us don’t get close. Missing sleep doesn’t just make you groggy; over time, it can mess with your mood, focus, metabolism, and even your heart health. Sleep issues like insomnia, sleep apnea, or just an off-kilter internal clock is more common than people realize. The good news? Small habits make a big difference. Keeping a steady sleep schedule, getting some morning sunlight, cutting down on screens before bed, and keeping your room cool and dark can all help you sleep better. Treating sleep as a daily reset not a luxury can boost your energy, productivity, and overall well-being.

Below is a pie graph showing how much sleep is needed across the ages.



Reference: <https://www.livescience.com/54249-how-much-sleep-you-need-as-you-age-infographic.html>

# Kelphil Updates WFH Policy for Greater Flexibility



KELPHIL has made a change to how employees schedule their work-from-home (WFH) days. Before, the group leader decided everyone's WFH schedule. Last October 2025, however, employees can now choose their own WFH days. This change gives staff more control over when they work from home.

Management said the new setup is meant to help employees balance their work and personal time better. By letting people select their own WFH days, the company hopes it will be easier for them to plan their

tasks, avoid schedule conflicts, and work in the environment where they feel most productive.

Leaders also explained that even with more freedom, the expectations remain the same. Employees are still required to meet their deadlines, coordinate with their teammates, and deliver quality work. Teams should continue to communicate regularly and adjust schedules when needed to keep work running smoothly. ■

# LISTENING TO MUSIC AT WORK: Performance Hack or Distraction?



In October, KELPHIL introduced a new policy: employees can now listen to music while they work. For many, this is great news—but does it actually help us get more done?

## The Science of Sound

Music isn't just a perk; it's backed by psychology. When used correctly, it can boost performance by up to **20%**.

- **The Dopamine Boost:** Music rewards the brain, making long projects feel easier and beating the "afternoon slump."
- **The Focus Bubble:** In an open office, music masks distracting noises like loud typing or distant chatter.
- **Stress Relief:** Calming tracks lower stress levels, helping you stay cool under tight deadlines.



## Hidden Risks: When to Pause

However, music can also be a double-edged sword. To stay productive, keep these risks in mind:

- **Lyric Interference:** If you are reading instructions or writing emails, research suggests that songs with lyrics can drop comprehension by 10–20%. Your brain struggles to process two sets of words at once.
- **Brain Overload:** For complex problem-solving or learning new tasks, silence is still best. The brain has a limited "working memory," and complex melodies can "steal" energy away from the task at hand.

Music has the power to turn a mundane workday into a rhythmic, productive experience. By listening mindfully, we can ensure that this new policy isn't just a perk, but a tool for our best work yet. ■

# KELPHIL Halloween Party 2025: A Spooky Twist to Your Childhood Fairytale



On October 29, KELPHIL employees once again stepped into a magical world, but with a spooky catch! - a dark twist as the company celebrated this year's Halloween Party with the theme **"Twisted Fairytales."** The event transformed familiar stories into imaginative, spooky, and whimsical displays, making the celebration one of the most creative gathering of the year. Each department reimagined a classic fairytale, bringing beloved characters to life with a unique twist:

**Administration Department** enchanted the room as *The Little Mermaid*. Fujiki Department brought a hauntingly beautiful take on Snow White. **Architectural Department** whisked guests away to *Peter Pan's Neverland*. Structural Department created a chilling interpretation of Frozen. **Kokuyo Department, Plant Design & Engineering Department, and System Building Group** added charm and sparkle with Cinderella. The venue became a vibrant tapestry of fairytale worlds—some whimsical, others mysterious, all

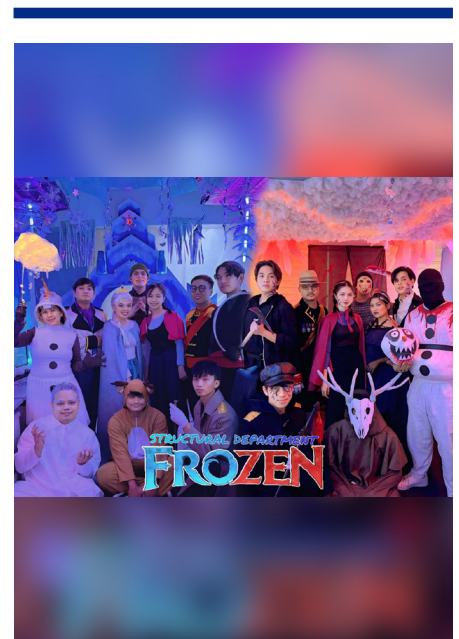
crafted with remarkable creativity. From underwater kingdoms to enchanted forests and icy realms, every booth offered a story waiting to be explored.

## Celebrating Creativity: Best Booth Decor

This year's Best Booth Decor competition highlighted the incredible effort and artistry of each team. After careful judging, the winners were announced as



**Champion: Fujiki Department**  
Their *Snow White* booth captivated audiences with atmospheric lighting, detailed woodland elements, and a darker, beautifully reimagined fairytale theme.



**1st Prize: Structural Department**  
Inspired by *Frozen*, their booth showcased an impressive winter landscape that transported visitors into an enchanting frozen kingdom.

# KELPHIL Halloween Party 2025: A Spooky Twist to Your Childhood Fairytale (Continued)



### 2nd Prize: Administration Department

Their *Little Mermaid* setup charmed guests with its vibrant underwater scenery and playful details.



### Consolation Prizes: Architectural Department, and Kokuyo Department, Plant Design & Engineering Department, and System Building Group

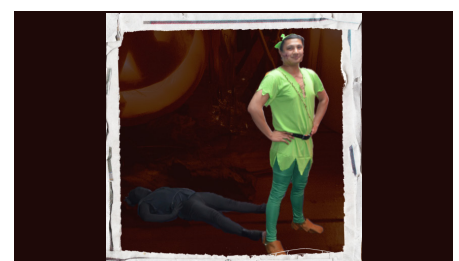
Both teams delivered engaging and imaginative interpretations of their stories, adding depth and variety to the fairytale experience.

### Best Group Costume: A Trip to Neverland

The highly anticipated **Best Group Costume** award went to the **Architectural Department**, whose lively and cohesive portrayal of Peter Pan brought the spirit of Neverland to life. Their performance and character interpretation stood out for its energy and creativity.

### Special Costume Awards

Individual creativity and standout performances were also recognized through the **Special Costume Awards**, celebrating employees who truly embodied the spirit of the night:



- ★ **Best DIY Costume:**  
*Mervin Morales*
- ★ **Most Creative Costume:**  
*Joshua Rich Bitancor*
- ★ **Scariest Costume / Scariest Character Portrayal:** Aiza Michelle Canlas & Avaiden Obon
- ★ **Cutest Costume / Cutest Character Portrayal:** Carmela Piando & Marifer Victorino
- ★ **Funniest Costume / Character Portrayal:** Rhearose Anne Mandario & Marco Samaniego / Julius Russel Javier

These awards highlighted the creativity, effort, and enthusiasm that made the celebration even more memorable.

**KELPHIL Halloween Party 2025: A Spooky Twist to Your Childhood Fairytale** (Continued)



**A Night of Magic, Fun, and Team Spirit**

The Twisted Fairytales Halloween Party was a resounding success—an evening filled with laughter, impressive costumes, beautifully crafted booths, and a shared sense of fun across the company. Employees embraced the opportunity to collaborate, express their creativity, and enjoy a well-deserved break from the everyday routine.

Thank you to everyone who joined and contributed to making this event truly unforgettable. We look forward to discovering what magical world awaits us in next year’s Halloween celebration!

**Employees’ Hobby of Collecting**  
(A sneak peek on toy collections)



*Photo by Erik Mclean*

Collecting is a profound psychological endeavor that transcends mere accumulation, tapping into deep-seated human needs and motivations. A core driving force is the thrill of the hunt, a pursuit that provides cognitive engagement and a rush of dopamine similar to solving a complex puzzle. This quest for the next desired item, often termed the “chase effect,”

offers a continuous goal-setting mechanism that fosters a sense of purpose. Furthermore, collecting often speaks to the inner child, allowing adults to reconnect with the wonder, nostalgia, and simple joys of their youth. The objects themselves become tangible anchors to cherished memories, offering comfort and a controlled form of regression. While driven by passion, many collectors are also acutely aware of the potential for investment. The calculation of rarity, condition, and market value introduces an element of strategic planning and financial literacy, validating the hobby as a serious endeavor. This mix of passion and practicality provides a satisfying duality.

Beyond individual motivation, collecting builds strong social structures. The sense of community is vital, creating shared language, rituals, and mutual



*Photo by Ikrash Muhammad*

## Employees' Hobby of Collecting (A sneak peek on toy collections)



Photo by Erik Mclean

appreciation among enthusiasts. This specialized social network provides validation, belonging, and a platform for demonstrating one's expertise, boosting self-esteem. At its heart, collecting is fueled by genuine passion, which transforms a simple item into a priceless object imbued with personal meaning and history. This deep interest acts as a powerful motivator, driving meticulous research and organization. Ultimately, collecting offers a powerful form of escapism.

The act of organizing, documenting, and admiring a collection creates a private, orderly world that is completely within the collector's control. This retreat from the stresses of daily life is restorative, transforming the collection into a sanctuary for the mind. ■

## KELPHIL New Employees



### Herve "Herbs" Joshua V. Ramos

Architectural Department  
(Construction Support Group)

**Hobbies:**

Playing Computer (PC) Games

*"If I don't need to do it,  
I won't. But If I have to do it,  
I'll make it quick"*



### Nicole "Nick" Angela B. Grio

Plant Design & Engineering  
Department

**Hobbies:**

Playing mobile games/computer games.  
watching anime, listening to music.

*"Be scared and do it anyway."*

# Congratulations to Our New Regular Employees!



**Marinella Verdeflor**  
Kokuyo Department

“ I would like to extend my heartfelt gratitude to Kelphil for giving me the opportunity to be part of this journey, and especially to my amazing team, Kokuyo.

The past six months have been a challenge, juggling both training and my external internship, but I wouldn't have made it through without the trust, support, patience, and understanding from my team. The obstacles I've faced have been instrumental in my growth, guiding me from a trainee to a regular employee. This milestone has truly shaped me, both professionally and personally. I also recognize that learning is an ongoing process, and the connections we make along the way will continue to fuel my growth. As I look to the future, I'm excited to embrace it with a deeper sense of purpose and an unwavering commitment to continuous improvement.



**Rose Ann Juanico**  
Kokuyo Department

“ My six-month probationary period at Kelphil has been a valuable journey of learning, adjustment, and professional growth.

During this time, I had the opportunity to develop my skills, understand the company's standards, and build meaningful working relationships with my colleagues. The guidance, feedback, and support I received helped me strengthen my confidence and improve my performance. I am truly grateful for the opportunity to now continue as a regular employee at Kelphil, and I want to express my sincere thanks for the trust placed in me. I look forward to contributing even more and growing further with the team.



**Dhea Lyn Cada**  
Structural Department

“ Honestly, the six-month long probationary period at Kelphil went by so quickly.

I did not notice in that span of time; I was able to learn and grow so much. I am very grateful to Kelphil and the Structural group for giving me the opportunity to work with passionate and amazing individuals who helped me better my skills and supported me in understanding key points in this field of work. The trainings and feedback given helped me improve my performance, professionally and personally. I look forward to learning more and contributing to the continued success of the team.

# Congratulations to Our New Regular Employees!



**Lance  
Trestan  
Quiambao**  
Architectural  
Department

“ I’m really grateful for becoming a regular employee here at Kelphil.

Working in a positive and supportive environment has helped me grow and stay motivated. I appreciate the trust and guidance from the Architectural team—they’ve helped me learn a lot. Kelphil has given me chances to improve my skills and knowledge, and I’m thankful for that. I look forward to keep learning, growing, and giving my best to the company.



**Joshua  
Rich  
Bitancor**  
Structural  
Department

“ Kelphil’s most valuable professional lesson for me has been how to effectively balance high work performance with a deepened camaraderie among colleagues.

The supportive and ‘giving’ environment here greatly facilitated my smooth adjustment, as every group member has been instrumental in guiding me through projects. I feel well-prepared for the next chapter. I am ready for the new challenges that lie ahead and am genuinely excited for more learnings in the company’s projects. More importantly, I look forward to continuously learning from my seasoned colleagues as we work together to achieve company’s objectives.



**Marvin  
Parian**  
Architectural  
Department  
(Construction  
Support Group)

“ Coming from a site-based background, shifting into an office setup—and into the world of CAD drawings and Japanese standards—felt like stepping into a completely new blueprint.

Nevertheless, Kelphil, especially the architectural department and my group, CSG, taught me that even when everything feels unfamiliar, you can still grow fast when people trust, support, and laugh with you through the confusing parts. I’m grateful for the past six months, where I was given the chance to prove myself and adjust at my own pace, and even more grateful for my newfound buddies whom I instantly connected with and who “I think” understand my humor—hahaha. From here, I’m excited to continue contributing meaningfully and to strengthen relationships—starting with my buddies and hopefully extending to other teams. Thank you Kel for making this transition not just doable but genuinely meaningful. 🙌🍔

# Congratulations to Our New Regular Employees!



**Henrich Coniega**  
**Architectural Department**  
 (Construction Support Group)

## “When I was interviewed for this job, I was asked “What is a good company?”

A good company for me fosters an environment of growth for its people and makes sure that everyone is seen and considered. Six months later, I became part of this working environment. I have learned the right balance of hard work and rest, and how important these two are in achieving your goals. As an architect, I am constantly upgrading my technical skills; as a young professional, I am learning a lot of work ethics; as a person, I am embracing a new culture. These are the things that are making me grow in the industry, and I am grateful to Kelphil for providing me the opportunity to achieve all of these. I am looking forward to many more experiences and learnings in Kelphil, and to be part of its upcoming milestones.

# Soulful Traditions: How Filipinos Honor All Souls’ Day



**All Souls’ Day** or **Araw ng mga Kaluluwa** is a cherished time for remembering and honoring departed loved ones. Celebrated on November 2 but observed together with All Saints’ Day as **Undas**, it brings families home to gather, pray, and reconnect.

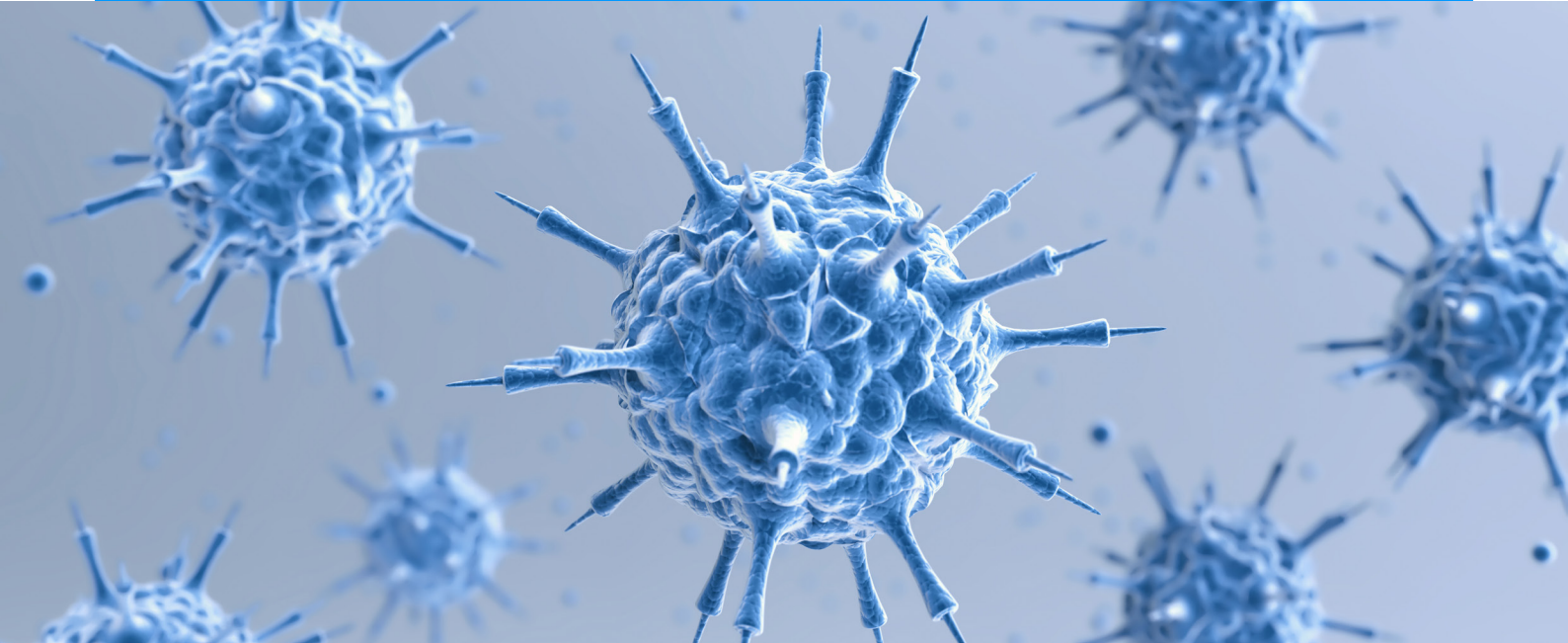
The most common tradition is **visiting cemeteries**. Families clean and repaint graves, offer flowers, light candles, and pray for the souls of their relatives. Cemeteries become lively with people sharing stories, food, and memories—showing the Filipino belief that honoring the dead is also a celebration of life.

Traditional foods like *kakanin*, *pansit*, and the favorite dishes of the departed are shared during the visit. In some provinces, the old custom

of **pangangaluluwa**, where people sing for the souls in exchange for treats, is still practiced.

Even with modern changes—such as early cemetery visits or lighting candles at home—the essence of the tradition remains the same: **love, remembrance, and family unity**. Through prayer and togetherness, Filipinos keep the memory of their loved ones alive. ■

# Flu Season (How to Manage & Staying Healthy)



The flu season can pose a significant threat to the well-being of employees and their workplace environment. A single case of influenza in an office environment can quickly spread without proper management and prevention. Being prepared with proactive measures and having enough knowledge on how to manage symptoms is crucial to having a healthy and safe workplace environment.

In contrast to colds, which develop gradually, the flu strikes within a day or three of coming into contact with the virus. A sore throat and a runny or stuffy nose are typical signs of the flu. Another frequent symptom of the flu is a persistent, dry cough. Another sign of the flu is fatigue, or the sensation of being exhausted. Severe headaches can also be the first symptoms of the flu. Additionally, some parts of the body, such as the neck, back, arms, and legs, may have flu-related muscle aches.

If you develop flu symptoms, it is essential to manage the illness

responsibly in order to quickly recover and to avoid spreading it to other people. Managing symptoms can make the illness more bearable. Make sure that your body is always hydrated to prevent dehydration and use over-the-counter (OTC) medication that can help ease most of the symptoms of the flu. If left untreated, a flu can last longer, which typically goes away in about a week. During that time, it is very helpful to take some home remedies for easing symptoms alongside medication; citrus fruits can be a big help for immune-boosting Vitamin C and also provide essential nutrients. A strong immune system is your first line of defense; be sure to get plenty of rest and do some light exercises for a healthier and more resilient body.

Prevention is better than cure, and the best and most efficient way to avoid contracting the virus is to get a flu vaccine. Getting vaccinated against the flu reduces the risks of contracting the illness and the likelihood of experiencing severe

complications. To stop the virus from spreading, avoid contact with other people after exposure. Additionally, washing of hands is necessary to prevent the virus from spreading to other surfaces. When sneezing or coughing, use tissues. It's also essential to use face masks when in public. ■

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