



# TSUNEISHI

THE OFFICIAL PUBLICATION OF THE TSUNEISHI GROUP OF COMPANIES

## Balita

VOL 11 MARCH 2017

### ▶ PAGSANJAN BANGKERO

**FESTIVAL** | March 27 - 31: *The Pagsanjan Bangkero Festival is a feast celebrated in Laguna. It is an annual event organized by the municipality and the resort industry of Pagsanjan, Cavinti, and Lumban. This involves a flotilla of boats decorated with the vintas and the bright hues of summer. A competition among boatmen is held among other activities.*

**3 NEW APPOINTMENTS:**  
Tsuneishi Philippines  
Companies List of Board of  
Directors & Officers

**4~5**  
GMs KEYWORD FOR  
2017

**6 EMPLOYEES DEVELOPMENT:**  
Tsuneishi joins the  
15th Japanese Speech  
Contest

**7~8**  
NEWS AND UPDATES

# PAGSANJAN

# BANGKERO

# COVER

PERSON

*"Initiative and self motivation is the ability to act an initiative and identify opportunities in putting forward ideas and solutions."*

## MARIA EVA BACUS

Factory Cost Control Planning Department - Planning Group



This month's feature person is Maria Eva Bacus. She joined THI on May 30, 2012 and currently part of the Outfitting Team/ FCCP-Planning Group.

**Q: PLEASE TELL US HOW YOU CAME ABOUT JOINING THI AS WELL AS THE WORK THAT YOU DO FOR THI.**

I learned of THI thru the newspaper as well as through the Television, where I learned that Asia's largest shipbuilding industry is located in Cebu; specifically in Balamban. As a new graduate, I was determined to be employed with a company that will provide me an opportunity to use my potential and help me grow professionally. Hence, I took a chance and applied for THI.

When I was hired in 2012, I was assigned as a Planning Engineer-in-charge for SP schedules up until mid-2014 when I was then sent to Japan for training. I was part of the 4th training batch to be sent to Japan. I remained in Japan until the 3rd quarter of 2015. During my training I was assigned to make monthly Steel Cutting Schedules, daily block monitoring, Sub-assembly nesting, inputting SP Master Schedule data in preparation for the THI ARTEMIS scheduling. Upon returning to THI I was reassigned as the new Engineer-in-Charge for OUTFITS and PIPE Fabrication Schedules and updates. Looking back, I found that it was a challenging task for both me and my staff when we were assigned to the area where Planning has not yet been standardized. Our performance upon the reassignment was noteworthy for both me and my staff as we have already standardized some processes that help the fabrication process.

**Q: WHAT KIND OF THINGS MAKES YOU FEEL A SENSE OF SATISFACTION IN YOUR JOB?**

"Money rarely buys happiness but it can buy job satisfaction", I read this quote and thought that it is quite correct. However, I feel a greater sense of satisfaction on the ability to directly influence corporate goals as well as contribute to the growth of the company.

**Q: CAN YOU TELL US OF AN IMPRESSIVE WORK EXPERIENCE? HOW WOULD YOU SAY YOU HAVE GROWN PROFESSIONALLY?**

I have experienced being transferred to different teams and dealing with different team members of individual work ethics each time. I feel pleased when I learn that my colleagues are happy working with me. Being able to handle my staff well and help them learn what is needed for a designated job is an impressive work for me.

I would say that I have grown professional by being able to make important decisions and being able to contribute in the standardization of methods and processes as well as the corresponding forms needed for my assigned areas.

**Q: WHAT IS THE MOST IMPORTANT THING WHEN YOU WORK WITH JAPANESE?**

I find it important to keep KAIZEN in mind.

I have observed that the Japanese staff are observant and are specific in achieving the best results and making the least mistakes as much as possible. It is important to always think of the continuous improvement of each of our workplace. Hence, I continue to learn, and acquire knowledge from different colleagues that could help widen and broaden my knowledge as a scheduler.

**Q: DO YOU RECALL AN EXPERIENCE THAT YOU FOUND CHALLENGING?**

A Planning-in-Charge's task is hard work to begin with. It is my task to provide accurate scheduling for ship fabrication. To be able to balance the schedule and provide accurate data of schedules and update are crucial tasks for me especially that we are in the midst of standardizing data.

Constant communication with other Engineers-in-Charge and Group Managers are very important, along with the support and cooperation of each group. In my experience, we would have challenges at our work when each concerned team will not cooperate and support to the recommendations of our team.

**Q: WHAT DO YOU THINK IS AN IMPORTANT ABILITY THAT**



► Eva conducts the monthly consultation meeting for design updates and revisions.

**A THI EMPLOYEE SHOULD HAVE?**

Initiative/self-motivation; it is the ability of an employee to act an initiative, identify opportunities in putting forward ideas and solutions.

Drive; it is the determination to get things done. Most importantly, a THI employee must be versatile in adapting to the constant changes in THI.

**WHAT IS YOUR GOAL / WHAT DO YOU WANT TO ACHIEVE?**

I plan to have a family of my own as well as have my own successful business and contribute to the community by providing more employment opportunities.

**Q: OUTSIDE WORK, WHAT DO YOU DO TO RELAX? WHAT ARE YOU FOND OF?**

I like watching horror movies, RomComs, Action Movies, Cartoons, and Sci-Fi Movies. I am also into music of no particular genre. I spend my holidays, visiting the city to go to the mall or spend it with my family and/or friends. I also love going out of town, doing food-trips and trying new adventures.



## good working attitude and aggressiveness...

"Eva-san as a planner has been remarkable to the Planning Group and to all Groups she's been a part of. She understands our planning system very well. It seems that she has no limitations in terms of her own capacity. Combining with her good working attitude and aggressiveness, she greatly helped us (Planning Group) improve. She has become a good leader to her colleagues."

**MANUEL RAYA**, Supervisor  
Factory Cost Control Planning Department - Planning Group

NEW APPOINTMENTS

# TSUNEISHI PHILIPPINES COMPANIES LIST OF BOARD OF DIRECTORS & OFFICERS

We are proud to announce the re-appointed and new Directors and Officers of TSUNEISHI PHILIPPINES COMPANIES, effective January 1, 2017.

**TSUNEISHI HOLDINGS (CEBU), INC.**

- ▶ Chairman Akihiko Mishima  
REAPPOINTMENT
- ▶ President Katsuhiro Danjo  
REAPPOINTMENT
- ▶ Director Hirohisa Kinoshita  
REAPPOINTMENT
- ▶ Director Kenji Kawano  
REAPPOINTMENT
- ▶ Director Yasunori Kohatake  
REAPPOINTMENT

**TSUNEISHI HEAVY INDUSTRIES (CEBU), INC.**

- ▶ Chairman & President Akihiko Mishima  
REAPPOINTMENT
- ▶ Vice-President Katsuhiro Danjo  
REAPPOINTMENT
- ▶ Director, Factory General Manager Masatoshi Date  
REAPPOINTMENT
- ▶ Director Kenji Kawano  
REAPPOINTMENT
- ▶ Director Hitoshi Kono  
REAPPOINTMENT
- ▶ Director Yasunori Kohatake  
REAPPOINTMENT
- ▶ Director Masahiro Kawakita  
REAPPOINTMENT
- ▶ Director Andoni F. Aboitiz  
REAPPOINTMENT
- ▶ Director Jamie Jose Y. Aboitiz  
NEW APPOINTMENT
- ▶ Roberto E. Aboitiz  
END OF TERM

**TSUNEISHI TECHNICAL SERVICES (PHILS.), INC.**

- ▶ Chairman Akihiko Mishima  
REAPPOINTMENT
- ▶ President Segismundo F. Exaltacion Jr.  
REAPPOINTMENT
- ▶ Director Kenichi Shibata  
NEW APPOINTMENT
- ▶ Director Teruaki Kambara  
REAPPOINTMENT
- ▶ Director Masatoshi Date  
REAPPOINTMENT
- ▶ Director Takuma Ashida  
REAPPOINTMENT
- ▶ Kazuhiro Kitamura  
END OF TERM

**K&A METAL INDUSTRIES, INC.**

- ▶ Chairman Katsuhiro Danjo  
REAPPOINTMENT
- ▶ President Silvino M. Oliamot  
REAPPOINTMENT
- ▶ Director Masatoshi Date  
REAPPOINTMENT
- ▶ Director Minoru Tanimoto  
REAPPOINTMENT
- ▶ Director Haruki Terashita  
REAPPOINTMENT

**ASIAN CRAFT (CEBU), INC.**

- ▶ Chairman Akihiko Mishima  
REAPPOINTMENT
- ▶ President Alex Alasco  
REAPPOINTMENT
- ▶ Director Hiroyuki Okutani  
REAPPOINTMENT
- ▶ Director Atsushi Kobatake  
REAPPOINTMENT
- ▶ Director Takahiro Taketsuume  
REAPPOINTMENT

**TSUNETETSU (CEBU), INC.**

- ▶ President Naoya Shimomura  
NEW APPOINTMENT
- ▶ Director Akira Okamoto  
REAPPOINTMENT
- ▶ Director Katsuhiro Danjo  
REAPPOINTMENT
- ▶ Director Yoshihiro Fujimoto  
NEW APPOINTMENT
- ▶ Director Takayuki Kobayakawa  
REAPPOINTMENT
- ▶ Director Masanobu Miyaoki  
REAPPOINTMENT
- ▶ Tatsuyuki Takahashi  
END OF TERM

**TSUNEISHI ACCOMMODATION (CEBU), INC.**

- ▶ President Shinji Okada  
REAPPOINTMENT
- ▶ Director Hiroshi Kubota  
NEW APPOINTMENT
- ▶ Director Katsuhiro Danjo  
REAPPOINTMENT
- ▶ Director Masatoshi Date  
REAPPOINTMENT
- ▶ Director Minoru Tanimoto  
REAPPOINTMENT
- ▶ Takeo Danjo  
END OF TERM

**TSUNEISHI C VALUES PHILIPPINES, INC.**

- ▶ Chairman Shinji Watadani  
NEW APPOINTMENT
- ▶ President Eiasaku Ohira  
REAPPOINTMENT
- ▶ Director Katsuhiro Danjo  
REAPPOINTMENT
- ▶ Director Allan Chiongbian  
REAPPOINTMENT
- ▶ Director Yasuhiro Uchida  
NEW APPOINTMENT
- ▶ Hiroshi Awata  
END OF TERM

**CEBU INDUSTRIAL PARK DEVELOPERS, INC.**

- ▶ Chairman & President Andoni F. Aboitiz  
NEW APPOINTMENT
- ▶ Director Jamie Jose Y. Aboitiz  
NEW APPOINTMENT
- ▶ Director Anton M. Predices  
NEW APPOINTMENT
- ▶ Director Akihiko Mishima  
REAPPOINTMENT
- ▶ Director Katsuhiro Danjo  
REAPPOINTMENT

- ▶ Roberto E. Aboitiz  
END OF TERM
- ▶ Patrick Reyes  
END OF TERM

**WEST CEBU FOUNDATION, INC.**

- ▶ President Andoni F. Aboitiz  
REAPPOINTMENT
- ▶ Vice President Jamie Jose Y. Aboitiz  
NEW APPOINTMENT
- ▶ Director Crisna Indolos  
NEW APPOINTMENT
- ▶ Director Ivy M. Villegas  
REAPPOINTMENT
- ▶ Director Jingle G. Rafols  
REAPPOINTMENT
- ▶ Roberto E. Aboitiz  
END OF TERM
- ▶ Romeo Rosalejos  
END OF TERM

**TSUNEISHI FOUNDATION (CEBU), INC.**

- ▶ President Akihiko Mishima  
REAPPOINTMENT
- ▶ Vice President Jamie Jose Y. Aboitiz  
NEW APPOINTMENT
- ▶ Director Katsuhiro Danjo  
REAPPOINTMENT
- ▶ Director Hirohisa Kinoshita  
REAPPOINTMENT
- ▶ Augusto P.I. Carpio III  
END OF TERM
- ▶ Kenji Kawano  
END OF TERM

**WEST CEBU PEOPLE SOLUTIONS, INC.**

- ▶ Chairman & President Jingle Rafols  
REAPPOINTMENT
- ▶ Vice President, Ivy Villegas  
REAPPOINTMENT
- ▶ Director Katsuhiro Danjo  
REAPPOINTMENT
- ▶ Director Crisna Indolos  
REAPPOINTMENT
- ▶ Director Felma R. Yap  
REAPPOINTMENT

**CEBU ASIATIC SHIPPING & PORT SERVICES, INC.**

- ▶ Chairman Yosio Wada  
REAPPOINTMENT
- ▶ President Ericson Marquez  
REAPPOINTMENT
- ▶ Director Richard Marquez  
REAPPOINTMENT
- ▶ Director Ferdinand Marquez  
REAPPOINTMENT
- ▶ Director Motoo Kambara  
REAPPOINTMENT

2017 OBJECTIVES

# GMs Keywords FOR 2017



Tsuneishi Heavy Industries (Cebu), Inc. have set this year's objectives. It is important that each department or group's objectives is aligned with the company's overall strategy in order to successfully achieve it as a whole. Let us hear from the general managers' keywords that are relevant to the company's objectives and/or their specific action plans in making their department's goals attainable.



**CRISNA INDOLOS**  
General Manager  
General Account/Finance/  
Corporate Planning

**“Quality** With the improved computer system provided to our department, the accounting team aims to improve the quality of data in financial reporting and other quantitative data information. It is our goal to be more cautious in checking every transaction that we deal with; ranging from receipt disbursement, recording, to report generation. As a result, we can provide correct data to the management that will allow them to determine if each department has achieved their target cost reduction and/or if they have worked within the allocated budget. In addition, we are looking at undertaking operation clean up by re-visiting the old records and assess its impact in the current year.”

**“Effective Collaboration** Quality Control Department(QC, IS, DC, IS Groups) aims to establish “EFFECTIVE COLLABORATION” not only within the QC department but extending it to the rest of the company in 2017. As it is our task to regularly check and monitor our company-wide Quality Objectives, having to deal with all concerned groups, we therefore need to look at the factors that hindered us most in doing and implementing this responsibility. In this view, we consider “Effective Collaboration” as the factor that needs to be given more focus and attention. To start with, we need to figure out on how to work out our diverse behavior and attitude for us to build a quality relationship with each other as this has a high correlation to the quality of work we produce. This will also enable us to work effectively together with a strong sense of shared purpose and direction that is attentive and responsive towards achieving a common goal. We need to share ideas and skills and all that we know individually so we can achieve a deeper level of understanding. For our leaders inside QC department, we need them to provide direction, guidance, coaching and support to all our personnel in the implementation of our formulated action plans and Kaizen activities.”



**EDISON MAANO**  
General Manager  
Quality Control



**NESTOR PACAÑA**  
General Manager  
Painting

**“Cooperation** The Painting Department whose aim is to reduce the paint consumption by 20% from 2015's average consumption would adhere to the value of “COOPERATION”. In order for the objective to be achieved, cooperation not only among its members but also with other departments is required. Cooperation comes with the responsibility to always heed the set of standards to perform well.

In addition, our department's Kaizen activity is to shorten the painting works duration by one day. This Kaizen activity is initiated by Mr. Eddie Saavedra, last year's Japan trainee. This activity is designed to reduce cost and improve painting quality as well.”

“**C.O.S.T** | Our department’s keyword stands for “Cleaning first after having a good outstanding quality and Safety first in order to have a Timely delivery.”

**CLEANING:** To address one of our customers’ main concern, which is to keep the environment clean and clear, we are conducting group cleaning in all areas of the yard. This activity will help achieve this year’s company objective and promote teamwork among members.

**OUTSTANDING QUALITY:** Good quality can be achieved through thorough inspections by our Quality Inspectors. Constant coordination meeting and daily group patrolling of concerned members would also contribute to achieve the company quality objectives.

**SAFETY:** Safety first is the main course of action in on or before work. Eliminating all unsafe acts would help our areas to be safe. Safety patrol is very important because we could identify and check the areas that need to be improved.

**TIMELY DELIVERY:** Correct schedule and quality products must be attained first before it will be delivered to the next process. Through coordination and “good timing feedback” among members we will be able to adhere to the production schedule all the time. Thus, we must maintain our focus, put in extra effort in doing our job.

In addition, COST SAVINGS is the most essential key factor of this year’s objectives. The direct and indirect cost shall be strongly monitored by management. In order to achieve it, a monthly budget forecast will be conducted, necessary controls on unneeded expenses will be put to place and strict adherence to the allocated budget will be enforced.

This year’s key initiatives/projects include the BLOCKS SKILLS COMPETITION which is to be conducted by the Production Quality and Accuracy Team (PQAT). Its main purpose is to achieve customer satisfaction through consistent delivery of quality products. The evaluations will be patterned after a checklist which includes fitting, welding and block accuracy, among other things. We are looking at having this project realized by the middle and end of this year.

The Production Department also plans to motivate and uplift the capacity and capability of each EIC (Engineer In-Charge) by having everyone actively participate in QC and KAIZEN activities. In this activity each engineer will learn and enhance their knowledge and skills by thinking of activities that can help improve processes and procedures in the production department, and facilitate the realization of such projects.

We look forward to realizing all our goals and projects for 2017. We shall bear in mind that achieving our objectives will require collaboration between team members, a positive outlook, maintaining good relationship between our colleagues in order to work harmoniously towards the betterment of the company. Let us always do our best! Always remember that you reap what you sow.”



**RICHARD PITOGO**  
General Manager  
Production



**RAMIL ROA**  
General Manager  
Factory Cost Control Planning

## “S.M.A.R.T Goal Setting & Internal Customer Focus |

Goals are great because they cause us to stretch and grow in ways that we never have before. To reach our goals, we must elevate the skill of every team member.

To lead in increasing the completion rate in every work stage, FCCP focuses to support the needs of our Internal Customer. By satisfying their operational needs, we are positive that we can help them to reach their group goals.

In our Planning group, we intend to provide more accurate and more advance issuance of production schedules as well as providing each group with the manpower plan.

Our Transport and Scaffolding group aims to deliver blocks and install scaffolding on time with safer performance, doubling the improvement of last year.

Cost Control Group not only supports in managing the cost effectiveness of direct/indirect cost of shipbuilding division, but also aims to prolong the operation life of our factory building and facilities.

We will also facilitate the major repair of Pier 2 including its jib crane foundation which shall start on May 2017.

## EMPLOYEES DEVELOPMENT

# TSUNEISHI JOINS THE 15<sup>TH</sup> JAPANESE SPEECH CONTEST



► The contestants of the 15<sup>th</sup> Japanese Speech Contest together with the Board of Judges led by Consul Chiharu Tsuruoka.



### Q: WHAT IS YOUR REASON FOR JOINING THE CONTEST?

For me learning Nihongo is not a one sided journey. By sharing our knowledge and experience we learn more. For me, joining this year's Speech Contest is a way of sharing my knowledge to everyone.

### Q: CAN YOU TELL US ABOUT YOUR SPEECH?

My speech's title is “居心地のいい場所” or Comfort Zone”. It speaks about a common place for everyone to freely express themselves. It conveys a message about the constraints of a healthy communication within the family that can be seen in our world today. Take for example the effects of the development of smartphones, tablets and other electronic gadgets. Because of these, family members who are in the same place at the same time, such as their home, don't really

communicate with each other since they are too busy with their electronic gadgets. It creates a gap between family members and in the long run, creating difficulties approaching each other.

I also shared my own experience on this sort of communication problem. Although slightly different, considering we did not have hi-tech gadgets when I was younger, but my parents were busy earning a living and my brothers and sisters each had their own hobbies.

Having such communication problem with one's family does not mean you should not express yourself anymore. One has relatives, friends and/or senseis that you can open up to. In my case, I found that I can express myself and be myself with my THI family/friends, specifically, the Accounting group. They are the ones who I felt that I am accepted for who I am, who listened to my troubles, and supported me in my journey. They are my comfort zone.

### Q: HOW DID YOU FEEL AND WHAT WERE YOU THINKING WHILE YOU WERE GIVING YOUR SPEECH?

Two words, Adrenaline rush. It felt cold and warm at the same time. I was excited and nervous; a complete mix of emotions. When I got on stage, I just kept in mind

Tsuneishi joined the 15<sup>th</sup> Japanese Speech Contest held at the SM Conference Hall on February 04, 2017. For the past years, THI supports this annual activity as an observer and as an event sponsor. This year, Tsuneishi actively participated the event through its representative, Joel “Euj” Moncada Puentenegro.

The contest has three divisions; (1) Student division, (2) Non-student, and (3) Open division.

what Harada-san told me. He advised to always keep in mind what I really want to convey to everyone. When I started giving my speech words were just coming out of my mouth, and they were just how I wanted it to be. Seeing the audience attentively listening to my speech, and some, even nodding their heads, made me feel overwhelmed. It made me realize that they were agreeing to me and that gave me courage to continue until the end. Hearing them applaud made me feel that I have accomplished something that I will remember forever.

### Q: WHAT IS YOUR MESSAGE TO OTHER EMPLOYEES WHO ARE STUDYING JAPANESE?

To those who are planning to study Nihongo, to those who continue to study, and even to those who has not yet passed the JLPT exam; learning Nihongo is definitely not an easy task. It's like fighting a war against yourself. Passing the JLPT exam is not enough by itself. Be determined, take initiative to learn, and always remember to keep in mind why you decided to study this language. Take me for example, I take my being a fan of Animés as a motivation. Also, since I am in a company managed mostly by Japanese personnel and where communication

Euj submitted his entry under open division entitled “Comfort Zone”. There were only two contestants in the open division but luck was not on his side.

The University of San Carlos and the Seven Spirit Kids Orchestra performed on that day.

Even as first timer, Euj delivered his speech with passion.

In an interview, Euj, shares his thoughts and experience about the contest.

gap is common, I take it as a motivation to be able to speak Nihongo well. Being able to understand the native speakers and express myself fairly well, is the most significant part of my learning experience. Remember, not passing the JLPT exam should not demotivate you. Persevere and study more. I always believe that whatever effort you put into studying, you are the one who will benefit the most from it and it will surely pay off.

### Q: WHO DO YOU WANT TO SAY THANK YOU TO?

I owe gratitude to many. First is the THI MANAGEMENT, thank you for giving your employees a chance to learn Nihongo and a chance to experience Japanese culture. Being one who benefited in this opportunity was indeed a blessing. Secondly, to Ma'am Crisna, thank you for your support and for recommending me to study Nihongo and even letting me experience their culture in Japan. To Ma'am Eva, accounting family and friends, for their undying support and encouragement. To the Japanese advisers who were there attending the event, thank you very much. Lastly to the THI FAMILY, for their support and for congratulating me though I did not win. Thank you for giving me that heartwarming feeling.

## NEWS & UPDATES

### KAMBARA LOGISTICS

## CERTIFICATIONS ON AUTHORIZED ECONOMIC OPERATOR



▶ President Miyazaki and five others attend the certificate issuance ceremony

On January 17, KAMBARA LOGISTICS received approval and certification as “Authorized Warehouse Operator” and “Authorized Customs Broker” from the General Director of Kobe Customs, under the AEO (Authorized Economic Operator)

system. A certificate issuance ceremony was held at the Kobe Customs Office on January 25. This is only the second time that a company in Japan has received the “Authorized Warehouse Operator” and “Authorized Customs Broker” certifications simultaneously, and it is the first time at the Kobe Customs Office. The AEO system, answering a need for tighter security in global freight management in the wake of multiple terrorist attacks in the U.S., is a system whereby customs officers give certification to companies recognized as having excellent security management and compliance structures. KAMBARA LOGISTICS, with a view toward the

internalization of the AEO system, established a General Management Division in July 2014 and has been working to receive certifications. This autumn, the Customs Declaration Office is expected to be made independent under revised customs laws. Under the enacted revisions, AEO-certified companies will exclusively be able to receive customs clearance at all ports throughout Japan regardless of the cargo’s storage location. In the future, this AEO system will be utilized as the company works to grow its business and expand its service area to regions beyond Fukuyama Harbor.

### TSUNEISHI SHIPBUILDING

## FILIPINO INTERNS AND OVERSEAS TRAINEES TAKE PART IN NUMAKUMA EKIDEN CHAMPIONSHIP

This year’s Eighth Numakuma Ekiden Championship drew participation from a total of 21 TSUNEISHI SHIPBUILDING employees, including some Filipino interns and 6th-term overseas trainees. These participants were divided into three teams, all of whom ran the general segment (18.2 KM spanning seven relay

segments). Despite stormy weather on a day that came during the coldest part of winter, the runners boldly took on the challenge and completed the course without incident. Each team strived in unison and later shared a sense of achievement at reaching their goal.



## NEWS & UPDATES

### TSUNEISHI GROUP (ZHOUZHAN) SHIPBUILDING

## TZS HOLDS EMPLOYEES CONFERENCE: "UNITING TO FACE NEW CHALLENGES"



The TSUNEISHI Employees Conference GROUP's TZS held an that was attended by about

700 people, including local employees, Japanese expatriates, and employees of affiliated companies, from a total of 87 companies. General Manager Sachio Okumura announced performance results from the 2016 business year, presented management policies for the future, and underscored the need to work in unison as we face new challenges while remaining mindful of slogans such as "Always Changing, Always Making Progress (Continuing to

Change and Progress Day by Day)" and "Breaking Through to Progress at TSUNEISHI (Disrupting Common Knowledge to Move TSUNEISHI Forward."

In addition to an awards ceremony for affiliated companies, various special prizes were raffled off.

### TSUNEISHI CAPITAL PARTNERS

## AWARDS RECEIVED AT VENTURE BUSINESS CONTEST



▶ In the Excellent Technology category, Mr. Nakagawa and Mr. Nakamura of the National Institute of Technology, Hiroshima College were selected to receive the "Tsuneishi Partners Award"

The Chugoku Executive Council, sponsors of the Campus Venture Grand Prix, held the "2016 Campus Grand Prix Chugoku" awards ceremony, at which President Yasuharu Tsubata of affiliated firm TSUNEISHI CAPITAL PARTNERS presented award certificates and supplementary prizes to winners of the Tsuneishi Partners Prize. The contest honors students in the Chugoku region based on a review of their submitted business plans. This year, 88 contest entries were submitted from 15 schools.

### TSUNEISHI GROUP

## GO BEYOND YOUR OWN COMPANY TO CREATE A NEW BUSINESS!



"Innovators 100 Hiroshima" sponsored by Hiroshima Prefecture is a four-month training program whose goal is to help people go outside the organizational framework as they strive to create new businesses. Aimed primarily at people on their thirties who were recommended by over 100 companies in the prefecture, this program included about 10 workshops and training sessions. Among the participants were four young TSUNEISHI GROUP employees seeking professional growth, who had come from TSUNEISHI HOLDINGS, TSUNEISHI SHIPBUILDING, and KAMBARA KISEN.