



# TSUNEISHI

THE OFFICIAL PUBLICATION OF THE TSUNEISHI GROUP OF COMPANIES

## Balita

VOL 11 FEB 2017



### ► Panagbenga Festival.

Panagbenga is a term which means "a season of blooming" and also known as the Baguio Flower Festival. The Festival celebrates the beautiful flowers the city is famous for by having floral and float parades.

# PANAGBENGA

## Festival

BAGUIO

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# COVER PERSON

*"One must also be thoughtful with the differences between our and their culture and language."*

## VINCENT JOHN MANAGBAG

Procurement Department - Logistics Group

This month's feature person is Vincent John F. Managbanag. People who is close to him and work with him calls him Vince. He started working for THI on March 2009 under the Procurement Department. During an interview, Vince tells us more about what he does in THI as well as his experience at work.

### Q: PLEASE TELL US MORE ABOUT YOUR WORK IN THI.

When I started working for THI, I was assigned to the unloading operation's team from 2009 thru 2013. The group is assigned in unloading shipbuilding materials from our chartered vessels from Japan. Later, in 2014, I was reassigned to the import and export team.

### Q: WHAT CHALLENGES OR DIFFICULTIES AT WORK DID YOU EXPERIENCE DURING YOUR TENURE, AND WHAT ACTIONS DID YOU TAKE TO HELP SOLVE THE PROBLEMS?

One particular experience is during 2009 and 2010, where the number of chartered vessel arrivals reached up to seven vessels per month. Hence, it got exceptionally difficult to accommodate the arrival of these chartered vessels, be on schedule, and avoid delays. At that time, we did not have enough piers to accommodate the unloading of materials brought by the chartered vessels from Japan. To help solve the problem, we improved

the Logistic Team's process by changing the storage/material arrangement and flow of traffic.

### Q: CAN YOU TELL US OF AN IMPRESSIVE WORK EXPERIENCE?

I consider the rehabilitation of Pier Number 6 as an impressive work experience. This happened between year 2011 and 2012. The rehabilitation/modification of pier 6 improved our unloading operation. We again can keep to our schedule of our chartered vessels.

### Q: YOU HAVE BEEN WORKING WITH THI FOR QUITE SOME TIME; CAN YOU TELL US WHAT YOU'VE LEARNED IN WORKING FOR A JAPANESE COMPANY?

I have found that you have to be sincere with your work and persevere. One must also be thoughtful with the differences between our and their culture and language. During my training in Japan, I have also learned to be

dedicated with my work and to be considerate with others.

### Q: WHAT DO YOU AIM TO ACHIEVE WHILE WORKING FOR THI?

Currently, our goal is to change the current trade term to save transportation cost. We are looking at changing the trade terms from Cost Insurance Freight (CIF)/Cost and Freight (CFR) to Free On Board (FOB).

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

I like fixing things by myself. I like learning something about fixing things by reading or learning from someone who is knowledgeable. During holidays, my family and I spend time together by going on short trips within Cebu. Mostly, these are child-friendly locations such as zoos, museums, or activity oriented places.



► Importation and stripping of lifeboats at Cebu International Port. 'Stripping' is necessary to avoid low vertical clearance at Naga City.



► Vince makes sure that the application of Import Permit/s and Export Declaration/s at Philippine Economic Zone Authority and Bureau of Customs rules and regulations are complied and well documented.



## perseverance and commitment...

"I have witnessed the efforts of Vince had made since he started to work in THI. Now, he is earning what he deserves. He's always been an efficient employee as demonstrated in his initiatives with the job responsibilities delegated to him. His perseverance and commitment to the company will take him far. I recognize his achievement and may he achieve more."

**RAY VILLARINO**, Supervisor  
Procurement Department-Logistics Group



HUMAN RESOURCE DEVELOPMENT

# 1<sup>ST</sup> LEADERSHIP INTEGRATION PROGRAM

BY JANICE VILLAMOR

The Leadership Integration Program is a one-day program for key Team Leaders of Tsuneishi Heavy Industries (Cebu), Inc. (THI). This is a merging of Batches 1, 2 and 3 participants from the 3-day Leadership Program conducted last 2016 held at RAFI-Kool Adventure Camp, Cansomoroy, Balamban last January 28, 2017.

The Integration is a customized program that provides an avenue for the leaders to come together and share a meaningful experience as one THI. It allows for the team to realize, be aware and work on the importance of trust, coordination and synchronization, to focus on the urgent and the less important, communication, listening, following to instructions and coaching. It also helps in discovering each team members' strengths and weaknesses along with their interaction and dynamics that make up the bigger picture in THI.

During the program, the

participants were divided into six groups. Five of which were named based on the Tsuneishi's Spirit; namely, Vision, Excellence, Unity, Proactive and Heart. While the sixth team, was a team of Coaches. Each team went through four out of five rotations of challenges and to every pre-challenge a coaching session is done. During these coaching sessions, members from every group share their experiences on their challenge. Hence, giving others a clue on how to get through the challenge. Experiencing the four challenges enable the participants to realize situations, what is lacking and what needs improvement to face and win the next challenge.

The Integration is an assimilation of experiences and learnings of last year's Leadership Trainings. It brings key team leaders further learnings and application to future endeavors as being effective and collaborative leaders of THI.



► 64 participants faced different challenges such as *Over-Under-Through*, *Islands*, *Moon Ball*, *Beeping Square*, and *Landmines*. Mr. Akihiko Mishima, THI President, and Mr. Katsuhiro Danjo, THI Vice-President also took part in the event as they presented the challenges of THI in 2017 and encourage everyone to work as one to achieve the company's objectives.

NEW APPOINTMENTS & PROMOTIONS

# TSUNEISHI PHILIPPINES COMPANIES ANNUAL PROMOTIONS

We are proud to announce the New Appointments and Promotions of TSUNEISHI PHILIPPINE COMPANIES, effective February 1, 2017.

## TSUNEISHI HEAVY INDUSTRIES (CEBU), INC.

### ► WILNETH SOLIJON

Manager, Factory Cost Control  
Planning-Cost Group

### ► RICHARD SOLIS

Supervisor, Procurement-Logistics Group

### ► DEOGRACIAS CARCUEVA

Supervisor, Construction-Hull

Outfitting Group

### ► VINCENT ALPAS IV

Security Staff III, Security Department

### ► ALVES ARDILLO

Safety Inspector III, Safety Department

### ► ENGELBERT COMPRA

Supervisor, Quality Control Department

### ► JOSE JEANEL TENIO

Senior Joban Leader, Production-Steel  
Processing Group

### ► NIÑO ARCADIO RETUERTO

Supervisor, Production-Steel Processing Group

### ► AMELITA CAMAY

Logistics Staff III, Procurement-Logistics Group

### ► DONALD COGAL

Supervisor, Factory Cost Control

Planning-Transport&Scaffolding Group

### ► WARREN RALLOS

Supervisor, Construction-Electrical  
Outfitting Group

### ► JOEL GOC-ONG

Joban Leader, Ship Repair-  
Machinery&Electric Group

### ► ALLAN ENTROLISO

Foreman, Ship Repair-  
Machinery&Electric Group

### ► TOMAS RICAÑA

Foreman, Ship Repair-Hull Group

### ► SHEBA DARO

Security Staff II, Security Department

### ► JEROME YU

Field Engineer II, Quality Control Department

### ► SHERHAN ABDIL

Foreman, Production-Steel Processing Group

### ► CLINT DUMDUM

Field Engineer II, Production-Steel  
Processing Group

### ► DANA LYN NIPAYA

Purchaser II, Procurement-  
Purchasing Group

### ► LYNDON MAKILING

Logistics Staff II, Procurement-  
Logistics Group

### ► DONALD OBENZA

Logistics Staff II, Procurement-  
Logistics Group

### ► MAURICIO BUHIA

HR Staff II, Human Resource Development

### ► PRINCES MEA ROSEL

General Affairs Staff II, General  
Affairs Department

### ► AMIELIE ROSALEJOS

Account Staff II, Finance-General  
Account Group

### ► KRISTEL OCOY

Field Engineer II, Factory Cost Control  
Planning-Cost Group

### ► BENEDICT DUMDUM

Field Engineer II, Construction-  
Electrical Outfitting Group

### ► JOHN EDWARD CUEVAS

Field Engineer II, Construction-  
Electrical Outfitting Group

### ► RICHELYN YNTIG

Sales Staff II, Business Department

### ► JOHN PANCRACI PONGASI

Sales Staff I, Ship Repair-Sales Group

### ► AMIEL ALGARME

Field Engineer I, Ship Repair-Quality  
Assurance Group

### ► ISABELO SABELLITA JR.

Field Engineer I, Ship Repair-Hull Group

### ► VAN LESTER DUENAS

Safety Inspector I, Safety Department

### ► WELVIN GERARMAN

Field Engineer I, Quality Control-  
Inspection Group

### ► FLOREMA PROVIDA

Field Engineer I, Quality Control-  
Inspection Group

### ► JEJOMAR SOBRIO

Field Engineer I, Quality Control-  
Inspection Group

### ► ISMAEL NEVADO III

Field Engineer I, Quality Control-  
Inspection Group

### ► JOHN JACOB MABAN

Field Engineer I, Quality Control-  
Inspection Group

### ► CHAD LUNA

Field Engineer I, Quality Control-  
Inspection Group

### ► DENNIS JUMAG

Field Engineer I, Quality Control-  
Inspection Group

### ► MICHAEL BENJAMIN GORGONIO

Field Engineer I, Quality Control-  
Inspection Group

### ► MICHAEL REID RALLOS

Field Engineer I, Quality Control Department

### ► RHIEL MARANDE

Field Engineer I, Quality Control Department

### ► RODOLFO LEYTE JR

Field Engineer I, Quality Control Department

### ► ARIEL GARAY

Quality Control Inspector II, Production-  
Steel Processing Group

### ► MARIA JESSA PERFECIO

Checker II, Production-Steel Processing Group

### ► ELMER MENDOZA

Checker II, Production-Steel Processing Group

### ► FRANCISCO LORIMAS

Line Heater II, Production-Hull  
Fabrication Group

### ► ROSE VIRGINIA TABANAS

Field Engineer I, Production-Hull

Fabrication Group

### ► JEVY POSTRANO

Purchaser I, Procurement-Purchasing Group

### ► RESTITUTO LAPE

Logistics Staff I, Procurement-Logistics Group

### ► VINCENT JOHN MANAGBANAG

Logistics Staff I, Procurement-Logistics Group

## LEGEND

 JOB GRADE 9

 JOB GRADE 8

 JOB GRADE 7

 JOB GRADE 6

 JOB GRADE 5

 JOB GRADE 4

### ► RAFAEL NUÑEZ JR.

Field Engineer I, POB-Blockstage Group

### ► RENELITO SABETE

Leadman, Painting-Blockstage Group

### ► AL JUN BAYON-ON

Field Engineer I, Painting-Blockstage Group

### ► FERNANDO INSO

Leadman, Painting Department

### ► ROY BANCALE

Field Engineer I, Painting Department

### ► CARLITO VICENTE BAYNOSA

Electrician II, Factory Support-Factory  
Service Group

### ► FRANKLIN BADILI

Field Engineer I, Factory Cost Control  
Planning-Transport&Scaffolding Group

### ► NIÑA ESPINOSA

Field Engineer I, Factory Cost Control  
Planning-Planning Group

### ► ELENA PARAMÉ

Field Engineer I, Factory Cost Control  
Planning-Planning Group

### ► NARIA EVA BACUS

Field Engineer I, Factory Cost Control  
Planning-Planning Group

### ► MC MARTIN ABELLA

Field Engineer I, Construction-Machinery  
Outfitting Group

### ► KERVIN LAMBO

Field Engineer I, Construction-Hull  
Outfitting Group

### ► CHELLESA LYN SAPILAN

Field Engineer I, Construction-Hull  
Erection Group

### ► JASON PAUL COREMO

Field Engineer I, Construction-Hull  
Erection Group

### ► ANECITO MAHIDLAWON JR.

Leadman, Construction-Electrical  
Outfitting Group

### ► JOSEPH LOREMAS

Leadman, Construction-Electrical  
Outfitting Group



► **ANA MARIE OMAYAN**

Sales Staff I, Business Department

► **CARLO PADIN**

Checker I, Quality Control-Inspection-NDT Group

► **GEM ZARCO**

Checker I, Quality Control-Inspection-NDT Group

► **ARCHE VASQUEZ**

Checker I, Quality Control-Inspection-NDT Group

► **FRANCIS VALERO**

Checker I, Quality Control-Inspection-NDT Group

► **ALBENTANA**

Checker I, Quality Control-Inspection-NDT Group

► **ALGER, LUAYON**

Checker I, Quality Control-Inspection-NDT Group

► **RAMEL LIM**

Checker I, Quality Control-Inspection-NDT Group

► **VICTOR LARISMA**

Checker I, Quality Control-Inspection-NDT Group

► **JUNBEN CANILLO**

Checker I, Quality Control-Inspection-NDT Group

► **JONATHAN PINIL**

Quality Control Inspector I, Production-Hull Fabrication Group

► **RICKY PURISIMA**

Quality Control Inspector I, Production-Hull Cover Group

► **LUCITA CARMELOTES**

Impex Staff, Procurement-Logistics Group

► **PABLO BACLAYON**

Checker I, POB-Outfits Group

► **WARREN BUSCADO**

Checker I, POB-Blockstage Group

► **JOHN JAY SERENTAS**

Checker I, POB-Blockstage Group

► **CRISTOPHER CULLAMAR**

Sprayman I, Painting-Blockstage Group

► **JOEL CAMASO**

Sprayman I, Painting-Blockstage Group

► **MATEO FRANCIS**

Checker I, Painting-Blockstage Group

► **NECODIMO ABELLA JR.**

Blaster I, Painting-Blockstage Group

► **EDITHO GARILLOS**

Checker I, Painting Department

► **CLIFFORD ALIVIO**

Checker I, Painting Department

► **YLLA RASTI BRIGONDO**

Secretary, Painting Department

► **JOVANIE VILLARINO**

Checker I, Painting Department

► **CHEENE FELISEDA**

Checker I, Factory Cost Control Planning-Planning Group

► **MARK PHILIP MARTINEZ**

Technician I, Construction-Machinery Outfitting Group

► **EDGARDO BUCAO JR.**

Checker I, Construction-Hull Outfitting Group

► **DANILO PADAYOGDOG JR.**

Checker I, Construction-Hull Outfitting Group

► **KAREM QUINDAO**

Checker I, Construction-Hull Outfitting Group

► **BILGEM CORTEZ**

Checker I, Construction-Hull Outfitting Group

► **ARDILLO DERIT**

Fixer I, Construction-Hull Erection Group

► **BOBBY ABELLANA**

Fitter I, Construction-Hull Erection Group

► **ALBERT LABAO**

Electrician I, Construction-Electrical Outfitting Group

► **JOBERT BARNAYHA**

Electrician I, Construction-Electrical Outfitting Group

► **ROBERTO BACUS**

Electrician I, Construction-Electrical Outfitting Group

The management has approved the elevation of below listed employees for attaining the following:

- (1) Job Grade 1-4 employees
- (2) With more than seven years in current position
- (3) With more than seven points PA ratings
- (4) And, with at least "B" rating in current appraisal period

► **COLETA TABAYAG**

Company Nurse I, Safety-Clinic Group

► **EMMANUEL DIANO**

Checker II, Painting-Blockstage Group

► **RONALD BALILING**

Checker II, Painting-Blockstage Group

► **FIDEL PADAYOGDOG**

Driver I, General Affairs Department

► **CANDELARIO HERMOSO JR.**

Driver I, General Affairs Department

► **LINO DIANG**

Driver I, General Affairs Department

► **ZOSIMO CAMINOS**

Driver I, General Affairs Department

► **JOEL BUSTAMANTE**

Driver I, General Affairs Department

In accordance with the new policy under Article 1: Recruitment and Placement Section, below listed employees who currently hold job grade 3 position who are college degree holders will be changed to job grade 4 position.

► **JOHN PAUL CONEJO**

Checker I, Construction-Hull Outfitting Group

► **ROLANDO COMEDIA JR.**

Checker I, Construction-Hull Outfitting Group

► **FERRODIE CRUZ**

Checker I, Construction-Hull Outfitting Group

► **DESIDERIO ALEX**

Checker I, Construction-Hull Outfitting/Accommodation Group

► **MERLO CANETE**

Technician I, Construction-Machinery Outfitting Group

► **CARLO LEDESMA**

Technician I, Construction-Machinery Outfitting Group

► **ROSELA LAWAS**

General Affairs Staff, General Affairs Department

► **JOE BERT TROCIO**

Checker I, Painting-Blockstage Group

► **FRITZ PADAYOGDOG**

Checker I, Painting-Blockstage Group

► **FRANCIS BOCALES**

Checker I, POB-Outfits Group

► **CHRISTIAN REY RICABORDA**

Logistics Staff, Procurement-Logistics Group

► **PAMELA DAPHNE MELGAR**

Logistics Staff, Procurement-Logistics Group

► **SHIELA MARIE ANN LIMPIO**

Logistics Staff, Procurement-Logistics Group

► **GIOVANNI NOVAL**

Purchasing Staff, Procurement-Purchasing Group

► **DELSA JANE NAVAJA**

Purchasing Staff, Procurement-Purchasing Group

► **JUDY ANNE ALESNA**

Drawing Control Staff, Quality Control-Drawing Control Group

► **JOSEPH ADONIS CANTAL**

Quality Control Inspector I, Quality Control-Inspection-NDT Group

► **TEOPISTO REBUCIAS JR.**

Quality Control Inspector I, Quality Control-Inspection-NDT Group

► **ANTHONY MARANGA**

Checker I, Quality Control-Inspection-NDT Group

► **JOHN BERNARD RONDEZ**

Checker I, Quality Control-Inspection-NDT Group

► **JONAS ESPERA**

Oiler I, Ship Repair-Floating Dock Group

## K&A METAL INDUSTRIES, INC.

► **ANGELITO GILDO JR.**

Field Engineer III, Hull Fabrication Department

► **VINCENT GOMEZ**

Field Engineer II, Hull Fabrication Department

► **JESTONI DEGUMA**

Field Engineer I, Hull Fabrication Department

► **JHYANYROSE YOSORES**

Field Engineer I, Outfitting Department

## NEWS & UPDATES

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

## EMPLOYEES GENERAL ASSEMBLY 2017

**January 6** – Mr. Akihiko Mishima, President of Tsuneishi Heavy Industries (Cebu), Inc. presented the 2017 Company Objectives to the Tsuneishi Group employees citing to become a No.1 world share industry, after service, quality, and cost competitiveness industry for the company's vision 2020. He also cited the adoption and development of global human resources to determine employees' ability and capability, and to perform improvement

measures accordingly such as but not limited to organizing technical seminars, trainings, and workshops.

Mr. Mishima reviewed the company rules and welfare program where the rice subsidy, housing loan interest, and standardization of job grades were amended for the benefit and satisfaction of the employees. He also stressed the improvement of welfare facilities and annual company events for 2017. Each group is



expected to perform, to achieve the 2017 contribute and work objectives. together as one company

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

## SHIP'S DELIVERIES FOR THE MONTH OF JANUARY & FEBRUARY



► SC-264 'MV' Nord Gemini, an 81,600 MT type bulk carrier was delivered on February 7, 2017 to Forever Shipping S.A. She was set to sail going to Indonesia to load coal. (Onset photo) Ship's drawing contest winners from Hingatmonan Elementary School received a school bag and a commemorative T-shirt of the ship from the ship's captain.



► SC-259 'MV' AOM Bianca, an 81,600 MT type bulk carrier was delivered on January 11, 2017 to Grace Ocean Private Limited. She was set to sail going to Indonesia to load coal. (Onset photo) Ship's drawing contest winners from Vito Elementary School received a school bag and a commemorative T-shirt of the ship from the ship's captain.

Winners have the privilege to onboard the ship and see what's inside it. They also get a free lunch together with their teachers.

## NEWS & UPDATES

### TSUNEISHI GROUP

## NEW YEAR'S CEREMONY: LOOKING AT CURRENT TRENDS AND READY TO CHALLENGE A MULTITUDE OF FUTURE POSSIBILITIES



► New Year's address by TSUNEISHI HOLDINGS' President Hirotatsu Kambara.

productivity, the group's response to new types of vessels looking towards the future, and further expansion of environmental projects among others. President Kambara ended by saying, "It is important not to rely on business models in use up to this point, but we should continue to strive forward, taking on new challenges with a view to the future 10 or 20 years from now. I believe that this will ultimately lead to the continued stability and prosperity of the company and to the happiness of its employees. We should not be pessimistic about these considerable changes for our company, we should take a great leap towards the future, and I look to all of you to help me create a bright future".

**January 4** - The TSUNEISHI GROUP's New Year's Ceremony was held at Shinshoji temple in the Numakuma district of Fukuyama City. The celebration included group company executives and employees, subcontractor personnel, and others. After

visiting the Memorial pagoda which was recently completed in October 2016, everyone gathered at the Mumyo-in for the New Year's ceremony. Following that, a safety prayer was conducted at the Goma-do. In the address to usher in the New Year TSUNEISHI

HOLDINGS' President Hirotatsu Kambara remarked that 2017 was the 100th anniversary of TSUNEISHI SHIPBUILDING, and the 50<sup>th</sup> anniversary of TSUNEISHI KAMTECS. In addition, he spoke of enhancing cost competitiveness and

### TSUNEISHI SHIPBUILDING

## FIRST PASSENGER SHIP, LAUNCHED

**January 16** - The TSUNEISHI GROUP's TSUNEISHI SHIPBUILDING held a launch ceremony for its first ever production passenger ship the "Guntû" at the first building berth. A total of 632 people saw the launch ceremony including local residents and group employees. The crowd applauded as the passenger ship slid into the water from the berth. The Guntû is designed to appear as the

Japanese houses lined up on the coast of the Seto Inland Sea, and the roof of the ship is also designed to appear as the roof of a house. The hull of the ship is silver in color and so blends into the scenery of the Seto Inland Sea with its ocean blue, sky blue, and sunset colors.

► The Guntû is 81.2 meters in length, 13.75 meters in width, and 3200 GT. It was named after a local dialect name for a stone crab that inhabits the Seto Inland Sea.





## NEWS & UPDATES

### TSUNEISHI HOLDINGS-JAPAN

## RESILIENCE CERTIFICATION, ACQUIRED

**December 27** – THD has been certified according to the “National Resilience Service Certification System” established by the National Resilience Promotion Office Cabinet Secretariat. THD is conducting activities to promote independent management structures for disaster prevention and mitigation including comprehensive training in

the case of earthquakes, fires or other natural disasters as a part of the Business Continuity Management (BCM) project. As we have now acquired resilience certification we intend to put even more emphasis on building a stronger crisis management system which holds the highest regard for human life.



► This is the second year for the resilience certification, which was created in April 2016. THD was evaluated for its BCM building activities.

### TSUNEISHI SHIPBUILDING

## 6<sup>TH</sup> BATCH OVERSEAS TRAINEE PROGRAM ENJOYS JAPAN'S NEW YEAR'S HOLIDAY

**December 31** – Under the leadership of TSUNEISHI SHIPBUILDING's Overseas Operations Department, 11 trainees from the sixth overseas trainee program had the opportunity to experience a New Year's Eve event which took place on New Year's Eve and New Year's Day at Shinshoji

temple in the town of Numakuma in Fukuyama City. The participants took part in the copying of sutras at Hibutsu-do and experienced the bell ringing event at the Bell Tower in the International Zen Training Hall, after that everyone enjoyed the traditional New Year's Eve meal of toshikoshi



soba. As the evening deepened the weather turned quite cold, but everyone was

able to enjoy a memorable night which can only be experienced in Japan.



► **TSUNEISHI FOUNDATION (CEBU), INC. - CHRISTMAS TREE LIGHTING:** A Christmas tree lighting ceremony was held at an outdoor stadium in Balamban town on Cebu Island, Philippines. Illuminated Christmas trees are put up every year during this season, and the TSUNEISHI FOUNDATION (CEBU), Inc. also puts up its own tree. The Christmas tree lighting ceremony was held after the prayer given by the pastor at 6 PM. All the multicolored Christmas lights were lit at the same

time and fireworks were also launched.

► **TSUNEISHI GROUP PHILS.-JAPAN - GIFT GIVING:** THI and the TSUNEISHI FOUNDATION (CEBU), Inc. distributed Christmas gifts to a town in Cebu. This year's recipients were approximately 200 households in Asturias, a town located next to balamban where THI is located. The gifts included food and daily necessities, as well as secondhand clothing gathered from all of the TSUNEISHI GROUP's affiliates in Japan. Both children and adults were very happy to receive these gifts during Christmas.

