

# KP's Strengths

RECRUITING GUIDE  
KANDEN PLANT CORPORATION



# KP's Strengths

“Technological capability” “construction capability” “creativity” “planning capability” “proposal-making capability” ...and “the power of younger employees” and “the power of experienced employees.”

These are Kanden Plant's strengths that support its operations.

These strengths combine to create synergy, making our company several times or several score times more powerful. We believe so.

Not only will we conduct construction and maintenance of thermal and nuclear power generation facilities, but we are also looking to expand into a wide range of new business fields. We are seeking new talents to join us in the next phase of KP's growth story.

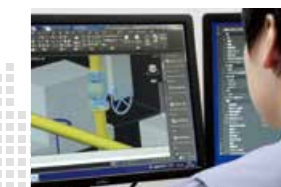


## Kanden Plant's Business

**Kanden Plant (KP) has earned the trust of customers by providing superior power generation facility maintenance services for many years. Our sphere of activities is expanding into new service areas and business fields, where we can leverage our long-accumulated technologies and know-how.**

Kanden Plant aims to be a company that contributes widely to society through its plant engineering business centered on energy and the environment. This section introduces five “capabilities” that support Kanden Plant's business operations.

We execute construction, installation and refurbishment works of power generation facilities, such as thermal power, nuclear power and renewable energy plants, as well as all major industrial plant facilities that support social infrastructure, such as oil, gas and chemical plants.



We plan and design construction projects of various types of plant facilities, including power generation facilities. With abundant expertise, we provide high-value-added services that meet customer needs in every aspect, from technical standards to securing of quality.

### Kanden Plant's five professional capabilities

**Capability to construct**

**Capability to protect**

**Capability to create**

**Capability to notice and build**

**Capability to support**



We carry out periodical inspections, repairs and other maintenance of power generation and manufacturing facilities to ensure that every piece of equipment is operating properly and remains in optimum condition.

We will provide safe and high-quality construction services not only for existing customers but also for new customers in a wider area, including the Kanto region. We will always stay close to our customers and make proposals from the customer's perspective, thereby building a relationship of trust with our customers.



Each department of the Head Office formulates rules and policies for managing the operations of the entire company, such as planning, human resources, accounting, and safety and quality control. Also, each business office supports front-line workers while carrying out its day-to-day activities in accordance with the defined rules and policies.

### KP's recent projects



Kansai Electric Power Co., Inc.'s Himeji No. 2 Power Station (Construction - maintenance)



Kansai Electric Power Co., Inc.'s Ohi Power Station (Safety measures for new regulatory standards - maintenance)



Arida Solar Power Station, Wakayama Prefecture (New construction work)



Woody Biomass Power Generation Facilities, Ono City, Fukui Prefecture (Equipment installation work)

## KP Project Stories



**KP**  
PROJECT 01

### Mizushima Energy Center, Okayama Prefecture Introduction of team members of the "Coal-fired Thermal Power Generation Facilities Construction Project"



**Shogo Takata**  
Construction Group, Thermal Power Construction Department  
Joined the company in 2009

In this project, he was in charge of installing boiler auxiliary equipment and piping equipment. As the "life of the party" on the project team, he worked to actively communicate with his colleagues, superiors, and subcontractors on a daily basis throughout the project. Through this project, he felt anew that teamwork is an essential prerequisite at a construction site.



**Koji Handa**  
Construction Group, Thermal Power Construction Department  
Joined the company in 2009

He was mainly in charge of the installation of auxiliary equipment for the main boiler. He strived hard to ensure steady progress of the installation work in his responsible area while always paying attention to the overall flow. By the final stage of the project, he had developed himself such that he could provide logistical support for senior employees. After going through a tough project, not only did he become more confident in himself, but also he feels that the greatest benefit was having met many reliable colleagues.



**Hironobu Nishi**  
Welding Management Group, Thermal Power Engineering Department  
Joined the company in 2010

He participated in the project as a support welder for on-site piping work. He engaged every day in welding while learning from senior welders. When he passed the radiation transmission test (RT), he felt a great sense of satisfaction and accomplishment. He aims to hone his skills to become a proficient welder who will be called to any difficult work site.

\* Affiliation indicated is that at the time of the project.



**KP**  
PROJECT 02

### Safety measure renovations to comply with the new regulatory standards for nuclear power plants Introduction of team members of the "Takahama Power Station Unit 3 Tornado-Resistant Facilities Installation Project"



**Takeshi Tanaka**  
Planning Group, Nuclear Power Construction Department  
Joined the company in 2010

He served as a coordinator of the project. He communicated the customer's needs to each business site to enable construction work to be carried out smoothly. He played a sort of balancer's role, standing between the customer and workers at the construction site. By utilizing the experience gained in this project, he aims to create an environment where everyone can work safely and smoothly at work sites where he will be involved in the future.



**Yasuhiro Shimada**  
Designing Group, Nuclear Power Construction Department  
Joined the company in 2012

He was in charge of strength/seismic resistance evaluation related to safety measures work. He worked hard every day to meet the needs of the customer while coping with the challenges and restrictions, including the new national standards. In the future, he aims to become able to conduct evaluations by using analysis software himself.



**Satoshi Nomura**  
Machinery C, Machinery Section, Takahama Office  
Joined the company in 2015

He served as an on-site supervisor. He grasped situations that changed from day to day by closely communicating with many subcontractors. He tried to provide accurate instructions and guidance at the site. He feels that the confidence and experience he gained from completing this project are still very valuable to him in how he works today.

\* Affiliation indicated is that at the time of the project.

## Bringing together Kanden Plant's technology, knowledge and experience!! Mizushima Energy Center, Okayama Prefecture "Coal-fired Thermal Power Generation Facilities Construction Project"

The construction of the "coal-fired thermal power generation facilities" at the Mizushima Energy Center in Okayama Prefecture was a large-scale project involving the installation of a coal-fired boiler and steam turbine with 112,000 kW output.

This was the first comprehensive construction of power generation facilities that Kanden Plant ever performed outside the Kansai Electric Power Co's jurisdiction. Furthermore, construction work was undertaken inside the chemical plant while in normal operations. The project team successfully completed this challenging job, fully utilizing their rich experience and advanced technology. Let's take a look back at this project.



### Bringing together KP's high technological capabilities! Project connecting to the future

The project took place at the Mizushima Energy Center in Kurashiki City, Okayama Prefecture. Construction work inside the chemical plant with numerous equipment and crisscrossing piping systems was expected to be extremely difficult due to various restrictions, including arrangement of equipment and materials. During the construction phase, the team members oversaw all on-site operations while paying close attention to all details as works were executed right next to the existing piping systems in operation. This project also required difficult process adjustments as all the works, including civil engineering, mechanical and electrical works, were simultaneously in progress. KP's construction management expertise was fully demonstrated. With KP's outstanding technological capabilities, combined with the members' cheerful and open personalities, a relationship of trust with subcontractors was built day by day.

### Successful project completion bringing new landscape

In the case of a large construction project, there are many situations in which you have to judge and solve problems yourself while clearly envisioning the entire project. This project was no exception. During the construction period, a major earthquake (Tottori Offshore Earthquake) occurred, and there were many bad weather days. The project was disrupted by these events, and even experienced members were overwhelmed by uneasiness and thought they might not be able to meet the deadline. However, the project team overcame all the difficulties and successfully completed the project by leveraging their accumulated technology, knowledge and experience, as well as their ability to decide on site what to do at the next stage and organizational power and teamwork, which enabled them to support each other. The experience of the Mizushima Project gave Kanden Plant greater confidence in demonstrating its high technological capabilities in areas other than the Kansai region.

## Everything was a first experience!! Completing safety measure renovations to comply with the new regulatory standards (anti-tornado measures) through repeated trial and error

Toward the restart of nuclear power plants, the new regulatory standards came into effect in July 2013. Kanden Plant has been conducting construction/installation works for safety measures to comply with the new regulatory standards, including measures against severe accidents (SA)\* and fire protection.

These are very significant works in Japan's energy policy after March 11, 2011. This section introduces the project of installing tornado-resistant facilities to protect sea water pumps from flying objects, which was conducted for the restart of Unit 3 of the Takahama Power Station.

\*Severe accident (SA): An accident that exceeds the nuclear power plant's original design basis assumptions



### A big project that took three years to meet the new regulatory standards

KP received an order from a customer to install facilities to protect sea water pumps against tornadoes. Initially, KP planned to install compact facilities, but it turned out that in order to comply with the new national regulatory standards, it was necessary to install large-scale facilities that were considerably larger than originally planned. For example, regarding measures against flying objects from a tornado, from the estimation of the incidence angle, it was assumed that steel objects weighing nearly 200 kg could be blown away by the wind, and based on this assumption, protection measures were designed to prevent damage from flying objects. As a result of implementing repeated protection measures, it grew into a big project that took almost three years to complete, far exceeding the initial expectations.

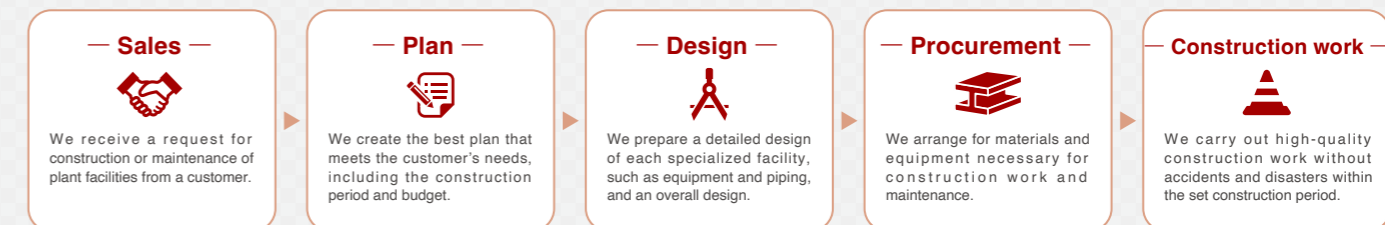
### Gaining confidence by completing the project without accidents and disasters. Envisioning the next vision

Originally, the Nuclear Power Division of Kanden Plant was engaged mainly in periodical inspections and repairs. Furthermore, there was no precedent for safety measure renovations to comply with the new regulatory standards. So everything was a first experience. At the planning and design stages as well as at the construction site, the project team members made adjustments every day and went through endless trial and error processes. In particular, in the safety measure renovations, which had a tight schedule, sudden specification changes and problems occurred one after another. Aiming to meet the needs of customers who aim to restart the nuclear power plant as soon as possible, the entire staff worked as one to overcome all those challenges and successfully completed the project with no accidents and disasters. KP competed safety measure renovations for complying with the new regulatory standards ahead of competitors in Japan. This achievement will surely lead to the expansion of the scale and scope of new construction projects in the future.

## Business Fields of Kanden Plant



## Work Flow at Kanden Plant



## Kanden Plant Seen by Keywords



### Plant Engineering

Without being limited to power plant facilities for thermal and nuclear power, KP's business fields are expanding not only to renewable energy power generation facilities, such as solar and biomass, but to all industrial plant facilities that support social infrastructure, such as oil, gas, and chemical plants. KP's strengths are outstanding creativity, technological capabilities, and organizational capabilities, which enable us to consistently provide reliable services—from planning to design to procurement to construction/installation to test run to maintenance—in these diverse settings.



### Approximately 1,400 employees

KP has about 1,400 employees, who belong to one of the three following divisions: Management Division, Plant Division and Nuclear Power Division. KP is built on these 1,400 people, who work together and cooperate with one another with a strong sense of mission to "support the social infrastructure of energy." The company always has a vibrant atmosphere as open communication is encouraged not only among employees but with various parties, including customers and subcontractors.



### A group of professional engineers

KP's main business is construction management. Simply put, construction management is a series of tasks starting with construction planning, protecting the safety of colleagues during the construction, and ensuring completion of high-quality construction within the stipulated construction period. This requires not only advanced skills and expertise but also the ability to act on your own and work positively on everything and the ability to communicate with colleagues and bring out their abilities to the fullest.

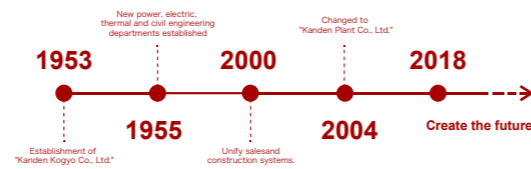
Only after you have acquired these excellent construction management abilities can you win the trust of many customers and subcontractors and become a full-fledged "KP person." In recent years, we have also focused our efforts on strengthening our "In-house technique" such as training welder.



### Expanding into Kanto Region

KP has kept illuminating the Kansai region for over 70 years. Deeply rooted in the region, KP has supported the energy society. We are a group of professionals who know everything about power generation facilities.

In the future, while staying close to customers not only here in the Kansai region but also in other parts of the country, including the Kanto region, we will strive to become the best partner for our customers by leveraging our outstanding proposal ability and safe and high-quality construction capability to satisfy customer expectations.



### Over 70 years since founding

The origin of KP dates back to 1953, when Kanden Kogyo Co., Ltd. was established as a new Kansai Electric Power Group company amid Japan's remarkable postwar reconstruction. In 2004, the company name was changed to the current "Kanden Plant Corporation." However, a sincere and positive spirit of trying to provide high-value-added services that meet customers' expectations has been inherited by every single employee at KP, along with advanced technological capabilities that have been accumulated over 70 years since the Kanden Kogyo period.



### Kansai Electric Power Group

Kanden Plant (KP) is a member of the Kansai Electric Power Group, which has about 100 companies and 33,000 employees. KP has established operation bases mainly at power plants within Kansai Electric Power's jurisdiction to support the safe and stable supply of electricity.

By taking advantage of the Kansai Electric Power Group's economy of scale, KP offers a variety of welfare programs to ensure that not only employees but also their family members live their lives with peace of mind. Such programs include a health insurance program, various types of individual insurance plans, a savings deposit system, and a stockholding association system.

## Education and Training System

### Planning and implementing an effective training curriculum for each hierarchical level! Offering a full backup system to meet individual educational needs

Kanden Plant offers hierarchical education programs, from new employees education to mid-level employees training and managers training. In the new employees education, in addition to learning the attitude and manners expected of working adults and various internal rules, new employees will receive an introductory education on Kanden Plant's businesses.

New employees will then receive basic training and specialized technical training through OJT (on-the-job training = training through practical work) in their respective departments. Our training programs are designed to allow employees to steadily acquire the required knowledge and skills for their assigned role at training facilities, including the Techno Center.

In addition, in response to individual educational needs, we will send employees to external training courses or dispatch employees to manufacturers and engineering companies in Japan. Also, we actively support employees who are eager to acquire official qualifications through various measures, such as providing congratulatory money to employees who have acquired official qualifications, reimbursing part of the exam fees, and giving work-related consideration. We have a system in place to make generous investment in employees with high motivation.



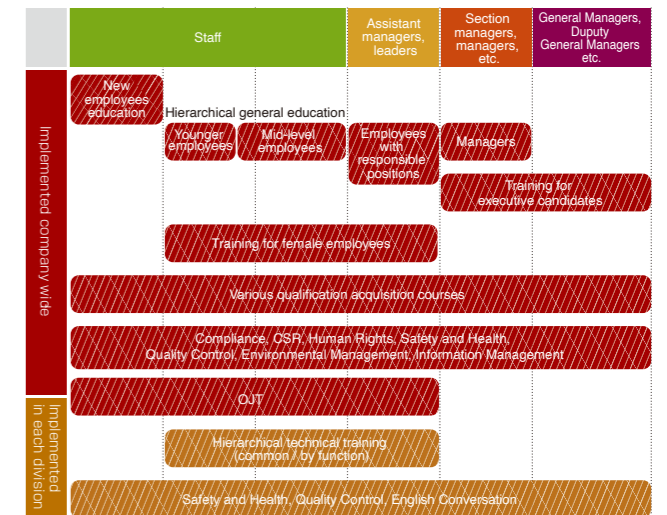
Techno Center (Sanda City, Hyogo Prefecture)



Nuclear Technology Training Center (Takahama Town, Fukui Prefecture)



New employees participating in their education



## Welfare Programs

### Supporting comfortable lives of employees. Supporting employees' lives in various aspects, from living environment to systems

To support employees working away from their homes, we have dormitories (for single employees) and company houses (for transferred employees) near our business locations. Regarding welfare programs, we have a property accumulation savings system, a stockholding association system, etc. Furthermore, we have introduced a complete five-day workweek system, a system that allows employees to accumulate paid leave and use it for their personal sick leave, etc., a condolence money system, and childcare and nursing-care support systems. We are working to enhance systems to improve the quality of life of our employees. Also, to help employees maintain and improve their mental and physical health, we not only provide health examinations but also operate a health control room and provide regular visiting health consultations by nurses and mental health care.



Azuchi Dormitory (Takahama Town, Fukui Prefecture)  
There are dormitories in the close vicinity of each business office. We provide a well-equipped, comfortable living environment.

**COLUMN** **Company where women can play an active role**

Kanden Plant believes that employees are its greatest asset. Kanden Plant is a company with many male employees, but it is a comfortable place for women to work and has a corporate culture where women can play active roles. Our workplace is lively with active and open communication among staff. I often consult with my colleagues to solve problems.



Personnel and Labor Relations Group, General Affairs and Human Resources Department  
Miwako Miyamori (Joined the company in 2015)

\* Affiliation indicated is that at the time of the project.

## Frequently Asked Questions

### Q1. Please tell me about your annual paid leave system.

Annual paid leave is granted for up to 20 days. The number of annual holidays is 120 days or more, and there are also special holidays. Although there are some busy times, we have an environment where employees can easily take leave from work. We conduct strict labor management, including the management of working hours.

### Q3. What majors do you recruit from for technical jobs?

We hire people from all science departments for technical jobs. We have a well-designed training system in place. After joining the company, you will receive training to learn required skills and obtain necessary knowledge. You will also receive support for acquiring qualifications. So please feel free to apply. Of course, you can make the most of your expertise in machinery and electricity.

### Q2. How are assignment decisions made?

We take into consideration various factors, such as each person's wishes, work order receipt status and future personnel development plans. You will not always be assigned to your desired department or work location. But in an interview after joining the company or in regular interviews, you can consult about your desired work location, work you want to try/qualifications you want to obtain, and family situation requiring consideration.

### Q4. Can employees take childcare leave?

Employees with more than one year of service can take childcare leave until their child becomes two years old, at the longest. Also, eligible employees can shorten their working hours or can be exempt from overtime until their child enters an elementary school. We are working to create an environment where employees can work comfortably during various life stages.

# **Kanden Plant Corporation**



<https://www.kanden-plant.co.jp>

▼ WEB SITE



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