

# 企業案内

Corporate Introduction

日本語 | English

## STAFF

### index

- 001 スタッフ一覧  
Staff overview
- 003 まんちゃん  
Man-chan
- 007 SATOKO  
SATOKO
- 011 Japanese culture  
tanuki & fox
- 013 ポンちゃん & コンちゃん  
Pon-chan & Con-chan



Pon&Con  
Kikaku Inc.

ponandcon.com



2  
3

# The source of creativity is imagination

## まんちゃん Man-chan

代表取締役 CEO  
建築家 Architect

## ポンちゃん Pon-chan

マスコット Mascot  
工務部長 A&B div /G.Manager  
社員菜園部 / 部長 Staff Vege. patch Club  
たぬき (男の子) /Manager  
Raccoon dog [boy]

## コンちゃん Con-chan

マスコット Mascot  
編集部長 Editorial Manager  
Pon & Con 商店店長 Pon&Con Store/Manager  
きつね (女の子) Fox [F]

## SATOKO

デザイナー Designer  
イラストレーター Illustrator  
海外向け商品キュレーター Products Curator

*staff*

# 創造力の源は想像力



まんちゃん  
Man-chan

万里 輝男  
Teruo Manri

代表取締役 CEO  
建築家 Architect

## 三代目大工として育った建築家 The architect who grew up as a third generation of carpenter.

香川県高松市出身。祖父・父が大工だったこともあり、10代から学校に通いつつ親ではない大工に弟子入り。

高校も土木化のある高校へ進んだ代表取締役であり工務事業部の要、万里（まんり）。

お客様からは老若男女問わず「萬ちゃん」の愛称で親しまれている気さくなおっちゃん。

大工から始め今は設計、プランニング、施工管理を行う。自身が元職人だけに当社の現場に入る職人さん選びは厳しい。

「工夫」と「お客様に喜んでもらうこと」が何よりも大好きな萬ちゃんに建物のことならお気軽にご相談ください。

Our CEO and the key figure of our Architect & Building Division, Manri was born in Takamatsu City, Kagawa Prefecture. Since his grandfather and father were carpenters, he apprenticed to a carpenter who was not related to him while attending school from teenage. He also chose a high school where he could learn civil engineering.

After many years of experience as a carpenter, he shifted his career from carpenter to architect. Currently he designs, plans and manages construction. Hence, he has experience of being a craftsman, and his process of choosing craftsmen who work his construction sites is quite strict.

Contrary to his attitude towards his work, his character is surprisingly friendly. He is called "Man-chan" by clients and our business partners regardless of gender and age. That must show how much he endears himself to them.

He enjoys, "ingenuity" and "making the customer happy by his work", the most in his life.



「夢は完全自給自足の電気も現金も必要ない山奥田舎暮らし！」と、いつもことあるごとに言う萬ちゃん。

お客様で萬ちゃんのこの台詞を聞いたことのある方は「また萬ちゃんが冗談言ってる」と思っているかもしれませんが、本人はいたって本気。

なぜ、萬ちゃんは、国の基準を満たすだけにとどまらず、それ以上の性能を持ったエコな家を設計・施工することに情熱を注いでいるんだろう？って思ったことはありませんか？

きっと、あれは、自分の終の棲家研究も兼ねているのだと当社の従業員や関係者は密かに思っています。

man-chan

夢 は、  
電気も  
現金も  
ない生活

～高性能な家を研究し続ける原動力に～

# Dreaming

of a lifestyle without  
electricity and cash.

It is his motivation for researching highly energy efficient housing.

"My dream is to live on a mountain without electricity and have no need of money!" This is what Man-chan says all the time.

Our clients who have heard him saying this, think that he is just trying to amuse them and doesn't mean it.

However, he is very serious about it.

Have any of you wondered why he designs and builds houses far more energy efficient than Japanese government regulation?

Our staff and business partners believe that he is collecting data to design his final abode.

新しい材料、技術  
だけではなく  
昔の知恵、技術、  
材料からも学ぶ

**Not only learning new materials and  
technology but also old/traditional  
wisdom, techniques and materials.**

We have "staff excursions" which are planned by Man-chan. These destinations always have something to do with architecture and old/historical buildings which are usually 100 or more years old.

Once we arrive at the destination, "The duration of concrete is just 100 years. How about a wooden building?" so his lecture starts...

He seems to get hints and ideas from the old Japanese houses which have been standing for more than 100 years in the climate and natural elements of Japan.

当社で萬ちゃんが企画する「社員遠足」。目的地が現代建築だったことがない。築100年を超えるような建築ばかり。「コンクリートの耐久年数はたったの100年、木造は？」と、萬ちゃんの講義が始まります。日本の気候風土でそこに建ち続けてきた建築から、日本の気候風土に合った建築のヒントを得ている様子。



Worried

clients  
claim



Electricity bill is  
too cheap to be real.

お客様が

不安に!?

電気代が安すぎて...

Under current Japanese construction law, we must use electrically powered machines to provide ventilation. It is impossible to build legal houses without electricity.

Even though every house needs electricity, the houses Man-chan builds use much less electricity compared to the houses in which our client used to live. One day, we received a phone call from one of our clients who had recently started to live in a house newly built by us. They claimed that their electricity bill amount was too small to be real. They thought something must be wrong with their new house. But nothing was wrong with their house. Their new house was only more highly energy efficient than they had expected.

When we received that phone call, we started to think that Man-chan could build a comfortable and electricity free house one day.

現状の建築基準では、どうしても換気に機械を使わざるをえず、電気は必要不可欠です。

萬ちゃんの建てる家はそれでも使用電力量が従来の家とは比べ物にならないくらい下がります。

新築のお客様から引き渡し後に「電気メーターがおかしいんじゃないか？」とご連絡をいただいたことがあります。メーターは正常で、ただ、お客様が想像されていた以上に使用電力量が少なかったのが起きた珍事件でした。

本当に萬ちゃんはいつか、電気のいらぬ快適な家を作ってしまうんじゃないかと、感じたエピソードです。



## SATOKO

鎌田 智子  
Satoko Kamada

デザイナー Designer  
イラストレーター Illustrator  
海外向け商品キュレーター Products Curator



香川県丸亀市生まれ。物心つく前から、お絵かきが好きで、紙とクレヨンがあれば何時間でも絵描き続けていた、当社のクリエイター/商品キュレーター、SATOKO。高校は美術科のある高校へ進み、卒業後は、9歳から続けてきた英会話を活かし単身アイルランド共和国（欧州/英語圏）へ留学。5年の海外生活の後帰国。英会話講師、製造業の海外営業などを経て、「自分の手でモノづくり」をしたい。自分のこれまでの経験を全て活かした事業をしたい。と、当社に創業から関わる。主に販促営業企画部の事業を手掛けているが、お客様のご要望があれば、工務事業部で内装デザインも行っている。

Born in Marugame city, Kagawa prefecture of Japan. Our creator/products curator SATOKO was a girl who was happy wherever she goes, if there are pieces of paper and crayons. She kept drawing as she grew up. She entered the high school where she can learn Fine art. After graduating the high school, she decided to go abroad to brush up her English. After living in Dublin, Ireland for 5 years, she came back to Kagawa. After working as English teacher, international sales rep and other work, she became one of founding member of us. The main reason she joined us was to be able to use all skills and knowledge which she has gained over the years as well as her creative skill. She is mainly at SP&AP4C div, but she also works for Architect & Building div as interior designer, if clients wish to.



I am not world  
**top class**  
creator, yet.  
**STILL** I can be  
there are things  
**USEFUL**

自分はまだまだTOPクラス  
じゃない。それでも  
お役に立てることがある。

「私は自分の作るもの、語学力や営業力が世界一だとは思いません。常に上には上がいて、自分が上へ上がったとしてもその瞬間にさらに上の世界が見えるものだと思います。」

"I don't think my language skill, sales & marketing skill or what I create are world top class. Higher stages exist whichever stages you are in. The moment you think you have just reached to the top, you will realize there is a higher mountain to climb.

What I thought impossible 3 years ago is doable for me now. I could say, I have been and will be in a growing process forever.

But at the same time, there are a lot of people who do not have the skills and knowledge I have. When they find my skills and knowledge valuable for them, that is the time it becomes my gig. I am just a choice from among millions of creators that exist in the world for clients."

says SATOKO who has a bit unique career as a creator.

今私に見えている世界と3年前の私に見えていたそれも全く違います。私は常に自分が成長過程にあると感じます。

一方で私の持っているスキルや知識を持たない人も多くいます。その人たちにとって、私の能力に価値がある時、お仕事になるのだと思います。

私はお客様にとって世の中に星の数ほどある選択肢の1つにすぎません」

... と言う SATOKO は少し変わった経歴の持ち主。

**Approaches made the most of her experience of being in abroad and having jobs in different areas.**

国内外、異業種  
経験が活きる発想

SATOKO has experienced multiple different areas of work since she was a teen. We can tell she has assimilated every single experience and knowledge from each profession, and it creates who she is and what she is capable of.

That might be because she has always given thought to, and analyzed reasons and meaning of each work by herself. We can still see that part of her today.

We are not sure if it is because she has worked with people who have different cultures and values or not, but her approach is not bound with what we, as Japanese, are accustomed to. She only focuses on "How to solve the problem", not by what is customary in the industry. She gets an idea even from the least expected fields.

10代から社会に出た SATOKO は様々な職種を経験してきました。当社で働く SATOKO を見ていると、今まで経験してきたものを全て吸収し自分の一部にしていると感じます。きっとどの職種でも自ら仕事の意味・役割を考え分析し行動してきたから血肉になっているのでしょう。それは今の働き方を見ていても垣間見ることができます。国内外で様々な文化や価値観の人々と仕事をしてきた経験からなのか、今までの風習にとらわれることなく様々な角度から「解決策」を見出します。時には全く関係ない分野からヒントを得ることもあるのです。



**曖昧なイメージを具現化する力**

**Ability to make abstract images/ideas of clients into reality.**

SATOKO usually works for SP & AP4C: Sales Promotion & Action Plan for Clients division. She also works for our Architect & Building division, if clients wish. When she works with A&B Div., she listens to what the client wants. At this point, the image from the clients is not necessarily concrete. Based on what she hears from clients, she helps clients to form concrete images on which to base their designs.

When we look at her process, we believe that she has a high skill of collecting, analyzing and outputting information as well as creativity. That must be the total result of her having worked in different areas with a creative mindset.

「お客様の商品が今よりも1点でも多く売れるには？」を形にするのが SATOKO の居る販促営業企画部。時には工務事業部でも内装の仕事をします。お客様が思い描いている漠然としたイメージをお客様とのヒアリングをもとに具体的な形にしていきます。

その様子を見ていると、クリエイターとしてのセンスだけではなく、情報収集・分析・アウトプット力があり、それがモノづくり脳をもちながらそれとは違う職種も経てきた総合力の賜物なのだろうと感じます。

A few things you need to know about Japanese culture before getting to know Pon-chan & Con-chan



### 3. Magical animal; Fox

In the old tales and historical writings, foxes have been mentioned as being magical animals.

They believe some foxes have the power to transform themselves into anything, like humans or objects. And they have other magical powers. Some stories are about cheeky foxes tricking humans.

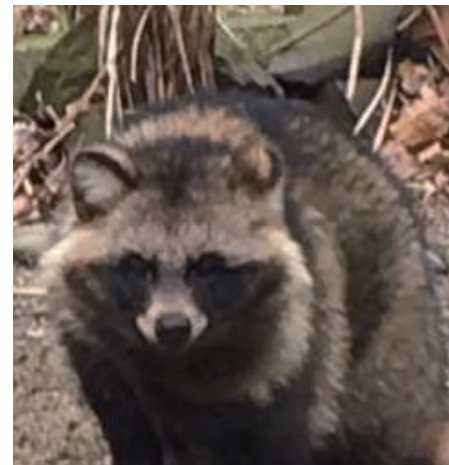
But some foxes are known as divine messengers. At one style of shrines in Japan, Inari shrines, you will find statues of foxes are guarding sacred are of shrines at the gates. And these divine foxes are believed to be fond of "Inari-zushi" which is a type of sushi made with deep fried tofu called "abura-age"

### 4. No Foxes in Shikoku island

You will see a lot of tanuki (raccoon dogs) and find old tale about them more than anywhere in Shikoku is land where we are. But you don't hear about foxes in Shikoku. There are no foxes in Shikoku.

One old tale tells this phenomenon as follows: Once upon a time in Shikoku, people had had enough of the mean tricks done by foxes. At that time the famous monk Kukai, also known as Kobodaishi, banished foxes from Shikoku. He told foxes that they can come back to the island when a bridge between Honshu and Shikoku was built.

Today, we have 3 bridges between Shikoku and Honshu. The oldest one was built in 1988.



### 1. TANUKI / Raccoon Dog

The animal in the photo is called "TANUKI" in Japanese, and "Raccoon Dog" in English. They naturally inhabit East Asia. They are a very chilled out animal. Many of them inhabit Shikoku island, where we are. You can see them in the mountains and, on the road if you are lucky.

### 2. Magical Animal, TANUKI

In the old tales and historical writings, tanuki have been mentioned as being magical animal. They believe some tanuki have the power to transform themselves into anything, like humans or objects. Some stories are about cheeky Tanuki tricking humans. But some stories are about noble tanuki helping humans.

Even though people believed they are magical animal, they are loved by people. The statue on the left is a stylized tanuki which you can find everywhere in Japan. Tanuki are a mysterious but friendly, goofy thing for Japanese people.



# about them



ポンちゃんとコンちゃん  
Pon-chan & Con-chan

見える人と  
見えない人がいる  
Some can see them,  
some cannot.

まんちゃんも SATOKO も開業してしばらくして気づいたのです。ポンちゃんとコンちゃんが見えない人間もいるということに ....

どうもキーワードは「楽しむ心」を持っているかどうかのようですが、詳しいことはまだわかりません。

It was after quite a while had passed following the launch of our first office, when Man-chan and SATOKO realized that there are some people who cannot see Pon-chan and Con-chan.

We are not sure what is causing the diversion. One thing we know is "having a heart of trying to have fun" must have something to do with this. But it seems not only that....



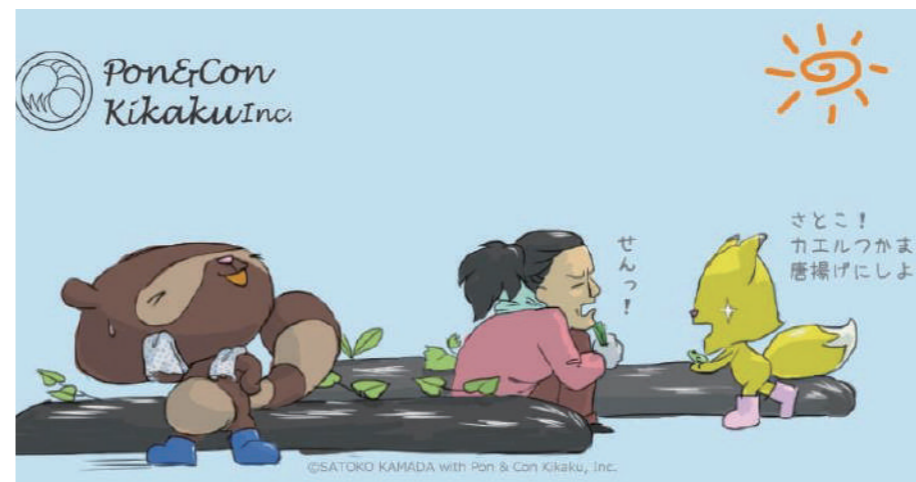
たまに、写真に  
映ることがある  
Being in  
photographs  
occasionally.

何がきっかけになるのか分からないのですが ....、どうせ写らないだろうと思って写真をとると、写っていたり、写るだろうと思って写真をとると、写っていなかったり ....

Again, we are not quite sure under what conditions they get captured on camera. They are in photos sometimes, but not always.



だけども見えないのは、もったいない  
You are missing out on so much, if you cannot see them.



だって、ポンちゃんとコンちゃんの居る日々ってとっても面白いんです。そんなポンちゃんとの日々は、SATOKO がイラストにして Pon&Con 商店で紹介されています。

Because it is so much fun having Pon-chan and Con-chan in our office. For those who cannot see them, SATOKO illustrates the life with them. You can view them on our "Pon&Con Store" website. Some of their contes are in English.





## ポンちゃん Pon-chan

マスコット Mascot  
 工務部長 A&B div /G.Manager  
 社員菜園部 / 部長 Staff Vege. patch Club  
 たぬき (男の子) /Manager  
 Raccoon dog [boy]

香川県高松市の屋島生まれ。化け狸の男の子ポンちゃん。

ジブリの『平成狸合戦ぽんぽこ』をご覧になった方はご存じかもしれませんが、四国には有名な狸が居ます。「伊予の刑部狸 (ぎょうぶだぬき)」「阿波の金長狸 (きんちょうだぬき)」そして「屋島の太三郎狸 (たさぶろうだぬき)」。

太三郎狸は、変化 (へんげ) がとても上手で、道に迷った弘法大師 (空海) をお爺さんに化けて案内したそう。徳の高い狸として弘法大師に認められた化け狸。ポンちゃんもこの太三郎狸を祖先にもつ狸なんだとか。

当社の創業準備をしていたころ、突然、コンちゃんと一緒に、まんちゃんと SATOKO の前に表れて、それ以来当社に住み着いてしまいました。せっかくなので、まんちゃんについて大工見習として、工務部で働いてもらうことにしたら、とても真面目に働くので、今では、工務部長を務めています。

Born in Yashima, Takamatsu city, Kagawa prefecture of Japan.

Pon-chan the boy magical tanuki. If you ever have watched THE STUDIO GHIBLI animation "POM POKO", you know that there are a few famous noble tanuki in Shikoku island, where we are.

"Gyoubu-danuki" from Ehime prefecture, "Kincho-danuki" from Tokushima prefecture and "Tazaburo-danuki in Yashima" from our Kagawa prefecture.

Tazaburo-danuki was great at transforming. One day he transformed into an old guy and guided a monk who was lost in the mountain. When the monk noticed the old guy was a tanuki, the monk appreciated his action and acknowledged

him as a noble tanuki.

Our Pon-chan is one of the descendants of Tazaburo-danuki, or related to him somehow, so we think.

When Man-chan, and SATOKO were getting ready to start this company, Pon-chan and Con-chan showed up. They have been living at our office ever since.

Man-chan gave Pon-chan a job as an apprentice carpenter. His attitude towards his work was great, so Man-chan gave him a position of General Manager of the Architect & Building division.



 **ponandcon**



Pon&Con Kikaku Inc.

# Pon-chan

普段おとなしい  
ポンちゃん。  
意外とじぶんの  
ことが好き。

He is quiet but  
he loves himself  
so much.

当社のブログや発行物はコンちゃんが編集部長を務める広報部が制作しています。けれど、Instagram「ponandcon」だけは、ポンちゃんがやっています。よかったら、フォローしてやってください。

Usually, our printed materials, blogs and SNS are produced by our PR department where Con-chan is the head editor. However, our Instagram with the account ID "ponandcon", is run by Pon-chan. If you follow the account, he would be excited jumping up and down. So we'll know you followed him.



## コンちゃん Con-chan

マスコット  
編集部長  
Pon & Con 商店店長  
きつね (女の子)

Mascot  
Editorial Manager  
Pon&Con Store/Manager  
Fox [F]

香川県のどこか生まれ。化け狐のコンちゃん。  
昔、一部の狐のいたずらに困っていた人々のために、弘法大師（空海）が狐を本州へ追い出した頃、生まれたばかりのコンちゃんを抱いて、コンちゃんの両親がポンちゃん一家のところへやってきました。コンちゃんの両親は弘法大師の言う通り本州へ渡るが、四国に狐が0匹になってしまえば狐は皆悪いものだと思った考えが広がるだろう。この子狐が狸と共に生活し、狸1匹、人間1人からでも、狐への認識を変えてくれればいい。と、コンちゃんを預かるようポンちゃん一家に頼みました。神様の眷属などとして働く善良な狐も多く知っていたポンちゃん一家はコンちゃんの両親の思いに応える決断をします。そうして、コンちゃんは、ポンちゃん兄弟で一番歳の近かったポンちゃんに懐いて以来、ずっと一緒に行動しています。当社の創業準備をしていたころ、まんちゃんと SATOKO の前にポンちゃんと一緒に表れたコンちゃん。それ以降当社に住んでいます。コンちゃんに SATOKO を管理す

る才能があると見抜いたまんちゃんはコンちゃんに、SATOKO の仕事をサポートするよう頼みます。今では、広報部の編集長、Pon&Con 商店の店長をしています。



Born somewhere in Kagawa prefecture of Japan. Con-chan the magical girl fox.  
It was at the time when people were suffering from some foxes tricks, and the great monk Kukai had decided to banish foxes from Shikoku. The parents of Con-chan, with newborn baby Con-chan in her mother's arms visited Pon-chan's family.

Con-chan's parents asked Pon-chan's family, if they could raise Con-chan as one of their own. Her parents told them that it would be easy for them to just leave Shikoku, but if all the foxes left the island, then people and other animals in Shikoku will only remember foxes as being evil. If they left the baby with Pon-chan's family to grow up with, maybe one tanuki, or one human might think not all foxes are bad. That there are some good foxes also, same as with tanuki and humans.

Pon-chan's family knew that a lot of foxes are good, and some even have jobs as sacred animals at shrines. So they told Con-chan's parents not to worry, and that they understood.

Among Pon-chan's siblings, the one closest in age was

Pon-chan. So Con-chan started following him around, and it is still that way even today.

When Man-chan, and SATOKO were getting ready to start this company, Pon-chan and Con-chan showed up. They have been living at our office ever since.

One day, Man-chan noticed that Con-chan has a talent to manage SATOKO. So he asked her to support SATOKO's work.

Today, Con-can is the head editor of our PR division and General Manager of Pon&Con Store.



## SATOKO の管理がコンちゃんの仕事 Managing SATOKO is Con-chan's job.

SATOKO's work doesn't go anywhere if she can't get great ideas. Con-chan seems to be a great advisor to SATOKO. According to SATOKO, if she asks herself "What would if I were Con-chan..." it gives her a totally different perspective.

When SATOKO gets too busy, she has a tendency to try and escape from reality. Con-chan is the only staff in our company who can keep SATOKO at her desk until her job is finished.

Because Con-chan manages SATOKO's work progress, she gets the title of "Manager" in our company. That leaves SATOKO as an untitled staff member, even though she is one of the founders of the company.

Even though Con-chan is good at keeping SATOKO on track, the moment that both of them want a break, they go off and start doing other things together....

アイデアが出ないと始まらない仕事をしている SATOKO の良き相談役のコンちゃん。「もしコンちゃんなら」と考えると違う視点のアイデアが浮かぶのだから。忙しくなると現実逃避をしそうになる SATOKO をデスクに座らせ仕事をさせられるのは、当社ではコンちゃんだけ。コンちゃんが SATOKO の業務進捗を管理するためコンちゃんにはどんどん役職がつくけど、SATOKO は創業メンバーにも関わらず、未だに平社員。しかし、二人の意見が合致すると、仕事以外のことを始めてしまうことも ...。



ブログ編集会議中



基本的に和食、根菜が好き。和菓子には目がない。  
得意：「化学（ばけがく）」「人間学」  
苦手：ずるそうな顔のウサギ、火打石  
He loves Japanese style food, and root vegetables.  
He especially likes Japanese sweets.  
Good at : Transformics\*, Humanology\*\*  
Bad at / dislikes : Cheeky looking rabbits\*\*\*, flint \*\*\*\*



基本的に洋食、お肉が好き。油揚げには目がない。  
得意：狩り（昆虫採集、魚捕り、金魚すくい）  
苦手：「化学（ばけがく）」、うなぎ、  
She loves western food, meat and "abura-age".  
Good at: hunting (catching bugs and fish...etc)  
Bad at / dislikes: eels\*\*\*\*\*, Transformics\*

## ポンちゃんとコンちゃんは何歳？！ How old are Pon-chan and Con-chan?

We are not sure. But what we know is that they're still kids.  
They seem to grow much slower than us humans, and also live much longer.  
わかりません。ただ、確かなのは彼らがまだ子供で、人間よりゆう〜っくり成長し、人間よりとお〜〜〜〜〜っても長生きだということ。

**\*Transformics :**  
The tanuki study of how to transform. According to Pon-chan, they learn at school. But not everyone can get it. Con-chan also went to the same school as Pon-chan, so what she has learned are all the tanuki ways.

**\*\*Humanology :**  
A study that tanukis learn the ecology of humans, language, culture and history between tanukis and humans. Pon-chan says this is the study aiming to find the way for humans and tanuki to coexist peacefully. He has written a thesis on this subject based on his life with us. But we have no idea what it says, because it is written in Tanuki language.

**\* 化学（ばけがく）:**  
狸が化け方を学ぶ学問。ポンちゃん曰く学校で習うものだが、誰でも出来るようになるわけではないらしい。コンちゃんは、ポンちゃんと同じ学校に行ったので狸の化学を学んだようだ。

**\*\*\*\* flint :**  
flint is the tool the rabbit used to burn the Tanuki in "Kachi-Kachi-Yama(see Cheeky looking rabbits)". So Pon-chan is so traumatized by the story that he believes flints is a tool to burn tanuki. You can view the story "Kachi-Kachi-Yama in English" on YouTube.

**\*\*\*\* 火打石 :**  
「かちかち山」でトラウマになったシーンは言わずとも知れた、狸が火傷をする場面。火打石はもちろんのこと、それに似た「かちかち」という音に、敏感に反応するポンちゃん。

**\*\*\*\*\* うなぎ :**  
『ごんぎつね』を読んだコンちゃんは、改心して良い行いをしたにも関わらず、ごんぎつねが撃たれてしまうことにショックを受けた。狐の良い行いが報われないのは「うなぎのせい」だと思い込むようになり、「うなぎ」は不運の象徴と信じられるようになった。けど、アナゴは食べる。

**\*\*\*Cheeky looking rabbits :**  
there is an old story that every Japanese person knows called, "Kachi-Kachi-Yama".The story is basically that a Tanuki was fooled by a smart rabbit. The rabbit burns the tanuki, and makes him hop on a boat made of mud and drowns him. And there are other horrible things the rabbit in the story does to him. Although the tanuki in particular did awful stuff first, the story traumatized Pon-chan when he was younger.

**\*\* 人間学 :**  
狸が人間の生態、言語や文化、人間と狸との歴史を学ぶ学問。ポンちゃん曰く、この学問は人間と狸が平和に共存する方法を見出すことが目的なのだそう。ポンちゃんはこの科目で私たちとの生活に基づいた論文を発表している。しかし、何が書いてあるのか私たちにはさっぱり分からない。だって、狸語で書かれているのだから...

**\*\*\* ずるそうな顔のうさぎ :**  
ちびっ子だったころ「かちかち山」を読んでトラウマになったポンちゃん。狸がそもそも悪いことをしたと理解しつつもずるそうな顔のうさぎへの警戒心を解けない。

**\*\*\*\*\*eels :**  
There is a tale called "gon gitsune".The story is about a fox who was stealing eels caught by a young guy named Hyoju. For the fox it was a game between them, but Hyoju didn't think so. One day, the fox realized that Hyoju was catching eels for his mom lying in bed ill. The fox felt so bad that he went to the river and caught some eels. He brought them to Hyoju's house, so he could leave them in the kitchen. Hyoju saw the fox leaving out the back door of his house. He thought the fox had come to steal something, so he grabbed a gun and shot the fox. Hyoju then found the eels that he didn't remember catching in the kitchen, and realized they were from the fox. Con-chan was so traumatized by this story that she thinks a fox that touches, eats, catches, or has anything to do with eels gets shot! Even if she is doing a good thing, So, she is more or less afraid of eels, and they are a bad sign for her.

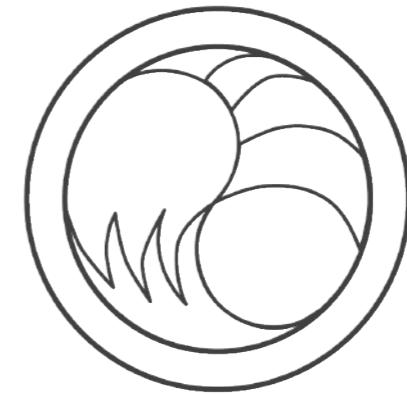
どうしてマスコットも  
スタッフに数えるの？

Why do we count our  
mascots as our staff?

創造力の源は想像力  
だから

because

**The source of creativity  
is imagination**



ponandcon.com  
info@ponandcon.com