

Greetings for the New Year

Happy New Year to everyone!

I offer my hearty wishes for your happiness in the new year of 2018.

Before the 2008 financial crisis, there were about 30,000 foreign people living in Hamamatsu-city. As of November last year, the city had a foreign population of 22,541. 8,823 of them were Brazilians, and 3,538 of them were the Philippines. Foreign population in Hamamatsu-city grew by 992 people last year.

We continued our efforts to bring people back to us, especially Japanese Brazilians who went back to Brazil right after the 2008 financial crisis. Despite of our efforts, we couldn't provide enough resources to customers from time to time, and we truly apologize for any inconvenience we might cause.

However, the same as last year, we are going to continue our attitudes;

"To provide services meeting customer needs" and

"To provide talented resources to customers."

We are going to strive for better customer satisfaction so that customers feel **"We're glad having business with Shin-Ei!"**

In this year, we face the 2018 problem in temporary staffing services.

<Indefinite Employment>

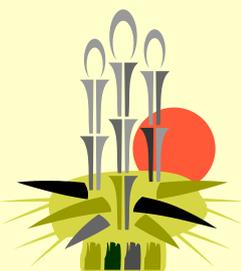
1. When a fixed-labor contract is repeatedly renewed for a total period of more than 5 years, it may be converted to a labor contract with no fixed term upon request by the worker.
2. The right becomes effective regardless of acceptance by the employer.

Above is a brief summary of amended Labor Contract Law in 2012. There will be many changes and problems in Temporary Staffing Services Law as well. But, we keep complying with laws and establish/implement company rules for a thorough compliance.

In addition, specified worker dispatching business will be abolished on September 30, 2018. We recommend our customers to check the status of your dispatching agencies.

We are going to aim **the No.1 dispatching agency in Hamamatsu-city responding to any changes in Temporary Staffing Services Law.**

In April 2017, we started **the community-based employer-provided preschool** licensed by Hamamatsu-city, **Shin-Ei Hoikuen**. Preschool fees are calculated based on salaries, and parents don't have to pay too much. Thankfully, we have reached the authorized capacity, and we sometimes have to stop accepting applications. Our next goal is to build a larger preschool with playground, so that children enjoy staying at preschool.



Shin-Ei will remain in full compliance with laws and always keep good work ethics & learning attitudes in order to be a reliable company for customers and workers. I look forward to working with you in 2018.

New Year's Day of 2018
Kazuyo Kato
President of Shin-Ei Sogo Services