

# SHIN-EI Journal

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## Words of the Month

Identify your weakness when having fun.

Use your strength when having hard time. (Mgmt. Dept.)

## Certified for “Hamamatsu Work-Life Balance Promotion Company”

City of Hamamatsu has established the certification system for companies promoting work-life balance (employees’ child/nursing care, community involvement and etc.), as a part of activities improving workplace environment and women’s social advancement in the city. We applied for this certification, and we have fortunately certified. Our efforts on Shie-Ei Landia, paid days-off promotion and maternity/child-care leave acquisition were highly valued. We continue this kind of efforts, so that people working for Shin-Ei can manage work-life balance.



## Referral Program! ~Do you know someone looking for a job? Tell them about us! ~

You need to fill in the special form to apply for this program. If you know someone looking for a job, please talk to one of our staffs first. We’ll give you **20,000JPY/person** if the following requirement is met.

**REQUIREMENT: They work for Shin-Ei for 3 full months** (Transferring dispatch area is ok).

Example) OK: Join Shin-Ei on 2/10 and quit Shin-Ei on 5/10

NG: Join Shin-Ei on 2/10 and quit Shin-Ei on 5/9

- ★ Referral incentive will be paid with salary of next month following the date of completion date. For example, if the completion date is from 5/1 to 5/31, incentive will be paid with salary in June.
- ★ Incentive has to be paid with salary. We can’t provide you any incentive if you quit Shin-Ei by then, and there is no salary paid to you.

## Personal Liability Insurance

Bicycle accidents can happen. If you injure or even kill somebody while riding your bicycle, you have to pay for the damage and loss. If your child causes a bicycle accident, you as a parent are responsible to pay for the damages. Thus, many people have bicycle insurance, fire insurance or accident insurance with special contract for personal liability compensation. We recommend having such insurance with settlement arrangement services as well. Some insurance programs don’t have settlement arrangement services in the special contract for

personal liability compensation. In that case, you have to negotiate how much is legally appropriate compensation with other people involved in the accident. To save time and cover a lack of legal knowledge, it’s better to have personal liability insurance with settlement arrangement services. Before you sign a contract, make sure you have it.

