

New Year Greetings

Happy New Year.

My best wishes for a new year of health, happiness and success.

Last year, specified worker dispatching undertakings were terminated. Accordingly, the name of general worker dispatching undertakings is no longer available, and all worker dispatching undertakings requires permit by the government. In addition, due to the changes in the Worker Dispatching Law, we have to meet the requirements in conflict date by company as well as by individual. It was a year that we all studied and practiced the new law, and we got employees and customers to understand and cooperate with us.

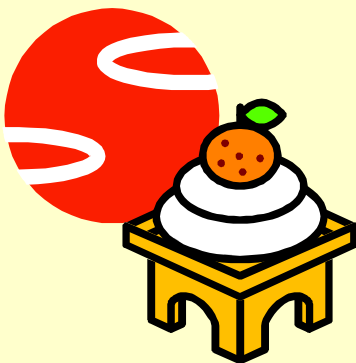
Moreover, it was revealed that the government inflated the number of worker hired under disability guidelines. In our company, we started working hard on the hiring disabled people about 3 years ago, especially disabled foreign workers. For the further improvement in hiring, I myself participated in 6-day training for Job Coach, and 5 staffs were trained to support the work and daily lives of disabled people. We also went to visit the factories of our clients that hire disabled people. In April of this year, we start the Department of Support to Social Integration "FUTURO". It means future in Portuguese. I strongly hope to help people with disabilities to enter society and move towards their future.

In this year, we need to react and prepare for the Work-Style Reform passed by the government last year. In this Work-Style Reform, various working laws were revised including the Labor Standards Act and the Worker Dispatching Law. Among the revisions, tighter regulations in overtime work can be a big issue to both companies and employees.

For example, the new overtime regulation limits overtime hours under any circumstances. Violation was not punished before, but there will be punishment now. In our cases, the dispatched company receives administrative guidance as an employer. If no correction is observed, charges are filed against the dispatched company.

In such case, the dispatching company like us will receive guidance from the Labor Standards Inspection Office. If the punishment is financial penalty or above, it loses the dispatching license and will have to suspend business for at least 5 years. Therefore, it will be very important for our customer and us to work together to manage employee overtime.

In recent years, we have had many changes in the laws. But, all of us as Shin-Ei will continue to comply with laws and regulations, and with this, we ask you for your understanding and cooperation. We will work hard to satisfy our customers and employees, so that we can have feedback like "I'm happy to work with Shin-Ei!"



January 1, 2019
Shin-Ei Sogo Service
Kazuyo Kato, President