[Employment and Working Environment Monthly Report]

		202											
Number of		Male			Female		Total						
Employee	Number of people	Age	Length of service	Number of people	Age	Length of service	Number of people	Age	Length of service				
Full-time employee	116	42.1	10.5	40	43.1	5.7	156	42.4	9.2				
Advisor	2	71.0	9.0	0	0	0	2	71.0	9.0				
Part time job	2	54.5	15.5	2	42.5	0.5	4	48.5	8.0				
Senior	2	65.5	46.5	0	0	0	2	65.5	46.5				
Total/Ave	122	43.2	11.1	42	43.1	5.4	164	43.2	9.6				

Officer Male Number of	Ma	ale	Ferr	nale	Total			
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio		
Official	6	3.49%	3	1.74%	9	5.23%		
Management	8	4.65%	5	2.91%	13	7.56%		
Director	5	2.91%	0	0.00%	5	2.91%		
Total	19	11.05%	8	4.65%	27	15.70%		

**Total number of people 172 Included: 2 temporary staff

Let's try thinking and moving to finish working within working hours. Let's try having bright and healthy life using on and off balance.

	_	Overtime work	Ratio of taking paid			Та	rget of ma	aterni	ty lea	ve		
Year	Japanese calendar year	Overtime work		lea	ve		Ma	le	Female			
	calendar year	Monthly average	numerator	denominator	Ratio	numerator	denominator	Ratio	numerator	denominator	Ratio	
2017	H29	5:50/625:32	1713	2210	77.5%	0	1	0%	2	2	100%	
2018	H30	5:30/661:17	1787	2169	82.4%	0	2	0%	2	2	100%	
2019	H31/R01	4:44/632:29	1996.5	2363	84.5%	1	2	50%	2	2	100%	
2020	R02	3:21/485:27	2153	2439	88.3%	0	0	0%	3	3	100%	
2021	R03	3:21/485:27	2153	2439	88.3%	0	0	0%	3	3	100%	
	令和04	-	-						-			
	April	0:28/73:15	319	2818	11.3%	0	0	0%	2	2	100%	
	Мау	1:36/281:41	319	2823	11.3%	0	0	0%	2	2	100%	
	June	1:34/289:40	530	2828	18.7%	0	0	0%	2	2	100%	
	July	1:36/320:15	784.5	2815	27.9%	0	0	0%	2	2	100%	
	August											
2022	September											
	October											
	November											
	December											
	January											
	February											
	March											

Employment situation in the past five years (%fiscal year)

- %1 : Duplication of alumnae within three years and over 50 years old employers
- %2 : Duplication of new graduates and over 50 years old employers

*3 : Except mandatory retirement and resignation from a company on marriage

Year	Japanesecalendar year	Employers	Male	Female	Total
		New graduates	2	0	2
		Alumnae within three years	0	0	0
		Under the age of 35 years old	3	3	6
		Over 35 years old	13	12	25
		Over 50 years old	5	0	5
2018	Н30	Transfer from part time job to full time employees%1	4	0	4
2010	1150	Foreign national employees%2	0	0	0
		Total	27	15	42
		Turnover•within three years employment	14	6	20
		Turnover over three years employment	6	0	6
		Total %3	20	6	26
			5		6
		New graduates		1	
		Alumnae within three years	0	0	0
		Under the age of 35 years old	8	2	10
		Over 35 years old	5	4	9
		Over 50 years old	1	4	5
2019	H31/R01	Transfer from part time job to full time employees%1	12	2	14
		Foreign national employees 2	4	0	2
		Total	35	13	46
		Turnover•within three years employment	5	3	8
		Turnover.over three years employment	7	1	8
		Total %3	12	4	16
		New graduates	0	1	1
		Alumnae within three years	0	0	0
		Under the age of 35 years old	6	4	10
		Over 35 years old	2	7	9
		Over 50 years old	2	4	6
2020	R02	Transfer from part time job to full time employees%1	0	0	0
2020	1.02	Foreign national employees%2	1	1	2
		Total	11	17	28
		Turnover•within three years employment	5	10	15
		Turnover•over three years employment	13	3	15
		Total %3	18	13	31
		New graduates	4	1	5
		Alumnae within three years	0	0	0
		Under the age of 35 years old	6	4	10
		Over 35 years old	4	3	7
		Over 50 years old	6	2	8
2021	R03	Transfer from part time job to full time employees%1	0	1	1
		Foreign national employees%2	4	1	5
		Total	24	12	36
		Turnover within three years employment	7	8	15
		Turnover.over three years employment	9	0	9
		Total %3	16	8	24
	1	New graduates	2	1	3
		Alumnae within three years	0	0	0
		Under the age of 35 years old	2	0	2
		Over 35 years old	1	1	2
		Over 50 years old	3	0	3
2022	R04	Transfer from part time job to full time employees%1	0	0	0
2022	KU4	Foreign national employees%2	0	0	0
		Total	8	2	10
				3	
		Turnover•within three years employment	3		6
		Turnover over three years employment	2	2	4
		Total %3	5	5	10

<Personnel Transition table>

Number of people as of 1st day of every month

<By department>

Section 1	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5	5	5	5							
Accounting Section	8	7	7	7	6							
Internal Affairs Dept	16	17	17	17	17							
Human Resources Dept	20	16	16	16	14							
Sales Dept	21	23	23	23	22							
Engineering Dept	106	107	106	106	103							
Other	0	0	0	0	0							
Total	178	181	180	180	172							

<By employee classification>

Section 1	Sectoin 2	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5	5	5	5							
Full-time employee	Including senior	166	169	168	167	160							
Advisor		3	3	3	3	3							
Part time job		2	2	2	3	2							
Temporary staff		2	2	2	2	2							
Total		178	181	180	180	172							

【男女別】

Section 1	/	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	1	131	133	132	133	129							
Female		47	48	48	47	43							
Total	1	178	181	180	180	172							

【役職別】

Section 1	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5	5	5	5							
Director	2	2	2	2	2							
Deputy Director	2	2	2	2	2							
Manager	9	9	9	9	9							
Assistant manager	9	9	9	9	9							
Group leader	12	12	12	12	12							
General	132	135	134	133	126							
Advisor	3	3	3	3	3							
Part time job	2	2	2	3	2							
Temporary staff	2	2	2	2	2							
Total	178	181	180	180	172							