## **[**Employment and Working Environment Monthly Report]

			2022/12/1								
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	114	42.5	10.7	42	42.8	5.4	156	42.6	9.3		
Advisor	2	71.0	9.5	0	0	0	2	71.0	9.5		
Part time job	3	50.3	10.3	2	42.5	0.5	5	47.2	6.4		
Senior	1	67.0	47.0	0	0	0	1	67.0	47.0		
Total/Ave	120	43.4	10.9	44	42.8	5.1	164	43.2	9.4		

Officer Male Number of	Ma	ale	Ferr	nale	Total			
	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio		
Official	5	2.92%	3	1.75%	8	4.68%		
Management	8	4.68%	5	2.92%	13	7.60%		
Director	5	2.92%	0	0.00%	5	2.92%		
Total	18	10.53%	8	4.68%	26	15.20%		

%Total number of people 171 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		Ferr	nale			
	calcillaal 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	3:38/672:20	2153	2439	88.3%	0	0	0%	3	3	100%			
2021	R03	3:38/672:20	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%	3	3	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	1:07/193:22	1047	2714	38.6%	1	1	100%	2	2	100%			
2022	September	0:44/147:30	1245.5	2674	46.6%	0	0	0%	0	0	0%			
	October	1:46/293:25	1329	2692	49.4%	1	1	100%	0	0	0%			
	November	2:31/563:40	1525.5	2672	57.1%	0	0	0%	0	0	0%			
	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
2010	1120	Transfer from part time job to full time employees *1	4	0	4
2018	H30	Foreign national employees 2	0	0	0
		Total	 27		42
		I		15	
		Turnover•within three years employment	14	6	20
		Turnover•over three years employment	6	0	6
		Total %3	 20	6	26
		New graduates	5	1	6
		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
2015		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
		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	16
		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
			4	3	7
		Over 35 years old Over 50 years old	6	2	8
2224		Transfer from part time job to full time employees%1			
2021	R03		 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
		New graduates	2	1	3
		Alumnae within three years	0	0	0
		Under the age of 35 years old	2	3	5
		Over 35 years old	1	1	2
		Over 50 years old	4	0	4
2022	R04	Transfer from part time job to full time employees%1	0	0	0
2022	KU4	Foreign national employees %2	0	1	1
		Total	9	6	15
		Turnover•within three years employment	7	3	10
	1	Turnover.over three years employment	5	3	8
		Total %3	12	6	18

## <Personnel Transition table>

Number of people as of 1st day of every month

#### <By department>

Section 1	Арг	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5	5	5	5	5	5	5	5			
Accounting Section	8	7	7	7	6	5	5	5	5			
Internal Affairs Dept	16	17	17	17	17	17	16	17	17			
Human Resources Dept	20	16	16	16	14	14	14	14	14			
Sales Dept	21	23	23	23	22	21	21	20	19			
Engineering Dept	106	107	106	106	103	103	106	106	107			
Other	C	0	0	0	0	0	0	0	0			
Total	178	181	180	180	172	171	173	173	171			

### <By employee classification>

Section 1	Sectoin 2	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer		5	5	5	5	5	5	5	5	5			
Full-time employee	Including senior	166	169	168	167	160	159	157	159	157			
Advisor		3	3	3	3	3	2	2	2	2			
Part time job		2	2	2	3	2	3	4	5	5			
Temporary staff		2	2	2	2	2	2	5	2	2			
Total		178	181	180	180	172	171	173	173	171			

#### 【男女別】

Section 1	Ap	r May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Male	13:	l 133	132	133	129	128	129	128	126			
Female	4	7 48	48	47	43	43	44	45	45			
Total	178	3 181	180	180	172	171	173	173	171			

#### 【役職別】

Section 1	Apr	Мау	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Officer	5	5	5	5	5	5	5	5	5			
Director	2	2	2	2	2	2	2	2	2			
Deputy Director	2	2	2	2	2	2	2	2	2			
Manager	9	9	9	9	9	9	9	9	9			
Assistant manager	9	9	9	9	9	9	9	9	8			
Group leader	12	12	12	12	12	12	11	11	11			
General	132	135	134	133	126	125	124	126	125			
Advisor	3	3	3	3	3	2	2	2	2			
Part time job	2	2	2	3	2	3	4	5	5			
Temporary staff	2	2	2	2	2	2	5	2	2			
Total	178	181	180	180	172	171	173	173	171			