

Beginning this October, BELLSYSTEM24 will provide Benefit Station to approximately 25,000 contract employees who have been employed for more than three months

BELLSYSTEM24, Inc. (Representative Director, President, CEO: Tsuge Ichiro; Headquarters: Chuo Ward, Tokyo; Referred to below as "BELLSYSTEM24") will provide Benefit Station to approximately 25,000 contract employees who work at its 31 centers around the country, with contract employees who have been working at the company for more three months being eligible. BELLSYSTEM24 is providing this new benefit in order to create environments where all employees can feel at ease while continuing to work for the company for a long time. Benefit Station, a service offered by Benefit One Inc. (Representative Director, CEO: Shiraishi Norio; Headquarters: Shinjuku Ward, Tokyo), will raise employee motivation to stay longer and strengthen hiring and retention.

With the new employee benefit system for contract employees, six categories of benefits in Benefit Station that are thought to be the most popular were chosen from the 16 categories that permanent employees have access to. These six categories include: discounts for restaurants and sports facilities, more than 300 e-learning lessons, and more.

BELLSYSTEM24 is in the process of revising its HR system to getting rid of distinctions step by step like those between regular and non-regular employees. BELLSYSTEM24 changed its HR system from one that only provided the benefits above to permanent employees to a system that allows contract employees who have worked at the company for more than three months to enjoy benefits as well, removing differences in benefit opportunities based on employment type. BELLSYSTEM24 will create environments where all employees can feel at ease while continuing to work for the same company for a long time, leading to greater employee retention. Furthermore, BELLSYSTEM24 will realize greater service quality improvements going forward due to a more stable supply of human resources.

Based on its key strategy of "More Advanced Human Resource Management" announced in its mid-term management plan on May 23rd, 2017, BELLSYSTEM24 started moving forward with a variety of work-style revisions such as making 22,000 contract employees who have been working for the company for more than six months into permanent employees starting this October. In addition, BELLSYSTEM24 made approximately 300 employees of a certain class into permanent employees last year, introduced a local area employee system without personnel transfers to other regions, placed a day-care center in one of its workplaces, and was recognized by the Ministry of Internal Affairs and Communications as a "Top 100 Telework Pioneer." In response to government policy like the "Improvement of Inconsistent Conditions between Regular and Non-regular Employees," BELLSYSTEM24 plans on removing these differences between so-called regular and non-regular employees.

Going forward, BELLSYSTEM24 will continue to improve its HR system to provide diverse work-styles and stable employment, creating environments where all employees feel at ease while continuing to work for the same company for a long time.

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