

Japan introduces the
Equal Employment Opportunity
Law on April 1, 1986!

TMT SALUTES THE CAREER WOMEN OF JAPAN AND INVITES EVERYONE — ESPECIALLY THEIR GAIJIN BOSSES — TO ATTEND A TIMELY SEMINAR*

LEARN HOW TO IMPROVE YOUR COMPANY'S PERFORMANCE IN JAPAN BOTH IN PRODUCTIVITY AND PROFITS BY APPLYING NEW BUSINESS SYSTEMS, COMPENSATION STRUCTURES AND PERSONNEL MANAGEMENT TECHNIQUES.

Thomas J. Nevins, author of the successful book "Labor Pains and the Gaijin Boss" will be making a presentation on hiring, managing and firing Japanese employees, as well as discussing the new Equal Employment Opportunity Law which takes effect tomorrow— and what it means to your company.

"We would like to thank our clients and candidates for working with us to become a leader in the Tokyo Executive Search market. While TMT continues to be known for its labor consulting expertise (solution of problems and catalyst for change in compensation, Rules of Employment, terminations, staff reduction and other labor relations areas) we can also contribute to your success by building-up your management team.

"For more information about TMT and how we can help work with you to improve your company's performance in Japan, please call us directly or send for our corporate capabilities brochure kit."



Thomas J. Nevins
President, Technics in
Management Transfer
(TMT) Inc.

TWO NEW WAYS TMT INC. IS INVESTING IN YOUR GROWTH

1. Establishment of ABA (Access Business Associates) — for women's career opportunities.

We are pleased to announce that from today TMT is launching a separate division run and managed by women for today's career woman. This will bring our clients Japan's most untapped and underdeveloped resource. ABA will be born tomorrow April 1, 1986—the day the new women's Equal Employment Opportunity Law takes effect. Access Business Associates specializes in the placement of Japanese and foreign office professionals.

2. Expansion in facilities and manpower.

Maintaining our current premises, from April 1 we triple our space in a new building nearby. Conducting thorough research and recruiting for our clients takes long hours of effort on the part of our Search Associates. TMT is ready for the future with expanded office facilities that are designed to accommodate up to 49 Associates to keep just ahead of client demand. (We currently have 19 Associates.)

* Sign up today for TMT's new seminar presentation by Thomas J. Nevins based on his book "Labor Pains and the Gaijin Boss" — and also featuring the New Equal Employment Opportunity Law and what it means to your company.

This is an ideal, cost-efficient opportunity to help you and your key Japanese executives and personnel staff to get an up-date on successful personnel management techniques as applied in Japan and learn about the implications of the new Equal Employment Opportunity Law from a leading labor consultant. The seminar will help give you and your management team new insights and a common understanding of the problems—which could save you from considerable grief in handling labor management matters in the future. This seminar may well be your best investment against potentially damaging labor problems.

SCHEDULE

1. LABOR PAINS AND THE GAIJIN BOSS AND 2. THE NEW EQUAL EMPLOYMENT OPPORTUNITY LAW AND WHAT IT MEANS TO YOUR FIRM

Mr. Nevins, fluent in spoken and written Japanese, has been in Japan 13 years and founded TMT Inc., a unique "Labor Consulting and Executive Recruiting" business in 1978. A member of the Board of Governors of the American Chamber of Commerce (ACCJ) in 1981, he has authored 3 books.

1. Labor Pains and the Gaijin Boss 3:30-4:45 p.m.
Questions and Answers 4:45-5:15 p.m.

This presentation will provide an overview yet practical and useful advice on the work TMT performs for multinational clients in Japan.
A. Recruiting and compensating Japanese staff
B. Creating and changing Rules of Employment, benefits, salary scales, retirement programs, etc.
C. Managing out poor performers (safe and effective terminations)
D. Cost-cutting programs including planned staff reductions
E. Labor relations including union management and containment

2. The new law providing for equal treatment for women in the workplace 5:15-5:45 p.m.

A. A copy of the new law with an English translation will be presented to each participant
B. The TMT perspective on the significance of this development, its practical influence on your hiring, compensating and personnel policies and practices as well as adjustments you should be making in the short and long term.

Questions and Answers 5:45-6:00 p.m.

Payment should be made in advance with attached registration coupon returned to us as soon as possible. Please pay by check or bank transfer to;

Futsu (Ordinary) Account #277-5031061 TMT Inc.
Hanzomon Sub-Branch, Mitsui Bank, Nihon Seimei Ichibancho Bldg.
23-3 Ichibancho, Chiyoda-ku, Tokyo Tel. 234-3100

If you would like to purchase a copy of "Labor Pains and the Gaijin Boss" please contact the publisher directly. It is available from The Japan Times, Ltd. for ¥2,800. Mail order: add ¥300 postage.

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6F Park Side Annex, 1-17 Sanban-cho, Chiyoda-ku, Tokyo 102. Telephone: 261-6471

SEMINAR REGISTRATION FORM

Dates: [] Wed. April 16 [] Wed. April 30 [] Wed. May 14, 1986.
(your choice — please mark preferred date when registering and we will confirm your date by mail). Date preference by priority order

Time: 3:30 — 6:00 p.m.

Place: TMT Inc. Seminar Room, 5F Ichibancho K.K. Bldg., 13-8 Ichibancho, Chiyoda-ku, Tokyo (near British Embassy — map with directions will be sent to you with your confirmation of registration).

Fee: ¥25,000 (special discount rate of ¥15,000 for spouse.)

Fee includes: summary in English of the new Equal Employment Opportunity Law, other reference materials — and a complimentary copy of "Labor Pains and the Gaijin Boss".

My payment is:

Enclosed _____ Check _____ Money order (sokin kawase) _____
Sent by bank transfer to the above TMT designated account at Mitsui Bank

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