

Reemployment system for employees who resigned due to child-rearing or nursing care (Come-Back Scheme)

As part of our efforts to promote diversity, we have introduced a reemployment system for employees who had to resign due to certain reasons such as childbirth, childcare, or nursing care.

This scheme is designed to allow those who are familiar with our company's culture and know-how to rejoin our company, combining their new experience and knowledge gained after leaving, so please contact us if you are interested.

1. Eligible People

Those who meet the following requirements, regardless of their gender. However, applicant may only apply once.

- Applicant must have been a full-time employee of the company for over 3 year.
- The reason for resignation must fall under the following:
 - Unavoidable circumstances such as marriage, childbirth, child-rearing, nursing care, or accompanying a spouse to a new job
 - Other circumstances specially approved by the Company
- The circumstances listed as reasons for resignation must have been resolved at the time of application.
- The period of separation from work before reemployment must be within 5 years since resigning. (If it has been more than 5 years since you resigned, please apply through the regular career opportunities)
- Must not have been subject to an early retirement incentive program or other support programs for transferring outside the company at the time of resignation.

2. Handling of Reemployment

Employment Status	Contract Employee
Contract Period	In principle, 1 year (Contract may be renewed only once, for a maximum of two years)
Assignments	To be determined on a case-by-case basis, based on work performance at the time of employment, personal circumstances, etc.
Working Conditions	In principle, according to our company's regulations
Wages	To be determined on a case-by-case basis in accordance with the Company's regulations, based on the employee's work performance at the time of employment.

3. Screening Method

Applicants will be screened and interviewed based on their work record at the time of employment.

4. Recruitment Process

After working as a contract employee for more than 6 months, the employee will be hired as a full-time employee after an interview and recommendation by the supervisor based on the employee's wishes and work conditions.

5. Effective Date of Scheme

December 1, 2021

* For employees who retired on or after December 1, 2021.

6. For Inquires

Morito Co., Ltd. Human Resource Department

* You can also contact us from the "Contact Us" section of our website.