

II. Survey on background of wage revision

(Your business conditions)

Q7: In terms of the current conditions (FY2007) and prospect for the next year (FY2008) regarding the business conditions of your company, select one of the following and circle the corresponding number.

Current conditions (FY2007)		Prospect for the next year (FY2008)	
Good	1	Better	1
Not good or bad	2	Unchanged	2
Bad	3	Worse	3
		Don't know	4

(Excessive or insufficient of employment condition)

Q8: Do you have an excessive or insufficient of employment condition by age group and employment form? For the current condition (FY2007), select one of the following: 1. Insufficient, 2. Appropriate or 3. Excessive, and circle the relevant number.

Age group \ Form of employment	Current condition (FY2007)					
	Regular employees			Non-regular employees		
20s or younger	1	2	3	1	2	3
30s	1	2	3	1	2	3
40s	1	2	3	1	2	3
50s	1	2	3	1	2	3
60s or older	1	2	3	1	2	3
Total for all age groups	1	2	3	1	2	3

(Number of employees)

Q9: For the current condition (FY2007), state the number of employees you have by age group and employment form.

Age group \ Number of employees	Regular employees	Non-regular employees
20s or younger		
30s		
40s		
50s		
60s or older		

(Rate of increase in the number of employees)

Q10: Have you increased or do you plan to increase the number of employees by age group and employment form? For the results for this year (FY2007) and the prospect for next year (FY2008), refer to Table A and state a number relating to the rate of increase in the number of employees.

Rate of increase \ Age group	Current condition (FY2007)		Next year (FY2008)	
	Regular employees	Non-regular employees	Regular employees	Non-regular employees
20s or younger				
30s				
40s				
50s				
60s or older				
Total for all age groups				

Note: Please state the rate of increase in the number of employees, including the change in the age structure, for all employees and not only based on the increase or decrease in those employees who are in their mid-career or newly hired.

Table A (for Q10) Rate of increase in the number of employees

1. -2% or below	2. -2% (not incl.) to 0% (not incl.)
3. 0%	4. 0% (not incl.) to 2% (not incl.)
5. 2% to 4% (not incl.)	6. 4% to 6% (not incl.)
7. 6% to 8% (not incl.)	8. 8% or above

(Wage revision)

Q11: To what degree have you raised the wages of your employees by age group and by employment form (including scheduled and nonscheduled revisions) for this year (FY2007)? Refer to Table B and **state a number** relating to the rate of increase in wages.

Rate of increase in wages Age group	Current condition (FY2007)		
	All employees	Regular employees	Non-regular employees
20s or younger			
30s			
40s			
50s			
60s or older			
Total for all age groups			

Table B (for Q11) Rate of increase in wages

1. -2% or below	2. -2% (not incl.) to -1%
3. -1% (not incl.) to 0% (not incl.)	4. 0%
5. 0% (not incl.) to 1% (not incl.)	6. 1% to 2% (not incl.)
7. 2% to 3% (not incl.)	8. 3% to 4% (not incl.)
9. 4% to 5% (not incl.)	10. 5% to 6% (not incl.)
11. 6% or above	

(Factors for curbing the wage increase)

Q12: What are the factors for curbing the wage increase when determining the wages of your employees? Refer to Table C, select 3 most important reasons and **state numbers** (if there are no factors for curbing the wage increase, write "9. None" in the space for the first reason).

1st reason		2nd reason		3rd reason	
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Table C (for Q12) Factors for curbing the wage increase

1. Increased dividend for shareholders
2. Increased facility investment
3. Cheap overseas labor force available by establishing a local overseas corporation
4. Cheap domestic labor force available including part-timers and casual staff
5. Emphasis on going-rate levels in wage revision
6. Increased purchase prices of raw materials, etc.
7. No sales increase
8. Other (please state:)
9. None

(Continued employment of baby-boomers)

Q13: Are you continually employing baby-boomers?*

Circle the relevant answer.

1. Yes	2. No
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* "Continued employment" in this survey means you have an arrangement to continue to employ workers who are sixty years old or older, such as re-employing them after they reach the mandatory retirement age, extending their employment after they reach the mandatory retirement age, or raising the mandatory retirement age.

(Form of continued employment and wage in continued employment)

Q14: (Answer this question only if you circled "1. Yes" in Q13.)

What are the forms of your continued employment? Please **state the percentage of employees** who you continue to employ out of all continued employment forms, and state the **level of their wage compared with the level before they were re-employed**.

Form of continued employment	Percentage of all continued employment forms	Wage level after the re-employment assuming the wage before re-employment was 100
Remains regular employee	%	
From regular employee to non-regular employee	%	
From non-regular employee to regular employee	%	
Remains non-regular employee	%	
All re-employed employees	100%	

☆Thank you for sparing your precious time for answering the questionnaire.

Please return to us the questionnaire filled out by
January 16, 2008 (Wed)