



Contract Personnel Service

Solution for unexpected needs of professional

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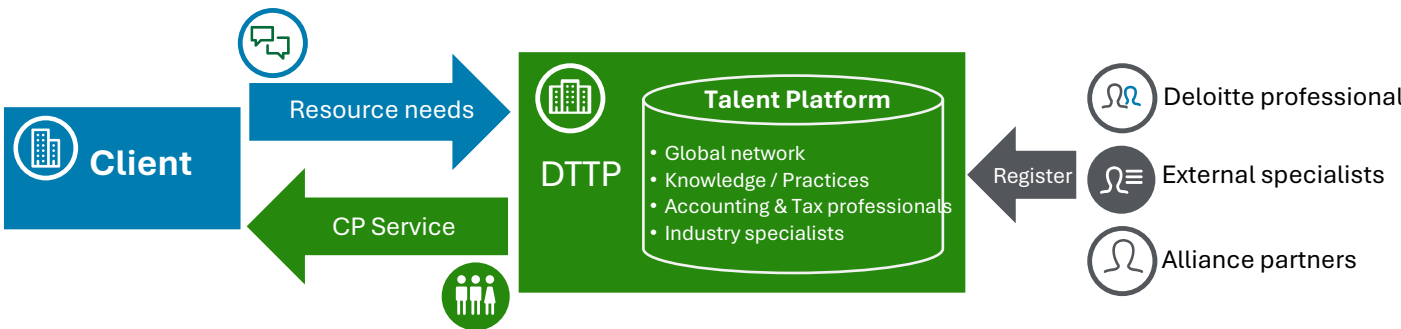
An unexpected shortage of experienced staff is oftentimes unavoidable, and can happen to any company under various situations, such as a new project launch, or the unexpected resignation of managers. Given the recent trend of a declining population and, as a result, an increase in the demand for skilled workforce, securing such professionals has become a major issue for many companies.

Deloitte Tohmatsum Talent Platform Co., Ltd. (“DTTP”) offers Contract Personnel (“CP”) Service to solve this issue. DTTP provides personnel who are able to assume important roles in the internal operations of a company’s finance department for a specified period of time under tailored conditions. DTTP CP examines the state of a company’s current processes and supports the company’s internal operations on-site. Moreover, our CP are able to suggest systematic improvements that are specifically designed for the unique requirements of each company.

What is DTTP’s CP Service?

DTTP is a firm that specializes in sourcing high-level specialists to support on-site activities in a company’s finance, accounting, or other related departments. The network of Deloitte to which DTTP belongs, offers the CP Service globally, and boasts a successful track-record worldwide. Built on Deloitte’s global success and experience, DTTP is thrilled to also bring the CP Service to Japan.

In the case where a company needs to:	CP Service provides personnel with:
<ul style="list-style-type: none">■ Replace a finance manager or other management-level employee who unexpectedly left the company or took a leave of absence.■ Temporarily increase staff to support a heavier workload during a busy season, i.e., at the end of the fiscal year.■ Supplement members of certain quality and quantity for a sudden or unexpected project.■ Install new internal processes for an Account/Tax rule change and/or develop a new training scheme for migrating operations in a global restructuring.■ Review internal processes in conjunction with the outsourcing of internal operations. <p><Support offerings to address temporary needs arising from emergency/irregular events> In the event of catastrophic events like epidemics, we offer the following:</p> <ul style="list-style-type: none">• Support for personnel shortages due to delays in hiring, delays in entry procedures for foreigners, and delays in job transfers involving relocation.• Support in the form of remote work.• Support for the temporary relocation of operational bases when business activities are difficult in both domestic and overseas locations.	<ul style="list-style-type: none">■ Management-level experience in Finance, e.g., Managers, or Controllers, etc.■ Experience in different industries, employment structures, departments or company sizes.■ Fluent language skills to communicate with head offices outside Japan.■ Experience in consulting, advisory, or audit services■ Project management experience■ Experience in outsourcing business■ Qualifications and professional licenses (CPA, tax professional, certified internal auditors, certified information systems auditors, etc.)



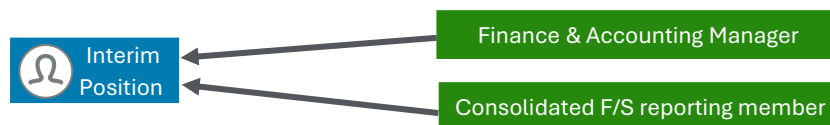
Advantages of using DTTP's CP Service

- Fill the open position flexibly in case your internal project starts or a manager resigns unexpectedly.
- Provide unique specialists, e.g. industry/subject matter experts, right when they are needed, even for the professionals that cannot easily be found as permanent employees.
- Help optimize a company's organization by working as a member of the team.
- Work on project tasks on site and suggest outside perspectives for improvements.
- Provide introductions to other Deloitte's services, such as Tax, Risk & Financial Advisory and Consulting to address potential issues, and provide tailored solutions.

Example uses of CP service

DTTP assigns the right person based your needs and issues from a pool of professionals who have expertise in finance, have native level English, and staff with overseas working experience, among other credentials. The assigned staff will provide the support you need to help solve and address your specific staffing requirements.

Case 1: Need to fill an open position with interim personnel until a full-time employee can be identified.



Case 2: Need for additional staff due to business expansion.



Case 3: Need assistant for specialized area in an IT system implementation project.



Note: The above cases are just examples. DTTP can arrange professionals with other skills and credentials.

Corporate profile

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Established: February 20, 2019

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Service;

- On-site work by highly skilled professionals
- Dispatch License #: 13-314144
- Employment Agency License #: 13-㊦-310898

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