

## **GMO-PG to Introduce “Year-Round Recruitment of Potential Talent” Starting with New Graduates in FY 2017**

**- Twice-yearly job start periods for September graduates  
and those looking for new careers -**

Starting with its hiring of new graduates in FY 2017, GMO-PG will introduce a “Year-Round Recruitment of Potential Talent” program where employees will be able to join the company in either April or October. GMO-PG will offer this flexible recruitment program to reach out broadly to a diverse array of human resources with high potential: students who are graduating from overseas universities in September, those who have already graduated, and those who have graduated, already obtained jobs<sup>(\*)</sup>, and are looking for new careers.

Applications for “Year-Round Recruitment of Potential Talent” will begin on December 15, 2016 (Thu).

(\*) Young applicants who have completed their post-secondary education and gained employment but are seeking a career change within a short period.



**GMO-PG “Year-Round Recruitment of Potential Talent”**

URL : <https://corp.gmo-pg.com/recruit/potential/>

### **【About GMO-PG’s Recruitment of New Graduates】**

Based on its concept that “a company is its people”, GMO-PG has achieved “sustainable growth at more than 25% operating income” and continues to share its corporate and business vision for the future with all staff as it strives to build an organization where people will be able to move forward in a united manner.

The company focuses particularly on hiring and training new graduates, young people in whose hands the future lies. To date, GMO-PG has welcomed many new graduates regardless of their education background, gender, or nationality, and continues to implement measures to grow young potential, an example of which may be seen in the appointment of employees in their 20s being promoted to management roles or as

executive officers at group companies.

To welcome a more diverse array of human resources with high potential, GMO-PG has decided to open its door more widely to newcomers. In addition to its regular recruitment of new graduates, the company will introduce a “Year-Round Recruitment of Potential Talent”, where new recruits will be able to choose to join the company in either April or October.

### **■ About Year-Round Recruitment of Potential Talent**

“Year-Round Recruitment of Potential Talent” will enable new recruits to join the company in either April or October.

While students graduating from universities abroad, both Japanese and foreign, wishing to join GMO-PG have had to wait until the standard April entry period, they will no longer need to wait under the new system, which will be a more efficient way for new recruits to become a part of the company.

As the recruitment program will be open to graduates who have not gained employment due to reasons such as studying abroad, as well as those who have obtained jobs after graduating but have left their positions, the new system will allow them to leverage the experiences that they have gained after finishing school and start building their careers promptly without having to wait before they can join the company.

GMO-PG will begin its call for potential candidates under the new program today, December 15, 2016 (Thu), and the structure will apply to new recruits joining the company in FY 2017.

### **■ Overview of GMO-PG’s Recruitment of New Graduates**

Hiring method	Year-Round Recruitment of Potential Talent	Regular Recruitment of New Graduates (FY 2017)
Required qualifications	Scheduled graduation from graduate school, university, college, junior college, vocational school, college of technology, technical school, or within two years from graduation from such an institution  *Applicable to students in all departments and areas of study	Students expected to graduate from graduate school, university, college, junior college, vocational school, college of technology, or technical school in March 2017  *Applicable to students in all departments and areas of study
Types of jobs available	Corporate sales, system engineering, planning	Corporate sales, system engineering, general employment in administration
Period for joining company	Twice a year (April and October)	Once a year (April)
URL	<a href="https://corp.gmo-pg.com/recruit/potential/">https://corp.gmo-pg.com/recruit/potential/</a>	<a href="https://corp.gmo-pg.com/recruit/freshers/">https://corp.gmo-pg.com/recruit/freshers/</a>

## **【About GMO-PG’ s initiatives for human resources development, benefits and welfare】**

GMO-PG employs distinctive human resources development initiatives to enable each and every one of its staff to embrace a high sense of pride that they are owners of the company and to continue to make efforts to improve themselves as they aim to become professionals.

### **1. An array of human resources development programs such as training in special skills and manager development**

The company holds study sessions with managers, beginning with the president, on such areas as corporate culture, business expertise, and specialized knowledge. It also conducts an array of human resources development initiatives such as training for managers, training in special skills by breakdown of job classification, and programs for the development of executives.

### **2. A structure that allows individuals to determine their own career path**

To enable each staff member to determine and develop their own career path, the company employs a “career design system” that offers staff a chance to present their desires for transfers or job rotations once a year, based on their visions for their growth and the job details and skills that they would like to acquire. It also allows new hires to determine their own placement so they will be able to tackle their duties with high levels of motivation in their desired departments. With these systems, the company has built a framework where individuals can determine their own career path and grow.

There are also opportunities for staff to make challenges even if they may still be young, a structure where individual capacities are evaluated regardless of gender or nationality, and a “360-degree appraisal system” in which subordinates evaluate their superiors, as the company makes efforts to facilitate an environment where all staff are evaluated fairly and are able to develop themselves.

### **3. Welfare facilities and other steps for creating an environment for people to work comfortably**

As part of its welfare and benefits, GMO-PG makes efforts to create an environment where its people are able to work with high levels of motivation, for example by hosting special training abroad in the form of a convention for its excellent staff. The company facilitates a structure to make things easier for its staff to work on a daily basis, offering a communication area that is operated by the GMO Internet Group, where free meals and drinks are available 24 hours a day, as well as an in-house daycare center for children, massage facilities within the office, an area for people to nap, and a concierge service where busy staff can make personal requests such as receiving packages, making bookings for farewell or welcoming parties, or even for their shopping needs.

### **4. A unique system based on GMO-PG’s corporate culture, “a mindset of appreciation”**

As to remuneration and allowances and in addition to the various general allowances that it offers, GMO-PG also offers unique measures such as an “allowance for devotion to one’s parents” and “support for educational endowment”, which is available for helping to pay insurance premiums for the education of the children of its employees. These steps are based on the company’s desire to have its employees embrace “a mindset of appreciation”, which is also its corporate culture.

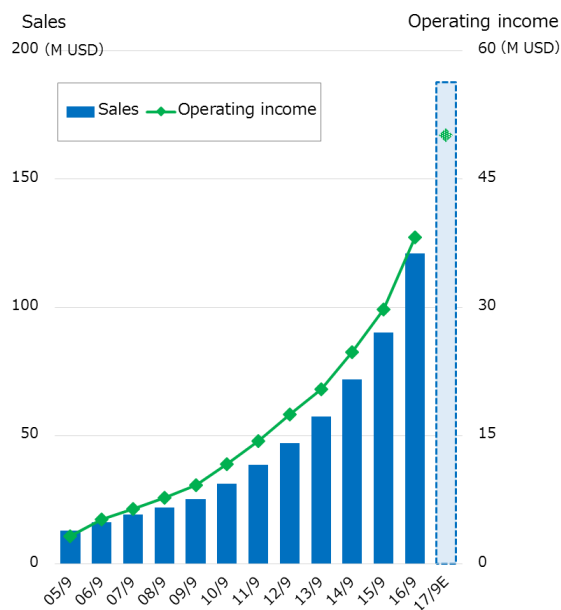
Needless to say, the company also offers “maternity leaves” and “childcare leaves” to support pregnancy and childcare, as well as “maternity leaves for spouses” and a “family support system (support for active efforts to bear children)” so its staff who experience childbirth and child-raising can work with peace of mind.

## 【GMO Payment Gateway】

GMO-PG offers comprehensive payment services and financial services to 77,256 merchants (as of September 2016, GMO-PG Group) including operators of online shops and sellers of digital content; operators who collect recurring monthly payments, such as NHK and those who offer subscription purchases; and public organizations such as Japan Pension Service and the Tokyo Metropolitan Government.

Services for added value such as online advertising services that contribute to boosted merchant sales, focused chiefly on payment services. Supplying loans and other financial services that support the growth of merchants from a funding perspective and actively engaging in overseas initiatives like overseas payment services, the yearly payment amount processed by GMO-PG about 20 billion USD.

GMO-PG aims to enable both consumers and businesses to enjoy payment methods that are convenient and equipped with high levels of security and to serve as the infrastructure for payment processes in Japan. GMO-PG will promote initiatives for new innovation such as FinTech and contribute to improving the rates of e-commerce in Japan as a leading company in the payment industry.



< Changes in Consolidated Performance >

## 【Related Links】

•GMO-PG URL : <http://corp.gmo-pg.com/en>

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