

Aiming to become a Global IT Partner, Transcosmos will Restructure the organization to provide enhanced high quality and high-valued added services.

Towards a consolidated organizational structure that is specialized to provide service.

Transcosmos, Inc. (Headquarters: Tokyo, Shibuya Ward, President and COO: Masataka Okuda. Hereafter, Transcosmos), which supports all channels that connect businesses with consumers from the internet to real environments with IT outsourcing services, will, as of April 1, 2008, implement a structural reorganization to provide its business clients with an overall superior class of high quality and high-value added services.

Through this structural reorganization, by consolidating the sales structure and further specializing production (service provision structure), Transcosmos will build an organizational structure that provides overall high-quality service, in areas such as Digital Marketing Services, Call Center Services, Business Process Outsourcing Services and Business Process Solution Services.

In addition, by enriching the human resource and training systems and establishing an organizational structure that motivates employees, Transcosmos aims to rejuvenate the organization through each individual employee's personal development.

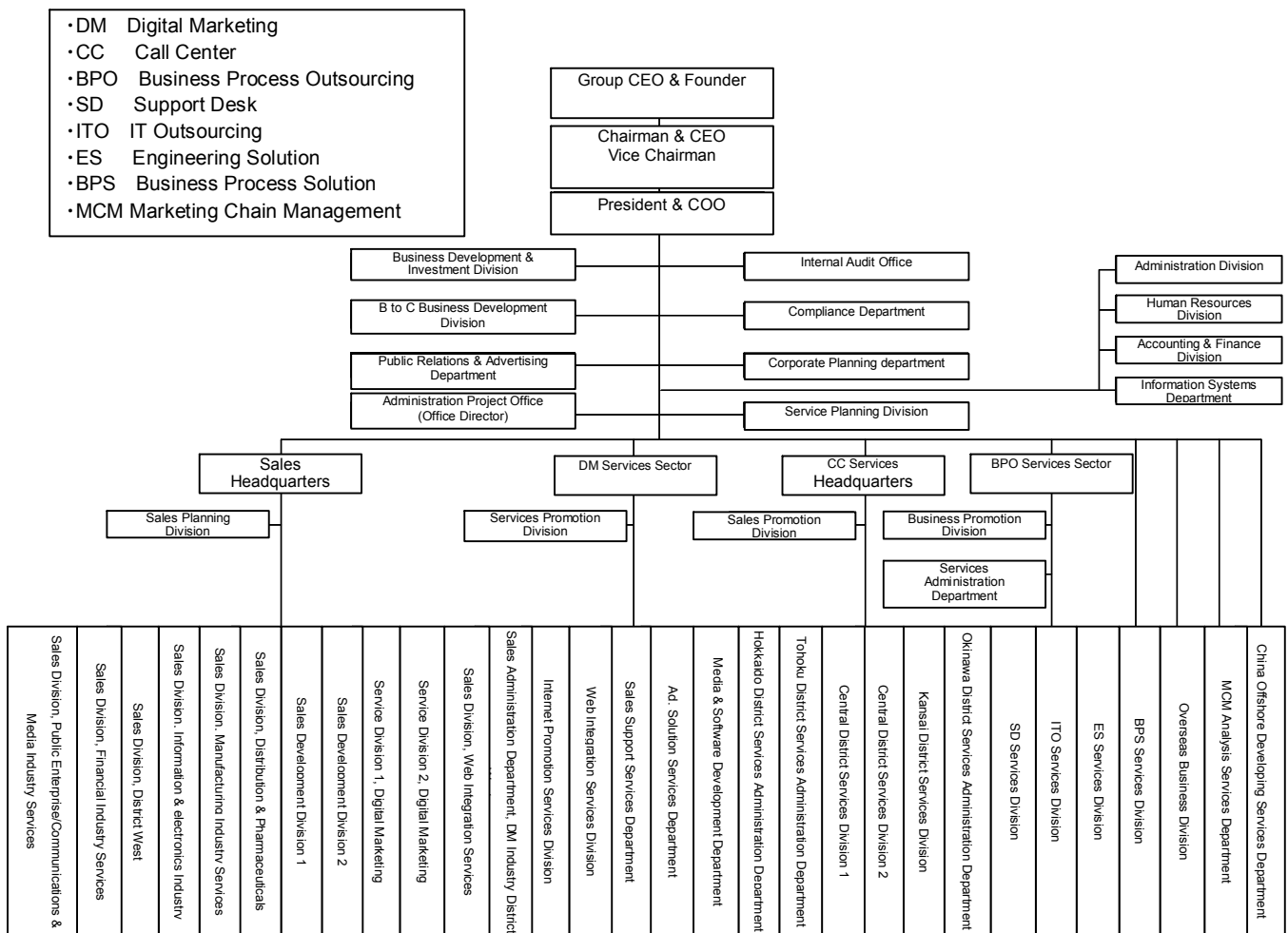
The following are the main areas of new organization:

- **Sales Headquarters:**
The previous Sales organization (DM Service, Manufacture field), which had not been consolidated, will be integrated, thus unifying the sales structure. This will strengthen our industry-specific Sales organization and allow us to build an organization that provides a total solution to precisely meet the needs of the customer.
- **DM Service Sector:**
The DM Service (Digital Marketing organization, which provides general Internet services such as web design and on-line promotion and internet advertisement, will specialize as a service provider, offering enhanced high-quality service. In addition, a Service Promotional Headquarters will be established, to promote linkages with Sales, to further meet the needs of the customer.
- **CC Service Headquarters:**
The CC (Call Center) Service organization, which provides Call Center services such as In-bound and Out-bound call handling, will reorganize and set up a Structure that will handle each regional base, including the new Hokkaido Service Consolidated Group and Tohoku Service Consolidated Group. In addition, Sales Promotional Headquarters will be established to promote linkages with Sales organization to further meet the needs of the customer.
- **BPO Service Sector:**
The BPO Service organization, which supports general maintenance, development and operations of client corporations, will integrate the ES Service (Engineering Solution) Operations, which provides design and developmental operational support using CAD/CAM as a base. This will provide a linkage service for design, development and operations.

■ Other Organizations

- BPS Service Division:
The BPS (Business Process Solution) organization maintains Japan's largest Image Entry Network structure (Nationwide: 10 locations, China: 2 locations), which enables us to offer total service in business processing, from diagnosis, design, construction and execution.
- Overseas Business Division:
We are building a system where we can offer all services that are available in Japan, to other Asian countries and surrounding areas.
- China Offshore Developing Services Department:
With a base in China, we provide high quality and low cost services to meet the demands of our customers for informational systems, including planning, hardware design, development and maintenance.
- Service Planning Division:
Service Planning Headquarters will be established as an organization that plans, develops and suggests services that precisely meet the customer needs' during the major changes in the market environment.

The new organizational structure is as follows:



The personnel in charge of the new organizational structure system are as follows:

	Name	Title	Responsibility
※	Koichi Iwami	Executive Vice President	DM Services Sector & CC Services Headquarters, BPO Services Sector, BPS Services Division, Overseas Business Division, China Offshore Developing Services Department, MCM Analysis Services Department, Service Planning Division, Administration Project Office
※	Shojiro Takashima	Executive Vice President	Head of Sales Headquarters
	Masakatsu Moriyama	Senior Managing Director	B to C Business Development Division manager
	Shinichi Nagakura	Senior Managing Director	Business Development & Investment Division
※	Hiroyuki Mukai	Corporate Executive Officer	Sales Headquarters
	Masaaki Muta	Corporate Executive Officer	Sales Headquarters Sales Division manager, Financial Industry Services
	Hiroshi Kaizuka	Corporate Executive Officer	Sales Headquarters Sales Division manager, Public Enterprise / Communications & Media Industry Services
	Masayuki Tada	Corporate Executive Officer	Sales Headquarters Sales Development Division 1 manager
※	Nobuhiko Fujimoto	Corporate Executive Officer	Head of DM Services Sector, Public Relations & Advertising Department
※	Yoichi Kawano	Corporate Executive Officer	Service Planning Division manager & MCM Analysis Services Department manager
※	Kunio Shimofusa	Corporate Senior Officer	Head of CC Services Headquarters
	Masatoshi Kouno	Corporate Senior Officer	Head of BPO Services Sector
※	Tsunetaka Miyaryo	Corporate Senior Officer	Sales Headquarters Sales Division, District West
	Hiroyuki Morita	Corporate Senior Officer	BPS Services Division manager
	Kazuhiko Yamaki	Corporate Senior Officer	Sales Headquarters Sales Division, Distribution & Pharmaceuticals Division manager
※	Koji Okamoto	Corporate Senior Officer	DM Services Sector Sales Support Services Department manager
※	Yasuhiro Hayami	Corporate Senior Officer	Sales Headquarters Sales Division manager, Web Integration Services
※	Hirofumi Inoue	Corporate Senior Officer	DM Services Sector Web Integration Services Division manager
	Kazuhiro Shimizu	Corporate Senior Officer	Assistant to Iwami Executive Vice President
	Kazuhiro Shimizu	Corporate Senior Officer	Sales Headquarters Sales Planning Division manager
	Kazuhiro Umemura	Corporate Senior Officer	Compliance Department manager & Information Systems Department manager, Human Resources Division
	Hiroyuki Uchimura	Corporate Officer	Head of BPO Services Sector & Business Promotion Division manager
※	Keisuke Yoshida	Corporate Officer	Sales Headquarters Sales Division manager, District West
	Kenshi Matsubara	Corporate Officer	CC Services Headquarters Central District Services Division 1 manager
※	Yutaka Kojima	Corporate Officer	CC Services Headquarters Sales Promotion Division manager
※	Shunji Hidaka	Corporate Officer	DM Services Sector Services Promotion Division manager & Ad. Solution Services Department, Media & Software Development Department
※	Yoshihiro Uematsu	Corporate Officer	Sales Headquarters Service Division 1, Digital Marketing Division manager
	Yuichiro Kubo	Corporate Officer	Overseas Business Division & Administration Project Office
	Masato Ogino	Corporate Officer	Business Development & Investment Division manager
	Hiroyuki Kohara	Corporate Officer	Administration Division manager
※	Masatoshi Araki	Corporate Officer	Accounting Assistance & Finance Division

※ Change in personnel

Name	Title	Responsibility	
Tsutomu Hasegawa	Division manager	BPO Services Sector	SD Services Division
Yuzuru Miyahara	Division manager	BPO Services Sector	ITO Services Division
Teiji Mishima	Division manager	Sales Headquarters	Sales Division, Manufacturing Industry Services
Masahito Nonomura	Division manager	Sales Headquarters	Sales Development Division 2
Masaru Chiba	Division manager	Sales Headquarters	Sales Division, Information & electronics Industry
Kiyonori Takechi	Division manager	DM Services Sector	Internet Promotion Services Division

Change in personnel

(About transcosmos inc.)

We launched operations in 1966 as a pioneer in the information processing outsourcing business. Since then we have brought together people and technology through careful effort while striving to enhance the competitive strength of our customers' enterprises by converting high added value to superior service. Since June 2002 broadband and VOIP spread diffusely, resulting in a more direct and rich connections between enterprises and consumers, and in particular, in an era in which enterprise marketing activities were revolutionized. Recognizing this, we brought out "Marketing Chain Management Company" as an enterprise slogan and endeavored to drive business. Today, telephone, web, email, and even video communication are united through the hub of the Internet protocol and a completely new communication channel is emerging. This means Internet expertise has become indispensable in call-center and contact-center services. Moving forward, transcosmos will make the most of our distinctive strengths, always adopting the latest Internet technology and developing outsourcing services. It is our intention to promote interactive marketing services that offer speed, increased sales, cost reduction and improved customer satisfaction to our customer's enterprises.

(URL : <http://www.trans-cosmos.co.jp>)

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