

QUICK SHIP 20

vol. 20

Introductory greetings

"Eco Revolution " was the slogan that was listed when we celebrated our new fiscal year last September.

And we must go further to an advanced change of "promotion" this year. In each of the sub-title in speech of new years resolutions by employees, I would like to emphasize the "unity" in particular. The cornerstone principle of our company is that a driving force is generated not by individual play but the brothers to help each other in a large family.

Within the company, we have started to review and build our quality system from the basics. We will work with a severity while mutually interfering each department.

Trusted by the customer supplying excellent products to satisfy them and increase sales is the best result.

We will continue to focus on overseas bases. Development of new user in overseas will also be a year of hardball as well as in Japan. We consider to install DIP line and expand plant in Vietnam, while Indonesia will continue on track as a supply base to the Nissay group. But instead of looking only at the existing customers and handling products in the past, we must have a global perspective and ingenuity.

We will develop our business with the willingness and enthusiasm of a innovative idea, not limiting the frame and competence by the past experience and fetters.

Since the beginning of the year we will unite than ever and will continue to promote strongly toward the planned target.

Takashi Asano, President



A symbol of revolution

Calligraphy of innovation by Nasu factory

Even in 2014 is the year of Eco Revolution

As the aspirations of the slogan of "Revolution" from the last year, it was remarkable that many employees declared the revolution as the target of this year explaining how to change and innovate them-



Women emerges. Revolution from a feminine point of view.

In fiscal 2014 also we will do our best by uniting all employees.



Running up like Pegasus !

Nissey Eco all employees

Thanking you in advance this year

Quality Cup

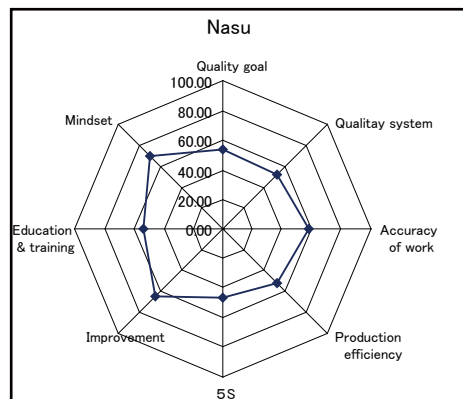
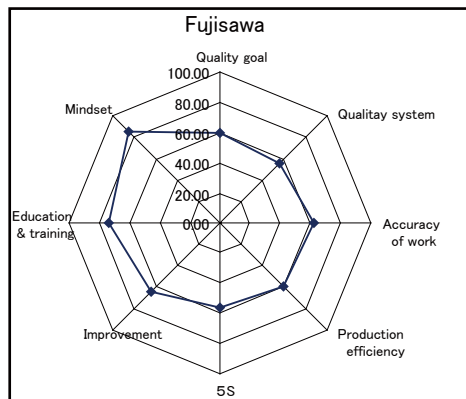
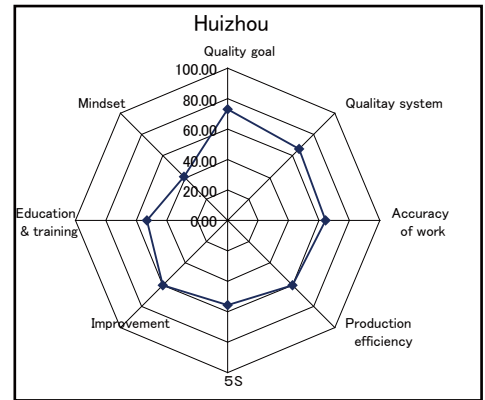
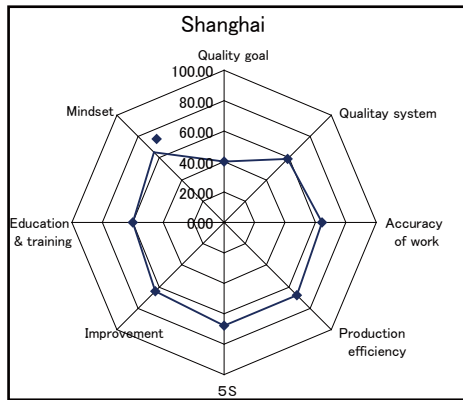
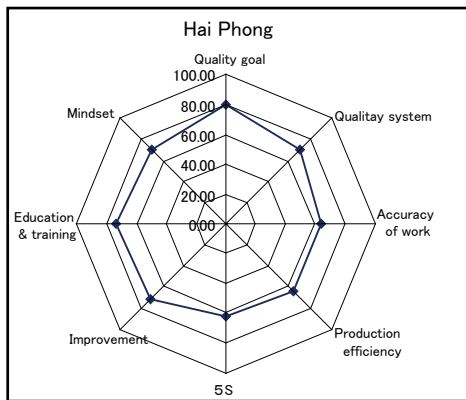
of NISSEI GROUP



Scoring results

	System		5S・improve		Mindset	
1st	Hai Phong	69.09	Shanghai	67.00	Fujisawa	80.00
2nd	Huizhou	66.06	Hai Phong	65.00	Hai Phong	71.43
3rd	Shanghai	58.79	Fujisawa	59.00	Shanghai	62.86
4th	Fujisawa	58.18	Huizhou	58.00	Nasu	62.86
5th	Nasu	53.94	Nasu	52.00	Huizhou	45.71

Chart graph by auditing matters



Overall ranking		
1st	Hai Phong	204
2nd	Shanghai	186
3rd	Huizhou	183
3rd	Fujisawa	183
5th	Nasu	163

General comment from the jury president **Manabu Inamura**

In plant operations of the company we set 3 important principles (system, 5S & improvement and idea). Simply because quality system is working securely, manufacturing sites that do not generate defects will be created. As 5S & improvement progresses, work environment becomes efficient with reduced waste and unevenness, and then added value will be created on the products. When mindset (philosophy) penetrates, a vibrant workplace will be generated to lead improvement and future in services. This time, I have conducted quality audit for five works in conjunction with the domestic and overseas. Hai Phong, sticks to the strict discipline and quality system, Shanghai, sticks to the cleanliness and discipline of the manufacturing site, the result was overwhelmed by the momentum of overseas factories. It was not in domestic but overseas factories who have tenacity to the manufacturing. Half joy, half sadness, Japan do you say in this state?

For us all of the group companies are all rivals. Only in the competition, ambition and solidarity sprout, and is connected to level up. Nexttime, which factory will take the first place! ?

Impressions and serious reflections by each plant representative

1st Hai Phong Factory Yasuhiko Sasao, Vice President

I think the result of first place in overall QC this time was simply because there was a feeling to increase customer satisfaction, and could be achieved among the local staff. I keep it in mind on factory management to generate such an atmosphere that every employee always has a commitment to quality, to engage in business with a sense of tension and everyone imposes a responsibility to him/herself. We will strive to take the QC 1st. position again next time.

2nd Shanghai Nissei Li Hai Ying, Vice President

The result of the QC It is already the past matter. What dominates in my mind is how can we improve the quality of the company as a whole. To improve the quality is not only the matter of quality control department and manufacturing site, but is a matter of all departments including purchasing, sales, human resources administration, accounting and finance. In the wake of the QC this time, for example, back to the realistic quality goals which has been viewed as for auditing, and improve our system enables to review the causes and take remedial action based on the actual data. And we will continue to practice this as the basics of the mindset.

Plant manager Kiyoshi Arai

The result of a QC, and we have to thank first to have gotten a reasonable evaluation. At Shanghai Nissei I have been working as a plant manager for about three years, and have been feeling that the consciousness, that the quality should be secured only by manufacturing and quality control department, has not ruled out from the entire factory. I believe the quality management system of this factory has been authenticated by an external audit institution, and not comparable to other plants. However, as a result that we were pointed out in the course of QC audit this time, I feel now that the staff not only in manufacturing and quality control, but in other department are convinced that the quality must be maintained and improved in the overall factory. We will operate the quality management system thoroughly, brainstorm the problem in the process of the system operation and lead to improvement in the future.

3rd Huizhou Nissei Makoto Iijima, Vice President

I think am very pleased that our system was highly evaluated this time. It is considered that our attitude to the quality goal is not so expanded, instead each department focused on the keen issue and managed them simply, was evaluated. On the other hand, with regard to 5S & improvement, it is just raised again in November after ceasing 5S committee activities for a few years. We also recognize that the review of improvement activities and its promotion system was stagnant in recent years, we think this aspect was largely reflected in the QC evaluation this time. As for the penetration of Nissay group mindset, its inactive state had been continued constantly as it deemed unfamiliar to the factory mainly due to the cultural differences. A new mission imposed on me last year, I believe strongly, is taking chance of leader change, at first change and innovate myself based on the group mindset and appeal to the employee to make them change and accept the group mindset little by little tenaciously.

3rd Fujisawa Factory Masami Ishii, Quality Control Manager

I am very sorry for the poor performance as headquarters and origin of the Nissay group. I deeply regret the results, back to the starting point again that is monitoring basic 5S and manufacturing processes, reconstruct the quality system to improve the origin and do our best to get No. 1 position.

5th Nasu Factory Shigeyuki Kobayashi, Quality Control Manager

Nasu factory has become the low score for all items in the QC. We deeply regret that it has become "a result far apart significantly from the way a Japanese factory should be". What we have to do is to change our mind from "would be okay" to "might be NG", and manage always with a sense of crisis. Aiming for the overall first place in the futu QC, we'll do our best. We were so sorry.

No entry Indonesia factory

We Indonesia factory was unable to join the QC last year. This, I am feeling regret not participating in that competition because the paper work was not available yet nor the system was in place at all. We will definitely join the next QC and would like to be evaluated as the best among the Nissay group, and we are continuing day-to-day improvement and education.

Comments from responsible in headquarters Atsushi Yamaguchi

I was feeling stronger in the very serious results of crushing defeat of Japan factories this time, and must be redone from the scratch. There are many things to learn from this defeat, and we feel it would be the branch point of the factories in Japan that how and whether we take actions from now on. With the strong thought to "reform" and "win absolutely," we undertake to improve our consciousness and make effort changing this chagrin into power for the future CP.

Osamu Funaki

Regarding. result of this system, I have serious soul-searching of the responsibility of my own as I'm in charge of the system. With the aim of completion Fujisawa, Nasu unified mission-critical systems by this autumn of this year, we will work to improve operations in parallel to it. I will continue working on the fundamental reform of the system to move the people and awareness of the individual. For losing the added value of quality in addition to cost, we are keenly aware that it is a crisis state that there is no reason for existence. Plants in Japan must be first place. Regaining pride as the main plant, we have to reign as leader of the Nissay group.

Overseas topics

~Huizhou now~

The latest information from Huizhou factory

Participating J.A.M.

During the November 5 and 29, we have joined the exhibition at JAM China Private Show 2013. We have more opportunities to get to know our new customers with annual participation. As our sales staffs are exchanged by half this year, we appealed to public vibrant Huizhou Nissei where young staff playing an active part.



Claim zero 3 months

From May 3 to August 6 we have achieved zero claim for about three months. Large claims continued between March and April. With great regret to that, we worked with a motto that we never issue a claim for one month, and once we have done that we aim for another two months zero claim. In this period I think consciousness of claim prevention was able to be integrated well in the entire plant, with the fact that in process inspection and quality control tried to discover and prevent such disadvantages if it outflows from our plant.

Super typhoon hit Huizhou

A super strong typhoon has passed through Huizhou around 9/22 night to 23 noon. There is also a 45m/sec the maximum wind speed, the back gate of the factory, the gate of the new warehouse fell down, part of roof of the factory were also peeled, but it was repaired in almost one week owing to the restoration work by administrative department.

Billboards at the interchange near the plant also have been blown off.



Domestic topics

Award system for home industry workers started !!

We always thanks to your cooperation in screening inspection and bagging. This time we celebrated awards for excellent colleague (claim zero). Thank you very much in the future !! We also pay much effort to eliminate failure product !!

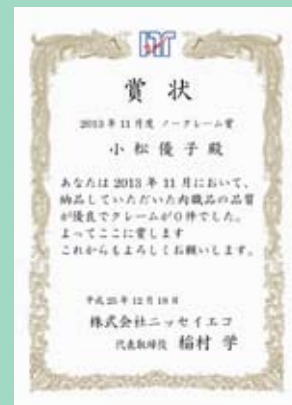
Comments from award winners

I received salary. I'm glad to award certificate. I am motivated.
Ms. Komatsu

I was surprised to have gotten award certificate!! Thank you I have gotten a Quo card. I'll do my best so that I can be firmly.
Ms. Mitome

I will do my best to get the next also !!
Ms. Yamaguch

etc., etc...



Certificate award for no claim

Nissay group topics

Nissei Eco now DIP is hot !! Nissay group return to basics

DIP plant tours favorable reception ongoing

From time to time, we have implemented a factory tour. And recently we have been inviting candidate for our DIP manufacturing site tours.

As we hear from many clients that they have no knowledge on DIP production method nor have never seen the production site, we have recruited a company tour in a big way. At the site we will answer directly to any question you may have.

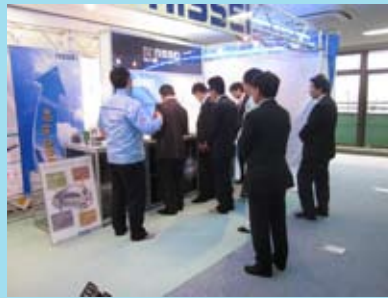


Visit large scale dip coating site.

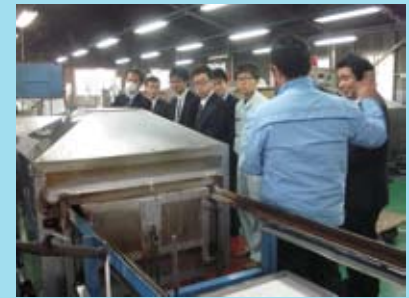
Seeing is believing !!



We highlight our characteristics watching the promotional



At the special product display booth our prod-



DIP process is explained at the factory.

Expansion overseas DIP manufacturing

Indonesia DIP
Vietnam DIP Expansion decided!



Answering to the needs of DIP products in the ASEAN region we will turn on the power to the DIP molding in 2014 !!



Domestic Topics

Theme is "Revolution!"

On November 2, it was held "Deceased's memorial service and grand stage play event".

【The deceased's memorial service】



A drum was added to the Traditional court music, and it was with something more solemn.



In all, we have devoted gratitude to the people of the deceased who have been contributed to the company.



This time it emerged the first female chief dedicator of the offerings!

【Plenary president school】

4 employees in 38th period, contributed to the company and achieved results. There was a commendation from the president.



Also the representative director has addressed the theme and vision towards the 39th period to raised morale and motivation.

【Grand stage performances】

The theme "Eco Revolution is the slogan of the 39th period. They presented one side that never showed so far as well as a strong will to the revolution in the repertoire.



The winner was Nasu factory team continued to the previous year!



DIP and Raw material team



Office and sales team



Warehouse and QC team



Injection molding team



Machinery and mold team showed an English song



They fired up in the form of karate !



An excellent example for 3 consecutive years...



They sang nicely.



Personal history of Michio Inamura

Episode 5 Bubble collapse and overseas expansion



In 1984 a three-story building was completed at Yoda, Fujisawa. Later a large turning point visited us.

To take responsibility for repatriation of work from parent company in 1986, president has changed from my elder brother to me. This matter was caused that I ran out of control rather than my brother, but finally my brother took the responsibility and distinction as president. Company employee at that time were, in relatives myself, my elder brother, my father, Kinuyo (wife), Mitsu, Kanato (cousin), Hiroyuki Inamura (son of my cousin and later president of Nissei Yamagata), and Yukiko Hiroe (mother in law to Okamura, in charge of DIP), Michiko Funaki (DIP), Hiroshi Yokota (large farnece) and Yoshie Seki (home industries control and administration), in total 12 of which 7 were my relatives and 5 employees.

When I assumed president, I set a goal as "departure from subcontractor" and asked everyone to wait a raise until we hit the goal. Relatives suffered a 30% salary cut, and in order to avoid the conflict with the parent company,

we decided to expand our business overseas and for that end we established Nissei Trading Thailand. At the same time we invited professor Yamada who was in relation to Nippon Zeon, and started to produce sol for DIP. Contrary to our anticipation the result expanded in good pace and the raise freeze also ended in two years. In 1992 at the bubble burst, those who made equity and real estate investment or built a new building in such large debts suffered a big loss.

However, meanwhile, thanks to having no excess cash in the subcontract break away situation, we could continue a growth initiatives thereafter intact. It was time that evil has been turned into a fortune. In those days following people joined the company; Hiroko Wada (mother of Shinsen, in charge of sales), Toshiko Baba (administration), Yoji Naito (Mold), Tamotsu Yamada (raw materials development), Hideko Komatsu (shipping), Junko Tanabe (ordering and purchasing), Terashima (managing director). What was especially notable was that in-house raw materials production started and rookie Mr. Naito, graduated from a industrial high school realized in-house a mold for our own use at the age of 18. He established a manufacturing system of injection type molding on his own. This laid the foundation that we continue to breakthrough as all-in-one factory.

In order to have our employee loyalties and its spirit to our company, I had sold them half of my owned capital stock cheaply. It was ¥ 150,000 per share at that time. Later I performed stock split twice, so two shares were increased to 5 shares in three years. Now the stock price is 1.15 million yen per share, it had increased by 8 times. Those who bought before the split became 16 times. Due to labor shortage in 10 years around 1986 and 1996, I hired several illegal foreign workers. I established a society to protect the human rights of illegal aliens, let the foreigners took out voluntary insurance up to 150 people among 20 member companies, extending lifestyle guidance to member companies and these activities were published in the newspaper and aired on TV several times, and finally the police also began to come to counseling. Business was growing and I decided to establish a new outlet in Shanghai in 1994.

When it comes to 1997 issues such as environmental hormones and dioxin increases in the world, the de-vinyl chloride movement has been raised. At that time mainly PVC DIP products accounted for 95% of our business, and we had only two injection molding machine as PVC-free. I decided to consider the company would not be satisfied if it had continued vinyl chloride products as such, and to examine the production of replacement. In 1999 we took over Daimei Electrical System in Nasu, a manufacturer of corrugated tubes, purchased head office building from the next Nitto at the same time and started the extrusion in earnest and with enthusiastic effort by Mr. Naito by himself, we undertook manufacturing not only mold but machinery. Although we had a vinyl chloride exclusive devotion, we began to shift production and jobs to the product of polypropylene and elastomer to replace the vinyl and taking this opportunity we renamed as "Nissei Eco" from the image of the company of ecology. It was the time the term eco not penetrated yet, so at company outing our name was often misspelled as "Nissei echo".

Eco was nicely indeed, but Eco had unpleasant sensation to its euphony like something left unfinished, so the name did not get used for a while. In around 2000 following people joined; from relatives, Makoto (large oven), Manabu (Nasu factory), Shigenari (development and PC system), Takayuki (extrusion), Ooki (accounting), Akira Sekine (quality control), Shinsen Wada (development), Mamika Wada (sales) and from outside Izumi Kato (administration), Sai Kobai (new business), Kotaro Jimbo (sol development), Yuji Tanaka (Nasu factory director), Mieko Muroi (Nasu administration) and Saeko Honda (Nasu purchasing and ordering) are joined.

Doubling the injection molding machine in 2001, owing to the unique sales power by Mr. Ko Kan Ki we began to get the account of a large number of listed companies, such as leading electric wire manufacturer. It was the time the rumors have passed that a strange Chinese came to business bearing away all of the work. Later Toshiko Baba was nominated as a member of Board of Directors and from 1999 to 2008 our business had expanded 4 times in domestic and 8 times overseas respectively.

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It seems I am the type that demonstrates the power very much with women partners. Employees who cited the outstanding achievements in the past certainly were ladies like Toshiko Baba, Yoshie Seki, Sachiko Hiroe, Michiko Funaki, Hiroko Wada, Junko Tanabe, Tomoko Azuma, Mamika Wada, Masae Niioaka, Sai Ko Bai, and Li Hai Ying, while in men Terashima, Akira Sekine and Yasuhiko Sasao.

But entering the generational change period, young men have been growing recently like Yamaguchi, Ueda, Inoue, Funaki, Uda, and Kodai. They also have a management skill that works also abroad and I expect their future with fun. (Recently employees increased specializing in professional, and there are many excellent employees I want to introduce here, but I would like to excuse to omit them due to the limited space.)

NEW STAFF

●Head Office Quality and Environment Department Mr. Ichihara

My name is Kenji Ichihara. I joined Nissei Eco last June. I have been engaged in the claims and incompatibilities reduction activities at the quality control department of office supplies rubber parts manufacturer as well as involved in the activities from product development, prototype and mass production. I'm good at process management from manufacturing to its control. With my experiences to date, I will continue to challenge positively to new initiatives, striving to contribute to the company. Thank you very much.



●Nasu factory Mr. Kaburagi

My name is Kaburagi. Last July I have been entered in Nasu factory.. I'm still a novice but I will work hard as hard as possible to be able to contribute to the company.



Early in the morning meeting

We are currently implementing the overtime eradication campaign in order to reduce the overtime hours in us. We encourage overtime morning as a part. By copying to it, to perform OJT format, after-5, and the like currently meeting, we improve the efficiency of business operations, and hailed the early meeting, to fix the time frame in the early morning,



It can be seen that the head is clear to than I expected, the quality of the discussion is also improving.



Sunrise is slow in winter, night dawns gradually during the meeting.

Letter from editors

Happy New Year! To welcome the new year, in the breast of enthusiasm towards achieving the goals, and got off to a new start. I think both domestic and overseas, employees unite, we would like to introduce in a timely manner in this QuickShip this year, and the like to tackle. I'll try to in the article for me to interested "I also want to read the next one!" And "!'s A great company."

Eco Idea Committee



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