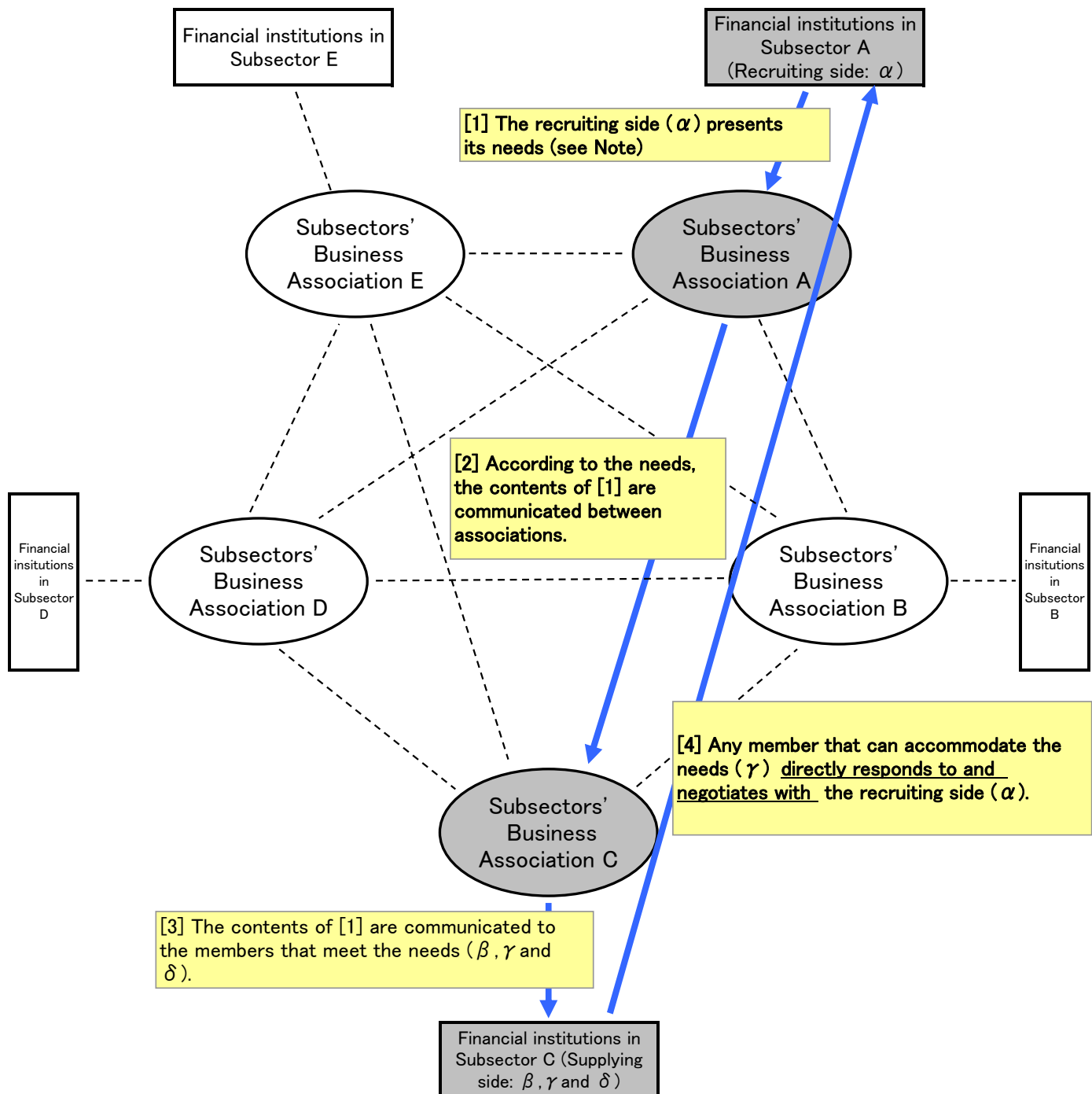


## Basic Scheme of the "Human Resources Network"



Note: This example assumes a case where Financial Institution  $\alpha$  in Subsector A is in need of "recruiting an expert in the area of X from a financial institution in Subsector C."

(Any of the subsectors, A to E, may be on the recruiting side, and those on the recruiting side can make inquiries on its member's needs without any restrictions on the number of subsectors to which it presents the information.)

In presenting its needs, the recruiting institution is required to show a minimum list of information on the following matters:

- Area of expertise
- Age group
- Work location or hometown
- Desired starting date of work
- deadline for reply
- Name of the desired personnel supplying financial institution or, if not that specific desired regional location of the potential supplier, desired subsector of the potential supplier, etc.

\* The Japanese Bankers Association (a) receives information as the business association representing major banks, and also (b) manages the coordination between the five business associations.