

Interview with TMT Inc. president

Led by Managing Director/Founder Thomas J. Nevins, TMT was established in Tokyo in 1978. As a pioneer in labor consulting for multinational firms in Japan, TMT works in close contact with clients to expand their business opportunities and tackle their problems. It is unique in Japan in that it is the only company offering labor consulting services together with executive and staff recruitment services to the foreign business community. As such, TMT has become familiar with the structural differences of each organization, together with the varying needs of each client. Based on such experience, TMT eventually set up an executive search operation that is closely coordinated with labor consulting, as well as executive and staff recruitment.

To date, TMT has filled over 2,500 mostly senior positions in as many as 400 companies, encompassing numerous industry segments. Furthermore, TMT has assisted over 700 foreign multinational firms in devising their Rules of Employment (that are legally required for companies with more than 10 employees), compensation, benefits and salary systems; staff reductions and cost saving-programs; problem employee solutions, as well as union relations. Also of note is that TMT's outplacement consulting methods avoid litigation, or terminate court cases quickly and smoothly.

Taking full advantage of its professional expertise provided for over two decades, TMT strives to remain the leading labor consulting and executive search company that contributes to building human resources, and providing total HR management solutions to foreign firms. Furthermore, it seeks to provide a "Strategic Partnering" service to an increased number of firms to raise employee morale and productivity, and increase company sales and profits.



Thomas J. Nevins, President of TMT Inc.

With regard to the recent working environment of Japan, Mr. Nevins finds it alarming to observe a widening gap in salaries between corporate executives and employees. In spite of soaring corporate profits, the income of ordinary employees has been kept at a low level while the salaries of managers have been raised phenomenally. He thus suggests the profits be properly returned to employees in the form of monetary payment, and that Corporate Japan should improve the treatment of its employees, instead of following in the footsteps of the United States in business practices.

As a labor relations expert, Thomas J. Nevins has written several books, including "Passport to Japan - a Businessman's Guide" (1978, BII), "The Complete Handbook of U.S. Personnel and Labor Relations for Japanese Corporations" (a 1980 JETRO book now out of print), "Labor Pains and the Gaijin Boss" (1984), "Taking Charge in Japan" (1990), [both books published by the Japan Times], "Japan True or False" (2004) and "Know Your Own Bone" (2004).

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