

Q: So, does this mean the company is telling me to quit—in other words, that I'm being dismissed?

A: No, that is not the case. In light of the company's business circumstances, we are suggesting that you consider pursuing your career opportunities outside of our company.

Q: I don't want to hear this kind of discussion, so I'll excuse myself.

A: We're sorry, but this discussion is being conducted as part of work duties during working hours. While you are free to accept or decline this encouragement to resign, we ask that you at least listen to what we have to say.

Q: I want to continue contributing to the company.

A: We truly appreciate you saying that. However, as a result of a review of our business operations, the company has determined that it is difficult to provide a position where you can fully utilize your abilities, which is why we are making this proposal.

Q: In what way have my abilities been lacking?

A: This is not about any shortcomings in your abilities. As a result of a review of our business operations, the company has determined that it is difficult to provide a position where you can fully utilize your abilities, which is why we are making this proposal.

Q: I have a family. If I'm told to resign now, I won't be able to make a living.

A: Your concerns are completely understandable. However, the company has had to make this proposal as a result of a review of its business operations. To support you during your transition to new employment, we would like to offer a severance package of ¥●●●●●. In addition, if you resign under this agreement, your separation will be treated as a company-initiated termination for unemployment insurance purposes.

Q: I can't make a decision right away. I need some time.

A: That is understandable. We are not asking for an immediate decision today. However, the company would prefer not to delay the matter indefinitely. Would it be acceptable for you to provide your answer in one week?

Q: I would like you to wait two to three months.

A: In that case, the company will treat this as a rejection of the current resignation proposal. You are free to voluntarily submit your resignation at a later date; however, we cannot guarantee that the severance package offered today will still be available at that time.

Q: Who else has been given this proposal? Have others accepted it?

A: We're sorry, but this is a matter between the company and yourself. We are unable to disclose whether similar proposals have been made to others or whether they have accepted them.

Q: This is unfair. I'm going to consult the Labor Standards Office.

A: You are free to do so. However, please note that the company is not issuing a dismissal. We are merely making a proposal for resignation, and there is nothing unlawful about this.