

November 27, 2014

Notice Concerning Changes in Organization and Personnel

Tokyo Individualized Educational Institute, Inc. (TIEI) at the board of directors meeting held on November 27, 2014 resolved to make the following changes in its organization and personnel.

1. Date of change

December 6, 2014

2. Description of organizational changes

(1) Integration of Management Planning Headquarters and Human Resources Development Headquarters, and establishment of Management Foundation Headquarters

To streamline head office administrative operations and improve the ability of these operations to work together in many ways, TIEI will establish the new **Management Foundation Headquarters** by combining the Management Planning Headquarters and Human Resources Development Headquarters. This will create an organizational structure with the strength to adapt to rapid changes in the operating environment resulting from the growth and diversification of business operations and other events.

(2) Elimination of the Finance and Accounting Headquarters

The Finance and Accounting Headquarters will be terminated for the purpose of speeding up decision-making by creating the best possible organizational structure. The Finance and Accounting Department and Public Relations & Investor Relations Department will be supervised directly by the President.

3. Changes in directors

According to the organizational changes as above, TIEI will change its directors' titles as follows

Name	New title	Current title
Katsuki Saito	President and Representative Director	President and Representative Director and General Manager of School Business Headquarters
Hisako Inoue	Executive Senior Vice President	Executive Senior Vice President and General Manager of Human Resources Development Headquarters
Shoichi Funato	Director	Director General Manager of Finance and Accounting Headquarters

Responsibilities of directors are shown below.

Name	Responsibilities
Hisako Inoue	Management Foundation Headquarters, Legal and Compliance Office, Customer Service Office
Shoichi Funato	Finance and Accounting Department, Public Relations & Investor Relations Department

*Headquarters and departments that are not presented above will be under the direct control of the President.

4. Changes in personnel

Name	New title	Former title
Takeharu Tsutsumi	General Manager of School Business Headquarters and General Manager of Marketing Headquarters	General Manager of Marketing Headquarters and Manager of Customer Relations Department
Motoshige Ito	General Manager of Management Infrastructure Headquarters and Manager of School Development Department	General Manager of Management Planning Headquarters and Manager of Internet Instruction Department