

MCC Associe Co., Ltd.

Top Message

President and Representative Director
Shinya Kasai



Driving job creation and talent support through retiree reemployment, and expanding internal operations as the Group's specialized subsidiary

Our company's business is built on two pillars: staffing services and contract services. As of April 2026, our employees of approximately 3,000 in the temporary staffing division and approximately 550 in the contract services division support the Group's stable operations. Through our staffing services, we rehire and retain post-retirement employees from within the Group, and dispatch them to stores and offices within the Group. We also secure external talent, providing staffing and placement services across the Group. Our contract services division oversees a diverse array of operations. These range from in-store support, such as early-morning stocking and assistance for new or renovated stores, to delivery services for the MatsukiyoCocokara online store, and mystery shopping programs designed to enhance service quality.

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Established	April 2014

Business Plans and Policies

In our staffing division, we maximize the potential of rehired and retained post-retirement employees. By coordinating personnel across our operating companies, we strive to alleviate labor shortages in our stores and offices. Furthermore, as we strengthen our support systems and internal frameworks for a growing workforce of post-retirement employees, we will continue to foster an inclusive environment where those employees across the Group can thrive. Additionally, we will work to restructure our operations related to the dispatch and placement of personnel from outside the Group in order to stabilize the business. In our contract services division, we aim to increase the number of stores for which we provide early morning restocking support and to secure contracts for mystery shopping at all stores. In our delivery operations, in addition to reducing costs to stabilize the business, we are fully committed to achieving zero misdeliveries and accidents through quality improvements. Expanding our contract services will provide post-retirement employees with opportunities to broaden their scope of work and enrich their current roles. By expanding the range of work options, we will continue to provide a fulfilling work environment after re-employment.

Future Policies

We aim to contribute to the local community through the continued employment of seniors, and by utilizing human resources within the Group, we support the core business of the Group from various aspects as a functional company. Furthermore, we will leverage our expertise in business activities within the Group to expand our business not only within the Group, but also outside of the Group.

By creating new businesses that take advantage of the excellent human resources within the Group, including senior employment, we will support the Group's business from two perspectives: human resources and operations.

