

Non-Retainer Fee

Estimated and Final Labor Insurance Premium Filing

Number of Employees	Price (Tax Included)	Notes
Up to 9 people	¥33,000	
10-19 people	¥44,000	
20-29 people	¥55,000	
30-39 people	¥66,000	
40-49 people	¥77,000	
50-59 people	¥88,000	
60-69 people	¥99,000	
70-79 people	¥110,000	
80-89 people	¥121,000	
90-99 people	¥132,000	
100 or more people	Price upon request	

* The above fees apply when monthly payroll aggregation is performed by the client. If our firm performs the monthly payroll aggregation or related tasks, a separate quotation will be provided.

* The number of employees includes executives and part-time staff.

* For the Combined Temporary Business Report and the Office Labor Accident Insurance Filing related to construction projects, a separate quotation will be provided.

Social Insurance Standard Remuneration Report

Number of Insured Persons	Price (Tax Included)	Notes
Up to 9 people	¥33,000	
10-19 people	¥44,000	
20-29 people	¥55,000	
30-39 people	¥66,000	
40-49 people	¥77,000	
50-59 people	¥88,000	
60-69 people	¥99,000	
70-79 people	¥110,000	

80-89 people	¥121,000	
90-99 people	¥132,000	
100 or more people	Price upon request	

Consulting Fee

Contents	Price (Tax Included)	Period
Work Rules Preparation (Partial Revision)	¥220,000～	1 month
Work Rules Preparation (Full Revision)	¥440,000～	2 month
Working Hours and Wage System Design Consulting	¥990,000～	3 months and up
HR System Design and Implementation Consulting	¥1,980,000～	6 months and up

Spot Contract (Administrative Procedures)

Relevant Law and Regulations	Contents	Price (Tax Included)	Advisory Client
	New Application for Social Insurance (Fewer than 5 Insured Persons)	¥77,000	
	New Application for Social Insurance (5-9 Insured Persons)	¥110,000	
	New Application for Social Insurance (10 or More Insured Persons)	¥132,000	
	Procedures for Enrollment in a Health Insurance Association	¥110,000	
	Notification of Acquisition of Insured Status	¥8,250	Remarks
	Notification of Dependent Change	¥8,250	Remarks
	Notification of Category 3 Insured Person under the National Pension	¥8,250	Remarks
	Notification of Loss of Insured Status	¥8,250	Remarks
	Application for Acquisition of Voluntary and Continued Insured Status under Health Insurance	¥8,250	
	Notification of Loss or Unrecoverable Health Insurance Certificate	¥8,250	Remarks
	Notification of Bonus Payment (Up to 10 Persons)	¥8,250	Remarks

Social Insurance	Application for Reissuance of Health Insurance Certificate Application for Reissuance of Health Insurance Certificate	¥8,250	Remarks
	Application for Reissuance of Pension Book	¥8,250	Remarks
	Notification of Change (or Correction) of Insured Person's Name	¥8,250	Remarks
	Notification of Correction of Insured Person's Date of Birth	¥8,250	Remarks
	Notification of Cancellation of Duplicate Basic Pension Number	¥8,250	Remarks
	Notification of Change of Insured Person's Address	¥8,250	Remarks
	Notification of Change of Address for Category 3 Insured Person under the National Pension	¥8,250	Remarks
	Notification of Change in Business Office Information	¥33,000	Remarks
	Notification of Change in Location or Name of Applicable Business Office	¥33,000	Remarks
	Lump-Sum Childbirth and Childcare Benefit Claim Form	¥8,250	Remarks
	Maternity Allowance Claim Form (First Application)	¥24,750	Remarks
	Application for Medical Care Expense Reimbursement	¥8,250	Remarks
	Application for High-Cost Medical Care Benefit	¥8,250	Remarks
	Sickness and Injury Allowance Claim Form (First Application)	¥24,750	Remarks
	Funeral Expense (Burial Fee) Claim Form	¥16,500	Remarks
	Application for Childcare Leave and Related Benefits	¥8,250	Remarks
	Notification of Completion of Childcare Leave and Related Benefits	¥8,250	Remarks
	Notification of Injury or Illness Caused by a Third Party	¥49,500	Remarks
	Claim for Old-Age Pension Determination	¥49,500	
	Application for Determination of Disability Pension	¥82,500	
	Application for Determination of Survivors' Pension	¥82,500	

労働基準法関係	Agreement on the Flextime System	¥49,500	Remarks
	Notification of Agreement on the One-Year Variable Working Hours System	¥49,500	Remarks
	Notification of Agreement on the One-Month Variable Working Hours System	¥49,500	Remarks
	Notification of Agreement on the One-Week Irregular Variable Working Hours System	¥49,500	Remarks
	Notification of Agreement on Overtime and Holiday Work (Article 36 Agreement)	¥16,500	Remarks
	Notification of Agreement on the Deemed Working Hours System for Work Outside the Workplace	¥49,500	Remarks
	Notification of Agreement on the Discretionary Working System for Specialized Work	¥49,500	Remarks
	Notification of Agreement on the Discretionary Working System for Planning Work	¥49,500	Remarks
	Notification of Work Rules (Amendment)	¥16,500	Remarks
Occupational Safety and Health	Health Examination Result Report	¥8,250	Remarks
	Notification of Appointment of Industrial Physician, Safety Manager, and Health Manager	¥8,250	Remarks
	Notification of Establishment of Labor Insurance Relationship	¥49,500	Remarks
	Notification of Establishment of Workers' Accident Compensation Insurance Relationship	¥33,000	Remarks
	Notification of Establishment of Employment Insurance (Fewer than 10 Insured Persons)	¥77,000	Remarks
	Notification of Establishment of Employment Insurance (10-49 Insured Persons)	¥110,000	Remarks
	Notification of Establishment of Employment Insurance (50 or More Insured Persons)	¥198,000	Remarks
	Application for Collective Authorization or Cancellation of Continuous Business	¥16,500	Remarks
	Notification of Change in Name, Location, etc. for Workers' Accident Compensation Insurance	¥16,500	Remarks
	Notification of Various Changes for Employment Insurance Employer and Business Office	¥16,500	Remarks
	Notification of Acquisition of Insured Status	¥8,250	Remarks
	Notification of Loss of Insured Status	¥8,250	Remarks

Labor Insurance	Certificate of Separation from Employment (for Insured Person)	¥16,500	Remarks
	Notification of Change of Insured Person's Name	¥8,250	Remarks
	Notification of Change of Address for Insured Person	¥8,250	Remarks
	Application for Reissuance of Insured Person's Certificate	¥8,250	Remarks
	Application for Correction or Cancellation of Notification of Acquisition or Loss of Insured Status	¥8,250	Remarks
	Application for Reissuance or Reproduction of Various Notifications and Documents	¥8,250	Remarks
	Request for Correction of Information on Certificate of Separation from Employment	¥8,250	Remarks
	Certificate of Monthly Wage at Start of Leave (Childcare/Nursing Care)	¥16,500	Remarks
	Application for Childcare Leave Benefit	¥33,000	Remarks
	Application for Nursing Care Leave Benefit	¥33,000	Remarks
	Certificate of Monthly Wage at Attainment of Age 60 (and Related Cases)	¥16,500	Remarks
	Application for Continuous Employment Benefit for Elderly Persons	¥33,000	Remarks
	Application for Medical Treatment Benefits (Compensation for Medical Care)	¥16,500	Remarks
	Claim for Reimbursement of Medical Expenses (Compensation for Medical Care)	¥16,500	Remarks
	Notification of Change of Designated Medical Institution for Receiving Medical Treatment Benefits	¥8,250	Remarks
	Claim for Payment of Leave (Compensation) Benefits	¥16,500	Remarks
	Report on Worker's Accident, Injury, or Illness	¥16,500	Remarks
	Notification of Accident Caused by a Third Party	¥82,500	Remarks
	Claim for Survivors' (Compensation) Pension (Lump-Sum Payment)	¥82,500	Remarks
	Claim for Disability (Compensation) Pension (Lump-Sum Payment)	¥82,500	Remarks
	Application for Special Enrollment	¥82,500	Remarks

* The fees for the items marked as "Remarks" are included in the advisory fee for clients under the Standard Advisory Contract.

Spot Contract (Other)

Contents	Price (Tax Included)	Period
Attendance at Labor Bureau Inspection	¥330,000	
Attendance at Labor Standards Inspection	¥330,000	
Attendance at Pension Office Inspection	¥165,000	
Seminar Lecturer	¥99,000	For Advisory Clients Only
Grant Application Agency Service	Initial Fee: ¥110,000 Success Fee: 25%	
Notification of Change in Dependent Status	¥8,250	
Notification of Category 3 Insured Person under the National Pension	¥8,250	

* Seminar lecturer services are, in principle, provided only to clients under an advisory contract.

* For services involving business travel, additional travel and accommodation expenses will be charged separately.