

# Price List of Fiori Group

(VAT excluded)

For business establishments based on Japanese domestic law

## Start up initial cost

We will apply for social/worker's accident/employment insurance and notify agreement 36.

from 50,000 yen

## General advisory contract

(monthly amount)

We provide all social insurance paperwork, labor insurance paperwork (except for lump-sum fixed-term business office applications), and labor consultation services (2 hours per month).

Advisory fees	80,000 yen	1 to 10 persons
	100,000 yen	11 to 20 persons
	150,000 yen	21 to 50 persons

※For 51 persons or more, a separate estimate will be provided.

## Creation/Revision of work rules

The basic package includes up to three meetings, preparation of the main rules of employment, childcare and nursing care leave rules, and wage rules, preparation of related forms in accordance with the rules, and expenses for holding explanatory meetings to familiarize employees with the rules.

Redesign of the wage system, establishment of a personnel evaluation system, translation for foreign workers, etc. will be charged separately.

Basic set: Newly created or completely revised	from 360,000 yen
Creation and revision of annexed/separate rules and regulations	from 100,000 yen

※For diagnosis and advice only, a 50% discount of the above fees will be applied.

## Grant applications

We provide consultation on grant applications, guidance on meeting application requirements, and application representation.

Application fees	20% of the subsidy amount received
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※Compensation payment is 5% at the start of the application process and 15% upon receipt of the grant.

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## Payroll calculations

(monthly amount)

Initial implementation cost	2 months of the monthly payroll fee
Basic fee	20,000 yen
Per 5 persons	10,000 yen
Attendance time tally	2,000 yen per person
Issue and mail paper pay slips	500 yen per person

- One bonus calculation is available for one monthly payroll calculation.
- The initial installation fee is one time per company.
- Actual costs for your company's exclusive payroll, registered postage to administrative agencies, etc., will be reimbursed in lieu of payment.
- For urgent service and supply correction, please contact us for a separate estimate.

## Year-end adjustment

Fee per fiscal year	2 months of the monthly payroll fee
Preparation of payment records	2,000 yen per copy

- Actual costs for your company's exclusive Year-end adjustment statement, registered postage to administrative agencies, etc., will be reimbursed in lieu of payment.
- For urgent service and supply correction, please contact us for a separate estimate.

## Outsourcing as-needed

### Labor Standard Law related

Drafting and notification of Article 36 agreement (*1)	10,000 yen per office
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### Worker's accident insurance

Medical compensation benefit	from 10,000 yen per case
Absence from work compensation	from 20,000 yen per case

### Child care and family care leave

Application for Child care and Family Care Leave Benefits	20,000 yen per person
In case of term extension	10,000 yen per person
Application for Child birth Allowance,	20,000 yen per person
Application for Social Insurance Premium Exemption	※1 case for all of the left
Special Provision for Deemed Standard Remuneration during Child care Period	

### For elderly workers

Application for Continuous Employment Benefits for Elderly Workers	20,000 yen per person
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### Others

Support for investigations by government agencies(*1)	from 60,000 yen
Consultation on labor-management problems, court assistance(*1)	20,000 yen per hour
Labor Compliance Audits(*2)	from 60,000 yen
On-site seminars, etc.	depending on the contents

(\*1) Included in the Advisory Contract for Labor Consultation and the General Advisory Contract.

(\*2) Labor audits in preparation for IPO and M&A are available upon consultation.