

Introducing the best advisory plan for your company

Plan	Service Overview	Price (excluding tax)
Advisory Consultant (Consultation)	We offer consultation, advice, information on legal revisions, and various forms and templates.	20,000 JPY and up per month
Standard Consulting Services (Consultation/Social Insurance Procedures/Worker's Compensation/Employment)	In addition to advisory consultation, we offer social insurance procedures, such as enrollment and separation processes for employees, at a fixed monthly rate based on the number of insured persons.	Base fee of 20,000 JPY + 1,000 JPY per person
Standard Payroll and Consulting Services (Consultation/Social Insurance Procedures/Worker's Compensation/Employment)	Total support, including advisory consultation, social insurance procedures, and payroll calculation.	Base fee: 20,000 JPY + 2,000 JPY per person
Foreign Advisor/Consultant (Optional service for companies employing foreign nationals)	We provide specific advice to companies that employ foreign nationals regarding status of residence, immigration procedures, and other related matters.	The above-mentioned advisory fee + 10,000 JPY and up.

Service Details	Base Fee (Excluding Consumption Tax)	Advisory Consultant	Standard Consulting	Standard Payroll and Advisory Services
Service details: Company establishment and daily support				
Provision of information on subsidies and legal revisions	○	○	○	○
Provision of labor-related forms and templates	○	○	○	○
Consultation and advice on labor management	○	○	○	○
Referral to Various Other Professionals/Specialists	-	○	—	○
Reliable support for daily HR procedures and compliant payroll processing.				
Application for Enrollment/Withdrawal of Social Insurance (New Hire/Termination)	10,000 JPY	—	○	○
Application for Enrollment/Withdrawal of Employment Insurance (Joining/Leaving the Company)	10,000 JPY	—	○	○
Dependent Status Change Notification (New Employee)	15,000 JPY	—	○	○
Employment Insurance Separation Notice (Resignation)	15,000 JPY	—	○	○
Payroll system usage fee (Applicable when the company handles payroll calculation)	3,000 JPY and up per month (300 JPY per person)	—	—	—
In addition to the above, the usage fee for the attendance management system	2,000 JPY and up per month (200 JPY per person)	—	—	—
Initial setup fee for the payroll system	50,000 JPY (only at the time of setup)	—	—	—
We support to hire foreign employee.				
Certificate of Eligibility	170,000 JPY	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
Application for Permission to Change Status of Residence	150,000 JPY (Stamp duty:5,500 JPY)	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
Application for Extension of Period of Stay	120,000 JPY	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
An employee's child is born.				
Notification of Action Plan for General Employers	30,000 JPY	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
Establishment of Childcare Leave Regulations	100,000 JPY	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
Explanation of the Childcare Leave Application Form, etc., to the Applicant	30,000 JPY	—	○	○
Dependent Status Change Notification Form	15,000 JPY	—	○	○
Maternity Allowance	30,000 JPY	—	○	○
Basic Child-Rearing Benefit	15,000 JPY (First time 25,000 JPY)	—	○	○
Application for Exemption from Childcare Leave Insurance Premiums	10,000 JPY	—	○	○
Special exception for employee's pension during childcare period	10,000 JPY	—	—	—
Subsidy for Balancing Work and Family Life	30% of the subsidy	25% of the subsidy	25% of the subsidy	25% of the subsidy

Service Details	Base Fee (Excluding Consumption Tax)	Advisory Consultant	Standard Consulting	Standard Payroll and Advisory Services
When an employee takes extended leave				
Order for Leave of Absence	10,000 JPY	—	○	○
Establishment of leave of absence regulations	50,000 JPY	—	70% of the Base Fee	70% of the Base Fee
Sickness and Injury Allowance	30,000 JPY	—	○	○
In the event of a work-related accident.				
Report of Work-Related Injuries, Fatalities, and Illnesses	30,000 JPY	—	○	○
Medical compensation benefits	30,000 JPY	—	○	○
Temporary Absence from Work Compensation Benefit	30,000 JPY	—	○	○
Change of Hospital	10,000 JPY	—	○	○
When a major industrial accident occurs				
Disability Compensation Benefit	120,000 JPY	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
Survivor's Compensation Benefit	120,000 JPY and up	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
Recruitment and Hiring Support				
Job Posting Creation	15,000 JPY	—	○	○
Social Insurance Enrollment	80,000 JPY	—	—	—
Enrollment in Workers' Accident Compensation and Employment Insurance	50,000 JPY	—	—	—
Employment benefits for persons with disabilities	50,000 JPY	—	○	○
Submitting the annual procedure.				
Labor Insurance Declaration Form	30,000 JPY (5,000 JPY per 50 employees, over 100)	—	○	○
Construction Industry Labor Insurance Premium Declaration Form	45,000 JPY	—	○	○
Report of Standard Monthly Remuneration for Social Insurance	30,000 JPY (up to 5 people), followed by 2,000 JPY add to per 1 person.	—	○	○
Labor-management agreement , Employment Contracts				
Overtime Agreement	30,000 JPY	—	○	○
Establishment of wage regulations	100,000 JPY	—	70% of the Base Fee	70% of the Base Fee
Preparation of employment contracts, explanation, and attendance during signing.	100,000 JPY and up	—	70% of the Base Fee	70% of the Base Fee
Rules of Employment				
Preparation and submission of the Rules of Employment, including an explanatory meeting. We would like to hold an employee briefing regarding the working conditions.	300,000 JPY and up	300,000 JPY for a complete package including work rules, orientation, wage regulations, and childcare leave policy.		
Creation of Wage Regulations	100,000 JPY and up			
Creation of Childcare and Family Care Leave Regulations	100,000 JPY and up			
Creating a wage table and personnel evaluation system.	100,000 JPY and up			
Legal amendment to the Rules of Employment	300,000 JPY and up	—	—	—
Complete revision of the rules of employment	30,000 JPY and up	—	—	—
Handling training sessions and explaining regulations.	100,000 JPY and up	—	—	—
50,000 JPY and up	—	—	—	—
To apply for a grant.				
Submission of Proposal/Plan	30,000 JPY	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
Grant application submission	30% of the grant amount	25% of the grant amount	25% of the grant amount	25% of the grant amount
Educational Grant	25% of the grant amount	25% of the grant amount	25% of the grant amount	25% of the grant amount
Addition of a revision to Article 1 of the Rules of Employment required for the subsidy.	30% of the grant amount	—	○	○
Complete revision	30,000 JPY	—	—	—
Creating a plan (or Plan Development)	100,000 JPY and up	—	—	—
Application for Payment	50,000 JPY	—	—	—
20% of the subsidy amount	—	—	—	—
Establishment of a company, incorporation, and establishment of a branch clinic.				
Establishment of a corporation	40,000 JPY(Estimated actual cost of stamps 250,000 JPY)	—	—	—
medical corporation	800,000 JPY and up	—	—	—
I would like to establish a branch clinic/office.	500,000 JPY and up	—	—	—
Designation of long-term care provider	250,000 JPY	70% of the Base Fee	70% of the Base Fee	70% of the Base Fee
Establishment of a special public corporation	100,000 JPY per month (Total 3,000,000 JPY and up)	—	—	—

Service Details	Base Fee (Excluding Consumption Tax)	Advisory Consultant	Standard Consulting	Standard Payroll and Advisory Services
I would like to obtain permits for each business category.				
License to Dispatch Workers (Staffing Agency)	210,000 JPY (Stamp Duty:210,000 JPY)	—	—	—
Construction business license (Construction company)	170,000 JPY (Stamp Duty:90,000 JPY)	—	—	—
Construction Career Up System Registration (Construction Company)	50,000 JPY (30,000 JPY for retainer clients)	—	—	—
Skilled Worker Registration (Construction Company)	30,000 JPY per person.	—	—	—
Industrial Waste Disposal Permit (Construction Company)	170,000 JPY (Stamp Duty:81,000 JPY)	—	—	—
Real Estate Broker License (Real Estate Agency)	170,000 JPY (Stamp Duty:33,000 JPY)	—	—	—
General Cargo Approval (Transport Company)	500,000 JPY and up	—	—	—
G Mark Certification (Transport Company)	350,000 JPY	—	—	—
Dealer license for used goods (Automotive)	60,000 JPY (Stamp Duty:19,000 JPY)	—	—	—
Dismantling Business License (Automotive-Related)	250,000 JPY	—	—	—
Consultation and investigation/confirmation of requirements compatibility (approx. 3 hours)	50,000 JPY	—	—	—
Troubleshooting and Investigation Support				
Investigation, remedial recommendations, and labor standards office response.	80,000 JPY and ap	—	—	—
Labor Tribunal	120,000 JPY and up	—	—	—
Certification of Exemption from Advance Notice of Dismissal	80,000 JPY	—	—	—
Procedures for Company Expansion (Establishing a Branch Office)				
Notification of Establishment of Labor Insurance	25,000 JPY	○	○	○
Notification of Non-Eligibility for Employment Insurance	25,000 JPY	○	○	○
General Application for Labor Insurance	25,000 JPY	○	○	○
When the company undergoes changes, such as a generational shift in leadership.				
Employment Contracts, etc., for Business Transfer or Merger	300,000 JPY and up	—	—	—
License/Permit (Change of Representative)	22,200 JPY and up	—	—	—
Social Insurance (Change of Representative)	10,000 JPY	—	—	—
License/Permission (Change of Location)	22,200 JPY and up	—	—	—
Social Insurance and Labor Insurance Total (Change of Location)	20,000 JPY and up	—	—	—
License/Permission (Change of Officers)	22,200 JPY and up	—	—	—
Total Social Insurance and Labor Insurance (Company Name Change)	20,000 JPY and up	—	—	—

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○ Included in the advisory fee

— Not included in the advisory fee