

Regarding the refund system

If an employed person resigns from the employing company for personal reasons within three months of joining the company, the paid employment placement company shall refund the fees received in the fee table to the employing company in accordance with the table below, depending on the time of resignation.

Time of resignation	Fee to be refunded
Less than one month after joining the company	80%
Less than two months after joining the company	50%
Less than three months after joining the company	30%

In addition, if the employee resigns for reasons other than voluntary (the name may be voluntary, but the employee resigns for reasons beyond the control of the employee, this includes dismissal due to the company's circumstances, including reorganization, or the death of the employee, etc.) (including but not limited to), the above refund shall not apply. At the same time, even if the employee has experience in performing duties in the hiring company in the form of a business trip or in another way before employment, the above refund of remuneration shall not apply.

The above fees do not include consumption tax. It will be added separately.

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