

# NW Japan



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Site	Legal Entity	Benefit Category	Benefit Type	Benefit Description
Tokyo, Fuji	NSKK, SJ, SSPJ	Perquisites	Club membership	Membership of external welfare called "Relo-Club". The benefit is provided by benefit service company, through which an employee can get some discount (e.g., 10% discount vs. listed price). The annual cost is 15,600 JPY per/ year / person.
Tokyo, Fuji	NSKK, SJ, SSPJ	Retirement	Pension / Savings plan	ABS x service-based contribution rate a year <a href="#">Read more here</a>
Tokyo	NSKK, SJ, SSPJ, SSCJ	Mobility / commuter benefits	Public transport allowance	Actual cost for commuter pass *Max 50,000 JPY a month
Fuji, Tokyo	All legal entities	Traditional benefits	Death	Death & total permanent disablement due to accident or illness
Fuji, Tokyo	All legal entities	Traditional benefits	Disability	Death & total permanent disablement due to accident or illness
Fuji, Tokyo	All legal entities	Traditional benefits	Other benefits / perquisites	Employees can claim 55,000 JPY once a year for private entertainment, training, children's education, etc.

Fuji, Tokyo	All legal entities	Perquisites	Jubilee / Service Award	<ul style="list-style-type: none"> <li>• 5 years: 25,000 JPY</li> <li>• 10 years: 50,000 JPY</li> <li>• 15 years: 75,000 JPY</li> <li>• 20 years: 100,000 JPY</li> <li>• 25 years: 125,000 JPY</li> <li>• 30 years: 150,000 JPY</li> <li>• 35 years: 200,000 JPY</li> <li>• 40 years: 250,000 JPY</li> </ul>
Fuji, Tokyo	All legal entities	Perquisites	Other benefits / perquisites	<ul style="list-style-type: none"> <li>• Congratulatory, Condolence &amp; Others <ul style="list-style-type: none"> <li>◦ Death Business death: 500,000 JPY, One pair of flowers &amp; one pair of offerings</li> <li>◦ Non-business death: 200,000 JPY, One pair of flowers &amp; one pair of offerings</li> <li>◦ Spouse: 100,000 JPY, One pair of flowers &amp; one pair of offerings</li> <li>◦ Parents or children: 50,000 JPY, One pair of flowers &amp; one pair of offerings</li> <li>◦ Parents of their second degree and spouse: 20,000 JPY &amp; One pair of flowers</li> <li>◦ Child still-birth: 20,000 JPY and One pair of flowers</li> </ul> </li> <li>• Marriage <ul style="list-style-type: none"> <li>◦ Employee's marriage: 50,000 JPY</li> <li>◦ Employee's child's marriage: 30,000 JPY</li> </ul> </li> <li>• Birth <ul style="list-style-type: none"> <li>◦ First baby: 50,000 JPY</li> <li>◦ After second baby: 30,000 JPY</li> </ul> </li> <li>• Serious illness <ul style="list-style-type: none"> <li>◦ Employee or Employee's family: 10,000 or 20,000 JPY</li> </ul> </li> <li>• Housing damage by disaster <ul style="list-style-type: none"> <li>◦ Total loss: 150,000 or 300,000 JPY</li> <li>◦ Hald loss: 80,000 or 150,000 JPY</li> <li>◦ Partial damage: 40,000 or 80,000 JPY</li> </ul> </li> </ul>
Fuji, Tokyo	NSKK, SJ, SSPJ	Perquisites	Other benefits / perquisites	Paid leave besides annual paid leave. <a href="#">Read more here.</a>
Fuji, Tokyo	All legal entities	Perquisites	Personal Accident	Private labor insurance: Exceeded national insurance will be paid in case of labor accident & illness.
Fuji, Tokyo	All legal entities	Perquisites	Other benefits / perquisites	<ul style="list-style-type: none"> <li>• 50,000 JPY will be paid when the employer or another company inheriting the right to obtain a patent first applies for a patent for a work invention.</li> <li>• 50,000 JPY will be paid when the work invention receives a patent registration in at least one of the patent offices of Europe, the United States, Japan, China or Korea (the earliest will be the subject)</li> <li>• Between the priority filing date and the expiration date of the patent, usage rewards are paid every five years while the invention is being implemented.</li> <li>• If the patent expires before the end of the five-year period, payment will be made when the patent expires.</li> </ul>
Fuji	All legal entities	Perquisites	Medical (including dental /optical/ hospitalization/critical illnesses/ etc)	Company pays 5% of medical expenses for serious sick leave in case the government doesn't cover it.