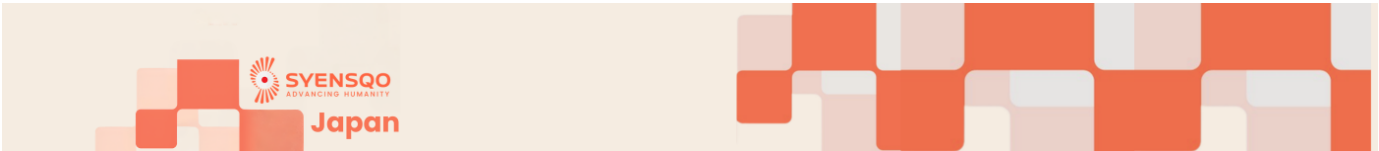


NW Japan



- Policies & Forms
- Benefits
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- Non-Cadre Job Grade
 - [Non-Cadre Job Grade & Family SJ, SSPJ](#)
 - [Non-Cadre Job & Career Ladder SJ, SSPJ](#)
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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 Read more here
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	• 5 years: 25,000 JPY • 10 years: 50,000 JPY • 15 years: 75,000 JPY • 20 years: 100,000 JPY • 25 years: 125,000 JPY • 30 years: 150,000 JPY • 35 years: 200,000 JPY • 40 years: 250,000 JPY
Fuji, Tokyo	All legal entities	Perquisites	Other benefits / perquisites	• Congratulatory, Condolence & Others ◦ Death Business death: 500,000 JPY, One pair of flowers & one pair of offerings ◦ Non-business death: 200,000 JPY, One pair of flowers & one pair of offerings ◦ Spouse: 100,000 JPY, One pair of flowers & one pair of offerings ◦ Parents or children: 50,000 JPY, One pair of flowers & one pair of offerings ◦ Parents of their second degree and spouse: 20,000 JPY & One pair of flowers ◦ Child still-birth: 20,000 JPY and One pair of flowers • Marriage ◦ Employee's marriage: 50,000 JPY ◦ Employee's child's marriage: 30,000 JPY • Birth ◦ First baby: 50,000 JPY ◦ After second baby: 30,000 JPY • Serious illness ◦ Employee or Employee's family: 10,000 or 20,000 JPY • Housing damage by disaster ◦ Total loss: 150,000 or 300,000 JPY ◦ Hald loss: 80,000 or 150,000 JPY ◦ Partial damage: 40,000 or 80,000 JPY
Fuji, Tokyo	NSKK, SJ, SSPJ	Perquisites	Other benefits / perquisites	Paid leave besides annual paid leave. Read more here.
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	• 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. • 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) • 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. • If the patent expires before the end of the five-year period, payment will be made when the patent expires.
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.