

Table of Fee【Search/Scout】

Type and Content of Services	Amount of Fee and Payer
Administrative fees when registering jobs	0 JPY
Development of special job-seekers based on specific conditions and research/exploration for the purpose	<p>Start-up Fee 20,000,000 JPY</p> <p>Success Fee (Employment placement for non-fixed-term contract) 100% of the annual wage (stated on the offer letter and/or notice of employment etc.) of job-seeker (Or 2,500,000 JPY) Whichever is higher of the above.</p> <p>(Employment placement for fixed-term contract) 100% of total wage during the employment, or if the employment term is more than one year, 100% of annual wage (in either case, stated on the offer letter and/or notice of employment etc.) of the job-seeker. (Or 2,500,000 JPY) Whichever is higher of the above.</p> <p>The fee will be borne by the job-offering company.</p>
Professional consultation and advice for job-offering company to fulfil job vacancy 【Supplementary Job Placement Services】 *In case of supplementary services such as more specialised consultation and advice are provided in addition to job placement services.	<p>Success Fee 100% of the annual wage (stated on the offer letter and/or notice of employment etc.) of the job-seeker. (Or 2,500,000 JPY) Whichever is higher of the above.</p> <p>The fee will be borne by the job-offering company.</p>

Consumption tax will be charged separately.

Business Licence Number: 01-コ-300282

Talisman Corporation

Tokyo Office
Lapiross Roppongi 6F, 6-1-24 Roppongi,
Minato-ku, Tokyo

Osaka Office
Osaka Baytower office 14F, 1-2-1, Benten,
Minato-ku, Osaka-shi, Osaka

Hokkaido Research Center
Kurumi Heights B-1, Higashi-Ichijo Kita 3-1-40,
Shiranuka-cho shiranuka-gun, Hokkaido

Table of Fee【Outplacement Assistance】

Type and Content of Services	Amount of Fee and Payer
<p>Professional consultation and advice for job-seekers to find jobs smoothly</p>	<p>Start-up Fee: As described below As described below. At the end of consultation/advice: As described below.</p> <p>Both Fee for start-up and end of consultation/advice will be 35% of annual wage (stated on the offer letter and/or notice of employment etc.) of the job-seeker. (Or 2,500,000 JPY) Whichever is higher of the above.</p> <p>Success Fee: 35% of annual wage (stated on the offer letter/notice of employment etc.) of the job-seeker. (Or 2,500,000 JPY) Whichever is higher of the above.</p> <p>The fee will be borne by the related employer.</p>
<p>Recruitment services to job-offering company after registering jobs 【Job Placement Services】</p>	<p>Success Fee (Employment placement for non-fixed-term contract) When the job placement is successful, 100% of the annual wage (stated on the offer letter and/or notice of employment etc.) of the job-seeker. (Or 2,500,000 JPY) Whichever is higher of the above.</p> <p>(Employment placement for fixed-term contract) When the job placement is successful, 100% of total wage during the employment, or if the employment term is more than one year, 100% of annual wage (in either case, stated on the offer letter and/or notice of employment etc.) of the job-seeker. (Or 2,500,000 JPY) Whichever is higher of the above.</p> <p>The fee will be borne by the job-offering company.</p>

Consumption tax will be charged separately.

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