

返戻金制度について

Refund Policy

当社の紹介により就職した者が入社後 3 ヶ月以内に本人の都合による退職又は本人の責めに基づく解雇により雇用契約を終了した場合、当社は受領した紹介手数料から次に定める金額を求人者に返還する制度を採用しております。

なお、本返戻金制度は有料職業紹介契約書により別の定めをする場合があります。

The company has a refund policy in place. If the person employed through our referral resigns for personal reasons or is dismissed for reasons attributable to the employee within three months from the date of employment commencement, we will provide a refund to the employer in accordance with the following rules. Please note that there may be cases where other arrangements are made in the fee-charging employment placement agreement that differ from those listed below.

事業主都合による解雇以外の理由による 1 カ月以内の退職の場合 80%、1 ヶ月超え 2 ヶ月以内の退職の場合 50%、2 ヶ月超え 3 ヶ月以内の退職の場合 15%を紹介手数料から返金いたします。

- In the event of termination of employment within one month from the employment commencement date, for reasons other than dismissal for the employer's convenience, an amount equivalent to 80% of the referral fee will be refunded.
- In the event of termination of employment within two months from the employment commencement date, for reasons other than dismissal for the employer's convenience, an amount equivalent to 50% of the referral fee will be refunded.
- In the event of termination of employment within three months from the employment commencement date, for reasons other than dismissal for the employer's convenience, an amount equivalent to 15% of the referral fee will be refunded.