

## Words of the Month

# Always Appreciate Your Family

Management Department

## Year-End Message

A year is flying by so fast and it's already December. In this year, Shin-Ei has been very busy, getting our pre-school certified by Hamamatsu-city and preparing for changes in Temporary Staffing Services Law. But, during the busy time, we never forget to communicate well and strengthen our team work in the office. We truly appreciate each one of our workers working hard at factory, referring your family and friends to us and getting us going. We continue our efforts to provide good services for both customers and workers.

(Yamada, Management Department)

## Revision of Social Insurance Premium

Social Insurance premium is calculated by multiplying the standard monthly salary by the Social Insurance rate. Every year, the standard monthly salary is determined based on the average salary of April, May and June, and it's applied from the month of September. Actual deduction begins the following month, so revised premium is deducted from October salary. In addition, insurance rate of employee pension increased every year since 2004. It was increased by 18.3% total by September 2017, but now it's fixed. Social Insurance is paid by employee and employer. Employee has to pay 15% of the total premium for Social Insurance including Healy Insurance.



## Winter Holidays

Shin-Ei office will be closed from December 30, 2017 to January 7, 2018.

What are you planning for winter holidays? During holidays, days and nights get easily reversed. You might also have many occasions to drink alcohols. Never drive under the influence and take care of your health. Let's have good start for the new year of 2018!

