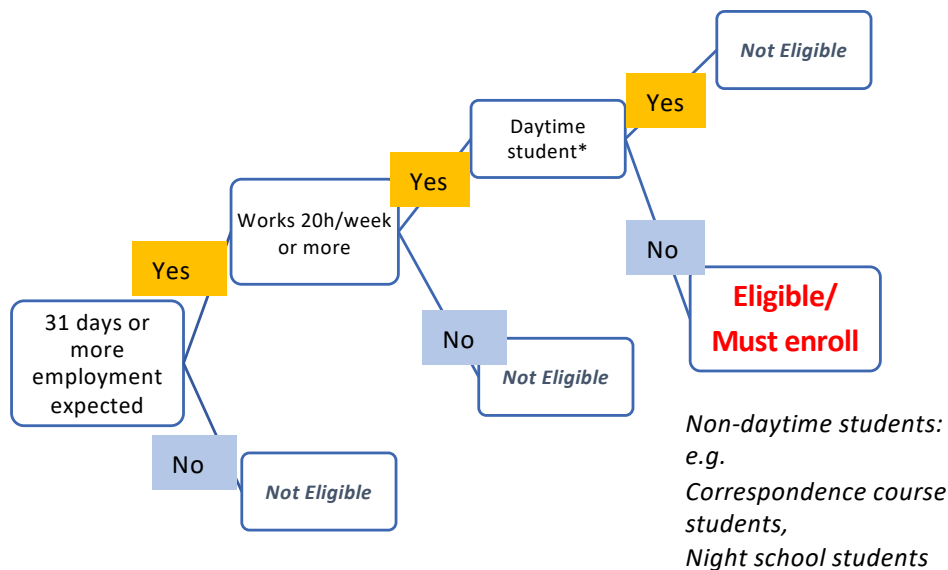


Insurance Enrollment : Determining Part-timer's Eligibility (v3)

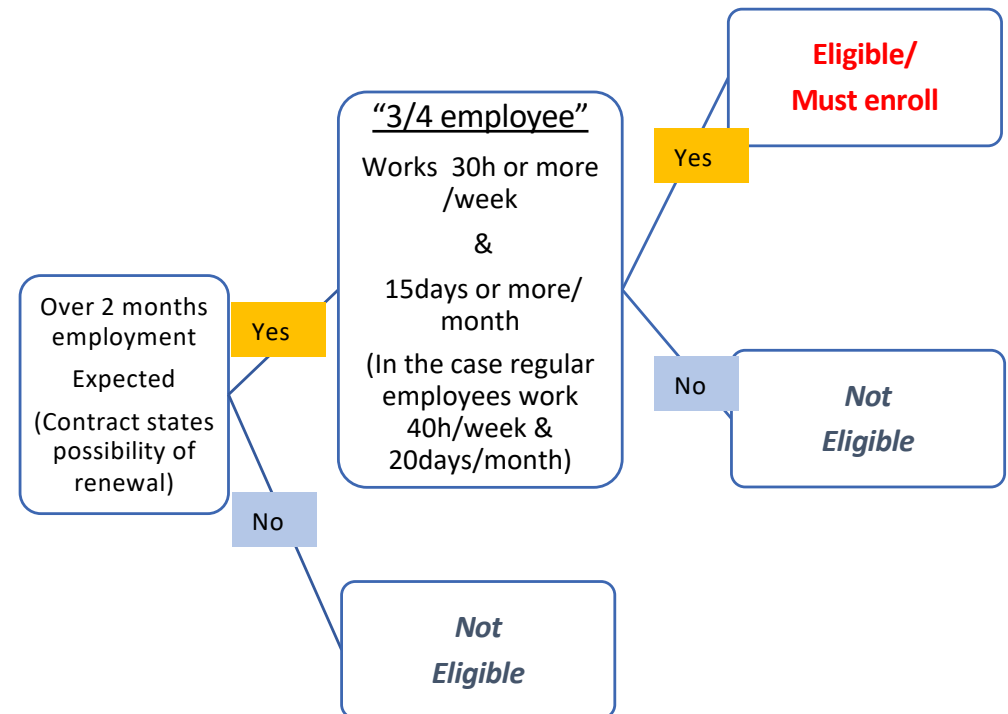
Cheat
Sheet

Labor Insurance- Employment Insurance



- *Daytime student: Below cases must be enrolled in Employment Insurance
- Students on leave
 - Students with certificate of expected graduation and who will join the company upon graduation
 - Students attending graduate school by company order/agreement

Social Insurance- Health & Pension (For Companies with 50 or less employees enrolled in Pension)



Attention!! Company Size

Chart applies to those businesses with :

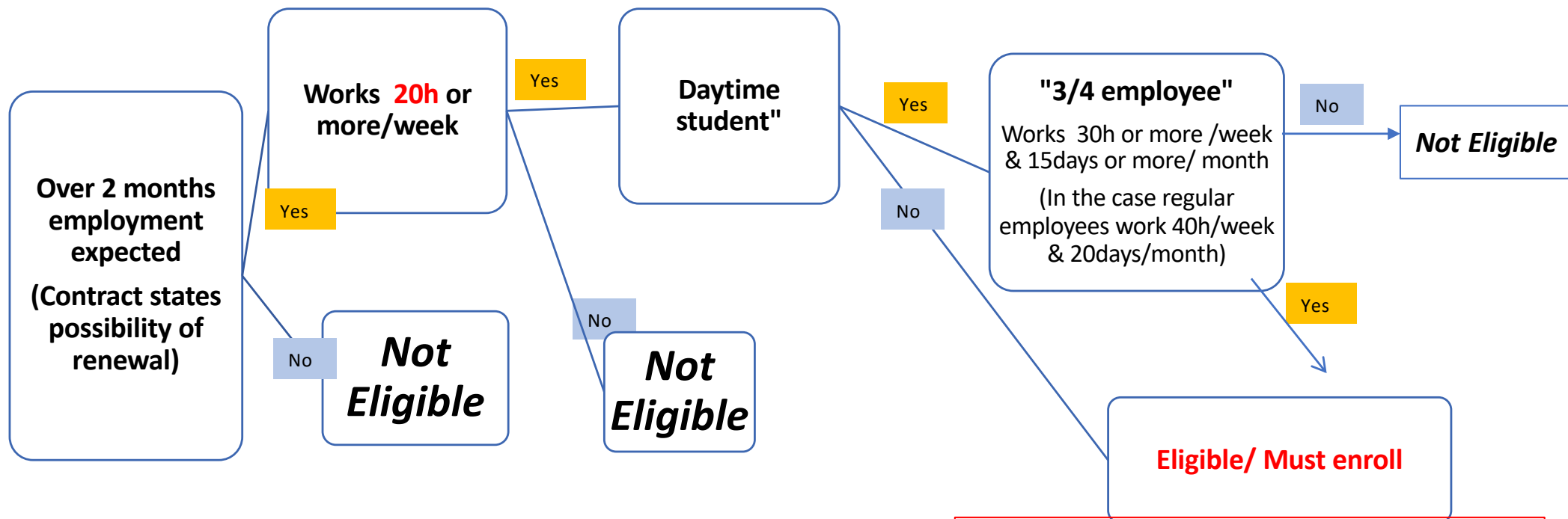
- 35 or less pension enrollees – from Oct 2027
- 20 or less pension enrollees– from Oct 2029
- 10 or less pension enrollees– from Oct 2032

From Oct 2035, the “ ¾ employee rule “ will be abolished.

Insurance Enrollment : Determining Part-timer's Eligibility (v3)

Cheat
Sheet

Social Insurance- Health & Pension (For Companies with 51 or more employees enrolled in Pension)



*Daytime student: Below cases must be enrolled

- Students on leave
- Students with certificate of expected graduation and who will join the company upon graduation
- Students attending graduate school by company order/agreement

Attention!! Company Size

Chart applies to those businesses with :
36 or more pension enrollees – from Oct 2027
21 or more pension enrollees– from Oct 2029
11 or more pension enrollees– from Oct 2032
* From Oct 2035, requirements will be the same regardless of company size.