

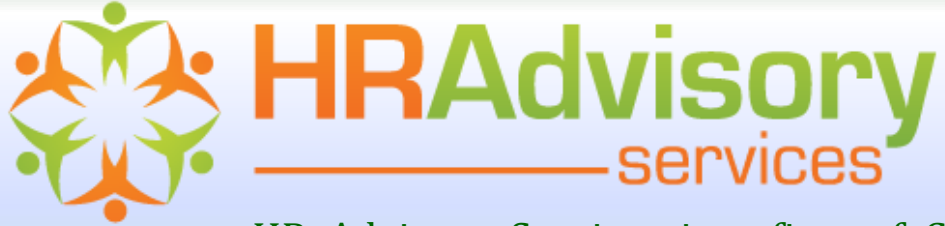
Advisory Services

Work Rules & Policies

Lump-sum Pension Refunds  
for Foreigners

Payroll & Social Insurance

Welcome to



HR Advisory Services is a firm of Certified Social Insurance and Labor Specialists (CSILS), "*Sharoshi*", in Japan. Our team provides a broad scope of HR advisory services, social insurance filing, payroll services, and fulfilling compliance obligations, including company work rules and policy revisions, and filings with government agencies.

## HR Advisory Services is Different & Better!

With over 20 years of collective experience representing nearly 100 foreign and domestic firms doing business in Japan, our team is capable of managing a wide variety of HR-related issues in a personalized, customer-centered manner that facilitates good relations and business stability.

Contact Us To Learn More



## Lump-sum Pension Refunds for Foreigners

Foreigners who have lived in Japan for a minimum of 6 months may be entitled to a refund for payment's made to [the Japanese Pension Fund](#). HR Advisory Services shall be pleased to research your entitlement status upon request via our secure online [Application Form](#). In the event that HR Advisory Services finds that you are eligible for a refund, we can apply on your behalf through a [Power of Attorney](#) for a nominal fee.

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