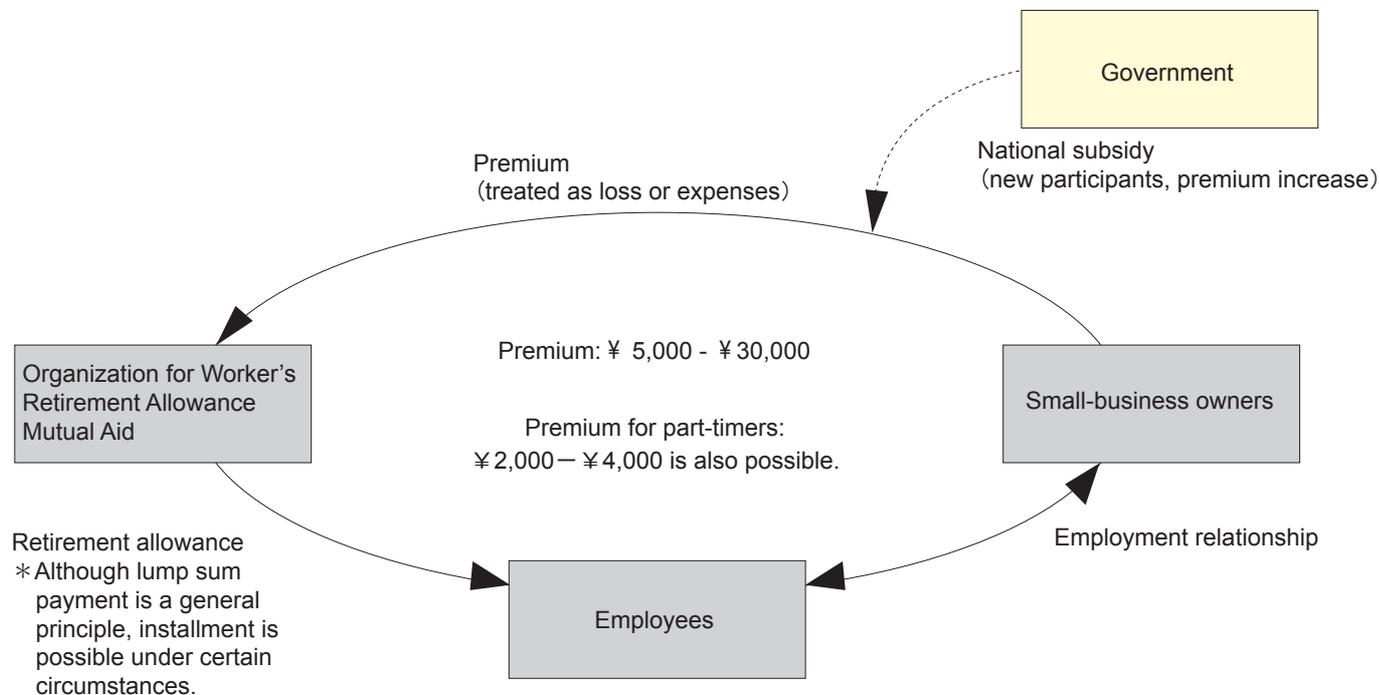


The Small-and Medium-Sized Enterprises' Retirement Allowance Mutual Aid System

The Small- and Medium-Sized Enterprises' Retirement Allowance Mutual Aid System supports smaller enterprises, which cannot establish their own retirement allowance systems, by creating common retirement allowance system using mutual aid system among such enterprises and the governmental aid. This system aims to improve welfare of people working for smaller enterprises and contribute to the growth of smaller businesses.

Structure of ordinary Small-and Medium-Sized Enterprise Retirement Allowance Mutual Aid System



Number of Participants and Amount of Payment (FY 2009)

	The Small- and Medium-sized Enterprises' Retirement Allowance Mutual Aid System for general industrie	Retirement Allowance Mutual Aid System for specified industries		
		Construction	Sake-maker	Forestry
Target	Mainly regular workers	Workers employed during a specific period in each industry(seasonal worker)		
Mutual aid contractor (Employers) No. of cases	369,546	186,963	2,447	3,313
Member of mutual aid (Workers) No. of people	3,020,559	2,828,198	24,186	40,363
Retirement allowance, etc. No. of payments (case)	305,407	71,379	2,186	2,117
Retirement allowance, etc. Amount of payment (¥1,000)	426,321,362	66,804,530	557,552	1,603,777

Note: The number of mutual aid contractors and the number of workers participated in mutual aid are as of March 31 , 2010.