

★年収・還元率早見表/社員	※還元率=(給与還元65%+会社負担分の社会保険10%+交通費月3万まで+待機時給与保証2%)=平均82.1%										直接の管理人数が1名増えるごとに、給与還元率が1%+社保会社負担還元率が0.15%ずつ増える。現場の管理実態が必要なため、待機時の役職手当は無し。									
	メンバー（みなし30H） 140-180H（所定160H）										リーダー ※直接の自社社員の管理人数1名につき単価の1%給与還元									
	単価	月給	賞与 ※	年収	給与還元率	交通費月3万まで年間	交通費還元率	待機時保障年間	待機時保障還元率	社保会社負担分年間15%計算	社保会社負担分還元率	役職手当月額管理1名	給与+社保追加還元率	役職手当月額管理2名	給与+社保追加還元率	役職手当月額管理3名	給与+社保追加還元率	役職手当月額管理4名	給与+社保追加還元率	役職手当月額管理5名
430,000	275,700	45,600	3,354,000	65.00%	360,000	6.98%	103,200	2.00%	503,100	9.75%	4,300	1.15%	8,600	2.30%	12,900	3.45%	17,200	4.60%	21,500	5.75%
440,000	275,700	123,600	3,432,000	65.00%	360,000	6.82%	105,600	2.00%	514,800	9.75%	4,400	1.15%	8,800	2.30%	13,200	3.45%	17,600	4.60%	22,000	5.75%
450,000	275,700	201,600	3,510,000	65.00%	360,000	6.67%	108,000	2.00%	526,500	9.75%	4,500	1.15%	9,000	2.30%	13,500	3.45%	18,000	4.60%	22,500	5.75%
460,000	275,700	279,600	3,588,000	65.00%	360,000	6.52%	110,400	2.00%	538,200	9.75%	4,600	1.15%	9,200	2.30%	13,800	3.45%	18,400	4.60%	23,000	5.75%
470,000	275,700	357,600	3,666,000	65.00%	360,000	6.38%	112,800	2.00%	549,900	9.75%	4,700	1.15%	9,400	2.30%	14,100	3.45%	18,800	4.60%	23,500	5.75%
480,000	275,700	435,600	3,744,000	65.00%	360,000	6.25%	115,200	2.00%	561,600	9.75%	4,800	1.15%	9,600	2.30%	14,400	3.45%	19,200	4.60%	24,000	5.75%
490,000	275,700	513,600	3,822,000	65.00%	360,000	6.12%	117,600	2.00%	573,300	9.75%	4,900	1.15%	9,800	2.30%	14,700	3.45%	19,600	4.60%	24,500	5.75%
500,000	278,572	557,144	3,900,000	65.00%	360,000	6.00%	120,000	2.00%	585,000	9.75%	5,000	1.15%	10,000	2.30%	15,000	3.45%	20,000	4.60%	25,000	5.75%
510,000	284,143	568,286	3,978,000	65.00%	360,000	5.88%	122,400	2.00%	596,700	9.75%	5,100	1.15%	10,200	2.30%	15,300	3.45%	20,400	4.60%	25,500	5.75%
520,000	289,715	579,430	4,056,000	65.00%	360,000	5.77%	124,800	2.00%	608,400	9.75%	5,200	1.15%	10,400	2.30%	15,600	3.45%	20,800	4.60%	26,000	5.75%
530,000	295,286	590,572	4,134,000	65.00%	360,000	5.66%	127,200	2.00%	620,100	9.75%	5,300	1.15%	10,600	2.30%	15,900	3.45%	21,200	4.60%	26,500	5.75%
540,000	300,858	601,716	4,212,000	65.00%	360,000	5.56%	129,600	2.00%	631,800	9.75%	5,400	1.15%	10,800	2.30%	16,200	3.45%	21,600	4.60%	27,000	5.75%
550,000	306,429	612,858	4,290,000	65.00%	360,000	5.45%	132,000	2.00%	643,500	9.75%	5,500	1.15%	11,000	2.30%	16,500	3.45%	22,000	4.60%	27,500	5.75%
560,000	312,000	624,000	4,368,000	65.00%	360,000	5.36%	134,400	2.00%	655,200	9.75%	5,600	1.15%	11,200	2.30%	16,800	3.45%	22,400	4.60%	28,000	5.75%
570,000	317,572	635,144	4,446,000	65.00%	360,000	5.26%	136,800	2.00%	666,900	9.75%	5,700	1.15%	11,400	2.30%	17,100	3.45%	22,800	4.60%	28,500	5.75%
580,000	323,143	646,286	4,524,000	65.00%	360,000	5.17%	139,200	2.00%	678,600	9.75%	5,800	1.15%	11,600	2.30%	17,400	3.45%	23,200	4.60%	29,000	5.75%
590,000	328,715	657,430	4,602,000	65.00%	360,000	5.08%	141,600	2.00%	690,300	9.75%	5,900	1.15%	11,800	2.30%	17,700	3.45%	23,600	4.60%	29,500	5.75%
600,000	334,286	668,572	4,680,000	65.00%	360,000	5.00%	144,000	2.00%	702,000	9.75%	6,000	1.15%	12,000	2.30%	18,000	3.45%	24,000	4.60%	30,000	5.75%
610,000	339,858	679,716	4,758,000	65.00%	360,000	4.92%	146,400	2.00%	713,700	9.75%	6,100	1.15%	12,200	2.30%	18,300	3.45%	24,400	4.60%	30,500	5.75%
620,000	345,429	690,858	4,836,000	65.00%	360,000	4.84%	148,800	2.00%	725,400	9.75%	6,200	1.15%	12,400	2.30%	18,600	3.45%	24,800	4.60%	31,000	5.75%
630,000	351,000	702,000	4,914,000	65.00%	360,000	4.76%	151,200	2.00%	737,100	9.75%	6,300	1.15%	12,600	2.30%	18,900	3.45%	25,200	4.60%	31,500	5.75%
640,000	356,572	713,144	4,992,000	65.00%	360,000	4.69%	153,600	2.00%	748,800	9.75%	6,400	1.15%	12,800	2.30%	19,200	3.45%	25,600	4.60%	32,000	5.75%
650,000	362,143	724,286	5,070,000	65.00%	360,000	4.62%	156,000	2.00%	760,500	9.75%	6,500	1.15%	13,000	2.30%	19,500	3.45%	26,000	4.60%	32,500	5.75%
660,000	367,715	735,430	5,148,000	65.00%	360,000	4.55%	158,400	2.00%	772,200	9.75%	6,600	1.15%	13,200	2.30%	19,800	3.45%	26,400	4.60%	33,000	5.75%
670,000	373,286	746,572	5,226,000	65.00%	360,000	4.48%	160,800	2.00%	783,900	9.75%	6,700	1.15%	13,400	2.30%	20,100	3.45%	26,800	4.60%	33,500	5.75%
680,000	378,858	757,716	5,304,000	65.00%	360,000	4.41%	163,200	2.00%	795,600	9.75%	6,800	1.15%	13,600	2.30%	20,400	3.45%	27,200	4.60%	34,000	5.75%
690,000	384,429	768,858	5,382,000	65.00%	360,000	4.35%	165,600	2.00%	807,300	9.75%	6,900	1.15%	13,800	2.30%	20,700	3.45%	27,600	4.60%	34,500	5.75%
700,000	390,000	780,000	5,460,000	65.00%	360,000	4.29%	168,000	2.00%	819,000	9.75%	7,000	1.15%	14,000	2.30%	21,000	3.45%	28,000	4.60%	35,000	5.75%
710,000	395,572	791,144	5,538,000	65.00%	360,000	4.23%	170,400	2.00%	830,700	9.75%	7,100	1.15%	14,200	2.30%	21,300	3.45%	28,400	4.60%	35,500	5.75%
720,000	401,143	802,286	5,616,000	65.00%	360,000	4.17%	172,800	2.00%	842,400	9.75%	7,200	1.15%	14,400	2.30%	21,600	3.45%	28,800	4.60%	36,000	5.75%
730,000	406,715	813,430	5,694,000	65.00%	360,000	4.11%	175,200	2.00%	854,100	9.75%	7,300	1.15%	14,600	2.30%	21,900	3.45%	29,200	4.60%	36,500	5.75%
740,000	412,286	824,572	5,772,000	65.00%	360,000	4.05%	177,600	2.00%	865,800	9.75%	7,400	1.15%	14,800	2.30%	22,200	3.45%	29,600	4.60%	37,000	5.75%
750,000	417,858	835,716	5,850,000	65.00%	360,000	4.00%	180,000	2.00%	877,500	9.75%	7,500	1.15%	15,000	2.30%	22,500	3.45%	30,000	4.60%	37,500	5.75%
760,000	423,429	846,858	5,928,000	65.00%	360,000	3.95%	182,400	2.00%	889,200	9.75%	7,600	1.15%	15,200	2.30%	22,800	3.45%	30,400	4.60%	38,000	5.75%
770,000	429,000	858,000	6,006,000	65.00%	360,000	3.90%	184,800	2.00%	900,900	9.75%	7,700	1.15%	15,400	2.30%	23,100	3.45%	30,800	4.60%	38,500	5.75%
780,000	434,572	869,144	6,084,000	65.00%	360,000	3.85%	187,200	2.00%	912,600	9.75%	7,800	1.15%	15,600	2.30%	23,400	3.45%	31,200	4.60%	39,000	5.75%
790,000	440,143	880,286	6,162,000	65.00%	360,000	3.80%	189,600	2.00%	924,300	9.75%	7,900	1.15%	15,800	2.30%	23,700	3.45%	31,600	4.60%	39,500	5.75%
800,000	445,715	891,430	6,240,000	65.00%	360,000	3.75%	192,000	2.00%	936,000	9.75%	8,000	1.15%	16,000	2.30%	24,000	3.45%	32,000	4.60%	40,000	5.75%
810,000	451,286	902,572	6,318,000	65.00%	360,000	3.70%	194,400	2.00%	947,700	9.75%	8,100	1.15%	16,200	2.30%	24,300	3.45%	32,400	4.60%	40,500	5.75%
820,000	456,858	913,716	6,396,000	65.00%	360,000	3.66%	196,800	2.00%	959,400	9.75%	8,200	1.15%	16,400	2.30%	24,600	3.45%	32,800	4.60%	41,000	5.75%
830,000	462,429	924,858	6,474,000	65.00%	360,000	3.61%	199,200	2.00%	971,100	9.75%	8,300	1.15%	16,600	2.30%	24,900	3.45%	33,200	4.60%	41,500	5.75%
840,000	468,000																			

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	単価	月給	賞与 ※	年収	給与還元率	交通費月3万まで年間	交通費還元率	待機時保障年間	待機時保障還元率	社保会社負担分年間15%計算	社保会社負担分還元率	役職手当月額管理1名	給与+社保追加還元率	役職手当月額管理2名	給与+社保追加還元率	役職手当月額管理3名	給与+社保追加還元率	役職手当月額管理4名	給与+社保追加還元率	役職手当月額管理5名
1,010,000	562,715	1,125,430	7,878,000	65.00%	360,000	2.97%	242,400	2.00%	1,181,700	9.75%	10,100	1.15%	20,200	2.30%	30,300	3.45%	40,400	4.60%	50,500	5.75%
1,020,000	568,286	1,136,572	7,956,000	65.00%	360,000	2.94%	244,800	2.00%	1,193,400	9.75%	10,200	1.15%	20,400	2.30%	30,600	3.45%	40,800	4.60%	51,000	5.75%
1,030,000	573,858	1,147,716	8,034,000	65.00%	360,000	2.91%	247,200	2.00%	1,205,100	9.75%	10,300	1.15%	20,600	2.30%	30,900	3.45%	41,200	4.60%	51,500	5.75%
1,040,000	579,429	1,158,858	8,112,000	65.00%	360,000	2.88%	249,600	2.00%	1,216,800	9.75%	10,400	1.15%	20,800	2.30%	31,200	3.45%	41,600	4.60%	52,000	5.75%
1,050,000	585,000	1,170,000	8,190,000	65.00%	360,000	2.86%	252,000	2.00%	1,228,500	9.75%	10,500	1.15%	21,000	2.30%	31,500	3.45%	42,000	4.60%	52,500	5.75%
1,060,000	590,572	1,181,144	8,268,000	65.00%	360,000	2.83%	254,400	2.00%	1,240,200	9.75%	10,600	1.15%	21,200	2.30%	31,800	3.45%	42,400	4.60%	53,000	5.75%
1,070,000	596,143	1,192,286	8,346,000	65.00%	360,000	2.80%	256,800	2.00%	1,251,900	9.75%	10,700	1.15%	21,400	2.30%	32,100	3.45%	42,800	4.60%	53,500	5.75%
1,080,000	601,715	1,203,430	8,424,000	65.00%	360,000	2.78%	259,200	2.00%	1,263,600	9.75%	10,800	1.15%	21,600	2.30%	32,400	3.45%	43,200	4.60%	54,000	5.75%
1,090,000	607,286	1,214,572	8,502,000	65.00%	360,000	2.75%	261,600	2.00%	1,275,300	9.75%	10,900	1.15%	21,800	2.30%	32,700	3.45%	43,600	4.60%	54,500	5.75%
1,100,000	612,858	1,225,716	8,580,000	65.00%	360,000	2.73%	264,000	2.00%	1,287,000	9.75%	11,000	1.15%	22,000	2.30%	33,000	3.45%	44,000	4.60%	55,000	5.75%
1,110,000	618,429	1,236,858	8,658,000	65.00%	360,000	2.70%	266,400	2.00%	1,298,700	9.75%	11,100	1.15%	22,200	2.30%	33,300	3.45%	44,400	4.60%	55,500	5.75%
1,120,000	624,000	1,248,000	8,736,000	65.00%	360,000	2.68%	268,800	2.00%	1,310,400	9.75%	11,200	1.15%	22,400	2.30%	33,600	3.45%	44,800	4.60%	56,000	5.75%
1,130,000	629,572	1,259,144	8,814,000	65.00%	360,000	2.65%	271,200	2.00%	1,322,100	9.75%	11,300	1.15%	22,600	2.30%	33,900	3.45%	45,200	4.60%	56,500	5.75%
1,140,000	635,143	1,270,286	8,892,000	65.00%	360,000	2.63%	273,600	2.00%	1,333,800	9.75%	11,400	1.15%	22,800	2.30%	34,200	3.45%	45,600	4.60%	57,000	5.75%
1,150,000	640,715	1,281,430	8,970,000	65.00%	360,000	2.61%	276,000	2.00%	1,345,500	9.75%	11,500	1.15%	23,000	2.30%	34,500	3.45%	46,000	4.60%	57,500	5.75%
1,160,000	646,286	1,292,572	9,048,000	65.00%	360,000	2.59%	278,400	2.00%	1,357,200	9.75%	11,600	1.15%	23,200	2.30%	34,800	3.45%	46,400	4.60%	58,000	5.75%
1,170,000	651,858	1,303,716	9,126,000	65.00%	360,000	2.56%	280,800	2.00%	1,368,900	9.75%	11,700	1.15%	23,400	2.30%	35,100	3.45%	46,800	4.60%	58,500	5.75%
1,180,000	657,429	1,314,858	9,204,000	65.00%	360,000	2.54%	283,200	2.00%	1,380,600	9.75%	11,800	1.15%	23,600	2.30%	35,400	3.45%	47,200	4.60%	59,000	5.75%
1,190,000	663,000	1,326,000	9,282,000	65.00%	360,000	2.52%	285,600	2.00%	1,392,300	9.75%	11,900	1.15%	23,800	2.30%	35,700	3.45%	47,600	4.60%	59,500	5.75%
1,200,000	668,572	1,337,144	9,360,000	65.00%	360,000	2.50%	288,000	2.00%	1,404,000	9.75%	12,000	1.15%	24,000	2.30%	36,000	3.45%	48,000	4.60%	60,000	5.75%
1,210,000	674,143	1,348,286	9,438,000	65.00%	360,000	2.48%	290,400	2.00%	1,415,700	9.75%	12,100	1.15%	24,200	2.30%	36,300	3.45%	48,400	4.60%	60,500	5.75%
1,220,000	679,715	1,359,430	9,516,000	65.00%	360,000	2.46%	292,800	2.00%	1,427,400	9.75%	12,200	1.15%	24,400	2.30%	36,600	3.45%	48,800	4.60%	61,000	5.75%
1,230,000	685,286	1,370,572	9,594,000	65.00%	360,000	2.44%	295,200	2.00%	1,439,100	9.75%	12,300	1.15%	24,600	2.30%	36,900	3.45%	49,200	4.60%	61,500	5.75%
1,240,000	690,858	1,381,716	9,672,000	65.00%	360,000	2.42%	297,600	2.00%	1,450,800	9.75%	12,400	1.15%	24,800	2.30%	37,200	3.45%	49,600	4.60%	62,000	5.75%
1,250,000	696,429	1,392,858	9,750,000	65.00%	360,000	2.40%	300,000	2.00%	1,462,500	9.75%	12,500	1.15%	25,000	2.30%	37,500	3.45%	50,000	4.60%	62,500	5.75%
1,260,000	702,000	1,404,000	9,828,000	65.00%	360,000	2.38%	302,400	2.00%	1,474,200	9.75%	12,600	1.15%	25,200	2.30%	37,800	3.45%	50,400	4.60%	63,000	5.75%
1,270,000	707,572	1,415,144	9,906,000	65.00%	360,000	2.36%	304,800	2.00%	1,485,900	9.75%	12,700	1.15%	25,400	2.30%	38,100	3.45%	50,800	4.60%	63,500	5.75%
1,280,000	713,143	1,426,286	9,984,000	65.00%	360,000	2.34%	307,200	2.00%	1,497,600	9.75%	12,800	1.15%	25,600	2.30%	38,400	3.45%	51,200	4.60%	64,000	5.75%
1,290,000	718,715	1,437,430	10,062,000	65.00%	360,000	2.33%	309,600	2.00%	1,509,300	9.75%	12,900	1.15%	25,800	2.30%	38,700	3.45%	51,600	4.60%	64,500	5.75%
1,300,000	724,286	1,448,572	10,140,000	65.00%	360,000	2.31%	312,000	2.00%	1,521,000	9.75%	13,000	1.15%	26,000	2.30%	39,000	3.45%	52,000	4.60%	65,000	5.75%
1,310,000	729,858	1,459,716	10,218,000	65.00%	360,000	2.29%	314,400	2.00%	1,532,700	9.75%	13,100	1.15%	26,200	2.30%	39,300	3.45%	52,400	4.60%	65,500	5.75%
1,320,000	735,429	1,470,858	10,296,000	65.00%	360,000	2.27%	316,800	2.00%	1,544,400	9.75%	13,200	1.15%	26,400	2.30%	39,600	3.45%	52,800	4.60%	66,000	5.75%
1,330,000	741,000	1,482,000	10,374,000	65.00%	360,000	2.26%	319,200	2.00%	1,556,100	9.75%	13,300	1.15%	26,600	2.30%	39,900	3.45%	53,200	4.60%	66,500	5.75%
1,340,000	746,572	1,493,144	10,452,000	65.00%	360,000	2.24%	321,600	2.00%	1,567,800	9.75%	13,400	1.15%	26,800	2.30%	40,200	3.45%	53,600	4.60%	67,000	5.75%
1,350,000	752,143	1,504,286	10,530,000	65.00%	360,000	2.22%	324,000	2.00%	1,579,500	9.75%	13,500	1.15%	27,000	2.30%	40,500	3.45%	54,000	4.60%	67,500	5.75%
1,360,000	757,715	1,515,430	10,608,000	65.00%	360,000	2.21%	326,400	2.00%	1,591,200	9.75%	13,600	1.15%	27,200	2.30%	40,800	3.45%	54,400	4.60%	68,000	5.75%
1,370,000	763,286	1,526,572	10,686,000	65.00%	360,000	2.19%	328,800	2.00%	1,602,900	9.75%	13,700	1.15%	27,400	2.30%	41,100	3.45%	54,800	4.60%	68,500	5.75%
1,380,000	768,858	1,537,716	10,764,000	65.00%	360,000	2.17%	331,200	2.00%	1,614,600	9.75%	13,800	1.15%	27,600	2.30%	41,400	3.45%	55,200	4.60%	69,000	5.75%
1,390,000	774,429	1,548,858	10,842,000	65.00%	360,000	2.16%	333,600	2.00%	1,626,300	9.75%	13,900	1.15%	27,800	2.30%	41,700	3.45%	55,600	4.60%	69,500	5.75%
1,400,000	780,000	1,560,000	10,920,000	65.00%	360,000	2.14%	336,000	2.00%	1,638,000	9.75%	14,000	1.15%	28,000	2.30%	42,000	3.45%	56,000	4.60%	70,000	5.75%
1,410,000	785,572	1,571,144	10,998,000	65.00%	360,000	2.13%	338,400	2.00%	1,649,700	9.75%	14,100	1.15%	28,200	2.30%	42,300	3.45%	56,400	4.60%	70,500	5.75%
1,420,000																				