

Money Forward Benefits

MoneyForward offers a variety of benefits to ensure that all of our members can work with peace of mind. They range from those related to asset building to health, career, communication, and more. We are constantly updating the list to include benefits other than those listed here.

Asset Building

Employee Stock Ownership Plan

A system that allows employees to deduct a certain amount of money (contribution) from their monthly salary and purchase Money Forward shares. An incentive of 15% of the contribution is also provided.

*All full-time employees of Money Forward, Inc. are eligible for the membership.

Company Defined Contribution Pension Plan

Under this plan, a fixed amount (contribution) is deducted from the monthly salary and set aside for investment by the employee. The contributions are tax-exempt, and there are other tax-saving benefits as well.

Free "Money Forward ME" Premium Coupon

Once a year, we distribute a coupon for free use of the premium features of "Money Forward ME". The coupon is available to employees and their family members.

Health-related items

Health Examination

In addition to regular health checkups, gynecological examinations are also available at the company's expense.

Vaccinations

Influenza vaccinations are available at company expense.

Medical Support

In addition to "Medical Assist," which allows employees to call 24 hours a day, 365 days a year for advice on illness and injury and emergency medical facilities, "Fast Doctor" is available for house calls and online medical services during the night and on holidays.

Maternity Leave Guidebook

We have created a "Maternity Leave Guidebook" to help our employees face the life stage changes of pregnancy and childbirth with peace of mind.

Career and Skill Development

Personnel Evaluation System Based on Job Grade

Grades are set for each job category, and employees are evaluated twice a year after clarifying the roles required at their own stage and what they lack to reach the stage they are aiming for.

High Performance Bonus

Employees who receive particularly high marks in their semi-annual performance evaluations are eligible for a high performance bonus, which is paid separately from their salaries.

Challenge System (Transfer and Open Recruitment System)

Twice a year, each department makes an open call for applications for positions within the company, and employees are able to apply for positions in the department they wish to transfer to. The purpose of this system is to support career development through flexible internal transfers, and several employees have been transferred each time.

MF Group Survey

Once every six months, we conduct an engagement survey of about 40 unanswered questions. The results are shared with employees and used to create action plans for each department and division to improve the workplace environment.

MF Selfie Map

This is a pulse survey conducted monthly. It is used to enable managers to understand the motivation of their members more frequently, and to provide timely support and new challenges to them.

Book Purchase Subsidy

This system allows employees to purchase books necessary for their work at their own expense. After purchase, the books are donated to the company bookshelf and shared with employees.

Support for building a development environment

Engineers can use the latest PCs and PCs with the necessary specifications with the approval of the VP of Engineering or CTO. In addition, necessary equipment for work can be purchased at company expense without limitation of items.

Support for participation in tech conference communities

We sponsor and exhibit at domestic and international tech conferences and communities, and the company pays for your participation.

Leadership Forward Program

This program encourages the growth of members who aim to become business managers or CxOs. In addition to classroom lectures, the program also includes practical workshops to acquire the skills and mindset necessary for leaders.

Communication

Happy Hour (in-house get-together)

We hold a free reception for all employees to promote communication.

Peer Bonus

We have designed our own peer bonus system as a tool to promote good communication within the company.

Family Day

We invite employees' family members to an office tour and get-together so that they can learn about Money Forward's work and workplace.

Other Activities**Remote Work Environment**

All employees can work remotely.

*On average, we have an office attendance once a week instead of full remote.

Neighborhood Housing Allowance and Neighborhood Moving Allowance

A neighborhood housing allowance of up to 20,000 yen will be provided for those who live in the vicinity of their office. We also provide 100,000 yen as a congratulatory gift when you move to a new location within the neighborhood housing allowance.

*Detailed conditions apply.