



## List of AIS Payroll Software Vendors for the Auto-Inclusion Scheme (AIS) for Employment Income (as of 31 Mar 2022)

AIS payroll software vendors listed below provide software that can generate file(s)/ record(s) in the required format for the Year of Assessment 2022, and can be submitted to IRAS using the [Validation and Submission Application and/ or API directly](#). Vendors are to fulfil the [requirements](#) before they are included to the list. **Please note that the list is solely for reference purposes.**

Contact your vendor directly to check if your current payroll software supports IRAS' file format/ specifications, or to obtain the steps for submission using your software.

---

### ***Things to note when selecting vendors' software from this list:***

- IRAS only validates the technical file format/ specifications to ensure that AIS submissions made through the payroll software can be accepted by IRAS' system. Being an AIS payroll software vendor is not an endorsement by IRAS.
- IRAS is not liable for any losses or damages, loss of income, profit or savings, or indirect, incidental, special, or consequential or punitive damages arising from or in connection with the use of any of the payroll software purchased from the AIS payroll software vendors.
- Employers should evaluate the controls that the payroll software have. Refer to the list below for vendor's declaration\* on its payroll software' compliance to the "[List of Recommended Controls for Payroll Software](#)". Note that some controls are feature-specific, e.g. S/N 19-22 are only applicable to API-supported software.

Category of Software Compliance to Controls	Description
A	Complies with the full list of recommended controls (22 controls)
B	Complies with all the controls that payroll software should have (10 controls)
C	None of the above

- Employers should exercise due care when purchasing/ using the payroll software and where appropriate, seek professional advice. When making the purchase, employers may wish to take into consideration maintenance costs e.g. cost on system upgrade for legislative changes, change in CPF contribution rate etc. and ease of use.
- Employers who do not have a supporting payroll software can still prepare and submit employment income information online at myTax Portal.



### **Support for SMEs**

The Singapore Government has announced various initiatives to help SMEs use digital technologies and build stronger capabilities to seize growth opportunities in the digital economy. Employers can adopt payroll software under the SMEs Go Digital (SGD) programme with support from the Productivity Solutions Grant (PSG), and/or Start Digital Pack.

Based on the website of the respective initiatives, IRAS has helped to identify (as of 15 Oct 2021):

- Vendors who have pre-approved digital solutions supported under the PSG (indicated with a caret (^)), and
- Vendors participating under Start Digital (indicated with a hash (#)).

Note that vendors may provide more than one digital solution, hence employers should check with the vendor directly for the solution that can meet their needs.

If you are:

- (1) An SME who wish to find out more on support available under the SGD programme, or
- (2) A Vendor who is keen to have your digital solutions pre-approved under the PSG or participate under Start Digital,

Please refer to the website: <https://www.imda.gov.sg/SMEsGoDigital>.

### **Disclaimer:**

*IRAS does not endorse or recommend any vendor or software listed in this listing. IRAS assumes no responsibility for the pricing, schedule or the quality of any product or service rendered by the vendors. If you choose to contract with any vendor or rely on this listing in any way, you do so at your own risk.*

*IRAS does not verify the security, authenticity, integrity or confidentiality of any software (or the operation of such software) listed in this listing. Usage of any software listed in this listing is at your own risk.*

*IRAS disclaims liability of any kind arising directly or indirectly from any reliance on this listing, including (and not limited to) any loss or damage arising from the use of any software listed in this listing.*



### AIS Payroll Software Vendors Supporting the AIS-API Mode

Vendors are listed in alphabetic order.

[A-I](#) [J-Z](#)

S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
1	3LEAF TECHNOLOGIES PTE. LTD.	88004567	sales@3leaftechnologies.com	✓	✓	✓	✓	YA2022	B
2	8XPAND TECHNOLOGIES PTE LTD	68488880	helpdesk@8xpand.com	✓				YA2020	A
3	A&A SOLUTIONS PRIVATE LIMITED	91682214	support@valluva.com	✓	✓	✓	✓	YA2022	A
4	ACCESS SOFTWARE ASIA PTE LTD	63366118	info.asia@sage.com	✓	✓	✓	✓	YA2017	A
5	ADAPTIVE CLOUD SYSTEMS PTE. LTD.	67089398	info@adaptivebizapp.com	✓	✓	✓		YA2018	B
6	AFFINITE SOLUTIONS PRIVATE LIMITED	81811727 81386755	support@affinite.co sales@affinite.co	✓				YA2022	B
7	AG NET PTE LTD	68448712	sales@aghrm.com	✓	✓	✓	✓	YA2017	B
8	ALINE HR SOLUTIONS PTE LTD	N.A.	sales@alinehrms.com	✓	✓			YA2022	B
9	ALLSEC TECHNOLOGIES LIMITED	+91 98402 61766 +91 99000 74784	kg.mohan@allsectech.com chinmaya.k@allsectech.com	✓	✓	✓	✓	YA2022	B
10	ALTMINDS PTE LTD	96945969	solachi@altminds.com	✓				YA2020	B



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
11	APPZGATE SOLUTIONS PTE. LTD.	63932234	sales@appzgate.com	✓	✓	✓	✓	YA2020	B
12	AQUARIUS SOFT PTE LTD.	93391993	robin@aquariussoft.com	✓	✓	✓	✓	YA2022	B
13	ASCENDAL MANAGEMENT & CONSULTANCY PTE. LTD.	67107731 67107707	xinyi.lee@ascendal.com.sg jessie.ang@ascendal.com.sg	✓	✓	✓	✓	YA2018	B
14	ASIAN BUSINESS SOFTWARE SOLUTIONS PTE. LTD.	9188 4871 6505 6582	johana.tanudjaja@abssasia.com cs.sg@abssasia.com	✓	✓	✓	✓	YA2018	A
15	ASTERISK COMPUTER (FAR EAST) PTE LTD	67445527	foongteng.mok@asterisk.com.sg belinda@asterisk.com.sg	✓	✓	✓	✓	YA2020	B
16	AUTOMATIC DATA PROCESSING PTE. LTD.	67011353	contact-singapore@adp.com	✓	✓	✓	✓	YA2021	A
17	AVELOGIC PTE LTD^	63671128	support@avelogic.com	✓	✓	✓	✓	YA2018	B
18	AYP CONNECT PTE. LTD.	68208200	sg@ayp-group.com	✓	✓	✓	✓	YA2021	B
19	BAUSH INFOTECH PTE. LTD.	93839394	baskaran@baushinfotech.com	✓				YA2022	A
20	BIPO SERVICE (SINGAPORE) PTE. LTD.	64328381	sg.support@biposervice.com	✓	✓	✓	✓	YA2018	B
21	BLUEGATE TECHNOLOGIES PTE LTD	63760018	bluegate@singnet.com.sg	✓	✓	✓	✓	YA2021	A
22	BRIGHT STAR FINTECH (PTE) LTD	N.A.	kayakrew@kayaroll.com	✓				YA2021	B
23	BRIOHR SDN BHD	31051290	info@briohr.com	✓				YA2021	B
24	CADENA INTERNATIONAL PTE. LTD.	96831451	rolf@cadena.com.sg	✓	✓			YA2019	A



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
25	CAMELLIQUE COSMETICS KOREA CO. PTE. LTD.	82856108	ben.ho@neversecondgroup.com	✓	✓	✓	✓	YA2021	A
26	CAPPS SOLUTIONS PTE LTD	65090309 94769601	contact@capps.com.sg eilenyeo@capps.com.sg	✓	✓	✓	✓	YA2019	B
27	CARLIN MGT CONSULTANTS PTE LTD	63393755	siewboon.lim@carlin.com.sg	✓	✓	✓	✓	YA2018	B
28	CITYRAY TECHNOLOGY (CHINA) LIMITED	+852 2111 7111	enquiry@cityray.com	✓	✓	✓		YA2021	B
29	CLOUDE8 PTE LTD	N.A.	clu@cloude8.com	✓				YA2021	B
30	CLOVERFIELD SOLUTIONS PTE LTD	83328862	chloe.cloverfield@gmail.com	✓		✓		YA2022	B
31	COREBPM PTE. LTD.	66318438	ardan@corebpm.com	✓				YA2022	A
32	CUTECH INFOCOMM SOLUTIONS PTE. LTD.	69042340 96307651	cuteofficesupport@cutechgroup.com jnaveen@cutechgroup.com	✓	✓	✓	✓	YA2022	B
33	CYBER SOLUTION (S) PTE LTD	68025050 68025066	hamad.raza@cy-solution.com kent.hoo@cy-solution.com	✓		✓		YA2021	B
34	D-BIT APAC PTY. LTD.	1800551866	kevin@d-bit.com.au	✓	✓			YA2021	B
35	EMPLOYMENT HERO	1300 084 847	support@employmenthero.com	✓				YA2022	B
36	ENABLE BUSINESS PTE LTD	69088158 87900895	sales@quickhr.co serena@quickhr.co	✓	✓	✓	✓	YA2019	B
37	EPAYSLIP PTE. LTD.	91697610	support@epayslip.com	✓	✓	✓	✓	YA2021	B
38	ESOL SOFT PTE LTD	63969969	karthik@payrollers.com	✓				YA2022	B



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
39	FREEBOH INNOVATIONS PTE. LTD.	66773820	support@freeboh.com	✓	✓			YA2019	B
40	FRONTIER E-HR PTE LTD	31571381	enquiry@frontier-ehr.com verawaty@frontier-ehr.com	✓	✓	✓	✓	YA2018	B
41	GABKOTECH INNOVATIONS PTE LTD	94528016 +60108200614	helpdesk@gabkotech.com	✓	✓	✓		YA2021	B
42	HERDHR PRIVATE LIMITED	69096317	enquiry@herdhr.com	✓	✓	✓	✓	YA2020	B
43	HR EASILY PTE. LTD./ XEN TECH PTE. LTD.	83672186	theo@hreasily.com	✓	✓	✓	✓	YA2019	B
44	HRM LABS PTE LTD	90255587	contact@hrmlabs.com	✓	✓	✓	✓	YA2018	A
45	HUBBLE PTE. LTD.	68167890	sales@hubble.build	✓				YA2022	B
46	I-ADMIN (SINGAPORE) PTE. LTD.	66028186	support@epayslip.com	✓	✓	✓	✓	YA2020	A
47	IBASE TECHNOLOGY PTE. LTD.	N.A.	sales-sgp@ibase.com.sg	✓	✓	✓	✓	YA2022	C
48	I-HRMS PTE LTD	+65-65898688 +65-94877388	support@i-hrms.asia wyman@i-hrms.asia	✓	✓	✓	✓	YA2018	A
49	INFO-TECH SYSTEMS INTEGRATORS PTE LTD	62973398	sales@info-tech.com.sg	✓	✓	✓	✓	YA2019	B
50	INTEGRATED BUSINESS SOLUTIONS	6908 6773 93375365	contact@ibs.sg jasmin@ibs.sg	✓	✓	✓	✓	YA2022	B
51	INTERCORP SOLUTIONS PTE LTD	68441488 67474844	enquiries@intercorpsolutions.com helpdesk@intercorpsolutions.com	✓	✓			YA2022	B
52	IQ DYNAMICS PTE LTD	68714371	support@iqdynamics.com	✓	✓	✓	✓	YA2022	A



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
53	ISOFT APPS PTE LTD	68951501	hello@isoft.sg	✓	✓	✓		YA2022	B
54	IT INFINITY PTE LTD	63461511	sales@it8.com.sg	✓	✓	✓	✓	YA2018	B
55	IT RE-ENGINEERING PTE LTD	65666788	sales@itr.com.sg	✓	✓	✓	✓	YA2021	B



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
56	JMC TECHNOLOGIES PTE LTD	+60166382339	weichang.lee@jmcs.com margaret.ang@jmcs.com	✓	✓	✓	✓	YA2020	A
57	JUSTLOGIN PTE LTD	69099217 31295281	sales@justlogin.com support@justlogin.com	✓		✓	✓	YA2017	B
58	LANWORKS PTE LTD	68177768	marcom@lanworks.com.sg	✓	✓	✓	✓	YA2021	B
59	MELIORIS PRIVATE LIMITED	90219661	contact@melioris.biz	✓		✓	✓	YA2022	A
60	MIND MASTER SOLUTIONS PTE LTD	62505623	info@mindmastersg.com	✓	✓	✓	✓	YA2020	A
61	MYWAVE SINGAPORE PTE LTD	65497277	enquiry@emplx.com	✓	✓	✓	✓	YA2021	B
62	NCS PTE. LTD.	6556786	mangahas.galvez@ncs.com.sg taysh@ncs.com.sg	✓	✓	✓	✓	YA2019	B
63	NET SOLUTIONS PTE. LTD.^	64750319	sales@netsolutions.sg	✓	✓	✓	✓	YA2018	B
64	NETIQUETTE SOFTWARE PTE. LTD.	62231157 90029781	enquiry@netiquette.com.sg payroll@netiquette.com.sg	✓	✓	✓	✓	YA2021	B
65	NEW BMS SOLUTIONS PTE LTD	65699443	bmssolutions@ymail.com	✓				YA2022	C
66	NUVISTA TECHNOLOGIES PTE LTD	62742290	info@nuvistastech.com	✓		✓		YA2021	C
67	ONE THIRD TECHNOLOGIES PTE. LTD.	96497552	support@onethird.co	✓				YA2018	C
68	OPENSOFT PTE LTD.	63819372	sales@opensoft.com.sg	✓	✓	✓	✓	YA2018	A





S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
69	ORISOFT TECHNOLOGY SDN BHD	+60126385623	yokemun.yeow@orisoft.com.my	✓	✓	✓	✓	YA2021	B
70	PAY ASIA PTE. LTD.	69837661	sales@payasia.asia	✓	✓	✓	✓	YA2022	A
71	PAYBOY PTE. LTD.	65131175	support@payboy.biz	✓	✓	✓		YA2018	A
72	PAYRALLEL PTE. LTD.	81891209	support@payrallel.net	✓	✓			YA2020	B
73	PAYROLL2U PTE. LTD	81891209	support@payrallel.net	✓	✓	✓	✓	YA2018	B
74	PEOPLE CENTRAL PTE. LTD.	62337996	support@peoplecentral.co	✓		✓	✓	YA2022	B
75	PSOFT PTE. LTD.	97857875 62953292	kahkhee2006@hotmail.com pssoft@singnet.com.sg	✓				YA2021	B
76	QUALITY ZONE TECHNOLOGIES PTE. LTD.	93956988	info@qzonetech.com	✓				YA2022	B
77	REN INNOVATION PTE. LTD.	97394973 +60376267777	teikguan@reninnovation.com enquiry@reninnovation.com	✓	✓	✓	✓	YA2019	B
78	ROCKBELL INTERNATIONAL SOFTWARE PTE LTD	64697720 64680054	sales@rockbell.com.sg sales@million.sg	✓	✓	✓		YA2018	B
79	SIMPLEPAY PTE LTD	+27115680721	info@simplepay.com.sg	✓				YA2017	B
80	SINGROLL PTE. LTD.	80234877	info@singroll.com	✓	✓	✓	✓	YA2021	B
81	SODAINMIND PTE. LTD./ CARBONATE PTE. LTD.	+6564226308	info@carbonateapp.com	✓				YA2018	B
82	STARVISION INFORMATION TECHNOLOGY PTE LTD	62934828	mwsales@starvisionit.com	✓	✓	✓	✓	YA2020	B



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
83	STONE FOREST ACCOUNTSERVE PTE LTD	65947777	support@payrollserve.com.sg	✓	✓	✓	✓	YA2022	B
84	SWINGVY PTE LTD	88087013	support@swingvy.com	✓				YA2020	C
85	SYNERGIX TECHNOLOGIES PTE LTD	62755775 (ext 153) (ext 452)	esther@synergixtech.com april@synergixtech.com	✓	✓	✓		YA2022	B
86	SYSTEMS DESIGN PTE LTD	N.A.	jh_cheng@sysdgn.com.sg	✓	✓	✓	✓	YA2018	B
87	TAKE5 PEOPLE LIMITED	97720580	eileen.low@take5people.com	✓	✓	✓	✓	YA2018	B
88	TALENOX PTE LTD	N.A.	hello@talenox.com	✓	✓	✓	✓	YA2018	A
89	TEAMBUILD SOLUTIONS PTE. LTD.	86598058 65926869	james@ehr.com.sg angie@ehr.com.sg	✓	✓	✓	✓	YA2018	A
90	TECHNOSOFT (SEA) SOFTWARE PTE LTD	63230015 +852 2892 1393	sales@technosofthk.com ivanw@technosofthk.com	✓		✓		YA2021	A
91	THE SMART LOCAL PTE LTD	65140510	bryan.choo@thesmartlocal.com zef@thesmartlocal.com	✓				YA2021	B
92	TIME ACCESS INTERNATIONAL	62980012	info@timeaccessworld.com	✓	✓	✓		YA2022	B
93	TIMES SOFTWARE PTE LTD	62951998	sales@timesoftsg.com.sg support@timesoftsg.com.sg	✓	✓	✓	✓	YA2018	A
94	TNO SYSTEMS PTE. LTD.	67498823	sales@globe3.com	✓	✓	✓	✓	YA2021	B
95	TOPFORM BUSINESS SYSTEMS PTE LTD	98210587 63394998	vel.topform@gmail.com topform.mail@gmx.com	✓	✓	✓	✓	YA2020	B



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Supports direct API Submission since	Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B		
96	TREND TECH CONSULTANCY PTE LTD	91994514	project@trendtechconsultancy.com	✓				YA2021	B
97	UIC ASIAN COMPUTER SERVICES PTE LTD	64441131	hrsupport@uictech.com.sg	✓	✓	✓	✓	YA2018	A
98	UNIT4 ASIA PACIFIC PTE LTD	81688985 63336133	adam.moszczyński@unit4.com sales.ap@unit4.com	✓	✓	✓	✓	YA2018	A
99	USER BASIC SOFTWARE PTE. LTD.	62271797	support@ubs-alliance.com	✓				YA2022	B
100	VITIS SOLUTIONS PTE LTD	88916113	support@learnanchor.com	✓	✓	✓	✓	YA2022	B
101	WEBSCALE PTY LTD	N.A.	support@yourpayroll.io	✓	✓	✓	✓	YA2021	B
102	WHYZE SOLUTIONS PTE. LTD.	68380161	enquiry@whyze.com.sg	✓	✓	✓	✓	YA2018	A
103	XINTESYS CONSULTANCY PTE LTD	90115595 62721237	solutions@xintesys.com helpdesk@xintesys.com	✓				YA2022	C
104	XPERT SOFTWARE SOLUTIONS PTE LTD	98187367	sales@xpertdevsolutions.com	✓				YA2022	B
105	YONYOU (SINGAPORE) PRIVATE LIMITED	65150800	enquiry@yonyou.com.sg	✓	✓	✓	✓	YA2022	A
106	YUVO PTE LTD	97765174	support@yuvohub.com	✓	✓	✓	✓	YA2022	B
107	YYLIFE PTE LTD	66046896	support@yycircle.com	✓				YA2022	B
108	ZEALYS PTE. LTD.	88758111	support@zealys.com	✓	✓	✓	✓	YA2022	B



**AIS Payroll Software Vendors Supporting the File Generation Mode Only**

Please note that the Validation and Submission Application will only be available for use until Dec 2022. Employers currently using payroll software from vendors supporting the File Generation Mode only are strongly encouraged to check in with your vendor on their plans to support the AIS-API.

Vendors are listed in alphabetic order.

S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B	
1	21 BUSINESS SOLUTIONS PTE LTD	65698170	rkk@21businesssolutions.com.sg	✓	✓	✓	✓	B
2	ASCENDER HCM MALAYSIA SDN BHD.	+60374957659	ascenderpaytsc.asia@ceridian.com	✓	✓	✓	✓	C
3	CARBONIK (HONG KONG) LIMITED	+852 3405 8862	hello@carbonik.com	✓				B
4	CENTRIX SOLUTIONS PTE. LTD.	64054173	sales@centrix.com.sg	✓	✓	✓	✓	B
5	CERIDIAN DAYFORCE SINGAPORE PTE. LTD.	67619450	apasupport@ceridian.com	✓	✓	✓	✓	B
6	CLOUDPAY ASIA PTE LTD	64035900	customer.support@cloudpay.net	✓	✓	✓	✓	B
7	CONSOFTTEC SYSTEMS & CONSULTANCY PTE LTD	96421460 96554145	raymond.syc@gmail.com seeyattuck@hotmail.com	✓	✓	✓		A
8	CYANSYS PRIVATE LIMITED	N.A.	payrollsupport@cyansys.com	✓	✓	✓		B
9	DATAMINE IT SERVICES PTE LTD	N.A.	sales@datamine.com.sg	✓				A
10	ERA-INFOTECH LIMITED	+8801904119207	amamun@erainfotechbd.com	✓	✓	✓	✓	B



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B	
11	FRONTIER SOFTWARE ASIA PTE. LTD.	65325233 91256518	sales@frontiersoftware.com.sg chelsea.lim@frontiersoftware.com.sg	✓	✓	✓	✓	B
12	HSENIID SOFTWARE (SINGAPORE) PTE. LTD.	0094722221374 0094722358542	asitha@hsenid.lk dinesha@hsenid.lk	✓	✓	✓	✓	A
13	IHROS PTE. LTD.	62065020	information@ihros.com	✓	✓	✓	✓	B
14	INGENIOUS BUSINESS SOFTWARE PTE. LTD.	62234385 98805220	enquiry@ingenious.sg chloe@ingenious.sg	✓	✓	✓		B
15	INNO-SOFT INFO SYSTEMS PTE LTD	62551887	contactus@miraic.sg	✓				B
16	KNOWLEDGE PLUS PTE LTD	82983947	karan@kplpayroll.com.sg	✓	✓	✓	✓	B
17	LINKS HR SINGAPORE PTE. LTD.	98624671	phoebe.wong@linksinternational.com	✓	✓	✓	✓	B
18	PROSPERAGE PTE LTD	65633810	sylvia@prosperage.com cindy@prosperage.com	✓	✓			B
19	RAMCO SYSTEMS PTE LTD	67431513	assisfranklin.a@ramco.com	✓	✓	✓	✓	B
20	SAP ASIA PTE LTD	91801839	ce.tan@sap.com	✓	✓	✓	✓	A
21	SMECEN PTE. LTD.	89516683	hello@smecen.com	✓	✓	✓	✓	A
22	SUCCESS IT CONSULTANCY & SERVICES PTE LTD	68421954	enquiry@successit.net	✓				B
23	VANTIS SOLUTIONS LIMITED	+852 3728 6311 +852 3728 6363	charleschau@vantissol.com rickywong@vantissol.com	✓	✓	✓	✓	C
24	VISUAL SOLUTIONS (M) SDN. BHD.	+60376267777	helpdesk@reninnovation.com	✓	✓	✓		C



S/N	Payroll Vendor	Contact No.	Email	Supporting Form Types				Category of Software Compliance to Controls*
				IR8A	IR8S	A8A	A8B	
25	WORKS HUMAN INTELLIGENCE CO., LTD.	N.A.	overseas-payroll@works-hi.co.jp	✓		✓		B