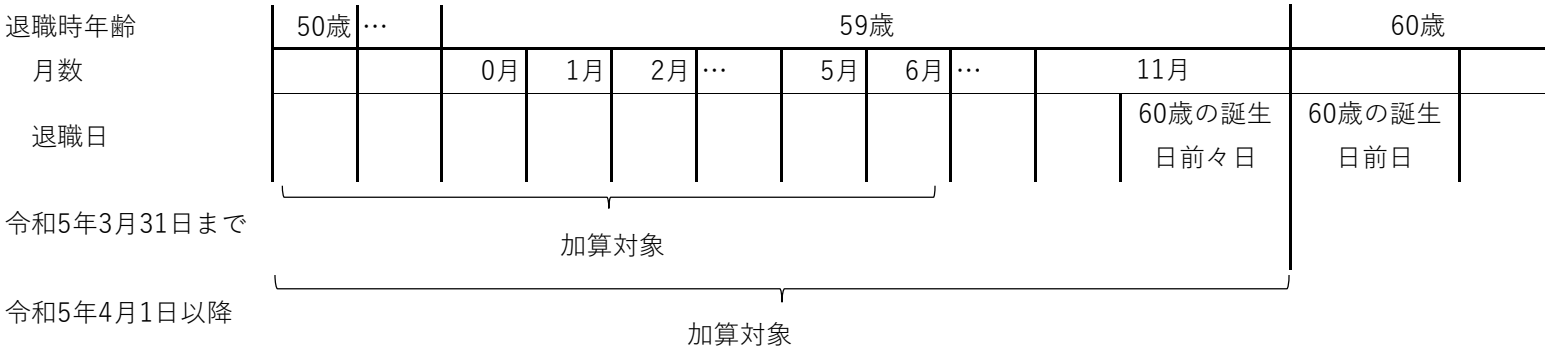3　勧奨退職の加算対象期間