

February 28, 2002

Fullcast With Co., Ltd.

Fullcast With Co., Ltd., a Fullcast Group company promoting the comprehensive human resources outsourcing business, will begin a new business based on its strengths in dispatching technical support staff specialized in the semiconductor industry!

Exclusive sales agency agreement for Japan concluded with Novtek Test Systems, the U.S manufacturer of specialized flash memory testers.

Fullcast With Co., Ltd.'s engineers to provide consistent services, from sales activities to installation, assembly, applications development, board development, operations and maintenance!!

Fullcast With Co., Ltd. (Head office: Uguisudani, Shibuya-ku, Tokyo, Japan; Fumio Mizunuma, President), a provider of technical staff contractual services and contract services for technical employees specialized in the semiconductor industry and a member of the Fullcast Group of companies developing the total human resources outsourcing business, has signed an exclusive sales agency agreement with Novtek Test Systems ("Novtek), the U.S. manufacturer of specialized flash memory testers (Head office: California, U.S.A.; Douglas Eastman, President and CEO) to provide sales and support activities in Japan for Novtek's semiconductor (flash memory) test devices. Fullcast With will provide Novtek with complete services, from sales activities and device installation to start-up operations, development of applications for use of Novtek's devices and device maintenance, beginning on Friday, March 1, 2002. Fullcast With's engineers will handle all business activities, from sales to maintenance.

The typical approach in the industry in the past has been for a specialized trading company to handle only semiconductor test systems sales, and outsource activities such as technical service aspects to firms that can handle device assembly and installation or companies capable of providing application development. Fullcast With's new business will enable the Company to provide clients such as Novtek with fully consistent service from sales to installation, assembly, application development, board development, operation and maintenance. By obtaining all of their service needs from a single source, clients will enjoy greater convenience, reduced total costs and enhanced back office functions.

Since being established, Fullcast With Co., Ltd. has concluded agreements to dispatch approximately 350 engineers to nearly 80 companies, primarily semiconductor manufacturers and device manufacturers in Japan. Currently about 450 engineers are registered with Fullcast With as technical employees. In terms of specialization, approximately 30% are machine system engineers, 40% are electrical and electronics-related engineers and 30% are semiconductor-related engineers. Under its arrangement with Novtek, Fullcast With's machine system engineers will be responsible for device assembly and calibration, while software system engineers will develop applications and electrical and electronics-related engineers will provide board development. Fullcast With is the only company with engineers skilled in various fields that can offer this approach. The agreement with Novtek represents the first time for any company in Japan's technical manpower support industry to provide fully consistent services to a client firm. Fullcast With believes this approach will enable the Company to achieve a superior position in the technical support services industry.

Fullcast With anticipates that Novtek's sales objective for device sales will be ¥100 million for the first fiscal year (period ending in September 2002) and ¥300 million in the following year (period ending in September 2003). The Company projects that the technical employee contracts based on these device sales will contribute about ¥10 million yen to Fullcast With's sales during the current fiscal year (period ending in September 2002), and approximately ¥30 million in the following fiscal year (period ending in September 2003). Fullcast With also anticipates other benefits as indirect results, including improvements in engineers' skills based on the use of Novtek devices to provide in-house educational training and construction of the Fullcast With brand as a highly specialized technical support contract firm.

Fullcast With Co., Ltd.'s goal is to become a firm capable of handling all a client's peripheral activity outsourcing needs, including the outsourcing of semiconductor test activities, the dispatch of expert teams for semiconductor device installation, relocation, and upgrades, and the provision of design teams that can be entrusted with semiconductor design. This approach will enable semiconductor manufacturers to concentrate on their own core competencies. Through its business activities Fullcast With intends to strengthen its expertise as a technical support contract services company, and expand its principal technical support staffing businesses to earn the trust of its clients and the backing of high-quality engineers.

The agency agreement with Fullcast With enables Novtek to promote sales activity in Japan without having to establish its own offices. Typically an overseas venture company without local offices must station its own employees in Japan when it enters

the domestic market in order to provide technical services such as customizing and maintaining its devices. The extensive costs that must be incurred as a result present a major obstacle. The unique arrangement provided by Fullcast With, however, offers tremendous advantages for both overseas venture companies and Fullcast. Fullcast With intends to aggressively build a system to consistently provide sales and support and pursue alliances with other foreign semiconductor device manufacturers and materials manufacturers that have not established their own facilities in Japan.

< Fullcast With Co., Ltd. >

Fullcast With Co., Ltd. has been providing technical employee contract services since October 1998. The Company employs engineers with a broad range of skills, from development design to production technology and processing technology and primarily dispatches them to major electric machine manufacturers.

Since October 2000, Fullcast With has been promoting technical employee contracts focused on the semiconductor industry. The Company established a Semiconductors Solutions Division in February 2001 as a new service provider for this industry.

Sales for the fiscal year ended in September 2001 were approximately ¥3.0 billion. Fullcast With Co., Ltd. employs 450 technical staff and has 16 offices in Japan.

< Novtek Test Systems and Company Products >

Established in California, U.S.A. in 1986, Novtek Test Systems is a manufacturer specializing in flash memory test devices. With its NTS600 Series Flash Memory Test System Novtek Test Systems has created a product class in the ¥50.0 million price range in an industry where the products of many other companies cost ¥100.0 million or more. Novtek's products have also contributed to manufacturers' yield improvements because they have shortened the time required for testing with speeds approximately five times faster than those of earlier products.

< Fullcast Group, a Human Resources Solutions Provider >

Fullcast Co., Ltd. and the Fullcast Group were established in 1990 in the short-term contractual services industry (spot business). In its earliest years the Fullcast Group was one of the pioneers in the spot business. Today the Fullcast Group aims to maximize customer satisfaction by developing human resources-related businesses as the pillars of the group's spot business, including the Factory Business (contracting for production line work) and Technical Business (human resource contracting of technical staff and referrals, contracting of technical work, and engineer staffing services). Furthermore, as a function to supplement these human resource-related businesses, the Fullcast Group is developing businesses such as telecommunications and sports agents. The entire Fullcast Group pursues business development as a "Total Human Resources Outsourcing Company." The Fullcast Group currently employs over 500,000 individuals, ranging from spot human resources staff employed for part-time, temporary work to factory staff, personnel consultants and IT engineers. The Group demonstrates its function as a "Total Human Resource Outsourcing Company" with strengths that cover every human resources-related business, from supplementing staff to supplementing technology. Fullcast Group is unique within Japan and stands apart by its use of "people" as a management resource to

comprehensively provide staffing services that range from spot contract work to IT-linked outsourcing activities. Fullcast's principal positions received ISO9002 certification during 2000. In order to acquire its customers' trust, the entire Fullcast Group continues to respond to every customer need with all of its capabilities and promote new approaches from every aspect of product quality.

*** For mass media inquiries concerning this press release ***

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