

April 1, 2002

To All Concerned Parties

Company Name: Fullcast Co., Ltd.
President: Takehito Hirano, President & CEO
Code Number: 4848(JASDAQ)
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Notification Concerning Organizational and Personnel Changes

We are hereby informing you that the following organizational and personnel changes take place effective April 1, 2002.

Details

1. Organizational Changes

The following organizational changes involving the introduction of an executive officer system and corporate structural reforms have been implemented in an effort to reinforce the existing corporate structure to better respond to changing business environment that surrounds us.

- (1) The CEO's Office and Business Strategy Division have been merged together to form a newly formed department called Management Planning Department.
- (2) Operations Control Headquarters has been renamed as Sales and Marketing Headquarters.
- (3) The internal auditing function, which until now was performed by the CEO's Office, is now carried out by a newly created and independent division known as Internal Auditing Division.

2. New Appointments Affecting Directors

New Position & Title	Name	Former Position & Title
Senior Executive Managing Director	Takahiro Ishikawa	Senior Executive Managing Director General Manager, Operations Control Headquarters
Managing Director	Shoji Tanzawa	Managing Director General Manager, Administrative Headquarters

3. New Appointments Affecting Non-Directors

New Position & Title	Name	Former Position & Title
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Corporate Officer General Manager, Sales and Marketing Headquarters	Tsutomu Okada	General Manager, Business Strategy Department
Corporate Officer General Manager, Administrative Headquarters and Finance Department	Koji Iwata	General Manager, CEO's Office and Personnel Department
General Manager, Management Planning Department	Hiroshi Kubo	
General Manager, Sales Department	Makoto Sato	President & CEO, Fullcast Lady Co., Ltd.
General Manager, Personnel Department	Shigehiro Higaki	
Manager, Information Systems Division	Shigeyuki Watanabe	Head of Information System Division
Manager, Internal Auditing Division	Kouichirou Endo	Internal Auditor in CEO's Office

4. New Appointments Affecting Directors of Fullcast Subsidiaries

New Position & Title	Name	Former Position & Title
President & CEO, Fullcast Lady Co., Ltd	Kazuki Sakamaki	General Manager, Sales Department
President & CEO, Fullcast Factory Co., Ltd.	Akira Ooki	General Manager, Sales Department

Organizational Chart of Fullcast Co. Ltd. (as of April 1, 2002)

