

To All Concerned Parties

Company Name: Fullcast Co., Ltd.  
Representative: Takehito Hirano, President & CEO  
Code Number: 4848 (JASDAQ)  
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**Notification Concerning Business Alliance  
with TASCOSYSTEM Corporation**

At the Board of Directors meeting held on December 16, 2002, the Board of Directors of Fullcast Co., Ltd. approved a resolution to enter a business alliance with TASCOSYSTEM Corporation for staff recruitment and training.

**1. Details and Purpose of the Business Alliance**

Fullcast Co., Ltd. will form a business alliance, as a franchisee of the *Takadaya* and *Toritetsu* brand restaurants being developed by TASCOSYSTEM Corporation, to provide recruitment and training as a support enhancement measure. Fullcast will join TASCOSYSTEM's franchise network and operate two restaurants, as well as conduct education and training at adjacent classrooms and place the individuals it trains with TASCOSYSTEM's franchise member firms.

Fullcast will pursue the business created through this business alliance as the new business model for its "Franchise Casting Business." As the initial step, Fullcast will open *Takadaya* and *Toritetsu* restaurants in Hatchobori, Tokyo on December 25, 2002 as a franchisee, and set up training classrooms. Based on an educational program Fullcast and TASCOSYSTEM have developed jointly, Fullcast will provide training through OJT at its classrooms and restaurants. Fullcast has divided the training contents into stages and will implement a broad range of classes, covering topics from shop staff training to fostering store manager candidates.

The business alliance will enable Fullcast to utilize its extensive human resources network, make it possible to place human resources efficiently and lead to the creation of a new human resource business format.

For TASCOSYSTEM Corporation, the business alliance will enable it to stably assign human resources in proportion to the rate of growth of its franchise business and accelerate the pace of branch openings, by efficiently promoting the education and training of member firms' staff, thereby spurring additional business expansion and development.

## **2. Summary of Fullcast's Alliance Partner**

- |                          |   |
|--------------------------|---|
| (1) Company name         | TASCO SYSTEM Corporation  |
| (2) Principal businesses | Restaurant management, restaurant management franchise business, etc. |
| (3) Date established     | October 1989  |
| (4) Head office location | 5, Minami 1 Nishi 2, Chuo-ku, Sapporo, Japan                          |
| (5) Representative       | <u>Takahisa</u> Takada, President                                     |
| (6) Capital              | ¥1,154,770,000 (As of June 30, 2002)                                  |
| (7) Employees            | 452 (Consolidated basis, as of June 30, 2002)                         |

## **3. Date of Business Alliance**

December 16, 2002

## **4. Future Outlook**

As part of the new business alliance, Fullcast Co., Ltd. will open two restaurants under the *Takadaya* and *Toritetsu* brands. Fullcast will not make any changes in its business outlook on a consolidated or non-consolidated basis for the fiscal year ending September 2003, which the Company described in its summaries of fiscal-year results dated November 15, 2002.

End