

October 1, 2003

To Whom It May Concern:

### **Notification Concerning Corporate Reorganization and Personnel Changes**

This is to inform you that the following corporate reorganization and personnel changes take place effective October 1, 2003.

#### Details

##### 1. Corporate reorganization

Fullcast will carry out a corporate reorganization to strengthen its organization and swiftly conform to changes in the business environment facing the Company.

- (1) Establish the new CS Promotion Department.
- (2) Abolish the Operations Management Department.
- (3) Abolish the Administrative Headquarters, the Management Strategy Headquarters and the President's Office.

##### 2. Personnel changes

New Position and Title	Name	Former Position and Title
Corporate Executive Officer and General Manager of the Sales and Marketing Headquarters, serving concurrently as General Manager of the Sales Department	Tsutomu Okada	Corporate Executive Officer and General Manager of the Sales and Marketing Headquarters
Corporate Executive Officer in charge of finance and accounting, serving concurrently as General Manager of the Finance Department	Koji Iwata	Corporate Executive Officer and General Manager of the Administrative Headquarters, serving concurrently as General Manager of the Finance Department
Corporate Executive Officer in charge of management strategy, serving concurrently as General Manager of the Management Planning Department	Yutaka Kubo	Corporate Executive Officer and General Manager of the Management Strategy Headquarters, serving concurrently as General Manager of the Management Planning Department
Corporate Executive Officer in charge of personnel and general affairs	Yasushi Kamiguchi	Head of the President's Office
Corporate Executive Officer and General Manager of the CS Promotion Department	Toshihiro Ishibashi	General Manager of the Operations Management Department
Corporate Executive Officer and Head of the East Japan Bloc	Hiroyuki Gokita	Head of the East Japan Bloc of the Operations Management Department
Corporate Executive Officer and Head of the West Japan Bloc	Tsuyoshi Kanno	Head of the West Japan Bloc of the Operations Management Department

Should you have any questions regarding these matters, please feel free to contact us.

Sincerely yours,

Takehito Hirano  
President & CEO  
Fullcast Co., Ltd.  
(Stock code: 4848 on the Second Section of the Tokyo Stock Exchange)

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**Fullcast Co., Ltd. Organization Chart**

(As of October 1, 2003)

(Reference)

