

## **Fullcast enters into alliance with Crayfish in running shops**

### **Community-based Townshop sales outlets to be launched in Tokyo, Kobe, Hiroshima**

Fullcast Co., Ltd., the core of the Fullcast Group - a provider of comprehensive human resources outsourcing solutions (based in Tokyo's Shibuya Ward; headed by President and CEO Takehito Hirano) - has decided to team up with Crayfish Co., Ltd. (based in Tokyo's Toshima Ward; headed by President and Representative Director Masaaki Shimamura) in operating the local community-based media mix e-machi town run by Crayfish. The two companies will launch operations to provide job/employment information in Townshop sales outlets in Tokyo's Toshima ward, Kobe and Hiroshima starting on September 1.

e-machi town is the community-based compound media using the Internet, town informational publications and Townshop outlets, which offers information on towns. There are a total of 144 Websites and 6 Townshops nationwide as of August 29, 2005, which send out local community-based information by region or township.

Townshop is produced by Crayfish with "community-based" and "media mix" as the keyword, while Fullcast takes charge of offering job/employment information centered on temporary manpower or part-timers and local companies offer information on services offered by various facilities in the respective communities, including bars and restaurants, forming a hierarchical structure.

The soon-to-be-opened three outlets in Tokyo, Kobe and Hiroshima will be jointly run by Crayfish, leading local companies and Fullcast, which is our first tripartite attempt to operate a sales outlet. We will carry out operations of a highly public nature by putting each town's traits to use.

(Name of the outlets and cooperative system)

Toshima Ward Town Job Information powered by Fullcast (1-2-1 Higashi-Ikebukuro, Toshima Ward, Tokyo)

Tripartite Tripartite joint venture by OBM Japan Inc., Crayfish and Fullcast

Hiroshima Town Job Information powered by Fullcast (9-31 Hondori, Naka Ward, Hiroshima City, Hiroshima Prefecture)

Tripartite joint venture by Mobile Support, Crayfish and Fullcast (scheduled to open on September 20)

Kobe Town Job Information powered by Fullcast (1-2-18 Dainichi-dori, Chuo Ward, Kobe City, Hyogo Prefecture)

Tripartite joint venture by Kobe Town Inc. (subsidiary of JO Group Holdings Co., Ltd. (listed on the Second Section of the Osaka Stock Exchange)), Crayfish and Fullcast

Based on how these three outlets perform, Fullcast will consider future activities, including the possibility of expanding the service into other regions, and review the cooperative system with e-machi town, a job information Internet site run by Crayfish, and others.

For further information, please contact:

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**Crayfish Co., Ltd. (Tokyo Stock Exchange Mothers: 4747)**

Headquarters: Headquarters: Hikari Center Bldg., 1-16-15 Minami-Ikebukuro, Toshima Ward, Tokyo  
 TEL: +81-3-5954-7555(Main) FAX: +81-3-5957-0747

Homepage: <http://Crayfish.CO.JP/>

Representative: Masaaki Shimamura President and Representative Director

Capital: 1.41003 billion yen (as of the end of June 2005)

Details of business: Media advertising business, server business

Start of operations: October 16, 1995

Annual turnover: 3.304 billion yen (fiscal year ended September 2004)

Number of employees: 65 (as of the end of March 2005)

Group affiliates: FiveAny, Inc.  
 First Charge, Inc.

**Outline of Fullcast Co., Ltd. (Stock Code: 4848, First Section of Tokyo Stock Exchange)**

Company name: Fullcast Co., Ltd.

Headquarters: 13th floor, Shibuya Mark City West, 1-12-1 Dogenzaka, Shibuya Ward, Tokyo  
 TEL: +81-3-3780-3838 FAX: +81-3-3780-6027

Representative: Takehito Hirano, President and CEO

Capital: 3.4641 billion yen (as of the end of June 2005)

Details of business: Outsourcing business of temporary staff

Foundation: September 1990

Start of operations: October 1992

Consolidated sales: 49.6 billion yen (as of the end of September 2004)

The number of the Group's employees: 2,242 (as of the end of June 2005)

Number of staff registered: 1,117,522 (as of the end of June 2005)

Number of bases for the Group companies: 401 across the country (as of the end of June 2005)

Group companies: Fullcast Office Support Co., Ltd.  
 Fullcast Factory Co., Ltd.  
 Fullcast Central Co., Ltd.  
 Fullcast Technology Co., Ltd.  
 Fullcast Sports Co., Ltd.  
 Apayours Co., Ltd.  
 Fullcast Telemarketing Co., Ltd.  
 Fullcast Finance Co., Ltd.  
 Amuse Cast Co., Ltd.  
 Human Resources Research Institute, Inc.