

July 6, 2007

Company name: Fullcast Co., Ltd.  
Chairman and Takehito Hirano  
Chief Executive Officer:  
(Stock code: 4848; Stock Exchange listing: First Section of the Tokyo Stock Exchange)  
(ADR information: Symbol: FULCY, CUSIP: 35968P100)  
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For Immediate Release:

### Notification of Payment of “Administrative Expense”

Fullcast Co., Ltd. is pleased to announce that although it has hitherto asked temporary staff members working for the Company to cooperate in the payment of “administrative expenses,” it will respond positively to temporary staff who apply for the reimbursement of the expenses based on the procedure below.

#### 1. Details

Fullcast terminated the “administrative expense” system on February 10, 2007. However, there have been some differences among branch offices in the timing of the termination or in the explanations given about the system, and some temporary staff have pointed out that this has led to misunderstanding about the system. For this reason, the Company has opted for a prudent approach of responding to applications for a reimbursement of administrative expenses dating back to the establishment of the business, as long as the working record exists, taking into full consideration the individual circumstances of temporary staff members and the Company. If both parties conclude that a response to the application for reimbursement is appropriate, temporary staff who misunderstood the system will be reimbursed.

Target companies and periods for payment are as follows:

Target Company	Target Period
Fullcast Co., Ltd.	October 1996 to February 2007
Fullcast HR Institute Co., Ltd.	October 1997 to May 2007
Fullcast Advance Co., Ltd.	October 2006 to February 2007

\* Target periods for the payment for each company are as follows: for Fullcast Co., Ltd., the target period is from October 1996, the period for which records of work done exist. For Fullcast HR Institute Co., Ltd., the period is from the time of the establishment of Fullcast Lady Co., Ltd., the predecessor of Fullcast HR Institute Co., Ltd. For Fullcast Advance Co., Ltd., the period is from the establishment of the Event Laboratory Division.

\* For Fullcast HR Institute Co., Ltd., because of a revision of the system, the “administrative expense” system was abolished at the end of May 2007. For Fullcast Advance Co., Ltd., it was abolished on February 10, 2007.

\* In principle, the application period for reimbursements is from August 1, 2007 to October 31, 2007.

#### 2. Impact on Results

Fullcast will take into full consideration the applications of temporary staff members and individual circumstances between temporary staff members and the Company. Based on this, we will respond positively to applications for reimbursements made by temporary staff members who misunderstood the system. As a consequence, we have yet to determine the influence on our results.

We will announce the timing for the recording of any loss and the amount of the loss at the time they are determined, taking future payments into consideration.

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