

Fullcast Co., Ltd. establishes Food Collaboration Division to start outsourcing services for restaurants located near Tokyo from January

Fullcast Co., Ltd (Head office: Sakuragaoka cho, Shibuya-ku, Tokyo, Japan CEO: Takehito Hirano) a spot business (temporary contracting service) provider, which is the core of the Fullcast Group's total HR outsourcing business has started outsourcing services specializing in restaurant operations from January. The company will be outsourcing the background staff, for example, dish washing and also the hall staff who serve customers.

In launching this service towards the food industry, the new Food Collaboration Division office has been set up in Shibuya, Tokyo as base for sales activities and recruiting of staff. We will start off by talking to companies that run family restaurants and *izakayas* whose main force are part-time workers and also to food service companies that are aggressively developing its franchise chain. Recruiting activities will be mostly looking for people who have experience in working (part-time or as a full-time employees) in the food service field. Posting applicants from the 500,000 registered staff of the Fullcast group can cut recruiting costs. In turn, focus on training programs will be implemented.

According to a survey that Fullcast conducted last year towards 25,000 of the registered staff (ages 18 -25: average 22.5 years old), 27% responded that they would like to work at a food service type environment if there was an option in our Spot Business lineup. We will keep expanding light labor jobs that match the needs of both employers and job seekers to increase job creation and the number of new registrants especially in there 20's.

[Outline of Food Collaboration Division]

Fullcast Co., Ltd. (Food Collaboration Division)

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Outsourcing of hall staff and maintenance/cleaning staff mainly at restaurants.

First year goals:

Sales: 120 million yen

Number of registrants: 1800

Number of corporate clients: 30

[Outline of Fullcast Co., Ltd business]

Fullcast Co., Ltd. operates the group's core business which is to offer temporary contracting service (Spot Business) that matches the amount of work and timing requested from the clients. The type of work ranges wide from packing, moving, warehouse work, cleaning, to event managements. Fullcast Lady Co., Ltd. specializes in the area of office work carrying female staff mainly for deskwork. The number of offices each company has nationwide is 38 for Fullcast and 8 for Fullcast Lady, making the total number 46 as of September 2001.

[About HR outsourcing group Fullcast]

Fullcast Co., Ltd. started its short-term contractual business (temporary labor dispatch services) in 1992. The Fullcast group is the pioneer of this field. Currently with temporary labor dispatch services or Spot Business as our main pillar, we are expanding to the *Factory Business* (factory line outsourcing) and *Technical Business* (the outsourcing and placement of technical staff) arenas.

Furthermore, as a function to support our HR-related services, we have entered into the area of telecommunications, sports agency, and the incubation business. Our group now has over 500,000 personnel, including short-term blue-collar workers, HR consultants, and IT engineers providing an instant workforce for clients, becoming a total human resource solutions company.

We are the only domestic company truly utilizing people as assets to provide outsourcing solutions from light labor contracting to IT staff solutions. We have obtained ISO 9002 in 2000 and are prepared to answer all the needs of our clients with quality services entirely from within our group.

Please contact us for inquiries regarding the above

Fullcast Co., Ltd. Business Strategy Division

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