



December 21, 2012

For Immediate Release:

Company name: Fullcast Holdings Co., Ltd.  
Representative: Hiroyuki Tokiwa, President, Representative Director  
and CEO  
(Stock code: 4848; Stock Exchange listing:  
First Section of the Tokyo Stock Exchange)  
(ADR information: Symbol: FULCY, CUSIP: 35968P100)  
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## Notice of Revisions to Full-Year Business Forecast

Fullcast Holdings Co., Ltd. decided, at its Board of Directors meeting held on December 21, 2012, to revise the business forecast for the fiscal year ending December 2012 (October 1, 2011 – December 31, 2012), which was disclosed at the time of the announcement on November 11, 2011 of the financial results for the fiscal year ended September 2011. Details are as follows:

### 1. Revisions to Forecast for Consolidated Financial Results for the Year Ending December 31, 2012 (October 1, 2011 – December 31, 2012)

(Million yen)

	Net sales	Operating income	Ordinary income	Net income	Net income per share
	Million yen	Million yen	Million yen	Million yen	Yen Sen
Previous forecast (A)	41,576	2,335	2,357	1,945	5,053.73
Revised forecast (B)	36,957	1,868	1,832	1,489	3,868.90
Change (B – A)	-4,619	-467	-525	-455	—
Rate of change (%)	-11.1	-20.0	-22.3	-23.4	—

(Note) The Company changed its fiscal year end (from September 30 to December 31), the current fiscal year covers the unusual 15 months from October 1, 2011 to December 31, 2012.

The financial results of the previous fiscal year are not shown because the forecast for the full-year financial results is that for the 15 months from October 1, 2011 to December 31, 2012.

### 2. Reasons for Revisions

Along with the implementation of the Revised Worker Dispatching Act, we started new services (Short-term employment placement and Part-time worker payroll service outsourcing) from the fifth quarter of the year ending December 31, 2012. These new services are fee businesses; and therefore, we will record only the fees as net sales but not the amount corresponding to the sales cost of the previous dispatching service. As a result, net sales will decrease. Moreover, while net sales have been recorded for the period of employment in the case of the previous dispatching

service, net sales of the Part-time worker payroll service outsourcing among the new services will be recorded at the completion of payroll calculation service. Accordingly, part of the sales of Part-time worker payroll service outsourcing for December 2012 will be recorded for January 2013. Furthermore, a temporary drop in demand is expected because, for example, we are restraining sales promotion activities to clients in order to avoid operational mistakes at the start of new services, and some client companies appear to take a wait-and-see attitude and tend to require more time to make a decision after the implementation of the Revised Worker Dispatching Act. Due to the expected temporary decrease in demand, net sales, operating profit, ordinary profit, and net profit will also decrease. Accordingly, we have decided to revise the consolidated financial forecast for the year ending December 31, 2012 (full year), which was announced on November 11, 2011.

\*The above forecast has been made based on the information available as of the date of the announcement of this notification. Please be informed that actual financial results may vary from our forecast due to various factors which will happen from now on.