

Company name: Fullcast Co., Ltd.  
 Representative: Hiroyuki Urushizaki  
 Representative Director and President  
 (Stock code: 4848; Stock Exchange listing: First Section of the Tokyo Stock Exchange)  
 (ADR information: Symbol: FULCY, CUSIP: 35968P100)  
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 Managing Director and Chief Administrative Officer  
 Shingo Tsukahara,  
 Executive Officer and General Manager of Finance and Investor Relations  
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For Immediate Release:

## Organizational and Personnel Changes

Fullcast Co., Ltd. is pleased to announce the following organizational and personnel changes, effective October 1, 2007.

### Details

#### 1. Organizational changes

Fullcast is undertaking an organizational change to bolster its structure and promptly respond to changes in the business environment confronting the Company.

(Details of the Change)

- 1) The Company has established a New Business Development Department, a Business Promotion Department and a Sales Promotion Department to enhance the Sales Headquarters.
- 2) The Company has set up a Group Management Planning Department and a President's Office under the direct control of the president to consolidate the functions of the entire Group and bolster business efficiency.
- 3) To adopt a division name that makes clear the operational responsibilities of the division at the Business Administration Headquarters, we will change the name of the Business Administration Division to the General Accounting Department.

#### 2. Personnel changes

New title	Name	Former title
Corporate Executive Officer, General Manager of the Sales Headquarters	Tsuyoshi Kanno	Corporate Executive Officer, General Manager of the Sales Headquarters and the Tokyo Metropolitan Area
Corporate Executive Officer, General Manager of the New Business Development Department, Sales Headquarters	Jun Teramoto	Corporate Executive Officer, Deputy General Manager of the Sales Headquarters (Head of the Tokai, Kansai, Chugoku-Shikoku-Kyusyu Blocs)
Corporate Executive Officer, General Manager of the Business Promotion Department, Sales Headquarters	Kazuki Sakamaki	Representative Director and President, Fullcast HR Institute Co., Ltd.
Corporate Executive Officer, General Manager of the Group Management Planning Department and General Manager of the General Accounting Department	Shingo Tsukahara	Corporate Executive Officer, General Manager of the Business Administration Division and General Manager of the Finance & Investor Relations

Corporate Executive Officer, General Manager of the President's Office	Futoshi Kitagawa	Corporate Executive Officer, General Manager of the Group Strategy Division
General Manager of the Tokyo Metropolitan Area Sales Division, Sales Headquarters	Takayoshi Sakamoto	Senior Manager of the Saitama Bloc, Tokyo Metropolitan Area Sales Division, Sales Headquarters
General Manager of the Business Promotion Department, Sales Headquarters	Kenji Hirata	Assistant to the General Manager of the Sales Headquarters
General Manager of the Compliance Promotion Department	Tetsuya Niwa	General Manager in charge of the General Affairs and the Legal Affairs
Resignation	Toru Wada	Corporate Executive Officer, Deputy General Manager of the Sales Headquarters (Head of the East Japan Bloc)

### 3. Executive Personnel Changes in Subsidiaries

New title	Name	Former title
Representative Director and President, Fullcast HR Institute Co., Ltd.	Toshiro Miyahara	-
Managing Director, General Manager of the Employment Placement Department, Fullcast HR Institute Co., Ltd.	Kaname Iwatani	Corporate Executive Officer, Fullcast Co., Ltd.
Chairman of the Board of Directors, Fullcast Advance Co., Ltd.	Toshihiro Ishibashi	Corporate Executive Officer, General Manager of Compliance Promotion Department, Fullcast Co., Ltd.
Executive Managing Director, General Manager of the Sales Headquarters, Fullcast Advance Co., Ltd.	Kazuhiro Yamaguchi	Corporate Executive Officer, General Manager of the Sales Promotion Division, Fullcast Co., Ltd.

\*Officers of subsidiaries will assume their posts at a meeting of the Board of Directors to be held after the appointment of directors is approved at the shareholders' meetings of the respective subsidiaries.

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