

March 12, 2004

To Whom It May Concern:

Re: Off-floor Distribution of Shares in Fullcast Co., Ltd.

We are writing to inform you that we have scheduled off-floor distribution of shares in Fullcast Co., Ltd. as given below:

1. Number of shares to be distributed: 1,000 shares
2. Period of off-floor distribution: March 18, 2004 – March 24, 2004
3. Price of shares to be distributed: The price of shares to be distributed will be determined based upon the closing price the day before the day of distribution.
4. Maximum number of share(s) to be purchased: One (1) share per buyer
(Unit of exchange: one (1) share)
5. Stock exchange applicable: Tokyo Stock Exchange
6. Objective of off-floor distribution: To improve the state of distribution of our shares

Note: We will not sell shares we currently own through this off-floor distribution. Please be informed that in the event that due to a radical change to the stock market it becomes difficult to implement this off-floor distribution as scheduled, it may be canceled or postponed.

Should you have any questions regarding these matters, please feel free to contact us.

Sincerely yours,

Takehito Hirano
President & CEO
Fullcast Co., Ltd.
(Stock code: 4848 on the Second Section of the Tokyo Stock Exchange)

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