

December 17, 2002

TASCO SYSTEM Corporation (JASDAQ: 2709)

Fullcast Co., Ltd. (JASDAQ: 4848)

TASCO SYSTEM Corporation and Fullcast Co., Ltd. Form Business Alliance!

Fullcast Co., Ltd. will become a *Takadaya* and *Toritetsu* franchisee, managing restaurants, providing education and training for registered staff at training classrooms adjacent to its restaurants, and placing human resources in the *Takadaya* and *Toritetsu* FC restaurants developed by TASCO SYSTEM Corporation!!

Takadaya and *Toritetsu* restaurants will open in Hatchobori, Tokyo on December 25, 2002 as Fullcast's first franchise restaurants!!

TASCO SYSTEM Corporation (Head office: Ginza, Chuo-ku, Tokyo, Japan; President: Takahisa Takada), which is developing restaurant operations and a franchising business under its *Takadaya* brand noodle shops and *Toritetsu* brand grilled chicken restaurants, and Fullcast Co., Ltd. (Head office: Sakuragaoka-cho, Shibuya-ku, Tokyo, Japan; President & CEO: Takehito Hirano), which is developing the Spot Business (short-term contractual worker placement) as the core company of the Fullcast Group, one of Japan's leading human resource solutions providers, concluded a business alliance agreement on December 16, 2002. Under the agreement, Fullcast will open a *Takadaya* and a *Toritetsu* restaurant as a franchisee of the restaurants operated by TASCO SYSTEM, to provide education and training for staff at training facilities. Fullcast will next establish its restaurants, and place those staff at *Takadaya* and *Toritetsu* restaurants developed by TASCO SYSTEM and operated under franchise agreements or direct management.

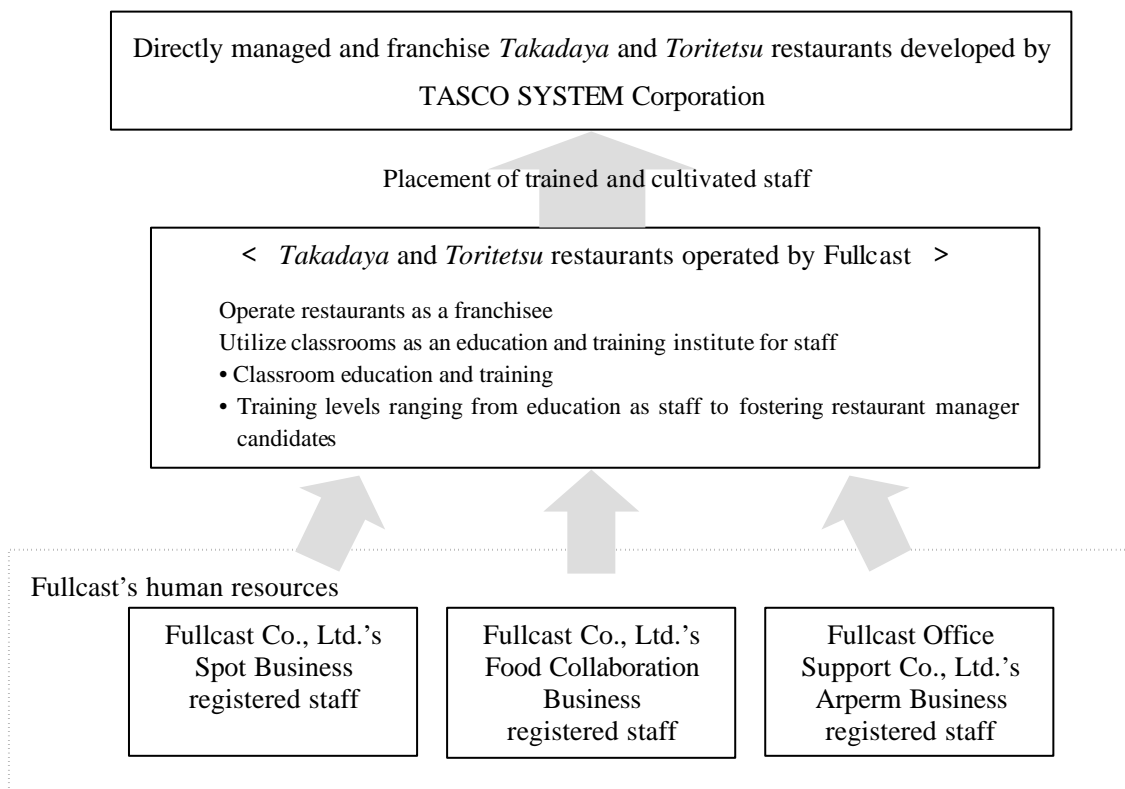
Fullcast will pursue the business created through the business alliance as the new business model for its Franchise Staffing Business. As the first step, Fullcast will join the TASCO SYSTEM franchise as a franchisee and promote store operations. In addition, using training classrooms it will establish adjacent to its restaurants, Fullcast will conduct education and training programs for the registered staff of Fullcast and Fullcast Office Support Co., Ltd., and place these staff at TASCO SYSTEM franchise restaurants. Fullcast also plans to promote this business for restaurants directly managed by TASCO SYSTEM.

TASCO SYSTEM currently is developing franchises in four businesses, under the brand names *Takadaya*, *Toritetsu*, *Danchu* and *Masuya*, and plans to open 130 FC restaurants during the next fiscal year. TASCO recognized that efficiently securing the necessary staff and providing prompt training is indispensable for promoting restaurant openings by franchisee firms, and had been seeking an appropriate measure to address this need. Fullcast and TASCO SYSTEM concluded their current business alliance agreement because the extensive human resources network of the Fullcast Group is consistent with TASCO SYSTEM's training expertise.

For TASCO SYSTEM, the business alliance will enable it to stably assign human resources in proportion to the rate of growth of its franchise business and accelerate the pace of branch openings, by efficiently promoting the education and training of staff for member firms, thereby spurring additional business expansion and development. The alliance will help Fullcast meet the needs of its registered staff and enable Fullcast to place human resources efficiently at *Takadaya* and *Toritetsu* restaurants being developed by TASCO SYSTEMS, and lead to the creation of a new human resource business format.

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As the initial stage, Fullcast will open *Takadaya* and *Toritetsu* restaurants in Hatchobori, Tokyo on December 25, 2002 as a TASCO SYSTEM franchisee, and set up training classrooms next to the restaurants on the same floor. At the classrooms, Fullcast will provide training in areas such as the knowledge and manners employees will need as *Takadaya* and *Toritetsu* staff, implementing highly intensive, efficient training and education. Fullcast has divided the training contents into stages and will implement training broadly, from training restaurant staff to fostering restaurant management candidates, matching the goals of workers with the staff demands at TASCO SYSTEM franchisee firms.



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Fullcast's Franchise Staffing Business is a new business model, through which Fullcast will not merely dispatch or contract staff but will first provide its own unique education and training during the pre-dispatch or contract stage, then supply human resources to client firms. Furthermore, this approach will become a system (business model) to take advantage of group synergy, such as also utilizing the "establish branch offices and utilize human resources approach" cultivated at "field offices" with close links to local communities, which Fullcast established to support customer firms with medium- to long-term fixed staff needs. For its Franchise Staffing Business, Fullcast has set a combined first-year net sales goal of ¥400,000,000 for Fullcast-managed restaurant sales and staff placement revenues.

The approach taken by Fullcast in its new Franchise Staffing Business will contribute to the human resources strategy of TASCO SYSTEM's franchise business, and broaden the work alternatives available to working individuals (registered staff).

TASCO SYSTEM Corporation Company Overview

Founded	October 1986
Established	October 1988 (昨日のプレスリリースは平成元年10月)でした。)
Sapporo head office	Minami-Ichijo Building 4F, Minami 1 Nishi 2, Chuo-ku, Sapporo, Japan
Tokyo head office	Phoenix Plaza 5-6F, 9-11, Ginza 3-chome Chuo-ku, Tokyo, Japan
President	Takahisa Takada
Businesses	Management of restaurants and coffee shops; operation of restaurant management franchises; design and construction of restaurant interiors; purchasing, processing and sale of meat and seafood products; manufacture, processing and sale of daily dishes; real estate purchase and sale, leasing, management, brokerage and mediation business; printing and bookbinding, and sales of printed and bound products
Business details	<Restaurant business> <ul style="list-style-type: none">• Takadaya Division: <i>Kitamae</i> soba <i>Takadaya</i>, <i>Kitamae aburi Takadaya</i>• Chinese Division: <i>Danchu</i>, <i>Shanghai Moon</i>• Toritetsu Division: <i>Toritetsu</i>• Others: <i>Living Bar Oriental Grill</i>, <i>Masuya</i>, <i>Tsuki no Tora</i>, seasonally fresh <i>Kitamae</i> sushi <FC Business> <i>Takadaya</i> FC business, <i>Danchu</i> FC business, <i>Toritetsu</i> FC business, <i>Masuya</i> FC business
Capital	¥1,154,775,000
Annual sales	¥10,200,000,000 (Consolidated basis, FY 2001 results; FY 2002 interim period sales: ¥10,400,000,000)
Employees	452 (Consolidated basis, as of June 2002)
Group companies	Sapporo Metrobuilding Co., Ltd. Danchu Co., Ltd. Ooka Co., Ltd. E-ComeTrue Inc.

Fullcast Co., Ltd. Company Overview

Established	September 1990
Start of operations	October 1992
Head office	Fullcast Building, 2-6 Sakuragaoka-cho, Shibuya-ku, Tokyo, Japan
President & CEO	Takehito Hirano
Business	Short-term contractual worker placement
Capital	¥3,261,900,000 (As of September 30, 2002)
Consolidated sales	¥26,300,000,000 (Fiscal year ended September 30, 2002)
Registered staff	628,987 (As of September 30, 2002)

Note: Includes Fullcast Office Support Co., Ltd.

Group employees	994 (As of September 30, 2002)
Affiliated companies	<ul style="list-style-type: none">• Fullcast Office Support Co., Ltd.• Fullcast Factory Co., Ltd.• Fullcast Central Co., Ltd.• Fullcast Technology Co., Ltd.• Fullcast HR Consulting Co., Ltd.• Fullcast Sports Co., Ltd.

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