



Osaka Securities Exchange (Hercules Market)

Sep 26, 2008

To All Concerned Parties

Company Name: en-japan inc.
(Stock Code: 4849)
Representative: President Takatsugu Suzuki
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Notice Concerning Revision of Fiscal Year Operating Results Projections and Year-End Dividends

Based on its recent operating results trend and other factors, en-japan inc. will revise its operating results projections for the period fiscal year ending December, 2008 (January 1, 2008 - December 31, 2008), which was released on August 7, 2008, as discussed below. Fiscal year-end dividends will be paid as shown below.

Details

1. Revision of Operating Results Projections for the Fiscal Year Ending December 2008

	Sales	Operating income	Ordinary income	Net income	EPS
Previous projections (A) (August 9, 2007 presentation)	Million yen 26,100	Million yen 8,000	Million yen 8,000	Million yen 4,500	Yen 18,908.68
Revised projections (B)	22,100	5,800	5,800	3,100	13,006.73
Increase (decrease) (B-A)	-4,000	-2,200	-2,200	-1,400	
Percent change (%)	-15.3	-27.5	-27.5	-31.1	
(Reference) Previous fiscal year results (FY Ended December 2007)	22,686	7,564	7,573	4,168	17209.57

2. Reasons for the revision

During the current period, the environment surrounding the Company has been especially severe due to restraint in recruiting activities at companies and the escalation of pricing competition among companies that have resulted from the slowdown of the domestic economy. Under such circumstances, while the Company is actively engaged in the improvement of product variations to meet the customer needs and a review of its business structure, its net sales are predicted to be lower than initially estimated. This predicted reduction includes the influence of a more sluggish growth in the number of orders received in the [en] Career Change Info, a major business of the Company, than previously expected. In addition, with regard to the operating income, although we have engaged in the cost reduction related to sales and general

administrative expenses, the reduction was not sufficient to absorb the drop in sales. With regard to the ordinary income and the net income, due to the direct influence of the decline in the operating income, both are predicted to decline and lower the forecast from the initial estimates; therefore, we revise the predicted operating results downward as stated above.

3. Dividends Projection

	Full Year End	Full Year Total
Previous projections	Undecided	Undecided
Revised projections	Yen 4,100	Yen 4,100
(Reference) Previous fiscal year dividends per share	Yen 4,100	Yen 4,100

4. Dividends

Basic policy of en-japan on returning profits to shareholders is to ensure stable dividends to stockholders while securing sufficient retained earnings for future business development and changes in the company's management environment. The year-end dividend per share for the period ending in December, 2008 projected to be the amount stated above in order to respond to the support from our shareholders in accordance with the basic policy of the Company.

The above operating results projections were prepared based on information available to the Company as of the date this material was released. There is a possibility the Company's actual operating results will differ from the projected amounts as a result of various future factors.

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