



Osaka Securities Exchange (Hercules Market)

April 3, 2009

To All Concerned Parties

Company Name: en-japan inc.
(Stock Code: 4849)
Representative: President Takatsugu Suzuki
Contact: Managing Director, Administrative Office
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Notification of Officer Compensation Reduction and Call for Voluntary Retirements

During a board meeting held April 3, 2009, the Board of Directors of en-japan inc. ("the Company") resolved to reduce officer compensation and issue a call for voluntary retirements as discussed below:

Details

1. Objective of Officer Compensation Reduction and Call for Voluntary Retirements

The world-wide recession originating with the financial crisis in the United States has resulted in a significant decline in corporate hiring in Japan; the scope of the recruitment advertising market in Japan has contracted to an even greater degree than forecast at the beginning of the current fiscal period.

The Company is treating these difficult circumstances as a serious business issue, reducing corporate officer compensation and adjusting our personnel structure to match the scope of the recruitment advertising market in efforts to increase corporate profitability. To accomplish an organizational restructuring as part of our future business strategy, the Company has also resolved to issue a call for voluntary retirements.

2. Officer compensation reduction

(1) Outline of officer compensation reduction

Chairman and President	30%reduction in yearly compensation
Directors	20%reduction in yearly compensation

(2) Period

January 1 – December 31, 2009

3. Outline of the call for voluntary retirements

- | | |
|------------------------|--------------------------------|
| (1) Eligibility | All employees |
| (2) Number | 250 (Except for new employees) |
| (3) Application period | April 6 – April 30, 2009 |
| (4) Retirement date | May 31, 2009 |

(5) Preferential treatment Premium retirement benefits will be paid

4. Impact on Earnings

The Company expects to record an extraordinary loss of approximately ¥200 million for the FYE December 2009 in the event that the Company receives requests for voluntary retirement from 250 employees. In such event, the Company also projects a decrease in personnel costs of approximately ¥1.1 billion for the FYE December 2009. However, the final number of voluntary retirees is yet to be determined at present. The Company will make a formal public announcement regarding the impact of this program on earnings at such time as the number of voluntary retirees has been determined.

End