

en-japan inc.

Fiscal Year Ended December 31, 2009



Earnings Announcement (Non-Consolidated)

February 9, 2010

Company Name en-japan inc. Listing Exchange Osaka Securities Exchange (Hercules Market)

Stock Code 4849 URL <http://corp.en-japan.com/>

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Regular General Shareholders' Meeting March 30, 2010 Scheduled Dividend Payout Date March 31, 2010

Scheduled Date to Submit Securities Report March 31, 2010

(Figures are rounded down to the nearest million yen)

1. FYE 12/09 Earnings (From January 1, 2009 to December 31, 2009)

(1) Operating Results (Percentages indicate percent change from the prior fiscal year)

	Net Sales		Operating Income		Ordinary Income		Net Income	
	Million yen	%	Million yen	%	Million yen	%	Million yen	%
FYE 12/09	10,209	—52.1	1,259	—78.8	1,212	—79.5	459	—85.1
FYE 12/08	21,329	—6.0	5,943	—21.4	5,906	—22.0	3,090	—25.9

	EPS	Fully Diluted EPS	ROE	Ordinary Income to Total Assets	Operating Income to Sales
	Yen	Yen	%	%	%
FYE 12/09	1,965.24	1,961.26	3.4	7.9	12.3
FYE 12/08	12,977.66	12,877.26	22.9	33.6	27.9

(Reference) Earnings from investments in companies subject to equity method accounting

FYE 12/09 — Million yen FYE 12/08 — Million yen

(2) Financial Position

	Total Assets	Net Assets	Net Asset Ratio	Net Assets per Share
	Million yen	Million yen	%	Yen
FYE 12/09	14,064	12,962	92.2	55,605.54
FYE 12/08	16,769	13,812	82.4	57,954.36

(Reference) Net Assets FYE 12/09 12,962 million yen FYE 12/08 13,812 million yen

(3) Cash Flows

	Cash Flows from Operating Activities	Cash Flows from Investing Activities	Cash Flows from Financing Activities	Cash and Cash Equivalents at End of Period
	Million yen	Million yen	Million yen	Million yen
FYE 12/09	—305	328	—1,466	6,214
FYE 12/08	2,936	—788	—2,483	7,657

2. Dividends

	Dividend per Share					Total Dividend (Full Year)	Dividend Payout Ratio	Dividend to Net Asset Ratio
	1st Quarter-end	2nd Quarter-end	3rd Quarter-end	Year End	Full-Year Total			
	Yen	Yen	Yen	Yen	Yen	Million yen	%	%
FYE 12/08	—	0.00	—	4,100.00	4,100.00	977	31.6	7.3
FYE 12/09	—	0.00	—	800.00	800.00	186	40.7	1.4
FYE 12/10 (projected)	—	0.00	—	1,070.00	1,070.00		30.1	

### 3. FYE 12/10 Earnings Projections (From January 1, 2010 to December 31, 2010)

(Percentages indicate percent change from prior fiscal year)

	Net Sales		Operating Income		Ordinary Income		Net Income		EPS
	Million yen	%	Million yen	%	Million yen	%	Million yen	%	Yen
Second Quarter YTD	4,249	— 19.1	189	— 8.3	197	— 0.4	81	—	347.45
Full Year	9,480	— 7.1	1,450	15.1	1,470	21.2	830	80.6	3,560.34

### 4. Other

#### (1) Changes in Accounting Methods

(a) Changes in Accounting Methods Yes

(b) Changes other than above No

(Note) For details, please refer to Page 25 (Changes in Important Accounting Methods).

#### (2) Number of Shares Issued (Common Stock)

(a) Shares outstanding at fiscal year-end (including treasury stock) FYE 12/08 245,338 shares FYE 12/09 245,624 shares

(b) Treasury stock at fiscal year-end FYE 12/08 7,000 shares FYE 12/09 12,500 shares

(Note) See Page 30 “Per-Share Information” for the number of shares used as the basis for calculating Earnings per Share.

#### \* Explanation concerning appropriate use of projected earnings and other matters

The earnings 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 projected amounts as a result of various future factors.

## 1. Business Performance

### (1) Analysis of Business Performance

#### Business Performance for the Current Fiscal Year

During the current fiscal year, a partial recovery in Japan's economic activity could be noted as the result of measures to boost the economy, even as the economic slowdown triggered by the global financial crisis continued. This was accompanied by visible indications of a slight improvement in the domestic employment environment. Nevertheless, the business climate remained severe, including the slowing pace of improvement in the domestic employment situation, as uncertainties concerning the future outlook intensified during the second half, driven by heightened concerns the economy would slip into a double dip recession as a result of abrupt fluctuations in the exchange rate and a slump in the stock market.

Based on this environment, en-japan. (the "Company") turned its efforts toward expansion of the Company's market share, through enhancement and expansion of its services and product lineup for our users. As a result, the Company was able to expand its share of the job advertising market for mid-career hiring in its core [en] Career Change Info service. Because corporations' hiring interest remained at a low level, however, for the fiscal year under review, net sales for the Company were ¥10,209 million (a 52.1% year-on-year decrease), operating income was ¥1,259 million (a 78.8% year-on-year decrease) and ordinary income was ¥1,212 million (a 79.5% year-on-year decrease). Net income decreased 85.1% year-on-year to ¥459 million.

Earnings by segment are as follows:

#### Summary of Net Sales by Major Products

##### <Mid-Career Hiring Business>

By expanding its products in response to customers' needs, and strengthening non-job advertising services to support recruiting activities and provide post-hiring follow-up, [en] Career Change Info enhanced its relationship with clients and expanded its share of the Mid-Career Hiring job advertising market. Despite these efforts, the sharp contraction in job openings at corporations that accompanied the deteriorating economic conditions resulted in net sales of ¥4,066 million (a 61.5% year-on-year decrease).

[en] Career Change Consultant saw its net sales fall to ¥1,346 million (a 40.1% year-on-year decrease). This reflected the difficult conditions facing the job placement agencies that are clients for the site as corporations reduced their number of job openings.

As the number of new temporary job openings fell, [en] Temporary Placement Info worked to develop new clients and reinforce its relationships with existing clients. Because of successive consolidations and reorganizations among temporary staffing companies and offices, however, net sales were ¥2,304 million (a 35.4% year-on-year decrease).

[en] Part-time Jobs strengthened approaches to industries and firms with comparatively stable manpower needs, but faced a decline in recruiting needs. As a result, net sales were ¥746 million (a 36.0% year-on-year decrease).

##### <New Graduate Hiring Business>

Because of the uncertain business outlook, many instances of corporations reducing or halting new graduate hiring activities or leaving the number of hires undetermined were evident. As a result, the new graduate hiring market contracted and market competition intensified. Net sales for [en] Job Info for Students were ¥1,396 million (a 58.0% year-on-year decrease).

##### <Education/Evaluation Business>

More firms gave priority to reducing spending because of deteriorating earnings, despite increased needs for training of existing employees as firms limited new hiring. Consequently the Company's Education/Evaluation Business had net sales of ¥180 million (an 11.7% year-on-year decrease).

Earnings Comparison  
Detail of Net Sales

	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)		Current Fiscal Year (From January 1, 2009 to December 31, 2009)	
	Net Sales (thousand yen)	Ratio (%)	Net Sales (thousand yen)	Ratio (%)
Mid-Career Hiring Business				
[en] Career Change Info	10,558,677	49.5	4,066,857	39.8
[en] Career Change Consultant	2,248,586	10.5	1,346,236	13.2
[en] Temporary Placement Info	3,568,670	16.7	2,304,891	22.6
[en] Part-Time Jobs	1,165,015	5.5	746,110	7.3
Other	89,733	0.4	77,538	0.7
New Graduate Hiring Business				
[en] Job Info for Students	3,328,144	15.6	1,396,184	13.7
Other	119,859	0.6	90,725	0.9
Education/Evaluation Business				
Education/Evaluation Business	204,600	1.0	180,696	1.8
Other	46,156	0.2	—	—
Total	21,329,443	100.0	10,209,242	100.0

(Note) 1. Figures do not include consumption taxes or local taxes

2. “Other” under Mid-Career Hiring Business and New Graduate Hiring Business represents competency testing, etc.

#### Outlook for the Next Fiscal Year

Japan’s economy is expected to pick up during the next year against the backdrop of improvements in the economies in other countries. Nevertheless, the risk of downward pressure on the economy from factors such as further deterioration of the employment situation and deflation remains, and en-japan expects the severe operating climate to continue.

In light of these circumstances, en-japan will work to strengthen its existing businesses, and at the same time strive aggressively to make operations launched during the fiscal year under review profitable as quickly as possible, and develop new businesses.

Based on these conditions, the Company projects net sales of ¥9,480 million (a 7.1% year-on-year decrease), operating income of ¥1,450 million (a 15.1% year-on-year increase), ordinary income of ¥1,470 million (a 21.2% year-on-year increase) and net income of ¥830 million (an 80.6% year-on-year increase) for the next fiscal year.

#### (2) Analysis of Financial Position

##### (a) Assets, Liabilities and Net Assets

##### <Current Assets>

Total current assets at the end of the fiscal year under review decreased by ¥2,530 million compared with the end of the previous fiscal year to ¥8,706 million. The main factors were an increase in enterprise and other tax refunds receivable of ¥1,042 million, a decrease of ¥2,442 million in cash and deposits and a decrease in accounts receivable of ¥1,040 million.

##### <Fixed Assets>

The balance of fixed assets at end of the fiscal year was ¥5,357 million, ¥174 million less than at the end of the previous fiscal year-end. This mainly reflected an increase in investment securities of ¥528 million, an increase in stock in affiliates of ¥490 million, a decrease of ¥438 million in the insurance reserve and a decrease in deposits and guarantees of ¥373 million.

#### <Current Liabilities>

The balance of current liabilities at the end of the fiscal year under review decreased by ¥1,870 million year-on-year to ¥1,086 million. The main factors were a decrease of ¥663 million in corporate taxes payable, a decrease of ¥462 million in payments due and a decrease of ¥185 million in advances received.

#### <Long-term Liabilities>

The balance of long-term liabilities at the end of the fiscal year under review increased ¥15 million compared with the end of the previous fiscal year to ¥15 million.

#### <Net Assets>

Net assets at the end of the fiscal year under review totaled ¥12,962 million, down ¥849 million compared with the end of the previous fiscal year. The main factors reducing net assets included a ¥3 million increase in paid-in capital, an increase in capital surplus of ¥3 million, a decrease in retained earnings of ¥517 million and a ¥484 million purchase of treasury stock.

#### (b) Cash Flows

During the fiscal year, cash and cash equivalents decreased by ¥1,442 million year-on-year to ¥6,214 million as of the fiscal year-end.

#### <Cash Flows from Operating Activities>

Cash provided by operating activities amounted to ¥305 million. This mainly reflected income before taxes and adjustments of ¥785 million, a decrease in accounts receivable of ¥1,050 million, depreciation expense of ¥868 million, corporate taxes paid of ¥1,769 million and a decrease in payments due of ¥518 million.

#### <Cash Flows from Investing Activities>

Cash flow provided by investing activities was ¥328 million. The main factors included cash from redemption of time deposits of ¥1,000 million, cash provided from cancellation of insurance reserve of ¥525 million, cash provided from return of deposits and guarantees of ¥404 million, cash used for the purchase of investment securities totaling ¥387 million, cash used for purchase of stock in affiliates of ¥520 million and cash used for purchase of intangible fixed assets of ¥561 million.

#### <Cash Flows from Financing Activities>

Cash flow used for financing activities amounted to ¥1,466 million, mainly reflecting cash provided by issuance of stock of ¥6 million, cash used for purchase of treasury stock totaling ¥484 million and cash used for dividend payments of ¥974 million.

(Reference) Cash Flow Indicators)

	FYE 12/05	FYE 12/06	FYE 12/07	FYE 12/08	FYE 12/09
Equity Ratio (%)	70.2	68.0	71.9	82.4	92.2
Equity ratio based on market capitalization (%)	1841.8	977.2	421.6	83.7	180.3

(Notes) 1. Each indicator is calculated using financial values and the following formulas:

- a) Equity Ratio: Shareholders' equity/Total Assets
  - b) Equity ratio based on market capitalization: (Closing share price at FYE x Shares outstanding at FYE excluding treasury stock)/Total Assets
2. en-japan does not calculate debt redemption period or interest coverage ratio because the Company has no interest-bearing debt.

(3) Basic Policy concerning Distribution of Earnings and Current and Future Period Dividends

en-japan utilizes retained earnings to invest for future growth and to maximize corporate value. The Company's basic policy is to return profits to our shareholders as appropriate, using a dividend payout target of 30%, while taking into account fiscal period earnings.

Based on this policy, the Company plans a dividend payment of ¥600 for the current fiscal year.

Additionally, on January 14, 2010 en-japan will commemorate the 10th anniversary of its founding, and to express its appreciation to shareholders for their continuing support en-japan will implement a commemorative dividend of ¥200.

Accordingly, the Company plans a dividend payment of ¥800 for the fiscal year (regular dividend ¥600, commemorative dividend ¥200).

Based on its basic policy, in the next fiscal year the Company plans to pay a dividend of ¥1,070.

#### (4) Business Risks

Details of the major risk factors recognized by the Company as part of its business are provided below. The Company believes in actively disclosing information to investors and shareholders that may not be considered business risks, but which the Company believes is important for making investing decisions or understanding the Company's business. Having identified the potential of these risks, the Company endeavors to either prevent their occurrence or respond in the event of occurrence; however, the Company believes that decisions related to management or future business operations should be made only after carefully considering the matters presented below. The matters presented below do not necessarily represent all of the risks related to investment in en-japan inc. stock.

##### (a) Management Risks

###### (i) The Business Environment

The Company's core business is the employment support business, including our [en] Career Change Info and [en] Job Info for Students websites. Accordingly, any changes in hiring trends associated with changes in business or other external environmental factors and fluctuations in employment supply and changes in demand due to the aging of Japan's workforce demographic may potentially have a negative impact on our business activities and earnings.

###### (ii) Expansion of Business Lines

The Company plans to extend the [en] brand, developing new products and services, including broader service and content offerings for our users and clients. In addition, the Company plans to diversify earnings fluctuation risks by exploring and developing new lines of business, and strengthening its operating base.

There is the potential that new business lines may not develop according to plan because of their nature or unanticipated circumstances, and may have a negative effect on Company earnings.

The Company plans to continue investigating and executing corporate acquisitions and capital alliances for the expansion of existing businesses and the development of new business lines. However, such transactions may have a negative effect on Company earnings if related businesses do not develop according to plan.

###### (iii) Human Capital

We believe that a strong sales structure and technological development are vital factors in building a solid corporate foundation from which to grow. Accordingly, the Company places high priority on the hiring and training of talented individuals. Company business activities and earnings may be negatively affected in the event that the Company cannot hire and train the necessary personnel required for expanding operations, or in the event that highly skilled and knowledgeable personnel leave the Company.

###### (iv) Share Price Dilution due to Stock Option Grants

The Company has adopted a stock-based compensation system. Future exercises of stock options may dilute share prices.

##### (b) Business Risks

###### (i) Advertising and Promotion Activities

Enhancing recognition of the [en] brand in the market is vitally important to the growth of our business. The Company plans to actively engage in advertising and promotion activities, including the use of current media, to build our capacity to attract customers. However, it is impossible to accurately predict the effectiveness of these activities, and detailed plans have yet to be made. Expenses may increase significantly depending on the cost of advertising and promotions, which could have a negative effect on Company earnings.

(ii) Transactions with Customers in Specific Industries

The Company sells job placement advertisements across a broad range of industries and occupations. However, demand for employment advertisements is strongly linked to changes in the economic environment, and may result in a concentration of sales to a specific industry. The Company plans to continue a policy of selling advertisements across a wide range of industries and occupations; however, the business environment in a specific industry may have a negative effect on Company earnings.

(iii) Company Product Differentiation

Job information services can be broken into three segments: a) traditional print media companies publishing employment classified magazines and newspapers, b) on-line recruitment advertising companies utilizing the Internet and c) recruitment consulting/temporary staffing companies. en-japan inc. is an on-line recruitment advertising company utilizing the Internet. Many companies compete in the on-line recruitment advertising space, with more companies continuing to enter the market, resulting in a highly competitive industry segment.

The Company views the provision of detailed job offer and employment information that is based on unique market coverage from the user's point of view, continued system improvements, user/client service improvements, and brand identity enhancement as means to differentiate itself from the competition. With respect to cost competition, there are other companies selling similar services at lower prices; however, we believe that offering detailed services at a fair price is an important factor in establishing trust with the client.

Company earnings may be negatively affected in the event these differentiation efforts do not progress according to plan. Accordingly, the Company has chosen to disclose differentiation as a business risk.

(iv) New Technologies

Technological innovation proceeds at a dramatic pace in the Internet business segment; new technologies and services are introduced continuously. Our business is deeply intertwined with the Internet, and in order to continue offering competitive services we must be able to provide the latest technologies and services to our clients and users in a timely manner. To offer high-quality services, a system has been established for each planning group to take the lead in working with related business segments to develop new products and services. This enables the Company to receive feedback from users and clients and reflect this information in our system. Although we continue to expand our personnel structure, if the Company delays the introduction of new technologies and/or services because an excessive amount of time is required to develop systems that are effective in enhancing our services, we may lose our competitive advantage within the industry.

(c) Legal and Regulatory Risks

(i) Intellectual Property Infringement

en-japan inc. owns numerous intellectual property rights, including trademarks related to services names and copyrights related to content offered by the Company. The Company is engaged in the appropriate protection, maintenance, and acquisition of intellectual property rights; however, disputes may occur with third parties related to such intellectual property, resulting in legal defense costs and other expenditures that may negatively affect our business and/or Company earnings.

(ii) Compliance with Laws and Statutes

In recognition of our social responsibilities as a growth company, en-japan is engaged in creating a stronger internal management control structure. Nevertheless, in the event construction, operation or monitoring of the system concerning internal controls does not function sufficiently because of human factors and rapid change in the business environment, the Company might be unable to appropriately manage the various business risks, and this might have a negative effect on Company earnings.

Moreover, even if systems concerning internal controls fulfill their functions completely, such structures do not guarantee an elimination of all illegal activities. In the event a Company employee is responsible for serious negligence, fraud, or other illegal act, the Company's financial position and/or



earnings may be negatively affected by subsequent lawsuits and/or compensation for damages. In the event an investigation by the Labor Standards Supervision Office results in administrative guidance, this might have a negative impact on the management of the Company and on the Company's financial position and/or earnings.

#### (iii) Protection of Personal Information

As a company involved in the human resources business, en-japan recognizes the extreme importance of properly managing personal information during the course of our business activities to ensure the prevention of leaks, misuse or alteration. We have implemented aggressive measures to create a personal information protection management system. As a result, the Company received the Privacy Mark certification from the Japan Information Processing and Development Corporation on March 22, 2001. The Company still continues to receive this certification, which was renewed for the fourth time on March 21, 2009.

To ensure information security, personal information is encrypted during transmission, and managed according to strict standards at a 24-hour data center equipped with robust and up-to-date security equipment. Moreover, access to data stored on Company servers is strictly limited to certain employees. In the event of a serious problem such as a leak of personal information from a website managed by en-japan, there is a danger legal responsibility will be imposed on the Company regardless of its contractual obligations. Even if the Company is not charged with legal responsibility, issues connected with personal data management could potentially damage the Company's brand image and have a negative impact on the Company's business and/or earnings.

#### (iv) Special Statutory Regulations

At present, the laws of Japan regulating usage of the Internet and related businesses are extremely limited in scope, and calls have been made to address these insufficiencies. Accordingly, the Company's business may be restricted by future enactments of new regulations or laws regulating Internet usage, or by the clarification of the application of existing statutes to Internet use.

Employment information services businesses are obligated to publicly announce accurate information, including "worker recruitment methods" and "working conditions" as defined by the Employment Security Law. en-japan's businesses are also subject to regulations that include provisions governing equal pay for men and women as set forth by the Labor Standards Law, the protection of minimum wages by region or industry under the Minimum Wage Law, and regulations regarding false or exaggerated representations as set forth by the Consumer Protection Law. These various regulations could negatively affect the Company's business activities.

To build a relationship of trust with our users, the Company maintains strict compliance with these laws when creating recruitment advertisements, and fully informs clients of the purposes of these statutes. If, for some reason, Company systems do not function adequately to prevent a violation of these laws, this could result in a loss of trust and reassurance among service users and have an adverse effect on the Company's business and relationships.

en-japan inc. was certified as an employment agency under the Employment Security Law in November 2000. The Company's earnings could be negatively affected if the Company is unable to renew certification, or if certification is revoked.

#### (v) Major Natural Disasters, Accidents

en-japan's business relies on communications networks that connect computer systems. The Company may be unable to operate normally in the event that a natural disaster, power failure or communications problem interferes with network communications. Servers at the Company or our Internet Service Provider may not operate properly due to temporary access overloads, and network problems may occur due to unauthorized access from outside the Company or employee error. Not only could such damages inflict direct harm on the Company, a server inoperability or defect could also result in damage to Company reputation and suspension of business transactions, or in lawsuits and compensation for damages, potentially having a negative impact on the Company's business.

## 2. Current Conditions of the Corporate Group

The Company does not have any significant subsidiaries for which comment disclosure is required at this time.

### 3. Management Policies

#### (1) Basic Company Management Policy

en-japan inc. is engaged in the business of employment information services offered over the Internet. Since our inception, our focus has been on serving job seekers in every way possible, supported by our concern for “individuality” and “social justice.” This focus has allowed the Company to produce highly effective recruitment advertisements, and to establish a position as the pre-eminent company in the Internet recruitment advertising industry.

In the future, we will seek to expand earnings by going beyond our human resource business to develop links among our businesses, creating “people to firm,” “people to people” and “firm to firm” ties based on a new cornerstone of “considering ties among “people” and “firms.”

#### (2) Mid- and Long-Term Company Management Strategies

##### (a) Trends in the External Operating Environment

Because of prolonged economic recession, a full-scale recovery in the hiring intentions of firms will most likely require more time. Moreover, efforts to tighten regulations on manufacturing industry temporary staffing and registration-type temporary staffing have intensified, creating conditions that make the future trend of the labor market unclear.

Given conditions in which firms will maintain their prudent tendency toward hiring in this manner, we believe that human resource recruiting standards will be raised and that training needs aimed at boosting the skills of existing employees will increase.

##### (b) Mid- to Long-Term Management Strategy

Because en-japan’s core operations in the employment services business are susceptible to changes in economy, we are working aggressively to develop new businesses in markets other than the human resources business, such as [en] Green Wedding, in order to limit the risk of earnings fluctuations.

In addition, we will seek expansion of our market share by adding non-hiring related support services for corporate growth, including expanding our employee training services centered on [en] College, a members-only business training program in our Education Business, and by acquiring new clients and strengthening relations with existing clients.

#### (3) Other Issues to be addressed by the Company

Since being established en-japan has not only provided firms with hiring support, we also have developed services focusing on the utilization of human resources once they have been hired. We created a proprietary indicator for “post-entry activity level,” and can express employee activity numerically based on questionnaires of our corporate clients. In the most recent survey the result was 72.2%.

Achieving an activity level of 100% is a highly difficult issue because en-japan is not responsible for human resources after they have been hired. Nevertheless, we will strive for a post-employment activity level of 100% by providing firms with feedback on the details of interviews with individuals who have joined a company through en-japan to help improve firm’s future recruiting activities and corporate growth, and by providing support that enables individuals to grow and become human resources who are useful.

(4) Other Important Matter for Management of the Company

On September 7, 2007 (complaint receipt date), en-japan was named in a lawsuit filed by DNP Facility Service Co., Ltd., demanding payment of sales proceeds for tickets and other items that DNP alleges it sold to en-japan (claim amount of ¥829,404,000 and delinquency charges). A decision to dismiss the appeal in this case was handed down by the Tokyo High Court on January 21, 2010. Because the decision was not appealed by the plaintiff's side during the appeal period, the lawsuit ended on February 4, 2010.

#### 4. Financial Statements

##### (1) Balance Sheets

(Unit: Thousand yen)

	Prior Fiscal Year (As of December 31, 2008)	Current Fiscal Year (As of December 31, 2009)
<b>(Assets)</b>		
Current Assets		
Cash and Deposits	8,657,204	6,214,449
Notes Receivable	14,537	4,452
Accounts Receivable	2,016,797	975,941
Inventory	11,133	9,125
Consumption and Other Taxes Receivable	–	266,184
Enterprise and Other Tax Refunds Receivable	–	1,042,661
Prepaid Expense	295,050	159,437
Deferred Tax Assets	245,776	21,509
Other	45,228	26,575
Reserve for Bad Debt	–48,520	–13,844
Total Current Assets	11,237,207	8,706,494
Fixed Assets		
Tangible Fixed Assets		
Buildings	258,284	185,113
Accumulated Depreciation	–97,145	–76,971
Buildings (net)	161,139	108,141
Structures	6,200	–
Accumulated Depreciation	–775	–
Structures (net)	5,425	–
Equipment and Fixtures	1,299,830	1,424,083
Accumulated Depreciation	–923,048	–1,016,533
Equipment and Fixtures (net)	376,782	407,550
Lease Assets	–	37,687
Accumulated Depreciation	–	–11,609
Lease Assets (net)	–	26,077
Construction in Progress	212,513	–
Total Tangible Fixed Assets	755,859	541,769
Intangible Fixed Assets		
Trademarks	5,390	4,823
Software	940,044	1,019,809
Software under Development	142,795	54,532
Telephone Subscription Rights	1,351	1,351
Total Intangible Fixed Assets	1,089,581	1,080,517
Investments and Other Assets		
Investment Securities	625,575	1,154,030
Stock in Affiliates	30,000	520,968
Claims in Bankruptcy	38,765	25,585
Long-Term Prepaid Expense	48,123	8,278
Deferred Tax Assets	439,702	332,359
Long-Term Deposits	1,350,000	1,350,000
Insurance Reserve	438,999	–
Deposit and Guarantees	712,598	338,954
Other	41,930	31,086

(Unit: Thousand yen)

	Prior Fiscal Year (As of December 31, 2008)	Current Fiscal Year (As of December 31, 2009)
Reserve for Bad Debt	— 38,765	— 25,585
Total Investments and Other Assets	3,686,929	3,735,678
Total Fixed Assets	5,532,371	5,357,965
Total Assets	16,769,578	14,064,460
(Liabilities)		
Current Liabilities		
Accounts Payable	131,022	38,226
Payments Due	1,014,703	552,473
Lease Liabilities	—	12,190
Accrued Expense	185,749	82,955
Corporate Taxes Payable	663,740	—
Consumption Taxes Payable	124,229	—
Advances Received	451,322	266,257
Deposits	128,455	54,105
Reserve for Bonuses	234,892	78,969
Other	22,737	1,104
Total Current Liabilities	2,956,853	1,086,282
Long-term Liabilities		
Lease Liabilities	—	15,191
Total Long-term Liabilities	—	15,191
Total Liabilities	2,956,853	1,101,473
(Net Assets)		
Owners' Equity		
Paid-In Capital	965,246	968,495
Capital Surplus		
Capital Legal Reserve	1,431,811	1,435,060
Total Capital Surplus	1,431,811	1,435,060
Retained Earnings		
Other Retained Earnings		
General Reserve	2,000,000	2,000,000
Retained Earnings Brought Forward	10,973,491	10,455,834
Total Retained Earnings	12,973,491	12,455,834
Treasury Stock	— 1,553,757	— 2,038,386
Total Owners' Equity	13,816,792	12,821,003
Valuation and Translation Adjustments		
Valuation Differences on Other Investment Securities	— 4,066	141,982
Total Valuation and Translation Adjustments	— 4,066	141,982
Total Net Assets	13,812,725	12,962,986
Total Liabilities and Net Assets	16,769,578	14,064,460

## (2) Income Statements

(Unit: Thousand yen)

	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
Net Sales	21,329,443	10,209,242
Cost of Sales	2,230,907	1,804,517
Gross Income	19,098,536	8,404,725
Sales, General and Administrative Expenses		
Advertising & Promotions Expense	5,586,559	1,934,944
Executive Salaries	80,316	59,600
Employee Salaries	3,283,736	2,502,551
Bonuses	690,552	99,265
Reserve for Bonuses	204,552	78,005
Legal Fringe Benefits	524,736	343,600
Commission Expense	393,066	304,863
Rent	907,683	781,311
Commissions on Payments	121,026	79,884
Depreciation Expense	163,888	180,096
Reserve for Bad Debt	50,908	15,900
Other	1,148,238	764,963
Total Sales, General and Administrative Expenses	13,155,265	7,144,988
Operating Income	5,943,271	1,259,737
Non-Operating Income		
Interest Received	36,307	23,486
Commissions Received	1,151	95
Dividends Received	–	18,500
Miscellaneous Income	15,034	17,284
Total Non-Operating Income	52,494	59,365
Non-Operating Expenses		
Interest Expense	–	95
Foreign Exchange Loss	14,324	1,969
Loss on LLP Investment	53,689	73,051
Contribution for Hiring of Elderly and Handicapped	8,750	–
Loss on Termination of Lease Agreement	–	27,088
Miscellaneous Expense	12,719	3,991
Total Non-Operating Expenses	89,483	106,197
Ordinary Income	5,906,282	1,212,905
Extraordinary Income		
Refund from Cancellation of Insurance	–	84,807
Gain on Transfer of Business	6,281	–
Total Extraordinary Income	6,281	84,807

(Unit: Thousand yen)

	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
Extraordinary Loss		
Loss on Sale of Fixed Assets	* <sub>1</sub> 8	* <sub>1</sub> 578
Loss on Disposal of Fixed Assets	* <sub>2</sub> 21,619	* <sub>2</sub> 124,206
Office Relocation Expense	6,838	85,095
Costs related to Lawsuit	–	11,971
Valuation Loss on Stock in Affiliates	527,154	29,999
Valuation Loss on Investment Securities	19,979	24,263
Extraordinary Retirement Payments	–	236,184
Total Extraordinary Loss	575,601	512,299
Income before Taxes and Adjustments	5,336,961	785,413
Corporate, Resident and Enterprise Taxes	2,322,818	94,514
Corporate Tax Adjustment	–76,708	231,369
Total Corporate and Other Taxes	2,246,110	325,884
Net Income	3,090,851	459,529



# Detailed Statement of Cost of Sales

		Prior Fiscal Year (From January 1, 2008 to December 31, 2008)			Current Fiscal Year (From January 1, 2009 to December 31, 2009)		
Category	Notes	Amount (thousand yen)		Component Ratio (%)	Amount (thousand yen)		Component Ratio (%)
I Content Production Expense			813,135	36.4		374,906	20.8
II Website Operating Expense			1,151,292	51.6		1,258,634	69.7
III Event Expense			247,404	11.1		140,127	7.8
IV Other Expense			19,074	0.9		30,849	1.7
Cost of Sales			2,230,907	100.0		1,804,517	100.0

(Notes) 1. Content Production Expense includes outsourced production expense and internal production expense.

2. Website Operating Expense includes depreciation for servers as well as website maintenance expenses.

3. Event Expense includes the cost of special events held to support job seekers in their search for employment.

## (3) Statement of Changes in Net Assets

(Unit: Thousand yen)

	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
<b>Owners' Equity</b>		
<b>Paid-In Capital</b>		
Balance at end of previous period	932,780	965,246
Changes during the fiscal period		
New share issuance	32,465	3,248
Total changes during the fiscal period	32,465	3,248
Balance at end of current period	965,246	968,495
<b>Capital Surplus</b>		
<b>Capital Legal Reserve</b>		
Balance at end of previous period	1,399,348	1,431,811
Changes during the fiscal period		
New share issuance	32,463	3,248
Total changes during the fiscal period	32,463	3,248
Balance at end of current period	1,431,811	1,435,060
<b>Total Capital Surplus</b>		
Balance at end of previous period	1,399,348	1,431,811
Changes during the fiscal period		
New share issuance	32,463	3,248
Total changes during the fiscal period	32,463	3,248
Balance at end of current period	1,431,811	1,435,060
<b>Retained Earnings</b>		
<b>Other Retained Earnings</b>		
<b>General Reserve</b>		
Balance at end of previous period	2,000,000	2,000,000
Changes during the fiscal period		
Total changes during the fiscal period	—	—
Balance at end of current period	2,000,000	2,000,000
<b>Retained Earnings Brought Forward</b>		
Balance at end of previous period	8,878,759	10,973,491
Changes during the fiscal period		
Dividend payments	—996,119	—977,185
Net income	3,090,851	459,529
Total changes during the fiscal period	2,094,731	—517,656
Balance at end of current period	10,973,491	10,455,834
<b>Total Retained Earnings</b>		
Balance at end of previous period	10,878,759	12,973,491
Changes during the fiscal period		
Dividend payments	—996,119	—977,185
Net income	3,090,851	459,529
Total changes during the fiscal period	2,094,731	—517,656
Balance at end of current period	12,973,491	12,455,834

(Unit: Thousand yen)

	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
<b>Treasury Stock</b>		
Balance at end of previous period	–	–1,553,757
<b>Changes during the fiscal period</b>		
Treasury stock purchases	–1,553,757	–484,629
<b>Total changes during the fiscal period</b>	<b>–1,553,757</b>	<b>–484,629</b>
Balance at end of current period	–1,553,757	–2,038,386
<b>Total Owners' Equity</b>		
Balance at end of previous period	13,210,889	13,816,792
<b>Changes during the fiscal period</b>		
New share issuance	64,928	6,497
Dividend payments	–996,119	–977,185
Net income	3,090,851	459,529
Treasury stock purchases	–1,553,757	–484,629
<b>Total changes during the fiscal period</b>	<b>605,902</b>	<b>–995,788</b>
Balance at end of current period	13,816,792	12,821,003
<b>Valuation and Translation Adjustments</b>		
<b>Valuation Gains on Other Marketable Securities</b>		
Balance at end of previous period	10,545	–4,066
<b>Changes during the fiscal period</b>		
Changes other than Owners' Equity during the fiscal period (net)	–14,612	146,049
<b>Total changes during the fiscal period</b>	<b>–14,612</b>	<b>146,049</b>
Balance at end of current period	–4,066	141,982
<b>Total Valuation and Translation Gains</b>		
Balance at end of current period	10,545	–4,066
<b>Changes during the fiscal period</b>		
Changes other than Owners' Equity during the fiscal period (net)	–14,612	146,049
<b>Total changes during the fiscal period</b>	<b>–14,612</b>	<b>146,049</b>
Balance at end of current period	–4,066	141,982
<b>Total Net Assets</b>		
Balance at end of previous period	13,221,434	13,812,725
<b>Changes during the fiscal period</b>		
New share issuance	64,928	6,497
Dividend payments	–996,119	–977,185
Net income	3,090,851	459,529
Treasury stock purchases	–1,553,757	–484,629
Changes other than Owners' Equity during the fiscal period (net)	–14,612	146,049
<b>Total changes during the fiscal period</b>	<b>591,290</b>	<b>–849,739</b>
Balance at end of current period	13,812,725	12,962,986

## (4) Statements of Cash Flows

(Unit: Thousand yen)

	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
<b>Cash Flows from Operating Activities</b>		
Income before Taxes and Adjustments	5,336,961	785,413
Depreciation Expense	794,754	868,738
Change in Reserve for Bad Debt (Decrease: —)	40,757	—47,856
Change in Reserve for Bonuses (Decrease: —)	—110,647	—155,922
Change in Reserve for Director Bonuses (Decrease: —)	—6,300	—
Interest Received	—36,307	—41,986
Foreign Exchange Loss/Gain (Gain: —)	14,324	1,969
Loss/Gain on LLP Investment (Gain: —)	53,689	73,051
Valuation Loss on Investment Securities (Gain: —)	19,979	24,263
Valuation Loss on Stock in Affiliates	527,154	29,999
Loss on Sale of Fixed Assets (Gain: —)	8	578
Loss on Disposal of Fixed Assets	21,619	124,206
Gain on Transfer of Business (Gain: —)	—6,281	—
Special Severance Payment	—	236,184
Insurance refund	—	—84,807
Change in Accounts Receivable (Increase: —)	621,533	1,050,940
Change in Accounts Payable (Decrease: —)	58,458	—92,796
Change in Payments Due (Decrease: —)	—467,161	—518,382
Change in Other Current Assets (Increase: —)	—70,355	—120,470
Change in Other Current Liabilities (Decrease: —)	—223,339	—531,269
Change in Other Fixed Assets (Increase: —)	69,107	53,054
Subtotal	6,637,956	1,654,908
Interest and Dividends Received	32,434	45,542
Corporate Taxes Paid	—3,733,585	—1,769,552
Special Severance Payment Amount	—	—236,184
Cash Flows from Operating Activities	2,936,805	—305,285
<b>Cash Flows from Investing Activities</b>		
Cash from Redemption of Time Deposits	228,300	1,000,000
Cash used for Purchase of Investment Securities	—30,000	—387,500
Cash Provided from Sale of Investment Securities	37,000	8,018
Cash used for Purchase of Stock in Affiliates	—30,000	—520,968
Cash used for Purchase of Tangible Fixed Assets	—323,464	—123,323
Cash Provided from Sale of Tangible Fixed Assets	8	20
Cash used for Purchase of Intangible Fixed Assets	—620,409	—561,010
Cash used for Deposit Guarantees	—39,674	—30,651
Cash Provided from Return of Deposit and Guarantees	71	404,296
Cash used for Accumulation of Insurance Reserve	—8,666	—1,391
Cash Provided from Cancellation of Insurance Reserve	—	525,198
Cash used for Loan Extensions	—3,190	—
Cash Provided from Loan Repayments	1,481	15,906
Cash Flows from Investing Activities	—788,544	328,593

(Unit: Thousand yen)

	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
Cash Flows from Financing Activities		
Cash Provided by Issuance of Stock	64,928	6,497
Cash used for Purchase of Treasury Stock	—1,553,757	—484,629
Cash used for Dividend Payments	—994,238	—974,085
Cash used for Repayment of Lease Obligations	—	—13,847
Cash Flows from Financing Activities	—2,483,066	—1,466,064
Translation Adjustment for Cash and Cash Equivalents	—11,814	1
Net Increase in Cash and Cash Equivalents (Decrease: —)	—346,620	—1,442,755
Cash and Cash Equivalents, Beginning of Period	8,003,825	7,657,204
Cash and Cash Equivalents, End of Period	7,657,204	6,214,449

(5) Notes Relating to the Going Concern Assumption

The Company had no material items to report.

(6) Important Accounting Methods

Category	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
1 Marketable Securities Valuation Standards and Methods	<p>(1) Subsidiary Company Stock Cost method; cost determined via the moving average method</p> <p>(2) Other Marketable Securities Securities without a Market Price Cost method; cost determined via the moving average method The Company accounts for investments in investment limited partnerships and similar associations (investments deemed to be negotiable securities under Article 2 Paragraph 2 of the Financial Instruments and Exchange Law) by booking a net amount equivalent to the equity method value, using the most recent closing statement that can be obtained in accordance with the account settlement date provided in the partnership agreement as a base.</p>	<p>(1) Subsidiary Company Stock and Affiliated Company Stock Same as at left</p> <p>(2) Other Marketable Securities Securities with a Market Price The Company has adopted the market value method (the full amount of the valuation difference is charged to net assets using the direct transfer to capital method, with the disposal cost determined by the moving average method) based on the market price on the accounting period closing date or similar prices Securities without a Market Price Same as at left</p>
2 Inventory Asset Valuation Standards and Methods	<p>(1) Inventory Last Purchase Price Method</p>	<p>(1) Inventory Last Purchase Price Method (amounts shown on the balance sheet are calculated by determining write-downs of book value based on the decline in profitability) Beginning from the fiscal year under review, the Company has adopted the Accounting Standard for Measurement of Inventories (Accounting Standards Board of Japan Accounting Standard Statement No. 9 dated July 5, 2006). The affect of this change on the financial statements is not material.</p>
3 Depreciation Method for Fixed Assets	<p>(1) Tangible Fixed Assets Declining balance method. However, the Company has adopted the straight-line method for buildings (excluding installed facilities). Depreciable lives used are as follows: Buildings 5-24 years Equipment and Fixtures 2-20 years (Additional Information) Following the revision of the Corporation Tax Law, assets acquired on or prior to March 31, 2007 will be depreciated using the pre-revision depreciation method until such time as they reach 5% of their acquisition price, and then subject to straight-line depreciation in the next fiscal year continuing over a period of five years for the difference between 5% of the acquisition price and the final memorandum price. The effective of this accounting treatment on operating income, ordinary income and income before taxes and adjustments is negligible.</p>	<p>(1) Tangible Fixed Assets Declining balance method. However, the Company has adopted the straight-line method for buildings (excluding installed facilities). Depreciable lives used are as follows: Buildings 5-24 years Equipment and Fixtures 2-20 years  For assets acquired on or before March 31, 2007 that have been fully depreciated, the remaining book values are depreciated in equal amounts over a five-year period beginning from the year in deprecation to the residual values was completed.</p>

Category	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
	<p>(2) Intangible Fixed Assets Straight-line method. Software for use within the Company is depreciated over a period from 1 to 5 years based on the assumed useful life according to the nature of the software.</p>	<p>(2) Intangible Fixed Assets Same as left</p> <p>(3) Lease Assets Lease assets related to finance lease transactions, in which ownership is not transferred to the lessee The Company has adopted an accounting method using the leasing period as the useful life and zero residual value.</p>
4 Accounting Standards for Reserves	<p>(1) Reserve for Bad Debt To provide for losses on doubtful accounts, the Company charges to income an amount based on actual loss experience related to normal accounts, plus an amount for projected unrecoverable amounts based on an assessment of the collectability of individual accounts.</p> <p>(2) Reserve for Bonuses To fully provide for bonuses to be paid to employees during the period, the Company reserves an appropriate amount as an obligation.</p> <p>(3) Reserve for Director Bonuses To fully provide for bonuses to be paid to directors during the period, the Company reserves an appropriate amount as an obligation.</p>	<p>(1) Reserve for Bad Debt Same as left</p> <p>(2) Reserve for Bonuses Same as left</p> <p>(3) Reserve for Director Bonuses —</p>
5 Accounting for Lease Transactions	For finance lease transactions other than those that transfer ownership of property to the lessee, rent expenses are charged to income as payments are made based on the method applied for ordinary rental transactions.	—
6 Scope of Funds included in Statements of Cash Flows	Funds included in cash (cash and cash equivalents) on the Statement of Cash Flows include cash on hand, deposits that can be withdrawn on demand and highly liquid short-term investments that mature within three months of the date of acquisition and which can be easily converted into cash and that have minimal risk of a change in price.	Same as left
7 Other Important Matters used as a Basis for Preparation of Financial Statements	<p>(1) Accounting for Consumption Taxes Consumption taxes are removed from all Income Statement and Balance Sheet items.</p>	<p>(1) Accounting for Consumption Taxes Same as left</p>



(7) Changes in Important Accounting Methods

Accounting Standard for Lease Transactions Etc.

Traditionally, the Company accounted for finance lease transactions except for leases that transfer ownership of the property by applying accounting treatment based on the method applied for ordinary rental transactions. Beginning from the fiscal year under review, the Company has adopted the Accounting Standard for Lease Transactions (Accounting Standards Board of Japan Statement No. 13, June 17, 1993 (Business Accounting Council Subcommittee No. 1), revised March 30, 2007) and the Implementation Guidance on Accounting Standard for Lease Transactions (Guidance on Accounting Standard for Lease Transactions No. 16, January 18, 1994 (the Japanese Institute of Certified Public Accountants, Accounting System Committee), revised March 30, 2007), and will apply the standard for lease transactions based on the accounting treatment applied for ordinary purchase and sale transactions.

The Company accounts for finance lease transactions for which the lease start date is on or before October 31, 2008 by applying accounting treatment based on the method applied for ordinary rental transactions.

The effect of this change on earnings is not material.

(8) Notes to Financial Statements

(Balance Sheets)

Prior Fiscal Year (As of December 31, 2008)		Current Fiscal Year (As of December 31, 2009)	
Overdraft Facility Agreement To procure working capital efficiently the Company has concluded an overdraft facility agreement with one of its transaction banks. The unused balance at the end of the current fiscal year based on this agreement was as follows.		Overdraft Facility Agreement To procure working capital efficiently the Company has concluded an overdraft facility agreement with one of its transaction banks. The unused balance at the end of the current fiscal year based on this agreement was as follows.	
Maximum Overdraft Amount	1,000,000 thousand yen	Maximum Overdraft Amount	1,000,000 thousand yen
Outstanding Borrowings	—	Outstanding Borrowings	—
Balance	1,000,000 thousand yen	Balance	1,000,000 thousand yen

(Income Statements)

Prior Fiscal Year (From January 1, 2008 to December 31, 2008)		Current Fiscal Year (From January 1, 2009 to December 31, 2009)	
*1	Loss on Sale of Fixed Assets Equipment and fixtures 8 thousand yen	*1	Loss on Sale of Fixed Assets Equipment and fixtures 578 thousand yen
*2	Loss on Disposal of Fixed Assets Structures 2,790 thousand yen Software 18,829 thousand yen	*2	Loss on Disposal of Fixed Assets Buildings 59,646 thousand yen Structures 4,803 thousand yen Equipment and fixtures 41,025 thousand yen Software 18,730 thousand yen

(Statement of Changes in Net Assets)

1. Class of Shares Issued and Number of Shares, Treasury Stock and Number of Shares

Prior Fiscal Year (From January 1, 2008 to December 31, 2008)

	Number of Shares at Prior Fiscal Year End (shares)	Increase in Number of Shares during Current Fiscal Year (shares)	Decrease in Number of Shares during Current Fiscal Year (shares)	Number of Shares at Current Fiscal Year End (shares)
Issued Shares				
Common Stock (Note 1)	242,956	2,382	—	245,338
Total	242,956	2,382	—	245,338
Treasury Stock				
Common Stock (Note 2)	—	7,000	—	7,000
Total	—	7,000	—	7,000

(Note 1) The increase of 2,382 shares in total issued shares of common stock was an increase due to the issue of new shares based on execution of subscription rights in connection with incentive stock options.

(Note 2) The increase of 7,000 treasury shares of common stock was an increase due to treasury stock purchases approved during the meeting of the board of directors on February 15, 2008.

Current Fiscal Year (From January 1, 2009 to December 31, 2009)

	Number of Shares at Prior Fiscal Year End (shares)	Increase in Number of Shares during Current Fiscal Year (shares)	Decrease in Number of Shares during Current Fiscal Year (shares)	Number of Shares at Current Fiscal Year End (shares)
Issued Shares				
Common Stock (Note 1)	245,338	286	—	245,624
Total	245,338	286	—	245,624
Treasury Stock				
Common Stock (Note 2)	7,000	5,500	—	12,500
Total	7,000	5,500	—	12,500

(Note 1) The increase of 286 shares in total issued shares of common stock was an increase due to the issue of new shares based on execution of subscription rights in connection with incentive stock options.

(Note 2) The increase of 5,500 treasury shares of common stock was an increase due to treasury stock purchases approved during the meeting of the board of directors on February 12, 2009.

2. Matters related to Subscription Rights and Treasury Stock Subscription Rights

No material items to report.

3. Matters related to Dividends

(1) Dividends Paid

Resolution	Class of Stock	Source of Dividend	Total Dividend (thousand yen)	Dividend per Share (yen)	Date of Record	Payment Date
March 27, 2009 Regular General Shareholders' Meeting	Common Stock	Retained Earnings	977,185	4,100	December 31, 2008	March 30, 2009

(2) Dividends for which the Date of Record is during the Current Fiscal Period but the Proposed Payment Date is in the Following Fiscal Period

Resolution	Class of Stock	Source of Dividend	Total Dividend (thousand yen)	Dividend per Share (yen)	Date of Record	Proposed Payment Date
March 30, 2010 Regular General Shareholders' Meeting	Common Stock	Retained Earnings	186,499	800	December 31, 2009	March 31, 2010

## (Statements of Cash Flows)

Prior Fiscal Year (From January 1, 2008 to December 31, 2008)		Current Fiscal Year (From January 1, 2009 to December 31, 2009)	
1	Relationship between cash and cash equivalents at the end of the fiscal period and line item amount on the balance sheets (as of December 31, 2008)	1	Relationship between cash and cash equivalents at the end of the fiscal period and line item amount on the balance sheets (as of December 31, 2009)
	Cash and Deposits account 8,657,204 thousand yen		Cash and Deposits account 6,214,449 thousand yen
	Term Deposits with a Maturity Longer than 3 Months 1,000,000 thousand yen		Term Deposits with a Maturity Longer than 3 Months — thousand yen
	Cash and Cash Equivalents 7,657,204 thousand yen		Cash and Cash Equivalents 6,214,449 thousand yen

## (Lease Transactions)

Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to to December 31, 2009)
Finance lease transactions except for leases that transfer ownership rights to the property to the lessee (Lessee)	Finance lease transactions except for leases that transfer ownership rights to the property of the lessee
(a) Amounts corresponding to lease property acquisition prices, accumulated depreciation, accumulated asset impairment loss and outstanding balance at the end of the period	These items are omitted because the Company had no material items to report.

(Marketable Securities)

Prior Fiscal Year End (as of December 31, 2008)

(a) Other Marketable Securities with Determinable Market Prices

The Company had no material items to report.

(b) Other Marketable Securities with no Determinable Market Prices

Category	Amount Shown on Balance Sheet
Investments in investment limited partnerships and similar vehicles	375,605 thousand yen
Unlisted stocks	247,470 thousand yen
Straight bonds	250 thousand yen
Total	625,575 thousand yen

(Note) A valuation loss on investment securities for unlisted stock of 19,979 thousand yen was recorded

Current Fiscal Year End (as of December 31, 2009)

(a) Other Marketable Securities with Determinable Market Prices

Category	Acquisition Cost	Amount Shown on Balance Sheet	Difference
Listed stock whose amount on the balance sheet exceeds the acquisition cost	387,500 thousand yen	632,500 thousand yen	245,500 thousand yen
Total	387,500 thousand yen	632,500 thousand yen	245,500 thousand yen

(b) Other Marketable Securities with no Determinable Market Prices

Category	Amount Shown on Balance Sheet
Investments in investment limited partnerships and similar vehicles	295,824 thousand yen
Unlisted stocks	225,706 thousand yen
Total	521,530 thousand yen

(Note) A valuation loss on investment securities for unlisted stock of 24,263 thousand yen was recorded.

(Derivative Transactions)

Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
The Company had no material matters to report because it does not engage in derivative transactions.	Same as left

(Earnings from Investments in Companies Subject to Equity Method Accounting)

Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
There are no material matters to report because the Company does not have investments for which equity method accounting is applicable.	The Company has omitted a description of affiliated companies it owns because the affiliated companies are not material when measured by earnings and retained earnings standards.

(Related Party Transactions)

Prior Fiscal Year (From January 1, 2008 to December 31, 2008)

The Company had no material matters to report.

Current Fiscal Year (From January 1, 2009 to December 31, 2009)

The Company had no material matters to report.

(Tax-Effect Accounting)

Prior Fiscal Year (As of December 31, 2008)	Current Fiscal Year (As of December 31, 2009)
1 Major Details related to the occurrence of Deferred Tax Assets and Deferred Tax Liabilities (Deferred Tax Assets) Valuation Loss on Stock in Affiliates 214,551 thousand yen Depreciation Expense 153,181 thousand yen Reserve for Bonuses 95,601 thousand yen Enterprise Taxes Payable 52,779 thousand yen Employee Bonuses Payable 45,259 thousand yen Impairment Loss 40,683 thousand yen Valuation Loss on Investment Securities 28,481 thousand yen Other 54,939 thousand yen Total Deferred Tax Assets 685,479 thousand yen	1 Major Details related to the occurrence of Deferred Tax Assets and Deferred Tax Liabilities (Deferred Tax Assets) Valuation Loss on Stock in Affiliates 226,761 thousand yen Depreciation Expense 215,256 thousand yen Reserve for Bonuses 32,140 thousand yen Reserve for Investment Losses 34,093 thousand yen Valuation Loss on Investment Securities 38,357 thousand yen Other 26,742 thousand yen Valuation Reserve — 50,567 thousand yen Total Deferred Tax Assets 522,784 thousand yen (Deferred Tax Liabilities) Projected Amount of Enterprise Taxes Refund 69,200 thousand yen Valuation Gain on Investment Securities 99,715 thousand yen Total Deferred Tax Liabilities 168,915 thousand yen Net Deferred Tax Assets 353,869 thousand yen
2 Reconciliation between normal effective statutory tax rate and corporate tax rate after tax effect accounting: The difference between the normal effective statutory tax rate and the corporate tax rate after tax effect accounting is less than 5%; accordingly, related notes have been omitted.	2 Reconciliation between normal effective statutory tax rate and corporate tax rate after tax effect accounting: Same as at left

(Stock Options)

Disclosure omitted here. Items related to stock options are disclosed through EDINET.

(Per-Share Information)

Prior Fiscal Year (From January 1, 2008 to December 31, 2008)		Current Fiscal Year (From January 1, 2009 to December 31, 2009)	
Net Assets per Share	57,954.36 yen	Net Assets per Share	55,605.54 yen
Net Income per Share	12,977.66 yen	Net Income per Share	1,965.24 yen
Fully Diluted Net Income per Share	12,877.26 yen	Fully Diluted Net Income per Share	1,961.26 yen

(Note) Basis for calculating net income per share and fully diluted net income per share is shown below

Category	Prior Fiscal Year (From January 1, 2008 to December 31, 2008)	Current Fiscal Year (From January 1, 2009 to December 31, 2009)
Net Income per Income Statements (thousand yen)	3,090,851	459,529
Net Income associated with Common Stock (thousand yen)	3,090,851	459,529
Amount not attributable to Common Stock Shareholders (thousand yen)	—	—
Average Shares of Common Stock Outstanding during the Period (shares)	238,167	233,828
Net Income Adjustments (thousand yen)	—	—
Detail of Increase in Shares of Common Stock used to Calculate Fully Diluted Net Income per Share (shares)		
Subscription Rights	1,536	301
Share Warrants	321	174
Increase in the Number of Shares of Common Stock (shares)	1,857	475
Summary of Potential Shares not used in the Calculation of Fully Diluted Net Income per Share (potential shares have no dilutive effect)	—	—

(Material Subsequent Events)

The Company had no material matters to report

5. Other

(1) Changes in Assignment of Directors

The Company had no material items to report.

(2) Other

The Company had no material items to report.