

**FY12/09**

# **3rd Quarter Earnings Review**



**Nov 12th, 2009**

**en-japan Inc.**

---

• <b>FY12/09 3rd Quarter Operating Results Summary</b>	<b>P</b>	<b>3</b>
• <b>FY12/09 Full year Revised Operating Results Projections</b>	<b>P</b>	<b>12</b>
• <b>FY12/09 3rd Quarter Summary of Site Information</b>	<b>P</b>	<b>15</b>
• <b>Return to Shareholders</b>	<b>P</b>	<b>22</b>
• <b>Appendix</b>	<b>P</b>	<b>24</b>

# **FY12/09 3rd Quarter**

## **Operating Results Summary**

## Operating Results Highlights

**<Market environment>** A slight recovery in the unemployment rate was noted in August, but the ratio of job openings to job seekers hovered at historic lows and hiring interest among corporations remained weak.

**<Net sales>** 3rd Quarter : ¥2.26 billion (−54.2%)  
3rd Quarter Year-to-Date: ¥7.51 billion (−52.2%)  
 YOY changes for “[en] Career Change Info” and “[en] Part-time Jobs” improved in 3Q compared to 2Q, but the percentage decline was larger for other sites.

**<Operating income>** 3rd Quarter : ¥250 million (−75.2%)  
3rd Quarter Year-to-Date: ¥450 million (−88.8%)  
 3Q operating margin recovered substantially as a result of ongoing expense reductions.

※( ) is YOY

## Topics After 3rd Quarter

- Launch “[en] Job Info for Students 2011”!
- China business Sales: 13.556mn yuan (¥178million) Down 10.1%yoy  
 Ordinary Income: 1.311mn yuan (¥17million) Up 79.1%yoy  
 ※The exchange rate of 9/30 2009 points in time: I calculate for 1 yuan = 13.2 yen
- Formed a capital and business alliance with Lacras Corporation for launch of SaaS-type Personnel Outsourcing Business.
- Began pre-launch activities for “[en] College” corporate members-only business training course on October 28, 2009.



# FY12/09 3rd Quarter Income Statement (Companywide)



	FY2008 (08.Jul-Sep)			FY2009 (09.Jul-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>4,932</b>	100.0%	-5.7%	<b>2,260</b>	100.0%	-54.2%
<b>Cost of Sales</b>	<b>520</b>	10.6%	19.4%	<b>415</b>	18.4%	-20.2%
Personnel	<b>202</b>	4.1%	-6.3%	<b>73</b>	3.2%	-63.8%
Other	<b>318</b>	6.5%	44.5%	<b>342</b>	15.1%	7.5%
<b>Gross Profit</b>	<b>4,411</b>	89.4%	-8.0%	<b>1,845</b>	81.6%	-58.2%
<b>SGA</b> (Sales, general & administrative)	<b>3,390</b>	68.7%	12.8%	<b>1,591</b>	70.4%	-53.0%
Personnel	<b>1,288</b>	26.1%	11.5%	<b>710</b>	31.4%	-44.8%
Advertising, sales promotion	<b>1,420</b>	28.8%	12.0%	<b>408</b>	18.1%	-71.3%
Other	<b>682</b>	13.8%	17.1%	<b>472</b>	20.9%	-30.7%
<b>Operating income</b>	<b>1,021</b>	20.7%	-42.9%	<b>253</b>	11.2%	-75.2%
<b>Ordinary income</b>	<b>1,039</b>	21.1%	-41.7%	<b>232</b>	10.3%	-77.6%
<b>Net income</b>	<b>588</b>	11.9%	-44.5%	<b>77</b>	3.4%	-86.8%

## Sales

**¥4.93  
billion**

**Sales decrease 54.2%YOY to ¥2.67bn.**

[en] Career Change Info .....¥1.53bn  
 [en] Career Change Consultant .....¥0.26bn  
 [en] Temporary Placement Info .....¥0.39bn  
 [en] Part-time Jobs .....¥0.10bn  
 [en] Job Info for Students .....¥0.34bn  
 Education/Evaluation Business .....¥9.96mn  
 Others .....¥0.01bn

**¥2.26  
billion**

## Expenses

**¥3.91  
billion**

**Expenses decrease 48.7%YOY to ¥1.90bn.**

Reduced personnel expenses .....¥0.7bn  
 Decreased in Ad ,PR expenses .....¥1.01bn etc.

**¥2.00  
billion**

## Operating income

**¥1.02  
billion**

**Operating income decrease 75.2%YOY to ¥0.76bn.**

**¥0.25  
billion**

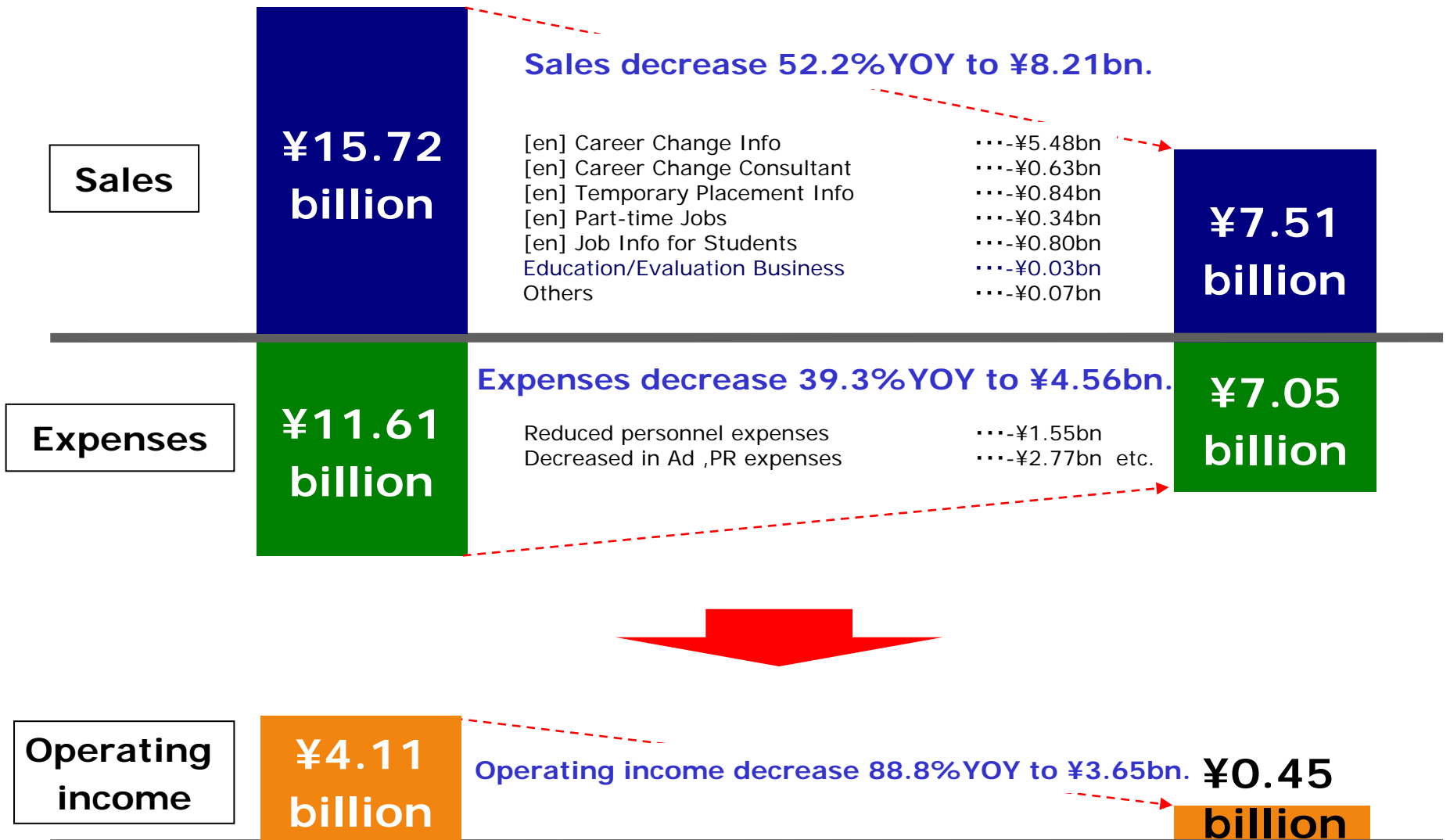
FY12/08 3Q

FY12/09 3Q

# FY12/09 Term Income Statement (Companywide)



	FY2008 (08.Jan-Sep)			FY2009 (09.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>15,727</b>	100.0%	1.8%	<b>7,510</b>	100.0%	-52.2%
<b>Cost of Sales</b>	<b>1,600</b>	10.2%	12.7%	<b>1,378</b>	18.4%	-13.9%
Personnel	<b>590</b>	3.8%	2.6%	<b>284</b>	3.8%	-51.9%
Other	<b>1,009</b>	6.4%	19.6%	<b>1,094</b>	14.6%	8.4%
<b>Gross Profit</b>	<b>14,127</b>	89.8%	0.7%	<b>6,132</b>	81.6%	-56.6%
<b>SGA</b> (Sales,general &administrative)	<b>10,017</b>	63.7%	10.2%	<b>5,672</b>	75.5%	-43.4%
Personnel	<b>3,722</b>	23.7%	18.5%	<b>2,475</b>	33.0%	-33.5%
Advertising, sales promotion	<b>4,349</b>	27.7%	4.1%	<b>1,575</b>	21.0%	-63.8%
Other	<b>1,945</b>	12.4%	9.6%	<b>1,622</b>	21.6%	-16.6%
<b>Operating income</b>	<b>4,109</b>	26.1%	-16.7%	<b>459</b>	6.1%	-88.8%
<b>Ordinary income</b>	<b>4,114</b>	26.2%	-17.0%	<b>430</b>	5.7%	-89.5%
<b>Net income</b>	<b>2,055</b>	13.1%	-25.8%	<b>-9</b>	-0.1%	-



FY12/08 3QYear-to-Date

FY12/09 3QYear-to-Date



	FY2008 (08.Jan-Sep)			FY2009 (09.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>13,940</b>	100.0%	-0.0%	<b>6,624</b>	100.0%	-52.5%
<b>Cost of Sales</b>	<b>1,060</b>	7.6%	16.7%	<b>736</b>	11.1%	-30.6%
<b>Gross Profit</b>	<b>12,879</b>	92.4%	-1.2%	<b>5,887</b>	88.9%	-54.3%
<b>SGA</b> (Sales,general &administrative)	<b>7,904</b>	56.7%	8.6%	<b>4,564</b>	68.9%	-42.3%
<b>Personnel</b>	<b>2,707</b>	19.4%	18.5%	<b>1,905</b>	28.8%	-29.6%
<b>Advertising,     sales promotion</b>	<b>3,768</b>	27.0%	2.7%	<b>1,403</b>	21.2%	-62.8%
<b>Other</b>	<b>1,427</b>	10.2%	7.6%	<b>1,255</b>	19.0%	-12.1%
<b>Operating income</b>	<b>4,975</b>	35.7%	-13.6%	<b>1,323</b>	20.0%	-73.4%

◆ Mid-Career Hiring Business: [en] Career Change Info, [en] Career Change Consultant, [en] Temporary Placement Info, [en] Part-time Jobs, other mid-career hiring related

	FY2008 (08.Jan-Sep)			FY2009 (09.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
<b>Net Sales</b>	<b>1,576</b>	100.0%	15.8%	<b>752</b>	100.0%	-52.3%
<b>Cost of Sales</b>	<b>481</b>	30.5%	-2.9%	<b>619</b>	82.4%	28.7%
<b>Gross Profit</b>	<b>1,094</b>	69.5%	26.6%	<b>132</b>	17.6%	-87.9%
<b>SGA</b> (Sales,general &administrative)	<b>1,862</b>	118.2%	8.4%	<b>1,005</b>	133.6%	-46.0%
Personnel	<b>885</b>	56.2%	11.9%	<b>508</b>	67.6%	-42.6%
Advertising, sales promotion	<b>532</b>	33.8%	4.8%	<b>171</b>	22.7%	-67.8%
Other	<b>444</b>	28.2%	6.2%	<b>325</b>	43.3%	-26.6%
<b>Operating income</b>	<b>-767</b>	-48.7%	-	<b>-872</b>	-116.0%	-

◆ New Graduate Hiring Business: [en] Job Info for Students,  
other new graduate hiring related

	FY2008 (08.Jan-Sep)			FY2009 (09.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	<b>165</b>	100.0%	16.4%	<b>134</b>	100.0%	-18.9%
Cost of Sales	<b>18</b>	11.2%	21.7%	<b>22</b>	16.9%	22.3%
Gross Profit	<b>146</b>	88.8%	15.8%	<b>111</b>	83.1%	-24.1%
SGA(Sales,general &administrative)	<b>108</b>	65.5%	13.8%	<b>103</b>	76.9%	-4.7%
Personnel	<b>69</b>	42.0%	8.8%	<b>61</b>	45.7%	-11.6%
Advertising, sales promotion	<b>1</b>	1.0%	192.2%	<b>0.9</b>	0.7%	-39.6%
Other	<b>37</b>	22.6%	20.8%	<b>40</b>	30.5%	9.7%
Operating income	<b>38</b>	23.3%	21.8%	<b>8</b>	6.1%	-78.6%

**FY12/09**

**Full year Operating Results**

**Projections**

# FY12/09 Full year Operating Results Projections – (companywide)



※ Aug 10, 2009 announcement

(million yen)

	FY12/09 Projection	% of Sales	% YOY Change	FY12/09 Jan-Sep	% of Sales	% YOY Change
Net Sales	10,900	100.0%	-48.9%	7,510	100.0%	-52.2%
Cost of Sales	1,822	16.7%	-18.3%	1,378	18.4%	-13.9%
Personnel	386	3.5%	-52.5%	284	3.8%	-51.9%
Other	1,436	13.2%	1.3%	1,094	14.6%	8.4%
Gross Profit	9,078	83.3%	-52.5%	6,132	81.6%	-56.6%
SGA(Sales,general &administrative)	8,077	74.1%	-38.6%	5,672	75.5%	-43.4%
Personnel	3,245	29.8%	-34.0%	2,475	33.0%	-33.5%
Advertising, sales promotion	2,569	23.6%	-54.4%	1,575	21.0%	-63.8%
Other	2,262	20.8%	-13.1%	1,622	21.6%	-16.6%
Operating income	1,000	9.2%	-83.2%	459	6.1%	-88.8%
Ordinary income	1,000	9.2%	-83.1%	430	5.7%	-89.5%
Net income	280	2.6%	-90.9%	-9	-0.1%	-

# FY12/09 Full year Operating Results Projections – (segment)



(million yen)

Mid Career Hiring Business				
	FY12/09 Projection	% YOY Change	FY12/09 Jan.-Sep.	% YOY Change
Net Sales	8,890	-49.6%	6,621	-62.4%
Operating Income	1,332	-77.1%	818	-77.7%
Operating income rate(%)	15.0%		17.8%	
The Number of Employees	524			

New Graduate Hiring Business				
	FY12/09 Projection	% YOY Change	FY12/09 Jan.-Sep.	% YOY Change
Net Sales	1,790	-48.1%	755	-78.1%
Operating Income	-364	-269.3%	-624	-
Operating income rate(%)	-20.3%		-111.1%	
The Number of Employees	116			

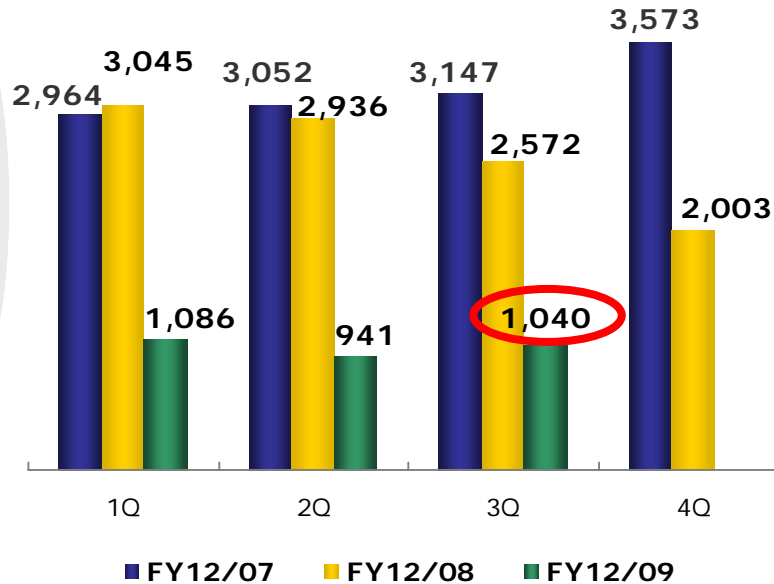
Education/Evaluation Business				
	FY12/09 Projection	% YOY Change	FY12/09 Jan.-Sep.	% YOY Change
Net Sales	200	-2.0%	134	-34.3%
Operating Income	32	-17.9%	12	-66.5%
Operating income rate(%)	16.0%		12.3%	
The Number of Employees	17			

# **FY12/09 3rd Quarter**

## **Summary of Site Information**

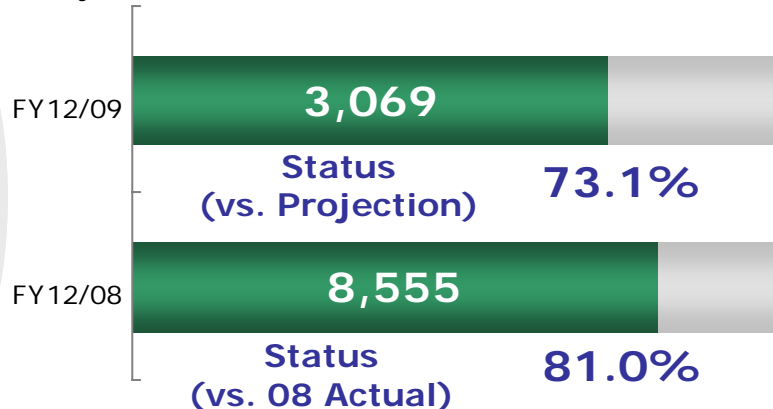
Quarterly Sales Trend

(million yen)



Status

(million yen)



## Sales Projection (million yen)

FY12/09 1Q-3Q	FY12/09 Full Year	FY12/08 1Q-3Q	% YOY Change
3,069	4,200	8,555	-64.1%

The number of  
registered users  
(At the end of September)

2,590,000

UP320,000  
(+14.1%)

## FY12/09 3rd Quarter Overview

- Because of the economic downturn, firms continued to refrain from new hiring and net sales fell 59.6% YOY.
- With some activity to restart hiring evident, net sales rose 10.5% and average number of job advertisements placed on the site per month increased 17.3% from the previous quarter.
- Low-priced products increased as percent of sales, as firms reduced hiring budgets. The average unit price fell 30.4% YOY and slipped 7.2% from previous quarter.

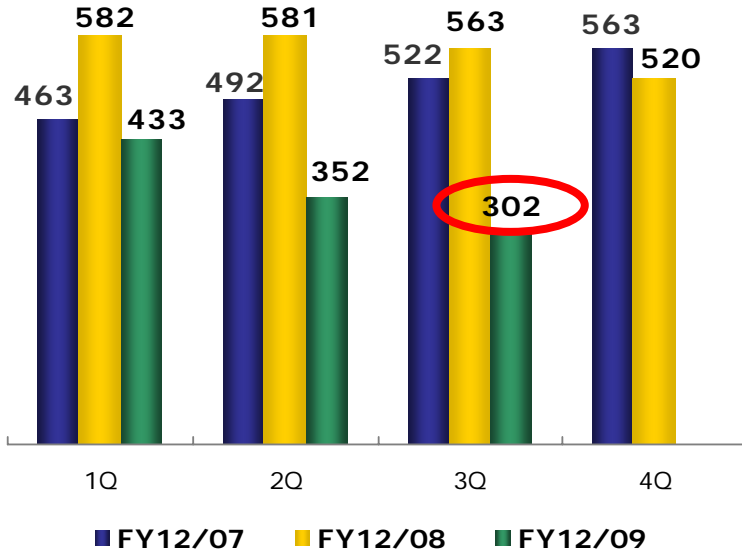
## Policies from FY12/09 4th Quarter

- Strengthen support for human resources success and retention after individuals join companies, and work to improve customer satisfaction.
- Seek to increase earnings and expand sales share by increasing points of contact with clients and strengthening ability to uncover potential needs.



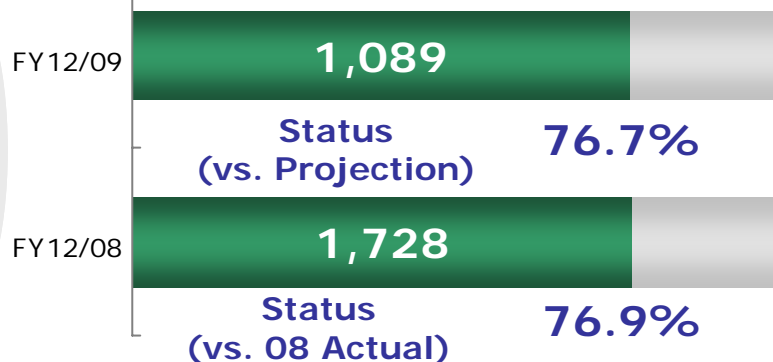
Quarterly Sales Trend

(million yen)



Status

(million yen)



## Sales Projection (million yen)

FY12/09 1Q-3Q	FY12/09 Full Year	FY12/08 1Q-3Q	% YOY Change
1,089	1,420	1,728	-37.0%

The number of  
registered users  
(At the end of September)

540,000

UP74,000  
(+16.0%)

## FY12/09 3rd Quarter Overview

- Net sales dropped 46.2% YOY as the number of job openings fell and job placement agency operating conditions deteriorated.
- Sales of “High End Job Corner” and other optional products were lackluster. Average unit price was off 21.2% YOY, and down 7.1% from previous quarter.

## Policies from FY12/09 4th Quarter

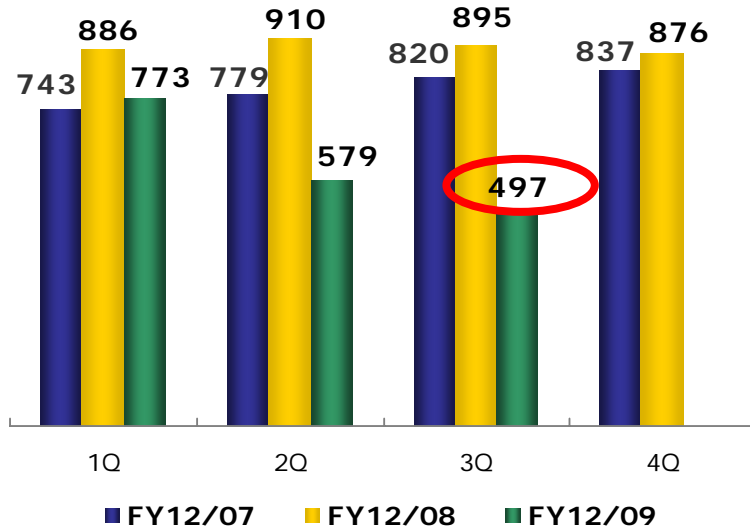
- Strengthen approach to job placement agencies that handle projects suitable for en-japan registered users.
- Seek to raise percentage of continuous order placement by bolstering sales activities featuring examples of site use, and supporting job placement agency project contracts.

# [en] Temporary Placement Info



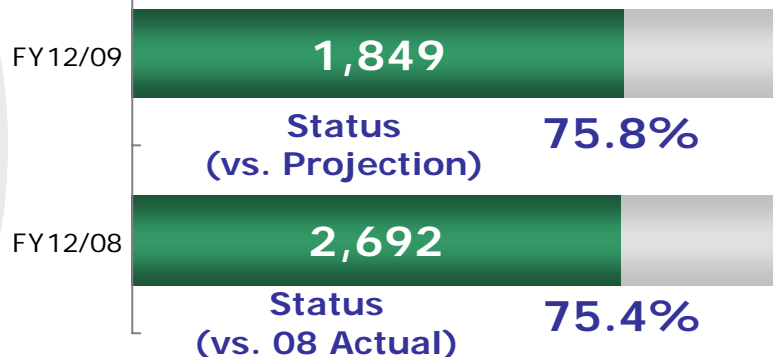
Quarterly Sales Trend

(million yen)



Status

(million yen)



## Sales Projection (million yen)

FY12/09 1Q-3Q	FY12/09 Full Year	FY12/08 1Q-3Q	% YOY Change
1,849	2,440	2,692	-31.3%

The number of  
registered users  
(At the end of September)

620,000

UP110,000  
(+21.6%)

## FY12/09 3rd Quarter Overview

- The number of new ad placements for dispatched workers decreased because of the slump in corporate demand for temporary staffing, and net sales declined 44.5% YOY.
- Because the trend toward more clients cutting back their plans at renewal time accelerated, the average unit price was down 28.9% YOY and decreased 11.6% compared with the previous quarter.

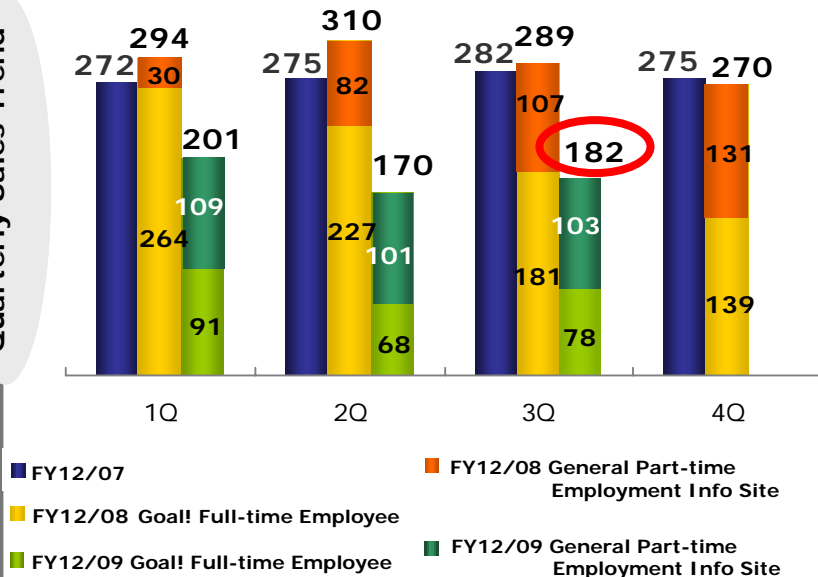
## Policies from FY12/09 4th Quarter

- Strengthen sales activities for continuous order placements by proposing products that correspond to clients' conditions and needs.
- Pursue new customer development, to maintain the number of business locations listing ads.

Quarterly Sales Trend

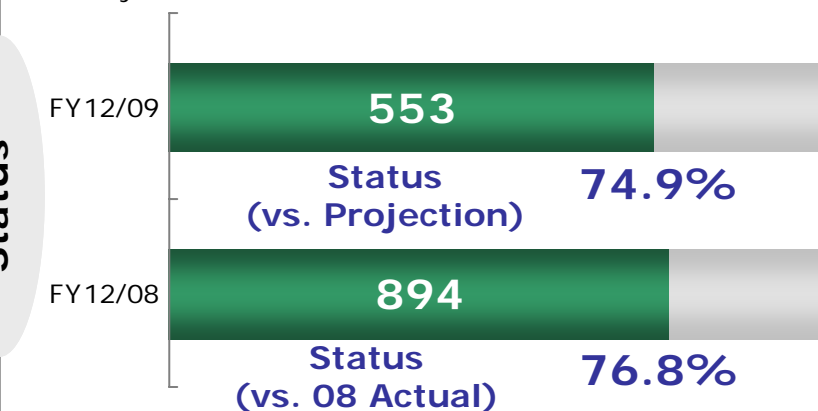
(million yen)

※General Part-time Employment Info Site started in Feb 2008.



Status

(million yen)



## Sales Projection (million yen)

FY12/09 1Q-3Q	FY12/09 Full Year	FY12/08 1Q-3Q	% YOY Change
553	740	894	-38.1%

The number of registered users  
(At the end of September)

390,000

UP125,000  
(+47.0%)

## FY12/09 3rd Quarter Overview

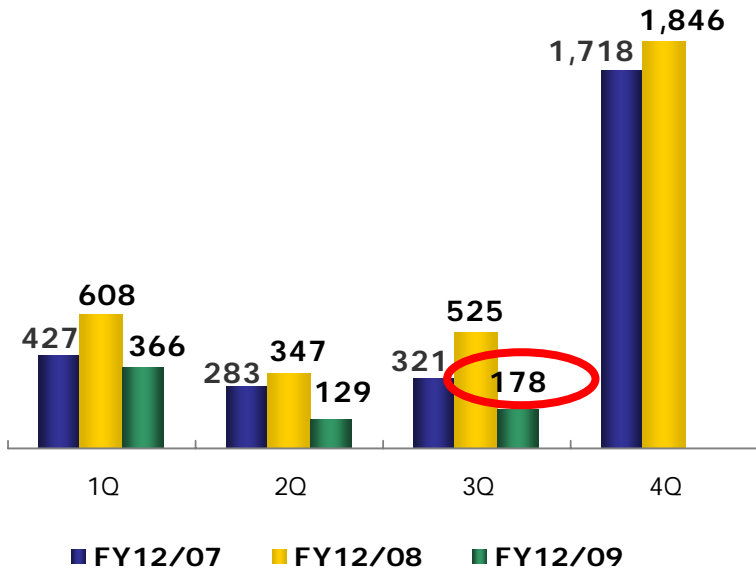
- Net sales were 37.1% lower YOY because of intensified price competition, but rose 6.9% from the previous quarter thanks to successful marketing to industries with steady manpower needs.
- New graduate employees who joined in April demonstrated their potential and began contributing to earnings.

## Policies from FY12/09 4th Quarter

- Boost sales activity for site for part-time jobs that offer the potential to be hired as full-time employees, which has a stronger order placement effect than in the past.
- Seek to expand the number of orders placed by strengthening proposals for products corresponding to clients' businesses and business conditions, and incorporating definite needs.

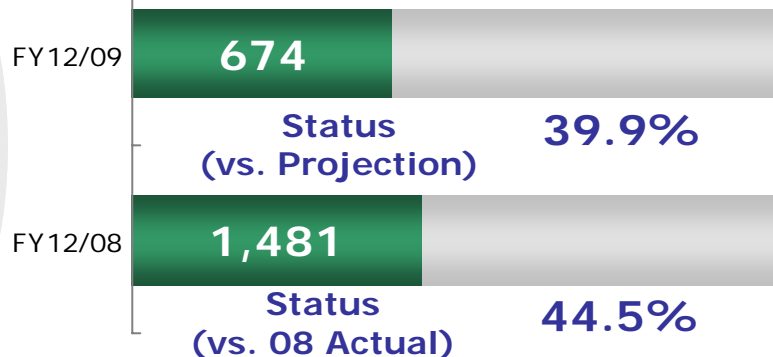
Quarterly Sales Trend

(million yen)



Status

(million yen)



## Sales Projection (million yen)

FY12/09 1Q-3Q	FY12/09 Full Year	FY12/08 1Q-3Q	% YOY Change
674	1,690	1,481	-54.5%

The number of  
registered users  
(At the 1<sup>st</sup> October)

184,000

DOWN129,000  
(-41.2%)

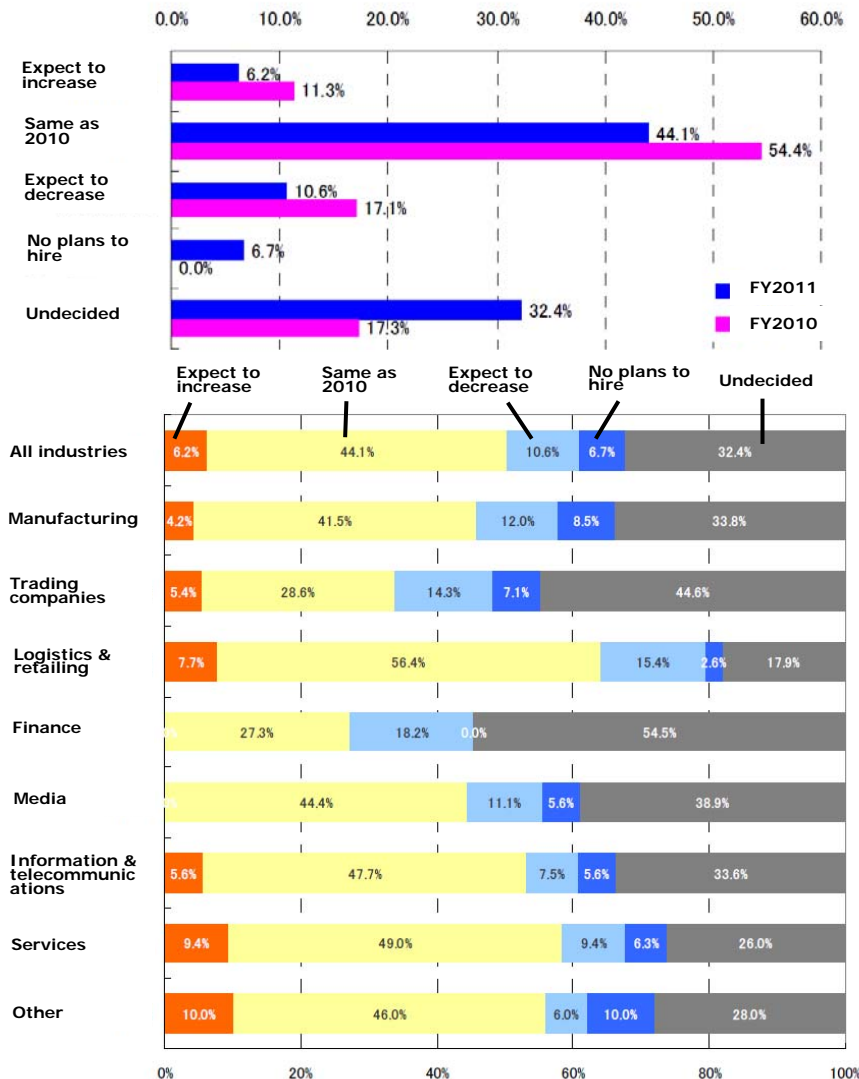
## FY12/09 3rd Quarter Overview

- The number of firms that cut their new graduate employment budget or left recruitment plans undecided rose because the business outlook is uncertain. Net sales dropped 66.0% YOY.
- The status of net sales on orders completed within the year including service orders outstanding as of the end of September rose to 76.2% of the budget.

## Policies from FY12/09 4th Quarter

- Strengthen new client development aimed at expanding the number of companies listing jobs on en-japan's website.
- Hold small-scale events tailored according to students' characteristics. Differentiate en-japan from other companies by improving firm and student matches.

## ■ FY2011 new graduate hiring trend Change in new graduates hired (October 2009 survey)



【 Increase in percentage who answered “Undecided” nearly doubled 】

Because of the severe economic situation, the number of respondents who answered “Expect to increase” or “Same as previous year” regarding their FY2011 hiring budget declined 5.1 pts. and 10.3 pts., respectively.

Moreover, no firms responded “No plans to hire” in the FY2010 survey, but 6.7% indicated “No plans to hire” in FY2011.

On the other hand, although 32.4% of responding firms answered “Undecided,” the probability of such firms increasing from the previous year is considered to be low.

【 “Logistics and Retailing” and “Services” indicate a strong intent to hire 】

Although some firms in “Logistics and retailing” and “Services” answered “No plans to hire” or “Undecided,” over 50% of the respondents indicated they plan to “Increase” or hire the “Same as previous year.”

On the other hand, a majority of the firms in “Finance” are “Undecided” and can be seen to have adopted a prudent stance towards hiring.

# **Return to Shareholders**

## Regarding Profit Distribution

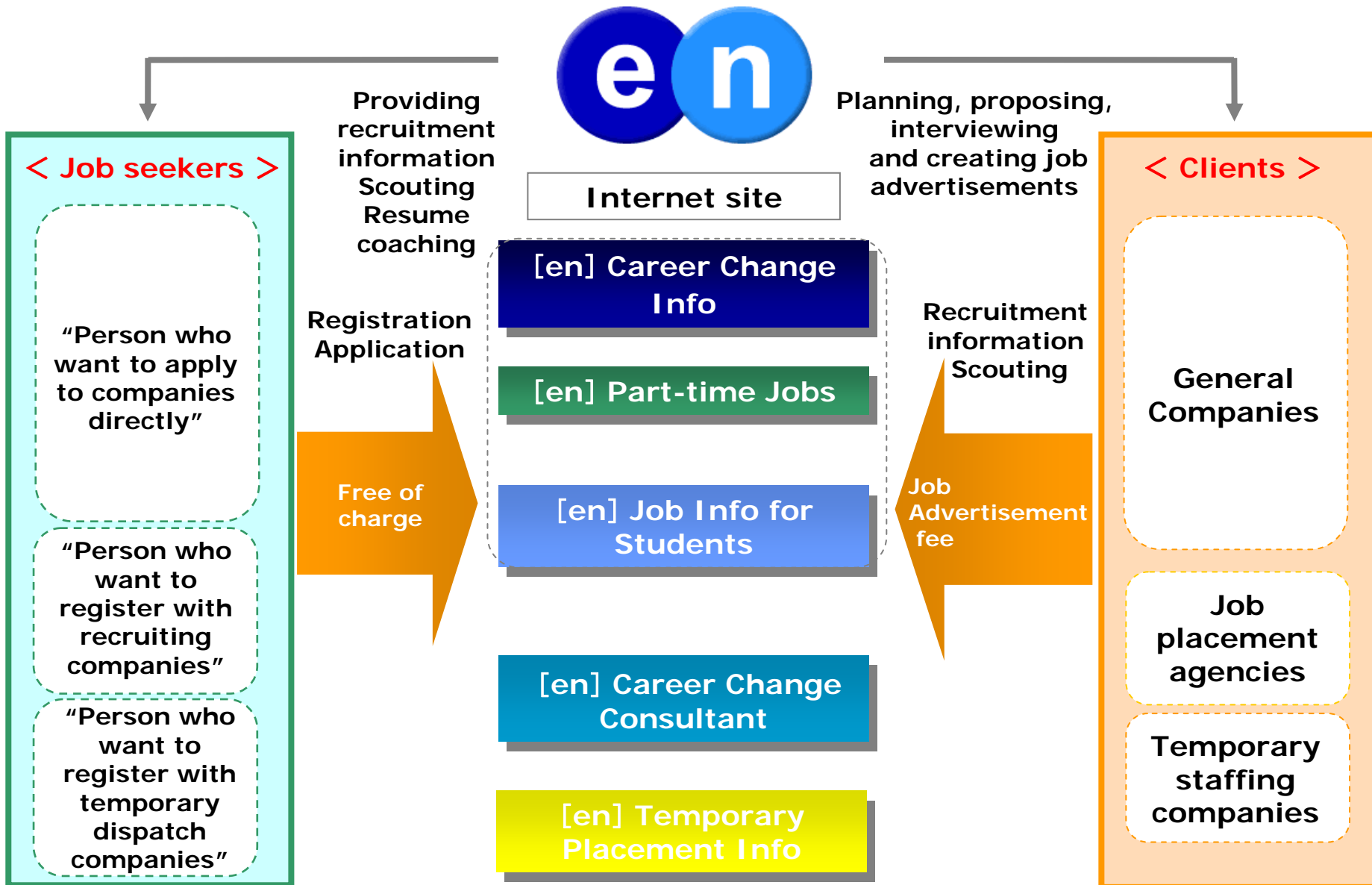
en-japan considers the maintenance of a dividend payout ratio of approximately 30% and the appropriate return of earnings to shareholders according to the operating results in each period, while taking into consideration the use of internal reserves to invest for growth and the maximization of corporate value, to be its fundamental policy. Because it has revised its operating results projections as described above in response to the rapid deterioration of its operating environment, the Company has decided to leave the full year-end dividend for the fiscal year ending December 2009 “undecided” at this time, and will propose the dividend amount after comprehensively considering its full year operating results for the current period and other factors.

## Appendix

---



<b>【 Name 】</b>	en-japan inc.
<b>【 Establishment 】</b>	January 14, 2000
<b>【 Representative 】</b>	Michikatsu Ochi (Chairman) / Takatsugu Suzuki ( President )
<b>【 Headquarters 】</b>	Shinjuku I-land Tower, 6-5-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo
<b>【 Total Stockholder's Equity 】</b>	JPY 12,351 million (as of end of Sep. 2009)
<b>【Stock Listing 】</b>	Nippon New Market "Hercules"
<b>【Fiscal Year 】</b>	January 1 – December 31
<b>【 Number of Employees 】</b>	644 (as of end of Sep. 2009)
<b>【 Number of Outstanding Shares】</b>	245,624 (as of end of Sep. 2009)
<b>【 Business Description 】</b>	(1) Internet job recruitment service (2) Consultation on recruitment, employee education and personnel evaluation system

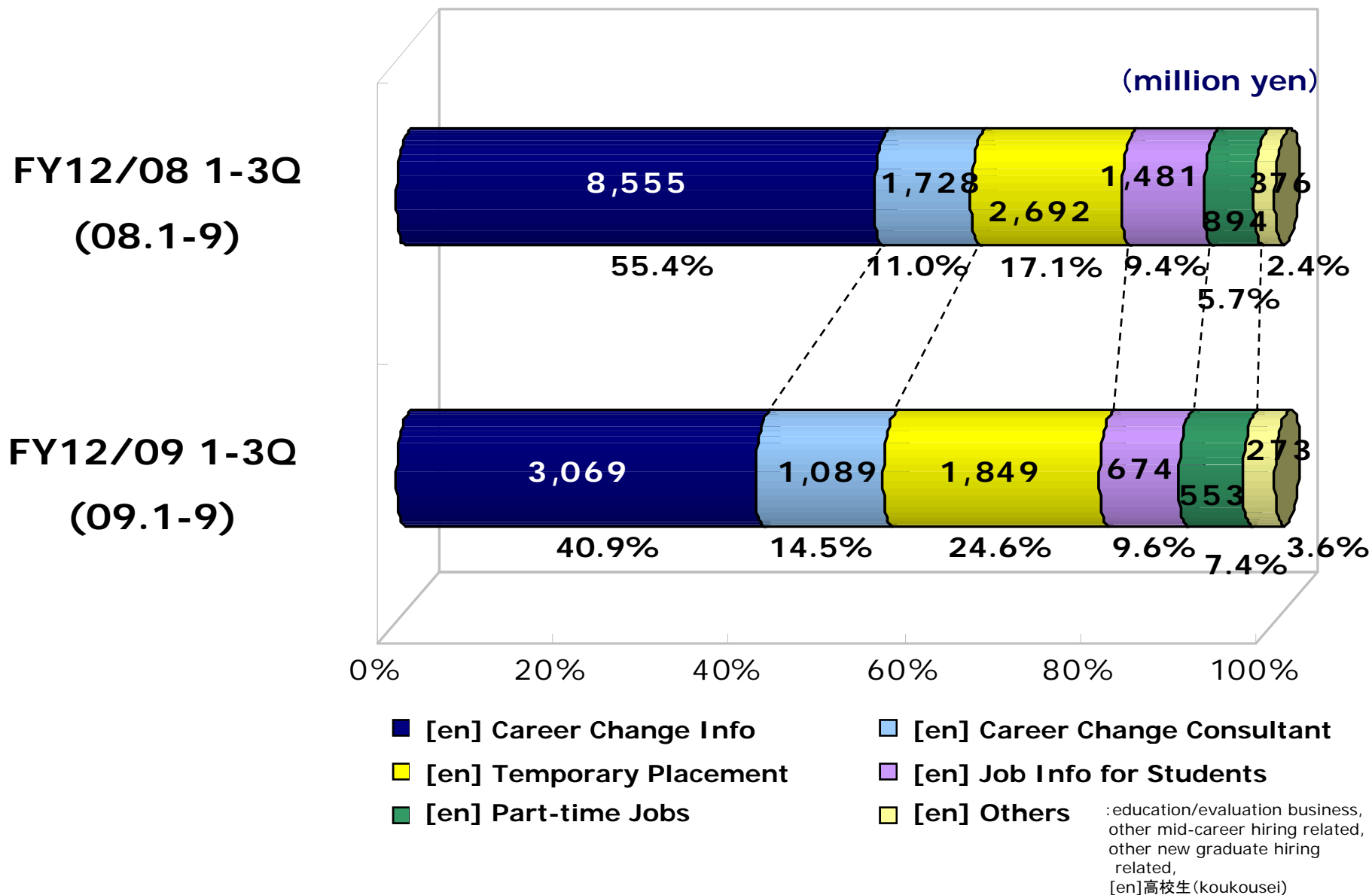


# Our Main Business Contents - Sites We Operate

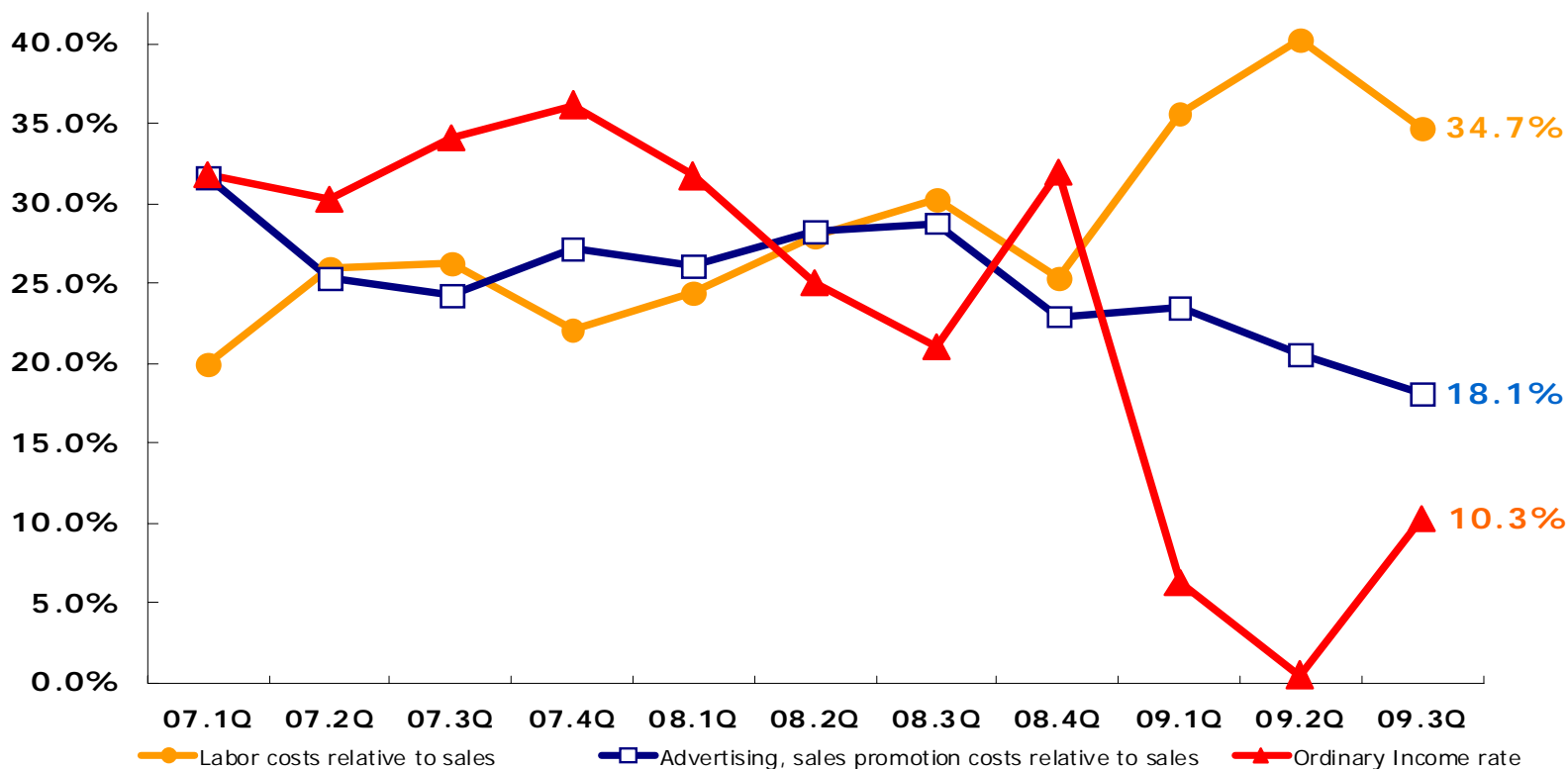


	Site Brand	Share	Contents	Characteristics	Users	Clients
Mid-career Hiring Business	[en] Career Change Info [en]社会人の転職情報	50 %	Site for Comprehensive Career Change Info	<a href="#">No.2 in industry</a> <ul style="list-style-type: none"> <li>All information is provided through our reporting and photographing of each company</li> <li>Straightforward,detailed Career Change Info from perspective of job seekers</li> <li>All information has video(only en-japan)</li> </ul>	<ul style="list-style-type: none"> <li>70% are in their 20s-mid-30s</li> <li>70% are male</li> <li>All occupations</li> </ul>	General Companies
	[en] Career Change Consultant [en]転職コンサルタント	11 %	Collective site for job placement agencies	<a href="#">No.1 in industry</a> <ul style="list-style-type: none"> <li>Information on job placement agencies and their Career Change Info</li> <li>5-level evaluation of job placement agencies(first in industry)</li> <li>High End Job Corner opened</li> </ul>	<ul style="list-style-type: none"> <li>60% are in their late 26-40</li> <li>80% are male</li> </ul>	Job placement agencies
	[en] Temporary Placement Info [en]派遣のお仕事情報	17 %	Collective site for temporary staffing companies	<a href="#">No.2 in industry</a> <ul style="list-style-type: none"> <li>Temporary staffing company information and their Career Change Info</li> <li>Unique search category "Insistence INDEX"</li> </ul>	<ul style="list-style-type: none"> <li>70% are in their 20s-mid 30s</li> <li>80% are female</li> </ul>	Temporary staffing companies
	[en] Part-time Jobs [en]本気のアルバイト	6 %	Site for Comprehensive Part-time worker Career Change Info	<a href="#">General Part-Time Employment Info Site (2/25 Open!)</a> <ul style="list-style-type: none"> <li>First Membership Part-Time employment site in the industry</li> <li>Companies award points based on work performance</li> <li>Mini-bonuses awarded based on points earned</li> </ul> <hr/> <a href="#">Site for part-time jobs that offer the potential to be hired as full-time employees [Goal! Full-time Employee]</a> <ul style="list-style-type: none"> <li>#1 site in part-time Career Change Info Volume with unique content</li> <li>Clear merits from potential of full-time employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>High school student</li> <li>University students</li> </ul> <hr/> <ul style="list-style-type: none"> <li>80% are in their 20s-mid 30s</li> <li>50% are Part-timers and NEETs</li> </ul>	contractor Temporary staffing companies General Companies  General Companies
New-Graduate Business	[en] Job Info for Students [en]学生の就職情報	16 %	Site for student employment information	<a href="#">Unique job and company research type-site</a> <ul style="list-style-type: none"> <li>Largest Japanese site with largest volume and highest quality of job information</li> <li>Same characteristics as [en]Career Change Info</li> <li>"Professional Work Research,"a unique service of en-japan</li> </ul>	<ul style="list-style-type: none"> <li>University students</li> <li>Graduate students</li> <li>Junior college students</li> </ul>	General Companies

# Sales Breakdown by Product



# Labor costs relative sales and Advertising, sales promotion costs

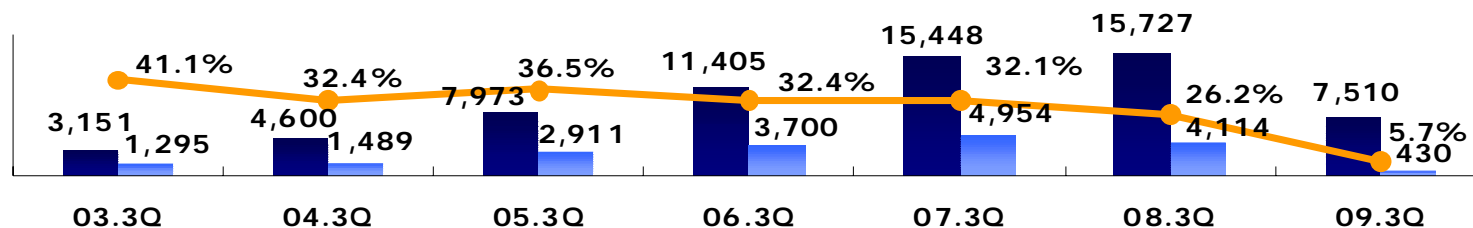


	07.1Q	07.2Q	07.3Q	07.4Q	08.1Q	08.2Q	08.3Q	08.4Q	09.1Q	09.2Q	09.3Q
Ordinary Income (million yen)	1,634	1,538	1,782	2,618	1,763	1,311	1,039	1,791	186	10	232
Ordinary Income rate	31.8%	30.3%	34.1%	36.2%	31.7%	25.0%	21.1%	32.0%	6.3%	0.5%	10.3%
Labor costs (million yen)	1,025	1,319	1,370	1,603	1,358	1,464	1,490	1,414	1,055	920	783
Labor costs relative to sales	20.0%	26.0%	26.2%	22.2%	24.4%	28.0%	30.2%	25.3%	35.6%	40.2%	34.7%
Advertising, sales promotion costs (million yen)	1,622	1,285	1,268	1,964	1,449	1,479	1,420	1,286	696	470	408
Advertising, sales promotion costs relative to sales	31.6%	25.3%	24.3%	27.1%	26.1%	28.2%	28.8%	23.0%	23.5%	20.6%	18.1%

# FY12/08 3rd Quarter Term Segment performance

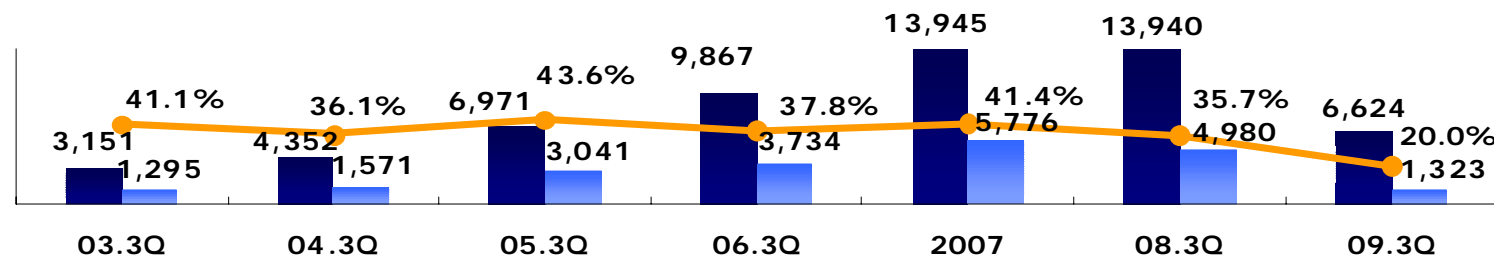


## Company-wide



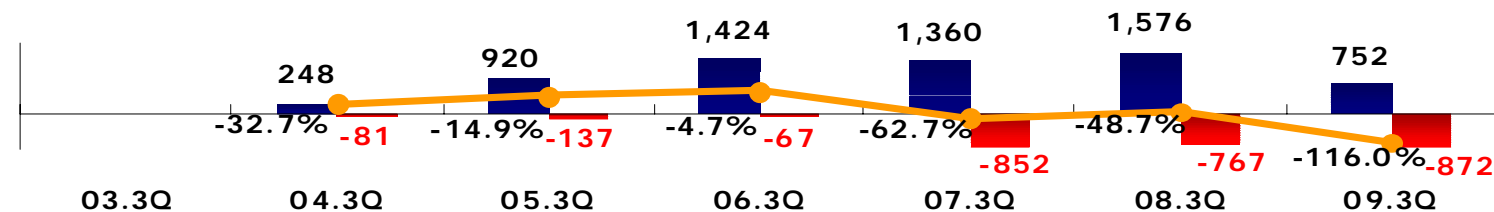
Net Sales  
(million yen)

## Mid-career hiring business



Ordinary Income  
(million yen)

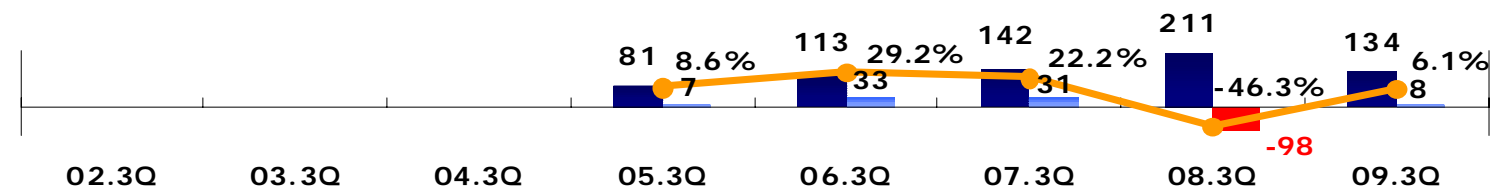
## New graduate hiring business



Ordinary Income Rate (%)

## Education/Evaluation business

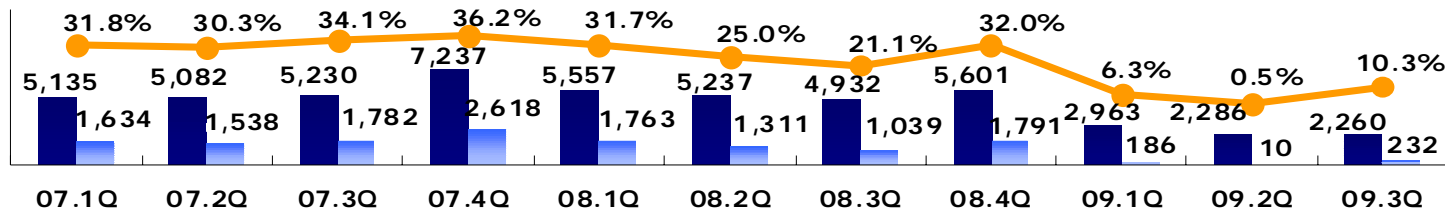
※Including [en]高校生(koukousei) in FY12/08



# Transition of Quarter Segment Performance

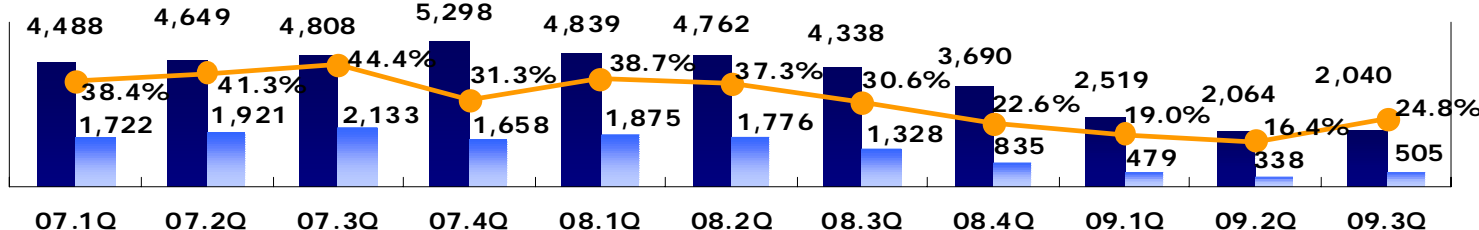


## Company-wide



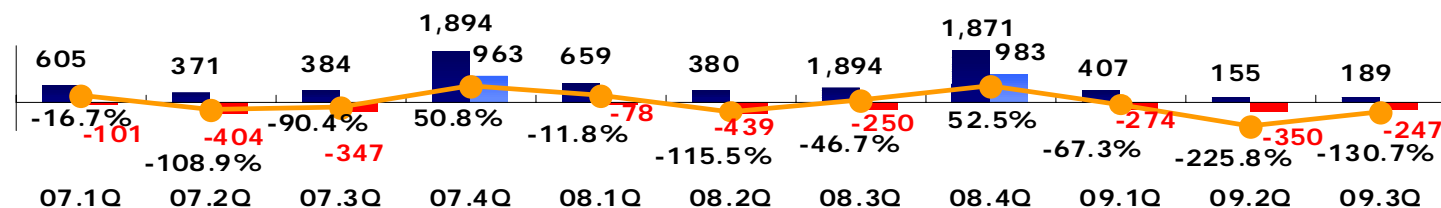
Net Sales  
(million yen)

## Mid-career hiring business



Ordinary Income  
(million yen)

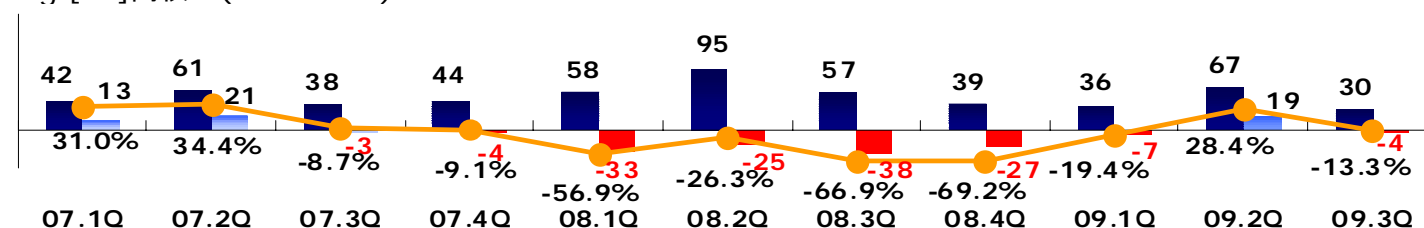
## New graduate hiring business



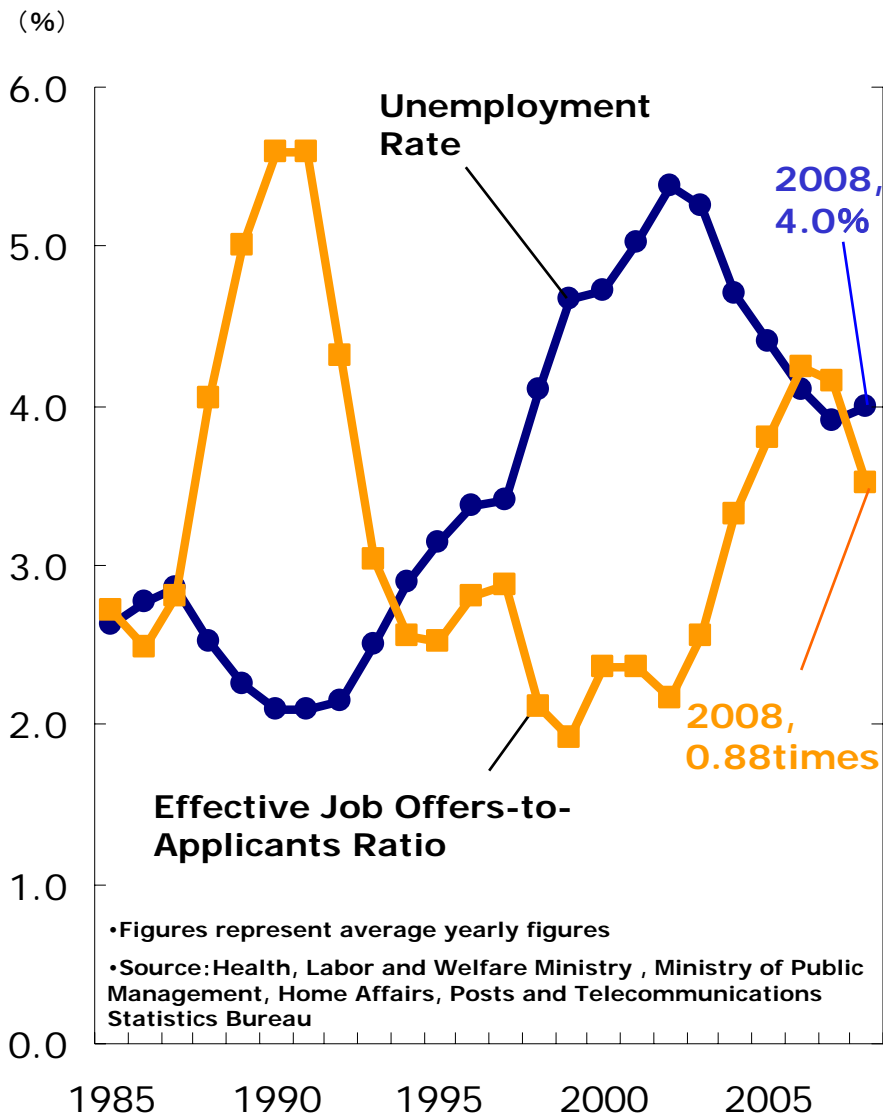
Ordinary Income Rate

※Including [en]高校生(koukousei) in FY12/08

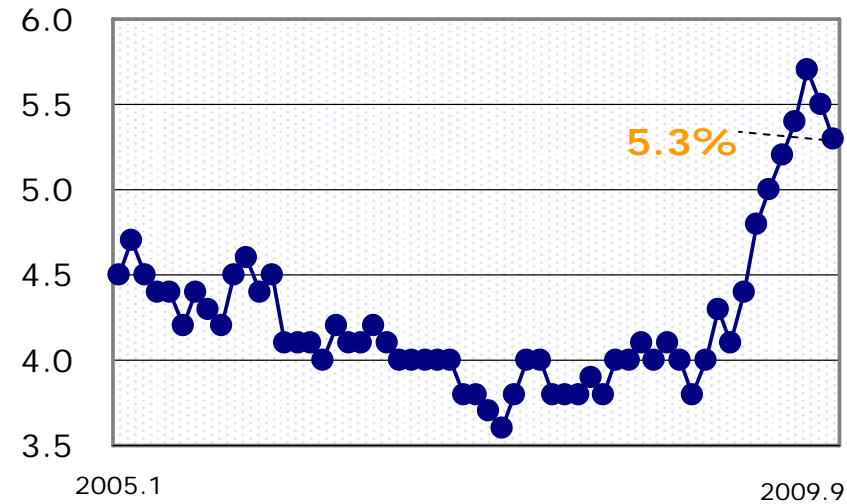
## Education/Evaluation business



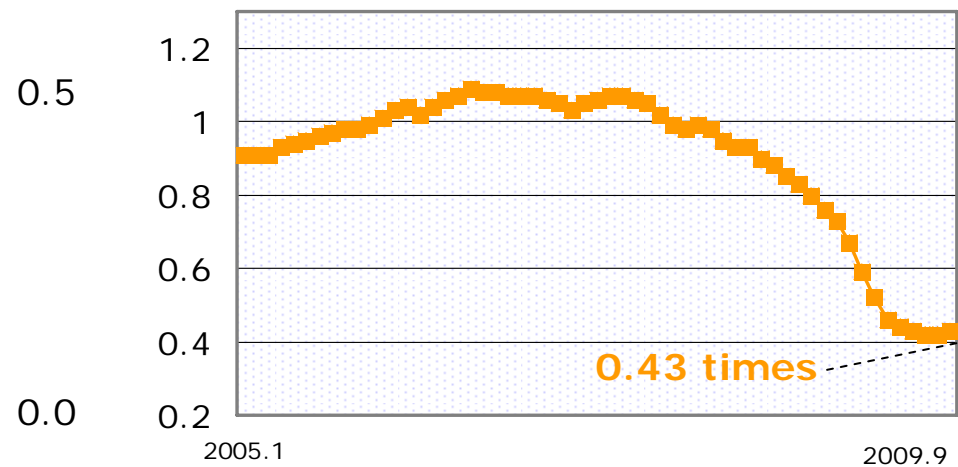
# Effective Job Offers-to-Applicants Ratio ,Unemployment Rate



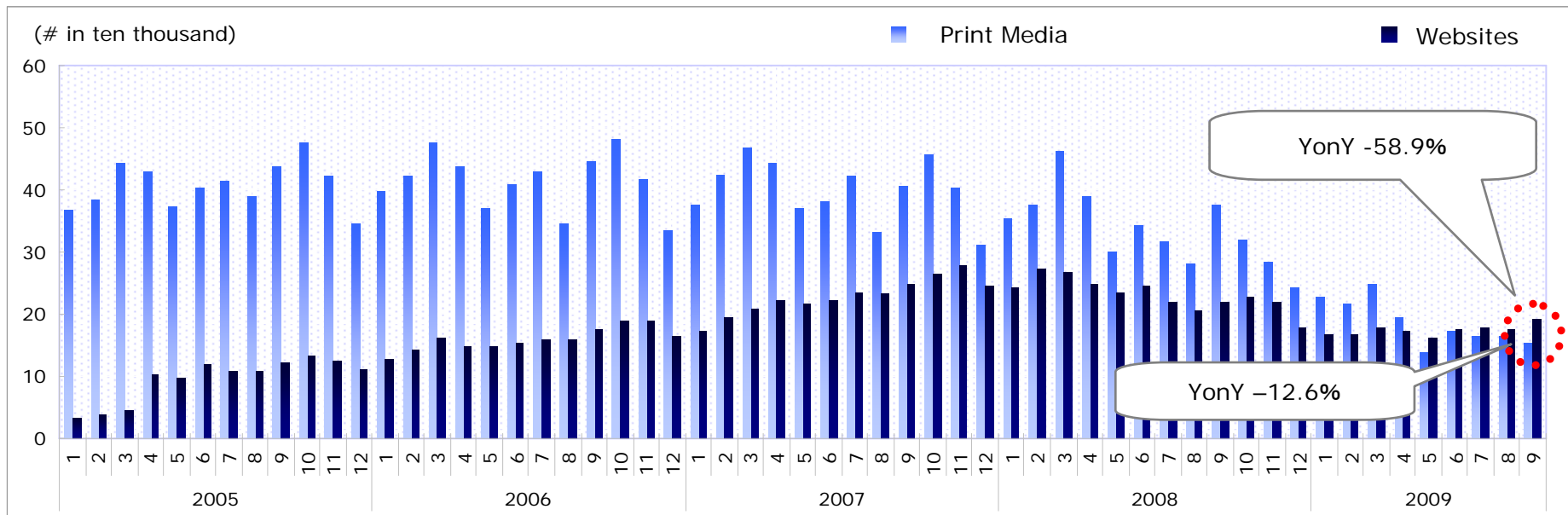
<Latest Unemployment Rate>



<Latest Effective Job Offers-to-Applicants Ratio >







Source: Association of Job Information of Japan "Job Advertisement Numbers" (Oct 2009)

\* Survey of 62 domestic companies (Prior to Apr 2007 to Mar 2008, survey of 67 companies. Apr 2008 to Mar 2009, survey of 64 companies.)



**■ en-japan inc. IR Administration Office**

**TEL:03-3342-4506 Mail: [ir-en@en-japan.com](mailto:ir-en@en-japan.com) URL:<http://corp.en-japan.com>**

**Cautionary Statement**

This material is for informational purpose only. You are fully responsible for the final decision to invest in the company. The statements included in these documents that are not historical facts are forward-looking statements which reflect management's current views with respect to certain future events and financial performance of the company. The company makes no guarantee or promise as to the accuracy or completeness of the information provided here and shall not be liable for any errors or delays in the content, or for any actions taken in reliance thereon. The content is subject to change without notice hereon.