

FY12/10

3rd Quarter Earnings Review



Nov 10th, 2010

en-japan Inc.

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FY12/10 3rd Quarter

Operating Results Summary

Operating Results Highlights

<Market environment>

While the ratio of job openings to job seekers improved for five consecutive months and the number of job seekers is seeing gradual growth, there are still many companies maintaining a cautious stance towards aggressive recruitment due to the unclear prospects for the economy.

<Net sales>

3rd Quarter : Consolidated ¥2.4 billion, Non-consolidated ¥2.24 billion (-0.8%)
3rd Quarter Year-to-Date : Consolidated ¥6.63 billion, Non-consolidated ¥6.46 billion (-13.9%)

With the ratio of decline of websites falling below that of the previous year decreasing in the third quarter from the second quarter, the overall business performance of the company saw an improvement.

<Operating income>

3rd Quarter : Consolidated ¥364 million, Non-consolidated ¥340 million (+34.3%)
3rd Quarter Year-to-Date : Consolidated ¥842 million, Non-consolidated ¥817 million (+78.1%)

Although advertising and promotional expenses increased from same quarter of previous year due to intensified promotional activities for "[en] Green Wedding" etc, profits rose due to reductions of other expenses.

※() is YOY

Topics After 3rd Quarter

- Acquired ownership of Wall Street Associates Ltd. and commenced consolidated financial reporting.
- Grand opening of website for 2011 graduates "[en] Job Info for Students 2012" on October 1, 2010. Total number of entries on the first day was more than double the volume of the previous year.
- China business Sales: 27.291mn yuan (¥341million) Up 101.3%yoy
 Ordinary Income: 7.457mn yuan (¥93million) Up 468.6%yoy
 ※The exchange rate of 9/30 2010 points in time: 1 calculate for 1 yuan = 12.5 yen
- Downward revision of full-year performance forecasts for the year ending December 2010 (Refer to pages 19-24 for details)



FY12/10 3rd Quarter Income Statement (Companywide : Consolidated)



	FY2009 (09.Jul-Sep)			FY2010 (10.Jul-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	-	-	-	2,409	100.0%	-
Cost of Sales	-	-	-	381	15.8%	-
Personnel	-	-	-	97	4.1%	-
Other	-	-	-	283	11.8%	-
Gross Profit	-	-	-	2,027	84.2%	-
SGA (Sales,general &administrative)	-	-	-	1,663	69.0%	-
Personnel	-	-	-	818	34.0%	-
Advertising, sales promotion	-	-	-	461	19.2%	-
Other	-	-	-	383	15.9%	-
Operating income	-	-	-	364	15.1%	-
Ordinary income	-	-	-	363	15.1%	-
Net income	-	-	-	182	7.6%	-

FY12/10 3rd Quarter Income Statement (Companywide : Non-consolidated)



	FY2009 (09.Jul-Sep)			FY2010 (10.Jul-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	2,260	100.0%	-54.2%	2,243	100.0%	-0.8%
Cost of Sales	415	18.4%	-20.2%	352	15.7%	-15.2%
Personnel	73	3.2%	-63.8%	68	3.0%	-6.7%
Other	342	15.1%	7.5%	284	12.7%	-17.0%
Gross Profit	1,845	81.6%	-58.2%	1,891	84.3%	2.5%
SGA	1,591	70.4%	-53.0%	1,551	69.1%	-2.6%
Personnel	710	31.4%	-44.8%	731	32.6%	2.9%
Advertising, sales promotion	408	18.1%	-71.3%	460	20.5%	12.9%
Other	472	20.9%	-30.7%	359	16.0%	-24.0%
Operating income	253	11.2%	-75.2%	340	15.2%	34.3%
Ordinary income	232	10.3%	-77.6%	342	15.3%	46.9%
Net income	77	3.4%	-86.8%	174	7.8%	125.4%

FY12/10 3rd Quarter Operating Results Changing Factor (Companywide : Non-consolidated)



Sales decrease 0.9%YOY to ¥20mn.

Sales

¥2.26
billion

[en] Career Change Info ...+¥68mn
 [en] Career Change Consultant ... -¥98mn
 [en] Temporary Placement Info ... -¥63mn
 [en] Part-time Jobs ...+¥20mn
 [en] Job Info for Students ... -¥24mn
 Education/Evaluation Business ...+¥38mn
 Other Business ...+¥19mn

¥2.24
billion

Expenses

¥2.0
billion

Expenses decrease 5.2%YOY to ¥103mn.

Rent expense ...-¥100mn
 Decreased in Ad ,SP expenses ...+¥50mn
 Commission paid ...+¥20mn etc.

¥1.9
billion

Operating
income

¥253
million

Operating income increase 34.3%YOY to ¥86mn.

¥340
million

FY12/09 3Q

FY12/10 3Q

FY12/10 Term Income Statement (Companywide : Consolidated)



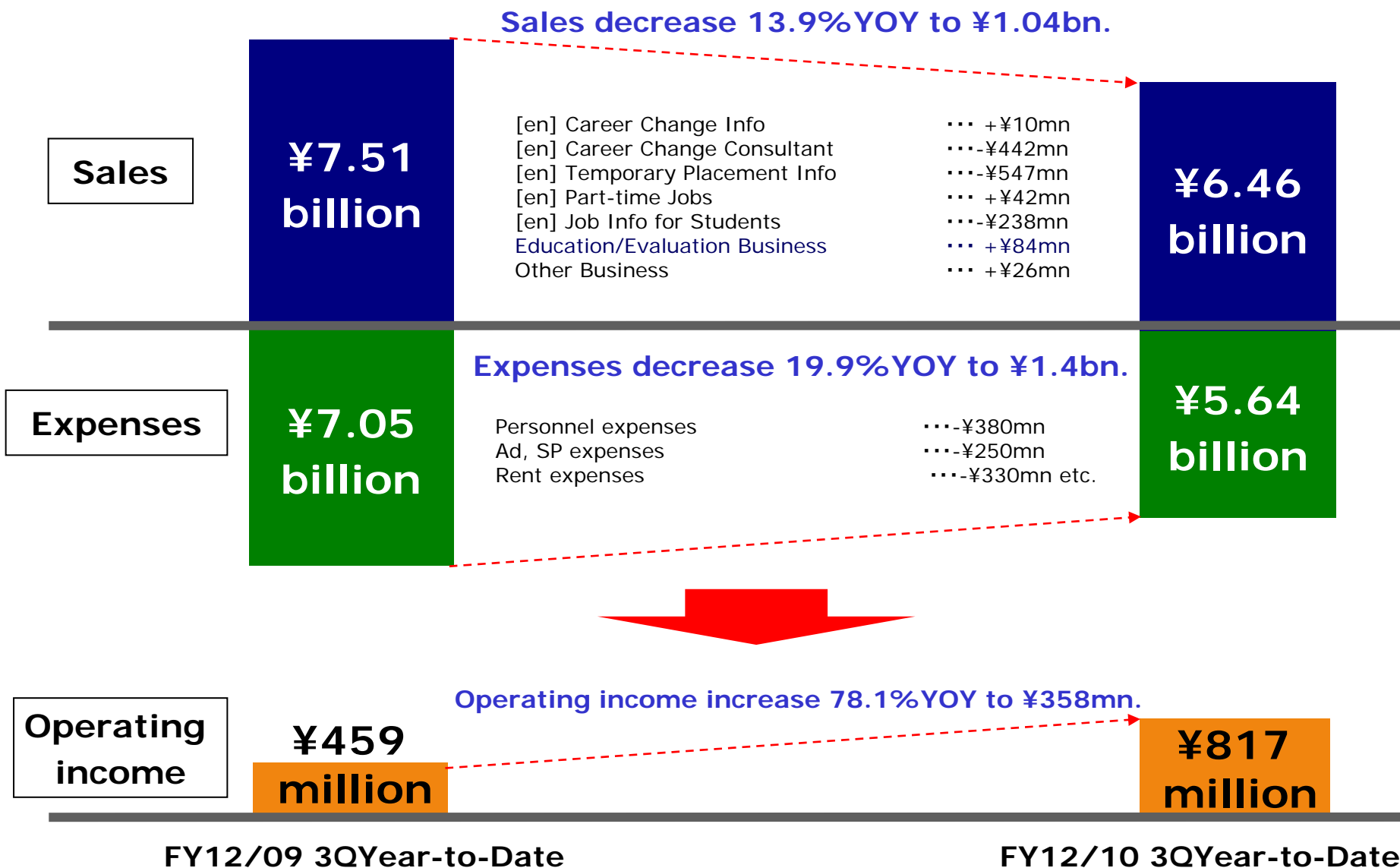
	FY2009 (09.Jan-Sep)			FY2010 (10.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	-	-	-	6,631	100.0%	-
Cost of Sales	-	-	-	1,151	17.4%	-
Personnel	-	-	-	231	3.5%	-
Other	-	-	-	920	13.9%	-
Gross Profit	-	-	-	5,479	82.6%	-
SGA	-	-	-	4,636	69.9%	-
Personnel	-	-	-	2,257	34.0%	-
Advertising, sales promotion	-	-	-	1,321	19.9%	-
Other	-	-	-	1,057	15.9%	-
Operating income	-	-	-	842	12.7%	-
Ordinary income	-	-	-	869	13.1%	-
Net income	-	-	-	408	6.2%	-

FY12/10 Term Income Statement (Companywide : Non-consolidated)



	FY2009 (09.Jan-Sep)			FY2010 (10.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	7,510	100.0%	-52.2%	6,465	100.0%	-13.9%
Cost of Sales	1,378	18.4%	-13.9%	1,122	17.4%	-18.6%
Personnel	284	3.8%	-51.9%	201	3.1%	-28.9%
Other	1,094	14.6%	8.4%	920	14.2%	-15.9%
Gross Profit	6,132	81.6%	-56.6%	5,342	82.6%	-12.9%
SGA	5,672	75.5%	-43.4%	4,524	70.0%	-20.2%
Personnel	2,475	33.0%	-33.5%	2,170	33.6%	-12.3%
Advertising, sales promotion	1,575	21.0%	-63.8%	1,320	20.4%	-16.1%
Other	1,622	21.6%	-16.6%	1,033	16.0%	-36.3%
Operating income	459	6.1%	-88.8%	817	12.7%	78.1%
Ordinary income	430	5.7%	-89.5%	847	13.1%	96.8%
Net income	-9	-0.1%	-	400	6.2%	-

FY12/10 Term Operating Results Changing Factor (Companywide : Non-consolidated)



FY12/10 Term Income Statement – Mid-Career Hiring Business (Consolidated)



	FY2009 (09.Jan-Sep)			FY2010 (10.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	-	-	-	5,860	100.0%	-
Cost of Sales	-	-	-	650	11.1%	-
Gross Profit	-	-	-	5,210	88.9%	-
SGA	-	-	-	3,415	58.3%	-
Personnel	-	-	-	1,717	29.3%	-
Advertising, sales promotion	-	-	-	905	15.4%	-
Other	-	-	-	792	13.5%	-
Operating income	-	-	-	1,794	30.6%	-

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

FY12/10 Term Income Statement – Mid-Career Hiring Business (Non-consolidated)



	FY2009 (09.Jan-Sep)			FY2010 (10.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	6,624	100.0%	-52.5%	5,694	100.0%	-14.0%
Cost of Sales	736	11.1%	-30.6%	621	10.9%	-15.6%
Gross Profit	5,887	88.9%	-54.3%	5,073	89.1%	-13.8%
SGA	4,564	68.9%	-42.3%	3,303	58.0%	-27.6%
Personnel	1,905	28.8%	-29.6%	1,630	28.6%	-14.4%
Advertising, sales promotion	1,403	21.2%	-62.8%	904	15.9%	-35.6%
Other	1,255	19.0%	-12.1%	768	13.5%	-38.8%
Operating income	1,323	20.0%	-73.4%	1,770	31.1%	33.7%

◆ 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

FY12/10 Term Income Statement – New Graduate Hiring Business (Non-consolidated)



	FY2009 (09.Jan-Sep)			FY2010 (10.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	752	100.0%	-52.3%	525	100.0%	-30.1%
Cost of Sales	619	82.4%	28.7%	363	69.1%	-41.3%
Gross Profit	132	17.6%	-87.9%	162	30.9%	22.3%
SGA	1,005	133.6%	-46.0%	719	136.9%	-28.4%
Personnel	508	67.6%	-42.6%	388	73.9%	-23.6%
Advertising, sales promotion	171	22.7%	-67.8%	143	27.3%	-16.3%
Other	325	43.3%	-26.6%	188	35.8%	-42.3%
Operating income	-872	- 116.0%	-	-557	-106.0%	-36.1%

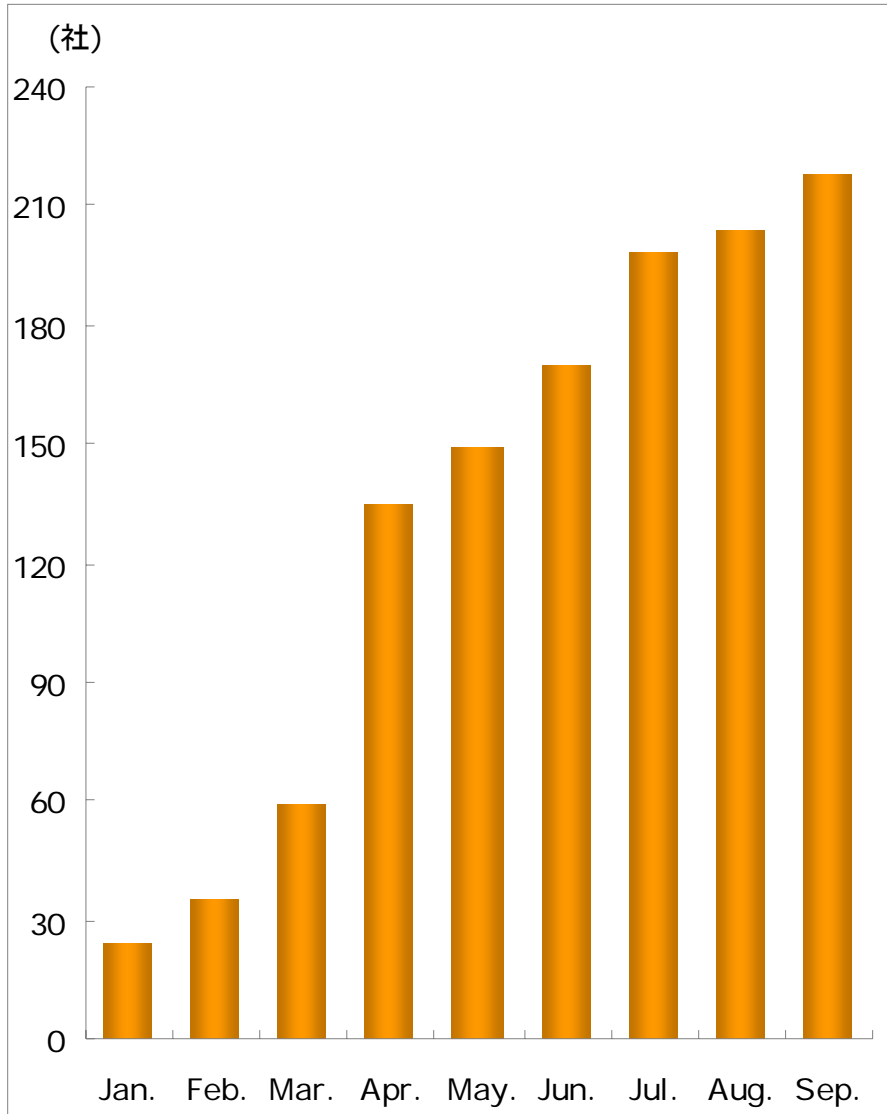
◆ New Graduate Hiring Business: [en] Job Info for Students,
other new graduate hiring related

FY12/10 Term Income Statement – Education/Evaluation Business (Non-consolidated)



	FY2009 (09.Jan-Sep)			FY2010 (10.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	134	100.0%	-18.9%	218	100.0%	62.5%
Cost of Sales	22	16.9%	22.3%	57	26.2%	151.5%
Gross Profit	111	83.1%	-24.1%	161	73.8%	44.4%
SGA	103	76.9%	-4.7%	148	68.1%	43.8%
Personnel	61	45.7%	-11.6%	93	42.6%	51.6%
Advertising, sales promotion	0.9	0.7%	-39.6%	4	2.0%	340.9%
Other	40	30.5%	9.7%	51	23.5%	25.1%
Operating income	8	6.1%	-78.6%	12	5.7%	52.4%

【 A number of the member companies change】



- Strengthened sales activities of direct sales team.
- Accumulated number of seminar participants has surpassed 10,000.

Eyeing the next term

- Strengthen follow-up system to ensure renewal of current member companies next term.

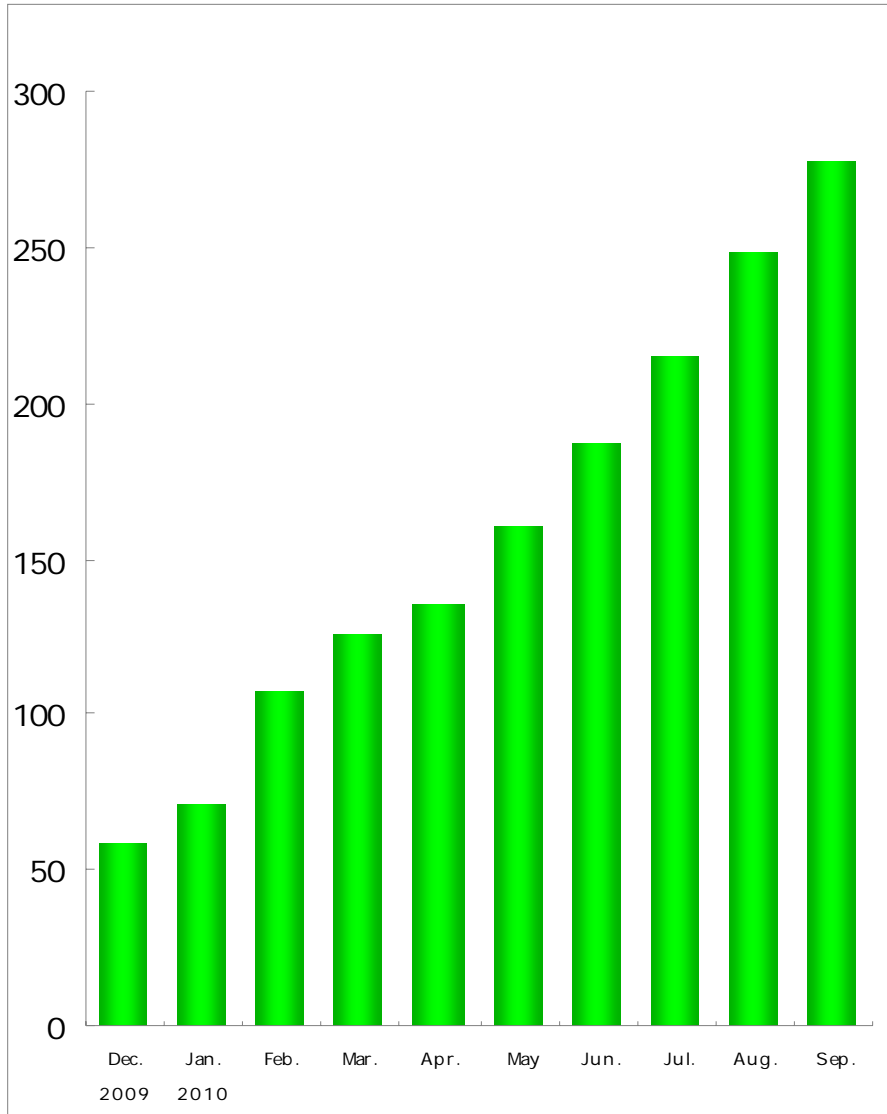
FY12/10 Term Income Statement – Other Business (Non-consolidated)



	FY2009 (09.Jan-Sep)			FY2010 (10.Jan-Sep)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	-	-	-	26	100.0%	-
Cost of Sales	-	-	-	80	305.4%	-
Gross Profit	-	-	-	-54	-205.4%	-
SGA	-	-	-	352	1333.1%	-
Personnel	-	-	-	58	219.7%	-
Advertising, sales promotion	-	-	-	269	1016.5%	-
Other	-	-	-	25	96.9%	-
Operating income	-	-	-	-407	- 1538.5%	-

◆ Other Business: [en] Green Wedding , FINE

【 A number of the publication wedding venues change】



- With the start of publications of venues at locations other than metropolitan areas, the number of publications of venues is seeing steady growth.
- Number of registered users increased 63.0% from the end of June.

Eying increase in number of publications of venues and members

- Seek to acquire new users and improve effects of publications through collaborations with goo and other portal sites.

【goo Green Wedding】



FY12/10

Full year Operating Results

Projections

FY12/10 Full year Operating Results Projections – (companywide : Non-consolidated)



(million yen)

	FY12/10 Revised Projections	% of Sales	% YOY Change	FY12/10 Previous Projections	% of Sales	% Change
Net Sales	9,110	100.0%	-10.8%	9,480	100.0%	-3.9%
Cost of Sales	1,543	16.9%	-14.5%	1,656	17.5%	-6.8%
Personnel	290	3.2%	-22.4%	301	3.2%	-3.7%
Other	1,252	13.7%	-12.4%	1,355	14.3%	-7.6%
Gross Profit	7,574	83.1%	-9.9%	7,823	82.5%	-3.2%
SGA	6,124	67.2%	-14.3%	6,373	67.2%	-3.9%
Personnel	2,907	31.9%	-8.5%	2,921	30.8%	-0.5%
Advertising, sales promotion	1,785	19.6%	-9.8%	1,907	20.1%	-6.4%
Other	1,431	15.7%	-28.0%	1,544	16.3%	-7.3%
Operating income	1,450	15.9%	15.1%	1,450	15.3%	0.0%
Ordinary income	1,470	16.1%	21.2%	1,470	15.5%	0.0%
Net income	802	8.8%	74.5%	830	8.8%	-3.4%

FY12/10 Full year Operating Results Projections – (companywide : Consolidated)



(million yen)

	FY12/10 Revised Projections	% of Sales	FY12/10 Previous Projections	% of Sales	% Change
Net Sales	① 9,780	100.0%	10,130	100.0%	-3.5%
Cost of Sales	② 1,655	16.9%	1,812	17.9%	-8.7%
Personnel	403	4.1%	457	4.5%	-11.8%
Other	1,251	12.8%	1,355	13.4%	-7.7%
Gross Profit	8,126	83.1%	8,317	82.1%	-2.3%
SGA	6,586	67.3%	6,847	67.6%	-3.8%
Personnel	3,267	33.4%	3,281	32.4%	-0.4%
Advertising, sales promotion	1,788	18.3%	1,915	18.9%	-6.6%
Other	1,530	15.6%	1,649	16.3%	-7.2%
Operating income	③ 1,540	15.7%	1,470	14.5%	4.8%
Ordinary income	1,565	16.0%	1,493	14.7%	4.8%
Net income	④ 830	8.5%	849	8.4%	-2.2%

①【Sales】

Downward revisions of individual items leading to downward revision on a consolidated basis.

②【COGS】

Temporary staff placement ratio expected to be lower than initial estimates with regard to net sales of Wall Street Associates Ltd.

⇒COGS reduction expected

③【Operating income/ Ordinary income】

Profits expected to exceed forecasts due to decreases of various expenses and reduction of COGS at Wall Street Associates Ltd.

④【Net income】

Expected to fall below forecasts due to plan to appropriate office relocation costs as extraordinary loss

FY12/10 Full year Operating Results Projections – (segment : Non-consolidated)



Mid Career Hiring Business (million yen)				
	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
Net Sales	7,660	-10.3%	7,995	-4.2%
Operating Income	2,375	32.1%	2,455	-3.3%
Operating income rate(%)	31.0%		30.7%	
The Number of Employees	461		450	

New Graduate Hiring Business				
	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
Net Sales	1,110	-25.3%	1,080	2.8%
Operating Income	-405	-	-485	-
Operating income rate(%)	-36.5%		-44.9%	
The Number of Employees	115		115	

Education/Evaluation Business				
	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
Net Sales	285	57.7%	310	-8.1%
Operating Income	2	-74.0%	13	-84.6%
Operating income rate(%)	0.7%		4.2%	
The Number of Employees	34		31	

Other Business				
	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
Net Sales	50	-	90	-44.4%
Operating Income	-525	-	-535	-
Operating income rate(%)	-1050.0%		-594.4%	
The Number of Employees	15		12	

FY12/10 Full year Operating Results Projections – (segment : Consolidated)



(million yen)

Mid Career Hiring Business				
	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
Net Sales	8,325	-	8,645	-3.7%
Operating Income	2,465	-	2,475	-0.4%
Operating income rate(%)	29.6%		28.6%	
The Number of Employees	561		-	

New Graduate Hiring Business				
	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
Net Sales	1,110	-	1,080	2.8%
Operating Income	-405	-	-485	-
Operating income rate(%)	-36.5%		-44.9%	
The Number of Employees	115		-	

Education/Evaluation Business				
	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
Net Sales	285	-	310	-8.1%
Operating Income	2	-	13	-84.6%
Operating income rate(%)	0.7%		4.2%	
The Number of Employees	34		-	

Other Buisness				
	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
Net Sales	50	-	90	-44.4%
Operating Income	-525	-	-535	-
Operating income rate(%)	-1050.0%		-594.4%	
The Number of Employees	15		-	

FY12/10 Full year Operating Results Projections – (websites : Non-consolidated)



(Million Yen)

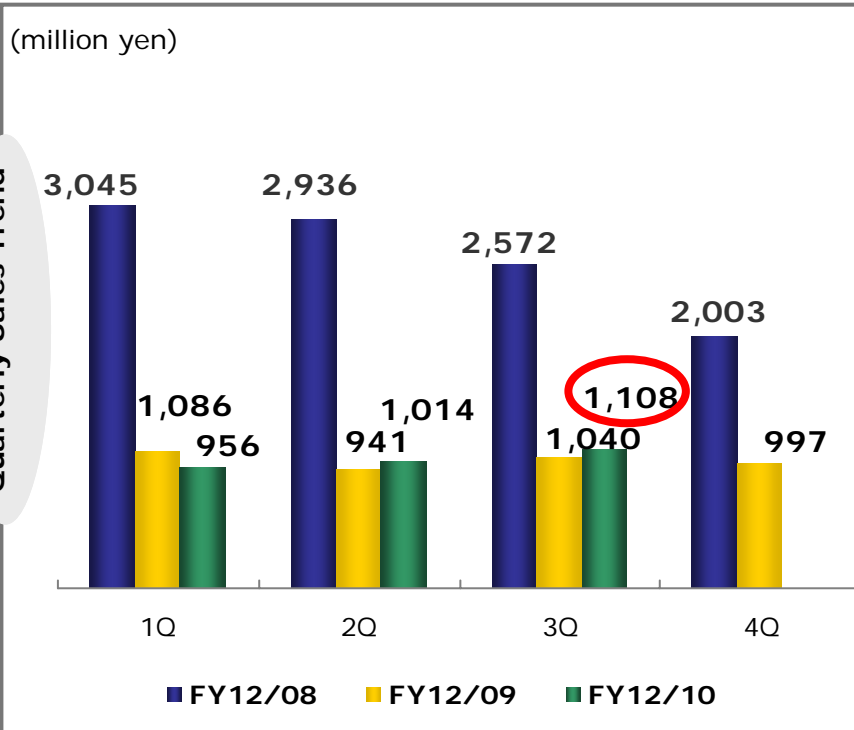
	Sales			
Mid Career Hiring Business	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
[en]Career Change Info	4,170	2.5%	4,300	-3.0%
[en]Career Change Consultant	835	-38.0%	930	-10.2%
[en]Temporary Placement Info	1,735	-24.7%	1,760	-1.4%
[en]Part-time Jobs	820	9.9%	920	-10.9%

	Sales			
New Graduate Hiring Business	FY12/10 Revised Projections	% YOY Change	FY12/10 Previous Projections	% Change
[en]Job Info for Students	995	-28.7%	970	2.6%

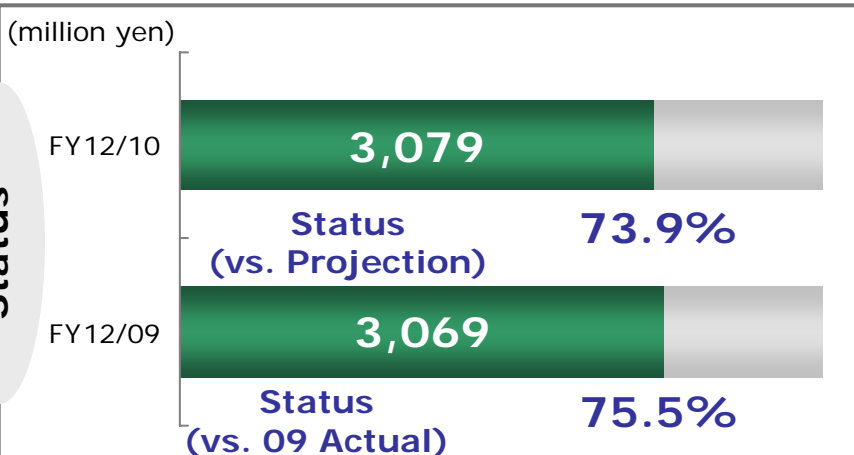
FY12/10 3rd Quarter

Summary of Site Information

Quarterly Sales Trend



Status



Sales Projection (million yen)

FY12/10 1Q-3Q	FY12/09 1Q-3Q	% YOY Change	FY12/10 Full Year
3,079	3,069	+0.3%	4,170

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

27,700,000

UP1,800,000
(+6.9%)

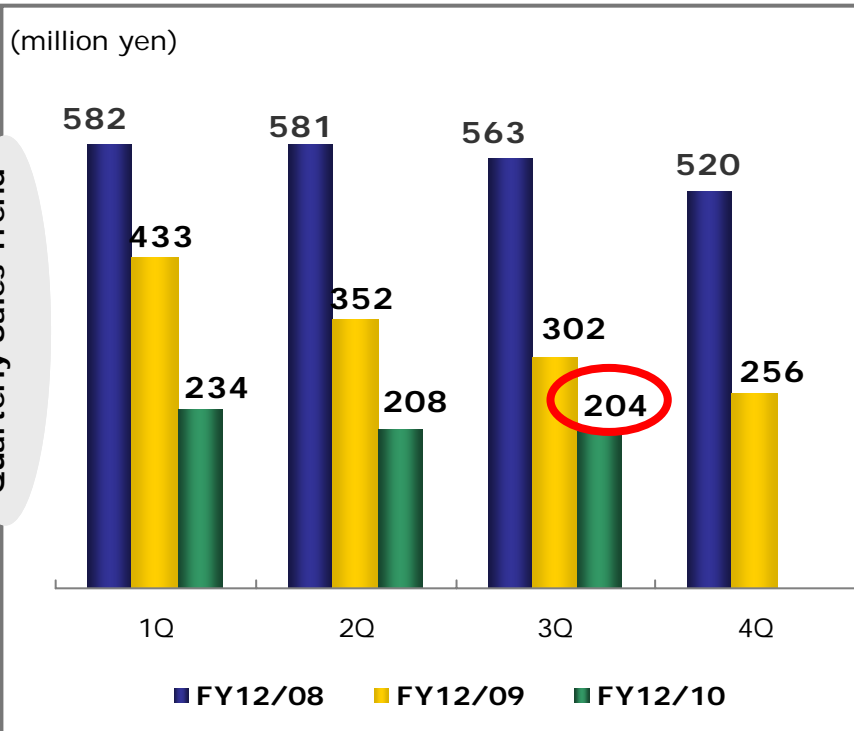
FY12/10 3rd Quarter Overview

- Net sales were JPY1.1 billion, an increase of 6.6% from same quarter of the previous year, due to spread of vacant position replacement and restart of hiring activities following economic recovery.
- Publication case volume concerning success fee-based job advertising service "Search Type Recruitment Solution" is showing good progress and an increase in the number of persons undergoing successful closing.

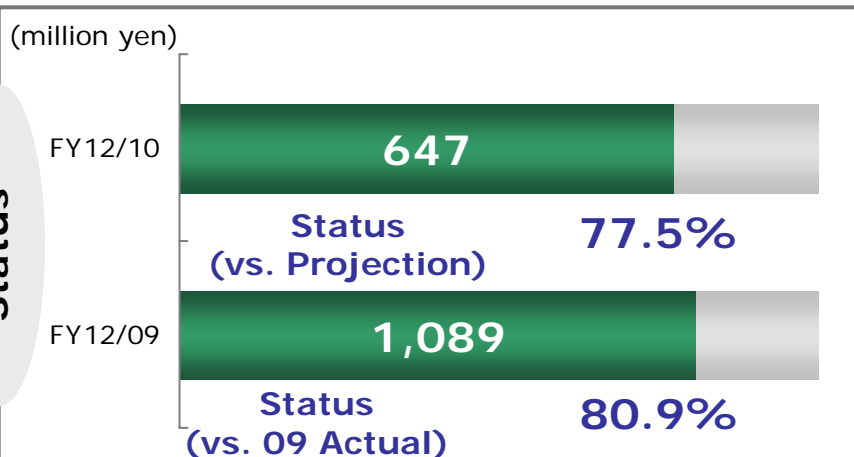
Policies from FY12/10 4th Quarter

- Seek further increase of publication case volume through thorough client follow-ups and addressing potential needs etc.
- Strengthen sales of option services to improve successful employment ratio.

Quarterly Sales Trend



Status



Sales Projection (million yen)

FY12/10 1Q-3Q	FY12/09 1Q-3Q	% YOY Change	FY12/10 Full Year
647	1,089	-40.6%	835

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

610,000

UP70,000
(+13.0%)

FY12/10 3rd Quarter Overview

- Net sales were JPY204 million, a decline of 32.6% from same quarter of the previous year, given the recovery in the number of job seeking cases handled by mid/small cap job placement agencies, who are our company's main clients, continue to be at a standstill.
- Number of corporate publications rose from the previous quarter for the first time since 08.1Q due to aggressive follow-up activities conducted with new and existing clients.

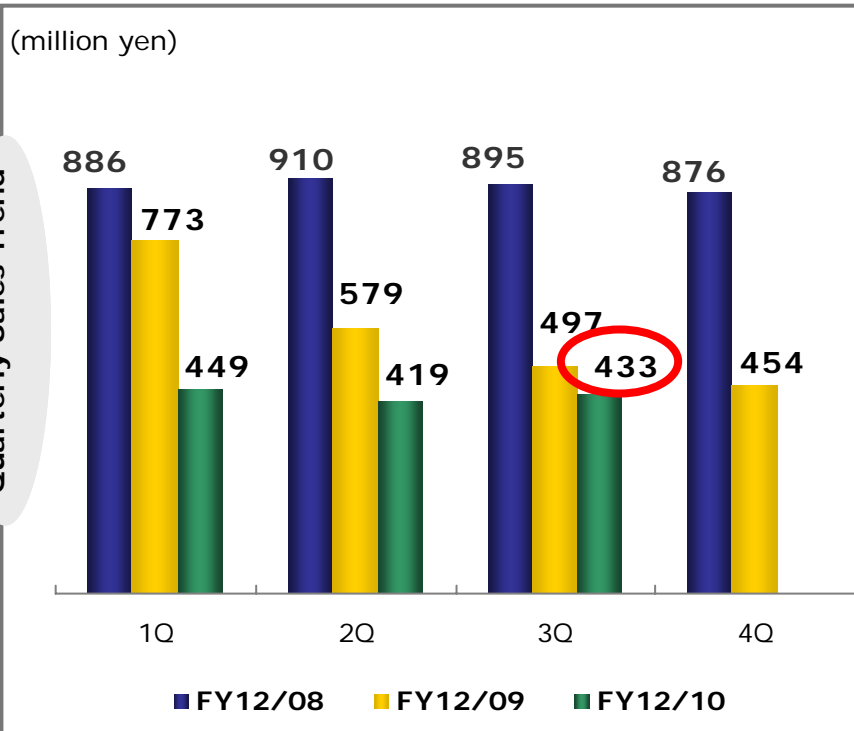
Policies from FY12/10 4th Quarter

- Seek to retain and expand the number of corporate publications through continued detailed client follow-ups to avoid opportunity losses.
- Strengthen measures to improve website value.

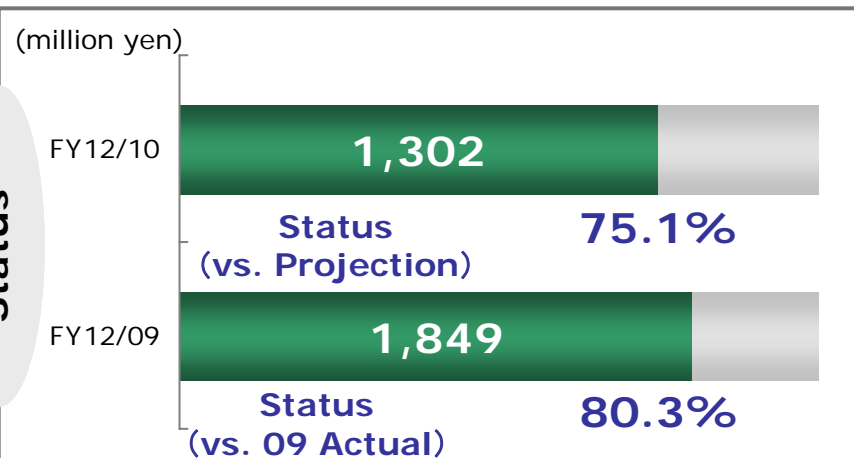
[en] Temporary Placement Info



Quarterly Sales Trend



Status



Sales Projection (million yen)

FY12/10 1Q-3Q	FY12/09 1Q-3Q	% YOY Change	FY12/10 Full Year
1,302	1,849	-29.6%	1,735

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

710,000

UP90,000
(+14.5%)

FY12/10 3rd Quarter Overview

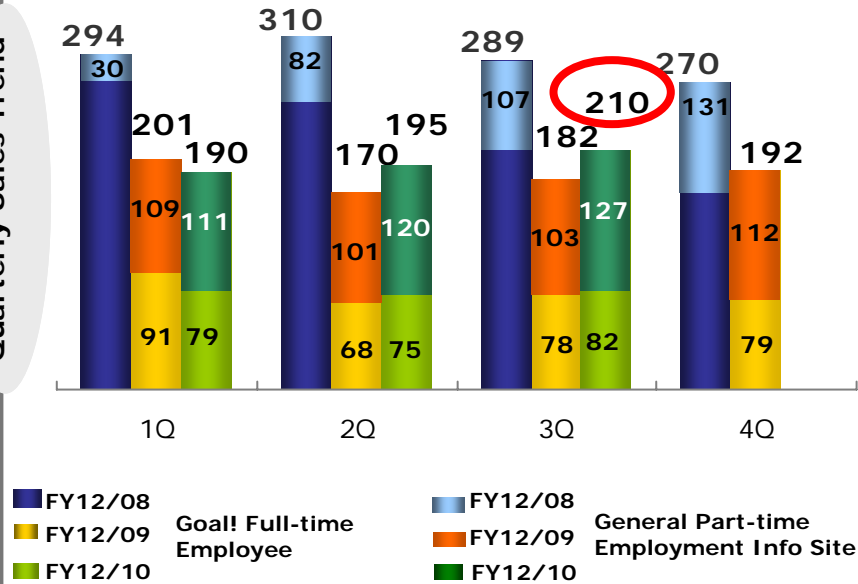
- Net sales were JPY433 million, a 12.8% decline from the same quarter of the previous year, but temporary staff placement saw a recovery trend, and rose from the previous quarter for the first time in nine quarters.
- Number of office publications increased from the previous quarter and the same quarter of the previous year driven due to strengthened sales activities for regional bases of temporary staffing companies.

Policies from FY12/10 4th Quarter

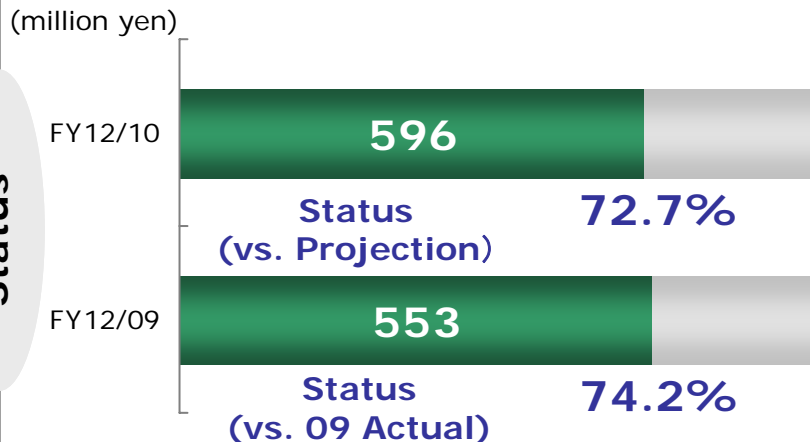
- Strengthen sales activities for regional bases to increase new office publications.
- Review existing contracts as necessary to ensure renewed publication of existing clients in line with the rise in demand for temporary staff placements.

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

Quarterly Sales Trend



Status



Sales Projection (million yen)

FY12/10 1Q-3Q	FY12/09 1Q-3Q	% YOY Change	FY12/10 Full Year
596	553	+7.6%	820

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

500,000

UP110,000
(+28.2%)

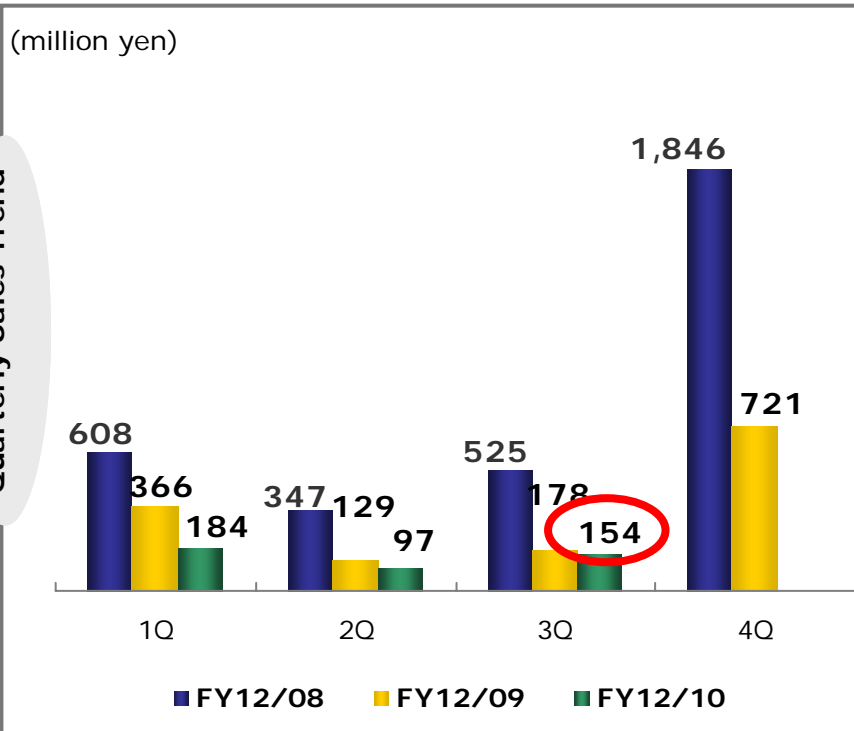
FY12/10 3rd Quarter Overview

- Net sales were JPY210 million, an increase of 15.4% from the same quarter of the previous year, driven by a rise in demand for part-time employment in sales-related occupations following a recovery in consumption.
- Productivity per person has increased significantly, and profitability has improved.

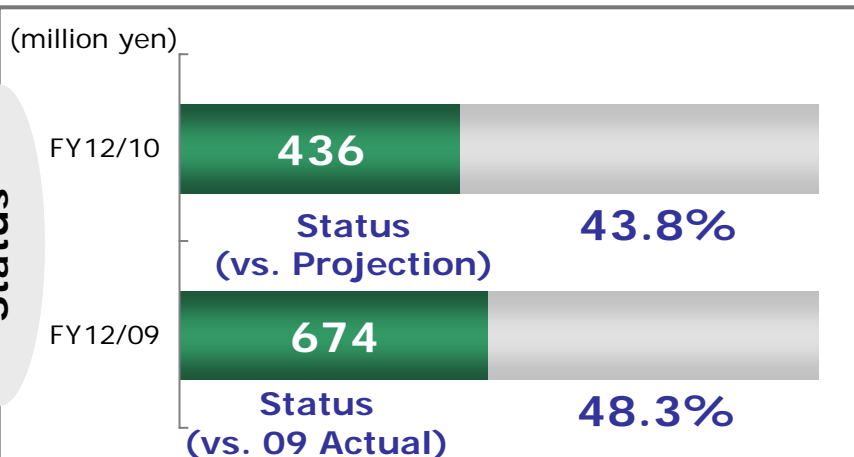
Policies from FY12/10 4th Quarter

- Towards the year-end, promote sales to companies in industries expecting a rise of demand for part-time employment.
- Proactively handle products of other sites to respond to customer needs.

Quarterly Sales Trend



Status



Sales Projection (million yen)

FY12/10 1Q-3Q	FY12/09 1Q-3Q	% YOY Change	FY12/10 Full Year
436	674	-35.3%	995

The number of
registered users
(At the 1st October)

181,000

DOWN3,000
(-1.6%)

FY12/10 3rd Quarter Overview

- Net sales were JPY154 million, down 13.6% from the same quarter of the previous year, but according to plan driven by strong sales of process-related products etc.
- Budget achievement ratio of net sales for deliveries by year-end including the balance of undelivered products as at the end of September was 91.4%.

Policies from FY12/10 4th Quarter

- Promote acquisition of new customers and seek to increase number of corporate publications.
- Thoroughly follow up with corporate publication clients for sales promotion of recruitment process-related products.

Return to Shareholders

Basic Policy regarding Profit Distribution

The Company utilizes retained earnings for future growth and to maximize corporate value. Our basic policy is to return profits to our shareholders as appropriate, conducting dividend payouts targeting 30%, depending on fiscal period earnings.

FY10/12

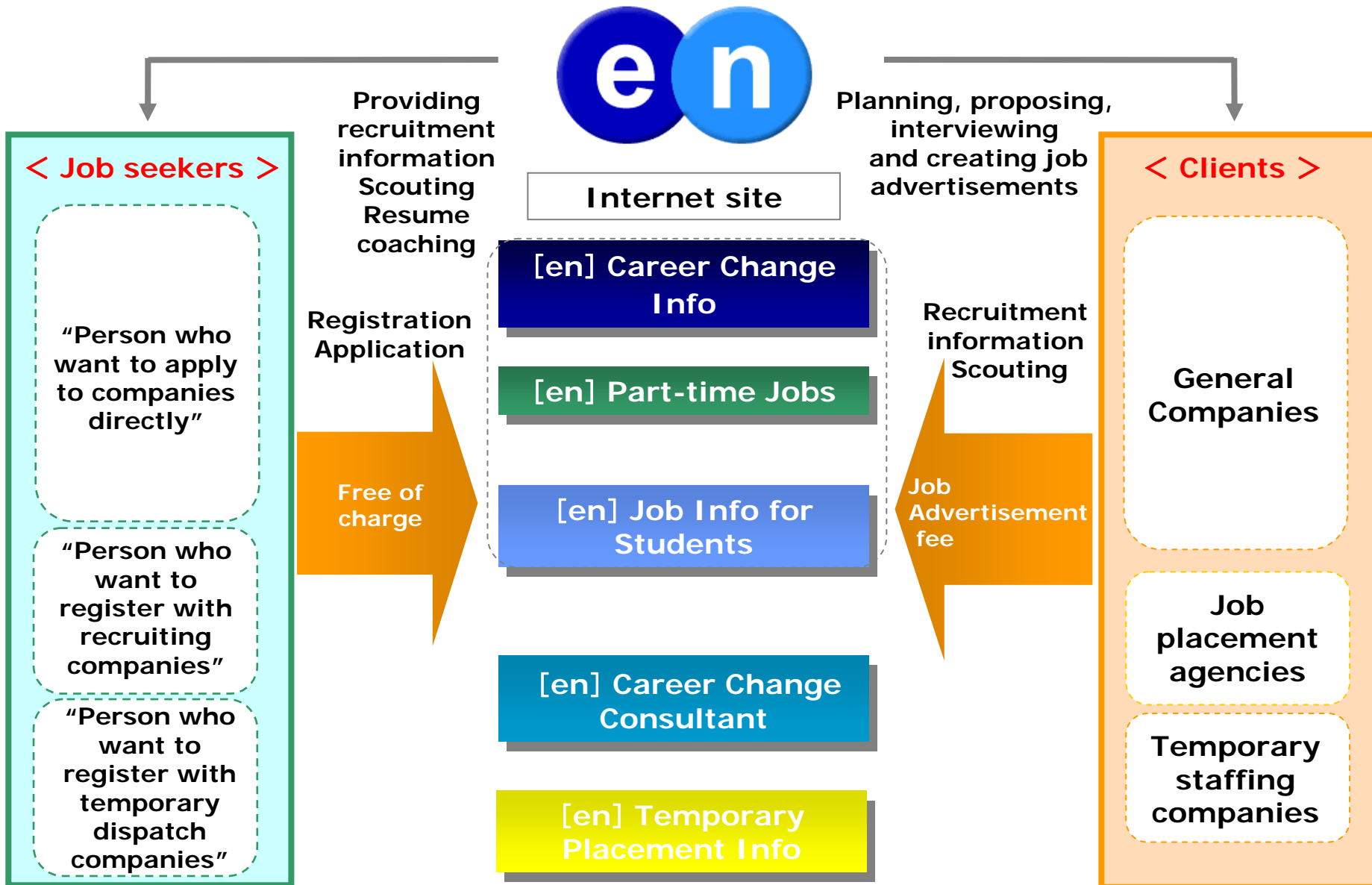
- Dividends Projection ¥1,070
- Payout ratio (projection) 30.1%

(FY09/12 result)

- Dividends ¥800 (Payout ratio 40.7%)
 - Breakdown: Year-End Dividends ¥600
 - Commemorative Dividends ¥200
 - (10th Anniversary Establishment)
 - Reacquisition
 - Number of shares to be reacquired 5,500shares
 - Total cost of shares reacquired ¥484million
- The gross shareholder return ratio 146.0%

Appendix

【 Name 】	en-japan inc.
【 Establishment 】	January 14, 2000
【 Representatives 】	Michikatsu Ochi (Chairman) / Takatsugu Suzuki (President)
【 Headquarters 】	Shinjuku I-land Tower, 6-5-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo
【 Total Stockholder's Equity 】	JPY 11,645 million (as of end of Sep. 2010)
【Stock Listing 】	Jasdaq
【Fiscal Year 】	January 1 – December 31
【 Number of Employees 】	610 (as of end of Sep. 2010)
【 Number of Outstanding Shares】	245,718 (as of end of Sep. 2010)
【 Business Description 】	(1) Internet job recruitment service (2) Consultation on recruitment, employee education and personnel evaluation system (3) Sales of personnel systems and personnel outsourcing services (4) Operation of online media offering comprehensive wedding facilities information

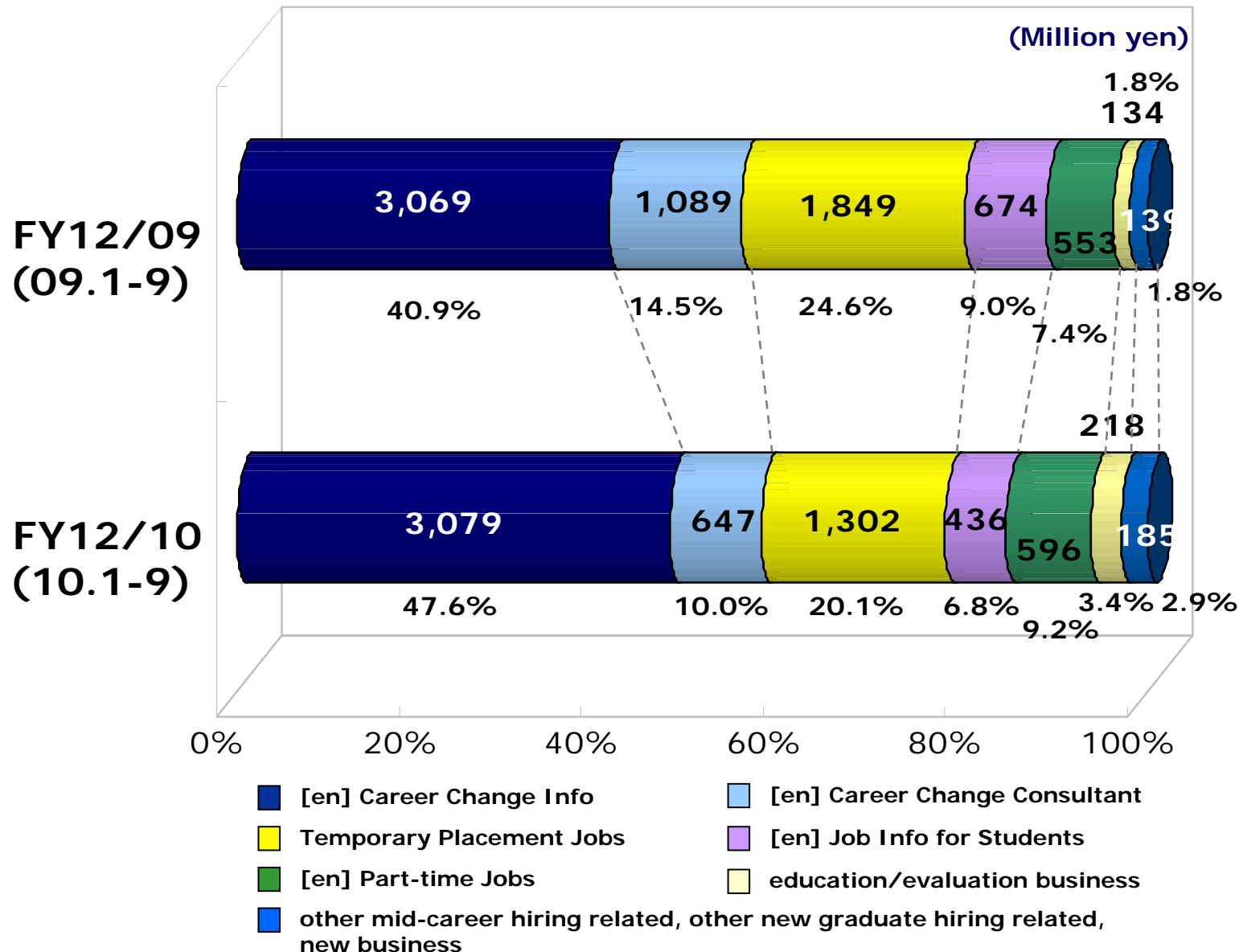


Our Main Business Contents - Sites We Operate

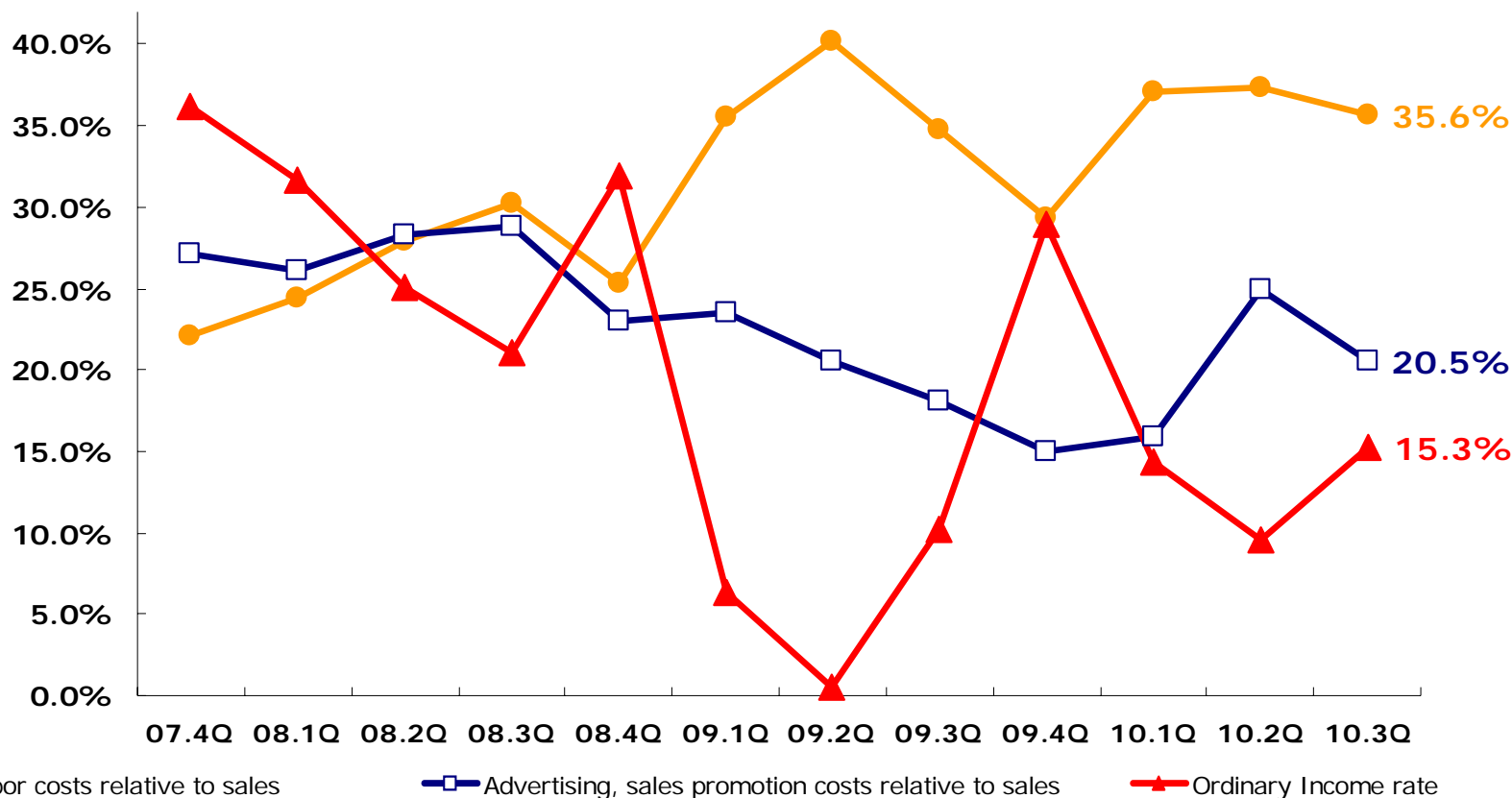


	Site Brand	Share	Contents	Characteristics	Users	Clients
Mid-career Hiring Business	[en] Career Change Info [en]社会人の転職情報	40 %	Site for Comprehensive Career Change Info	No.2 in industry <ul style="list-style-type: none"> All information is provided through our reporting and photographing of each company Straightforward,detailed Career Change Info from perspective of job seekers All information has video(only en-japan) 	<ul style="list-style-type: none"> 70% are in their 20s-mid-30s 70% are male All occupations 	General Companies
	[en] Career Change Consultant [en]転職コンサルタント	13 %	Collective site for job placement agencies	No.1 in industry <ul style="list-style-type: none"> Information on job placement agencies and their Career Change Info 5-level evaluation of job placement agencies(first in industry) High End Job Corner opened 	<ul style="list-style-type: none"> 60% are in their late 26-40 80% are male 	Job placement agencies
	[en] Temporary Placement Info [en]派遣のお仕事情報	23 %	Collective site for temporary staffing companies	No.2 in industry <ul style="list-style-type: none"> Temporary staffing company information and their Career Change Info Unique search category "Insistence INDEX" 	<ul style="list-style-type: none"> 80% are in their 20s-mid 30s 80% are female 	Temporary staffing companies
	[en] Part-time Jobs [en]本気のアルバイト	7 %	Site for Comprehensive Part-time worker Career Change Info	General Part-Time Employment Info Site (2/25 Open!) <ul style="list-style-type: none"> First Membership Part-Time employment site in the industry Companies award points based on work performance Mini-bonuses awarded based on points earned <hr/> Site for part-time jobs that offer the potential to be hired as full-time employees [Goal! Full-time Employee] <ul style="list-style-type: none"> #1 site in part-time Career Change Info Volume with unique content Clear merits from potential of full-time employment opportunities 	<ul style="list-style-type: none"> High school student University students Part-timers <hr/> <ul style="list-style-type: none"> 80% are in their 20s-mid 30s 70% are Part-timers and NEETs 	contractor Temporary staffing companies General Companies General Companies
New-Graduate Business	[en] Job Info for Students [en]学生の就職情報	14 %	Site for student employment information	Unique job and company research type-site <ul style="list-style-type: none"> Largest Japanese site with largest volume and highest quality of job information Same characteristics as [en]Career Change Info "Professional Work Research,"a unique service of en-japan 	<ul style="list-style-type: none"> University students Graduate students Junior college students 	General Companies

Sales Breakdown by Product (Non-consolidated)



Labor costs relative sales and Advertising, sales promotion costs (Non-consolidated)

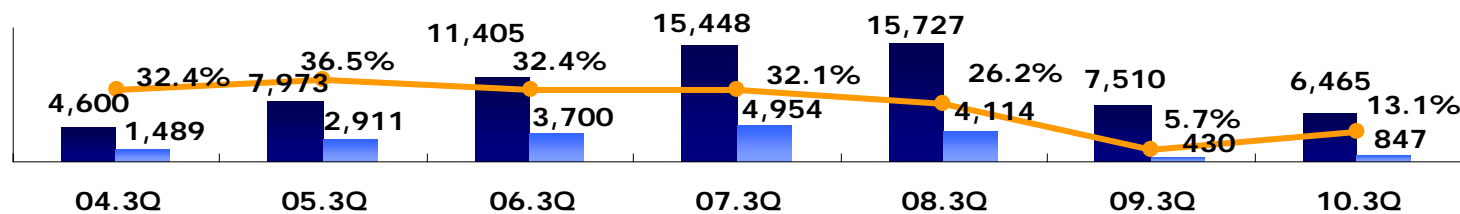


	07.4Q	08.1Q	08.2Q	08.3Q	08.4Q	09.1Q	09.2Q	09.3Q	09.4Q	10.1Q	10.2Q	10.3Q
Ordinary Income (million yen)	2,618	1,763	1,311	1,039	1,791	186	10	232	782	304	200	342
Ordinary Income rate	36.2%	31.7%	25.0%	21.1%	32.0%	6.3%	0.5%	10.3%	29.0%	14.4%	9.5%	15.3%
Labor costs (million yen)	1,603	1,358	1,464	1,490	1,414	1,055	920	783	793	786	786	799
Labor costs relative to sales	22.2%	24.4%	28.0%	30.2%	25.3%	35.6%	40.2%	34.7%	29.4%	37.1%	37.4%	35.6%
Advertising, sales promotion costs (million yen)	1,964	1,449	1,479	1,420	1,286	696	470	408	404	336	523	460
Advertising, sales promotion costs relative to sales	27.1%	26.1%	28.2%	28.8%	23.0%	23.5%	20.6%	18.1%	15.0%	15.9%	24.9%	20.5%

3rd Quarter Term Segment performance (Non-consolidated)

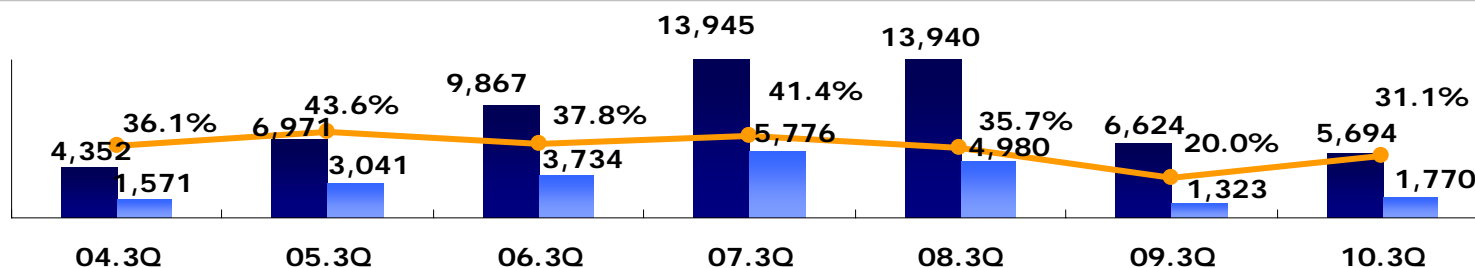


Company-wide



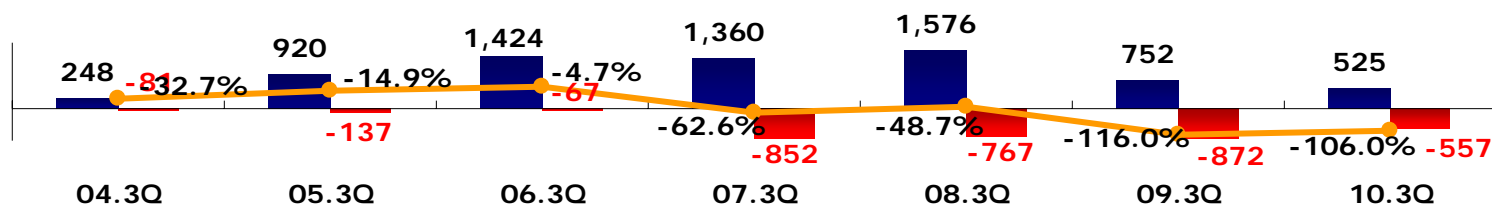
Net Sales
(million yen)

Mid-career hiring business



Ordinary Income
(million yen)

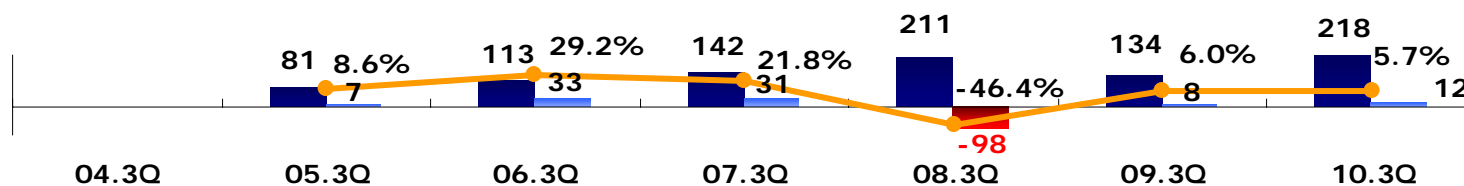
New graduate hiring business



Ordinary Income Rate

Education/Evaluation business

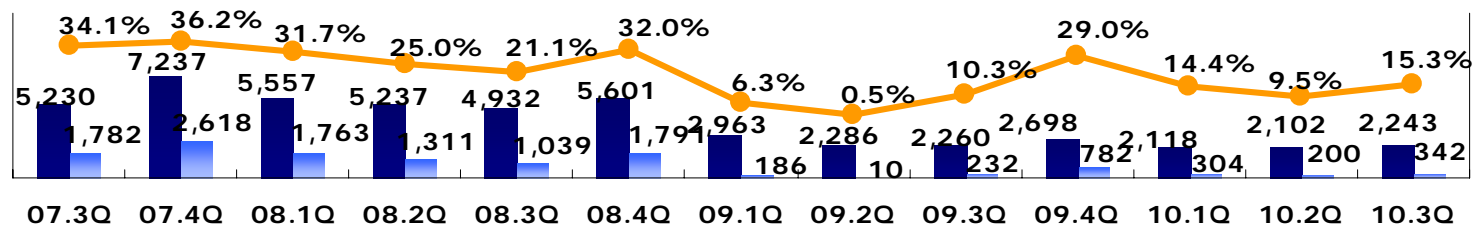
※Including [en]高校生(koukousei) in FY12/08



Transition of Quarter Segment Performance (Non-consolidated)

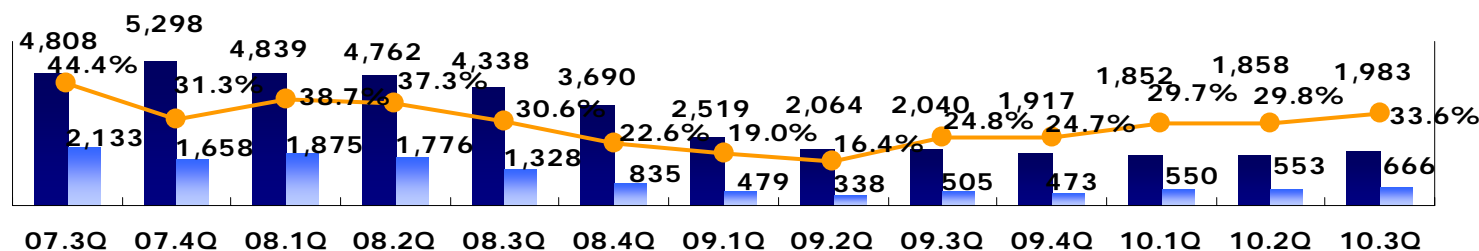


Company-wide



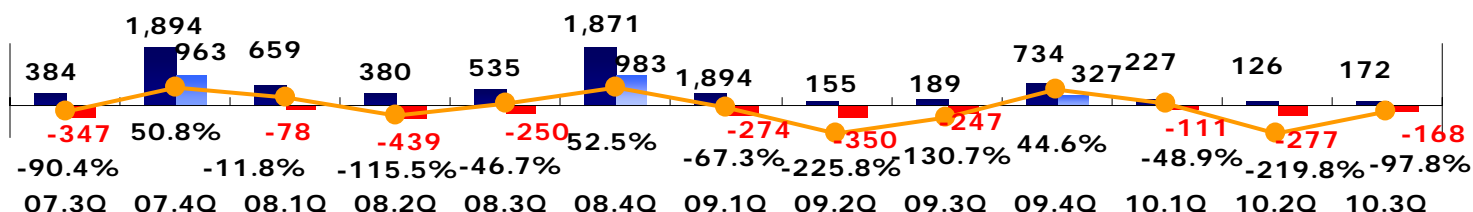
Net Sales
(million yen)

Mid-career hiring business



Ordinary Income
(million yen)

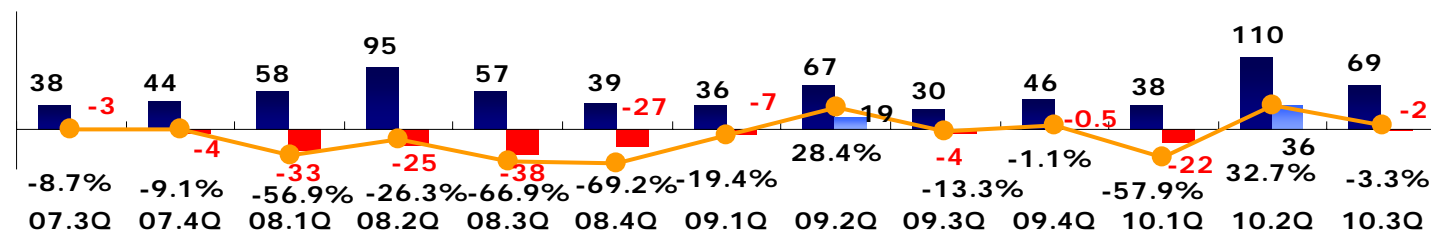
New graduate hiring business



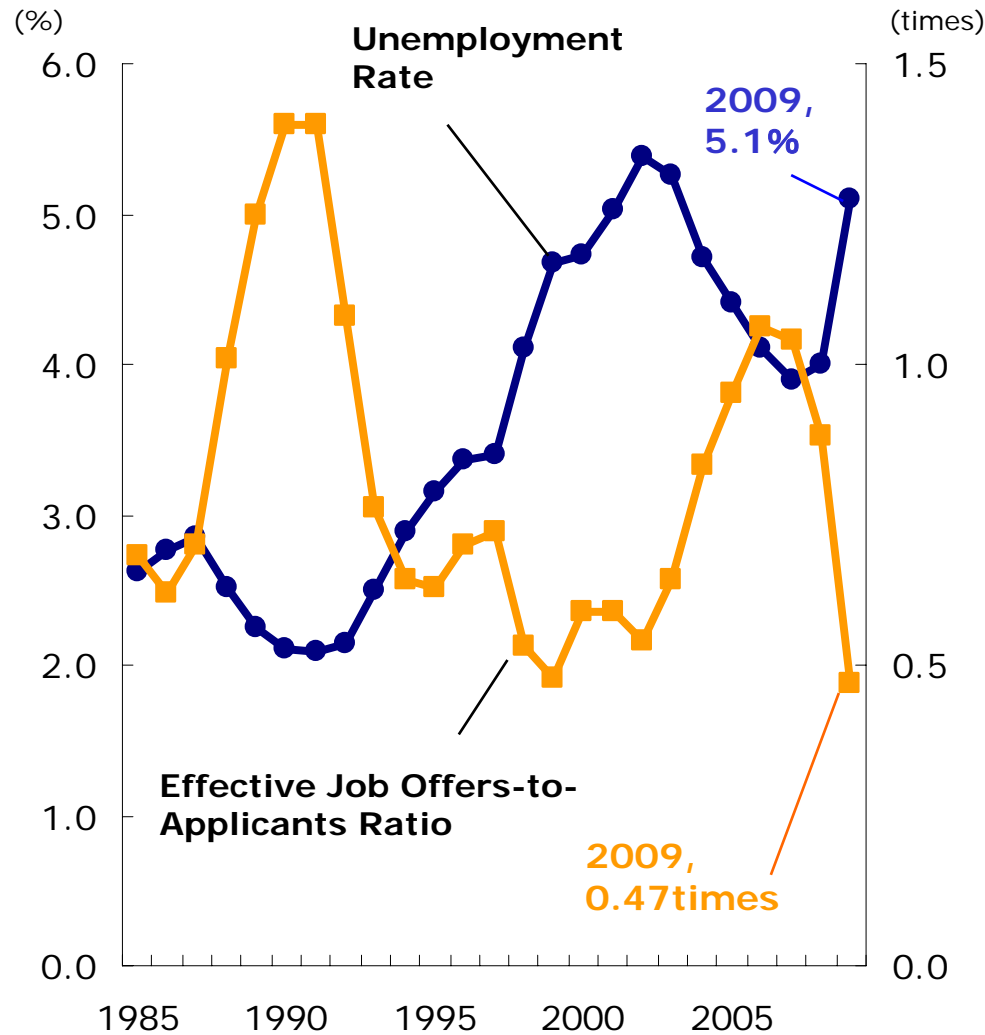
Ordinary Income Rate

Education/Evaluation business

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



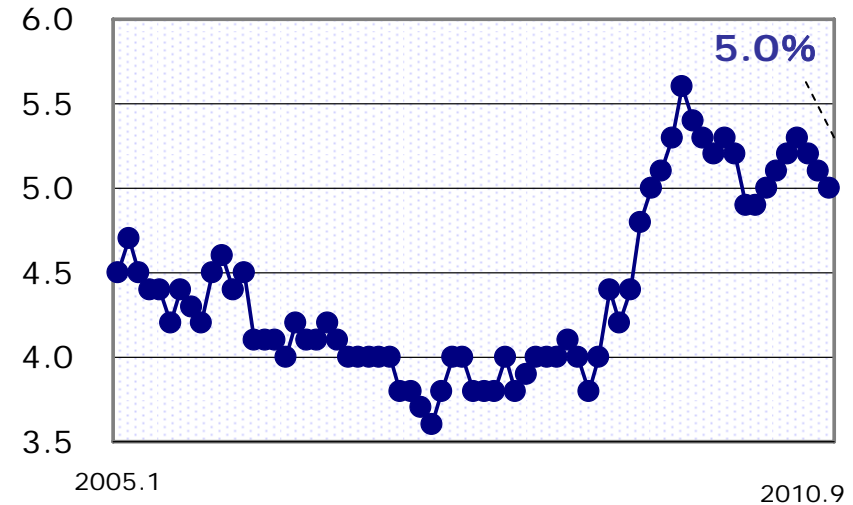
Effective Job Offers-to-Applicants Ratio ,Unemployment Rate



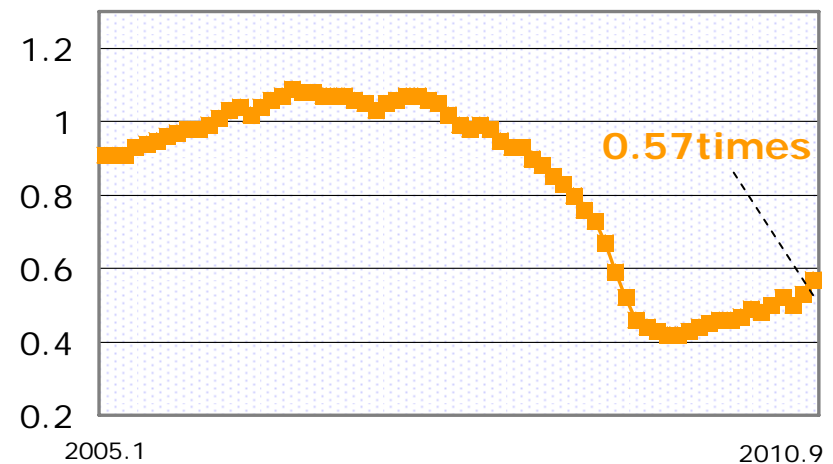
•Figures represent average yearly figures

•Source: Health, Labor and Welfare Ministry , Ministry of Public Management, Home Affairs, Posts and Telecommunications Statistics Bureau

<Latest Unemployment Rate>



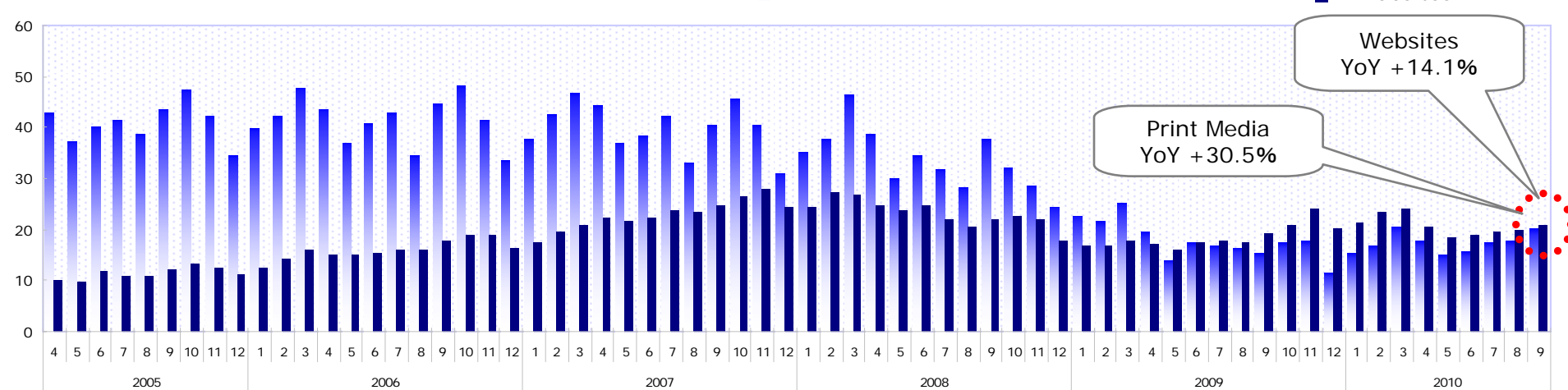
<Latest Effective Job Offers-to-Applicants Ratio>



(# in ten thousand)

Print Media

Websites



Source: Association of Job Information of Japan "Job Advertisement Numbers" (Sep. 2010)

* Survey of 59 domestic companies

(Prior to March 2007, survey of 64 companies,

Apr 2007 to Mar 2008, survey of 66 companies,

Apr 2008 to Mar 2009, survey of 64 companies,

Apr 2009 to Mar 2010, survey of 62 companies,

Apr 2010 to Sep 2010, survey of 59 companies)



■ en-japan inc. IR Corporate Planning Department

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