

1st Half of Fiscal 2014 Earnings Review



November 12, 2013
en-japan Inc.

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2Q FY2014

Operating Results

Summary

Highlights of Financial Results at the End of the 2Q of FY2014

< Market Environment >

Effects of various measures implemented by the government began to appear, and anticipation for an economic recovery heightened. As a result, the effective job offers-to-applicants ratio for September 2013 returned to 0.95 times for the first in about five years and the employment environment continued to improve.

< Sales > **2nd Quarter : ¥ 3.8bn.** (up 22.2% year-on-year basis)
 1st Half : ¥ 7.5bn. (up 16.3% year-on-year basis)

Net sales of pay-per-listing- type job advertising and fee-based services in [en] Career Change Info increased year on year. en world Japan K.K. also showed strong performance.

Results were favorable also compared to the plan mainly for pay-per-listing-type job advertising in [en] Career Change Info and en world Japan K.K.

< Operating Income > **2nd Quarter: ¥ 903mn.**(up 61.8% year-on-year basis)
 1st Half : ¥ 1,616mn.(up 26.1% year-on-year basis)

Operating income expanded as greater year-on-year revenue absorbed the increase in expenses including personnel expenses and advertising & sales promotion expenses.

Operating income expanded also compared to the plan, mainly due to increased revenue, lower personnel expenses, and postponement of use of advertisement, sales & promotion expenses in the third quarter or thereafter.

[2Q FY2014 Results]

Consolidated Income Statement



※1 en-japan+en world japan

	2Q FY2013 (Jul.-Sep.2012)		2Q FY2014 (Jul.-Sep.2013)			※1(Reference) 2Q FY2014 (Jul.-Sep.2013)		
	(million yen)	%of sales	(million yen)	%of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	3,138	100.0%	3,834	100.0%	22.2%	3,646	100.0%	16.2%
Cost of Sales	450	14.4%	434	11.3%	-3.6%	407	11.2%	-9.7%
Personnel	207	6.6%	250	6.5%	20.5%	216	5.9%	4.2%
Other	243	7.7%	184	4.8%	-24.2%	190	5.2%	-21.5%
Gross Profit	2,687	85.6%	3,400	88.7%	26.5%	3,239	88.8%	20.6%
SGA(Sales,general &administrative)	2,129	67.8%	2,497	65.1%	17.3%	2,309	63.3%	8.5%
Personnel	1,256	40.0%	1,442	37.6%	14.8%	1,320	36.2%	5.1%
Advertising, sales promotion	370	11.8%	472	12.3%	27.5%	469	12.9%	26.9%
Other	502	16.0%	583	15.2%	15.9%	519	14.2%	3.4%
Operating income	558	17.8%	903	23.6%	61.8%	930	25.5%	66.7%
Ordinary income	576	18.4%	925	24.1%	60.6%	952	26.1%	65.3%
Net income	338	10.8%	546	14.2%	61.4%	571	15.7%	68.8%

[2Q FY2014 Results]

Consolidated Income Statement(Company)



		2Q FY2013 (12.7-9)	2Q FY2014 (13.7-9)	% YOY change
en japan	Net sales	2,380	2,802	17.7%
	Operating income	436	793	81.6%
	Operating income rate(%)	18.3%	28.3%	
en world japan	Net sales	762	859	12.8%
	Operating income	163	186	13.6%
	Operating income rate(%)	21.5%	21.7%	
other consolidated subsidiary	Net sales	—	197	—
	Operating income	—	-26	—
	Operating income rate(%)	—	-13.5%	

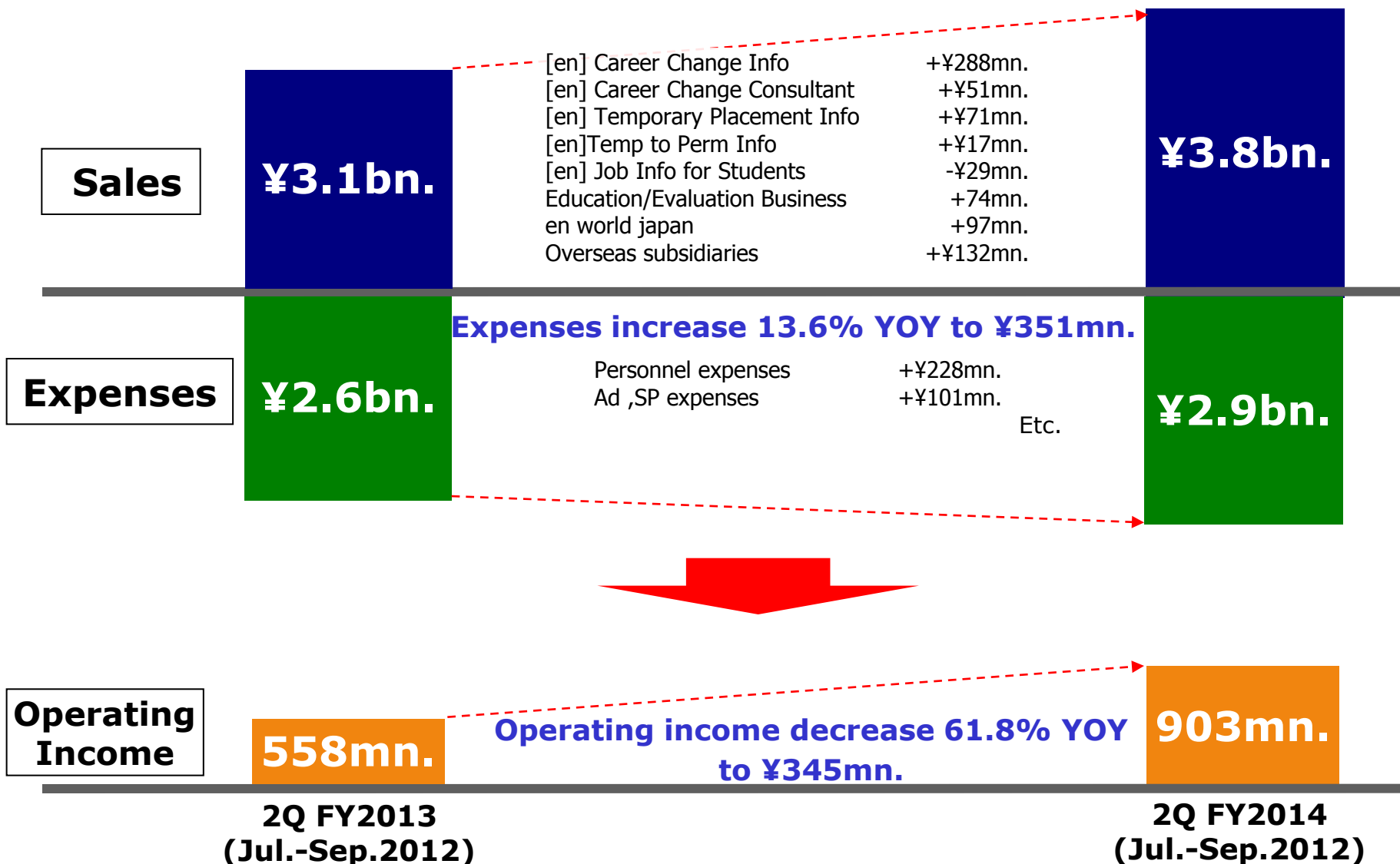
※other consolidated subsidiary・・・en world Singapore, en world Hong-Kong, en world Korea,
Calibrate recruitment(AUS), Cbase(JPN)、en-Asia holdings.

[2Q FY2014 Results] Operating Results Changing Factor (Consolidated)



(yen)

Net Sales increase 22.2% YOY to ¥696mn.



[1st Half FY2014 Results] Consolidated Income Statement



※1 en-japan+en world japan

	FY2013 (Apr.-Sep.2012)		FY2014 (Apr.-Sep.2013)			※1(Reference) FY2014 (Apr.-Sep.2013)		
	(million yen)	%of sales	(million yen)	%of sales	% YOY change	(million yen)	%of sales	% YOY change
Net Sales	6,435	100.0%	7,486	100.0%	16.3%	7,180	100.0%	11.6%
Cost of Sales	923	14.4%	866	11.6%	-6.2%	819	11.4%	-11.2%
Personnel	416	6.5%	475	6.4%	14.1%	419	5.8%	0.6%
Other	506	7.9%	391	5.2%	-22.8%	400	5.6%	-21.0%
Gross Profit	5,511	85.6%	6,619	88.4%	20.1%	6,360	88.6%	15.4%
SGA(Sales,general &administrative)	4,230	65.7%	5,003	66.8%	18.3%	4,646	64.7%	9.9%
Personnel	2,468	38.4%	2,879	38.5%	16.7%	2,645	36.8%	7.2%
Advertising, sales promotion	765	11.9%	948	12.7%	24.0%	943	13.1%	23.4%
Other	996	15.5%	1,175	15.7%	17.9%	1,057	14.7%	6.1%
Operating income	1,281	19.9%	1,616	21.6%	26.1%	1,713	23.9%	33.7%
Ordinary income	1,358	21.1%	1,826	24.4%	34.5%	1,925	26.8%	41.8%
Net income	806	12.5%	2,317	31.0%	187.4%	2,421	33.7%	200.4%

[1st Half FY2014 Results]

Consolidated Income Statement(Company)



		2Q FY2013 (12.4-9)	2Q FY2014 (13.4-9)	% YOY change
en japan	Net sales	4,947	5,455	10.3%
	Operating income	1,035	1,418	37.0%
	Operating income rate(%)	20.9%	26.0%	
en world japan	Net sales	1,497	1,746	16.6%
	Operating income	330	386	16.9%
	Operating income rate(%)	22.1%	22.1%	
other consolidated subsidiary	Net sales	—	322	—
	Operating income	—	-79	—
	Operating income rate(%)	—	-24.8%	

※other consolidated subsidiary・・・en world Singapore, en world Hong-Kong, en world Korea,
Calibrate recruitment(AUS), Cbase(JPN)、en-Asia holdings.

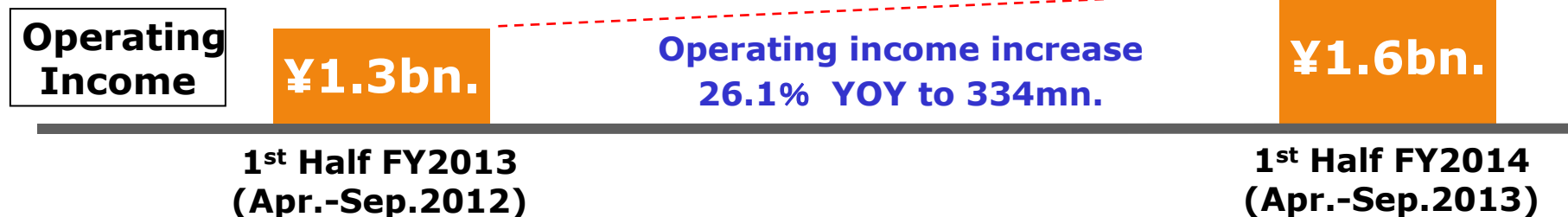
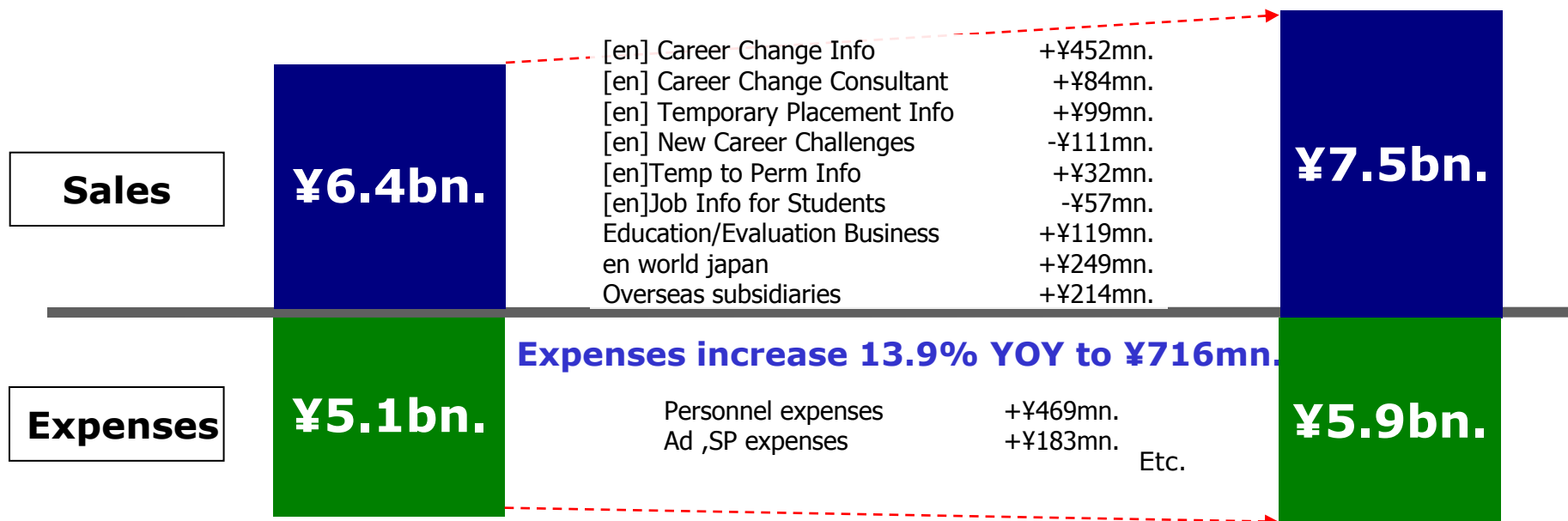
[1st Half FY2014 Results]

Operating Results Changing Factor(Consolidated)

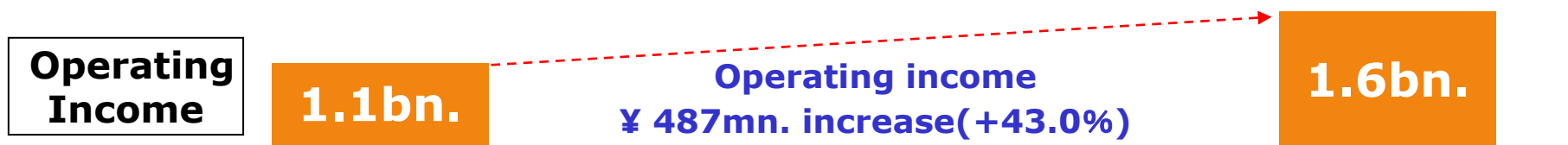
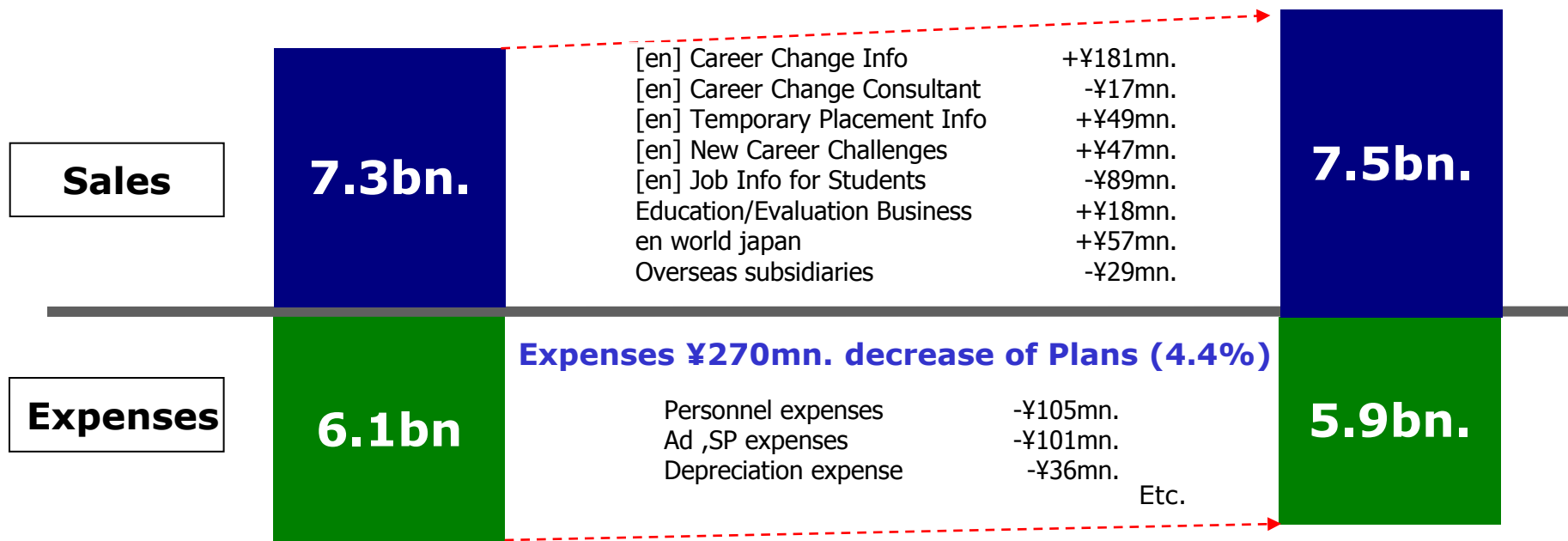


(yen)

Net Sales increase 16.3% YOY to ¥1.05bn.



Net Sales ¥216mn. increase of Plans(3.0%)



**1st Half FY2014
Plans**

**1st Half FY2014
Results**

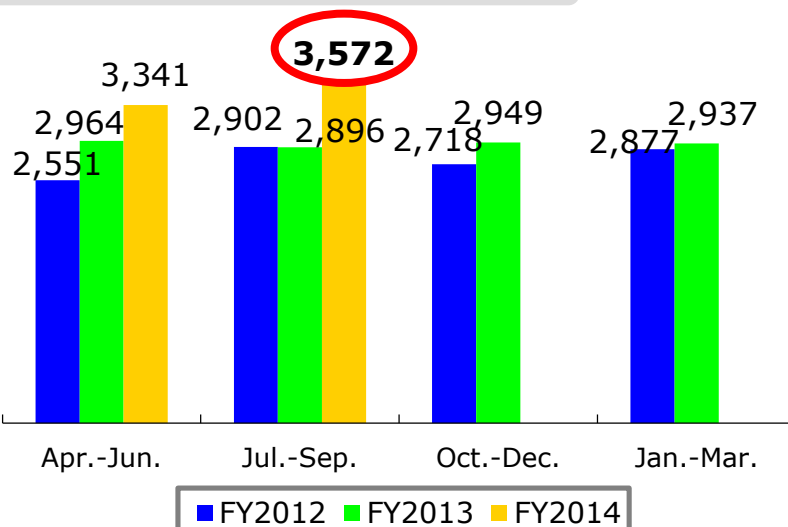
2Q FY2014

Operating Results Summary

-Summary of Segment Information -

Quarterly Sales Trend

(million Yen)

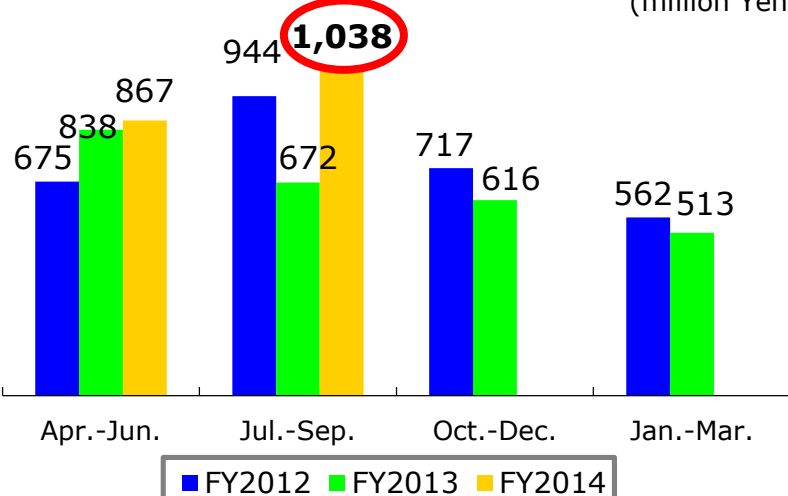


Market Environment

- Hiring needs of Japanese companies were generally strong regardless of the size and industry of the company.
- Hiring needs of global companies remained high.
- Needs of large and midsize temporary staffing companies to hire staff strengthened as the trend to utilize temporary staffing companies became more active in the market.

Quarterly Operating Income Trend

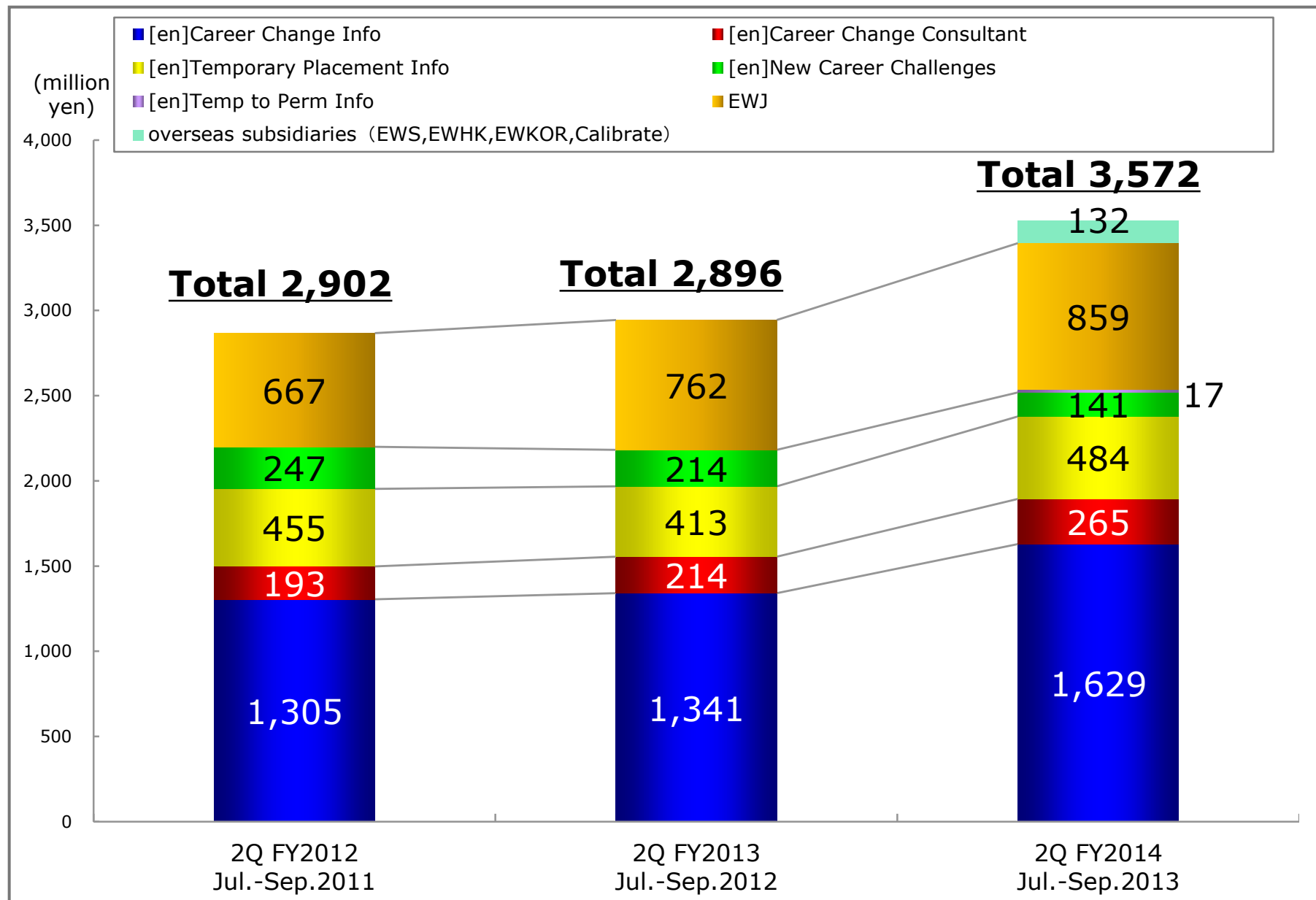
(million Yen)



Overview of 2Q FY2014

- Sales of pay-per-listing-type products in [en] Career Change Info were favorable as the hiring needs of corporate customers heightened. In addition, [en] PARTNER, a job placement service fully launched in July, began to show placement results.
- en world Japan K.K. showed strong performance in the IT, financial and manufacturing sectors in which hiring needs were high.
- In [en] Temporary Placement Info, the number of listed businesses and net sales increased, thanks to the reinforcement of sales to new customers particularly in rural locations.

Mid Career Hiring Business –Sales Breakdown by Product-



[1st Half FY2014 Results]

Income Statement – Mid-Career Hiring Business



※1 except overseas subsidiaries

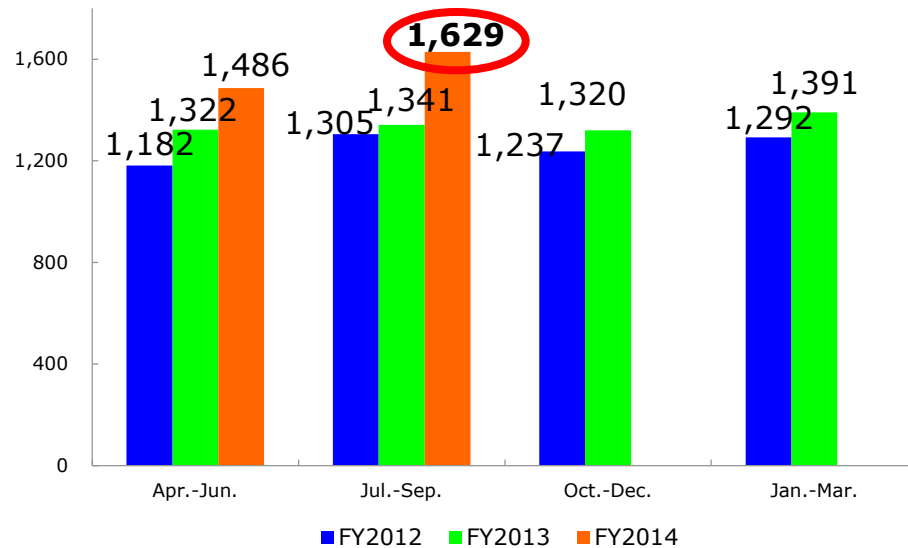
	FY2013 (Apr.-Sep.2012)		FY2014 (Apr.-Sep.2013)			※1(Reference) FY2014 (Apr.-Sep.2013)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	5,861	100.0%	6,914	100.0%	18.0%	6,699	100.0%	14.3%
Cost of Sales	640	10.9%	672	9.7%	5.1%	616	9.2%	-3.6%
Gross Profit	5,220	89.1%	6,241	90.3%	19.6%	6,083	90.8%	16.5%
SGA(Sales,general &administrative)	3,709	63.3%	4,336	62.7%	16.9%	4,087	61.0%	10.2%
Personnel	2,140	36.5%	2,504	36.2%	17.0%	2,342	35.0%	9.4%
Advertising, sales promotion	714	12.2%	828	12.0%	16.0%	818	12.2%	14.6%
Other	854	14.6%	1,008	14.6%	18.0%	926	13.8%	8.4%
Operating income	1,510	25.8%	1,905	27.6%	26.1%	1,995	29.8%	32.1%

◆ Mid-Career Hiring Business: [en] Career Change Info, [en] Career Change Consultant, [en] Temporary Placement Info, [en] New Career Challenges, en world japan, overseas subsidiaries, other mid-career hiring related

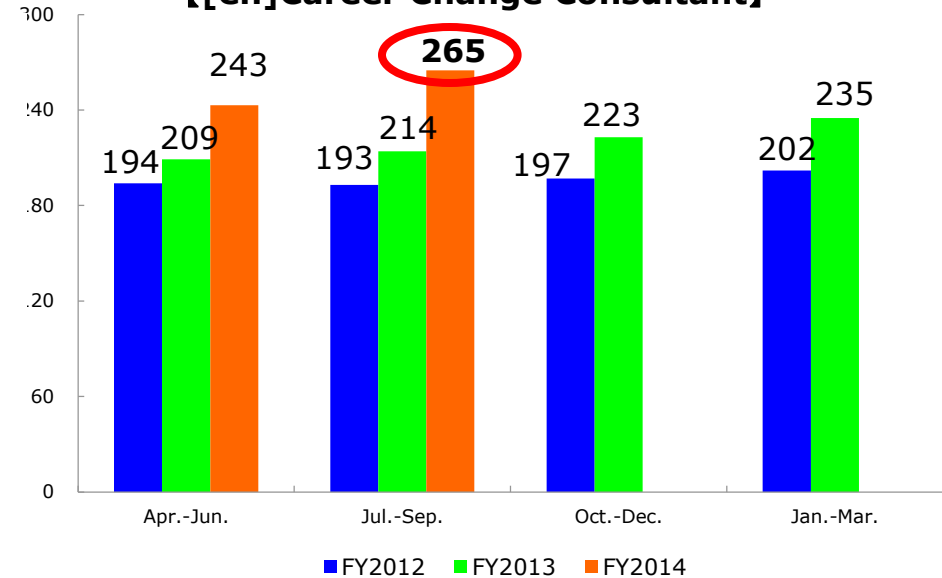
Mid Career Hiring Business -Sales breakdown by Website-



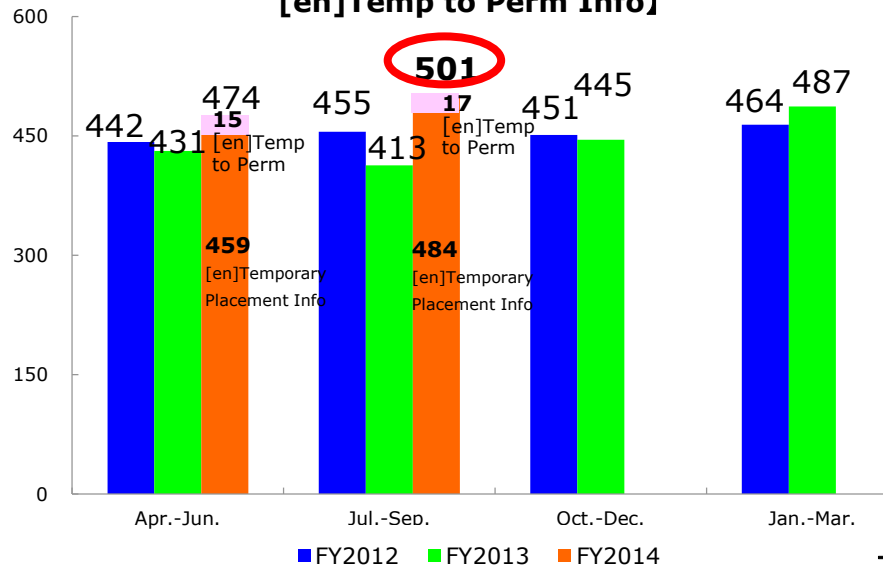
[[en]Career Change Info]



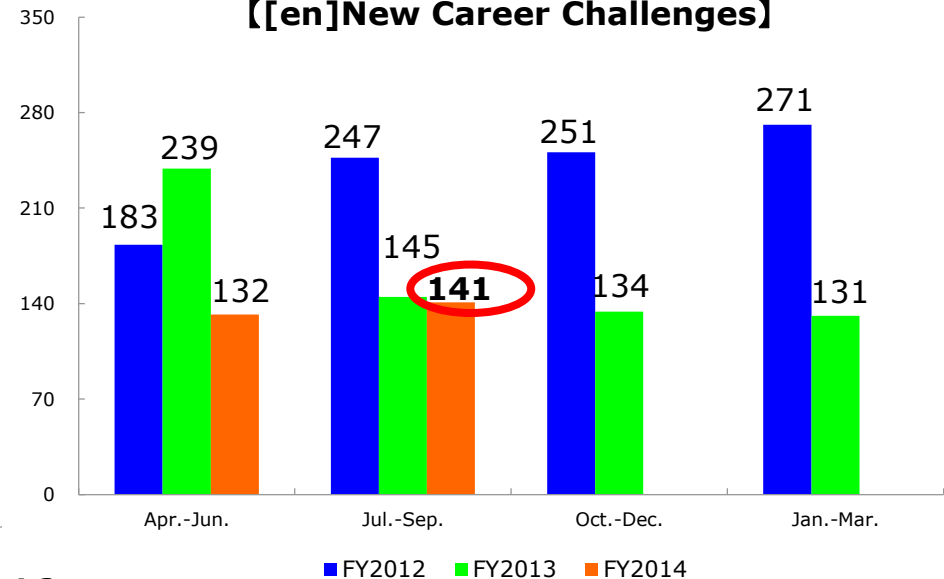
[[en]Career Change Consultant] (million yen)



[[en]Temporary Placement Info ,
[en]Temp to Perm Info]



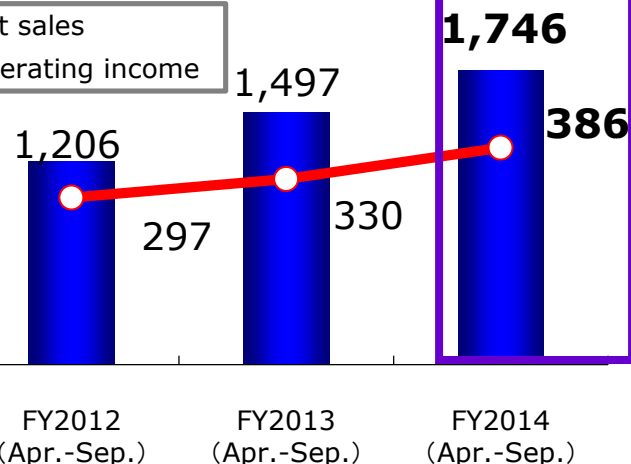
[[en]New Career Challenges]



en world Japan K.K

(million yen)

■ Net sales
● Operating income



en world Japan K.K

Sales : ¥1,746mn. (up 16.6% year on year)

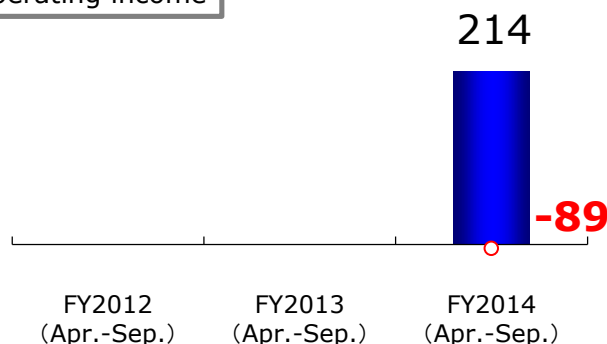
**Operating Income: ¥386mn.
(up 16.9% year on year)**

- There were moves among U.S. companies to strengthen hiring activities before December, their fiscal closing period.
- Performance was steady overall, and net sales were above plan as a result of promoting strategies in rural regions.

Overseas subsidiaries

(million yen)

■ Net sales
● Operating income



Overseas subsidiaries

en world singapore, en world Hong-Kong, en world Korea, Calibrate(AUS), en-Asia holdings

Sales : ¥214mn.

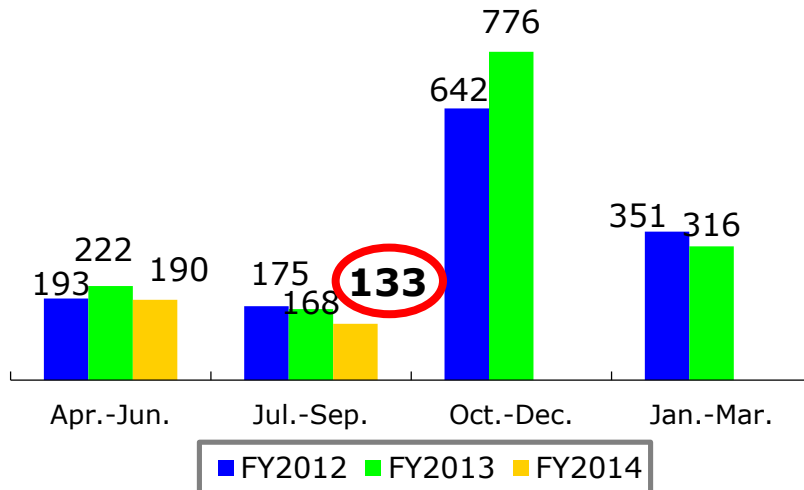
Operating Income : -¥89mn.

- Calibrate (AUS) was impacted by the worsening economic conditions. In other countries, a longer-than-expected time is required to roll out the business.
- The subsidiaries are expected to start contributing to the overall income of the overseas business in the next fiscal year and thereafter.

* The Navigos Group will be consolidated in the P/L from the third quarter.

Quarterly Sales Trend

(million yen)

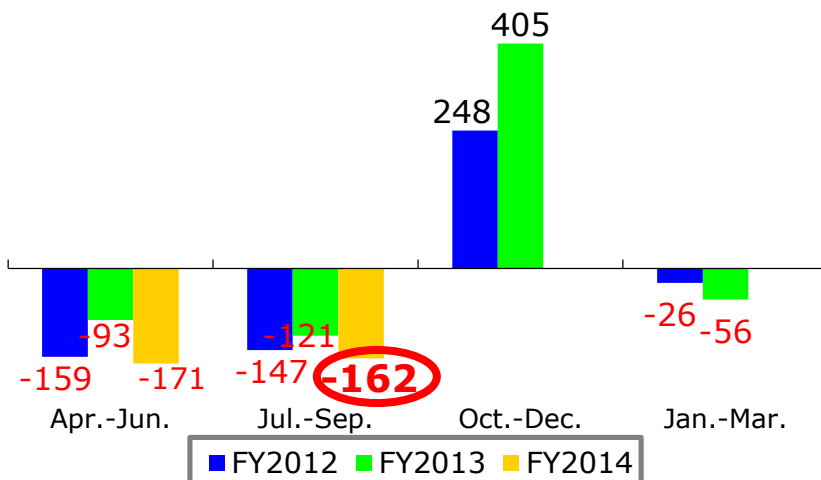


Market Environment

- The number of students who turned down unofficial offers from small and midsize firms increased as leading firms increased the number of hires in the FY2014 hiring. Therefore, hiring activities of small and midsize companies are lengthening although the activities are in the final phase.
- There are moves to diversify hiring methods for FY2015 and beyond, in ways such as utilizing job placement services and holding events.

Quarterly Operating Income Trend

(million yen)



Overview of 2Q FY2014

- Impacted by the lengthening of hiring activities by small and midsize firms, support for clients required more time than expected.
- An event-type, fee-based service was newly released.
- Members could be acquired smoothly as a result of strengthening promotional activities. However, operating loss expanded year on year, due to the increase in expenses associated with the effort to acquire members.

[1st Half FY2014 Results]

Income Statement – New Graduate Hiring Business

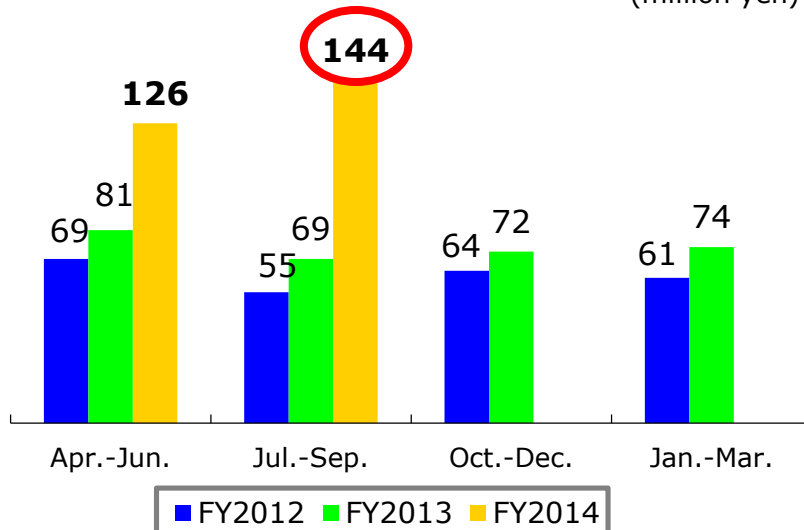


	FY2013 (Apr.-Sep.2012)		FY2014 (Apr.-Sep.2013)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	391	100.0%	323	100.0%	-17.4%
Cost of Sales	224	57.4%	175	54.2%	-22.1%
Gross Profit	166	42.6%	148	45.8%	-11.1%
SGA (Sales, general & administrative)	381	97.6%	481	149.0%	26.1%
Personnel	248	63.4%	235	72.9%	-5.1%
Advertising, sales promotion	24	6.3%	123	38.3%	405.4%
Other	109	27.9%	122	37.8%	12.1%
Operating income	-215	-55.0%	-333	-103.1%	-

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

Quarterly Sales Trend

(million yen)

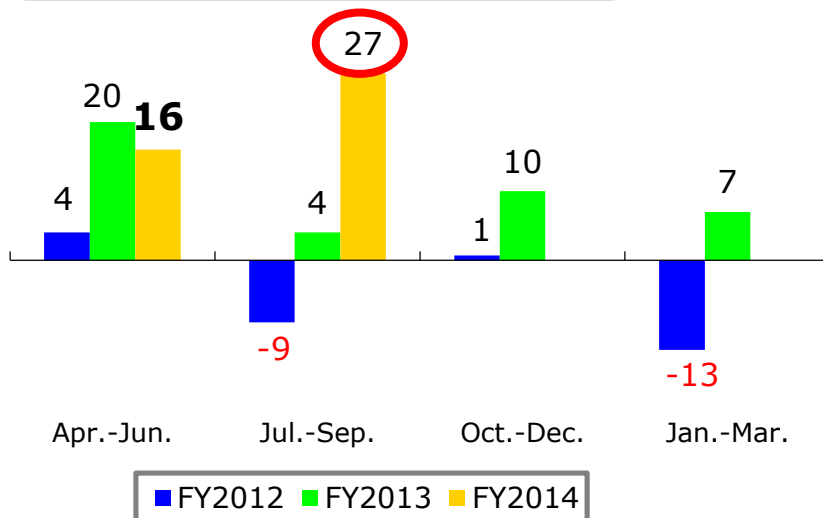


Market Environment

- There is a growing diversity of training services in terms of format and contents, such as the use of an e-learning, menu by class, and content to meet global needs.
- New players are entering the training service industry, in areas such as cram schools and universities.

Quarterly Operating Income Trend

(million yen)



Overview of 2Q FY2014

- A seminar was held for clients to present the effective cases of en-College as a way of promoting valid use of the service.
- Performance of Cbase Corp., which newly became a consolidated subsidiary effective the current fiscal year, was favorable.

[1st Half FY2014 Results]

Income Statement – Education/Evaluation Business



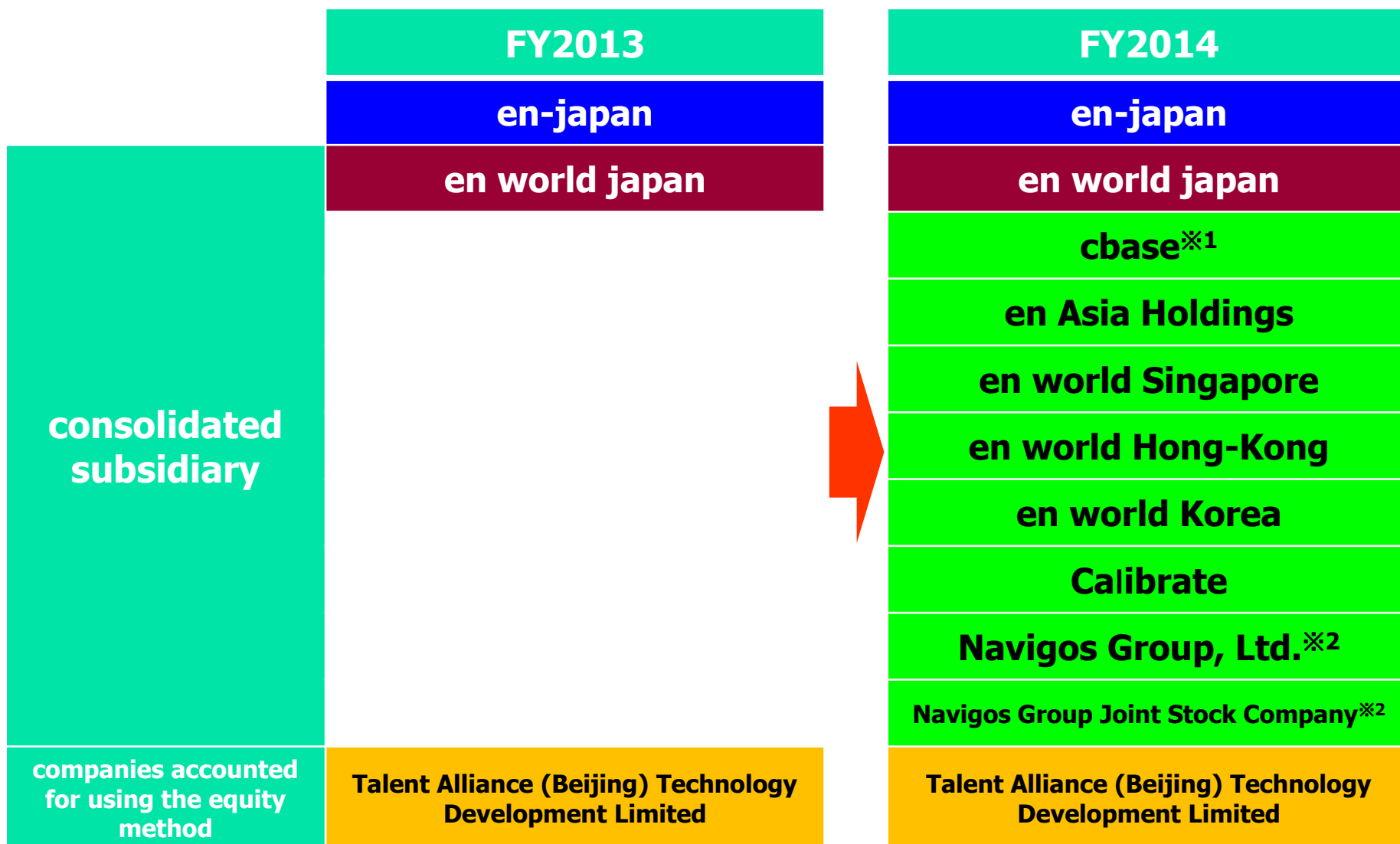
※1 except Cbase

	FY2013 (Apr.-Sep.2012)		FY2014 (Apr.-Sep.2013)			※1 (Reference) FY2014 (Apr.-Sep.2013)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	151	100.0%	271	100.0%	79.3%	163	100.0%	8.1%
Cost of Sales	36	24.0%	29	10.9%	-19.0%	27	16.7%	-24.7%
Gross Profit	114	76.0%	241	89.1%	110.3%	136	83.3%	18.4%
SGA (Sales, general & administrative)	90	59.6%	197	72.8%	119.1%	101	62.3%	12.9%
Personnel	62	41.2%	139	51.3%	123.0%	66	40.7%	6.7%
Advertising, sales promotion	2	1.5%	2	0.8%	-1.0%	1	1.2%	-15.3%
Other	25	16.9%	56	20.7%	119.8%	33	20.5%	30.8%
Operating income	24	16.4%	44	16.3%	78.4%	34	21.0%	38.3%

(Include new consolidated subsidiary "Cbase" from FY2014)

Forecast for Full-Year-FY2014

Assumptions on Group Companies for Operating Results Projections for FY2014



*1 Cbase Corp. (made a subsidiary in 2012) is a provider of ASP services such recruitment management, employee evaluation and Web-based research system services

*2 The Navigos Group will be consolidated in the P/L from the third quarter.

FY2014 Full year Operating Results Projections – (companywide : Consolidated)



	FY2013 (12.Apr-13.Mar)			FY2014 (13.Apr-14.Mar)		
	(million yen)	% of sales	% YOY change	(million yen)	% of sales	% YOY change
Net Sales	13,563	100.0%	6.0%	16,300	100.0%	20.2%
Cost of Sales	1,931	14.2%	-0.3%	2,078	12.8%	7.6%
Personnel	855	6.3%	6.4%	1,117	6.9%	30.7%
Other	1,076	7.9%	-5.0%	960	5.9%	-10.7%
Gross Profit	11,631	85.8%	7.2%	14,221	87.2%	22.3%
SGA(Sales,general &administrative)	8,848	65.2%	6.4%	11,021	67.6%	24.6%
Personnel	5,028	37.1%	10.0%	6,179	37.9%	22.9%
Advertising, sales promotion	1,797	13.2%	-5.9%	2,168	13.3%	20.7%
Other	2,023	14.9%	10.5%	2,673	16.4%	32.1%
Operating income	2,783	20.5%	9.5%	3,200	19.6%	15.0%
Ordinary income	2,840	20.9%	17.2%	3,280	20.1%	15.5%
Net income	1,545	11.4%	60.4%	2,900	17.8%	87.6%

FY2014 Full year Operating Results Projections-(Company)



(Million yen)

		FY2013	FY2014 Projection	% YOY change
en-japan	Net Sales	10,631	11,700	10.1%
	Operating Income	2,473	2,800	13.2%
	Operating income rate(%)	23.3%	23.9%	
en world japan	Net Sales	2,959	3,400	14.9%
	Operating Income	479	640	33.6%
	Operating income rate(%)	16.2%	18.8%	
Other consolidated subsidiary	Net Sales	-	1,240	-
	Operating Income	-	20	-
	Operating income rate(%)	-	1.6%	

※ goodwill amortization en world japan
cbase
Calibrate
Navigos Group

¥170mn.
¥16mn.
¥10mn.
¥108mn.

(The Navigos Group will be consolidated in the P/L from the third quarter)

FY2014 Full year Operating Results Projections-(Segment)



(Million yen)

		FY2013	FY2014 Projection	% YOY change	Note
Mid Career Hiring Business	Net Sales	11,748	14,200	20.9%	Overseas subsidiaries were included
	Operating Income	2,640	3,050	15.5%	
	Operating income rate(%)	22.5%	21.5%		
New Graduate Hiring Business	Net Sales	1,484	1,500	1.1%	Expand the level of our advertising and sales promotion expenses from that of the previous year in order to step up our sales promotion efforts
	Operating Income	133	90	-32.3%	
	Operating income rate(%)	9.0%	6.0%		
Education/ Evaluation Business	Net Sales	294	600	104.1%	Cbase Corp. was included
	Operating Income	43	60	39.5%	
	Operating income rate(%)	14.6%	10.0%		

(Million Yen)

Mid Career Hiring Business	Sales		
	FY2013	FY2014 Projection	% YOY change
[en]Career Change Info	5,375	6,200	15.3%
[en]Career Change Consultant	883	1,100	24.6%
[en]Temporary Placement Info	1,778	1,860	4.6%
[en]New Career Challenges	640	470	-26.6%
[en]Temp to Perm Info	9	90	900.0%

New Graduate Hiring Business	Sales		
	FY2013	FY2014 Projection	% YOY change
[en]Job Info for Students	1,323	1,320	-0.2%

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.

FY2013

■ Dividends(projection)	¥1,950
■ Payment Ratio (Projection)	29.5%

FY2014

■※1 Dividends(projection)	¥21.5
■※2 Payment Ratio (Projection)	17.3%

※1 As announced on May 24, 2013, the Company adopted the unit share system and split its common share at a ratio of 1 to 100 with September 30, 2013 as the record date (the effective date is October 1.) There is no substantial revision to the dividend projection as a result of this split.

※2 en-japan inc. will continue to seriously explore the option of making such company acquisitions in the future as well.

We intend to use the anticipated extraordinary income to make investments with the aim of achieving further growth, including growth based on our overseas business expansion, in the coming years.

※2 Payment ratio which extraordinary income after subtraction is 30.2%

(Reference) Non-consolidated financial statements

[1st Half FY2014 Results]

Income Statement (Companywide : Non-Consolidated)



	FY2013 (Apr.-Sep.2012)		FY2014 (Apr.-Sep.2013)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	4,947	100.0%	5,455	100.0%	10.3%
Cost of Sales	711	14.4%	588	10.8%	-17.3%
Personnel	209	4.2%	189	3.5%	-9.8%
Other	501	10.1%	399	7.3%	-20.4%
Gross Profit	4,236	85.6%	4,867	89.2%	14.9%
SGA(Sales,general &administrative)	3,200	64.7%	3,448	63.2%	7.8%
Personnel	1,694	34.3%	1,710	31.4%	0.9%
Advertising, sales promotion	758	15.3%	937	17.2%	23.6%
Other	747	15.1%	800	14.7%	7.1%
Operating income	1,035	20.9%	1,418	26.0%	37.0%
Ordinary income	1,127	22.8%	1,925	35.3%	70.7%
Net income	695	14.1%	2,570	47.1%	269.3%

*2 As announced on May 16, 2013, extraordinary income of 1,996 million yen was posted as a result of selling part of the Company's holdings in investment securities. Consequently, net income increased considerably year on year.

[1st Half FY2014 Results]

Operating Results Changing Factor(Non-Consolidated)



(Yen)

Net Sales increase 10.3% YOY to ¥508mn.

Net Sales

¥4.9bn.

[en] Career Change Info	+¥452mn.
[en] Career Change Consultant	+¥84mn.
[en] Temporary Placement Info	+¥99mn.
[en] New Career Challenges	-¥111mn.
[en]Temp to Perm Info	+¥32mn.
[en] Job Info for Students	-¥57mn.
Education/Evaluation Business	¥+13mn.

¥ 5.4bn

¥3.9bn.

Ad ,SP expenses	+¥178mn.
Depreciation expense	-¥57mn.
Etc.	

¥ 4.0bn.

Expenses

Expenses increase 3.2% YOY to ¥125mn.

Operating Income

¥1.0bn.

**Operating income
increase 37.0% YOY to ¥382mn.**

¥ 1.4bn.

**1st Half FY2013
(Apr.-Sep.2012)**

**1st Half FY2014
(Apr.-Sep.2013)**

[1st Half FY2014 Results] Non-Consolidated Income Statement – Mid Career Hiring Business



	FY2013 (Apr.-Sep.2012)		FY2014 (Apr.-Sep.2013)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	4,372	100.0%	4,967	100.0%	13.6%
Cost of Sales	428	9.8%	385	7.8%	-10.0%
Gross Profit	3,944	90.2%	4,581	92.2%	16.2%
SGA (Sales, general & administrative)	2,680	61.3%	2,871	57.8%	7.1%
Personnel	1,367	31.3%	1,408	28.4%	3.0%
Advertising, sales promotion	707	16.2%	811	16.3%	14.7%
Other	605	13.8%	651	13.1%	7.6%
Operating income	1,264	28.9%	1,710	34.4%	35.3%

- ◆ Mid-Career Hiring Business: [en] Career Change Info, [en] Career Change Consultant, [en] Temporary Placement Info, [en] New Career Challenges, [en]Temp to Perm Info, en world Japan, other mid-career hiring related

[1st Half FY2014 Results] Non-Consolidated Income Statement – New Graduate Hiring Business



	FY2013 (Apr.-Sep.2012)		FY2014 (Apr.-Sep.2013)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	391	100.0%	323	100.0%	-17.4%
Cost of Sales	224	57.4%	175	54.2%	-22.1%
Gross Profit	166	42.6%	148	45.8%	-11.1%
SGA (Sales, general & administrative)	381	97.6%	481	149.0%	26.1%
Personnel	248	63.4%	235	72.9%	-5.1%
Advertising, sales promotion	24	6.3%	123	38.3%	405.4%
Other	109	27.9%	122	37.8%	12.1%
Operating income	-215	-55.0%	-333	-103.1%	—

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

[1st Half FY2014 Results] Non-Consolidated Income Statement – Education/Evaluation Business



	FY2013 (Apr.-Sep.2012)		FY2014 (Apr.-Sep.2013)		
	(million yen)	% of sales	(million yen)	% of sales	% YOY change
Net Sales	151	100.0%	165	100.0%	9.1%
Cost of Sales	36	24.0%	28	17.1%	-22.4%
Gross Profit	114	76.0%	136	82.9%	19.1%
SGA (Sales, general & administrative)	90	59.6%	95	57.7%	5.6%
Personnel	62	41.2%	66	40.3%	6.6%
Advertising, sales promotion	2	1.5%	1	1.2%	-15.3%
Other	25	16.9%	26	16.2%	4.9%
Operating income	24	16.4%	41	25.3%	68.3%

Appendix

【 Company 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 15,971million (as of end of Sep. 2013)
【Stock Listing 】	Jasdaq
【Fiscal Year 】	April 1 – March 31
【 Number of Employees 】	Consolidated 1,165, Non-consolidated 702 (as of end of Sep. 2013)
【 Number of Outstanding Shares】	24,641,800(as of Oct. 1, 2013)
【 Business Description 】	(1) Internet job recruitment service (2) Job Placement (3) Implementation of training, seminars (4) Consultation on recruitment , Aptitude test development

Providing recruitment information
Resume coaching
Advice of Interview

Planning, proposing,
interviewing and
creating job
advertisements



< Job seekers >

“Person who want to apply to companies directly”

“Person who want to register with recruiting companies”

“Person who want to register with temporary dispatch companies”

Apply through recruiting companies

Registration Application

Free of charge

Internet site

[en] Career Change Info

[en] Job Info for Students

[en] Career Change Consultant

[en] Temp to Perm Info

[en] Temporary Placement Info

[en] New Career Challenges

Recruitment information Scouting

• Job Advertisement fee
• Success fee

Recruitment information Scouting

Success fee

Introduce of job seeker

< Clients >

General Companies

Job placement agencies






Temporary staffing companies

General Companies



en world

[en]PARTNER


< Mid Career Hiring Business (Website) >

Service	Share	Contents	Characteristics	Users	Clients
[en] Career Change Info  社会人の転職情報®	40%	Site for Comprehensive Career Change Info	<ul style="list-style-type: none"> information is provided through our reporting and photographing of each company Straightforward, detailed Career Change Info from perspective of job seekers 	<ul style="list-style-type: none"> 70% are in their 20s-mid-30s 70% are male All occupations 	General Companies Job placement agencies
[en] Career Change Consultant  転職コンサルタント	7%	Collective site for job placement agencies	<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] Temp to Perm Info  ウィメンズワーク	0%	Recruitment information site for females	<ul style="list-style-type: none"> A recruitment information site for females wishing to work as full-time regular employees. The site lists only such openings for "full-time employees or possible upgrade to full-time employee". Offers a number of listings for office-work posts. 	<ul style="list-style-type: none"> 70% are in their late 20s-mid-30s 	Temporary staffing companies
[en] Temporary Placement Info  派遣のお仕事情報	13%	Collective site for temporary staffing companies	<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] New Career Challenges  チャレンジ! はた★らく	5%	Collective site for recruiting information	<ul style="list-style-type: none"> Recruiting site with the theme of "challenge" and "re-challenge" Put in place a site section for assisting job seekers without any employer industry experience and graduates without any previous work experience 	<ul style="list-style-type: none"> University students Graduates without jobs Housewives Permanent part-timers 	Temporary staffing companies


< Mid Career Hiring Business (Job placement agencies)>

Service	Share	Contents	Characteristics	Clients
	22%	Job placement agencies	<ul style="list-style-type: none"> • Clients are foreign companies with sales, service, production and other sites in Japan and Japanese companies with global operations • Handling Japanese-English bilingual middle management to executive level positions 	Foreign companies Japanese companies
	-	Job placement agencies	<ul style="list-style-type: none"> • Job placement services that leverage en-japan's job-seeker database and the track record of its past business transactions with corporate clients 	Japanese companies

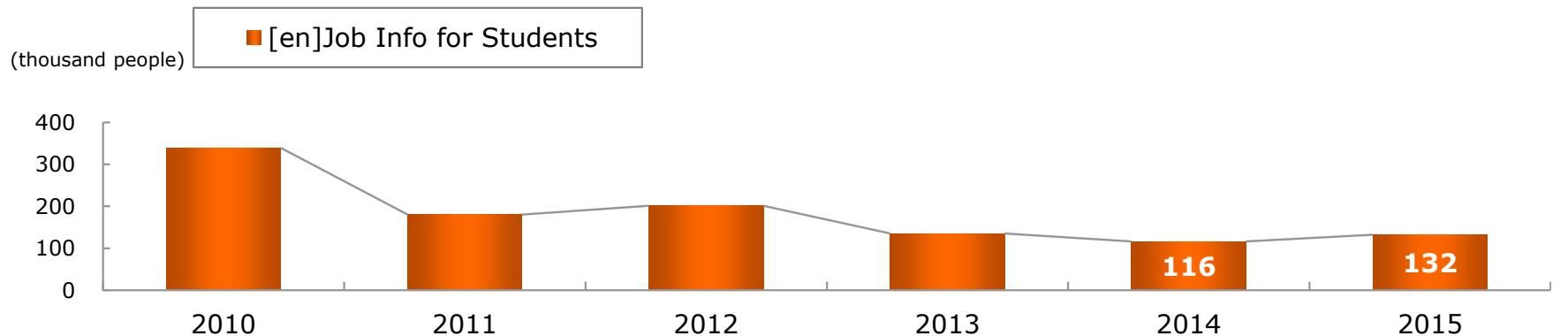
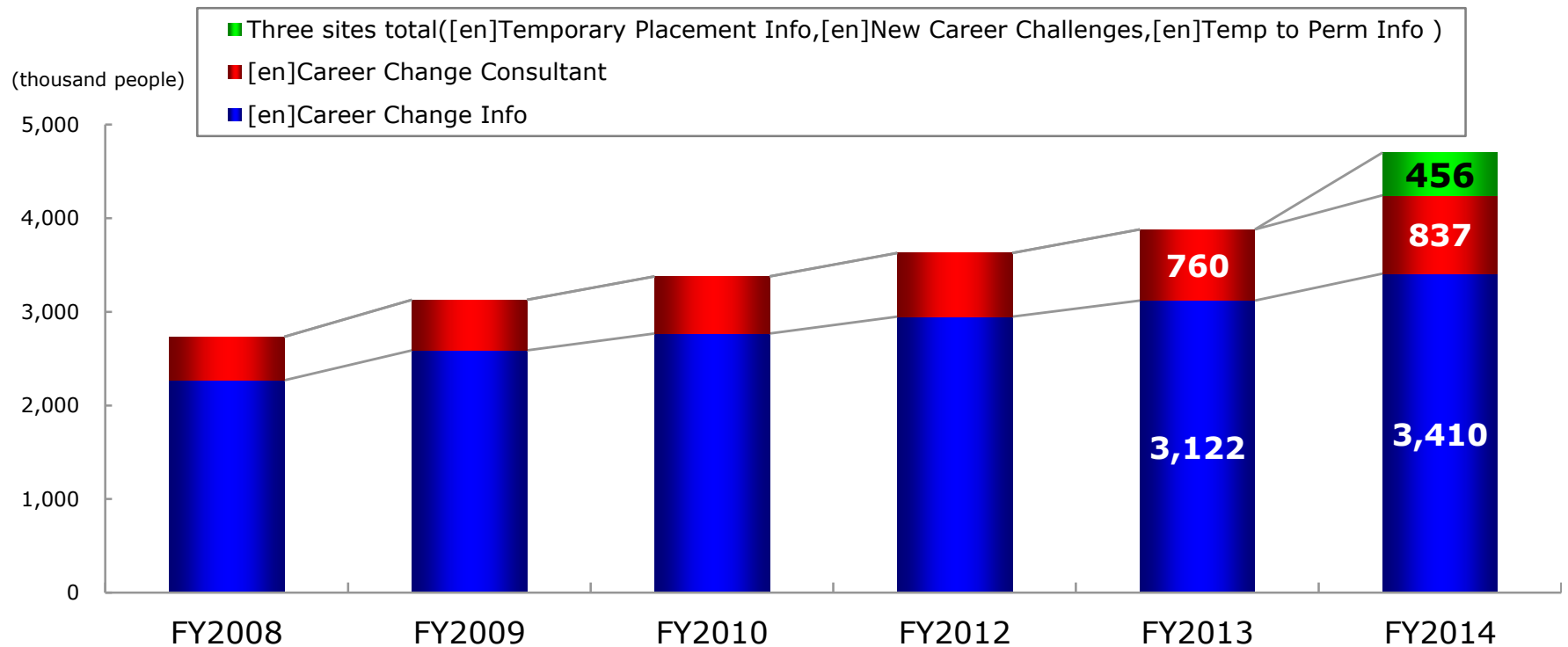
< New Graduate Hiring Business >

Service	Share	Contents	Characteristics	Users	Clients
[en] Job Info for Students  「力」のある中堅・中小・ベンチャー企業 学生の就職情報	11%	Site for student employment information	<ul style="list-style-type: none"> • Specializing in career information relating to strong medium-level, small-to-mid size and venture companies • Presents the strengths of companies in five perspectives • Detailed recruiting information based on own interviews and photo shooting • en-japan's unique planning: “Research on Jobs of Professionals” 	<ul style="list-style-type: none"> • University students • Graduate students • Junior college students 	General Companies

< Education/Evaluation Business >

Service	Share	Contents	Characteristics	Users
	2%	Employee training Aptitude test development Personnel system development	<ul style="list-style-type: none"> • Skill-enhancement training for personnel in charge of recruiting, and development and sales of screening tests • Operation of En-College, a fixed-fee education service • Development of personnel evaluation system aimed at maximizing competence of individuals 	General Companies

The number of registered users (At the end of Sep., 2013)

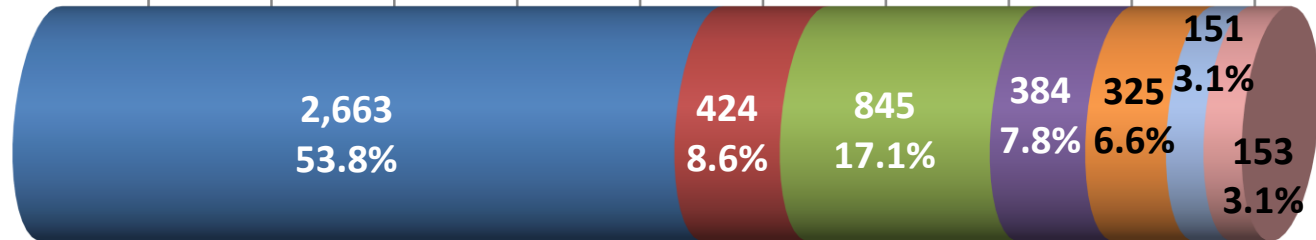


Sales Breakdown by Product (Non-consolidated)

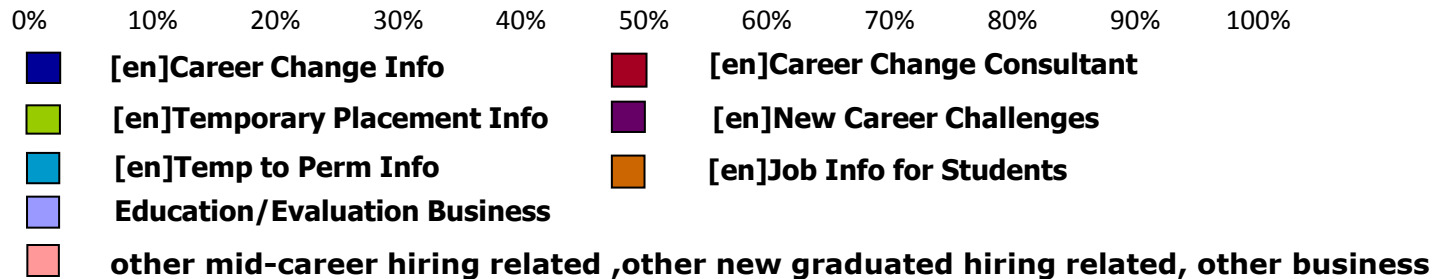
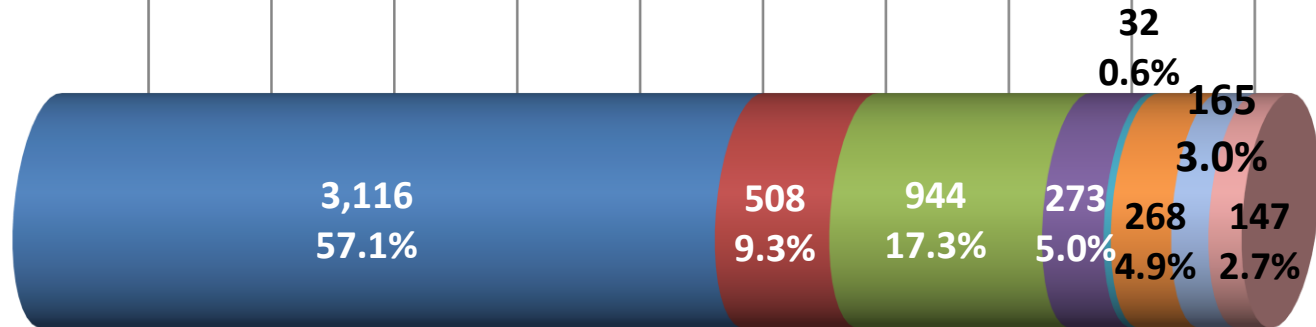


(million yen)

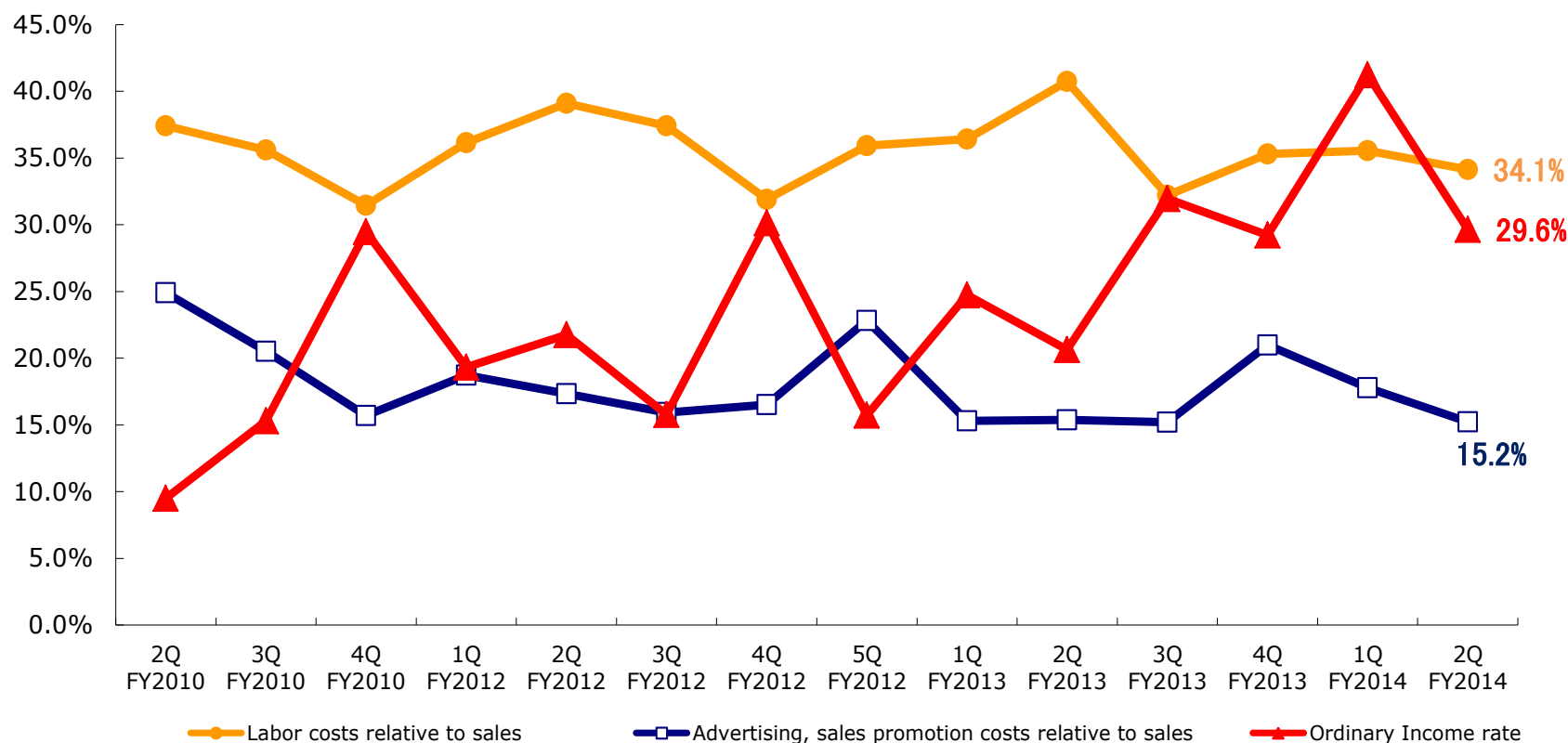
**1st Half
FY2013**
(Apr.-Sep.2012)



**1st Half
FY2014**
(Apr.-Sep.2013)



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

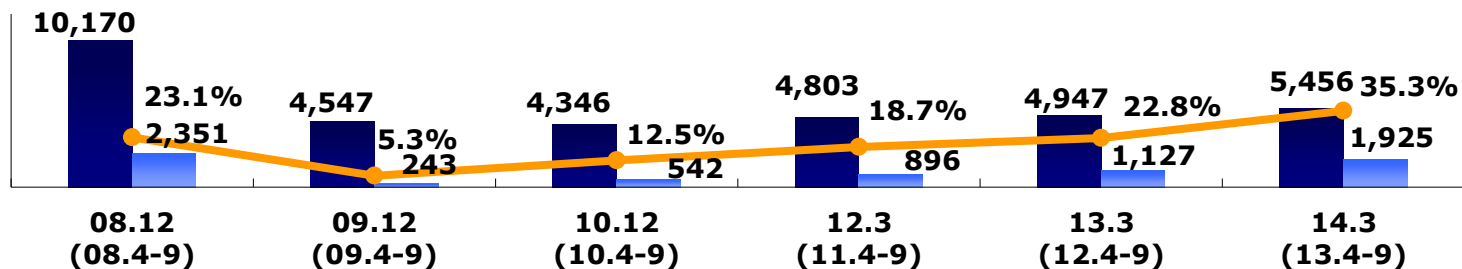


	2Q FY2010	3Q FY2010	4Q FY2010	1Q FY2012	2Q FY2012	3Q FY2012	4Q FY2012	5Q FY2012	1Q FY2013	2Q FY2013	3Q FY2013	4Q FY2013	1Q FY2014	2Q FY2014
Ordinary Income (million yen)	200	342	828	466	503	392	873	428	635	491	959	784	1,094	831
Ordinary Income rate	9.5%	15.3%	29.5%	19.3%	21.7%	15.8%	30.1%	15.7%	24.8%	20.7%	32.0%	29.2%	41.2%	29.6%
Labor costs (million yen)	786	799	884	873	905	930	924	979	934	969	966	947	943	957
Labor costs relative to sales	37.4%	35.6%	31.4%	36.1%	39.1%	37.4%	31.9%	35.9%	36.4%	40.7%	32.2%	35.3%	35.5%	34.1%
Ad, SP costs (million yen)	523	460	441	452	401	395	478	621	392	366	455	563	471	466
Ad, SP costs relative to sales	24.9%	20.5%	15.7%	18.7%	17.3%	15.9%	16.5%	22.8%	15.3%	15.4%	15.2%	21.0%	17.8%	15.2%

Segment performance (Non-consolidated)

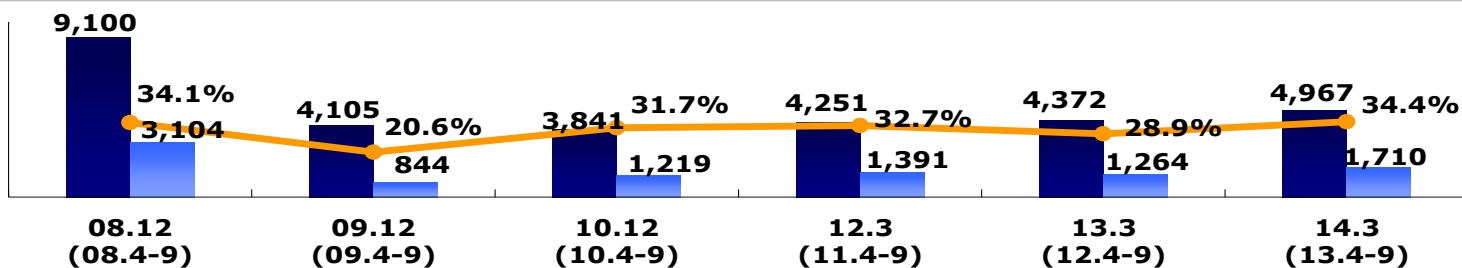


Company-wide



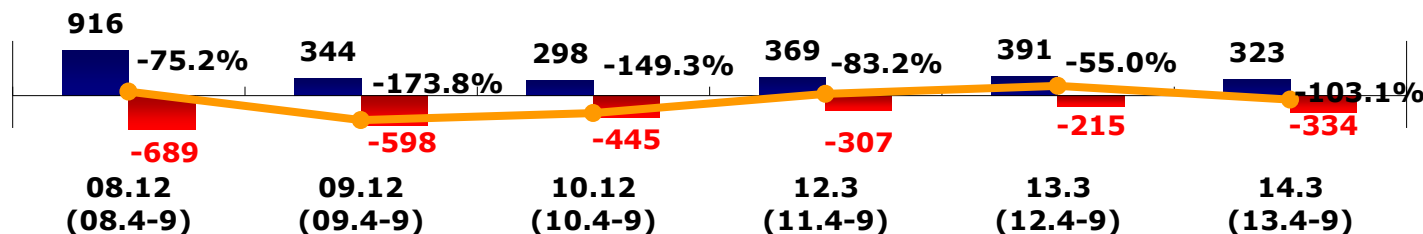
Net Sales
(million yen)

Mid-career hiring business



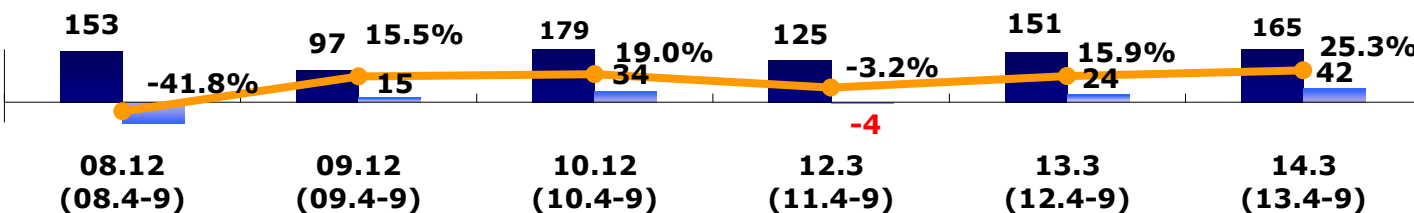
Ordinary Income
(million yen)

New graduate hiring business



Ordinary Income Rate

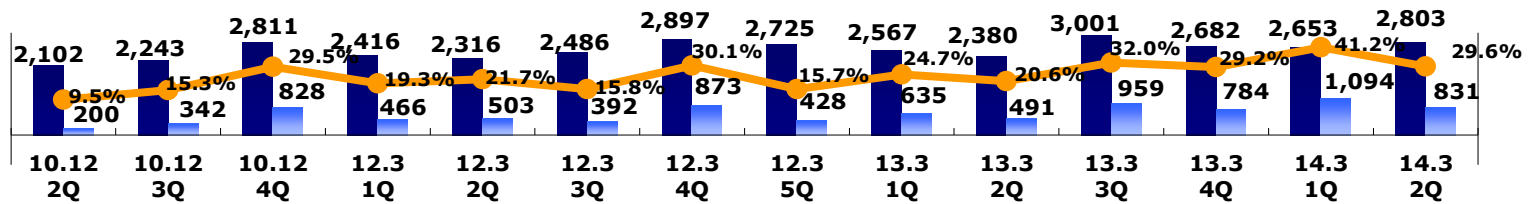
Education/Evaluation business



Transition of Quarter Segment Performance (Non-consolidated)

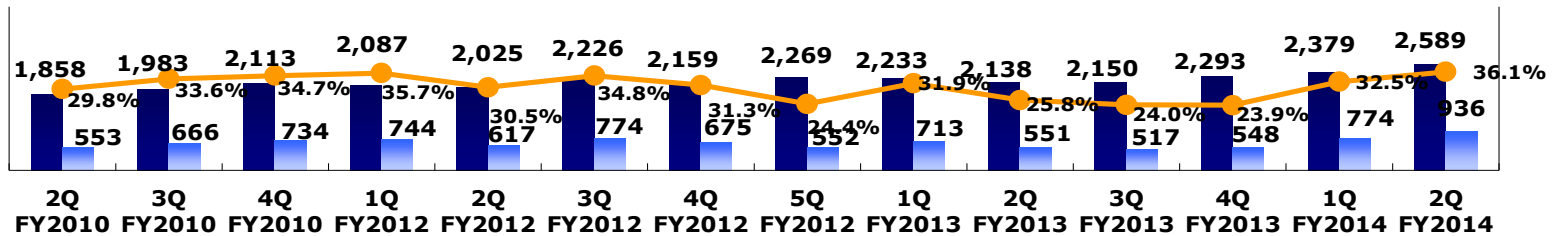


Company-wide



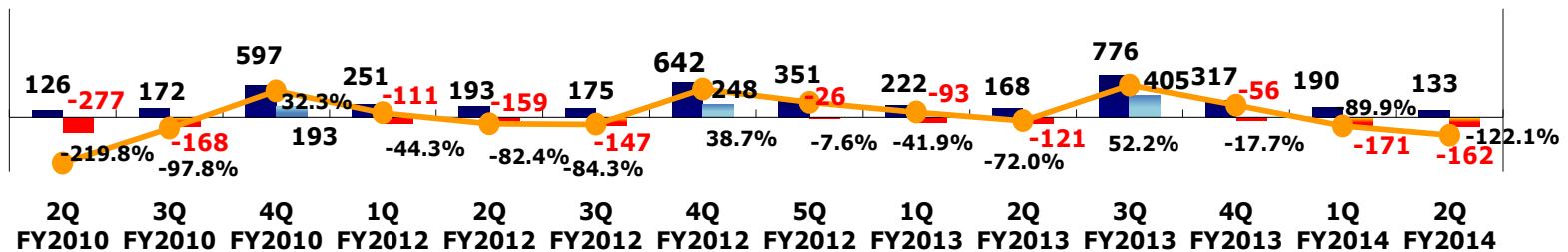
Net Sales
(million yen)

Mid-career hiring business



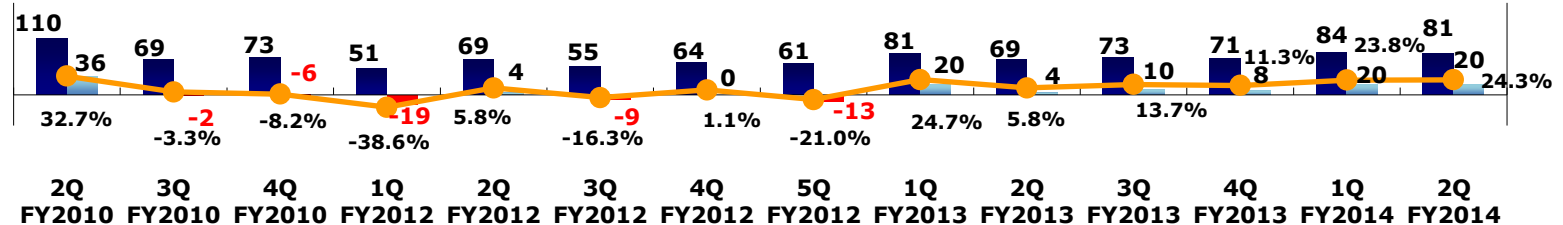
Ordinary Income
(million yen)

New graduate hiring business

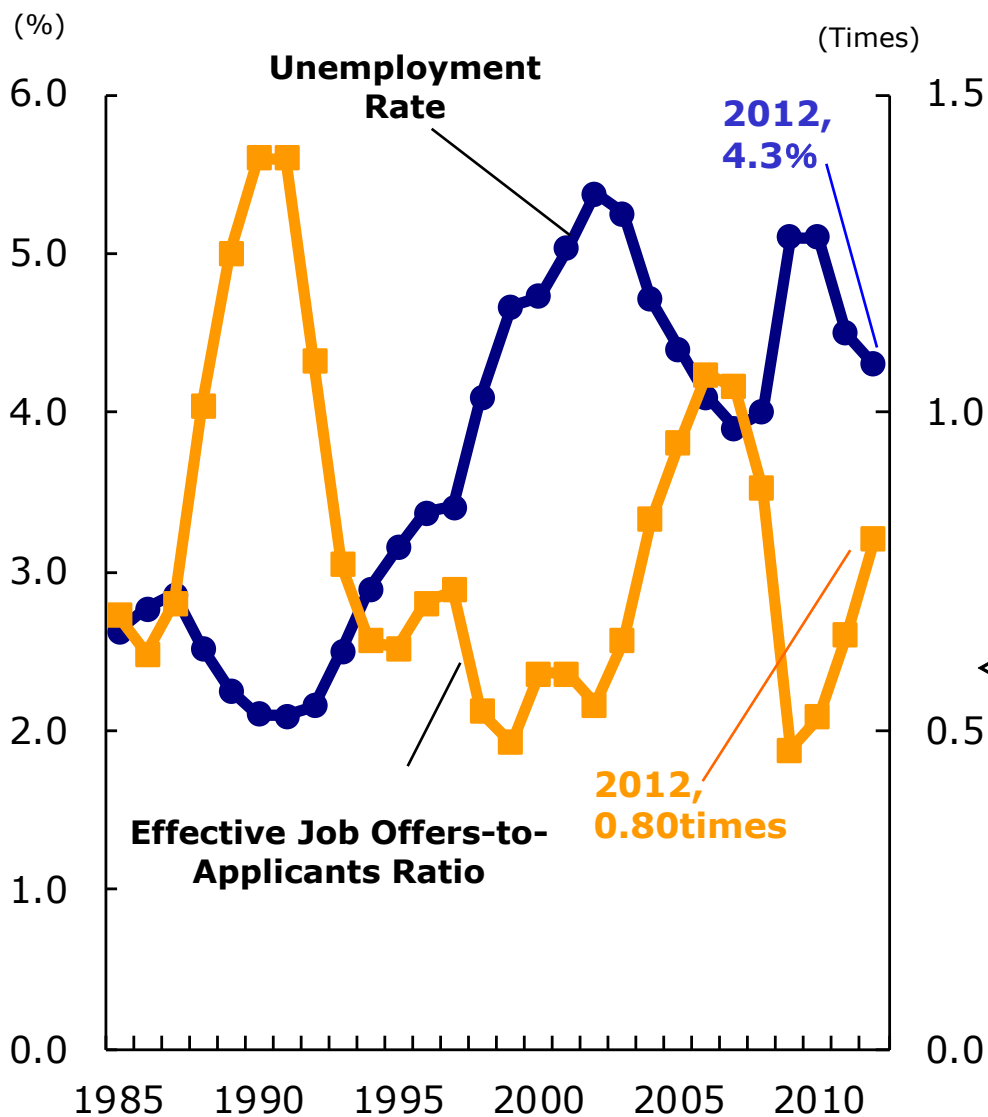


Ordinary Income Rate

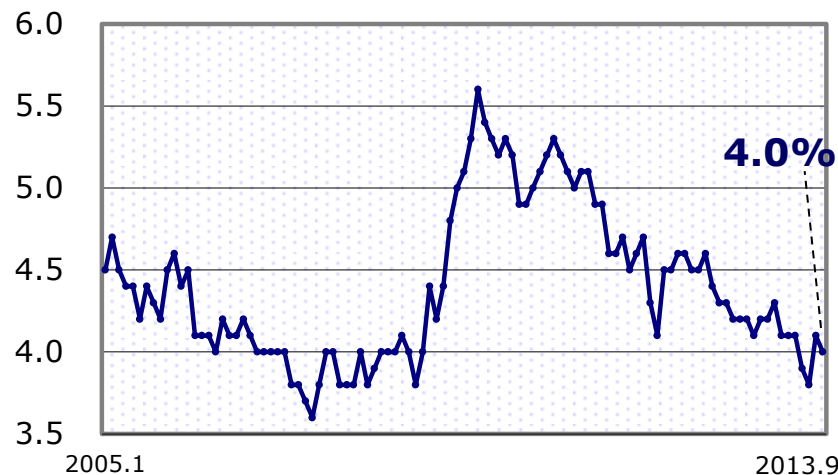
Education/Evaluation business



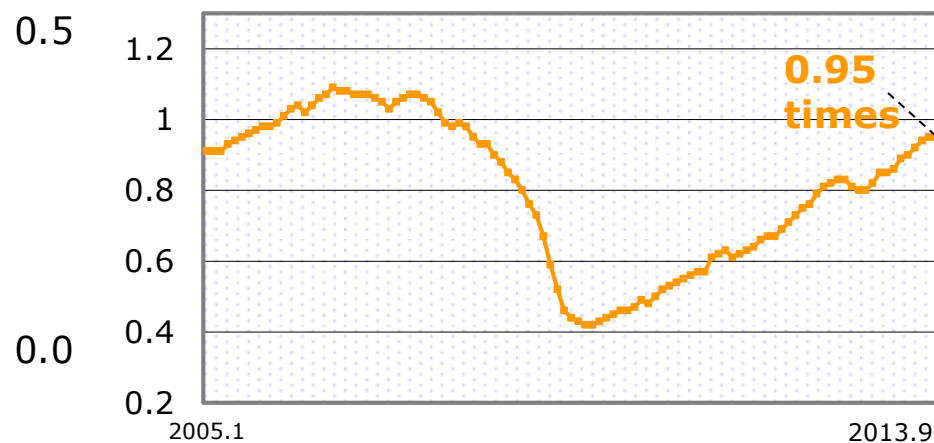
Effective Job Offers-to-Applicants Ratio ,Unemployment Rate



<Latest Unemployment Rate>



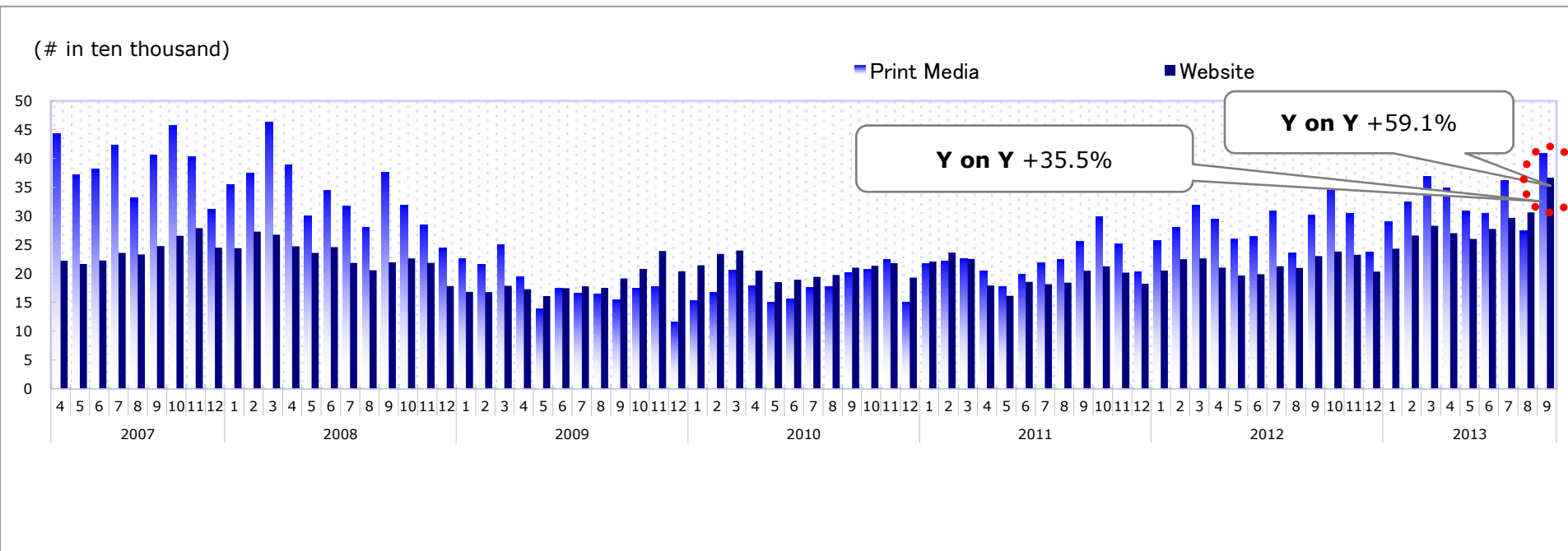
<Latest Effective Job Offers-to-Applicants Ratio >



•Figures represent average yearly figures

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

Job Advertising Market Trends



Source: Association of Job Information of Japan "Job Advertisement Numbers" (Sep.2013)

* Survey of 50 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 Mar 2011, survey of 59 companies, Apr 2011 to Mar 2012, survey of 52 companies, Apr 2012~, survey of 50 companies)



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