

## Consolidated Financial Results

### for the Second Quarter ended September 30, 2009

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Stock Exchange Listing: Tokyo Stock Exchange (code: 2181)

URL: <http://www.temp-holdings.co.jp/>

President: Yoshiko Shinohara

Notes: 1. Amounts below one million yen are rounded down.

2. There are no past results same period a year earlier; the management integration of Temp Staff Co., Ltd. and People Staff Co., Ltd. (presently Tempstaff People Co., Ltd.) through the establishment of a joint company, Temp Holdings Co., Ltd. took effect on October 1, 2008.

#### (1) Consolidated Operating Results (Accumulated Total)

| Second Quarter ended | Sales<br>(million yen) | Operating Income<br>(million yen) | Ordinary Income<br>(million yen) | Net Income<br>(million yen) |
|----------------------|------------------------|-----------------------------------|----------------------------------|-----------------------------|
| September 30, 2009   | 112,154                | 2,733                             | 2,866                            | 828                         |
| September 30, 2008   | -                      | -                                 | -                                | -                           |

| Second Quarter ended | Net Income per Share<br>(yen) | Diluted Net Income per Share<br>(yen) |
|----------------------|-------------------------------|---------------------------------------|
| September 30, 2009   | 12.64                         | -                                     |
| September 30, 2008   | -                             | -                                     |

#### (2) Consolidated Financial Positions

|                                         | Total Assets<br>(million yen) | Net Assets<br>(million yen) | Equity Ratio<br>(%) | Net Assets<br>per Share (yen) |
|-----------------------------------------|-------------------------------|-----------------------------|---------------------|-------------------------------|
| Second Quarter ended September 30, 2009 | 70,741                        | 51,103                      | 70.3                | 758.64                        |
| Fiscal Year ended March 31, 2009        | 73,982                        | 50,860                      | 67.0                | 756.23                        |

Note: Stockholders' equity as of September 30, 2009: 49,707 million yen / as of March 31, 2009: 49,549 million yen

#### (3) Dividends on Common Stock

| Fiscal Year (end)            | Dividend per Share<br>(yen) |                         |                         |          |           |
|------------------------------|-----------------------------|-------------------------|-------------------------|----------|-----------|
|                              | 1 <sup>st</sup> Quarter     | 2 <sup>nd</sup> Quarter | 3 <sup>rd</sup> Quarter | Term-End | Full-Year |
| March 31, 2009               | -                           | -                       | -                       | 11.00    | 11.00     |
| March 31, 2010               | -                           | 6.00                    |                         |          |           |
| March 31, 2010<br>(Forecast) |                             |                         | -                       | 6.00     | 12.00     |

Note: Revision of the forecast in the second quarter of the fiscal year ending March 31, 2010: None

# TEMP HOLDINGS

## (4) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2010

|                  | Sales<br>(million yen) | Operating Income<br>(million yen) | Ordinary Income<br>(million yen) | Net Income<br>(million yen) | Net Income per Share<br>(yen) |
|------------------|------------------------|-----------------------------------|----------------------------------|-----------------------------|-------------------------------|
| Full Fiscal Year | 238,000                | 6,000                             | 6,200                            | 3,000                       | 45.78                         |

Notes: 1. Revision of the forecast in the second quarter of the fiscal year ending March 31, 2010: None

2. The forecasts in this material are based on generally accepted information as well as certain assumptions deemed reasonable by our company. However, actual results may differ by various factors.

## (5) Consolidated Cash Flows

| Second Quarter ended | Cash Flows from<br>Operating Activities<br>(million yen) | Cash Flows from<br>Investment Activities<br>(million yen) | Cash Flows from<br>Financing Activities<br>(million yen) |
|----------------------|----------------------------------------------------------|-----------------------------------------------------------|----------------------------------------------------------|
| September 30, 2009   | 2,880                                                    | 1,735                                                     | 850                                                      |
| September 30, 2008   | -                                                        | -                                                         | -                                                        |

## (6) Sales by Segment

| Segment                                                  |                         | Second Quarter ended September 30, 2009 (Accumulated Total) |              |               |
|----------------------------------------------------------|-------------------------|-------------------------------------------------------------|--------------|---------------|
|                                                          |                         | Sales<br>(million yen)                                      | Ratio<br>(%) | Change<br>(%) |
|                                                          | General Office Work     | 58,427                                                      | 52.1         | -             |
|                                                          | Specialized Office Work | 19,534                                                      | 17.4         | -             |
|                                                          | IT/ Engineering         | 9,119                                                       | 8.2          | -             |
|                                                          | Other                   | 18,065                                                      | 16.1         | -             |
|                                                          | Recruitment Services    | 1,672                                                       | 1.5          | -             |
| Temporary Staffing, Contracting and Recruitment Services |                         | 106,819                                                     | 95.3         | -             |
| Outsourcing                                              |                         | 3,065                                                       | 2.7          | -             |
| Other Business                                           |                         | 2,269                                                       | 2.0          | -             |
| Total                                                    |                         | 112,154                                                     | 100.0        | -             |