

Consolidated Financial Results for the Third Quarter Ended December 31, 2011

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

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

Chairman & President: Yoshiko Shinohara

Note: Amounts below one million yen are rounded down.

(1) Consolidated Operating Results (Accumulated Total)

Third Quarter ended	Sales		Operating Income		Ordinary Income		Net Income	
	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)
December 31, 2011	170,841	1.6	5,444	26.7	5,642	20.0	2,110	33.3
December 31, 2010	168,131	0.8	4,297	0.0	4,700	4.0	1,583	10.4

Note: Comprehensive income as of December 31, 2011: 1,391 million yen ($\triangle 15.1\%$), as of December 31, 2010: 1,640 million yen ($-$ %)

Third Quarter ended	Net Income per Share (yen)	Diluted Net Income per Share (yen)
December 31, 2011	36.05	32.53
December 31, 2010	27.39	24.68

(2) Consolidated Financial Positions

	Total Assets (million yen)	Net Assets (million yen)	Equity Ratio (%)
Third Quarter ended December 31, 2011	81,126	50,608	60.6
Fiscal Year ended March 31, 2011	79,336	50,320	60.2

Note: Stockholders' equity as of December 31, 2011: 49,127 million yen, as of March 31, 2011: 47,792 million yen

(3) Dividends on Common Stock

Fiscal Year (end)	Dividend per Share (yen)				
	1 st Quarter	2 nd Quarter	3 rd Quarter	Term-End	Full-Year
March 31, 2011	—	6.00	—	6.00	12.00
March 31, 2012	—	6.00	—		
March 31, 2012 (Forecast)				6.00	12.00

Note: Revision of the forecast in the third quarter of the fiscal year ending March 31, 2012: None

(4) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2012

(% represents the change from the same period in the previous fiscal year)

	Sales		Operating Income		Ordinary Income		Net Income	
	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)
Full Fiscal Year	233,000	3.4	7,180	24.9	7,380	18.4	3,280	36.1

	Net Income per Share (yen)
Full Fiscal Year	55.67

Note: Revision of the forecast in the third quarter of the fiscal year ending March 31, 2012: None

(5) Sales by Segment

Segment		Third Quarter ended December 31, 2011			Third Quarter ended December 31, 2010		
		Sales (million yen)	Ratio (%)	Change (%)	Sales (million yen)	Ratio (%)	Change (%)
	Office Clerk	38,333	22.4	80.2	47,794	28.4	—
	Technical Clerk	55,919	32.7	92.5	60,430	36.0	—
	IT Professional	13,548	8.0	104.1	13,010	7.8	—
	Sales	5,737	3.4	102.7	5,588	3.3	—
	Other	28,094	16.4	177.0	15,868	9.4	—
	Recruitment Services	2,611	1.5	108.4	2,409	1.4	—
Temporary Staffing and Recruitment Services		144,245	84.4	99.4	145,101	86.3	—
R & D Outsourcing		6,402	3.8	98.7	6,484	3.8	—
Outsourcing		17,487	10.2	130.3	13,421	8.0	—
Other Business		2,705	1.6	86.6	3,123	1.9	—
Total		170,841	100.0	101.6	168,131	100.0	—