

Consolidated Financial Results for the Third Quarter Ended December 31, 2012

Head Office: 2-1-1 Yoyogi, Shibuya-ku, Tokyo 151-0053 Japan

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)

Fiscal Year (end)	Sales		Operating Income		Ordinary Income		Net Income	
	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)	(million yen)	(%)
December 31, 2012	184,820	8.2	7,590	39.4	7,789	38.1	4,618	118.8
December 31, 2011	170,841	1.6	5,444	26.7	5,642	20.0	2,110	33.3

Note: Comprehensive income as of December 31, 2012: 4,717 million yen (238.9%), as of December 31, 2011: 1,391 million yen (△15.1%)

Fiscal Year (end)	Net Income per Share	Diluted Net Income
	(yen)	per Share (yen)
December 31, 2012	77.41	71.02
December 31, 2011	36.05	32.53

(2) Consolidated Financial Positions

Fiscal Year (end)	Total Assets	Net Assets	Equity Ratio
	(million yen)	(million yen)	(%)
December 31, 2012	87,595	57,863	64.3
March 31, 2012	86,529	52,266	58.7

Note: Stockholders' equity as of December 31, 2012: 56,288 million yen, as of March 31, 2012: 50,751 million yen

(3) Dividends on Common Stock

Fiscal Year (end)	Dividend per Share				
	1 st Quarter	2 nd Quarter	3 rd Quarter	Term-End	Full-Year
March 31, 2012	—	6.00	—	8.00	14.00
March 31, 2013	—	8.00	—		
March 31, 2013 (Forecast)				8.00	16.00

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

(4) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2013

(% 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	247,200	6.0	9,800	19.9	10,000	18.6	5,300	52.2

	Net Income per Share (yen)
Full Fiscal Year	89.53

Note: Revision of the forecast in the second quarter of the fiscal year ending March 31, 2013: None

(5) Sales by Segment

Segment		Third Quarter ended December 31, 2012		
		Sales (million yen)	Ratio (%)	Change (%)
	Office Clerk	37,439	20.3	97.7
	Technical Clerk	52,974	28.7	94.7
	IT Professional	14,249	7.7	105.2
	Sales	5,299	2.9	92.4
	Other	39,432	21.3	146.2
	Recruitment Services	2,864	1.5	109.7
Temporary Staffing and Recruitment Services		152,259	82.4	106.4
R & D Outsourcing		6,934	3.7	108.3
Outsourcing		22,094	12.0	118.7
Other Business		3,531	1.9	130.6
Total		184,820	100.0	108.2

Note: The segment structure was changed in the first quarter ended June 30, 2012. Figures for the fiscal year ended March 2012 are recalculated after the change in segment structure.