

Consolidated Financial Results for the Third Quarter Ended December 31, 2013

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

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

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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, 2013	266,099	44.0	12,514	65.1	12,490	60.6	6,569	42.2
December 31, 2012	184,820	8.2	7,581	40.4	7,779	39.0	4,618	118.8

Note: Comprehensive income as of December 31, 2013: 7,713 million yen (63.5%), as of December 31, 2012: 4,717 million yen (238.9%)

Fiscal Year (end)	Net Income per Share	Diluted Net Income per Share
	(yen)	(yen)
December 31, 2013	96.22	93.28
December 31, 2012	77.41	71.02

(2) Consolidated Financial Positions

Fiscal Year (end)	Total Assets	Net Assets	Equity Ratio
	(million yen)	(million yen)	(%)
December 31, 2013	177,071	86,983	47.6
March 31, 2013	97,592	64,455	63.4

Note: Stockholders' equity as of December 31, 2013: 84,263 million yen, as of March 31, 2013: 61,898 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, 2013	—	8.00	—	10.00	18.00
March 31, 2014	—	10.00	—		
March 31, 2014 (Forecast)				10.00	20.00

Note: Revision of the forecast in the second quarter of the fiscal year ending March 31, 2014: None

(4) Consolidated Forecast of Results for the Fiscal Year ending March 31, 2014 (from April 1, 2013 to March 31, 2014)

(% 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	365,000	47.6	18,500	88.2	18,300	81.1	9,000	52.8

	Net Income per Share (yen)
Full Fiscal Year	129.70

Note: Revision of the forecast in the second quarter of the fiscal year ending March 31, 2014: None

(5) Sales by Segment

We renamed the former R&D Outsourcing Segment to IT and Engineering Segment and newly established Media and Career Segment (Intelligence Group) from the Fiscal Year ending March 2014. Simultaneously, we changed the allocation of subsidiaries to each segment. Figures for the fiscal year ended March 2013 are recalculated after the change in segment structure.

Segment	Third Quarter ended December 31, 2013		
	Sales (million yen)	Ratio (%)	Change (%)
Temporary Staffing and Recruitment Services	146,270	55.0	104.7
IT and Engineering	32,205	12.1	140.3
Outsourcing	20,359	7.7	109.2
Media and Career (Intelligence Group)	63,151	23.7	—
Other Business	4,112	1.5	116.4
Total	266,099	100.0	144.0

Note: Segment sales are those after eliminating internal transactions.

Media and Career (Intelligence Group) Segment	Third Quarter ended December 31, 2013		
	Sales (million yen)	Ratio (%)	Change (%)
Media Div.	13,183	20.9	—
Career Div.	13,653	21.6	—
Temporary staffing Div.	23,934	37.9	—
Outsourcing Div.	9,868	15.6	—
Employment development, new business, overseas Div.	2,511	4.0	—
Media and Career (Intelligence Group) Total	63,151	100.0	—