



2017年3月期 第1四半期 ファクトブック

Factbook (Fiscal year 2017, 1st Quarter)

テンポホールディングス株式会社
Temp Holdings Co.,Ltd.

目次	Contents	
主要指標	Main indicators	P1
連結損益計算書	Consolidated profit and loss statement	
連結損益計算書（累計）	Consolidated profit and loss statement (annual)	P2
連結損益計算書（四半期）	Consolidated profit and loss statement (quarter)	P3
セグメント別四半期業績推移(2016/3～)	Consolidated profit and loss statement (by segment, quarter, 2016/3～)	P4
セグメント別四半期業績推移(2015/3～)	Consolidated profit and loss statement (by segment, quarter, 2015/3～)	P5
セグメント別四半期業績推移(2014/3～)	Consolidated profit and loss statement (by segment, quarter, 2014/3～)	P6
連結貸借対照表	Consolidated balance sheet	
資産	Assets	P7
負債・純資産	Liabilities / Net assets	P8
連結キャッシュ・フロー計算書	Consolidated statements of cash flows	
営業活動によるキャッシュ・フロー	Net cash provided by (used in) operating activities	P9
投資・財務活動によるキャッシュ・フロー	Net cash provided by (used in) investing / financing activities	P10

※ 本資料に含まれる数値、指標は、当社グループの経営成績及び財政状態に関して、適切な理解を促進する事を目的として開示しており、すべての数値、指標が監査法人による監査またはレビューの対象ではない点にご留意ください。

This factbook is only for better understanding. Please note that numbers and indexes in this book are not audited

主要指標
Main indicators

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3*
連結損益計算書		Consolidated profit and loss statement						
売上高	Net sales	224,613	225,273	233,195	247,232	362,489	401,056	517,597
売上高成長率	Net sales growth ratio	-8.3%	+0.3%	+3.5%	+6.0%	+46.6%	+10.6%	+29.1%
売上総利益	Gross profit	37,776	35,698	36,769	39,464	85,341	96,524	122,647
売上総利益率	Gross profit ratio	16.8%	15.8%	15.8%	16.0%	23.5%	24.1%	+27.1%
EBITDA	EBITDA	8,113	7,562	10,069	11,240	24,951	29,471	36,408
EBITDAマージン	EBITDA margin	3.6%	3.4%	4.3%	4.5%	6.9%	7.3%	7.0%
営業利益	Operating income	6,253	5,666	8,115	9,832	18,597	23,470	28,052
営業利益率	Operating income ratio	2.8%	2.5%	3.5%	4.0%	5.1%	5.9%	5.4%
経常利益	Ordinary income	6,644	6,149	8,379	10,102	18,470	23,769	28,190
経常利益率	Ordinary income ratio	3.0%	2.7%	3.6%	4.1%	5.1%	5.9%	5.4%
親会社株主帰属当期純利益	Profit attributable to owners of parent	2,950	2,410	3,482	5,888	9,857	13,424	17,356
売上高当期純利益率*	Net income ratio	1.3%	1.1%	1.5%	2.4%	2.7%	3.3%	3.4%
包括利益	Comprehensive income	3,076	2,825	3,131	7,141	10,543	13,508	18,558
連結貸借対照表		Consolidated balance sheet						
総資産	Total assets	75,912	79,336	86,529	97,592	177,433	228,663	236,238
純資産	Net assets	48,317	50,320	52,266	64,455	89,803	103,969	133,501
流動資産	Current assets	61,644	63,124	72,499	80,606	87,463	130,696	130,611
流動負債	Current liabilities	20,094	21,224	31,498	29,178	44,154	86,569	67,482
流動比率	Current assets ratio	306.8%	297.4%	230.2%	276.3%	198.1%	151.0%	193.5%
固定比率	Fixed assets ratio	31.1%	33.9%	21.3%	27.4%	103.4%	99.4%	83.0%
株主資本	Shareholders' equity	45,778	47,495	50,898	60,830	85,380	96,938	125,382
設備投資額	Capital investment	211	266	504	927	3,174	2,193	4,631
連結キャッシュ・フロー計算書		Consolidated statements of cash flows						
営業活動によるキャッシュ・フロー	Net cash provided by (used in) operating	3,120	8,131	10,169	7,787	10,863	28,894	13,279
投資活動によるキャッシュ・フロー	Net cash provided by (used in) investing	-1,198	-4,188	-972	-964	-51,306	-13,529	-15,065
財務活動によるキャッシュ・フロー	Net cash provided by (used in) financing	-2,551	-1,055	-2,229	-1,018	32,294	8,937	-7,213
現金及び現金同等物の期末残高	Cash and cash equivalents at end of period	28,114	30,970	37,922	43,824	35,957	60,205	51,138
株式関連指標		Dividend						
一株あたり配当 (円)	Dividend per Share (Yen)	12	12	14	18	24	32	-
配当性向	Dividend ratio	26.2%	28.8%	23.6%	18.6%	16.9%	17.4%	17.2%
配当総額	Total amount of dividend	693	740	827	1,133	1,754	2,340	3,046
PER : 株価収益率	PER : Price Earning Ratio	16.5	17.9	13.1	16.8	19.3	22.7	21.5
BPS : 1株当たり純資産額 (円)	BPS : Book-value Per Share (Yen)	792.53	826.55	864.54	951.75	1189.88	1347.10	542.45
EPS : 1株当たり当期純利益 (円)	EPS : Earning Per Share (Yen)	45.87	41.69	59.43	96.68	142.07	183.63	75.76
EPS : 潜在株式調整後	EPS (diluted)	45.49	37.57	53.63	90.53	136.38	171.07	73.73
その他の指標		Others						
ROE : 自己資本当期純利益率	ROE : Return On Equity	6.2%	5.2%	7.1%	10.5%	13.2%	14.5%	15.4%
ROA : 総資産当期純利益率	ROA : Return On Assets	3.9%	3.1%	4.2%	6.4%	7.2%	6.6%	7.5%
自己資本比率	Capital to asset ratio	60.4%	60.2%	58.7%	63.4%	49.0%	43.1%	53.8%
従業員数 (人)	Full-time employees	5,043	5,108	5,061	5,970	10,629	12,587	16,542
外、平均臨時雇用者数 (人)	Contingent employees (annual average)	2,441	4,842	6,076	7,669	11,688	13,319	21,401

*2015年10月29日付で普通株式1株を3株へ株式分割しております。株式関連指標は、2016年3月期の期首に分割が行われた仮定で算出しております。

*The company conducted a 3-for-1 stock split for shares of common stock of the Company with October 29, 2015 as the effective date. Accordingly, the amount of net income per share is calculated based on the assumption that the share split was conducted at the beginning of the previous fiscal year(FY2015).

*売上高当期純利益率 = 親会社株主帰属当期純利益÷売上高 / Net income ratio = Profit attributable to owners of parent ÷ Sales

連結損益計算書（累計）
Consolidated profit and loss statement (annual)

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3
売上高	Net sales	224,613	225,273	233,195	247,232	362,489	401,056	517,597
売上原価	Cost of sales	186,836	189,574	196,426	207,768	277,147	304,531	394,949
売上総利益	Gross profit	37,776	35,698	36,769	39,464	85,341	96,524	122,647
販売費及び一般管理費	Selling, general and administrative expenses	31,523	30,032	28,654	29,631	66,743	73,054	94,594
従業員給料手当及び賞与	Employee salary and bonuses	14,933	13,833	13,221	13,952	29,903	32,660	41,231
賞与引当金繰入額	Provisions of reserve for bonuses for employee	1,703	1,638	1,556	1,656	3,063	3,548	4,561
役員賞与引当金繰入額	provisions of reserve for bonuses for officers	57	78	82	87	121	115	140
退職給付費用	Retirement benefit cost	510	469	467	503	517	576	838
賃借料	Rent	3,596	3,407	3,109	3,124	5,293	5,624	7,384
貸倒引当金繰入額	Provision of allowance for doubtful accounts	5	-	18	19	18	15	-
EBITDA	EBITDA	8,113	7,562	10,069	11,240	24,951	29,471	36,408
営業利益	Operating income	6,253	5,666	8,115	9,832	18,597	23,470	28,052
営業外収益	Non-operating income	430	532	303	286	413	436	549
営業外費用	Non-operating expenses	38	49	38	15	540	136	411
支払利息	Interest expenses	18	22	9	5	346	106	148
経常利益	Ordinary income	6,644	6,149	8,379	10,102	18,470	23,769	28,190
特別利益	Extraordinary income	91	18	54	26	86	290	1,209
特別損失	Extraordinary loss	685	670	485	109	1,254	1,343	417
税金等調整前当期純利益	Income before income taxes and minority interests	6,051	5,496	7,948	10,019	17,302	22,716	28,982
法人税等合計	Total income taxes	3,057	2,920	4,375	4,114	7,487	9,359	10,671
非支配株主に帰属する当期純利益	Minority interests in income	43	165	90	17	-42	-67	954
親会社株主帰属当期純利益	Profit attributable to owners of parent	2,950	2,410	3,482	5,888	9,857	13,424	17,356

連結損益計算書（四半期）

Consolidated profit and loss statement (quarter)

累計（百万円）	Cumulative total (Million Yen)	2014/3				2015/3				2016/3				2017/3			
		1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
売上高	Net sales	86,091	174,420	266,099	362,489	95,767	192,273	291,876	401,056	119,173	246,106	375,826	517,597	137,404			
売上原価	Cost of sales	66,006	133,785	204,032	277,147	72,433	146,231	221,814	304,531	90,646	187,900	286,275	394,949	103,031			
売上総利益	Gross profit	20,085	40,634	62,066	85,341	23,333	46,042	70,061	96,524	28,527	58,206	89,550	122,647	34,372			
販売費及び一般管理費	Selling, general and administrative expenses	16,176	33,128	49,552	66,743	17,719	35,808	53,850	73,054	21,965	44,908	68,657	94,594	25,115			
従業員給料手当及び賞与	Employee salary and bonuses	6,667	13,408	22,940	29,903	7,263	14,652	25,013	32,660	8,874	18,156	31,441	41,231	9,979			
賞与引当金繰入額	Provisions of reserve for bonuses for employee	1,382	2,795	1,459	3,063	1,493	2,954	1,703	3,548	1,997	4,070	2,128	4,561	2,231			
役員賞与引当金繰入額	provisions of reserve for bonuses for officers	28	58	89	121	30	59	83	115	31	63	98	140	28			
退職給付費用	Retirement benefit cost	129	264	386	517	127	277	408	576	193	410	611	838	200			
賃借料	Rent	1,328	2,665	3,963	5,293	1,459	2,829	4,411	5,624	1,771	3,565	5,461	7,384	1,996			
貸倒引当金繰入額	Provision of allowance for doubtful accounts	-	-	2	18	6	16	13	15	6	-	-	-	1			
EBITDA	EBITDA	5,472	10,686	17,287	24,951	7,151	13,281	20,749	29,471	8,471	17,237	26,917	36,408	11,522			
営業利益	Operating income	3,909	7,506	12,514	18,597	5,614	10,234	16,211	23,470	6,561	13,298	20,892	28,052	9,257			
営業外収益	Non-operating income	138	206	330	413	101	269	315	436	89	252	328	549	276			
営業外費用	Non-operating expenses	114	280	354	540	50	79	102	136	73	195	288	411	58			
支払利息	Interest expenses	110	221	284	346	29	57	82	106	34	70	102	148	34			
経常利益	Ordinary income	3,933	7,433	12,490	18,470	5,665	10,424	16,424	23,769	6,578	13,355	20,932	28,190	9,475			
特別利益	Extraordinary income	7	20	23	86	9	161	201	290	618	648	752	1,209	187			
特別損失	Extraordinary loss	1	0	73	1,254	-	452	1,077	1,343	24	24	372	417	0			
税金等調整前当期純利益	Income before income taxes and minority interests	3,939	7,452	12,440	17,302	5,675	10,133	15,547	22,716	7,171	13,979	21,312	28,982	9,662			
法人税等合計	Total income taxes	2,029	4,007	5,923	7,487	2,289	4,395	6,821	9,359	2,781	5,334	7,871	10,671	3,196			
非支配株主に帰属する当期純利益	Minority interests in income	-72	-74	-52	-42	-64	7	34	-67	200	539	771	954	256			
親会社株主帰属当期純利益	Profit attributable to owners of parent	1,982	3,520	6,569	9,857	3,450	5,730	8,692	13,424	4,190	8,104	12,669	17,356	6,209			
四半期毎（百万円）	3 months total (Million Yen)	2014/3				2015/3				2016/3				2017/3			
		1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
売上高	Net sales	86,091	88,328	91,679	96,389	95,767	96,505	99,602	109,180	119,173	126,932	129,719	141,771	137,404			
売上原価	Cost of sales	66,006	67,779	70,246	73,115	72,433	73,797	75,583	82,716	90,646	97,253	98,375	108,674	103,031			
売上総利益	Gross profit	20,085	20,548	21,432	23,274	23,333	22,708	24,019	26,463	28,527	29,679	31,344	33,097	34,372			
販売費及び一般管理費	Selling, general and administrative expenses	16,176	16,951	16,423	17,191	17,719	18,088	18,042	19,204	21,965	22,942	23,749	25,936	25,115			
従業員給料手当及び賞与	Employee salary and bonuses	6,667	6,740	9,532	6,963	7,263	7,388	10,360	7,647	8,874	9,282	13,284	9,789	9,979			
賞与引当金繰入額	Provisions of reserve for bonuses for employee	1,382	1,412	-1,335	1,603	1,493	1,461	-1,251	1,845	1,997	2,072	-1,941	2,433	2,231			
役員賞与引当金繰入額	provisions of reserve for bonuses for officers	28	30	31	31	30	29	23	31	31	32	34	42	28			
退職給付費用	Retirement benefit cost	129	135	121	131	127	150	130	168	193	217	200	227	200			
賃借料	Rent	1,328	1,337	1,297	1,330	1,459	1,370	1,582	1,213	1,771	1,794	1,895	1,923	1,996			
貸倒引当金繰入額	Provision of allowance for doubtful accounts	-	-	2	15	6	9	-3	1	0	-	-	3	1			
EBITDA	EBITDA	5,472	5,213	6,601	7,663	7,151	6,129	7,468	8,722	8,471	8,765	9,680	9,490	11,522			
営業利益	Operating income	3,909	3,597	5,008	6,082	5,614	4,620	5,977	7,258	6,561	6,737	7,594	7,160	9,257			
営業外収益	Non-operating income	138	68	123	82	101	167	46	120	89	162	76	220	276			
営業外費用	Non-operating expenses	114	165	73	186	50	29	23	34	73	121	93	123	58			
支払利息	Interest expenses	110	110	63	61	29	27	25	23	34	35	31	46	34			
経常利益	Ordinary income	3,933	3,499	5,057	5,979	5,665	4,758	6,000	7,344	6,578	6,777	7,577	7,257	9,475			
特別利益	Extraordinary income	7	13	3	62	9	152	39	89	618	30	103	457	187			
特別損失	Extraordinary loss	1	-0	73	1,180	-	452	625	265	24	0	347	45	0			
税金等調整前当期純利益	Income before income taxes and minority interests	3,939	3,513	4,988	4,861	5,675	4,458	5,414	7,169	7,171	6,807	7,333	7,670	9,662			
法人税等合計	Total income taxes	2,029	1,977	1,916	1,563	2,289	2,106	2,425	2,537	2,781	2,552	2,536	2,800	3,196			
非支配株主に帰属する当期純利益	Minority interests in income	-72	-2	22	9	-64	71	26	-101	200	339	231	183	256			
親会社株主帰属当期純利益	Profit attributable to owners of parent	1,982	1,537	3,049	3,288	3,450	2,279	2,961	4,732	4,190	3,914	4,565	4,686	6,209			

セグメント別四半期業績推移(2016/3～)
Consolidated profit and loss statement (by segment, quarter)

(百万円)	(Million Yen)	2014/3					2015/3					2016/3					2017/3					3Q	4Q	TOTAL
		1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q						
派遣・BPOセグメント	Temporary staffing・BPO																							
売上高	Net sales	-	-	-	-	-	71,588	72,121	74,518	77,744	295,973	93,315	99,530	102,164	106,844	401,854	106,349							
EBITDA	EBITDA	-	-	-	-	-	3,552	3,268	4,289	4,242	15,353	5,401	4,251	5,131	5,433	20,217	5,851							
営業利益	Operating income	-	-	-	-	-	3,140	2,920	3,953	3,947	13,962	4,796	3,440	4,481	4,741	17,459	5,140							
ITOセグメント	ITO																							
売上高	Net sales	-	-	-	-	-	5,209	5,451	5,352	6,445	22,459	5,623	5,585	5,977	7,515	24,701	5,769							
EBITDA	EBITDA	-	-	-	-	-	499	599	421	961	2,482	290	634	700	990	2,615	514							
営業利益	Operating income	-	-	-	-	-	314	418	201	784	1,719	106	452	504	793	1,857	355							
エンジニアリングセグメント	Engineering																							
売上高	Net sales	-	-	-	-	-	5,419	6,100	5,959	6,416	23,897	5,211	6,110	6,011	6,736	24,070	5,973							
EBITDA	EBITDA	-	-	-	-	-	219	606	464	185	1,475	68	705	750	563	2,086	520							
営業利益	Operating income	-	-	-	-	-	113	500	358	79	1,051	-67	566	610	422	1,532	378							
リクルーティングセグメント	Recruiting																							
売上高	Net sales	-	-	-	-	-	14,020	13,906	14,541	19,753	62,222	15,840	16,396	16,664	22,891	71,792	19,896							
EBITDA	EBITDA	-	-	-	-	-	2,448	1,332	1,874	2,748	8,405	2,232	2,621	2,433	3,020	10,307	3,763							
営業利益	Operating income	-	-	-	-	-	1,587	441	968	1,909	4,907	1,343	1,745	1,568	1,954	6,612	2,684							
その他の事業	Other businesses																							
売上高	Net sales	-	-	-	-	-	734	764	805	824	3,127	971	992	1,067	1,071	4,102	1,655							
EBITDA	EBITDA	-	-	-	-	-	48	44	38	56	187	68	23	89	-24	157	148							
営業利益	Operating income	-	-	-	-	-	48	44	38	56	187	62	21	85	-28	141	136							
調整額	Adjustment																							
売上高	Net sales	-	-	-	-	-	-1,205	-1,839	-1,575	-2,003	-6,623	-1,788	-1,682	-2,164	-3,287	-8,922	-2,240							
EBITDA	EBITDA	-	-	-	-	-	382	277	379	526	1,564	409	530	575	-493	1,022	723							
営業利益	Operating income	-	-	-	-	-	408	294	456	481	1,641	319	509	343	-723	448	561							

※ 2016年3月期からセグメント体制を変更しております。2015年3月期は変更後のセグメント区分に組み替えております。

セグメント別四半期業績推移(2015/3～)

Consolidated profit and loss statement (by segment, quarter)

(百万円)	(Million Yen)	2013/3					2014/3					2015/3					2016/3				
		1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL
派遣セグメント	Temporary Staffing																				
売上高	Net sales	-	-	-	-	-	61,517	61,887	64,272	63,981	251,660	67,111	67,257	69,684	72,112	276,164					
EBITDA	EBITDA	-	-	-	-	-	3,317	2,696	3,360	3,207	12,581	3,625	3,095	4,083	3,678	14,482					
営業利益	Operating income	-	-	-	-	-	2,954	2,330	3,040	2,894	11,219	3,244	2,817	3,780	3,403	13,246					
BPOセグメント	BPO (Business Process Outsourcing)																				
売上高	Net sales	-	-	-	-	-	4,363	4,510	4,669	4,941	18,485	4,562	4,956	4,945	5,732	20,196					
EBITDA	EBITDA	-	-	-	-	-	-37	125	172	435	695	32	348	364	744	1,490					
営業利益	Operating income	-	-	-	-	-	-71	87	139	400	555	19	291	351	734	1,397					
ITOセグメント	ITO (IT Outsourcing)																				
売上高	Net sales	-	-	-	-	-	4,376	4,770	5,041	5,800	19,988	5,209	5,285	5,250	6,396	22,142					
EBITDA	EBITDA	-	-	-	-	-	404	399	650	819	2,274	558	545	418	1,007	2,529					
営業利益	Operating income	-	-	-	-	-	221	213	466	635	1,536	378	367	205	833	1,785					
エンジニアリングセグメント	Engineering																				
売上高	Net sales	-	-	-	-	-	4,887	5,336	5,410	5,842	21,476	5,419	6,100	5,959	6,416	23,897					
EBITDA	EBITDA	-	-	-	-	-	123	383	203	368	1,078	219	606	464	185	1,475					
営業利益	Operating income	-	-	-	-	-	-9	228	35	223	477	113	500	358	79	1,051					
メディアセグメント	Media																				
売上高	Net sales	-	-	-	-	-	4,187	4,392	4,623	5,031	18,235	4,866	4,761	4,988	5,645	20,262					
EBITDA	EBITDA	-	-	-	-	-	507	252	649	582	1,993	388	172	366	609	1,536					
営業利益	Operating income	-	-	-	-	-	239	-25	360	296	870	98	-130	41	318	328					
キャリアセグメント	Career																				
売上高	Net sales	-	-	-	-	-	6,615	6,946	7,177	7,676	28,415	7,979	7,801	7,964	9,764	33,509					
EBITDA	EBITDA	-	-	-	-	-	1,427	1,448	1,530	2,485	6,892	2,320	1,489	1,733	1,924	7,468					
営業利益	Operating income	-	-	-	-	-	878	880	961	1,909	4,629	1,749	893	1,139	1,354	5,137					
NEDセグメント	NED (New Employment Development)																				
売上高	Net sales	-	-	-	-	-	1,552	1,962	2,178	5,321	11,015	2,253	2,439	2,759	5,531	12,983					
EBITDA	EBITDA	-	-	-	-	-	-189	227	104	591	733	4	30	114	506	655					
営業利益	Operating income	-	-	-	-	-	-215	209	85	572	652	-23	19	95	514	606					
調整額	Adjustment																				
売上高	Net sales	-	-	-	-	-	-1,408	-1,480	-1,694	-2,204	-6,787	-1,634	-2,096	-1,951	-2,419	-8,101					
EBITDA	EBITDA	-	-	-	-	-	-80	-320	-70	-826	-1,298	2	-159	-76	65	-167					
営業利益	Operating income	-	-	-	-	-	-87	-328	-79	-849	-1,344	31	-138	4	20	-83					

※ 2015年3月期からセグメント体制を変更しております。2014年3月期は変更後のセグメント区分に組み替えております。

セグメント別四半期業績推移(2014/3～)
Consolidated profit and loss statement (by segment, quarter)

		2013/3					2014/3					2015/3					2016/3				
(百万円)	(Million Yen)	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL	1Q	2Q	3Q	4Q	TOTAL
人材派遣・人材紹介事業 Temporary staffing and Recruitment services																					
売上高	Net sales	46,034	45,502	48,156	47,055	186,748	47,350	47,966	50,953	51,148	197,418										
EBITDA	EBITDA	2,307	1,563	2,319	1,743	7,933	2,333	1,845	2,559	2,358	9,096										
営業利益	Operating income	2,110	1,366	2,161	1,437	7,076	2,112	1,619	2,388	2,147	8,268										
IT & エンジニアリング事業 IT and Engineering																					
売上高	Net sales	7,666	8,003	7,287	7,149	30,106	10,593	11,313	10,298	10,399	42,605										
EBITDA	EBITDA	271	360	545	420	1,597	391	686	447	688	2,213										
営業利益	Operating income	208	297	446	392	1,345	217	490	242	501	1,452										
アウトソーシング事業 Outsourcing																					
売上高	Net sales	5,802	6,242	6,592	7,081	25,719	6,532	6,816	7,010	7,485	27,845										
EBITDA	EBITDA	74	340	313	442	1,171	109	315	299	627	1,352										
営業利益	Operating income	26	292	257	395	973	68	270	258	585	1,182										
キャリア・メディア関連事業 Media and Career																					
売上高	Net sales	-	-	-	-	-	20,333	20,789	22,028	26,121	89,272										
EBITDA	EBITDA	-	-	-	-	-	2,547	2,400	3,158	3,961	12,068										
営業利益	Operating income	-	-	-	-	-	1,451	1,272	2,009	2,822	7,555										
その他の事業 Other Businesses																					
売上高	Net sales	1,029	1,217	1,285	1,125	4,657	1,281	1,442	1,388	1,234	5,347										
EBITDA	EBITDA	42	171	168	39	421	54	167	120	46	389										
営業利益	Operating income	16	145	140	17	320	28	151	103	23	306										

資産
Assets

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3	2017/3 1Q	2Q	3Q	4Q
流動資産	Current assets	61,644	63,124	72,499	80,606	87,463	130,696	130,611	138,466			
現金及び預金	Cash and deposits	28,545	31,448	38,316	44,225	36,292	60,645	51,227	62,260			
受取手形及び売掛金	Notes and accounts receivable - trade	28,345	27,913	30,282	31,997	44,046	60,149	69,524	66,714			
繰延税金資産	Deferred tax assets	1,598	1,749	1,833	1,975	3,387	4,324	3,987	3,182			
その他	Other	3,221	2,053	2,100	2,447	3,846	5,729	6,006	6,451			
貸倒引当金	Allowance for doubtful accounts	-67	-41	-32	-39	-109	-152	-134	-143			
有形固定資産	Property, plant and equipment	4,060	3,739	3,599	3,943	3,720	3,996	4,510	4,503			
建物及び構築物	Buildings and structures, net	1,696	1,532	1,507	1,684	1,928	1,956	2,106	2,184			
工具、器具及び備品	Tools, furniture and fixtures, net	553	422	381	400	586	835	1,123	1,149			
土地	Land	1,604	1,604	1,471	1,471	821	815	803	803			
その他（純額）	Other, net	206	179	240	386	383	388	476	366			
無形固定資産	Intangible assets	3,562	3,737	2,571	2,638	72,335	80,803	86,187	85,442			
商標権	Trademark right	-	-	-	-	11,660	11,061	10,110	10,004			
のれん	Goodwill	3,250	3,469	2,302	2,162	57,089	66,023	70,302	68,634			
その他	Other	312	268	269	476	3,586	3,718	5,774	6,803			
投資その他の資産	Investments and other assets	6,645	8,734	7,857	10,403	13,913	13,167	14,929	13,991			
投資有価証券	Investment securities	1,839	4,589	4,041	6,205	6,770	5,693	7,228	6,421			
差入保証金	Guarantee deposits	3,375	2,682	2,460	2,504	4,570	4,979	5,597	5,612			
繰延税金資産	Deferred tax assets	883	946	836	895	2,079	1,909	1,534	1,517			
その他	Other	591	552	543	819	856	932	716	587			
貸倒引当金	Allowance for doubtful accounts	-46	-35	-24	-21	-364	-347	-146	-146			
資産合計	Total assets	75,912	79,336	86,529	97,592	177,433	228,663	236,238	242,404			

負債／純資産
Liabilities / Net assets

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3	2017/3 1Q	2Q	3Q	4Q
流動負債	Current liabilities	20,094	21,224	31,498	29,178	44,154	86,569	67,482	71,241			
短期借入金	Short-term loans payable	662	571	14	16	143	15,099	787	572			
1年内返済予定の長期借入金	Current portion of long-term loans payable	124	139	68	-	4,640	4,640	4,640	4,640			
1年内償還予定の 転換社債型新株予約権付社債	Current portion of convertible bond- type bonds with subscription rights to	-	-	5,000	-	-	-	-	-			
未払金・買掛金	Accounts payable	11,617	11,433	14,085	15,301	20,783	29,339	34,054	41,779			
未払消費税等	Accrued consumption taxes	859	1,622	2,220	3,046	3,431	16,626	7,664	9,509			
その他	Other	6,831	7,456	10,109	10,813	15,156	20,864	20,335	14,740			
固定負債	Non-current liabilities	7,500	7,791	2,763	3,958	43,474	38,124	35,255	33,663			
転換社債型新株予約権付社債	Convertible bond-type bonds with subscription rights to shares	5,000	5,000	-	-	15,000	14,798	851	819			
長期借入金	Long-term loans payable	199	166	5	-	18,560	13,920	24,993	24,993			
その他	Other	2,301	2,624	2,757	3,958	9,914	9,406	9,411	7,851			
負債合計	Total liabilities	27,595	29,015	34,262	33,136	87,629	124,694	102,737	104,904			
株主資本	Shareholders' equity	45,778	47,495	50,898	60,830	85,380	96,938	125,382	129,981			
資本金	Capital stock	2,000	2,000	2,000	2,000	9,980	10,081	17,055	17,071			
資本剰余金	Capital surplus	5,162	5,162	5,128	5,501	13,572	13,673	20,520	20,536			
利益剰余金	Retained earnings	44,252	45,969	48,747	53,682	62,140	73,499	88,134	92,702			
自己株式	Treasury shares	-5,636	-5,636	-4,977	-354	-313	-316	-327	-328			
その他の包括利益累計額	Accumulated other comprehensive income	46	296	-146	1,068	1,593	1,624	1,823	1,123			
その他有価証券評価差額金	Valuation difference on available-for- sale securities	103	381	-44	1,050	1,444	1,388	1,945	1,369			
為替換算調整勘定	Foreign currency translation adjustment	-56	-84	-101	18	172	255	72	-245			
退職給付に係る調整累計額	Remeasurements of defined benefit plans	-	-	-	-	-24	-20	-194	0			
非支配株主持分	Minority interests	2,492	2,528	1,514	2,556	2,829	5,406	6,295	6,393			
純資産合計	Total net assets	48,317	50,320	52,266	64,455	89,803	103,969	133,501	137,499			
負債純資産合計	Total liabilities and net assets	75,912	79,336	86,529	97,592	177,433	228,663	236,238	242,404			
※有利子負債合計	※Interest-bearing liabilities	5,986	5,878	5,088	16	38,343	48,457	31,271	31,024			

連結キャッシュ・フロー計算書
Consolidated statements of cash flows

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3
営業活動によるキャッシュ・フロー	Net cash provided by (used in) operating activities							
税金等調整前当期純利益	Income before income taxes and minority interests	6,051	5,496	7,948	10,019	17,302	22,716	28,982
減価償却費	Depreciation and amortization	589	605	629	605	2,550	2,749	3,061
減損損失	Impairment loss	62	99	131	-	73	462	392
のれん償却額	Amortization of goodwill	1,627	1,304	1,790	910	3,943	4,243	5,294
賞与引当金の増減額（△は減少）	Increase (decrease) in provision for bonuses	348	-213	127	157	380	575	831
受取利息及び受取配当金	Interest and dividends income	-33	-46	-55	-77	-89	-101	-98
支払利息	Interest expenses	18	22	9	5	346	106	148
関係会社整理損	Loss on liquidation of subsidiaries and associates	-	-	-	-	1,163	170	-
売上債権の増減額（△は増加）	Decrease (increase) in notes and accounts receivable-trade	3,528	1,074	-1,944	-378	-1,493	-7,651	-5,864
営業債務の増減額（△は減少）	Increase (decrease) in operating debt	-4,553	-481	4,256	225	-3,967	5,202	2,370
その他の資産の増減額（△は増加）	Decrease (increase) in other assets	306	511	-53	-92	-207	-459	188
その他の負債の増減額（△は減少）	Increase (decrease) in other liabilities	-1,712	1,285	552	672	-705	10,195	-9,800
その他	Increase (decrease) in others	-434	376	-82	116	44	168	-910
小計	Subtotal	5,798	10,035	13,309	12,163	19,340	38,376	24,595
法人税等の支払額	Income taxes paid	-2,906	-3,285	-4,047	-5,252	-9,089	-10,332	-11,756
法人税等の還付額	Income taxes refund	-	1,016	759	781	735	747	231
その他	Increase (decrease) in other s	228	364	148	94	-123	103	209
営業活動によるキャッシュ・フロー	Net cash provided by (used in) operating activities	3,120	8,131	10,169	7,787	10,863	28,894	13,279

連結キャッシュ・フロー計算書
Consolidated statements of cash flows

(百万円)	(Million Yen)	2010/3	2011/3	2012/3	2013/3	2014/3	2015/3	2016/3
投資活動によるキャッシュ・フロー		Net cash provided by (used in) investing activities						
定期預金の増減額（△は減少）	Increase (decrease) in time deposits	679	78	74	8	298	-0	204
有形固定資産の取得による支出	Purchase of property, plant and equipment	-216	-153	-393	-248	-578	-873	-1,491
有形固定資産の売却による収入	Proceeds from sales of property, plant and equipment	30	3	8	1	676	71	0
無形固定資産の取得による支出	Purchase of intangible assets	-32	-42	-224	-128	-1,793	-1,354	-2,791
投資有価証券の取得による支出	Purchase of investment securities	-489	-2,245	-300	-858	-1	-80	-568
投資有価証券の売却による収入	Proceeds from sales of investment securities	-	-	174	48	85	998	3
子会社株式の取得による支出	Purchase of investments in subsidiaries	-	-136	-65	-	-38	-1,874	-
連結の範囲の変更を伴う子会社株式の取得による支出	Purchase of investments in subsidiaries resulting in change in scope of	-1,727	-1,478	-78	-425	-49,686	-9,191	-10,457
事業譲受による支出	Payments for transfer of business	-	-378	-119	-6	-234	-625	-
差入保証金の差入による支出	Payments for guarantee deposits	-107	-127	-286	-221	-926	-740	-1,016
差入保証金の回収による収入	Proceeds from collection of guarantee deposits	415	293	423	162	753	343	482
その他	Other, net	250	-1	-185	703	139	-202	570
投資活動によるキャッシュ・フロー	Net cash provided by (used in) investing activities	-1,198	-4,188	-972	-964	-51,306	-13,529	-15,065
財務活動によるキャッシュ・フロー		Net cash provided by (used in) financing activities						
短期借入金の増減額（△は減少）	Increase (decrease) in short-term loans payable	-617	-49	-557	-57	250	15,092	-15,000
長期借入金の増減額（△は減少）	Increase (decrease) in long-term loans payable	-130	-194	-197	-74	2,523	-4,640	10,852
社債の発行による収入	Proceeds from issuance of bonds	4,987	-	-	-	14,975	-	-
株式の発行による収入	Proceeds from issuance of common stock	-	-	-	-	15,942	-	-
非支配株主からの払込みによる収入	Proceeds from stock issuance to minority shareholders	5	-	-	188	-	1,045	60
自己株式の取得による支出	Purchase of treasury stock	-5,636	-0	-650	-1	-1	-3	-11
配当金の支払額	Cash dividends paid	-1,113	-692	-714	-952	-1,380	-2,046	-2,721
その他	Other, net	-45	-119	-109	-120	-16	-510	-394
財務活動によるキャッシュ・フロー	Net cash provided by (used in) financing activities	-2,551	-1,055	-2,229	-1,018	32,294	8,937	-7,213
現金及び現金同等物に係る換算差額	Effect of exchange rate change on cash and cash equivalents	-36	-31	-16	97	281	-54	-67
現金及び現金同等物の増減額（△は減少）	Net increase (decrease) in cash and cash equivalents	-666	2,856	6,952	5,901	-7,867	24,248	-9,066
現金及び現金同等物の期首残高	Cash and cash equivalents at beginning of period	28,781	28,114	30,970	37,922	43,824	35,957	60,205
現金及び現金同等物の期末残高	Cash and cash equivalents at end of period	28,114	30,970	37,922	43,824	35,957	60,205	51,138

本資料取扱い上の留意点

Notes on this material handling

-
- ※ 本資料に含まれる数値、指標は、当社グループの経営成績及び財政状態に関して、適切な理解を促進する事を目的として開示しており、すべての数値、指標が監査法人による監査またはレビューの対象ではない点にご留意ください。
This factbook is only for better understanding. Please note that numbers and indexes in this book are not audited
 - ※ 2014年3月期より、従来、特別損失の固定資産処分損に計上していた固定資産除却損について、販売費及び一般管理費の減価償却費に計上する処理方法に変更したため、2010年3月期から2013年3月期について遡及処理後の数値を記載しております。
In the year ended March 31, 2014, classification of loss on retirement of non-current assets was changed to depreciation and amortization in selling, general and administrative expenses from loss on disposal of non-current assets in extraordinary loss. Figures for the prior fiscal year have been applied retrospectively to the reclassification.
 - ※ EBITDA = 営業利益 + のれん償却額 + 減価償却費
EBITDA = Operating margin + Amortizaion of goodwill + Depreciation
 - ※ 記載があるものを除き、数値は百万円未満を切り捨て、比率は少数第二位を四捨五入して表示しております。
Except as otherwise provided, the yen amounts are rounded down to the nearest million yen and percentage rounded to the nearest one decimal place.
-