

## 2. Segment Results

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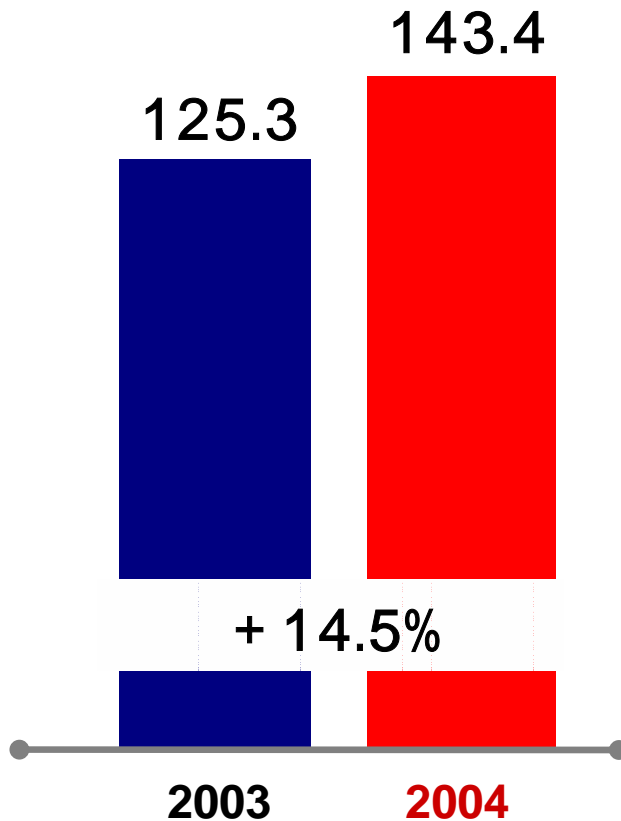
# Temporary staffing/Contracting

Steady recovery and growth on the back of an upswing in the economy

## Sales

Temporary staffing/Contracting

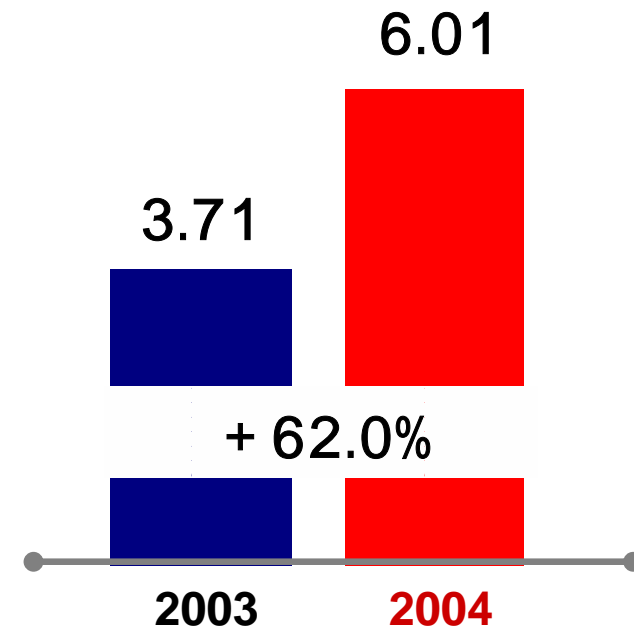
( Billions of yen )



## Operating Income

Temporary staffing/Contracting,  
Placement/Recruiting

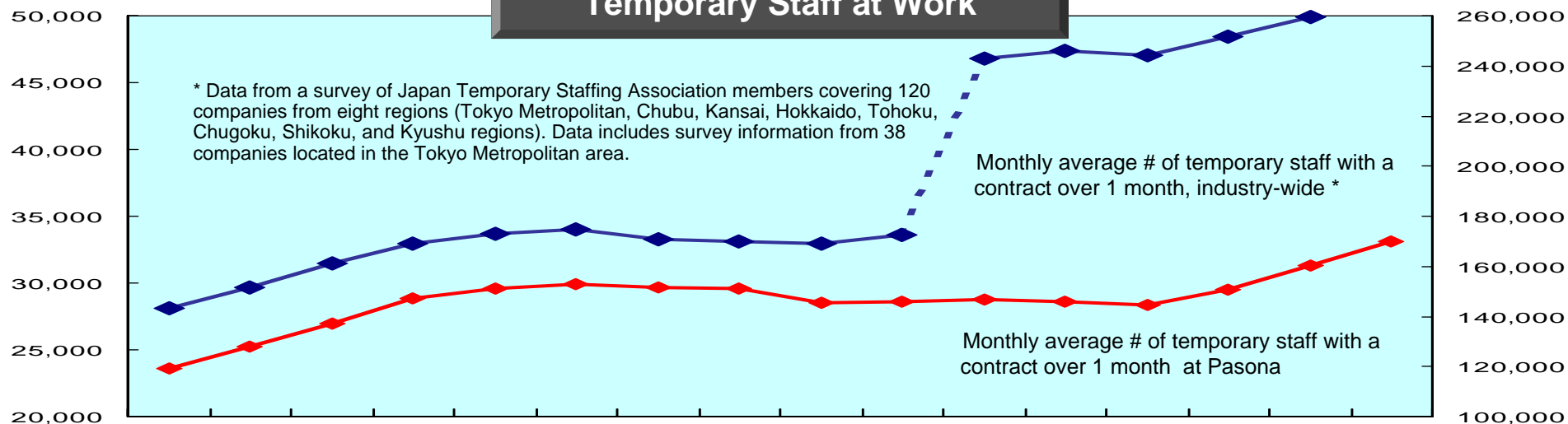
( Billions of yen )



# Temporary staffing/Contracting

(Pasona data: persons)

(Industry data: persons)



	2001				2002				2003				2004			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Industry-wide	143,204	151,458	161,092	169,009	173,116	174,598	171,019	169,810	169,070	172,368	242,961	245,828	244,272	251,552	259,465	-
Pasona	23,598	25,207	26,966	28,819	29,553	29,884	29,708	29,581	28,527	28,613	28,753	28,572	28,372	29,543	31,295	33,138
	YoY				25.2%	18.5%	10.1%	2.6%	-3.5%	-4.3%	-3.2%	-3.4%	-0.5%	3.2%	8.8%	16.0%

Orders (long term) Mon. Avg.			Contract Starts (long term) Mon. Avg.				Contract Completions (long term) Mon. Avg.		
	Number	YoY		Number	YoY		Number	YoY	
2003	4,065	-9.6%	2003	2,325	-13.3%	2003	2,749	0.7%	
2004	5,109	25.7%	2004	2,755	18.5%	2004	2,783	1.2%	
Contracts Signed (long term) Mon. Avg.			Temporary Staffing Prices				No. of New Registered Staff		
	Rate	YoY		Payment Received from Client Firm	Payment Made to Temporary Staff		New (Consolidated)		
2003	57.2%	-2.5%	2003	2,085	-	1,515	131,200		
2004	53.9%	-3.3%	2004	2,048	-1.8%	1,488	106,178		

Non-consolidated basis, except figures for new registered staff.

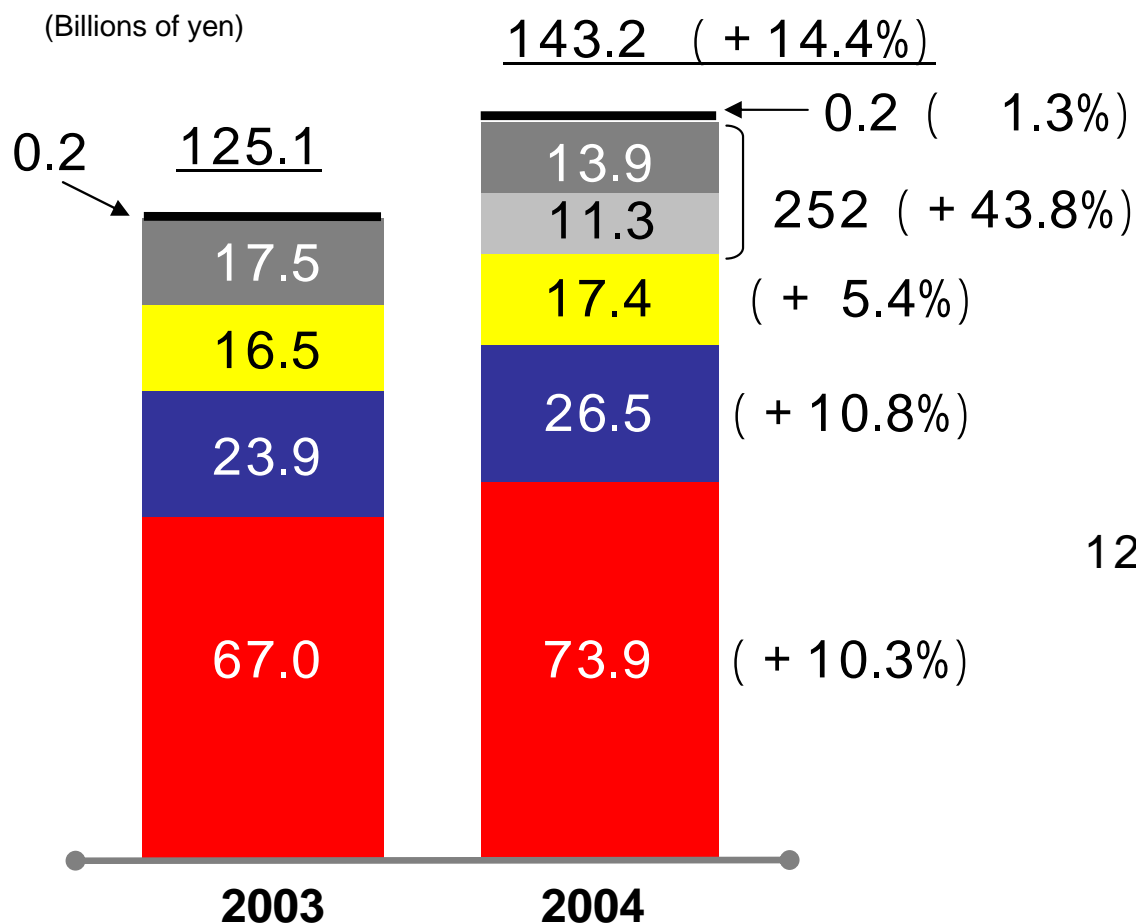
Figures for Temporary staff at Work (monthly average), Orders, Contract Starts, Completions, and Signed exclude Special Project matters beyond September 2002.

New method applied with net work hours as a base for Temporary Staffing prices beyond May 2004. Thus prior data unavailable.

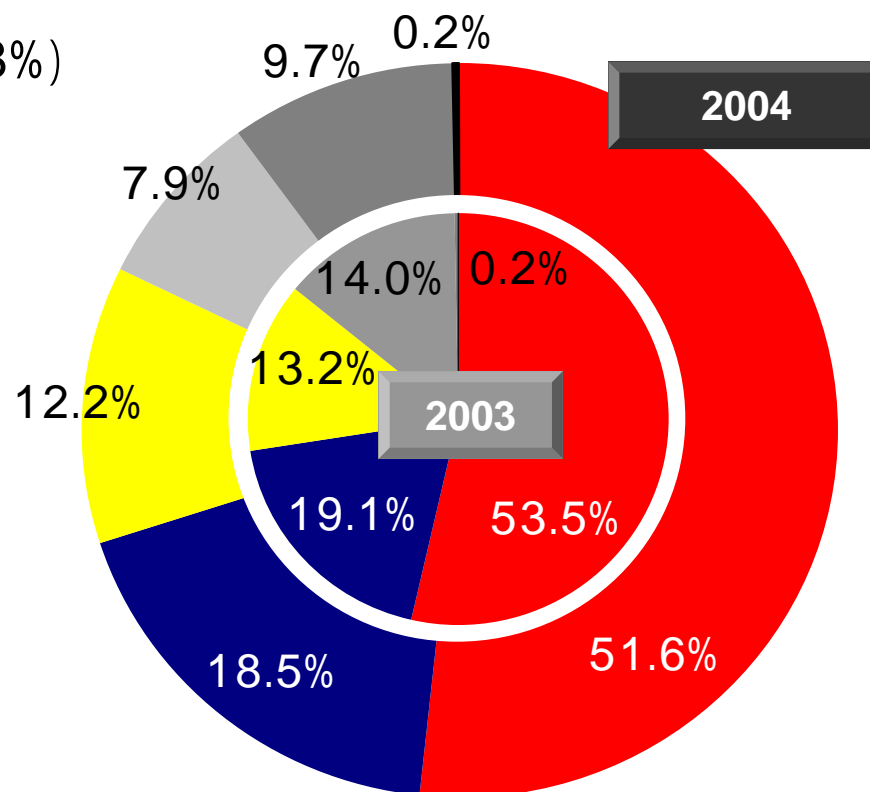
# Temporary staffing/Contracting

## Sales by Staffing Type

Figures exclude intrasegment sales



- Clerical (General office work)
- Technical (Specialized office work)
- IT/Engineering
- Marketing·Sales
- Other
- Temporary staffing-related business

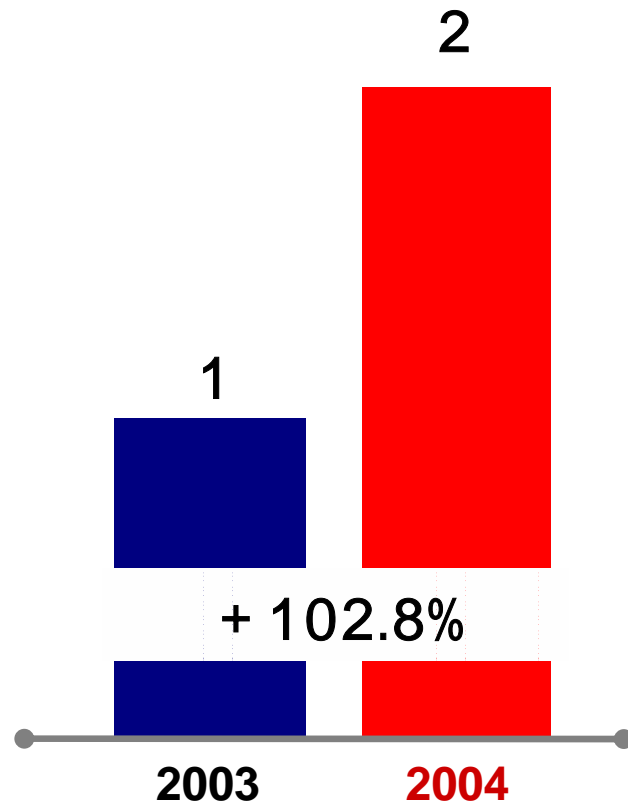


Clerical (General office work) staffing features various temporary jobs for general office work, covering all fields of office staffing necessary for any industry. Technical (Specialized office work) includes positions in accounting, English document operation, financial planning, insurance and securities work, and translation and interpretation. This work requires a comparatively high level of skill or certification. IT/Engineering includes temporary positions for network engineers, programmers, manufacturing and design engineers, PC experts, and other work in IT-related fields. Marketing·Sales are fields that were made possible by the revised 1999 Temporary Workers' Law. Other includes part-time employment opportunities in the manual labor and routine labor fields. Temporary staffing-related business includes training and EQ inspection work.

Market expansion.  
Overseas subsidiaries contribute to impressive growth

## Sales

(Billions of yen)



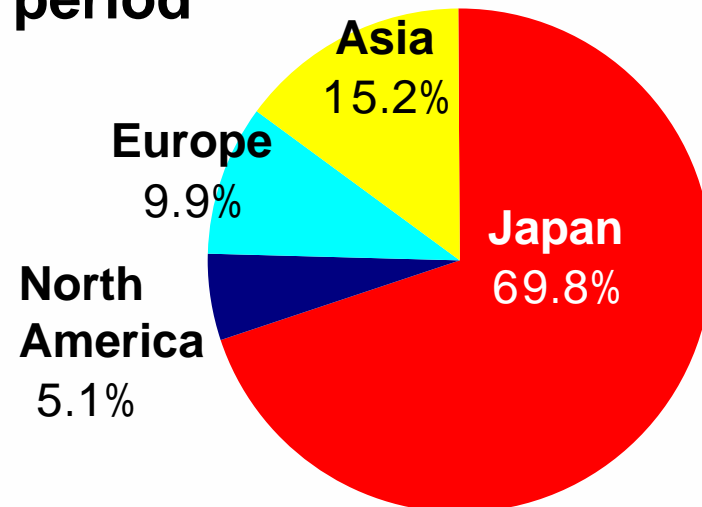
## TOPICS

### Placement/Recruiting business incorporated (Oct. 2003)

Prompt decision-making  
A well-established brand  
Addition of employees

(Start 64 End of Mar. 71)

### Overseas subsidiaries contributed in latter interim period

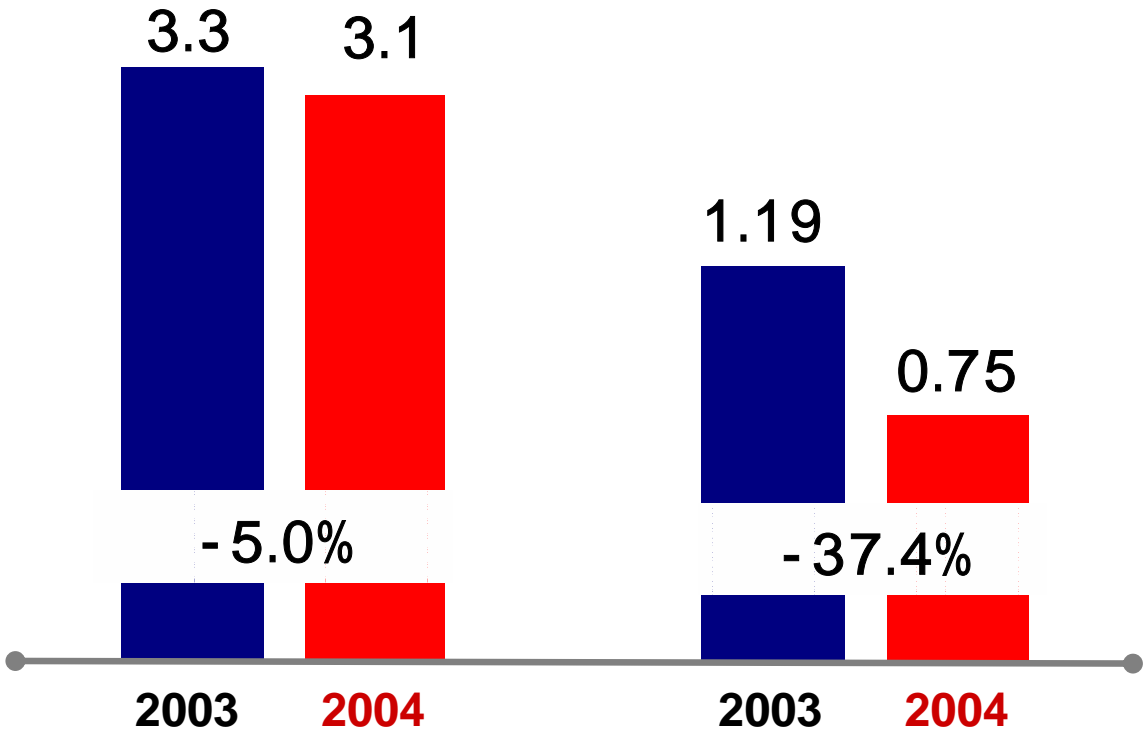


Number of clients and orders increased despite strict environment. However, slight decline in sales and decrease in operating income.

## Sales

## Operating Income

(Billions of yen)



## TOPICS

- No. of clients **49.3% increase**
- No. of accepted persons per company **19.5% decrease**
- No. of orders **7.8% increase**
- Amount of order **0.6% decrease**

(Millions of yen)

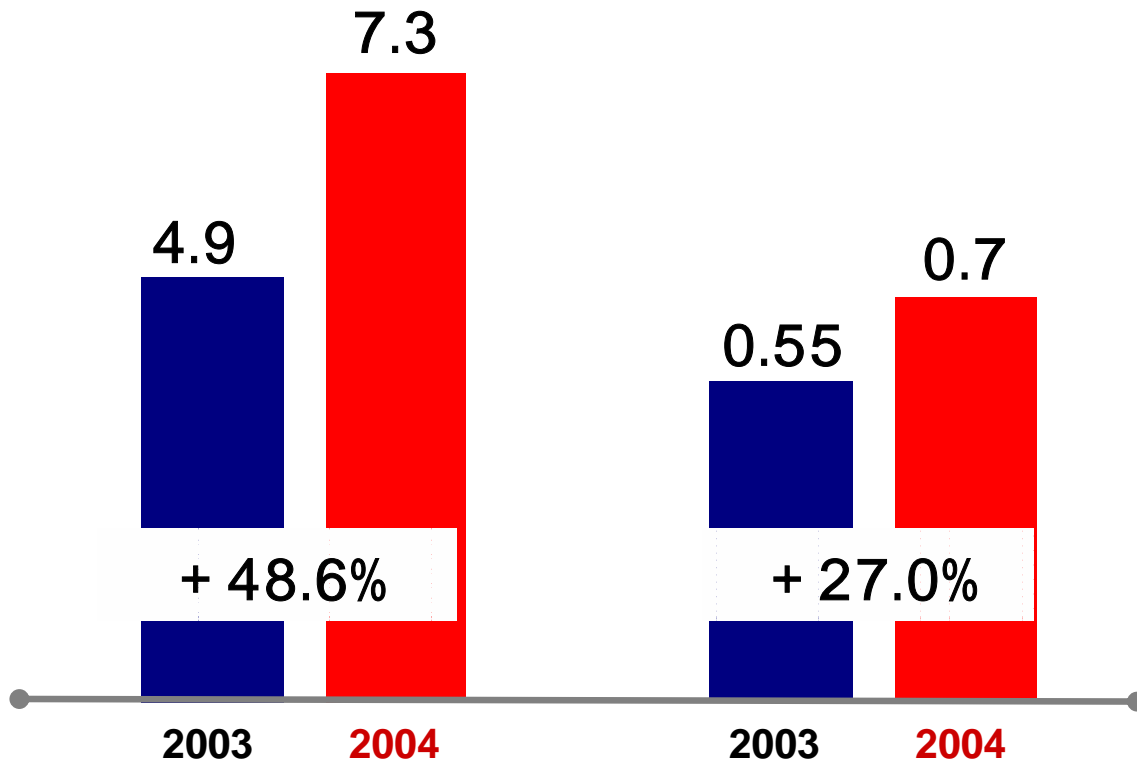
	3/03	3/04	YoY
Orders	3,118	3,100	-0.6%

Increase in demand for cafeteria plan  
and preparatory steps toward securing individual clients

## Sales

## Operating Income

(Billions of yen)



## TOPICS

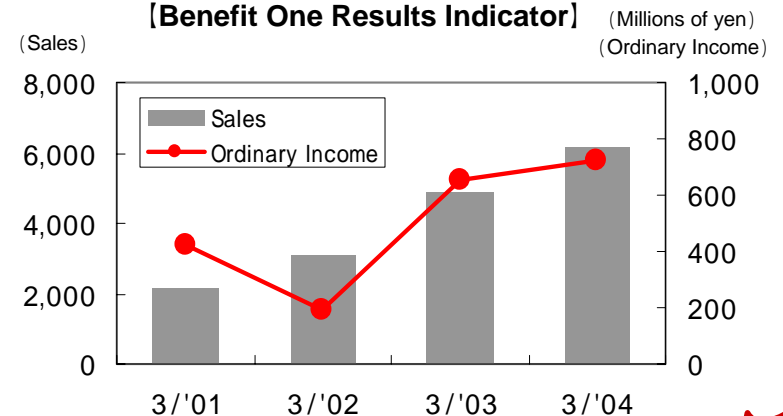
### Spread of “cafeteria plan”

Improved settlement system  
Greater service offerings

### Enhanced services for individuals

Acquisition of Fukuri Kousei Ka’s goodwill

[Benefit One Results Indicator]

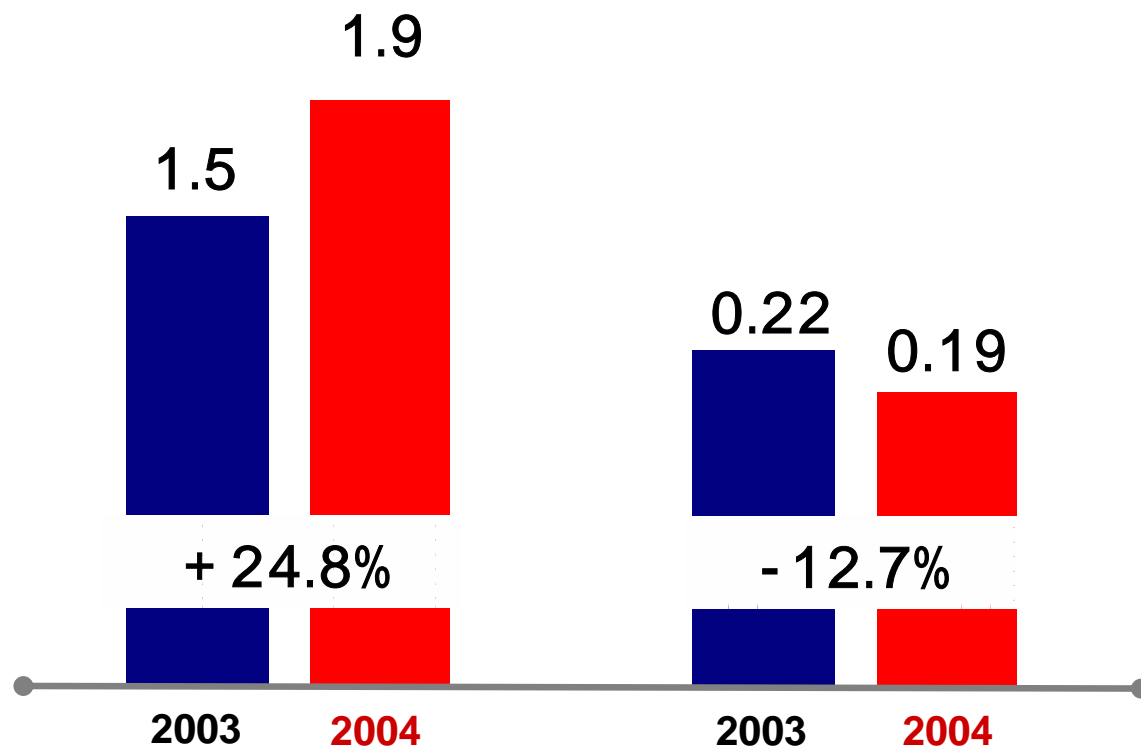


## Child and nursing-care business Contribute

### Sales

### Operating Income

(Billions of yen)



### TOPICS

#### Upward trends in child & nursing-care

Pasona Foster :

Sept.'03 Opening of 3rd  
Licensed Day-Care Center

Pasona Sparkle:

Strong growth in  
nursing-care business