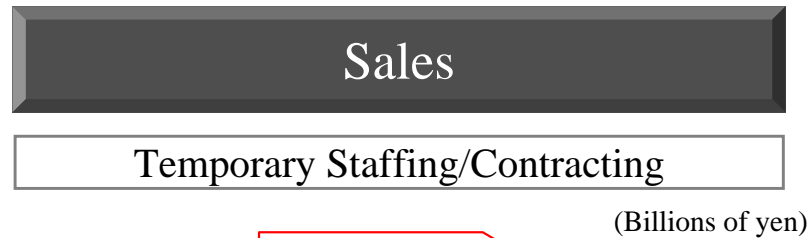


## 3. Overview by Business Segment

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**Strong Demand in personnel in the Finance, Distribution, Service and Other Industries  
Steady Demand for Clerical Work Driving Overall Growth**



**+ 14.6%**

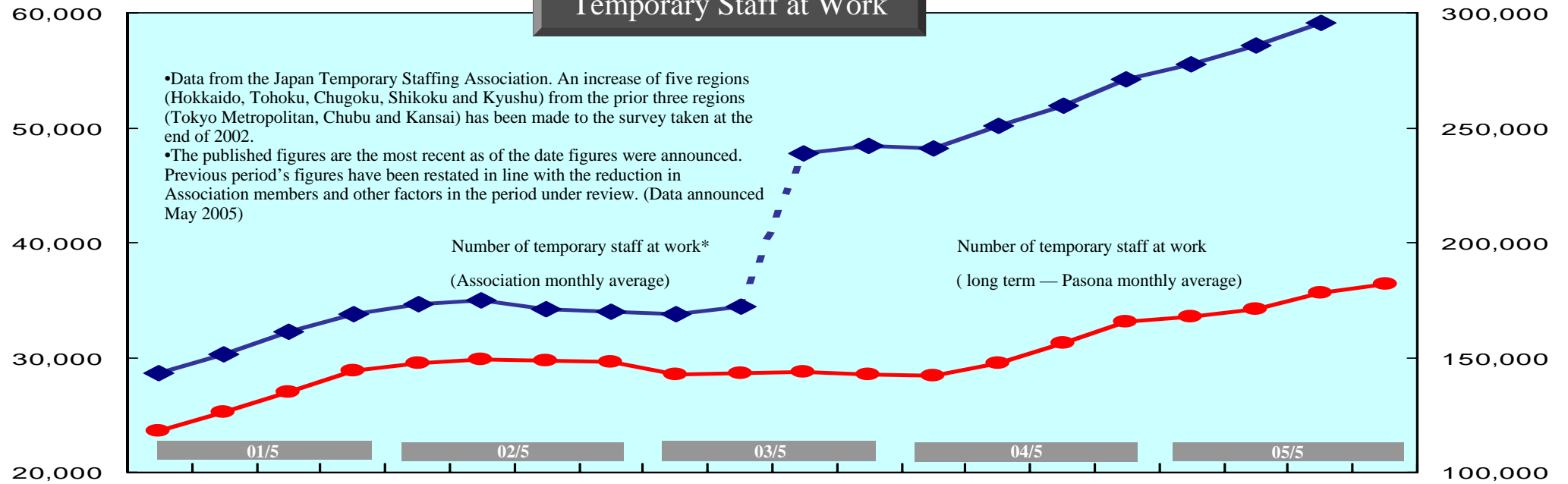


**+ 11.6%**

# Temporary Staffing/Contracting (2)

(Source: Pasona, number of people)

(Industry data; number of people)



	2002				2003				2004				2005				
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
Industry-wide	173,116	174,598	171,019	169,810	169,070	172,368	239,058	242,276	241,250	250,960	259,652	270,866	277,336	285,720	295,803	-	
YoY	20.9%	15.3%	6.2%	0.5%	(2.3%)	(1.3%)	8.7%	7.4%	6.1%	7.3%	8.6%	11.8%	15.0%	13.9%	13.9%	-	
Pasona	29,553	29,884	29,708	29,581	28,527	28,613	28,753	28,572	28,372	29,543	31,295	33,138	33,510	34,208	35,611	36,395	
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%	18.1%	15.8%	13.8%	9.8%	
													New graduates/Care compensation	17.8%	17.9%	16.2%	12.3%

Orders (long term) Monthly Average		Contract Starts (long term) Monthly Average				Contract Completion (long term) Monthly Average			
	Number	YoY		Number	YoY		Number	YoY	
2004	5,109	25.7%	2004	2,694	15.9%	2004	2,844	3.5%	
2005	6,985	36.7%	2005	2,978	10.5%	2005	3,179	11.8%	
Contracts Signed (long term) Monthly Average		Temporary Staffing Rates				Number of New Registered Staff (Consolidated)			
	Contract Rate	YoY		Invoice Price	Payment Price		Persons	YoY	
2004	53.9%	(3.3)	2004	2,048 (1.8%)	1,488 (1.8%)	2004	106,178	(19.1%)	
2005	42.6%	(11.3)	2005	2,026 (1.1%)	1,480 (0.5%)	2005	96,325	(9.8%)	

•Non-consolidated Pasona data, 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 gross work hours as a base for Temporary Staffing prices beyond May 2004  
 •Data for Number of Contract Starts and Completions has been revised due to an error in previously reported data for a portion of the first half data for the fiscal year ended May 31, 2004

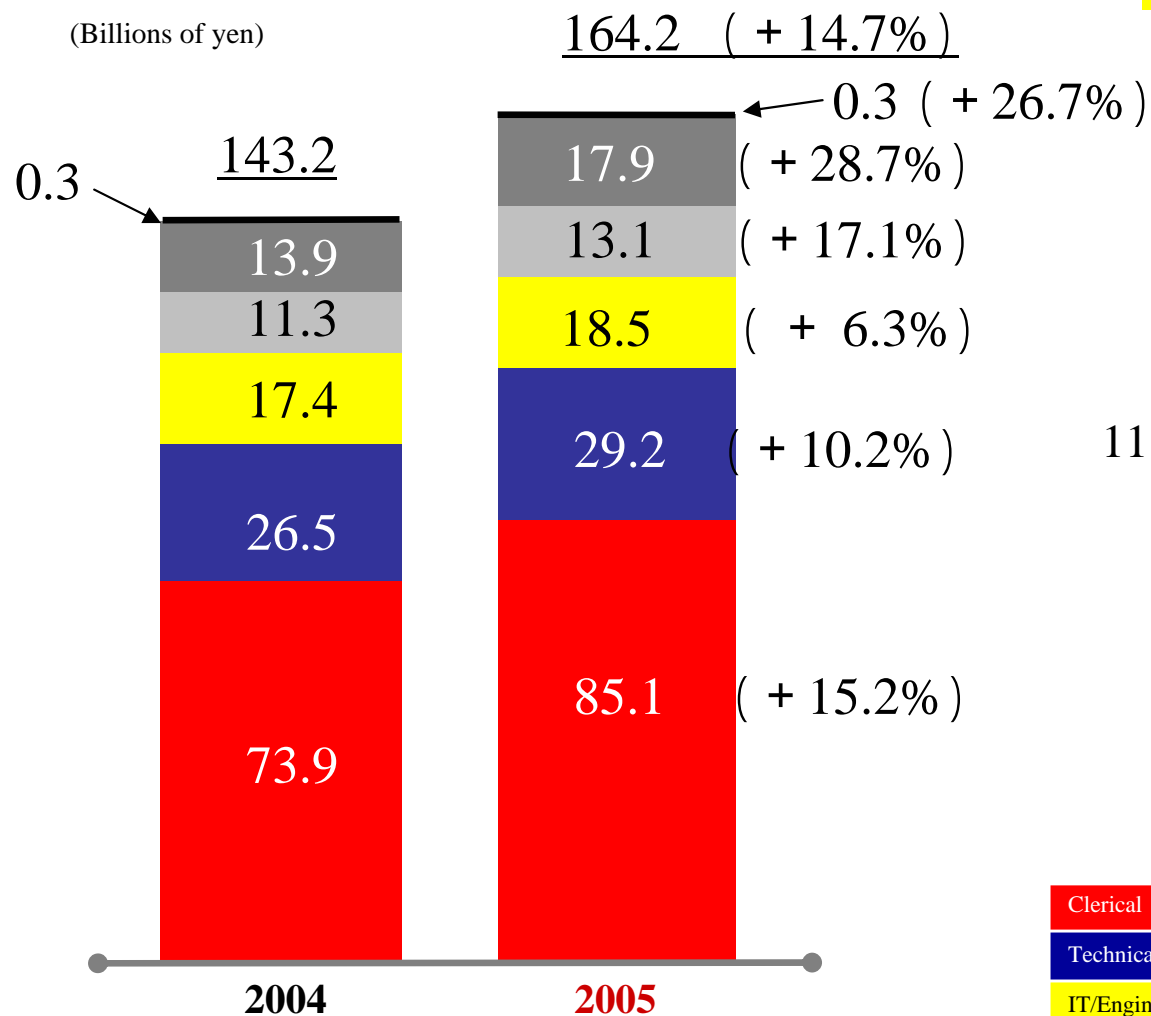
[Number of long term Contract Starts Monthly Average] [Revised Data]  
 03/11(Interim) 2,526 (+7.5%) 2,404 (+2.3%)  
 04/11(Interim) 2,940 (+16.4%) 2,940 (+22.3%)  
 [Number of long term Contract Starts Monthly Average]  
 03/11(Interim) 2,507 (+6.5%) 2,629 (+11.7%)  
 04/11(Interim) 2,949 (+17.6%) 2,949 (+12.2%)

# Temporary Staffing/Contracting (3)

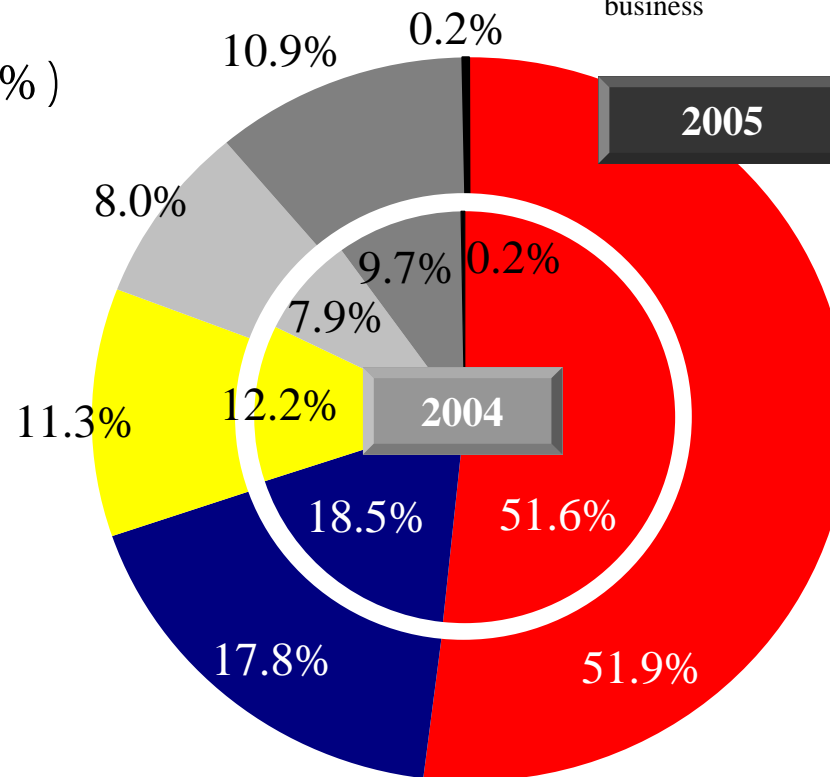
## Sales by Staffing Type/Share

Figures exclude intrasegment sales

(Billions of yen)



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



(Millions of yen)

	2004	YoY	2005	YoY
Clerical	73,881	+10.3%	85,142	+15.2%
Technical	26,452	+10.8%	29,154	+10.2%
IT/Engineering	17,442	+5.4%	18,546	+6.3%
Marketing/Sales	11,254	+43.8%	13,176	+17.1%
Other	13,896		17,830	+28.3%
Temporary staffing-related business	250	(1.2%)	317	+26.7%
<b>Total</b>	<b>143,178</b>	<b>+14.4%</b>	<b>164,169</b>	<b>+14.7%</b>

Clerical (Standard office work) staffing features various temporary jobs for standard 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 temp positions for network engineers, programmers, manufacturing and design engineers, PC experts, and other work in IT-related fields.

Marketing and sales are fields that were made possible by the revised December 1999 Temporary Workers' Law.

Other excludes Temporary staffing segment other than the aforementioned and intrasegment sales.

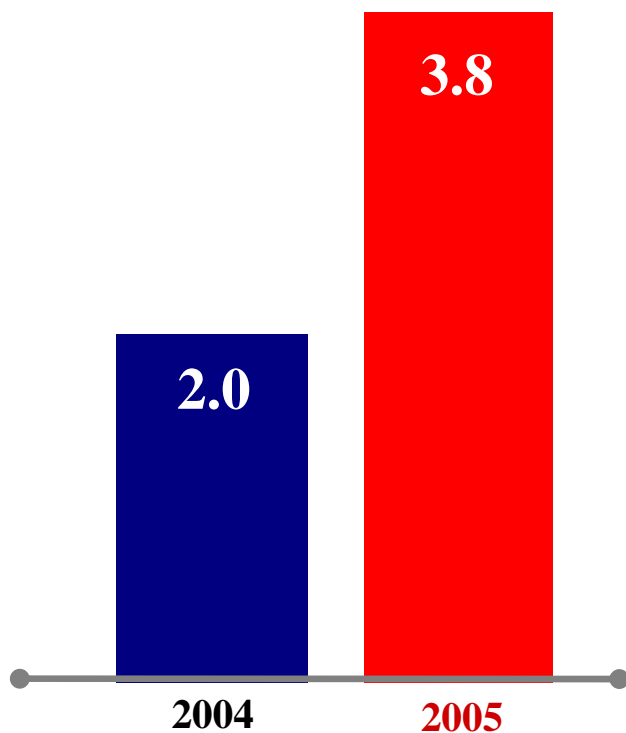
Temporary staffing-related business includes training and EQ inspection work.

## Active Pursuit of Expansion Policy, Twofold Increase in Sales

### Sales

(Billions of yen)

**+ 92.1%**



### TOPICS

#### Pasona Carent, Inc.

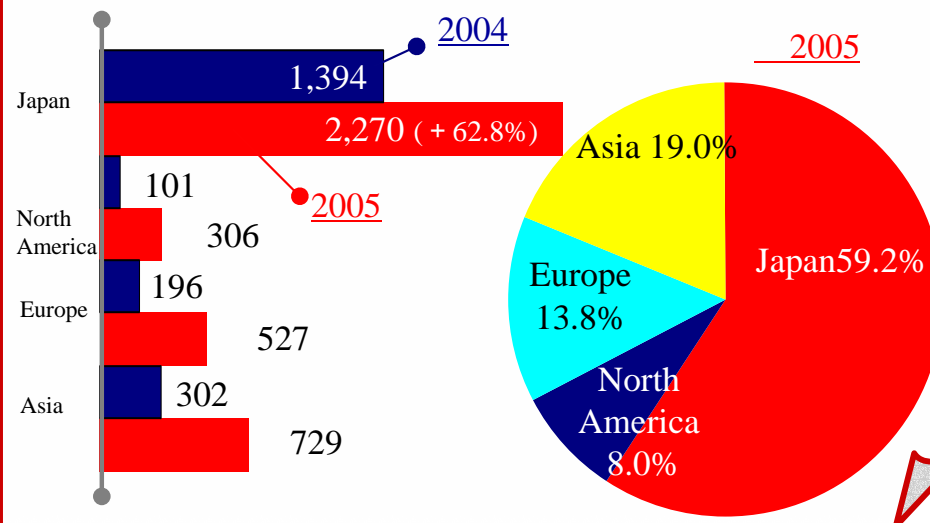
Continued implementation of expansion policy: introduce personnel, increase recruitment expenses and other measures

Number of employees: 99 (+39% YoY) As of March 31, 2005

#### Continued steady performance by overseas affiliates

#### Sales by Region

(Millions of yen)



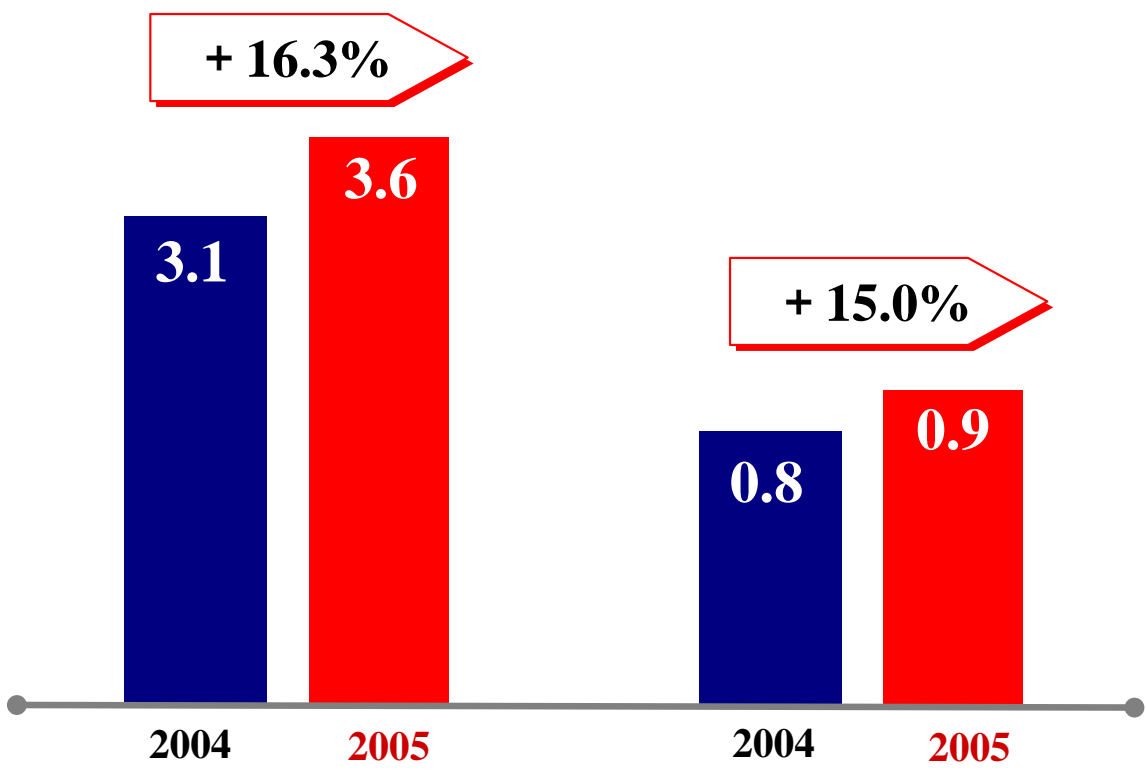
Overseas results included in consolidated financial accounts from the second half of the fiscal year ended May 31, 2004

## Achieved Record Order Level, Increase in Revenues and Earnings Despite a Harsh Operating Environment

### Sales

### Operating Income

(Billions of yen)



### TOPICS

Achieved 16,900 independent proposals annually through application of nation-wide network (75 locations). Strong contribution to persons accepted per company

Expanding Pasona's service menu to include second-life support in response to extension of the retirement age and the 2007 problem.: Country life, overseas life

- No. of clients (13.2%)
- No. of accepted persons per company +23.7%
- No. of orders + 7.1%
- Cost of orders + 9.9%

(Millions of yen)

	04/3	05/3	YoY
Orders	3,100	3,406	+ 9.9%

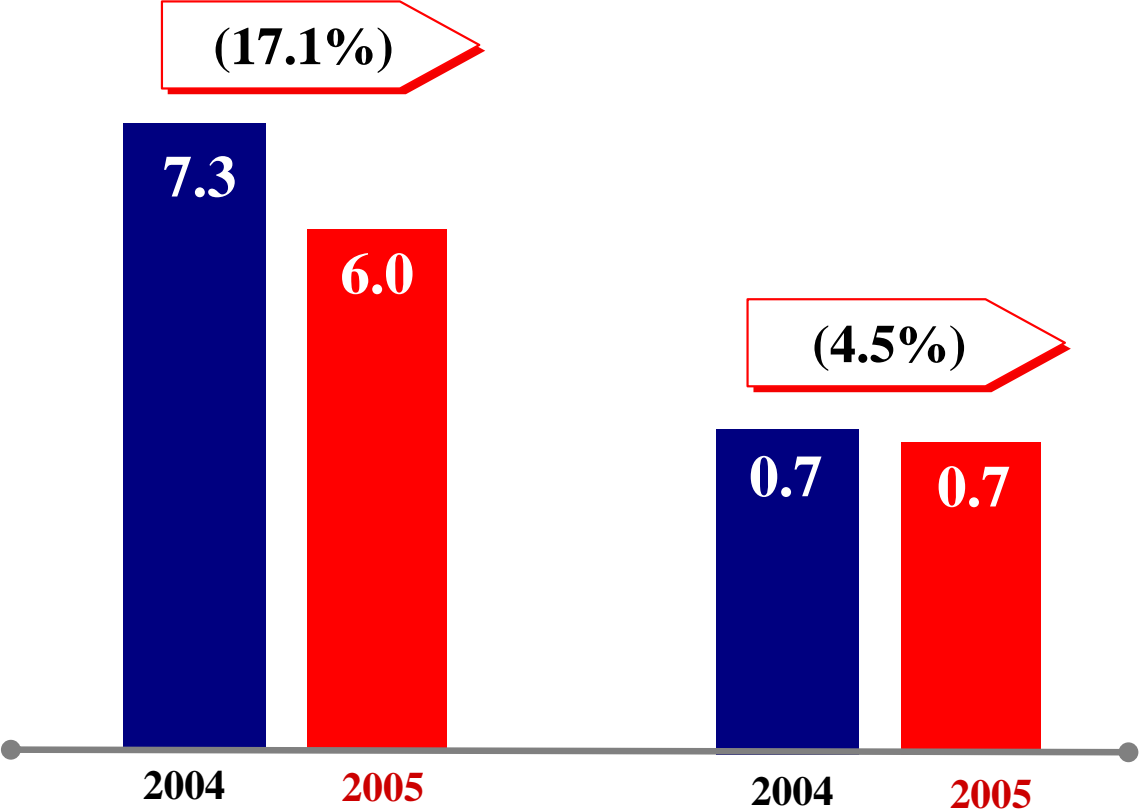
## Solid Growth in New Members Driven by Aggressive Marketing Efforts

### Sales

### Operating Income

Included in results for 2004 is the contribution from Pasona Telemarketing Inc. Pasona Telemarketing was sold in June 2004.

(Billions of yen)



### TOPICS

- Public listing (September 2004)

- Solid growth in new orders primarily from major corporates

- Number of members Apr. 2004 1.08 million

- Number of members Apr. 2005 1.39 million

- Expansion in marketing business through acquisition of Cendant Japan Co., Ltd.'s marketing business

[Benefit One Inc. Results] (Millions of yen)

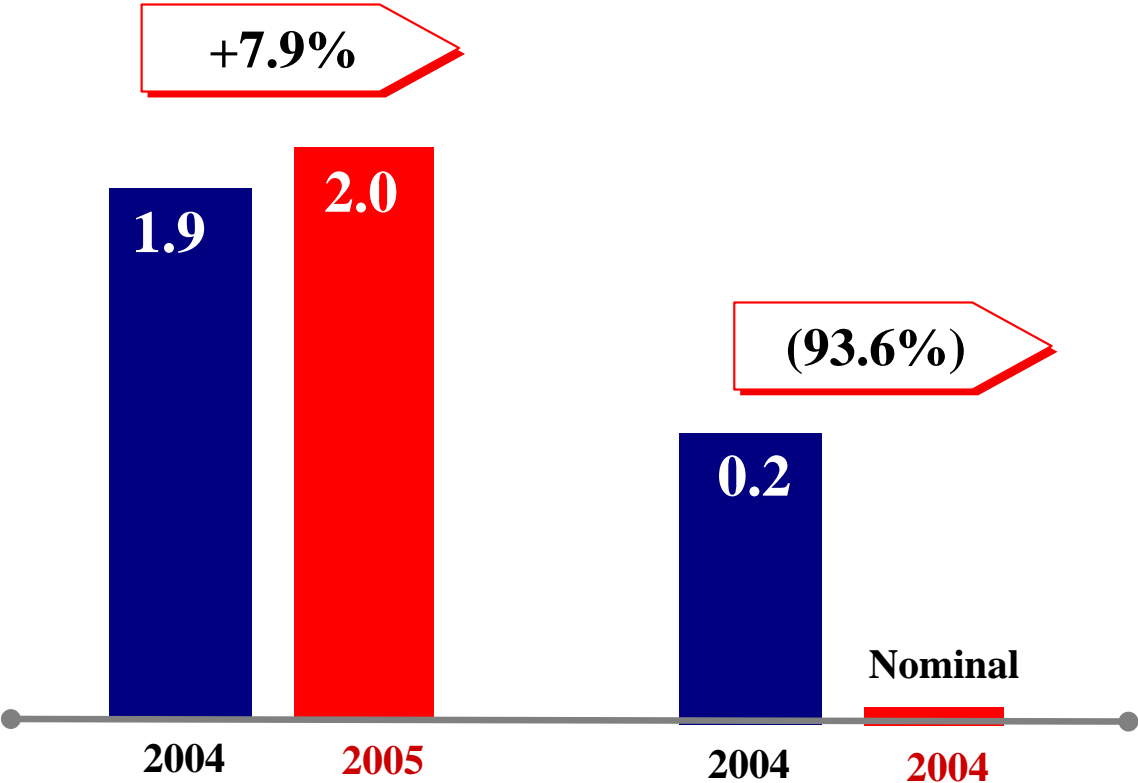
	04/3	05/3	YoY
Sales	6,163	6,018	(2.4%)
Operating Income	723	809	11.9%
Ordinary Income	722	790	9.3%

**Growth in Childcare Business, Drop in Earnings Due to Anticipatory Investments in Online Employment Operations**

Sales

Operating Income

(Billions of yen)



**TOPICS**

Steady growth in Pasona Foster Inc.'s childcare-related businesses

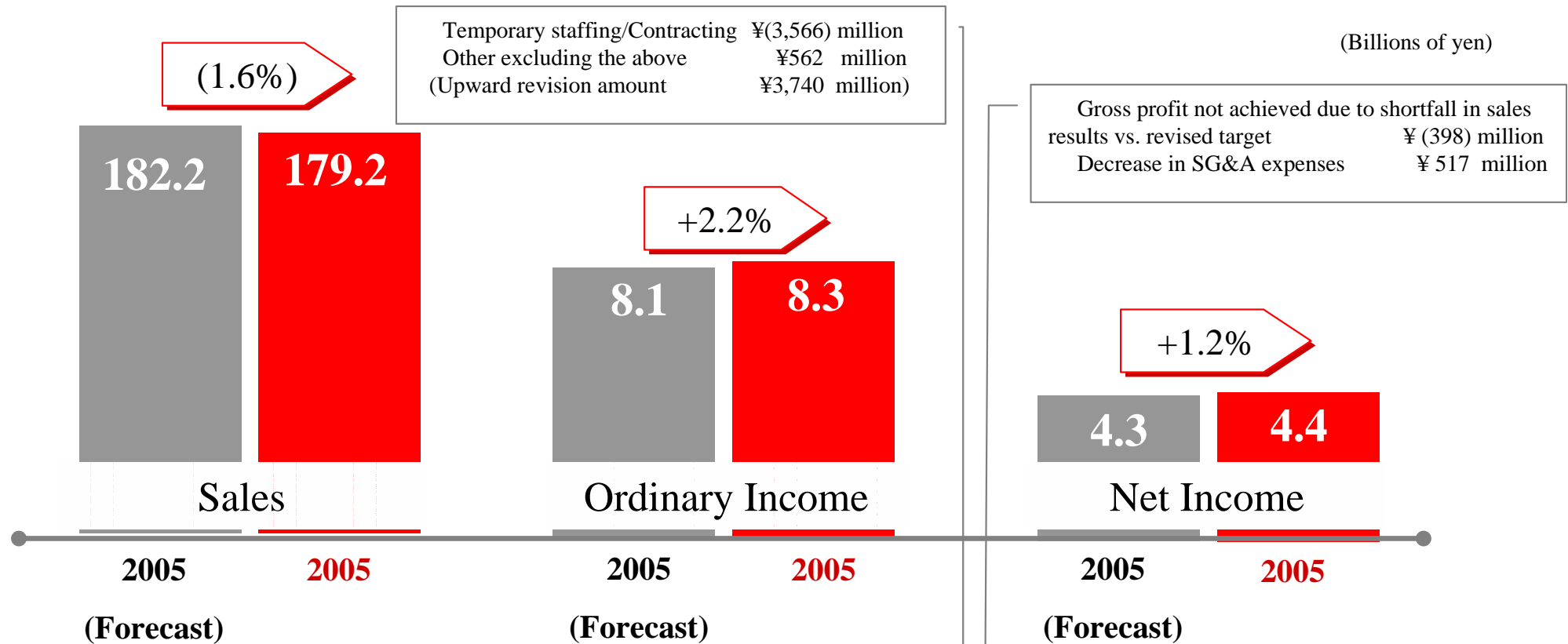
Anticipatory investment for the start up of "20works," an online employment site targeting the 20s age bracket



「20works」

<http://www.20works.jp>

• Sales Target Upwardly Revised in the Second Half not Achieved, Earnings Target Achieved



(Millions of yen)	2005 (Forecast)	2005	Change	Percentage Change
Sales	182,160	179,156	(3,003)	(1.6%)
Gross profit	37,630	37,231	(398)	(1.1%)
Operating income	8,120	8,238	118	+1.5%
Ordinary income	8,110	8,289	178	+2.2%
Net income	4,310	4,363	53	+1.2%