

Consolidated Financial Results
for the Fiscal Year Ended December 31, 2015
[Japanese GAAP]



January 29, 2016

Company name: JAC Recruitment Co., Ltd.
 Stock exchange listing: Tokyo Stock Exchange
 Code number: 2124
 URL: <http://corp.jac-recruitment.jp>
 Representative: Takeshi Matsuzono, President and Representative Director
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 Scheduled date of Ordinary General Meeting of Shareholders: March 24, 2016
 Scheduled date of commencing dividend payments: March 25, 2016
 Scheduled date of submitting securities report: March 24, 2016
 Scheduling of financial results briefing: Scheduled (For institutional investors)

(Amounts of less than one million yen are rounded down.)

1. Consolidated Financial Results for the Fiscal Year Ended December 31, 2015 (January 1, 2015 to December 31, 2015)

(1) Consolidated Operating Results (% indicates changes from the previous corresponding period.)

	Net Sales		Operating Income		Ordinary Income		Net Income	
	million yen	%	million yen	%	million yen	%	million yen	%
Fiscal year ended December 31, 2015	11,200	20.7	3,519	32.1	3,525	32.2	1,811	14.3
December 31, 2014	9,279	29.3	2,663	31.9	2,666	31.9	1,584	32.8

(Note) Comprehensive income: Fiscal year ended December 31, 2015: ¥1,811 million [14.3%]
 Fiscal year ended December 31, 2014: ¥1,584 million [32.8%]

	Earnings Per Share	Diluted Earnings Per Share	Return on Equity	Ratio of Ordinary Income to Total Assets	Operating Income Margin
Fiscal year ended	yen	yen	%	%	%
December 31, 2015	44.90	-	29.5	41.6	31.4
December 31, 2014	39.28	-	32.5	39.9	28.7

(Reference) Share of profit (loss) of entities accounted for using the equity method:

Fiscal year ended December 31, 2015: ¥- million

Fiscal year ended December 31, 2014: ¥- million

(Note 1) On January 1, 2015, the Company conducted a 2-for-1 stock split of its common shares. Accordingly, earnings per share were calculated on the assumption that the stock split was completed at the beginning of the previous fiscal year.

(Note 2) Diluted earnings per share are not stated due to the absence of potential shares.

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio	Net Assets Per Share
As of	million yen	million yen	%	yen
December 31, 2015	9,233	6,790	73.5	168.30
December 31, 2014	7,715	5,503	71.3	136.40

(Reference) Equity: As of December 31, 2015: ¥6,790 million

As of December 31, 2014: ¥5,503 million

(Note) On January 1, 2015, the Company conducted a 2-for-1 stock split of its common shares. Accordingly, net assets per share were calculated on the assumption that the stock split was completed at the beginning of the previous fiscal year.

(3) Status of Consolidated Cash Flows

	Cash flows from operating activities	Cash flows from investing activities	Cash flows from financing activities	Cash and cash equivalents at end of period
Fiscal year ended	million yen	million yen	million yen	million yen
December 31, 2015	2,562	(96)	(526)	7,504
December 31, 2014	2,261	(267)	(344)	5,565

2. Dividends

	Annual Dividends					Total Dividend Amount (Annual)	Dividend Payout Ratio (Consolidated)	Net Assets-to-Dividends Ratio (Consolidated)
	1st quarter-end	2nd quarter-end	3rd quarter-end	Year-end	Total			
Fiscal year ended	yen	yen	yen	yen	yen	million yen	%	%
December 31, 2014	-	0.00	-	26.00	26.00	524	33.1	10.8
Fiscal year ended	-	0.00	-	19.00	19.00	766	42.3	12.5
December 31, 2015	-	0.00	-	19.00	19.00	766	42.3	12.5
Fiscal year ending	-	0.00	-	25.00	25.00		37.9	
December 31, 2016 (Forecast)	-	0.00	-	25.00	25.00		37.9	

(Note 1) Breakdown of year-end dividend for the fiscal year ended December 31, 2015:

Ordinary dividend: ¥16.00

Commemorative dividend: ¥3.00

(Note 2) On January 1, 2015, the Company conducted a 2-for-1 stock split of its common shares. Regarding dividends for the fiscal year ended December 31, 2014, the figures shown are the actual dividend amounts paid prior to the stock split.

(Note 3) Dividends for the Company's shares held in the Employee Stock Ownership Plan (ESOP) Trust Account are not included in Annual Dividends.

3. Consolidated Financial Results Forecast for the Fiscal Year Ending December 31, 2016 (January 1, 2016 to December 31, 2016)

(% indicates changes from the previous corresponding period.)

	Net Sales		Operating Income		Ordinary Income		Profit Attributable to Owners of Parent		Earnings Per Share
	million yen	%	million yen	%	million yen	%	million yen	%	yen
First half (Cumulative)	6,310	18.6	1,799	10.3	1,800	10.3	1,205	18.5	29.87
Full year	13,442	20.0	4,052	15.1	4,054	15.0	2,663	47.0	66.01

*Notes:

- (1) Changes in significant subsidiaries during the period (changes in specified subsidiaries resulting in changes in scope of consolidation): None
New: –
Excluded: –
 - (2) Changes in accounting policies, changes in accounting estimates and retrospective restatement
 - 1) Changes in accounting policies due to the revision of accounting standards: None
 - 2) Changes in accounting policies other than 1) above: None
 - 3) Changes in accounting estimates: None
 - 4) Retrospective restatement: None
 - (3) Total number of issued shares (common shares)
 - 1) Total number of issued shares at the end of the period (including treasury shares):
As of December 31, 2015: 41,292,000 shares
As of December 31, 2014: 41,292,000 shares
 - 2) Total number of treasury shares at the end of the period:
As of December 31, 2015: 944,178 shares
As of December 31, 2014: 944,178 shares
 - 3) Average number of shares during the period:
Fiscal year ended December 31, 2015: 40,347,822 shares
Fiscal year ended December 31, 2014: 40,347,822 shares
- (Note 1) On January 1, 2015, the Company conducted a 2-for-1 stock split of its common shares. Accordingly, the total number of issued shares (common shares) was calculated on the assumption that the stock split was completed at the beginning of the previous fiscal year.
- (Note 2) In calculating the total number of treasury shares at the end of the fiscal year ended December 31, 2015 and the average number of shares during the period, the number of treasury shares deducted includes the Company's shares held in the Employee Stock Ownership Plan (ESOP) Trust Account.

*Status of Implementation of Quarterly Review Procedures

These quarterly financial results are outside the scope of the quarterly review procedures under the Financial Instruments and Exchange Act. At the time of disclosure of these results, the review procedures for the quarterly financial statements under the Financial Instruments and Exchange Act have not been completed.

*Disclaimer Regarding the Use of the Financial Results Forecast and Other Special Notes

The financial results forecast and other forward-looking statements in this document are based on information currently available and certain assumptions the Company deems to be reasonable. Actual results may differ significantly from these forecasts due to a variety of factors.

The Company has scheduled a briefing session for institutional investors and analysts on Friday, February 12, 2016.