



Summary of Consolidated Financial Results for the Second Quarter of the Fiscal Year Ending March 31, 2019 (Six Months Ended September 30, 2018)

[Japanese GAAP]

October 31, 2018

Company name: QUICK CO.,LTD. Listing: First Section, Tokyo Stock Exchange

Stock code: 4318 URL: https://919.jp/

Representative: Tsutomu Wano, President

Contact: Yasuhiko Hirata, Director, Executive Officer,

General Manager of Administration and Accounting Division

Tel: +81-6-6366-0919

Scheduled date of filing of Quarterly Report:

Scheduled date of payment of dividend:

November 12, 2018

December 3, 2018

Preparation of supplementary materials for quarterly financial results: Yes Holding of quarterly financial results meeting: Yes

(All amounts are rounded down to the nearest million yen.)

1. Consolidated Financial Results for the Second Quarter of the Fiscal Year Ending March 31, 2019 (April 1, 2018 – September 30, 2018)

(1) Consolidated results of operations

(Percentages represent year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent	
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%
Six months ended Sep. 30, 2018	9,938	18.2	2,017	19.1	2,033	16.5	1,383	12.6
Six months ended Sep. 30, 2017	8,405	12.9	1,694	10.0	1,745	10.3	1,228	14.3

Note: Comprehensive income (millions of yen) Six months ended Sep. 30, 2018: 1,632 (up 20.7%) Six months ended Sep. 30, 2017: 1,352 (up 21.7%)

	Net income per share	Diluted net income per share
	Yen	Yen
Six months ended Sep. 30, 2018	73.56	-
Six months ended Sep. 30, 2017	65.39	-

(2) Consolidated financial position

	Total assets	Net assets	Shareholders' equity ratio	Net assets per share	
	Millions of yen	Millions of yen	%	Yen	
As of Sep. 30, 2018	12,047	8,323	69.1	441.37	
As of Mar. 31, 2018	10,451	6,977	66.6	370.72	

Reference: Shareholders' equity (millions of yen) As of Sep. 30, 2018: 8,323 As of Mar. 31, 2018: 6,964

2. Dividends

	Dividend per share								
	1Q-end	2Q-end	3Q-end	Year-end	Total				
	Yen	Yen	Yen	Yen	Yen				
Fiscal year ended Mar. 31, 2018	-	17.00	-	18.00	35.00				
Fiscal year ending Mar. 31, 2019	-	19.00							
Fiscal year ending Mar. 31, 2019 (forecast)			-	19.00	38.00				

Note: Revisions to the most recently announced dividend forecast: None

3. Consolidated Earnings Forecast for the Fiscal Year Ending March 31, 2019 (April 1, 2018 – March 31, 2019)

(Percentages represent year-on-year changes.)

	Net sales		Operating profit		Ordinary profit		Profit attributable to owners of parent		Net income per share
	Millions of yen	%	Millions of yen	%	Millions of yen	%	Millions of yen	%	Yen
Full year	18,500	10.3	2,300	4.6	2,530	10.0	1,753	7.8	93.34

Note: Revisions to the most recently announced consolidated earnings forecast: None

* Notes

- (1) Changes in significant subsidiaries during the period (changes in specified subsidiaries resulting in changes in scope of consolidation): None
- (2) Application of special accounting methods for presenting quarterly consolidated financial statements: None
- (3) Changes in accounting policies and accounting-based estimates, and restatements
 - 1) Changes in accounting policies due to revisions in accounting standards, others: None
 - 2) Changes in accounting policies other than 1) above: None
 - 3) Changes in accounting-based estimates: None
 - 4) Restatements: None
- (4) Number of shares outstanding (common shares)
 - 1) Number of shares outstanding at the end of the period (including treasury shares)

As of Sep. 30, 2018: 19,098,576 shares

As of Mar. 31, 2018: 19,098,576 shares

2) Number of treasury shares at the end of the period

As of Sep. 30, 2018: 241,171 shares

As of Mar. 31, 2018: 311,127 shares

3) Average number of shares outstanding during the period

Six months ended Sep. 30, 2018: 18,811,523 shares Six months ended Sep. 30, 2017: 18,787,539 shares

* Explanation of appropriate use of earnings forecasts, and other special items

Cautionary statement with respect to forward-looking statements

Forecasts and forward-looking statements in these materials are based on assumptions judged to be valid and information available to the Company's management at the time the materials were prepared. These materials are not promises by the Company regarding future performance. Actual results may differ significantly from these forecasts for a number of reasons. For discussion of the assumptions and other factors considered by the Company in preparing the above projections, please refer to page 3 of the attachments "1. Qualitative Information on Quarterly Consolidated Financial Performance, (3) Explanation of Consolidated Forecast and Other Forward-looking Statements."

^{*} The current quarterly financial report is not subject to quarterly review by certified public accountants or accounting firms.

1. Qualitative Information on Quarterly Consolidated Financial Performance

(1) Explanation of Results of Operations

During the first half of the fiscal year ending March 31, 2019, the Japanese economy continued recovering at a moderate pace, along with ongoing improvement in corporate earnings, employment and personal income, as well as a recovery in consumer spending. However, a range of factors made the economic outlook uncertain, such as the impact of a series of natural disasters (unprecedented torrential rains, earthquakes, and typhoons) in Japan, the trade conflict between the U.S. and China stemmed from the U.S. protectionist trade policies, and the long-term interest rate having been stuck at a high level in the U.S.

In Japan's labor market, a shortage of workers is becoming more severe in a wide range of sectors, including transportation, construction, as well as manufacturing. In August 2018, all the employment-related indicators reflected Japan's labor shortage. Among others, the seasonally adjusted job openings-to-applicants ratio was 1.63, the seasonally adjusted job openings-to-applicants ratio for full-time employees was 1.13, and the seasonally adjusted unemployment rate was 2.4%.

During the first half, the QUICK Group reinforced existing services, expanded operations in new strategic market sectors and developed new services. All activities are aimed at differentiating the QUICK Group from competitors and increasing customer satisfaction by helping solve recruiting and other labor-related problems at client companies. Furthermore, the Group has been building a stronger foundation for business operations by aggressively recruiting people with outstanding skills and making other investments in human resources.

In the personnel placement category of the Human Resources Services Business, recruiting needs remained high in the construction, civil engineering, and manufacturing sectors. Strong demand for recruiting nurses at hospitals and nursing care facilities also continued. As a result, the category enjoyed a solid expansion in the placements of professionals and technical staff to companies and those of nurses to health care related facilities.

As the competition against other companies for obtaining job applicants has become increasingly severe, the Group focused on distinguishing itself from other competitors, enhancing the brand awareness, and improving registrants' satisfaction. For that in mind, we conducted more effective promotional activities and website management, released the 2019 National Nursing Examination prep app, and provided better support for the registrants.

In the temporary staffing, temporary-to-permanent staffing, and business contracting categories, strong demand continued for the temporary placement of workers in the medical and welfare sectors and of childcare workers. Although the corporate hiring interest is increasing due to the labor shortage associated with a declining unemployment rate in Japan, many companies are having difficulty securing personnel who can work full-time as a regular employee, temporary staff, or those working in any other form of employment. Therefore, demand also remained strong for our part-time staff placement.

Overall, the segment sales increased 18.2% year-on-year to 6,418 million yen and operating profit increased 17.8% year-on-year to 1,877 million yen.

In the Recruiting Business, the volume of recruiting advertisements for full-time employees in the mid-year hiring category continued increasing against the backdrop of the persistent severity of the labor shortage in a wide range of sectors in Japan. The volume of recruiting advertisements for hiring part-time workers also remained firm.

In the new college graduate category, the volume of business remained steady for advertisements on a website targeting students planning to graduate in March 2020 and searching for an intern position in addition to recruiting advertisements that target students expected to graduate in March 2019. Furthermore, the category also enjoyed a solid performance for consulting services to help enhance the effectiveness of recruiting advertisements, as well as outsourcing of HR functions such as recruiting and suitability examination.

Overall, the segment sales increased 11.1% year-on-year to 1,744 million yen and operating profit increased 9.4% year-on-year to 353 million yen.

In the Information Publishing Business, we achieved solid performance for "Kekkon Sanka"—a bridal magazine for the Hokuriku region of Japan, as well as the life-style magazines including "Kanazawa Joho"—a free-paper distributed for mainly Kanazawa City and "Takaoka Joho," which was newly published in June this year, and "Iezukuri Navi"—a housing information magazine.

Moreover, in the services other than media, sales from posting services including flyers inserted in newspapers increased steadily as a result of entry into Takaoka area and price revision. Moreover, the concierge services we operate under the "Cococolor" brand expanded substantially, driven primarily by services related to career change and wedding.

Overall, the segment sales increased 10.4% year-on-year to 921 million yen and operating profit was 38 million yen (compared with operating loss of 21 million yen in the same period of the previous fiscal year).

In other businesses, the advertising revenues at "Nihon no Jinjibu" (Japan's Human Resources Department), an information portal site for human resources and labor relations, continued expanding steadily in the Internet-Related Business. We also worked to develop services under the "Nihon no Jinjibu" brand including the publication of "Nihon no Jinjibu White Paper 2018"—a survey report featuring challenges and solutions for the HR function in Japan by leveraging its membership network with over 130,000 professionals.

In the Overseas Business, QUICK USA, Inc. continued performing strongly as the corporate hiring interest remained strong amid further intensified competition for acquiring job seekers with working qualification within the U.S. is intensifying further against a backdrop of tightened labor visa acquisition for foreigners. Specifically, Los Angeles and New York branches both enjoyed a strong performance in personnel placement and New York branch also reported a favorable result in the temporary staffing business.

Shanghai QUICK CO., LTD. substantially expanded its business performance of recruitment consulting services as well as personnel and labor consulting services including education and training, personnel system design, and proper compensation analysis. This is because corporate demand for acquiring and retaining competent human resources is strong despite the fact that the Chinese economy was sluggish.

QUICK GLOBAL MEXICO, S.A. DE C.V. continued enjoying strong demand from locally operated Japanese automakers for interpreters, salespeople and production controllers. In addition, the company successfully seized growing opportunities of recruitment support for local Japanese companies in the sectors other than the automobile sector including financial services and trading. However, the business performance stagnated because of protracted consulting periods in many cases.

Centre People Appointments Ltd continued expanding the business of personnel placement by consistently strengthening the sales structure amid strong demand from local Japanese companies for recruiting. QUICK VIETNAM CO., LTD. also continued showing an excellent performance of personnel placement for local Japanese companies, notably in the apparel and construction instruction industries. Moreover, QUICK GLOBAL CO., LTD. provided support services to expand our foreign operations including support for the overseas subsidiaries and affiliates to acquire new registrants and provision of trainings before being assigned abroad.

Overall, sales of other businesses increased 49.5% year-on-year to 854 million yen and operating profit increased 27.3% year-on-year to 125 million yen.

As a result of these factors, sales and earnings set a new first half record just as in the first half of the previous fiscal year. Net sales increased 18.2% year-on-year to 9,938 million yen, operating profit increased 19.1% year-on-year to 2,017 million yen, ordinary profit increased 16.5% year-on-year to 2,033 million yen, and profit attributable to owners of parent increased 12.6% year-on-year to 1,383 million yen.

(2) Explanation of Financial Position

1) Assets, liabilities and net assets

Total assets at the end of the second quarter of the fiscal year under review were 12,047 million yen, which was 1,596 million yen more than at the end of the previous fiscal year. This was mainly the result of increases in cash and deposits and investment securities despite a decrease in notes and accounts receivable-trade.

Total liabilities were 3,723 million yen, which was 249 million yen more than at the end of the previous fiscal year. This was mainly the result of increases in income taxes payable and deferred tax liabilities despite a decrease in accounts payable-trade.

Total net assets were 8,323 million yen, which was 1,346 million yen more than at the end of the previous fiscal year. This was mainly the result of an increase in retained earnings due to the booking of profit attributable to owners of parent. Consequently, the shareholders' equity ratio improved 2.5 percentage points from the end of the previous fiscal year to 69.1%.

Effective from the beginning of the first quarter of the current fiscal year, the Company applied the Partial Amendments to Accounting Standard for Tax Effect Accounting (Accounting Standards Board of Japan (ASBJ) Statement No. 28, February 16, 2018) and other related pronouncements. Accordingly, the financial position is compared against the values at the end of the previous fiscal year after applying retrospective treatment.

2) Cash Flows

Cash and cash equivalents (hereinafter referred to as "net cash") increased 1,390 million yen from the end of the previous fiscal year to 6,405 million yen at the end of the second quarter of the fiscal year under review. Outflows were caused mainly by a decrease in notes and accounts payable-trade and cash dividends paid, while inflows were caused by recording of profit before income taxes.

Cash flows by category are as follows.

Cash flows from operating activities

Net cash provided by operating activities increased 91.4% year-on-year to 1,931 million yen. Negative factors include a decrease in notes and accounts payable-trade of 325 million yen and income taxes paid of 299 million yen. Positive factors include profit before income taxes of 2,031 million yen.

Cash flows from investing activities

Net cash used in investing activities decreased 36.3% year-on-year to 201 million yen. Negative factors include purchase of non-current assets of 198 million yen.

Cash flows from financing activities

Net cash used in financing activities increased 24.9% year-on-year to 385 million yen. Negative factors include cash dividends paid of 337 million yen.

(3) Explanation of Consolidated Forecast and Other Forward-looking Statements

At this point, there are no revisions to the full-year consolidated earnings forecasts for the fiscal year ending March 31, 2019 that was announced in the "Summary of Consolidated Financial Results for the Fiscal Year Ended March 31, 2018 (Japanese GAAP)" on April 27, 2018.

An announcement will be made promptly if the review of impact on the Group's business performance requires a revision to the forecasts.

2. Quarterly Consolidated Financial Statements and Notes

(1) Quarterly Consolidated Balance Sheet

		(Thousands of yen)
	FY3/18	Second quarter of FY3/19
	(As of Mar. 31, 2018)	(As of Sep. 30, 2018)
Assets		
Current assets		
Cash and deposits	5,044,883	6,435,525
Notes and accounts receivable-trade	1,997,915	1,667,292
Other	380,119	296,844
Allowance for doubtful accounts	(1,443)	(1,564)
Total current assets	7,421,474	8,398,097
Non-current assets		
Property, plant and equipment		
Buildings and structures, net	531,709	848,681
Vehicles, net	6,838	6,629
Tools, furniture and fixtures, net	90,012	95,681
Land	276,869	276,869
Leased assets, net	8,022	12,645
Construction in progress	70,811	-
Total property, plant and equipment	984,264	1,240,506
Intangible assets		
Goodwill	143,708	129,129
Leased assets	6,224	2,592
Other	192,428	198,695
Total intangible assets	342,361	330,417
Investments and other assets		
Investment securities	1,100,759	1,417,365
Lease deposits	510,491	510,695
Deferred tax assets	40,670	48,460
Other	62,250	107,091
Allowance for doubtful accounts	(11,105)	(4,968)
Total investments and other assets	1,703,065	2,078,643
Total non-current assets	3,029,691	3,649,567
Total assets	10,451,165	12,047,665

		(Thousands of yen)
	FY3/18	Second quarter of FY3/19
	(As of Mar. 31, 2018)	(As of Sep. 30, 2018)
Liabilities		
Current liabilities		
Accounts payable-trade	655,473	250,995
Short-term loans payable	188,300	188,300
Accounts payable-other	889,392	975,426
Accrued expenses	442,178	461,772
Income taxes payable	342,450	700,922
Accrued consumption taxes	235,419	273,188
Provision for bonuses	359,642	360,040
Provision for repayment	17,100	24,500
Other	190,049	205,236
Total current liabilities	3,320,007	3,440,381
Non-current liabilities		
Deferred tax liabilities	90,871	193,079
Asset retirement obligations	55,310	78,035
Other	7,886	12,323
Total non-current liabilities	154,068	283,439
Total liabilities	3,474,075	3,723,820
Net assets		
Shareholders' equity		
Capital stock	351,317	351,317
Capital surplus	307,998	391,392
Retained earnings	5,723,382	6,744,517
Treasury shares	(19,223)	(14,961)
Total shareholders' equity	6,363,475	7,472,265
Accumulated other comprehensive income		
Valuation difference on available-for-sale securities	586,784	846,330
Foreign currency translation adjustment	14,629	4,456
Total accumulated other comprehensive income	601,413	850,786
Non-controlling interests	12,201	792
Total net assets	6,977,090	8,323,844
Total liabilities and net assets	10,451,165	12,047,665

(2) Quarterly Consolidated Statements of Income and Comprehensive Income Quarterly Consolidated Statement of Income

(For the Six-month Period)

		(Thousands of yen)
	First six months of FY3/18	First six months of FY3/19
	(Apr. 1, 2017 – Sep. 30, 2017)	(Apr. 1, 2018 – Sep. 30, 2018)
Net sales	8,405,218	9,938,494
Cost of sales	3,183,064	3,499,827
Gross profit	5,222,153	6,438,666
Selling, general and administrative expenses	3,527,552	4,421,026
Operating profit	1,694,600	2,017,639
Non-operating income		
Interest income	58	82
Dividend income	9,264	6,505
Book sales commission	8,514	-
Subsidy income	20,250	-
Other	15,914	11,516
Total non-operating income	54,003	18,103
Non-operating expenses		
Interest expenses	1,279	989
Foreign exchange losses	2,135	1,054
Other	108	128
Total non-operating expenses	3,524	2,172
Ordinary profit	1,745,079	2,033,570
Extraordinary losses		
Loss on retirement of non-current assets	-	2,539
Total extraordinary losses	-	2,539
Profit before income taxes	1,745,079	2,031,031
Income taxes-current	427,027	668,946
Income taxes-deferred	88,062	(21,518)
Total income taxes	515,089	647,428
Profit	1,229,990	1,383,602
Profit (loss) attributable to non-controlling interests	1,434	(146)
Profit attributable to owners of parent	1,228,555	1,383,749

Quarterly Consolidated Statement of Comprehensive Income (For the Six-month Period)

		(Thousands of yen)
	First six months of FY3/18	First six months of FY3/19
	(Apr. 1, 2017 – Sep. 30, 2017)	(Apr. 1, 2018 – Sep. 30, 2018)
Profit	1,229,990	1,383,602
Other comprehensive income		
Valuation difference on available-for-sale securities	121,399	259,545
Foreign currency translation adjustment	1,306	(10,523)
Total other comprehensive income	122,706	249,021
Comprehensive income	1,352,696	1,632,624
Comprehensive income attributable to		
Comprehensive income attributable to owners of parent	1,351,172	1,633,122
Comprehensive income attributable to non-controlling interests	1,523	(497)

(3) Quarterly Consolidated Statement of Cash Flows

First six months of FY3/18 First six months of FY3/18 Cash flows from operating activities	onths of FY3/19 8 – Sep. 30, 2018) 2,031,031 78,427
Cash flows from operating activities Profit before income taxes Depreciation T4,141 Amortization of goodwill Increase (decrease) in allowance for doubtful accounts Increase (decrease) in provision for bonuses Increase (decrease) in provision for directors' bonuses Increase (decrease) in provision for repayment Increase (decrease) in provision for repayment Increase (decrease) in provision for repayment Interest and dividend income Interest expenses Increase (increase) in notes and accounts receivable-trade Increase (decrease) in notes and accounts payable-trade Increase (decrease) in accrued consumption taxes Other, net Subtotal Interest and dividend income received Interest expenses paid Interest expenses paid Interest expenses paid Interest expenses paid Income taxes paid Income taxes paid Income taxes paid	2,031,031
1,745,079	
Depreciation 74,141 Amortization of goodwill	
Amortization of goodwill Increase (decrease) in allowance for doubtful accounts (5,016) Increase (decrease) in provision for bonuses (216,048) Increase (decrease) in provision for directors' bonuses (52,450) Increase (decrease) in provision for repayment 8,900 Interest and dividend income (9,323) Interest expenses 1,279 Loss on retirement of non-current assets - Decrease (increase) in notes and accounts receivable-trade Increase (decrease) in notes and accounts payable-trade (361,670) Increase (decrease) in accrued consumption taxes (28,114) Other, net (93,771) Subtotal Interest and dividend income received 1,437,514 Interest and dividend income received Increase expenses paid (1,294) Income taxes paid (436,910)	,
Increase (decrease) in allowance for doubtful accounts Increase (decrease) in provision for bonuses Increase (decrease) in provision for directors' bonuses Increase (decrease) in provision for repayment Increase (decrease) in provision for repayment Interest and dividend income Interest expenses Increase (decrease) Interest expenses Increase (increase) Increase (increase) in notes and accounts receivable-trade Increase (decrease) in notes and accounts payable-trade Increase (decrease) in accrued consumption taxes Other, net Other, net Subtotal Interest and dividend income received Interest and dividend income received Interest expenses paid Interest expenses paid Income taxes paid (436,910)	7,411
Increase (decrease) in provision for bonuses Increase (decrease) in provision for directors' bonuses Increase (decrease) in provision for repayment Interest and dividend income Interest expenses Increase (increase) Loss on retirement of non-current assets Decrease (increase) in notes and accounts receivable-trade Increase (decrease) in notes and accounts payable-trade Increase (decrease) in accrued consumption taxes (28,114) Other, net Subtotal Interest and dividend income received Interest and dividend income received Interest expenses paid Income taxes paid (436,910)	(6,019)
Increase (decrease) in provision for directors' bonuses Increase (decrease) in provision for repayment Interest and dividend income Interest expenses Interest expenses Increase (increase) in notes and accounts receivable-trade Increase (decrease) in notes and accounts payable-trade Increase (decrease) in accrued consumption taxes Other, net Subtotal Interest and dividend income received Interest expenses paid Increase	10
Interest and dividend income (9,323) Interest expenses 1,279 Loss on retirement of non-current assets - Decrease (increase) in notes and accounts receivable-trade 374,508 Increase (decrease) in notes and accounts payable-trade (361,670) Increase (decrease) in accrued consumption taxes (28,114) Other, net (93,771) Subtotal 1,437,514 Interest and dividend income received 9,323 Interest expenses paid (1,294) Income taxes paid (436,910)	-
Interest expenses 1,279 Loss on retirement of non-current assets - Decrease (increase) in notes and accounts receivable-trade 374,508 Increase (decrease) in notes and accounts payable-trade (361,670) Increase (decrease) in accrued consumption taxes (28,114) Other, net (93,771) Subtotal 1,437,514 Interest and dividend income received 9,323 Interest expenses paid (1,294) Income taxes paid (436,910)	7,400
Loss on retirement of non-current assets Decrease (increase) in notes and accounts receivable-trade Increase (decrease) in notes and accounts payable-trade Increase (decrease) in accrued consumption taxes (28,114) Other, net (93,771) Subtotal Interest and dividend income received Interest expenses paid (1,294) Income taxes paid (436,910)	(6,587)
Decrease (increase) in notes and accounts receivable-trade Increase (decrease) in notes and accounts payable-trade (361,670) Increase (decrease) in accrued consumption taxes (28,114) Other, net (93,771) Subtotal Interest and dividend income received 9,323 Interest expenses paid (1,294) Income taxes paid (436,910)	989
Increase (decrease) in notes and accounts payable-trade Increase (decrease) in accrued consumption taxes (28,114) Other, net (93,771) Subtotal Interest and dividend income received 9,323 Interest expenses paid (1,294) Income taxes paid (436,910)	2,539
Increase (decrease) in accrued consumption taxes Other, net (93,771) Subtotal Interest and dividend income received Interest expenses paid Income taxes paid (28,114) (93,771) 1,437,514 (1,294) (1,294) (436,910)	351,691
Increase (decrease) in accrued consumption taxes Other, net (93,771) Subtotal Interest and dividend income received Interest expenses paid Income taxes paid (28,114) (93,771) 1,437,514 (1,294) (1,294) (436,910)	(325,064)
Subtotal 1,437,514 Interest and dividend income received 9,323 Interest expenses paid (1,294) Income taxes paid (436,910)	38,748
Interest and dividend income received 9,323 Interest expenses paid (1,294) Income taxes paid (436,910)	44,625
Interest expenses paid (1,294) Income taxes paid (436,910)	2,225,204
Interest expenses paid (1,294) Income taxes paid (436,910)	6,587
Income taxes paid (436,910)	(1,004)
Net cash provided by (used in) operating activities 1,008,633	(299,763)
1,000,055	1,931,023
Cash flows from investing activities	
Purchase of property, plant and equipment (100,962)	(152,490)
Purchase of intangible assets (37,766)	(46,059)
Purchase of investment securities (32,753)	(2,729)
Purchase of shares of subsidiaries resulting in change in scope of consolidation (142,499)	-
Other, net (1,811)	-
Net cash provided by (used in) investing activities (315,794)	(201,279)
Cash flows from financing activities	
Net increase (decrease) in short-term loans payable (1,602)	-
Repayments of lease obligations (7,343)	(5,564)
Cash dividends paid (299,321)	(337,488)
Payments from changes in ownership interests in subsidiaries that do not result in change in scope of consolidation	(42,062)
Other, net (24)	(81)
Net cash provided by (used in) financing activities (308,291)	(385,196)
Effect of exchange rate change on cash and cash equivalents 1,613	(5,028)
Net increase (decrease) in cash and cash equivalents 386,161	1,339,518
Cash and cash equivalents at beginning of period 4,639,428	5,014,883
Increase in cash and cash equivalents from newly consolidated subsidiary 65,341	, ,-,-
Cash and cash equivalents at end of period 5,090,930	51,123

(4) Notes to Quarterly Consolidated Financial Statements

Going-concern Assumption

Not applicable.

Significant Changes in Shareholders' Equity

Not applicable.

Additional Information

Application of Partial Amendments to Accounting Standard for Tax Effect Accounting, etc.

Effective from the beginning of the first quarter of the current fiscal year, the Company applied the Partial Amendments to Accounting Standard for Tax Effect Accounting (Accounting Standards Board of Japan (ASBJ) Statement No. 28, February 16, 2018) and other related pronouncements. Accordingly, deferred tax assets and deferred tax liabilities have been presented in the investments and other assets section and the non-current liabilities section of the consolidated balance sheet, respectively.

Segment Information

- I. First six months of FY3/18 (Apr. 1, 2017 Sep. 30, 2017)
- 1. Information pertaining to net sales and profit/loss in reportable segments

(Thousands of yen)

		Reportabl	e Segment					Amount in
	Human Resources Services Business	Recruiting Business	Information Publishing Business	Subtotal	Other (Note 1)	Total	Adjustment (Note 2)	the quarterly consolidated statement of income (Note 3)
Net sales								
Sales to external customers	5,428,923	1,569,720	834,703	7,833,347	571,870	8,405,218	-	8,405,218
Inter-segment sales and transfers	793	12,183	4,510	17,488	23,668	41,156	(41,156)	-
Total	5,429,717	1,581,904	839,214	7,850,836	595,539	8,446,375	(41,156)	8,405,218
Segment profit (loss)	1,593,579	322,943	(21,789)	1,894,733	98,388	1,993,121	(298,520)	1,694,600

Notes: 1. "Other" represents the businesses which are not included in any of the reportable segments and mainly consists of Internet-Related Business and Overseas Business.

- 2. The (298,520) thousand yen adjustment to segment profit (loss) includes elimination for inter-segment transactions of 67,478 thousand yen, and (365,999) thousand yen in company-wide costs that cannot be allocated to any specific reportable segments. Company-wide costs consist primarily of expenses related to the administration division which are not attributable to any reportable segments, including general affairs and accounting at the Company.
- 3. Segment profit (loss) is adjusted with operating profit shown on the quarterly consolidated statement of income.
- 2. Information pertaining to impairment losses of non-current assets, goodwill, etc. in reportable segments

Significant change in goodwill

Goodwill was booked in the "Other (Overseas Business)" segment as the Company acquired the shares of Centre People Appointments Ltd.

The event caused the amount of goodwill to increase by 145,139 thousand yen during the first six months of the fiscal year ending March 31, 2018.

- II. First six months of FY3/19 (Apr. 1, 2018 Sep. 30, 2018)
- 1. Information pertaining to net sales and profit/loss in reportable segments

(Thousands of yen)

		Reportabl	e Segment					Amount in
	Human Resources Services Business	Recruiting Business	Information Publishing Business	Subtotal	Other (Note 1)	Total	Adjustment (Note 2)	the quarterly consolidated statement of income (Note 3)
Net sales								
Sales to external customers	6,418,492	1,744,090	921,097	9,083,680	854,813	9,938,494	-	9,938,494
Inter-segment sales and transfers	176	3,439	4,522	8,138	20,673	28,812	(28,812)	-
Total	6,418,669	1,747,530	925,620	9,091,819	875,487	9,967,307	(28,812)	9,938,494
Segment profit	1,877,274	353,161	38,612	2,269,048	125,222	2,394,270	(376,630)	2,017,639

Notes: 1. "Other" represents the businesses which are not included in any of the reportable segments and mainly consists of Internet-Related Business and Overseas Business.

- 2. The (376,630) thousand yen adjustment to segment profit includes elimination for inter-segment transactions of 69,859 thousand yen, and (446,490) thousand yen in company-wide costs that cannot be allocated to any specific reportable segments. Company-wide costs consist primarily of expenses related to the administration division which are not attributable to any reportable segments, including general affairs and accounting at the Company.
- 3. Segment profit is adjusted with operating profit shown on the quarterly consolidated statement of income.
- 2. Information pertaining to impairment losses of non-current assets, goodwill, etc. in reportable segments Not applicable.

This summary report is solely a translation of "Kessan Tanshin" (in Japanese, including attachments), which has been prepared in accordance with accounting principles and practices generally accepted in Japan, for the convenience of readers who prefer an English translation.