February 12, 2015

To Whom It May Concern

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Notice Regarding the Difference between Consolidated Financial Forecasts and Actual Results and Dividends of Retained Earnings for the Fiscal Year Ended December 31, 2014

OUTSOURCING Inc. (hereinafter "the Company") hereby announces the difference between its consolidated financial forecasts for the fiscal year beginning on January 1, 2014 and ending December 31, 2014 (hereinafter "Fiscal 2014") announced on February 13, 2014, and actual results for Fiscal 2014 announced today, as per the details below.

The Company also announces that the Board of Directors, at its meeting held today, resolved to pay dividends of retained earnings at the record date of December 31, 2014.

The item on dividends of retained earnings is scheduled to be discussed at the 18th Annual General Meeting of Shareholders to be held on March 25, 2015.

Particulars

1. Difference between Financial Forecasts and Actual Results

(1) Difference between Consolidated Financial Forecasts and Actual Results for Fiscal 2014 (the fiscal year beginning on January 1, 2014 and ending December 31, 2014)

	Net Sales	Operating Income	Ordinary Income	Net Income	Net Income per Share
	Millions of JPY	Millions of JPY	Millions of JPY	Millions of JPY	JPY
Previous Forecasts (A)	61,300	2,000	2,050	1,060	72.95
Actual Results (B)	59,421	2,010	2,197	1,316	89.81
Changes (B-A)	(1,878)	10	147	256	16.86
Ratio (%)	(3.1)	0.5	7.2	24.2	23.1
Reference: Actual Results for the Previous Fiscal Year (Fiscal 2013)	47,384	1,202	1,357	1,122	77.54

(2) Reason for the Difference

For Fiscal 2014, although overseas operations were impacted most notably by the coup d'etat in Thailand and political demonstrations in Hong Kong, such impacts were within the range of risks foreseen in operating overseas. In Japan, the Company was able to offset the negative effects of the consumption tax hike by successfully promoting sales in industries posting strong growth such as IT, and overall, net sales and operating income were roughly in line with initial forecasts announced on February 13, 2014.

Ordinary income exceeded initial forecast by 7.2% due to posting non-operating income, including foreign exchange gains.

Net income exceeded initial forecast by 24.2% as a result of increasing employees' salary in response to the government's request to companies to raise wages, and thereby unexpectedly receiving tax benefits reserved for companies that raise their average salary. Also contributing to the increase was the significant improvement in revenues in certain Group Companies carrying large amounts of loss brought forward.

2. Dividends of Retained Earnings

(1) Details of Dividends

	Details of Resolution (for fiscal year-end dividend)	Latest Dividend Forecasts (Announced on June 9, 2014)	FY2013 Dividend (Actual)
Record Date	December 31, 2014	Same as left column	December 31, 2013
Dividend per Share	JPY27.00	JPY22.00	JPY8.00
Total Amount of Dividends	JPY400 million	—	JPY116 million
Dividend Payment Starting Date	March 26, 2015	—	March 31, 2014
Source of Dividends	Retained earnings	—	Retained earnings

(2) Reason for the Revision of Fiscal Year-End Dividend

For return to shareholders, the Company changed its consolidated dividend payout policy to 30% from Fiscal 2014.

The Company plans to allocate its internal reserve toward effective investments in solidifying its financial standing and expanding its businesses further and thus enhance its corporate value.

Under this policy, the Company forecasted its fiscal year-end dividend for Fiscal 2014 at JPY22.00 per share as of June 9, 2014; however, in view of its performance and other factors, the Company has determined to increase its fiscal year-end dividend by JPY5.00 to JPY27.00. Accordingly, the annual dividend adds up to JPY35.00 per share, inclusive of the dividend at the end of second quarter. (The Company has already paid the commemorative dividend of JPY8.00 per share for the 10th anniversary since listing.)

Reference: Details of Annual Dividends

	Dividend per Share		
	At the End of Second Quarter	At the End of Fiscal Year	Total
Fiscal 2013 Actual	JPY5.00	JPY8.00	JPY13.00
Fiscal 2014 Actual	JPY8.00	JPY27.00	JPY35.00
Fiscal 2015 Forecasts	JPY0.00	JPY35.00	JPY35.00

* JPY5.00 at the end of second quarter of Fiscal 2013 was a dividend commemorating the Company's listing on the First Section of the Tokyo Stock Exchange. JPY8.00 at the end of second quarter of Fiscal 2014 was a dividend commemorating the 10th anniversary since listing on the JASDAQ Securities Exchange.