Consolidated Financial Results for the Fiscal Year Ended December 31, 2016 [Japanese GAAP]

January 31, 2017

Company name: JAC Recruitment Co., Ltd.
Stock exchange listing: Tokyo Stock Exchange
Code number: 2124
URL: http://corp.jac-recruitment.jp
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Scheduled date of Ordinary General Meeting of Shareholders: March 22, 2017
Scheduled date of commencing dividend payments: March 23, 2017
Scheduled date of submitting securities report: March 22, 2017
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, 2016 (January 1, 2016 to December 31, 2016)

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

	Net Sales		Operating Income		Ordinary Income		Net Income	
Fiscal year ended	million yen	%	million yen	%	million yen	%	million yen	%
December 31, 2016	13,838	23.6	4,725	34.2	4,730	34.2	3,269	80.4
December 31, 2015	11,200	20.7	3,519	32.1	3,525	32.2	1,811	14.3

(Note) Comprehensive income: Fiscal year ended December 31, 2016: ¥3,269 million [80.4%]
Fiscal year ended December 31, 2015: ¥1,811 million [14.3%]

	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, 2016	81.02	81.02	40.7	43.9	34.1
December 31, 2015	44.90	-	29.5	41.6	31.4

(Reference) Share of profit (loss) of entities accounted for using the equity method:
Fiscal year ended December 31, 2016: ¥- million
Fiscal year ended December 31, 2015: ¥- million

(2) Consolidated Financial Position

	Total Assets	Net Assets	Equity Ratio	Net Assets Per Share
As of	million yen	million yen	%	yen
December 31, 2016	12,337	9,283	75.2	229.88
December 31, 2015	9,233	6,790	73.5	168.30

(Reference) Equity: As of December 31, 2016: ¥9,283 million
As of December 31, 2015: ¥6,790 million

(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, 2016	3,693	(294)	(784)	10,118
December 31, 2015	2,562	(96)	(526)	7,504

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			
	yen	yen	yen	yen	yen	million yen	%	%
Fiscal year ended December 31, 2015	-	0.00	-	19.00	19.00	784	42.7	11.8
Fiscal year ended December 31, 2016	-	0.00	-	30.00	30.00	1,238	37.9	14.0
Fiscal year ending December 31, 2017 (Forecast)	-	0.00	-	50.00	50.00		58.3	

(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) Dividends for the Company's shares held in the Employee Stock Ownership Plan (ESOP) Trust Account are included in Annual Dividends. (Fiscal year ended December 31, 2015: ¥17 million, Fiscal year ended December 31, 2016: ¥28 million)

(Note 3) In calculating dividend payout ratio and net assets-to-dividends ratio, the Company's shares held in the Employee Stock Ownership Plan (ESOP) Trust Account is included in the number of shares and the amount of net Assets.

3. Consolidated Financial Results Forecast for the Fiscal Year Ending December 31, 2017 (January 1, 2017 to December 31, 2017)

(% 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)	8,011	19.5	2,525	6.4	2,526	6.3	1,771	12.5	43.81
Full year	16,409	18.6	5,032	6.5	5,033	6.4	3,544	8.4	87.60

*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: Yes
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, 2016: 41,292,000 shares
As of December 31, 2015: 41,292,000 shares

2) Total number of treasury shares at the end of the period:
As of December 31, 2016: 944,240 shares
As of December 31, 2015: 944,178 shares

3) Average number of shares during the period:
Fiscal year ended December 31, 2016: 40,347,767 shares
Fiscal year ended December 31, 2015: 40,347,822 shares

(Note) In calculating the total number of treasury shares at the end of the period 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 Tuesday, February 14, 2017.