

## PL

(千円)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
売上高	10,415,644	11,017,434	21,433,078	12,176,562	13,774,663	25,951,226	47,384,304	13,788,305	14,281,958	28,070,264	15,232,760	16,118,327	31,351,088	59,421,352	17,694,829	18,327,667	36,022,497	20,499,325	24,338,930	44,838,255	80,860,753
売上原価	8,655,957	8,841,392	17,497,349	9,739,685	10,865,711	20,605,396	38,102,746	11,141,692	11,407,516	22,549,209	12,162,434	12,746,179	24,908,614	47,457,823	14,332,373	14,615,513	28,947,886	16,270,619	19,108,676	35,379,295	64,327,182
売上総利益	1,759,686	2,176,042	3,935,728	2,436,878	2,908,951	5,345,829	9,281,557	2,646,612	2,874,442	5,521,054	3,070,326	3,372,147	6,442,473	11,963,528	3,362,456	3,712,154	7,074,610	4,228,706	5,230,253	9,458,959	16,533,570
販売費及び一般管理費 のれん償却額	1,948,406	1,986,239	3,934,645	2,036,515	2,107,485	4,144,000	8,078,645	2,337,311	2,470,357	4,807,668	2,537,439	2,607,983	5,145,422	9,953,091	3,047,655	3,089,198	6,136,853	3,358,149	3,913,155	7,271,305	13,408,159
営業利益又は営業損失 (-)	90,427	97,839	188,267	116,557	66,810	183,367	371,635	124,684	117,374	242,059	134,401	142,447	276,849	518,908	179,804	181,052	360,856	220,767	341,419	562,187	923,044
営業外収益	-188,720	189,802	1,082	400,363	801,466	1,201,829	1,202,912	309,300	404,085	713,386	532,886	764,163	1,297,050	2,010,436	314,801	622,955	937,756	870,556	1,317,098	2,187,654	3,125,411
為替差益	197,325	153,625	350,951	159,101	190,518	349,619	700,570	149,414	139,010	288,424	132,375	241,129	373,505	661,930	151,228	114,841	266,070	172,574	89,039	261,614	527,684
営業外費用	-	-	-	-	-	-	75,027	-	-	-	-	-	-	138,442	38,313	927	39,240	81,097	-69,314	11,782	51,023
経常利益又は経常損失 (-)	200,090	113,270	313,360	123,770	109,046	232,815	546,176	129,302	112,558	241,860	75,701	157,408	233,110	474,970	100,708	99,908	200,616	73,725	153,859	227,584	428,200
特別利益	-191,484	230,156	38,672	435,695	882,938	1,318,633	1,357,305	329,413	430,537	759,950	589,560	847,884	1,437,445	2,197,395	365,321	637,888	1,003,210	969,405	1,252,278	2,221,684	3,224,894
特別損失 負のれん発生益	80,330	12,751	93,081	65	139,391	139,456	232,538	-	58,724	58,724	54,740	521	55,261	113,985	-	39,737	39,737	-	49,098	49,098	88,836
法人税等合計	31,340	47,144	78,484	-	125,259	125,259	203,744	-	-	-	-	-	-	-	-	-	-	-	45,919	45,919	45,919
四半期純利益又は四半期純損失 (-)	-	-	-	-	-	-	-	5,022	869	5,892	5,146	181,199	186,346	192,238	29	303	333	0	814	815	1,148
	-21,720	78,744	57,023	105,629	215,763	321,392	378,416	140,972	290,912	431,885	172,565	113,587	286,152	718,038	153,082	372,184	525,266	442,819	463,370	906,190	1,431,457
	-121,531	151,401	29,870	303,981	788,514	1,092,495	1,122,365	193,476	181,793	375,270	412,385	529,013	941,399	1,316,669	205,081	283,885	488,967	498,951	822,367	1,321,319	1,810,286

(%)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
売上高原価率	83.1%	80.2%	81.6%	80.0%	78.9%	79.4%	80.4%	80.8%	79.9%	80.3%	79.8%	79.1%	79.5%	79.9%	81.0%	79.7%	80.4%	79.4%	78.5%	78.9%	79.6%
売上高総利益率	16.9%	19.8%	18.4%	20.0%	21.1%	20.6%	19.6%	19.2%	20.1%	19.7%	20.2%	20.9%	20.5%	20.1%	19.0%	20.3%	19.6%	20.6%	21.5%	21.1%	20.4%
売上高販管費率	18.7%	18.0%	18.4%	16.7%	15.3%	16.0%	17.0%	17.0%	17.3%	17.1%	16.7%	16.2%	16.4%	16.8%	17.2%	16.9%	17.0%	16.4%	16.1%	16.2%	16.6%
売上高営業利益率	-1.8%	1.7%	0.0%	3.3%	5.8%	4.6%	2.5%	2.2%	2.8%	2.5%	3.5%	4.7%	4.1%	3.4%	1.8%	3.4%	2.6%	4.2%	5.4%	4.9%	3.9%
売上高経常利益率	-1.8%	2.1%	0.2%	3.6%	6.4%	5.1%	2.9%	2.4%	3.0%	2.7%	3.9%	5.3%	4.6%	3.7%	2.1%	3.5%	2.8%	4.7%	5.1%	5.0%	4.0%
売上高四半期純利益率	-1.2%	1.4%	0.1%	2.5%	5.7%	4.2%	2.4%	1.4%	1.3%	1.3%	2.7%	3.3%	3.0%	2.2%	1.2%	1.5%	1.4%	2.4%	3.4%	2.9%	2.2%

## セグメント別情報

(千円)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
セグメント別売上高	10,415,644	11,017,434	21,433,078	12,176,562	13,774,664	25,951,226	47,384,304	13,788,305	14,281,958	28,070,264	15,232,760	16,118,327	31,351,088	59,421,352	17,694,829	18,327,667	36,022,497	20,499,325	24,338,930	44,838,255	80,860,753
技術系アウトソーシング事業	3,850,083	3,917,067	7,767,150	4,451,541	4,861,286	9,312,827	17,079,977	5,095,750	5,285,489	10,381,240	5,696,898	5,958,585	11,655,483	22,036,724	7,166,071	7,599,489	14,765,560	8,024,221	8,762,885	16,787,106	31,552,667
製造系アウトソーシング事業	4,834,356	5,033,057	9,867,413	5,598,812	6,346,320	11,945,132	21,812,545	5,967,903	6,081,444	12,049,348	6,500,353	6,928,492	13,428,845	25,478,193	6,970,602	7,060,670	14,031,272	7,751,725	8,808,554	16,560,279	30,591,552
管理系アウトソーシング事業	164,433	154,770	319,203	146,703	137,958	284,662	603,865	147,367	142,369	289,736	151,730	160,281	312,011	601,748	137,284	133,215	270,500	124,171	102,613	226,784	497,284
人材紹介事業※	36,299	101,048	137,347	156,820	182,958	339,778	477,125	159,905	210,313	370,219	188,060	221,272	409,332	779,552	167,186	174,600	341,786	257,040	272,828	529,869	871,656
海外事業	1,482,139	1,766,067	3,248,206	1,767,903	2,204,676	3,972,579	7,220,785	2,353,525	2,526,297	4,879,822	2,658,780	2,808,143	5,466,924	10,346,747	3,210,703	3,324,528	6,535,232	4,302,582	6,343,973	10,646,555	17,181,788
その他の事業	48,332	45,425	93,757	54,782	41,465	96,247	190,004	63,853	36,043	99,896	36,938	41,551	78,489	178,386	42,981	35,162	78,144	39,584	48,075	87,659	165,803
セグメント利益又は損失 (-)	-188,720	189,802	1,082	400,363	801,467	1,201,830	1,202,912	309,300	404,085	713,386	532,886	764,163	1,297,050	2,010,436	314,801	622,955	937,756	870,556	1,317,098	2,187,654	3,125,411
技術系アウトソーシング事業	112,238	55,472	167,710	280,732	294,086	574,818	742,528	293,120	201,415	494,535	455,497	473,039	928,537	1,423,073	421,418	528,551	949,969	584,794	863,531	1,448,325	2,398,295
製造系アウトソーシング事業	-255,617	100,242	-155,375	137,773	555,750	693,523	538,148	52,172	143,274	195,446	103,563	285,829	389,392	584,839	50,819	138,524	189,343	228,395	503,964	732,359	921,703
管理系アウトソーシング事業	45,929	36,680	82,609	41,596	15,362	56,958	139,567	10,992	30,763	41,755	18,944	31,371	50,315	92,071	14,098	16,885	30,984	17,140	14,349	31,489	62,474
人材紹介事業※	15,343	11,657	27,000	37,211	65,489	102,700	129,700	77,515	90,198	167,714	96,838	89,951	186,789	354,503	66,705	75,565	142,271	136,823	134,149	270,973	413,244
海外事業	-18,108	57,703	39,595	40,764	-58,331	-17,567	22,027	-7,919	42,848	34,929	18,262	34,173	52,436	87,365	-63,695	43,872	-19,822	118,603	136,961	255,564	235,741
その他の事業	5,271	-433	4,838	-1,736	2,210	475	5,313	6,985	-2,174	4,811	-434	1,677	1,242	6,053	3,070	4,593	7,663	5,264	1,134	6,398	14,062
調整額	-93,776	-71,519	-165,295	-135,978	-73,100	-209,078	-374,373	-123,567	-102,239	-225,806	-159,784	-151,879	-311,663	-537,470	-177,617	-185,036	-362,653	-220,465	-336,991	-557,456	-920,110

採用人数、人員数、採用単価、連結内勤社員1人当たり業績情報

(人)	FY12/13							FY12/14							FY12/15							
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	
採用人数	1,530	2,297	3,827	2,745	3,292	6,037	9,864	2,085	2,764	4,849	2,894	2,628	5,522	10,371	2,450	3,235	5,685	3,717	4,506	8,223	13,908	
技術系・その他	153	326	479	277	198	475	954	164	381	545	312	426	738	1,283	325	748	1,073	358	448	806	1,879	
派遣・請負	1,116	1,426	2,542	1,713	2,499	4,212	6,754	1,270	1,622	2,892	1,838	1,519	3,357	6,249	1,531	1,887	3,418	2,656	3,266	5,922	9,340	
人材紹介※	261	545	806	755	595	1,350	2,156	651	761	1,412	744	683	1,427	2,839	594	600	1,194	703	792	1,495	2,689	
期末外勤社員数	13,378	15,283	15,283	15,484	15,585	15,585	15,585	18,103	19,266	19,266	20,742	20,505	20,505	20,505	21,739	22,791	22,791	23,945	29,477	29,477	29,477	
国内	7,482	8,327	8,327	8,963	9,023	9,023	9,023	8,957	9,178	9,178	9,636	10,080	10,080	10,080	10,645	11,291	11,291	12,498	13,938	13,938	13,938	
技術系アウトソーシング事業	2,097	2,282	2,282	2,441	2,600	2,600	2,600	2,688	2,893	2,893	2,954	3,271	3,271	3,271	3,918	4,285	4,285	4,450	4,742	4,742	4,742	
IT関係	513	540	540	603	686	686	686	749	788	788	837	927	927	927	959	1,017	1,017	1,034	1,166	1,166	1,166	
建設・プラント関係	57	85	85	94	91	91	91	93	82	82	75	85	85	85	565	548	548	584	612	612	612	
技術系アウトソーシング事業稼働率	96.5%	96.1%	96.3%	97.3%	96.1%	96.7%	96.5%	97.5%	96.2%	96.8%	97.8%	97.8%	97.8%	97.8%	97.3%	97.8%	97.3%	97.5%	98.4%	98.8%	98.6%	98.4%
製造系アウトソーシング事業	5,313	5,969	5,969	6,442	6,351	6,351	6,351	6,197	6,213	6,213	6,607	6,732	6,732	6,732	6,660	6,935	6,935	7,982	9,134	9,134	9,134	
管理系アウトソーシング事業	72	76	76	80	72	72	72	72	72	72	75	77	77	77	67	71	71	66	62	62	62	
海外事業	5,896	6,956	6,956	6,521	6,562	6,562	6,562	9,146	10,088	10,088	11,106	10,425	10,425	10,425	11,094	11,500	11,500	11,447	15,539	15,539	15,539	
生産アウトソーシング系	4,177	5,122	5,122	4,758	4,829	4,829	4,829	6,924	7,545	7,545	8,412	7,554	7,554	7,554	7,677	8,417	8,417	8,460	11,667	11,667	11,667	
その他	1,719	1,834	1,834	1,763	1,733	1,733	1,733	2,222	2,543	2,543	2,694	2,871	2,871	2,871	3,417	3,083	3,083	2,987	3,872	3,872	3,872	
期末委託管理人数																						
管理系アウトソーシング事業	2,317	2,179	2,179	2,325	2,344	2,344	2,344	2,102	2,018	2,018	2,140	2,092	2,092	2,092	2,151	1,730	1,730	1,659	1,538	1,538	1,538	
人材紹介人数																						
人材紹介事業※	261	545	806	755	655	1,410	2,216	690	765	1,455	744	683	1,427	2,882	594	600	1,194	703	792	1,495	2,689	

※当社における人材紹介事業は、職業安定法による有料職業紹介事業を指します。

(千円)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
採用単価 (円/人)																					
技術系アウトソーシング事業	295,977	240,018	257,892	200,870	310,343	248,834	296,003	324,323	206,218	241,758	199,247	178,667	187,367	210,472	350,935	131,396	197,892	259,985	307,674	286,492	235,897
製造系アウトソーシング事業	52,412	33,245	41,660	46,368	52,240	49,863	47,130	75,486	71,546	73,276	66,892	61,398	64,406	68,511	91,251	66,665	77,678	43,829	32,560	37,614	52,276
人材紹介事業※	128,066	78,967	92,196	74,365	131,704	101,001	98,432	133,644	102,632	116,930	113,849	118,689	116,166	116,546	131,552	111,977	121,715	108,889	101,433	104,939	112,388
採用募集費 (千円)	162,760	157,114	319,874	165,659	201,589	367,248	687,122	236,058	272,719	508,777	269,816	250,441	520,257	1,029,034	331,902	291,266	623,168	286,035	324,514	610,549	1,233,717

(千円)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
連結内勤社員数 (人)	924	958	958	930	987	987	987	1,149	1,215	1,215	1,221	1,321	1,321	1,321	1,411	1,518	1,518	1,661	1,843	1,843	1,843
連結内勤社員1人当たり売上高	11,272	11,500	22,372	13,093	13,956	26,293	48,008	12,000	11,754	23,103	12,475	12,201	23,732	44,982	12,540	12,073	23,730	12,341	13,206	24,328	43,874
連結内勤社員1人当たり営業利益	-204	198	1	430	812	1,217	1,218	269	332	587	436	578	981	1,521	223	410	617	524	714	1,187	1,695
連結内勤社員1人当たり経常利益	-207	240	40	468	894	1,336	1,375	286	354	625	482	641	1,088	1,663	258	420	660	583	679	1,205	1,749
連結内勤社員1人当たり四半期純利益	-131	158	31	326	798	1,106	1,137	168	149	308	337	400	712	996	145	187	322	300	446	716	982

## 業種別、地域別情報

(千円)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
<b>業種別売上高</b>	<b>10,415,644</b>	<b>11,017,434</b>	<b>21,433,078</b>	<b>12,176,562</b>	<b>13,774,664</b>	<b>25,951,226</b>	<b>47,384,304</b>	<b>13,788,305</b>	<b>14,281,958</b>	<b>28,070,264</b>	<b>15,232,760</b>	<b>16,118,327</b>	<b>31,351,088</b>	<b>59,421,352</b>	<b>17,694,829</b>	<b>18,327,667</b>	<b>36,022,497</b>	<b>20,499,325</b>	<b>24,338,930</b>	<b>44,838,255</b>	<b>80,860,753</b>
技術系アウトソーシング事業	3,850,083	3,917,067	7,767,150	4,451,541	4,861,286	9,312,827	17,079,977	5,095,750	5,285,489	10,381,240	5,696,898	5,958,585	11,655,483	22,036,724	7,166,071	7,599,489	14,765,560	8,024,221	8,762,885	16,787,106	31,552,667
電気機器関係	532,325	552,321	1,084,646	576,280	638,774	1,215,054	2,299,700	684,043	765,939	1,449,982	776,428	815,784	1,592,212	3,042,195	901,756	1,380,813	2,282,569	1,491,570	1,560,518	3,052,089	5,334,658
輸送用機器関係	1,126,690	1,174,665	2,301,355	1,332,655	1,492,280	2,824,935	5,126,290	1,544,819	1,642,860	3,187,680	1,868,536	1,890,768	3,759,304	6,946,985	1,980,783	1,945,671	3,926,454	2,214,283	2,333,231	4,547,514	8,473,969
化学・薬品関係	213,169	195,457	408,626	215,224	206,999	422,223	830,849	211,490	211,547	423,037	237,277	294,369	531,646	954,683	352,391	335,358	687,750	330,242	364,780	695,022	1,382,772
金属・建材関係	1,236	3,556	4,792	3,343	4,967	8,310	13,102	16,900	29,537	46,437	32,318	21,274	53,592	100,030	23,769	25,749	49,518	24,898	29,291	54,190	103,709
IT関係	1,344,134	1,295,734	2,639,868	1,432,346	1,602,741	3,035,087	5,674,955	1,913,065	1,967,801	3,880,866	2,199,479	2,255,394	4,454,874	8,335,741	2,443,291	2,418,619	4,861,911	2,390,274	2,730,006	5,120,280	9,982,191
建設・プラント関係	72,744	93,105	165,849	129,669	146,179	275,848	441,697	141,152	138,037	279,189	136,342	161,367	297,710	576,900	1,043,663	1,016,888	2,060,551	1,082,088	1,176,684	2,258,772	4,319,324
アフターサービス	34,461	51,928	86,389	96,907	65,859	162,766	249,155	87,109	73,595	160,704	37,632	35,343	72,975	233,680	30,277	32,404	62,681	31,300	32,696	63,996	126,678
その他	525,319	550,303	1,075,622	665,117	703,488	1,368,605	2,444,227	497,169	456,171	953,341	408,882	484,284	893,166	1,846,508	390,139	443,983	834,123	459,563	535,676	995,240	1,829,363
製造系アウトソーシング事業	4,834,356	5,033,057	9,867,413	5,598,812	6,346,320	11,945,132	21,812,545	5,967,903	6,081,444	12,049,348	6,500,353	6,928,492	13,428,845	25,478,193	6,970,602	7,060,670	14,031,272	7,751,725	8,808,554	16,560,279	30,591,552
食品関係	378,268	375,000	753,268	405,288	457,197	862,485	1,615,753	394,143	399,247	793,390	465,708	462,752	928,461	1,721,852	401,147	333,837	734,985	400,268	564,632	964,900	1,699,885
電気機器関係	1,049,756	965,583	2,015,339	1,056,009	1,087,641	2,143,650	4,158,989	1,407,856	1,667,555	3,075,411	1,793,334	1,905,688	3,699,022	6,774,434	1,909,310	2,004,884	3,914,194	2,370,256	2,573,123	4,943,379	8,857,574
輸送用機器関係	1,355,425	1,532,682	2,888,107	1,730,043	1,940,098	3,670,141	6,558,248	2,015,983	1,946,855	3,962,839	2,193,041	2,524,920	4,717,962	8,680,802	2,714,437	2,728,482	5,442,920	2,884,679	3,205,062	6,089,741	11,532,662
化学・薬品関係	897,361	888,904	1,786,265	934,873	980,494	1,915,367	3,701,632	948,695	998,706	1,947,401	989,009	935,672	1,924,681	3,872,083	908,731	897,001	1,805,733	884,192	895,894	1,780,086	3,585,819
金属・建材関係	675,397	642,827	1,318,224	629,378	618,999	1,248,377	2,566,601	521,152	561,883	1,083,036	518,079	502,944	1,021,023	2,104,060	486,458	485,250	971,708	510,366	527,843	1,038,210	2,009,918
その他	478,147	628,061	1,106,208	843,221	1,261,892	2,105,113	3,211,321	680,072	507,194	1,187,266	541,179	596,514	1,137,694	2,324,960	550,517	611,213	1,161,730	701,963	1,041,997	1,743,961	2,905,691
管理系アウトソーシング事業	164,433	154,770	319,203	146,703	137,959	284,662	603,865	147,367	142,369	289,736	151,730	160,281	312,011	601,748	137,284	133,215	270,500	124,171	102,613	226,984	497,284
人材紹介事業※	36,299	101,048	137,347	156,820	182,958	339,778	477,125	159,905	210,313	370,219	188,060	221,272	409,332	779,552	167,186	174,600	341,786	257,040	272,828	529,869	871,656
海外事業	1,482,139	1,766,067	3,248,206	1,767,903	2,204,676	3,972,579	7,220,785	2,353,525	2,526,297	4,879,822	2,658,780	2,808,143	5,466,924	10,346,747	3,210,703	3,324,528	6,535,232	4,302,582	6,343,973	10,646,555	17,181,788
その他の事業	48,332	45,425	93,757	54,782	41,465	96,247	190,004	63,853	36,043	99,896	36,938	41,551	78,489	178,386	42,981	35,162	78,144	39,584	48,075	87,659	165,803

地域別売上高	10,415,644	11,017,434	21,433,078	12,176,562	13,774,664	25,951,226	47,384,304	13,788,305	14,281,958	28,070,264	15,232,760	16,118,327	31,351,088	59,421,352	17,694,829	18,327,667	36,022,497	20,499,325	24,338,930	44,838,255	80,860,753
日本	8,933,505	9,251,366	18,184,871	10,408,660	11,569,987	21,978,647	40,163,518	11,434,780	11,755,661	23,190,441	12,573,980	13,310,183	25,884,163	49,074,605	14,484,126	15,003,138	29,487,264	16,196,742	17,994,957	34,191,699	63,678,964
アジア・オセアニア（除く、日本）	1,482,139	1,766,067	3,248,206	1,767,903	2,204,676	3,972,579	7,220,785	2,353,525	2,526,297	4,879,822	2,658,780	2,808,143	5,466,924	10,346,747	3,210,703	3,324,528	6,535,232	3,937,823	4,995,333	8,933,156	15,468,388
その他	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	364,759	1,348,640	1,713,399	1,713,399

(%)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
<b>業種別売上高構成比</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
技術系アウトソーシング事業	37.0%	35.6%	36.2%	36.6%	35.3%	35.9%	36.1%	36.9%	37.0%	37.0%	37.4%	37.0%	37.2%	37.1%	40.5%	41.5%	41.0%	39.1%	36.0%	37.5%	39.0%
電気機器関係	5.1%	5.0%	5.1%	4.7%	4.6%	4.7%	4.9%	5.0%	5.4%	5.2%	5.1%	5.1%	5.1%	5.1%	5.1%	7.5%	6.3%	7.3%	6.4%	6.8%	6.6%
輸送用機器関係	10.8%	10.7%	10.7%	10.9%	10.8%	10.9%	10.8%	11.2%	11.5%	11.3%	12.3%	11.7%	12.0%	11.7%	11.2%	10.6%	10.9%	10.8%	9.6%	10.2%	10.5%
化学・薬品関係	2.1%	1.8%	1.9%	1.8%	1.5%	1.6%	1.8%	1.5%	1.5%	1.5%	1.6%	1.8%	1.7%	1.6%	2.0%	1.8%	1.9%	1.6%	1.5%	1.6%	1.7%
金属・建材関係	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.2%	0.2%	0.1%	0.2%	0.2%	0.1%	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%
IT関係	12.9%	11.8%	12.3%	11.8%	11.6%	11.7%	12.0%	13.9%	13.8%	13.8%	14.4%	14.0%	14.2%	14.0%	13.8%	13.2%	13.5%	11.7%	11.2%	11.4%	12.3%
建設・プラント関係	0.7%	0.8%	0.8%	1.1%	1.1%	1.1%	0.9%	1.0%	1.0%	1.0%	0.9%	1.0%	0.9%	1.0%	5.9%	5.6%	5.7%	5.3%	4.9%	5.0%	5.3%
アフターサービス	0.3%	0.5%	0.4%	0.8%	0.5%	0.6%	0.5%	0.6%	0.5%	0.6%	0.2%	0.2%	0.2%	0.4%	0.2%	0.2%	0.2%	0.1%	0.1%	0.2%	0.2%
その他	5.1%	5.0%	5.0%	5.5%	5.1%	5.3%	5.2%	3.6%	3.2%	3.4%	2.7%	3.0%	2.8%	3.1%	2.2%	2.4%	2.3%	2.2%	2.2%	2.2%	2.3%
製造系アウトソーシング事業	46.4%	45.7%	46.0%	46.0%	46.1%	46.0%	46.0%	43.3%	42.6%	42.9%	42.7%	43.0%	42.8%	42.9%	39.4%	38.5%	39.0%	37.8%	36.2%	36.9%	37.9%
食品関係	3.6%	3.4%	3.5%	3.3%	3.3%	3.3%	3.4%	2.9%	2.8%	2.8%	3.1%	2.9%	3.0%	2.9%	2.3%	1.8%	2.1%	1.9%	2.3%	2.1%	2.1%
電気機器関係	10.1%	8.8%	9.4%	8.7%	7.9%	8.3%	8.8%	10.2%	11.7%	11.0%	11.8%	11.8%	11.8%	11.4%	10.8%	10.9%	10.9%	11.6%	10.6%	11.0%	11.0%
輸送用機器関係	13.0%	13.9%	13.5%	14.2%	14.1%	14.1%	13.8%	14.6%	13.6%	14.1%	14.4%	15.7%	15.0%	14.6%	15.3%	14.9%	15.1%	14.1%	13.1%	13.6%	14.3%
化学・薬品関係	8.6%	8.1%	8.3%	7.7%	7.1%	7.4%	7.8%	6.9%	7.0%	6.9%	6.5%	5.8%	6.1%	6.5%	5.1%	4.9%	5.0%	4.3%	3.7%	4.0%	4.4%
金属・建材関係	6.5%	5.8%	6.2%	5.2%	4.5%	4.8%	5.4%	3.8%	3.9%	3.9%	3.4%	3.1%	3.3%	3.6%	2.8%	2.7%	2.7%	2.5%	2.2%	2.3%	2.5%
その他	4.6%	5.7%	5.1%	6.9%	9.2%	8.1%	6.8%	4.9%	3.6%	4.2%	3.6%	3.7%	3.6%	3.9%	3.1%	3.3%	3.2%	3.4%	4.3%	3.9%	3.6%
管理系アウトソーシング事業	1.6%	1.4%	1.5%	1.2%	1.0%	1.1%	1.3%	1.1%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	0.8%	0.7%	0.8%	0.6%	0.4%	0.5%	0.6%
人材紹介事業※	0.3%	0.9%	0.7%	1.3%	1.3%	1.3%	1.0%	1.1%	1.5%	1.3%	1.2%	1.4%	1.3%	1.3%	0.9%	1.0%	0.9%	1.3%	1.1%	1.2%	1.1%
海外事業	14.2%	16.0%	15.2%	14.5%	16.0%	15.3%	15.2%	17.1%	17.7%	17.4%	17.5%	17.4%	17.4%	17.4%	18.2%	18.1%	18.1%	21.0%	26.1%	23.7%	21.2%
その他の事業	0.5%	0.4%	0.4%	0.4%	0.3%	0.4%	0.4%	0.5%	0.3%	0.4%	0.2%	0.3%	0.3%	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
<b>地域別売上高構成比</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<									

## BS

(千円)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
<b>流動資産</b>	<b>11,070,340</b>	<b>10,946,984</b>	<b>10,946,984</b>	<b>11,070,851</b>	<b>14,119,704</b>	<b>14,119,704</b>	<b>14,119,704</b>	<b>14,855,609</b>	<b>15,461,826</b>	<b>15,461,826</b>	<b>16,279,369</b>	<b>17,065,086</b>	<b>17,065,086</b>	<b>17,065,086</b>	<b>18,178,847</b>	<b>19,565,910</b>	<b>19,565,910</b>	<b>22,806,784</b>	<b>24,657,941</b>	<b>24,657,941</b>	<b>24,657,941</b>
現金及び預金	4,645,154	4,402,164	4,402,164	4,075,857	6,032,990	6,032,990	6,032,990	5,881,864	6,060,138	6,060,138	6,190,487	6,671,801	6,671,801	6,671,801	6,388,111	7,411,077	7,411,077	8,324,207	9,215,341	9,215,341	9,215,341
受取手形及び売掛金	5,206,005	5,341,239	5,341,239	5,761,632	6,529,303	6,529,303	6,529,303	6,917,033	7,258,823	7,258,823	7,910,838	8,257,339	8,257,339	8,257,339	9,258,011	9,544,187	9,544,187	11,570,627	12,979,081	12,979,081	12,979,081
仕掛品、原材料及び貯蔵品	125,401	165,828	165,828	195,180	578,396	578,396	578,396	770,512	781,377	781,377	776,825	823,323	823,323	823,323	822,488	906,732	906,732	947,721	851,430	851,430	851,430
<b>固定資産</b>	<b>5,837,367</b>	<b>6,167,389</b>	<b>6,167,389</b>	<b>6,030,590</b>	<b>6,223,303</b>	<b>6,223,303</b>	<b>6,223,303</b>	<b>6,486,275</b>	<b>6,629,498</b>	<b>6,629,498</b>	<b>6,653,236</b>	<b>7,067,875</b>	<b>7,067,875</b>	<b>7,067,875</b>	<b>8,064,892</b>	<b>7,852,968</b>	<b>7,852,968</b>	<b>10,123,314</b>	<b>12,384,565</b>	<b>12,384,565</b>	<b>12,384,565</b>
有形固定資産	2,016,581	2,053,145	2,053,145	2,005,542	1,953,026	1,953,026	1,953,026	2,008,147	2,132,896	2,132,896	2,134,514	2,415,563	2,415,563	2,415,563	2,421,079	2,402,089	2,402,089	2,362,004	2,734,409	2,734,409	2,734,409
無形固定資産	1,385,752	1,872,442	1,872,442	1,796,977	1,827,622	1,827,622	1,827,622	2,115,360	2,153,975	2,153,975	2,210,955	2,294,067	2,294,067	2,294,067	3,232,934	3,092,529	3,092,529	5,401,612	7,260,731	7,260,731	7,260,731
のれん	1,083,492	1,406,466	1,406,466	1,331,068	1,330,585	1,330,585	1,330,585	1,591,082	1,629,411	1,629,411	1,712,059	1,791,415	1,791,415	1,791,415	2,735,298	2,592,282	2,592,282	4,868,239	6,697,126	6,697,126	6,697,126
投資その他の資産	2,435,032	2,241,801	2,241,801	2,228,071	2,442,654	2,442,654	2,442,654	2,362,767	2,342,626	2,342,626	2,307,767	2,358,244	2,358,244	2,358,244	2,410,878	2,358,349	2,358,349	2,359,697	2,389,425	2,389,425	2,389,425
<b>資産合計</b>	<b>16,909,233</b>	<b>17,114,373</b>	<b>17,114,373</b>	<b>17,101,442</b>	<b>20,343,008</b>	<b>20,343,008</b>	<b>20,343,008</b>	<b>21,341,884</b>	<b>22,091,324</b>	<b>22,091,324</b>	<b>22,932,605</b>	<b>24,132,961</b>	<b>24,132,961</b>	<b>24,132,961</b>	<b>26,243,739</b>	<b>27,418,879</b>	<b>27,418,879</b>	<b>32,930,098</b>	<b>37,042,507</b>	<b>37,042,507</b>	<b>37,042,507</b>
<b>流動負債</b>	<b>9,113,942</b>	<b>9,302,652</b>	<b>9,302,652</b>	<b>8,233,031</b>	<b>10,003,803</b>	<b>10,003,803</b>	<b>10,003,803</b>	<b>11,310,664</b>	<b>12,039,203</b>	<b>12,039,203</b>	<b>12,488,963</b>	<b>12,967,188</b>	<b>12,967,188</b>	<b>12,967,188</b>	<b>14,453,472</b>	<b>11,755,553</b>	<b>11,755,553</b>	<b>16,627,171</b>	<b>20,155,470</b>	<b>20,155,470</b>	<b>20,155,470</b>
支払手形及び買掛金	281,945	243,505	243,505	276,724	609,635	609,635	609,635	768,503	652,228	652,228	612,004	752,039	752,039	752,039	785,172	740,136	740,136	667,229	730,643	730,643	730,643
短期借入金（1年内返済予定の長期借入金を含む）	3,856,263	3,729,809	3,729,809	3,156,743	4,380,077	4,380,077	4,380,077	5,033,094	4,749,375	4,749,375	4,979,102	4,666,004	4,666,004	4,666,004	6,031,099	2,316,503	2,316,503	5,915,687	8,703,639	8,703,639	8,703,639
未払金	2,783,718	3,434,792	3,434,792	2,909,302	2,905,759	2,905,759	2,905,759	3,105,094	3,935,850	3,935,850	3,417,192	3,800,107	3,800,107	3,800,107	4,282,357	5,380,541	5,380,541	5,505,463	5,745,231	5,745,231	5,745,231
<b>固定負債</b>	<b>3,252,832</b>	<b>3,141,680</b>	<b>3,141,680</b>	<b>3,953,963</b>	<b>4,423,698</b>	<b>4,423,698</b>	<b>4,423,698</b>	<b>4,031,942</b>	<b>3,907,953</b>	<b>3,907,953</b>	<b>3,652,842</b>	<b>3,596,223</b>	<b>3,596,223</b>	<b>3,596,223</b>	<b>4,503,123</b>	<b>4,168,090</b>	<b>4,168,090</b>	<b>4,703,661</b>	<b>4,515,018</b>	<b>4,515,018</b>	<b>4,515,018</b>
社債	117,500	60,000	60,000	50,000	50,000	50,000	50,000	40,000	70,000	70,000	30,000	30,000	30,000	30,000	65,000	50,000	50,000	40,000	25,000	25,000	25,000
長期借入金	1,925,545	1,907,528	1,907,528	2,780,833	2,578,830	2,578,830	2,578,830	2,308,126	2,115,215	2,115,215	1,923,604	1,763,011	1,763,011	1,763,011	2,618,999	2,347,587	2,347,587	2,074,296	2,018,160	2,018,160	2,018,160
<b>負債合計</b>	<b>12,366,775</b>	<b>12,444,333</b>	<b>12,444,333</b>	<b>12,186,995</b>	<b>14,427,501</b>	<b>14,427,501</b>	<b>14,427,501</b>	<b>15,342,607</b>	<b>15,947,156</b>	<b>15,947,156</b>	<b>16,141,806</b>	<b>16,563,412</b>	<b>16,563,412</b>	<b>16,563,412</b>	<b>18,956,595</b>	<b>15,923,643</b>	<b>15,923,643</b>	<b>21,330,833</b>	<b>24,670,488</b>	<b>24,670,488</b>	<b>24,670,488</b>
<b>株主資本</b>	<b>3,774,063</b>	<b>3,918,393</b>	<b>3,918,393</b>	<b>4,159,312</b>	<b>4,945,279</b>	<b>4,945,279</b>	<b>4,945,279</b>	<b>5,030,672</b>	<b>5,212,836</b>	<b>5,212,836</b>	<b>5,654,594</b>	<b>6,219,656</b>	<b>6,219,656</b>	<b>6,219,656</b>	<b>6,068,305</b>	<b>10,244,428</b>	<b>10,244,428</b>	<b>10,744,754</b>	<b>11,574,293</b>	<b>11,574,293</b>	<b>11,574,293</b>
資本金	486,304	492,194	492,194	510,566	514,780	514,780	514,780	521,486	534,867	534,867	592,704	613,151	613,151	613,151	622,102	1,720,597	1,720,597	1,721,309	1,724,943	1,724,943	1,724,943
資本剰余金	882,475	888,365	888,365	906,737	910,950	910,950	910,950	917,657	931,038	931,038	988,875	1,009,322	1,009,322	1,009,322	1,018,272	3,420,920	3,420,920	3,421,632	3,425,266	3,425,266	3,425,266
利益剰余金	2,796,377	2,928,927	2,928,927	3,133,104	3,910,642	3,910,642	3,910,642	3,982,622	4,138,024	4,138,024	4,464,108	4,988,277	4,988,277	4,988,277	4,819,025	5,102,910	5,102,910	5,601,812	6,424,230	6,424,230	6,424,230
自己株式	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-391,094	-	-	-	-	-146	-146	-146
<b>その他の包括利益累計額</b>	<b>121,830</b>	<b>165,690</b>	<b>165,690</b>	<b>158,848</b>	<b>382,741</b>	<b>382,741</b>	<b>382,741</b>	<b>334,389</b>	<b>299,395</b>	<b>299,395</b>	<b>510,687</b>	<b>663,525</b>	<b>663,525</b>	<b>663,525</b>	<b>531,539</b>	<b>528,652</b>	<b>528,652</b>	<b>124,606</b>	<b>89,708</b>	<b>89,708</b>	<b>89,708</b>
新株予約権	119,582	127,059	127,059	119,764	100,506	100,506	100,506	103,419	99,159	99,159	63,107	43,263	43,263	43,263	43,023	58,160	58,160	78,130	96,217	96,217	96,217
少数株主持分	526,981	458,897	458,897	476,521	486,980	486,980	486,980	530,795	532,777	532,777	562,410	643,103	643,103	643,103	644,275	663,994	663,994	651,774	611,799	611,799	611,799
<b>純資産合計</b>	<b>4,542,458</b>	<b>4,670,040</b>	<b>4,670,040</b>	<b>4,914,447</b>	<b>5,915,506</b>	<b>5,915,506</b>	<b>5,915,506</b>	<b>5,999,276</b>	<b>6,144,167</b>	<b>6,144,167</b>	<b>6,790,799</b>	<b>7,569,549</b>	<b>7,569,549</b>	<b>7,569,549</b>	<b>7,287,144</b>	<b>11,495,235</b>	<b>11,495,235</b>	<b>11,599,265</b>	<b>12,372,018</b>	<b>12,372,018</b>	<b>12,372,018</b>
<b>負債純資産合計</b>	<b>16,909,233</b>	<b>17,114,373</b>	<b>17,114,373</b>	<b>17,101,442</b>	<b>20,343,008</b>	<b>20,343,008</b>	<b>20,343,008</b>	<b>21,341,884</b>	<b>22,091,324</b>	<b>22,091,324</b>	<b>22,932,605</b>	<b>24,132,961</b>	<b>24,132,961</b>	<b>24,132,961</b>	<b>26,243,739</b>	<b>27,418,879</b>	<b>27,418,879</b>	<b>32,930,098</b>	<b>37,042,507</b>	<b>37,042,507</b>	<b>37,042,507</b>

## 主な指標

(千円)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4	2H	Full-Year
売上高	10,415,644	11,017,434	21,433,078	12,176,562	13,774,663	25,951,226	47,384,304	13,788,305	14,281,958	28,070,264	15,232,760	16,118,327	31,351,088	59,421,352	17,694,829	18,327,667	36,022,497	20,499,325	24,338,930	44,838,255	80,860,753
総資産	16,909,233	17,114,373	17,114,373	17,101,442	20,343,008	20,343,008	20,343,008	21,341,884	22,091,324	22,091,324	22,932,605	24,132,961	24,132,961	24,132,961	26,243,739	27,418,879	27,418,879	32,930,098	37,042,507	37,042,507	37,042,507
流動資産	11,070,340	10,946,984	10,946,984	11,070,851	14,119,704	14,119,704	14,119,704	14,855,609	15,461,826	15,461,826	16,279,369	17,065,086	17,065,086	17,065,086	18,178,847	19,565,910	19,565,910	22,806,784	24,657,941	24,657,941	24,657,941
固定資産	5,837,367	6,167,389	6,167,389	6,030,590	6,223,303	6,223,303	6,223,303	6,486,275	6,629,498	6,629,498	6,653,236	7,067,875	7,067,875	7,067,875	8,064,892	7,852,968	7,852,968	10,123,314	12,384,565	12,384,565	12,384,565
流動負債	9,113,942	9,302,652	9,302,652	8,233,031	10,003,803	10,003,803	10,003,803	11,310,664	12,039,203	12,039,203	12,488,963	12,967,188	12,967,188	12,967,188	14,453,472	11,755,553	11,755,553	16,627,171	20,155,470	20,155,470	20,155,470
自己資本	3,895,895	4,084,084	4,084,084	4,318,162	5,328,020	5,328,020	5,328,020	5,365,062	5,512,231	5,512,231	6,165,282	6,883,181	6,883,181	6,883,181	6,599,845	10,773,081	10,773,081	10,869,361	11,664,001	11,664,001	11,664,001
有利子負債	6,228,090	5,954,785	5,954,785	6,224,173	7,233,331	7,233,331	7,233,331	7,592,939	7,126,600	7,126,600	7,164,810	6,641,562	6,641,562	6,641,562	8,914,206	4,893,103	4,893,103	8,195,448	10,902,104	10,902,104	10,902,104

\*有利子負債：リース債務、一年内償還予定の社債等を含みます

(回)	FY12/13							FY12/14							FY12/15						
	Q1	Q2	1H	Q3	Q4	2H	Full-Year	Q1	Q2	1H	Q3	Q4</									