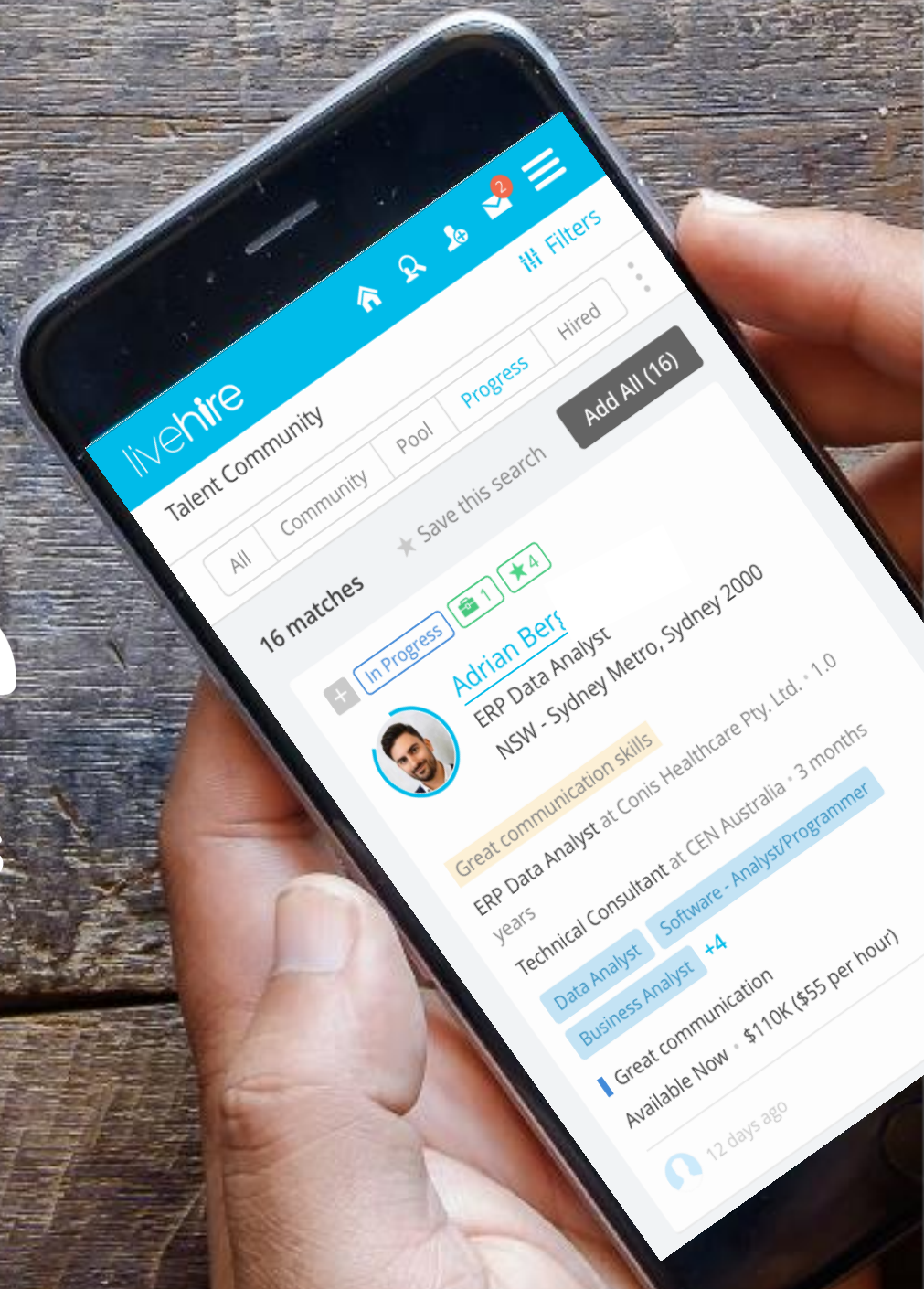


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# livehire

## Talent Communities





# Disclaimer

This presentation contains “forward-looking statements.” These can be identified by words such as “may”, “should”, “anticipate”, “believe”, “intend”, “estimate”, and “expect”. Statements which are not based on historic or current facts may be forward-looking statements. Forward-looking statements are based on:

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- (b) current views, expectations and beliefs as at the date they are expressed and which are subject to various risks and uncertainties.

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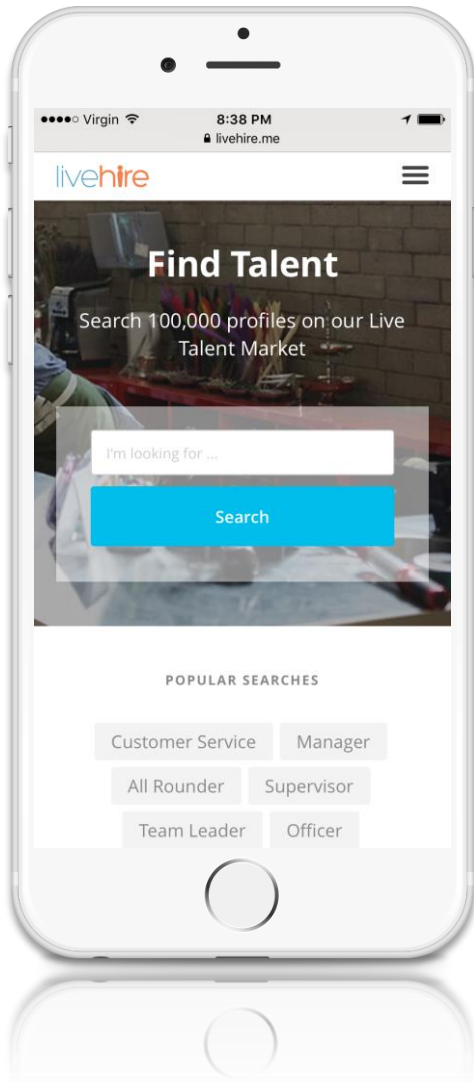
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# LiveHire overview

A true **innovator** in the recruitment industry

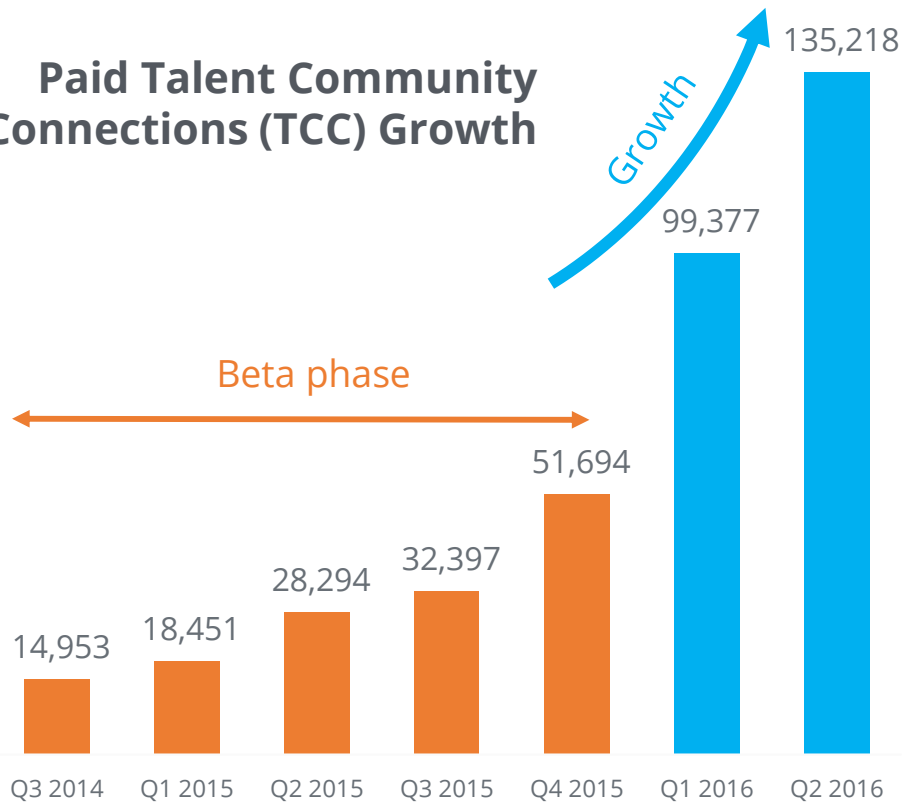
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- LiveHire is an Australian technology company founded in 2012.
- LiveHire's Talent Community platform helps employers curate and hire **qualified, interested and available** talent on demand.
- Provides a **cost effective and efficient sourcing platform** for up to 100% of a company's hires, reducing cost to hire by up to 40% and time to hire by up to 60%.
- **Highly scalable and secure platform**, hosted on Amazon Web Services (AWS), developed over 4+ years with rapid growth in users.
- First mover advantage with **unique proprietary IP** in market with high barriers to entry in terms of technology investment.
- **Blue-chip client base** including BUPA, KPMG and Michael Hill, with strong case studies, endorsements and pipeline to facilitate growth with enterprise clients. Existing RPO partnership with Randstad Sourceright enables expansion as evidenced by the implementation of the first client in Asia during July.
- **Quality revenue generating model** through a scalable and sticky SaaS platform shifting significant individual client spend.
- **High calibre board, advisory and management team** backed by industry veterans and influential investors.

# Investor highlights – rapid growth and revenues

## Paid Talent Community Connections (TCC) Growth



## Talent Community Connections (TCC's):

- **Talent Community Connections (TCC's) grew 16% MoM** last quarter. TCC's are LiveHire's key performance indicator of product adoption and revenue.
- **Revenue growth of 150%** last quarter indicating bigger and higher value clients signing.
- **100% client retention** demonstrating product stickiness and value delivery to recruitment teams.

## LEADING CLIENTS

AlfredHealth



livehire

# Recruitment Process Outsourcing channel progress

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RPO PROVIDER	RPO PROGRAM HIRES P.A	PROSPECT	C-SUITE ENGAGEMENT	FINDING 1 <sup>ST</sup> CLIENT	CONTRACT FOR SIGNING	CHANNEL PARTNER	TC LIVE
<b>Randstad Sourceright</b>	Global Outsourcing Firm	>	>	>	>	>	✓
<b>Global RPO 2</b>	900+ Hires	>	>	>	>		
	1,000+	>	>	>	>		
<b>Global RPO 3</b>	5,000+	>	>	>	>		
	1,000+	>	>	>	>		
<b>Global RPO 4</b>	Unspecified	>	>	>	>		
<b>Global RPO 5</b>	Unspecified	>	>	>	>		
<b>Global RPO 6</b>	Unspecified	>	>	>	>		
<b>Global RPO 7</b>	Unspecified	>	>	>	>		
<b>Global RPO 8</b>	Unspecified	>	>				
<b>Global RPO 9</b>	Unspecified	>					

# The LiveHire team

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## Board



**Geoff Morgan**  
Chairman  
Morgan & Banks, Talent2



**Gigi Gozzi**  
Co-Founder, MD  
Product and Data



**Mike Haywood**  
Co-Founder, Head of  
Growth



**Grant Galvin**  
Head of  
Commercial Execution  
Coca-Cola, EY, AMEX



**Adam Zorzi**  
Non-Exec Director

## Leadership



**Matt Ryan**  
CTO  
20 years tech and data



**Nick Bailey**  
Head of Enterprise Sales  
ex Group GM Chandler  
Macleod



**Paul Bridgewater**  
Head of RPO  
Partnerships  
Ex GM Manpower (RPO)



**Sara McConkey**  
Head of Marketing  
ex Head of Mkt. Gumtree



**David Vuu**  
Design/UI/UX  
CarSales, WebAwards

## Advisory



**Andrew Rothery**  
Leapfrog, Koda,  
Blackbird, Archer



**Michael Rennie**  
Global Head of Org. Practice  
McKinsey & Co



**Ian Basser**  
ex CEO Chandler  
Macleod



**Greg Savage**  
The Savage Truth (1m  
followers on social)

# Capital Structure

LiveHire raised \$10m at 20c at IPO in June 2016 to significantly expand its business footprint through:

1. Direct sales.
2. RPO partnerships.
3. HR technology integrations.

Share price	\$0.195
Shares on issue	200.0m
Cash at bank as at 30 June 2016	\$10.3m
Market capitalisation at 19.5c	\$39.0m
Enterprise value	\$28.7m
Options on issue	19.1m

Major Shareholders	
Antonluigi Gozzi (Co-Founder)	13.4%
Michael Haywood (Co-Founder)	12.9%
Grant Galvin (Executive Director)	6.4%
Directors	37%



“

*A solution like LiveHire really enables Bupa to create immersive, personalised, segmented experiences for our candidates that engage them at the beginning and throughout the (recruitment) process.*

Carol Corzo - Bupa, Talent Acquisition Manager

”



# The overarching problem

Time to hire has more than doubled in the last 5 years. Recruitment productivity is going backwards.

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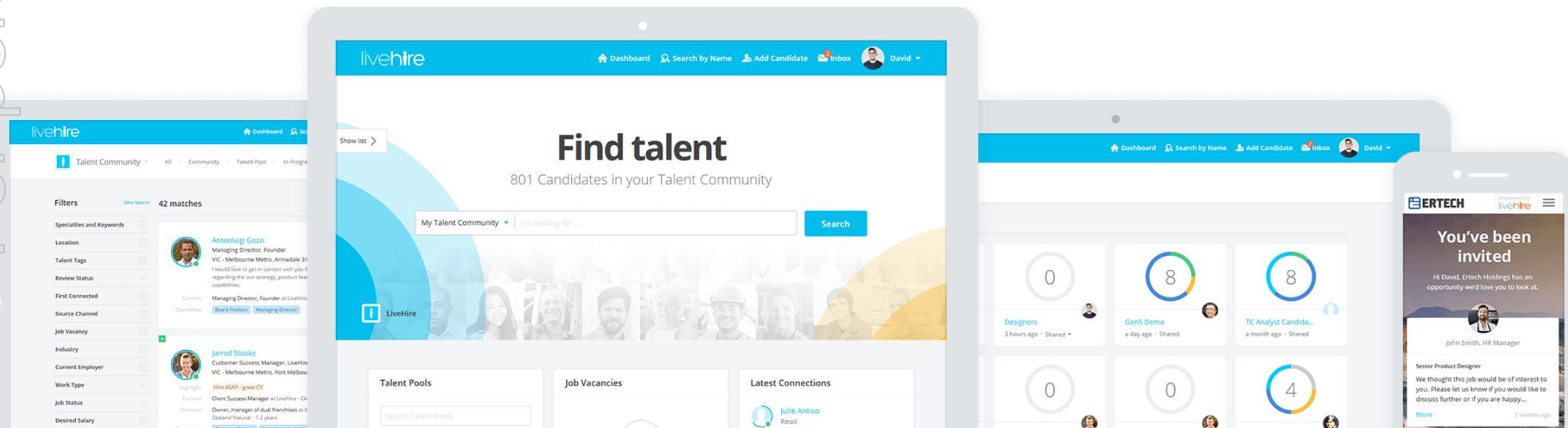


# LiveHire Talent Communities provide talent on demand

Companies build Communities of aspiring talent to **guarantee talent on demand, reduce time to hire, increase quality of hire, and reduce direct costs to hire.**

The LiveHire platform enables clients to leverage their brand and employees' networks and digital assets to invite and curate talent from everywhere, into a single destination – their private talent community of profiles that is sustainable and constantly replenishing.

The platform enables a company to **fill 100% of its roles** in half the time and cost.



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# LiveHire meets the three key objectives of every recruiter

The great challenge before LiveHire was **knowing when talent are available on-demand**

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# 1

## Qualified



Talent Community candidates are **qualified** through clean, structured data via their LiveHire profile, as well as ratings and reviews built up over time to create trust in the ecosystem.

# 2

## Interested



Talent Community candidates are **interested**, because they have chosen to 'opt in' to an employer's Talent Community and therefore demonstrated a clear interest in the employer's brand.

# 3

## Available



The Platform's algorithms predict candidate **availability** for opportunities (whether currently employed or unemployed) based on user engagement metrics including mobile responsiveness to all employer communications.

LEGACY DATABASES AND PLATFORMS DO NOT ADDRESS INTEREST AND AVAILABILITY



# Where LiveHire sits

LiveHire aggregates source channels of talent to grow and **displaces traditional databases**

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## Past

Thousands of different sources of talent individually providing a small % of total hires. Slow time to hire, hard to know who is available. A lot to manage.

Older HR systems provide poor and slow user experience.

Private databases of pdf cv's are dead data and time and cost prohibitive to maintain. They clearly don't work, as if they did, companies would not need to advertise.



AGGREGATE

livehire

INTEGRATE



PageUp Cornerstone



## Present with LiveHire

Companies share the web link to their community across all possible sources of talent to invite and aggregate into LiveHire.

LiveHire has no peer in this shared talent economy space. A talent pooling, communication and hiring platform in the cloud.

LiveHire replaces older database software and integrates with downstream HR software.

# How LiveHire works

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Companies create private Talent Communities using LiveHire's platform, inviting their past applicant databases and promoting links to it through social media and employees (reserve bench).

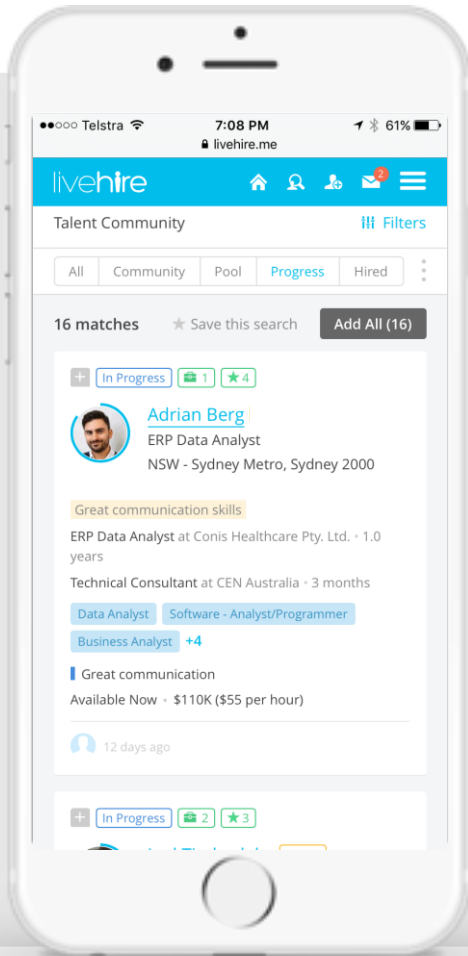
People join, creating a LiveHire profile, then are able to use the same profile to (privately) join many other Talent Communities with one click. (Network Effect).

This shared talent economy is private and hence trusted by candidates, talent data remains fresh and most importantly the platform understands when talent are most available (on demand).

# The value to LiveHire clients

LiveHire places talent at the core, **reducing time to hire by up to 60% and recruitment cost by up to 40%**

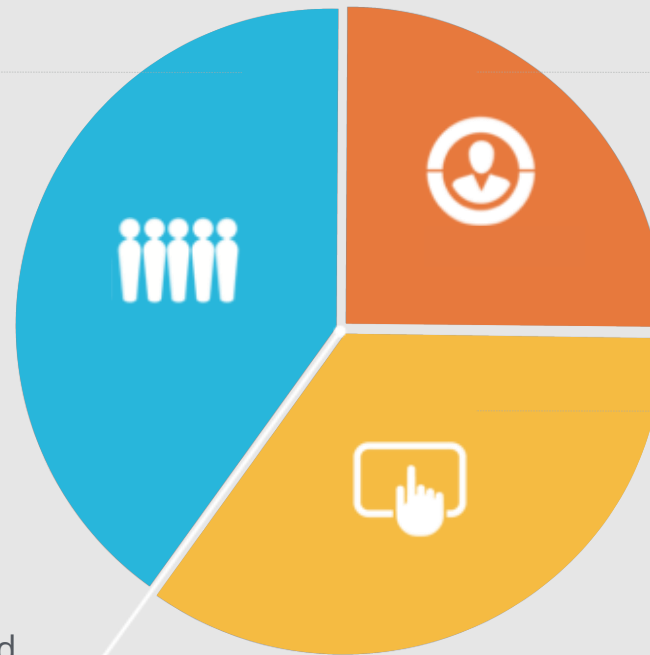
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## Doubles

The productivity (cost per hire) of in-house recruitment teams. Big cost saving.

Technology delivered 5 x ROI



## Broadens

The access to talent across the internet, reducing or eliminating many expensive acquisition channels previously required and increasing quality of talent.

## Displaces

Older expensive Applicant Tracking and Candidate Relationship Management technologies. Flipping stale databases into the cloud (like Dropbox).



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# REVENUE MODEL AND PERFORMANCE

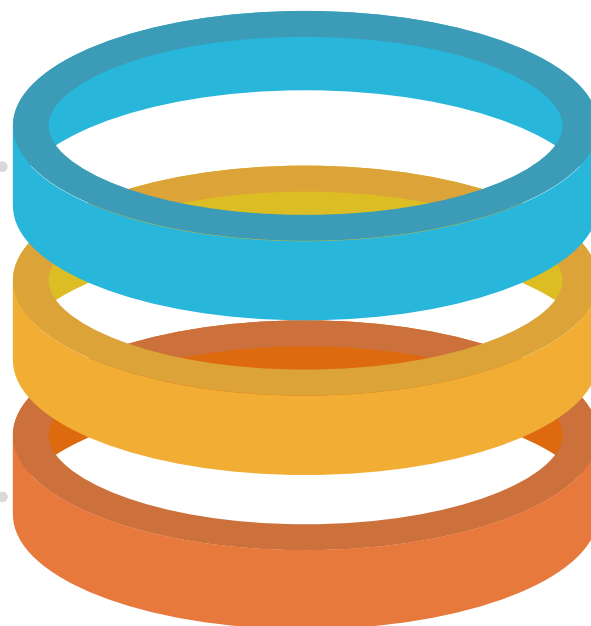
# Scalable and sustainable recurring SaaS revenue

LiveHire generates high quality, **sticky revenue at scale**

Candidates use their profile to **join multiple talent communities**, earning LiveHire many **multiple data hosting fees**



LiveHire charges companies a **data hosting fee** of \$0.50 per profile per month



Companies grow profile numbers (**Talent Community Connections**) to **>15x annual hires** to achieve talent on demand

- At IPO, LiveHire was achieving Talent Community sizes of 15x hires, equating to ~\$90/hire technology revenue\*
- LiveHire has achieved technology revenues equivalent to \$300/hire with early adopting clients who have grown communities larger than expected
- At \$1,000/hire technology revenue, companies can still reduce their current \$6,000 average cost per hire to \$3,500
- In addition, reducing companies' average time to hire by 60%, brings new employees to productivity faster

# Delivering significant revenue for LiveHire and ROI for clients

	Enterprise Client Size		
	Small	Medium	Large
Full Time Employees (FTEs)	500	1,500	10,000
TC Multiple (5-10)	10.0	7.5	5.0
Optimal TC Size	5,000	11,250	50,000
Hosting Fee	\$0.50	\$0.50	\$0.50
Monthly Hosting Revenue	\$2,500	\$5,625	\$25,000
Yearly Revenue	\$30,000	\$67,500	\$300,000
One Off Set-Up Fees	\$5,000	\$10,000	\$20,000
Annualised TC Contract Value	\$35,000	\$77,500	\$320,000
Annual Turnover	20%	16%	12%
Annual Recruitment costs	\$600,000	\$1,440,000	\$7,200,000
Cost savings estimated through LiveHire	\$180,000	\$360,000	\$1,440,000
ROI from LiveHire platform	5.1x	4.6x	4.5x

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# LiveHire's three strategic pillars of growth

LiveHire becomes **more valuable and indispensable** to clients the more it grows. Here's how we grow fast.

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## RECRUITMENT PROCESS OUTSOURCERS (RPO)

40% of large corporates outsource their entire recruitment operations.

The **top 10 global RPO's control 90% of this market.** LiveHire can rapidly expand globally with these 10 RPO firms as channel partners, as LiveHire helps RPO deliver services better (cost & time).



## CORNERSTONE CLIENTS

The remaining 60% of corporates operate their own recruitment teams.

Large *cornerstone* corporates are those that have huge candidate databases.

Signing cornerstone clients seed LiveHire with a **critical mass of talent profiles in one industry**, fueling domino effect sales to other smaller companies in the same industry.



## TECHNOLOGY INTEGRATIONS

"Upstream" technologies are those that provide a source of talent to LiveHire and hence the company (job boards, networks etc).

"Downstream" technologies are HR systems that companies use for internal HR management.

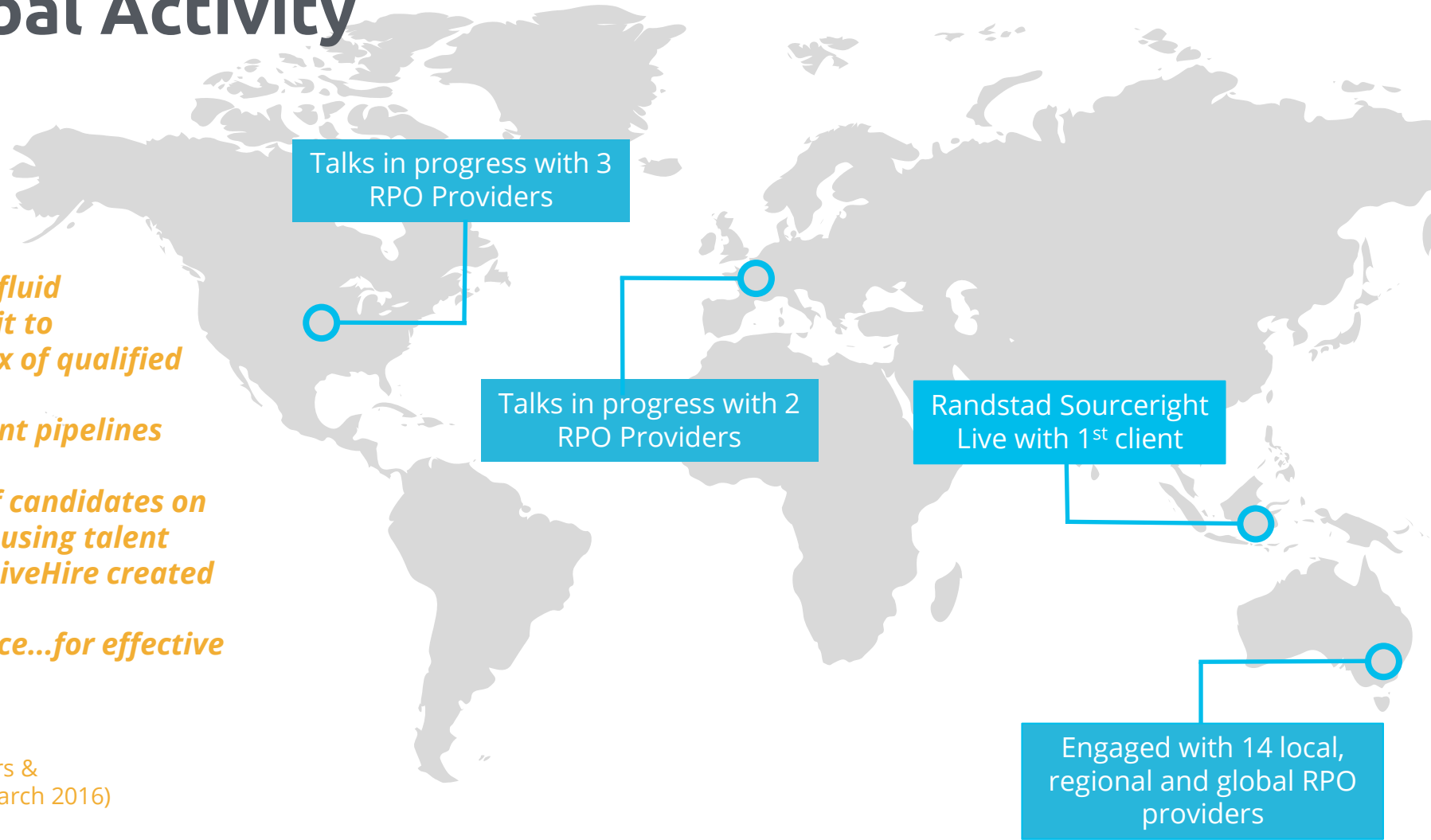
Integrating with either technology types **increases client stickiness and eases new client sales.**

# RPO Global Activity

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*"A talent pipeline is fluid and active...a conduit to an ever-changing mix of qualified potential hires. Employers need talent pipelines that engage with tens of thousands of candidates on a continuous basis...using talent hubs like LiveHire. LiveHire created a real-time marketplace...for effective search and match"*

ManpowerGroup –  
Emerging Global Motivators &  
Job Search Preferences (March 2016)



Top 10 RPO players service 90% of the global market.

1,700,000 annual hires across all (publically reported) RPO contracts.

50% of RPO's are public companies, 50% are private.

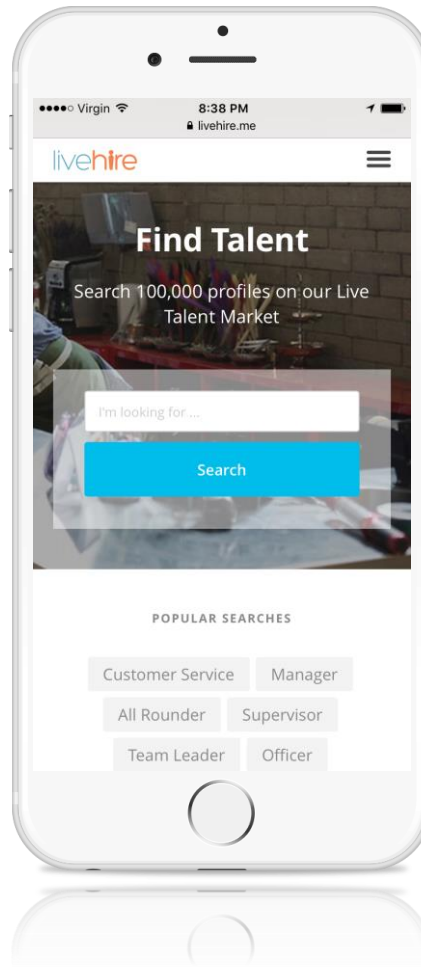
Estimated \$350M TAM.

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# www.LiveHire.me

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To receive regular shareholder updates, please contact [investors@livehire.com](mailto:investors@livehire.com)



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