The market leader in Talent Communities

Used by the best brands and recruitment teams to hire quality talent on demand.

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a world that works

LiveHire (ASX: LVH) 2016 AGM Presentation

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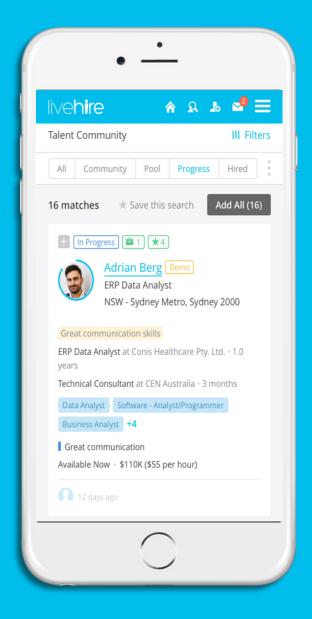
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LiveHire Overview

Founded in Australia in 2011 with **5 years of continuous development**

Automates the Proactive Recruitment process, **making hiring faster and delivering higher quality candidates**

Manages 100% of a companies' hires, **significantly saving ongoing costs (ROI 5-10x)**

Highly scalable .NET platform, hosted on Amazon Web Services

First mover advantage, unique IP, high barriers to entry, **exponential user growth**

Rapid B2B **scale through global recruitment partnerships** already underway

Quality and high retention SaaS revenue model, shifts significant client costs

Strong validation from partnership with **peak industry body**, Australian HR Institute, who openly promote the adoption of the Talent Community technology

High caliber board, advisory, and management team

FY16 - A transformational 12 months for LVH

- Scaled from beta testing with 19 clients in Dec'15 to **a commercial enterprise solution** across all client sizes for 50+ clients in Jun'16.

- Grew our key business KPI by 400% – Talent Community Connections (TCC) – from 20,000 to 146,000.

- Signed industry leading clients in HealthCare (Alfred Health), Professional Services (KPMG), Technology (Telstra Health), **successfully saving millions in recruitment costs** and inefficiencies to our clients.

- Listed on the ASX **raising $10 million, successfully scaling** the Talent Community platform.

- Signed exclusive partnership with one of the **largest RPO's in the world (Randstad Sourceright).**

- Launched partnership with the **leading industry body, AHRI**, making the LiveHire Talent Community product the industry standard.

- Most importantly, **improved the hiring experience for both LiveHire client's and thousand of candidates** many of whom they have successfully hired.

4

LiveHire team and advisory group

Board

Geoff Morgan
Chairman
Morgan & Banks, Talent2

Gigi Gozzi
Co-Founder, MD
Product and Data

Mike Haywood
**Co-Founder,
Growth Director**

Grant Galvin
**Commercial Execution
Director**
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 media)

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5

A world that works

LiveHire is the technology company behind the Live Talent Ecosystem, where people privately connect with Live Talent Communities of the best employer brands. Our vision is to empower the flow of the world's talent, to create a more agile, open and awesome working world.

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The recruitment market has not been disrupted

99%

Spend attributed to people, advertising and processes. A disrupted, mature market is closer to 80%

US$400 billion

Annual spend in the US on hiring

1%

Spend currently attributed to technology ($4b). A disrupted, mature market is closer to 20%

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7

THE BEST COMPANIES HAVE REINVENTED THEMSELVES AWAY FROM REACTIVE RECRUITMENT.

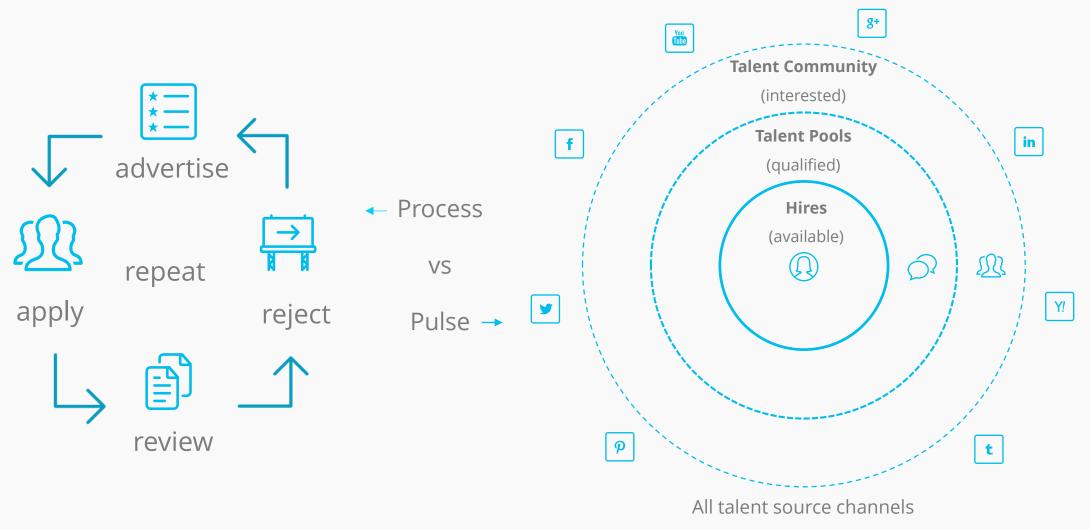## WHY?

- US$4,100 global average cost for every new hire (including all hidden admin costs).

- 63 days global average time to complete a new hire ($407/day/vacancy productivity cost)

- Poor candidate experience with applying - constant rejection from your brand (impacts revenue)

- Poor quality of hire = high turnover rates = negative customer experience.

#PeopleAreNotPaperclips

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IT'S A NEW WAY OF THINKING

advertise

repeat

apply

reject

review

← Process

vs

Pulse →

Talent Community

(interested)

Talent Pools

(qualified)

Hires

(available)

All talent source channels

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9

A world that works

LiveHire automates the talent community and talent pooling process to make humanised, on-demand hiring for every role in an organization quick, simple and enjoyable.
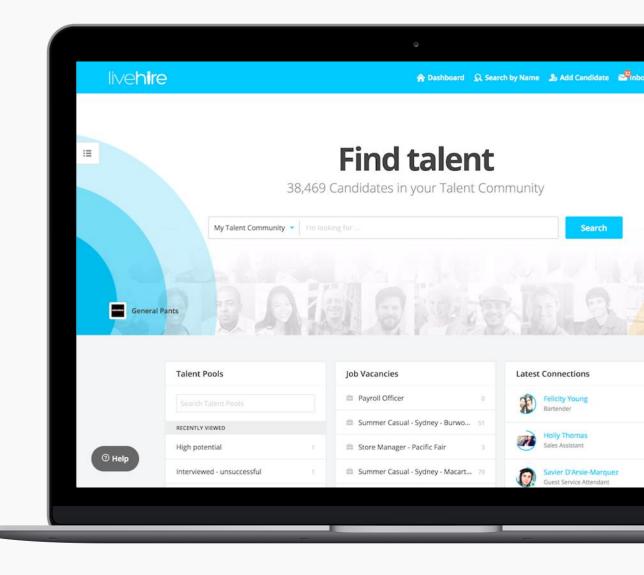
Qualified

Interested

Available

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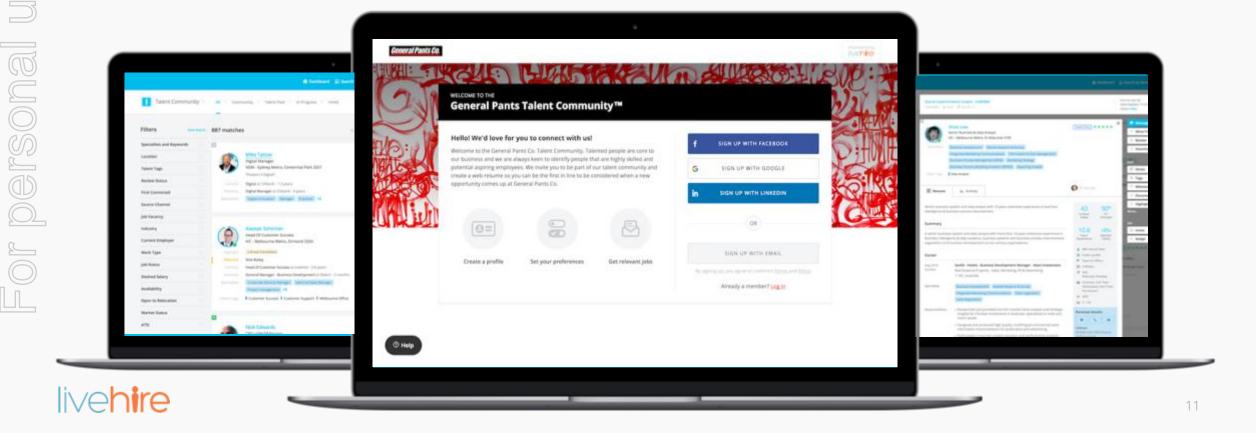
HOW DOES A LIVEHIRE TALENT COMMUNITY WORK?

- Automatically refreshes a company's past applicant database into new LiveHire profiles that talent own themselves.

- Easy for talent to join via a portal that links to a company's social channels, careers pages, and employee networks.

- Builds talent pools for every role in a business, so it will always have someone of quality, available to hire, without advertising.

- Automatically keeps talent data live and understands who is available for a company to hire on-demand, eliminating administration.

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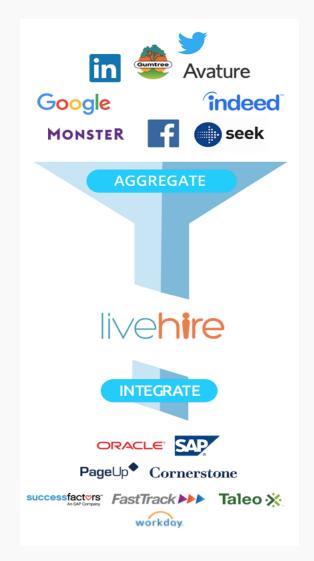# The LiveHire ecosystem sits in a whole new category

Sources for Talent - Previously

Less than 25% of hires come from job ads, 75% come from many different and hard to manage source channels.

Talent Management Software - Previously

Candidate records stored on a companies private database. Data quickly goes stale and is difficult and costly to maintain for future use.

With LiveHire

All source channels for talent now feed into one single Talent Community destination where they have a private LiveHire profile.
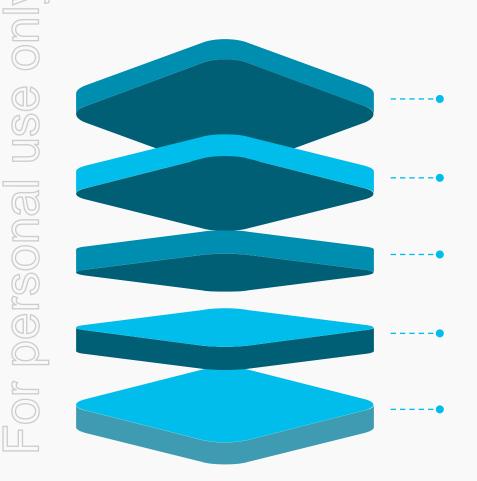
With LiveHire

Talent profile data is kept fresh, and work availability is better understood, meaning a Community in the cloud can now be used efficiently to hire on demand.

Revenue model – monthly recurring revenue with low cost of acquisition of customer (CAC)

LiveHire charges companies a hosting fee of 50c/profile/month.

Companies grow Talent Communities on LiveHire to 10 times employees (total members).

Talent join multiple Talent Communities of different companies with their one profile. Providing highly scalable revenue.
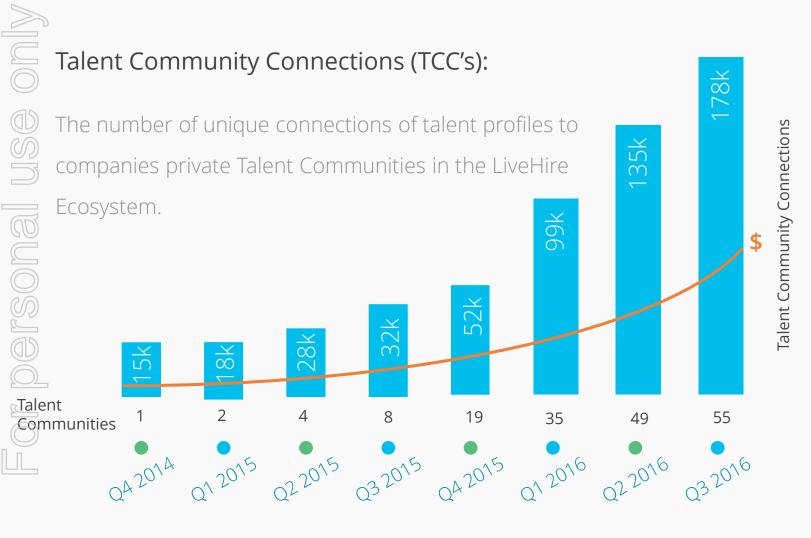
Monthly revenue per user compounds with every new Talent Community launched.

Cost of acquisition of new users is almost zero as companies invite their databases of past applicants to join LiveHire.

$0.50

Monthly data hosting fee per Talent Community Connection

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13

LiveHire's client adoption and exponential user growth QoQ

Talent Community Connections (TCC's):

The number of unique connections of talent profiles to companies private Talent Communities in the LiveHire Ecosystem.

Talent Community Connections

15k	18k	28k	32k	52k	99k	135k	178k

Talent Communities

1	2	4	8	19	35	49	55
●	●	●	●	●	●	●	●
Q4 2014	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016

$

5 billion people need to work.

- 10-15% month-on-month TCC growth.
- Zero cost of user acquisition.
- 90%+ client retention.
- Free for talent, costs companies (SaaS).
- $6 (ARPU) with the first Talent Community (TC) that a user joins.
- ARPU multiplies with each new TC joined.
- Strong TCC growth still to come from existing clients as their Talent Communities mature.
- Strong new client pipeline.

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CASE STUDY - RETAIL - HIGH VOLUME HIRING, ONBOARDING AND COMMUNICATIONS

	BEFORE (ATS + CRM)		NOW (LIVEHIRE TALENT COMMUNITY)
Approach	Reactive	→	Proactive
Attraction	Job Boards	→	Talent Community (36K+), Instagram, FB, Instore
Attendance	50% attendance	→	93% attendance
# Hires	420	→	520 Hires
Success Rate	51%	→	80%
Time to fill	18 weeks	→	6 weeks
Processing	8,000 cv applications to review	→	4,000 video interviews
Trials	783 Trials (only 50% were hired)	→	0 Trials (saved $90,000 direct salary costs)
Inductions	Face to face inductions (some without)	→	100% online inductions

GENERAL PANTS GROUP

"I've worked with numerous HR Tech so called solutions throughout my career and never have they been as seamless as this experience. I get sick and tired of hearing about the war on talent and how there is a talent shortage.....In four weeks, we've just proved that if you engage with people in the right way, talent is there. You just need to be able to communicate with them in a way that suits and excites them."

- Michelle Farrar - Eagles, GM of HR

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Case study

Ertech Group – Engineering Services

750 Employees – 220 annual hires

Talent Community since 2014 – 7,000 members

- **100% of hires** directly through their Talent Community.
- **Time to hire (white collar)** – reduced from 41 to 17 days.
- **Time to hire (blue collar)** – reduced from 29 to 11 days.
- **Quality of hire** – 12 month retention 38% up to 98%.
- **Total HR annual OPEX** – reduced from $2m to $600k

"Adopting LiveHire has enabled us to take a more proactive approach to talent acquisition, differentiating our employee value proposition by delivering an improved candidate experience and better meeting the pressing business need for talent-on-demand in our business."
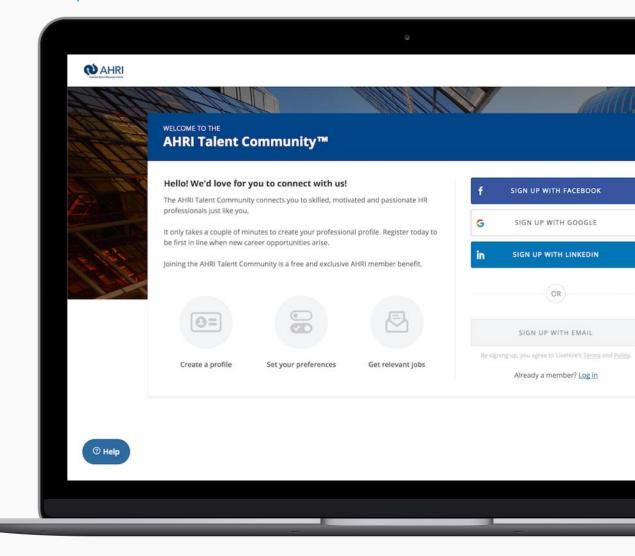
Justin Prince – Group HR Manager, Ertech Holdings

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Australian HR Institute (AHRI) Partnership

AHRI promotes and adopt the Talent Community technology across its entire members and corporate network of **20,000 HR professional members and a further 30,000 AHRI subscribers.**

LiveHire is enabling the creation of the **largest community of Human Resources professionals in Australia**

Helps **underpin significant commercial growth** both nationally and internationally through the most trusted third party channel for HR professionals and organisations, estimated to represent over 11,000 corporate organisations.

WELCOME TO THE
AHRI Talent Community™

Hello! We'd love for you to connect with us!

The AHRI Talent Community connects you to skilled, motivated and passionate HR professionals just like you.

It only takes a couple of minutes to create your professional profile. Register today to be first in line when new career opportunities arise.

Joining the AHRI Talent Community is a free and exclusive AHRI member benefit.

f SIGN UP WITH FACEBOOK

G SIGN UP WITH GOOGLE

in SIGN UP WITH LINKEDIN

OR

SIGN UP WITH EMAIL

By signing up, you agree to LiveHire's Terms and Policy.

Already a member? Log in

Create a profile   Set your preferences   Get relevant jobs

⑦ Help

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Sales growth strategy

Recruitment Partners
Global Scale

40% of large companies use Recruitment Process Outsourcing (RPO) to manage all their hires. The ten biggest RPO's control 90% of this market. **RPO's love LiveHire** as it is a productivity platform for them to deliver same service at reduced cost (higher margin).
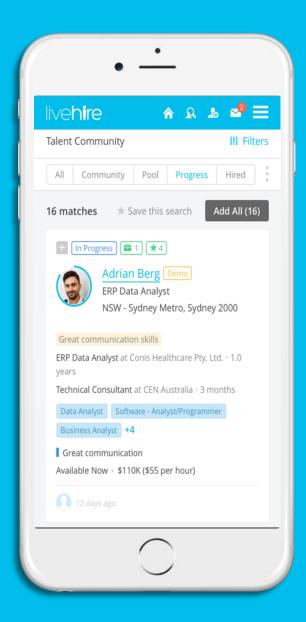
Inside (Cornerstone) Sales
Geographical Scale

60% of large companies manage their own recruitment. LiveHire sells to the biggest brands first as they value candidate experience and time to hire above all else. **These clients invite large applicant databases to LiveHire**, bringing critical mass of talent to the ecosystem, which makes it **easy for many more smaller companies to launch their own Talent Communities.**

Technology Partners
Win bigger clients

HR technologies can integrate into the LiveHire ecosystem to deliver additional HR functionality (video interviews, onboarding, reference checks etc.) This **opens up a vast network of new sales channels**, and also allows the integrated solutions **to pitch and win much larger clients** with more complex requirements.

FY17 – A year of opportunity and growth

In the year ahead we will be working to achieve:

- **Exponential growth** (10%+ MoM) on Talent Community Connections (TCC).

- **Increase the distribution of talent onto multi communities** to improve the efficiency of the LiveHire ecosystem, and multiply ARPU.

- **Increased automation and productivity of the platform through new technology functionalities**, analytics, big data, and artificial intelligence.

- International expansion through **global RPO partnerships** (40% of corporate market)

- **Global technology partnerships** with leaders in cloud ERP and HRMS solutions.

- Continue to **attract and develop the smartest and most innovative talent** in the Human Capital technology industry.

- Develop **skill centric industry portals to bring talent and corporates closer together** through the use of Talent Community platform on a vast and organic scale.

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Capital Structure

After 4 years of technology creation, 4 private funding rounds, client testing, and achieving product market fit, LiveHire raised $10m @ 20c at IPO in June 2016 to continue to develop its technology ecosystem and first mover advantage, and significantly accelerate its user growth.

Share price	$0.27
Shares on issue	203m
Cash at bank as at 30 Sept 2016	$8.94m
Market capitalisation	$54.81m
Enterprise value	$45.87m
Options on issue	22.1m

Major Shareholders

Antonluigi Gozzi (Co-Founder)	13.4%
Michael Haywood (Co-Founder)	12.9%
Directors (including founders)	37%

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