

## ASX: LVH MARKET RELEASE

### LiveHire Releases Advanced High-Volume Hiring Product

21 March 2019 | Melbourne, Victoria

#### Highlights

- LiveHire has released High-Volume Hiring (“HVH”) functionality on the Talent Community Platform.
- Super Retail Group and Vodafone are the first client to go live with HVH.
- The functionality has been integrated via APIs with SAP’s Human Capital Management (“HCM”) module.
- This functionality materially expands LiveHire’s addressable market both nationally and internationally.

LiveHire Limited (ASX: LVH) (“LiveHire” or the “Company”), the award-winning<sup>1</sup> talent acquisition & engagement platform that revolutionises candidate experience and enables businesses to thrive with talent on demand, is pleased to announce the release of its High-Volume Hiring product to market.

#### High-Volume Hiring Explained

HVH involves sourcing and recruiting for a large number of similar positions at the same time, often under tight timeframes, and is common in industries including retail, hospitality, fast moving consumer goods, call centers, logistics, and manufacturing. These recruitment requirements are often in response to seasonal demands on the business, and not meeting the recruitment requirements can materially impact business productivity during those critical periods of revenue generation.

Recruitment teams managing HVH projects usually see extremely high applicant volumes but typically have few internal resources to handle them. The traditional Applicant Tracking Systems have tried to deal with this through impersonal email automation and upfront screening, which can negatively impact how the candidate perceives the employer brand and application process. These traditional processes can result in large numbers of withdrawals of applicants through the recruitment process, impacting quality of hire, recruitment productivity and cost, turnover, and overall business growth.

---

<sup>1</sup> [Reference Link 1](#)

For personal use only

The LiveHire platform is uniquely positioned to create and personally engage Live Talent Pools of talent for HVH roles in advance, and hence the volume hiring product on platform instead can focus on bringing fewer pre-qualified and engaged talent through a volume-based recruitment process that is more personalised, efficient and collaborative for recruiters, hiring managers, and candidates.

### **High Volume Functionality live first with Vodafone and Super Retail Group.**

The HVH functionality has gone live with LiveHire's existing customers Vodafone and Super Retail Group.

Vodafone Hutchison Australia (VHA) employs around 2,500 people at its Sydney, Melbourne, Brisbane, Adelaide and Perth offices, its contact centre in Hobart and more than 120 company-owned retail stores throughout Australia.

Super Retail Group (SRG), an ASX listed, top 10 Australian retailer with ~12,000 team members, is a significant player in the HVH space in Australia with hires across 4 core brands: Supercheap Auto, BCF, Rebel and Macpac.

LiveHire technology has replaced the traditional top-tier Applicant Tracking Systems (ATS) in both clients, becoming the central platform for unified candidate data and hiring end-to-end.

HVH functionality will be available as standard on platform for all current and future LiveHire clients globally.

### **High-Volume Hiring Product Release**

This latest major product release incorporates the following main features and benefits:

- Capability for clients to embed integrated third-party software for gamified personality tests, cognitive tests, and skills assessments into the LiveHire application process. This enables companies to match candidates in bulk around their attributes and cultural fit, not just their experience and skills, which in-turn enhances opportunities for applicants across the business.
- Recruiters can now manage the entire Checks and Assessments process without leaving the LiveHire Platform, improving the overall user experience.
- Synchronisation with SAP HCM data including cost centres, positions and locations within the organisation.
- Configurable Recruitment Workflows for any type of role.
- The ability for a hiring manager to create multiple positions (both same role type and different role types) within the one requisition, saving time and duplication of work effort.
- The ability to create standard Job Templates for all roles, so hiring managers can quickly raise requisitions for new hires, with the platform auto-populating details including Job Description, YouTube videos, attachments, workflow templates, communication templates, screening questions, video interviews, etc., saving significant time to all hiring manager across the business.

- Parallel job requisition approvals and reminders. This is particularly valuable as multiple internal stakeholders are often required to approve a new role (e.g. Hiring manager, HR manager, Finance manager).
- Bulk invitation of candidates to events, including video interviews or live group interview days.
- Bulk sharing of shortlists of candidates with Hiring Managers on platform, as well as the ability for Hiring Managers and Recruiters to move candidates in bulk through various recruitment stages.
- Auto populating of new hire offer cards in bulk to accelerate the online offer management process.
- Advanced filtering of high volume of applications by complex aspects of the application, profile, recruitment process, integration statuses and screening questions.

With the addition of the new HVH functionalities to the LiveHire platform, recruiters, hiring managers and entire organisations are now able to use an award-winning Talent Acquisition and Engagement platform that delivers both high quality candidate experience and significant efficiencies and automation throughout the recruitment process.

**For more information:**

Simon Hinsley - Investor Relations

[simonh@livehire.com](mailto:simonh@livehire.com) +61 401 809 653

Subscribe to LiveHire's newsletter at: <http://eepurl.com/b2EMFL>

[www.livehire.com/investor](http://www.livehire.com/investor)

**About LiveHire**

LiveHire is a Human Capital performance platform that delivers a proactive sourcing and talent mobility solution called Live Talent Communities. The platform makes managing the flow of talent into and through businesses seamless, delivering value through detailed visibility of talent, shifting recruitment from reactive to proactive, improving fit, reducing time and cost to hire, with an unrivalled candidate experience.

Founded in 2011, LiveHire is an Australian company headquartered in Melbourne, with offices also in Sydney and Perth.

[www.livehire.com](http://www.livehire.com)

**Disclaimer**

This announcement 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:

- assumptions regarding the Company's financial position, business strategies, plans and objectives of management for future operations and development and the environment in which the Company will operate; and

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

Actual results, performance or achievements of the Company could be materially different from those expressed in, or implied by, these forward-looking statements. The forward-looking statements contained within the presentations are not guarantees or assurances of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of the Company, which may cause the actual results, performance or achievements of the Company to differ materially from those expressed or implied by forward-looking statements. For example, the factors that are likely to affect the results of the Company include general economic conditions in Australia and globally; exchange rates; competition in the markets in which the Company does and will operate; weather and climate conditions; and the inherent regulatory risks in the businesses of the Company.

The forward-looking statements contained in this announcement should not be taken as implying that the assumptions on which the projections have been prepared are correct or exhaustive. The Company disclaims any responsibility for the accuracy or completeness of any forward-looking statement. The Company disclaims any responsibility to update or revise any forward-looking statements to reflect any change in the Company's financial condition, status or affairs or any change in the events, conditions or circumstances on which a statement is based, except as required by law. The projections or forecasts included in this presentation have not been audited, examined or otherwise reviewed by the independent auditors of the Company.

You must not place undue reliance on these forward-looking statements.

For personal use only