ASX Announcement
10 June 2016

# LiveHire Ltd lists on ASX
### *Talent Community Connections continue to grow at rapid rate*

LiveHire Ltd (ASX: LVH) ("LiveHire", "the Company") is pleased to announce the successful completion of its initial public offering and will commence trading on the Australian Securities Exchange (ASX) today, 10 June 2016 at 10.30am AEST.

Founded in 2011, LiveHire is an Australian technology company that offers a cloud-based **Human Resources productivity platform for recruitment teams**, delivering talent-on-demand for all enterprises at scale.

The platform leverages a client's brand, networks and digital assets to invite and curate talent into a single destination – a private **'Live Talent Community'**. The platform allows recruiters and hiring managers to turn recruitment from **reactive to proactive** by connecting directly with engaged candidates with live and up-to-date profiles.

LiveHire is chaired by recruitment industry leader, Geoff Morgan AM.

Under the LiveHire IPO, a total of 50 million new shares were issued at $0.20 per share to raise $10 million. The LiveHire IPO did not incorporate any sell-down by pre-existing shareholders. Pre-existing shareholders have entered into escrow arrangements that restrict dealing in relation to pre-IPO issued shares. Major shareholders comprising LiveHire's co-founders Antonluigi Gozzi and Michael Haywood and directors are escrowed for 24 months (to 10 June 2018).

The IPO will enable LiveHire to accelerate its growth strategy in its existing and new markets in Australia and in time, internationally. The proceeds of the IPO will be used to predominantly develop sales and business development capabilities, to continue to evolve the company's innovative technology and IP, and for working capital.

**Non-Executive Chairman, Geoff Morgan AM, noted:** "LiveHire has been operating for five years. We have an established value proposition for our clients and a clear strategy to take the business to the next stage of its development.

"Listing on the ASX will enable LiveHire to scale our client and user base, accelerate our sales and marketing efforts and partner with select recruitment partner firms.

"We welcome new shareholders to LiveHire and look forward to keeping them updated regularly on our progress."

**Co-founder and Managing Director of LiveHire, Antonluigi Gozzi stated:** "Amongst other things, listing on the ASX provides us with the capital to expand our sales team and achieve significant growth for the business, primarily focused around our key performance metric, Talent Community connections, as well as transparency and awareness for potential clients

to have comfort that we are a technology company that will continue to deliver above and beyond their needs."

**Co-founder and Director of Growth of LiveHire, Michael Haywood said:** "Following a highly successful period of scaling sales efforts, resulting in increasing our Talent Community connections by 183% from the end of last year, we are very excited to execute upon our business goals and aggressively pursue the commercial potential within the business."

**Key Performance Metric Update**

LiveHire's cloud-based platform enables clients to leverage their database, brand, employee network and digital assets to invite and curate talent from multiple sources, online and offline into a private 'Talent Community'. As a result, the LiveHire platform reduces time to hire and cost to hire.

LiveHire's key performance metric is its number of Talent Community Connections (TCC). The Company is pleased to advise Talent Community connections have continued to grow at a rapid rate from approximately 50,000 at the end of December 2015 to the end of May where it had more than 130,000, **a month-on-month growth of 16% in May alone**.

The growth of Talent Community connections can be directly attributed to a careful execution of the Company's strategy of growth, with the on-boarding of new clients with significant hiring needs, as well as a steady increase in functionalities that drive customer stickiness and usage.

LiveHire's future Talent Community connection growth is expected to stem from signing further **'cornerstone clients'** in targeted industries. In addition, LiveHire will scale by partnering with large global Recruitment Process Outsourcing (RPO) companies and API integrations with mainstream Human Resources Management Systems (HRMS). (See appendix 1 for further detail on Talent Community Connections).

**Business Model**

LiveHire charges the company owning the Talent Community a monthly hosting fee of $0.50 per Talent Community member. To facilitate the initial Talent Community growth phase for its customers and support their on-boarding and integration processes, LiveHire may offer customers an introductory period where Talent Community hosting fees are 'capped' so as to encourage Talent Community rapid growth and scale, whilst allowing customers to filter out candidates that may not be suited or required for future roles within the company.

**More information**

Attached below is a brief business update presentation, containing a visual summary of LiveHire's key performance metrics and where it sits within the Human Resources technology space.

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**Appendix 1: Talent Community Connections**

**Talent Communities** are a private networks of talent created by companies on the LiveHire platform by initially inviting applicants, both online and offline, from their existing databases of current and past suitable applicants. LiveHire's Talent Community connections were more than 130,000 as at end of the May 2016.  LiveHire will provide up-to-date reporting of Talent Community Connection numbers at least quarterly.

A **Talent Community connection** is the linking of the brand and a potential candidate on the LiveHire platform who has engaged with the company to allow direct communication between a hiring manager and candidate in order to create talent pools to enable access for the customer company to talent 'on demand'. Building Talent Communities allows a company to develop access to sustainable talent pools to allow proactive hiring across all of their business.

Importantly for its customers, individuals who create a LiveHire profile and join a company's Talent Community are qualified through clean, structured data offered via their LiveHire profile, are engaged with the company because they chose to 'opt in' and finally, through LiveHire's proprietary algorithms, candidate availability can be better understood through user engagement metrics. All of this can be facilitated via communication through the LiveHire platform itself, direct to the candidate's personal email or their mobile phone.

**About LiveHire**

LiveHire offers a cloud-based **Human Resources productivity platform** for recruitment teams, delivering talent-on-demand for all enterprises at scale.

The platform leverages a client's brand, networks and digital assets to invite and curate talent into a single destination – a private **'Live Talent Community'**. The platform allows recruiters and hiring managers to turn recruitment from **reactive to proactive** by connecting directly with engaged candidates with live and up-to-date profiles.

LiveHire delivers proven and significant value to its clients through reduced time to hire, cost to hire, and an exceptional candidate experience.

Founded in 2011, LiveHire is an Australian company headquartered in Melbourne, with offices in Sydney, Brisbane and Perth.
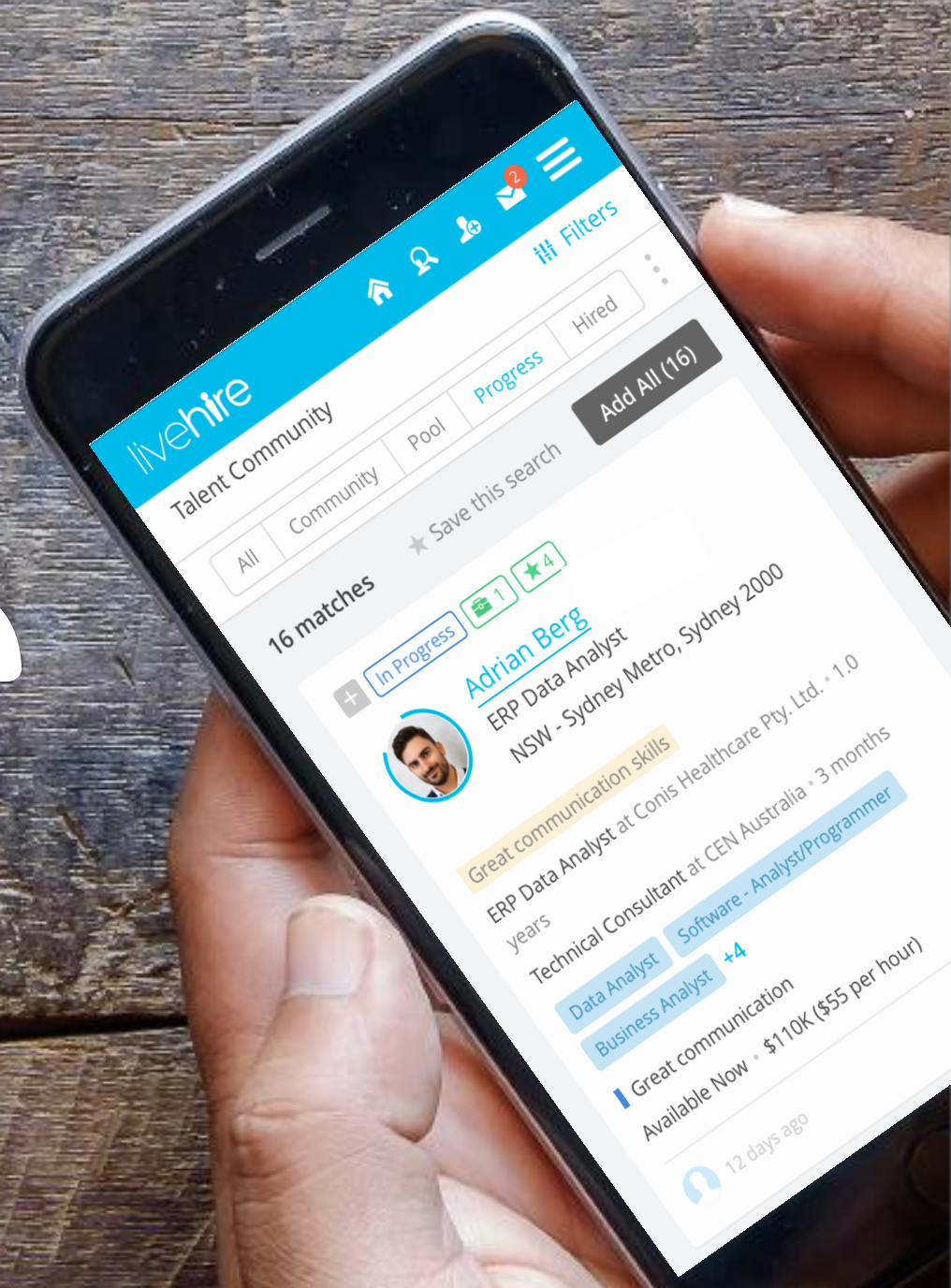
**LiveHire Business Overview**

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*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.*
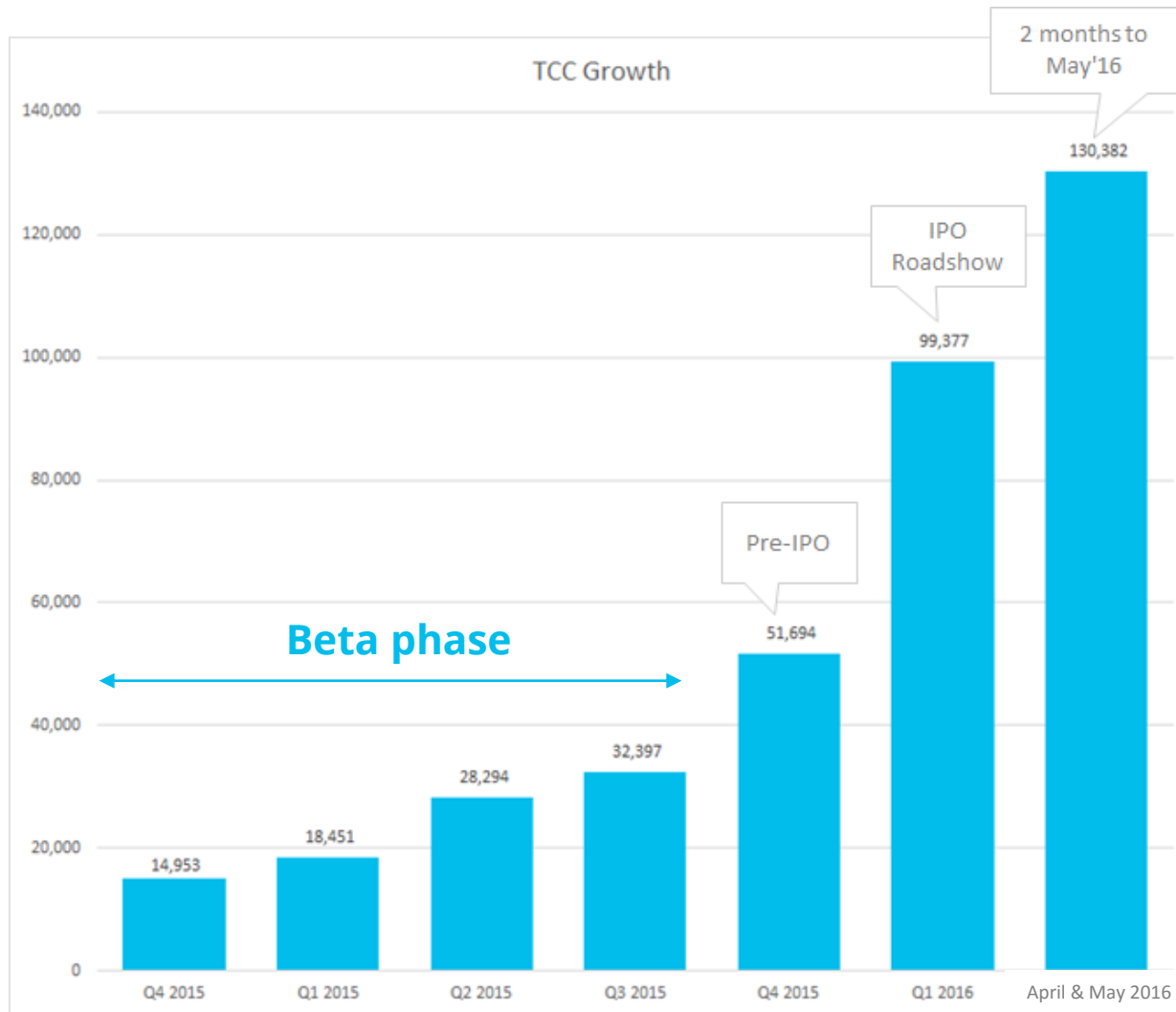
Carol Corzo - Bupa, Talent Acquisition Manager

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# Business Update to end of May 2016 leading into IPO

- Continued business acceleration leading into IPO, with **+16% month-on-month growth of key Talent Community Connections (TCC) metric,** which is linked to signing of cornerstone clients and is a key revenue driver for the business.

- 130,000 Talent Community Connections (TCC) as at end of May 2016, **an increase of 30% over the past two months (Apr-May)** and a **significant +183% increase since commercial scaling** commenced in December 2015.

- The platform is **highly scalable** and continues to deliver increased functionality and hiring efficiencies to more than 40 clients through the Live Talent Community platform.

- The business will consistently provide milestone **reporting on its three business growth pillars**:
    - **Flagship Clients** to drive scale in each vertical and adoption of the unified LiveHire profile as industry standard;
    - **RPO Partnerships** with select recruitment industry leaders, delivering recruitment solutions to large enterprises;
    - **Technology Integrations** to drive ease of adoption and use with upstream (sourcing) and downstream (HR/ERP) systems.

- **High calibre board,** advisory and management team backed by industry veterans and influential investors.

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# Accelerating growth and scale through Talent Community Connections (TCC)



TCC Growth

- Beta phase (Q4 2015 – Q3 2015)
- 14,953 — Q4 2015
- 18,451 — Q1 2015
- 28,294 — Q2 2015
- 32,397 — Q3 2015
- 51,694 — Q4 2015 (Pre-IPO)
- 99,377 — Q1 2016 (IPO Roadshow)
- 130,382 — April & May 2016 (2 months to May'16)

**Talent Community Connections:**

- ○ TCC's is LiveHire's **key business indicator** of product adoption. Each connection is an accepted invitation from an employer to a candidate for future job opportunities

- ○ **Accelerated growth trajectory** since private funding in December to commence scaling and expansion.

- ○ **c.100% client retention** demonstrating product stickiness and value delivery to recruitment teams.

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# The LiveHire team

**Board**

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

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

**Mike Haywood**
Founder, Growth
Entrepreneur

**Grant Galvin**
Customer Success
Coca-Cola, EY, AMEX

**Adam Zorzi**
Non-exec Director
Seed investor

**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)

**Leadership**

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

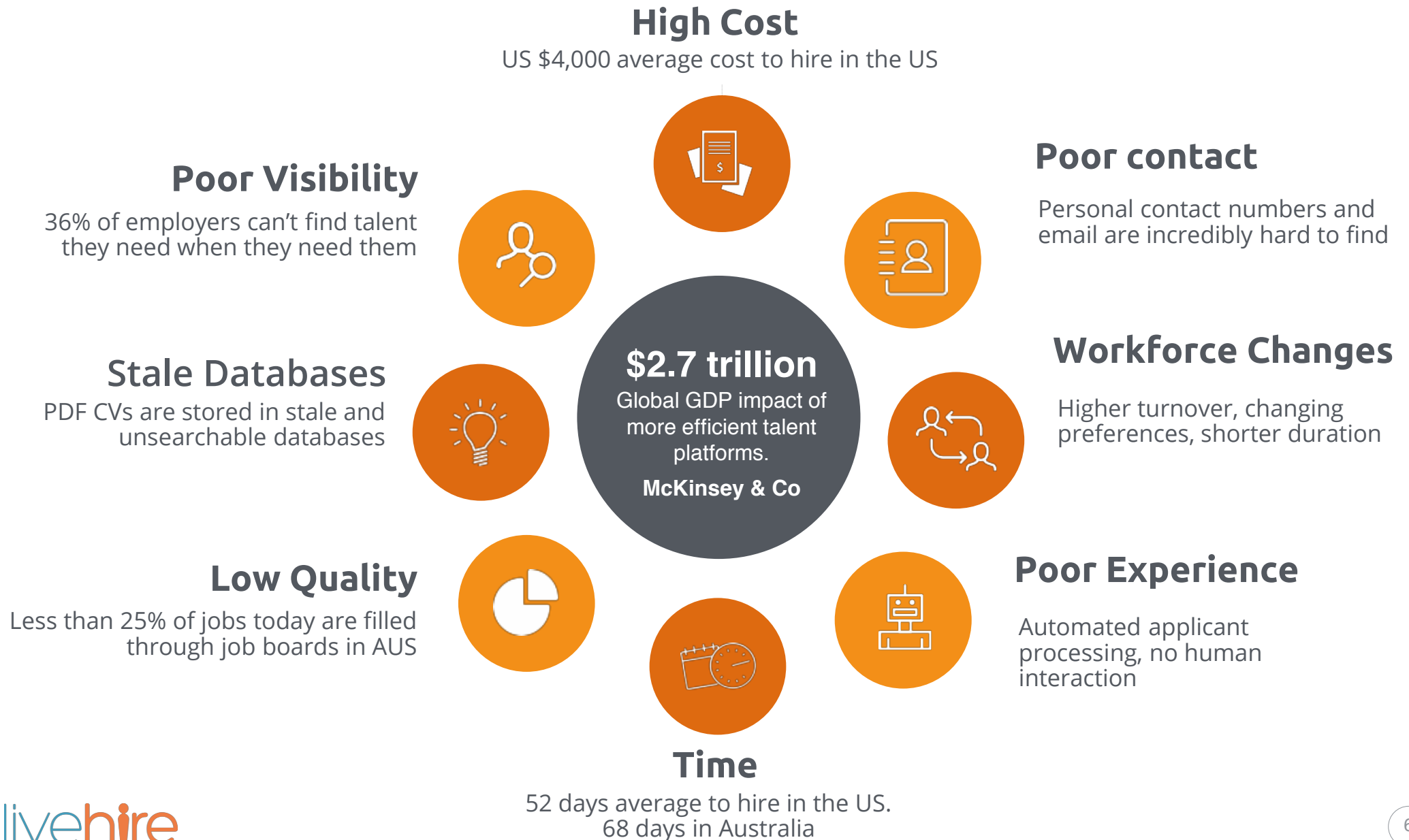**Nick Bailey**
Head of Enterprise Sales
ex Group GM Chandler Macleod

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

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

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# The overarching problem

**Time to hire has more than doubled** in the last 5 years despite the proliferation of HR technology.

## High Cost
US $4,000 average cost to hire in the US

## Poor contact
Personal contact numbers and email are incredibly hard to find

## Poor Visibility
36% of employers can't find talent they need when they need them

**$2.7 trillion**
Global GDP impact of more efficient talent platforms.
**McKinsey & Co**

## Workforce Changes
Higher turnover, changing preferences, shorter duration

## Stale Databases
PDF CVs are stored in stale and unsearchable databases

## Poor Experience
Automated applicant processing, no human interaction

## Low Quality
Less than 25% of jobs today are filled through job boards in AUS

## Time
52 days average to hire in the US. 68 days in Australia

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# The solution

A sourcing and recruitment cloud based solution that delivers talent on demand.

The LiveHire platform helps clients leverage their brand and employees networks and digital assets to invite and curate talent from everywhere, into a private talent community of profiles. The platform enables a company to fill 100% of its roles ongoing in half the time and cost.
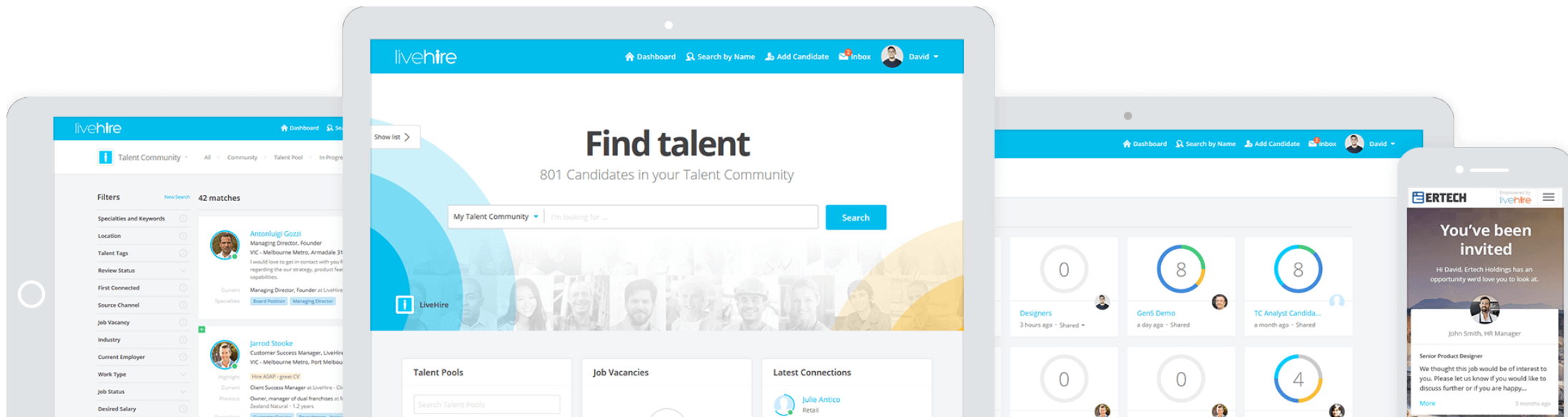
# The three key objectives of every recruiter

The great challenge that has not been solved to date is **knowing when talent are available on-demand**

## 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 DO NOT ADDRESS INTEREST AND AVAILABILITY**

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# Where LiveHire sits

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

## 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**, time and cost prohibitive to maintain.

## Present with LiveHire

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

LiveHire has **no peer in this shared talent economy space**. An instant communication and hiring platform in the cloud.

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

AGGREGATE

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DISPLACE

> **LiveHire is going to turbo-charge HR.**
> **Perfect for 'small HR-big workforce situations and distributed organisations.  Technology has disrupted everything else – now HR, in a good way.**

Ian Cormack - HR Director
Woolworths Food Group - 140,000 employees

Imagine a world where there is endless access to **Talent on Demand.**

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