ASX Release
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Industry leader joins LiveHire to drive growth with global channel partners

Highlights:

- **LiveHire appoints Paul Bridgewater** as Head of Recruitment Solutions from **ManpowerGroup** – one of the world's largest Recruitment Process Outsourcing (RPO) providers;
- Paul is responsible for development and execution of commercial partnerships between LiveHire and RPO channel partners, to distribute the Talent Community platform to large companies nationally and internationally;
- Partnering with RPO's is **one of LiveHire's strategic pillars to scale its key performance metric, Talent Community Connections (TCC's)**. In Australia RPO's manage the recruitment needs for ~40% of large corporates with contracts that are national (AUS/NZ), regional (APAC), and global.

LiveHire Limited (ASX: LVH), provider of a cloud-based productivity platform for the Human Resources industry, has formally appointed Paul Bridgewater to its senior leadership team as Head of Recruitment Solutions.

> *"Paul is an extremely important appointment to our leadership team, as he joins us directly from the nation's largest RPO player, ManpowerGroup, and has an intimate understanding of what requirements RPO's have and what they look for in innovative technology. Paul's appointment comes after a period of intensive due diligence, market mapping and strategy on both Paul and LiveHire's behalf,"* Mike Haywood co-founder and Director of Growth, said.

> *"Paul's appointment is significant in the sense that the top 10 RPO's in Australia control recruiting for approximately 40% of large corporate businesses. As a result, LiveHire, and in particular Paul, have the opportunity to achieve considerable scale for the LiveHire business both in Australia and beyond by further developing our relationships with these key 'gateway' organisations within the HR industry and establishing solid RPO channel partnerships."*

Recruitment Process Outsourcing (RPO) providers – a strategic pillar to LiveHire's growth

LiveHire has identified its three strategic pillars to accelerate growth in its key performance metric and driver of revenue fees: Talent Community Connections (TCC's). Signing and implementing partnerships with RPO's is the first key pillar, as it provides immediate access to a large network of clients of the RPO groups adopting the Talent Community product. LiveHire's two remaining pillars of growth are signing Cornerstone Clients and implementing Technology Integrations.

RPO's manage the entire recruitment process for approximately 40% of large Australian corporates. The same RPO provider serves multiple clients, managing their recruitment processes and HR systems. RPO's can therefore adopt LiveHire Talent Community technology on behalf of large enterprise clients, managing the Talent Community and deliver productivity improvements and in turn pass cost savings to clients.

Paul Bridgwater commercial experience

Prior to joining LiveHire, Paul was General Manager of ManpowerGroup's recruitment business in Australia, where he managed a budget in excess of AUD$240m, delivering year on year gross profit margin growth and increased employee engagement ratings.

In 2015 Paul was recognised as one of ManpowerGroup's 35 global emerging leaders out of 34,000 employees worldwide.

For nearly four years Paul was also the Global Account Manager for one of ManpowerGroup's globally strategic clients, a leading diversified mining organisation. In this capacity he led a team across nine countries and multiple brands delivering RPO, MSP, recruitment and career management solutions.

Paul's experience working with global, regional and local brands across a multitude of industries such as FMCG, financial services, State and Federal Government, IT, telecommunications and mining is ideally suited to his leadership role at LiveHire, driving Talent Community technology adoption across leading RPO organisations and large enterprises nationally and internationally.

Paul demonstrated a strong desire to join a technology company which delivers productivity improvements for recruiters and RPO's. Paul has completed thorough due diligence on the RPO market and technology landscape in Australia since leaving ManpowerGroup and now brings a wealth of knowledge, relationships, and commercial experience to the LiveHire leadership team.

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About LiveHire

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

The platform enables clients to leverage their brand, talent database, 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 large reserves (talent pools) of engaged candidates with live and up-to-date profiles on-

demand. LiveHire delivers proven and significant value to its clients through reduced time to hire (cost), improved quality of hire, and an exceptional candidate experience.

Talent Communities are a private networks of talent created by companies on the LiveHire platform by employers inviting applicants, both online and offline, from all their existing sources of current, past and future candidates, and mapping their employer brand and talent networks. 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 and private communication between the company's hiring team and candidates ongoing, in order to create talent pools of candidates to deliver talent 'on demand' across the whole of organisation. Building Talent Communities allows a company to develop access to sustainable talent pools to allow proactive hiring across all of their business, delivering time to hire and quality of hire efficiencies.

Companies pay LiveHire a hosting fee based on the total number of Talent Community Connections, with talent able to create connections with multiple companies with the one single unified profile, generating recurrent monthly revenue across multiple Talent Communities (network effect).

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 **interested** 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. Qualified, interested, available.

All of this can be facilitated via communication through the LiveHire platform itself, direct to the candidate's and hiring manager/recruiter's personal email, mobile phone and web application.