



ASX Release

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LiveHire announces first Australian RPO partnership with Randstad Sourceright

Highlights:

- LiveHire announces first partnership with **leading Recruitment Process Outsourcer (RPO), Randstad Sourceright**, the operating RPO arm of Randstad, which manages more than 180 different RPO clients globally;
- The partnership with Randstad Sourceright is a **significant milestone for LiveHire** as it lays a foundation for Randstad to implement LiveHire's leading Talent Community technology with its clients;
- Typically, a client would grow a Talent Community to an **optimal size of 5-10 times the number of its employees** and LiveHire would charge a hosting fee of up to \$0.50 per Talent Community Connection per month;
- Randstad Sourceright was **ranked number one Enterprise RPO Provider** out of more than 300 providers globally by HRO in October 2015.

MELBOURNE, Australia, 7 July, 2016 - LiveHire Limited (ASX: LVH), a technology company providing a cloud-based productivity platform for the human resources and recruitment industry, is pleased to announce a partnership with Randstad Sourceright, the RPO division of the world's second largest human resources service provider, Randstad.

The partnership with Randstad Sourceright, will deliver LiveHire's Talent Community platform to select Randstad Sourceright's RPO clients, who are looking to engage current, past and future employees as a part of their strategic and proactive sourcing methods to drive increased productivity, reduced costs and increased quality of hire. Partnering with RPOs such as Randstad Sourceright is also a key driver of Talent Community Connections at scale, LiveHire's lead indicator of growth and revenue.

Paul Zauch, Business Development Director of Randstad Sourceright Australia said:

"Randstad Sourceright recognises and embraces the revolution underway in HR and are at the forefront of this change. The power to transform organisations through the recognised value of people has never been greater, and we are committed to bringing technology innovation to our clients to deliver more humanised candidate experiences, improved time to hire, quality of hire, and talent agility."

"We are excited to be partnering with the LiveHire platform for these reasons, to further the human intelligence advantage of our valued customers. For Randstad Sourceright, this presents an incredible opportunity to reach a big talent pool and find the right candidates for our clients."

Paul Bridgewater, Head of Recruiting Solutions at LiveHire said:

"We are extremely pleased to have formed a partnership with Randstad becoming an RPO channel partner of LiveHire. The partnership enables scalability and demonstrates flexibility of our platform in making this opportunity simple to deliver."



To successfully engage with candidates within the recruiting landscape at scale, building talent communities is critical. We look forward to Randstad successfully leveraging our technology to build and manage talent communities for their clients. We look forward to further successful RPO implementations of LiveHire Talent Communities with Randstad throughout Australia and internationally, delivering quality talent and reducing time to hire for end corporate customers."

RPO's are widely used throughout large corporates for recruiting needs

In Australia, RPO's such as Randstad Sourceright manage the recruitment needs for approximately 40% of large corporates. Large corporations utilise RPO's for a number of reasons, including cost savings, access to talent, enhanced quality of hires, process efficiencies, and workforce management support. The benefits of large corporates working with RPO's as opposed to more traditional means of head hunters or recruitment agencies are that they do not enjoy the same economies of scale, process optimisation, and deep access to critical talent. RPO's are more suitable for large corporates as smaller, direct hiring solutions tend to be more expensive on a per-hire basis and are more suitable for low-volume, obscure roles. As a result of these advantages RPO's enjoy, LiveHire will greatly benefit from partnerships with RPO's as it will enhance processes they carry out as well as importantly deepening the access to talent in an efficient and effective manner that can be drawn from instantly.

LiveHire's platform is utilised as the central destination for all candidates being qualified, interested and available for current and future work opportunities, providing an enhanced candidate experience, data rich profiles, reduced time to hire and increased quality of hire in the recruitment process.

Randstad – a leading global recruitment company

Randstad operates in 39 countries, representing more than 90 percent of the global HR services market, and worldwide Randstad employs around 28,030 of its own staff, whilst 567,700 people are deployed in other companies very day through Randstad. Locally, Randstad has been operating in Australia since 1988 - and celebrated its 25th year of providing recruitment services to Australian businesses in 2013.

As an operating company of Randstad, a \$24.5 billion global provider of HR services, Randstad Sourceright delivers the resources and deep capability companies need to optimise their talent strategy for business growth and transformation.

Additional details on Randstad Sourceright's RPO services can be accessed at:
www.randstadsourceright.com/solutions/recruitment-process-outsourcing-rpo

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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.