LiveHire

The next-generation Talent Acquisition and Engagement Platform empowering the flow of the world's talent

LiveHire (ASX:LVH) FY18 Results Presentation

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Our Mission

Mission: To empower the flow of the world's talent

McKinsey[1] asserts that technological advancements and globalisation have created a more fast paced business environment, but labour markets are still dysfunctional as companies have been too slow to embrace the opportunity for fluidity and "just in time" talent.

At LiveHire, we are targeting:
- Hundreds of billions of dollars spent on Talent Acquisition globally ($240B in the US alone)[2]
- Increased spend on HR technology (from 2% to 16%)[3] over the next 3 years, as companies look for greater efficiency
- To maintain first mover #1 position in the market. We building first for scale.

1: Reference Link   2: Reference Link   3: CEB Insights (now Gartner): 2017 State of the Recruiting Function (Benchmarks for Recruiting Budget, Staffing, and Workload). March 2017
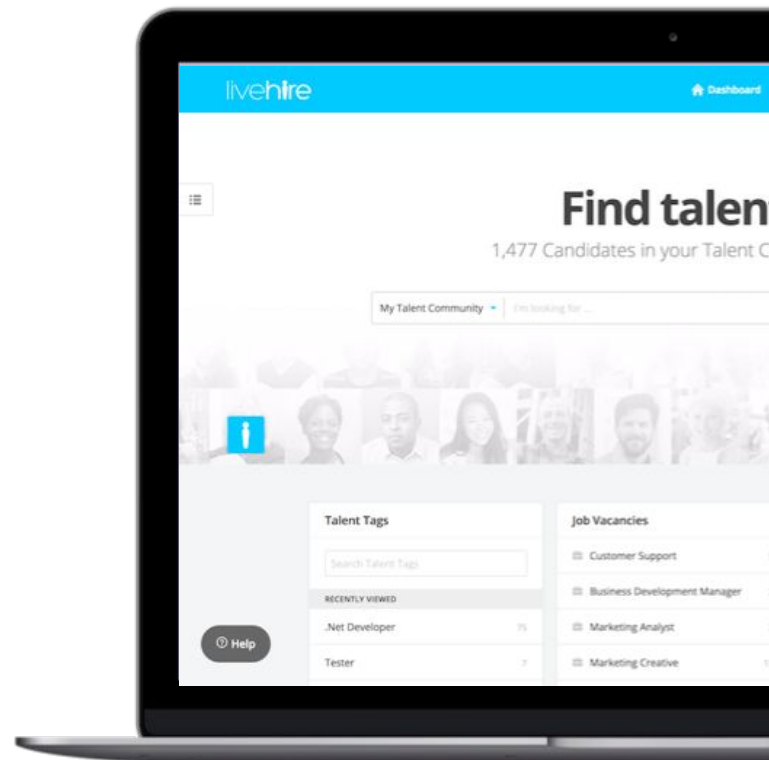
68 days

Average time to hire[1], has more than doubled in the last 5 years.

Whilst company lifespans keep shortening (from 75 to 15 years in last 50 years)[4].

The traditional recruitment process is making companies less agile, and deterring diverse candidates[3].

The traditional recruitment process lacks the agility, efficiency, and diversity[3] of hire for the future workforce.

Advertise

16% annual workforce turnover[2]

Apply

Reject

Review
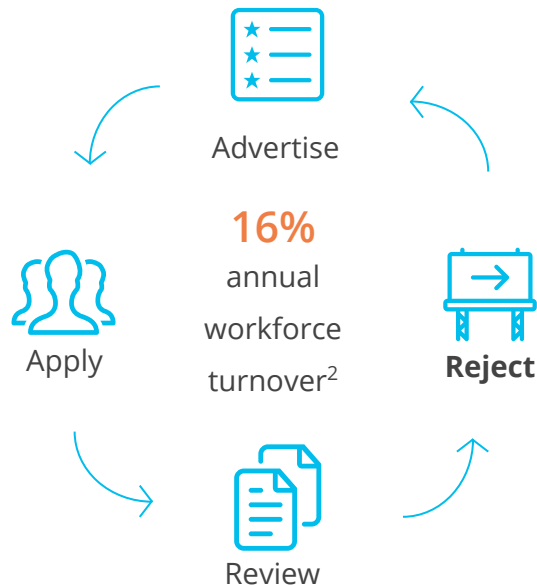
Job boards
~$300
Cost to advertise the role

cost per hire
~$5,700
In recruitment team's time[1]

+$34,000
In company productivity loss[1]

~48
People rejected from company

1: http://www.afr.com/leadership/management/hiring/average-time-to-hire-staff-hits-68-days--twice-as-long-as-in-2010-20150629-gi0y9h
2: https://www.ahri.com.au/__data/assets/pdf_file/0018/52344/PULSE_retention-and-turnover-2015.pdf
3: https://hbr.org/2014/08/why-women-dont-apply-for-jobs-unless-theyre-100-qualified
4: https://www.innosight.com/insight/creative-destruction/

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LiveHire's Proposition Beats the Competition

Old "system of record" method:

Competition: Applicant Tracking Systems
Process: Advertise → Apply → Review → Reject → Repeat

68 days
Average time to hire[1]

$34,000
In lost productivity and recruiting costs per hire[1]

48 candidates
Rejected from job on avg. per hire.[2]

LiveHire "engagement" method:

Total Talent Acquisition platform
Process: Grow Community → Talent Pool → SMS → Hire

17 days
Median time to hire[2]

75%
Reduction in productivity loss and recruiting costs[3]

19 candidates
Rejected from job on avg. per hire: 60% improvement[2]

" *It's a tall order to transform a system of record into a system of engagement.*

Talent organizations that really want to maximize their recruiting technology ROI should instead consider taking the exact opposite approach. "

Matt Charney - Chief Content Officer
Allegis Global Solutions and Executive Editor at Recruiting Daily

LiveHire Platform. The talent ecosystem architecture built for global scale.

1. The Central LiveHire Platform

Rapidly deployed (days vs months) and globally scalable
Integrates to the internet of talent (all sources vs job boards only).
Marketplace of third party software to improve recruiter workflow
Integrates with large company HR Information Systems (HRIS).

2. Integrations for Sourcing Talent

Deep integrations draw from all sources of talent (over 700 million online profiles[1]) where they "live" on the internet, so clients can grow their communities fast.
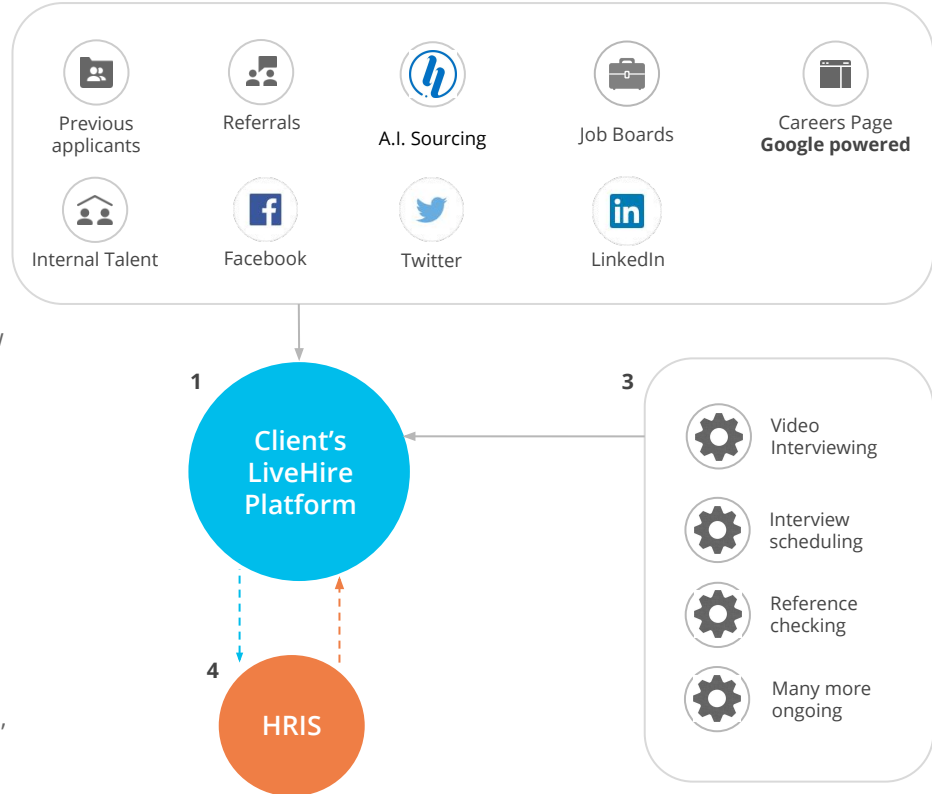
3. Integrations for Improving Recruiter Workflow

LiveHire is a central platform to an ever growing ecosystem of third party plug-and-play software to add further efficiency, candidate experience, and automation to client's hiring process.

4. Integrations with HRIS Systems (Large Companies)

2-way deep data and activity synchronisation with client's Human Resource Information Systems (HRIS) to remove duplicate workflows, improve data integrity, and reduce recruiter administration.

2

Previous applicants

Referrals

A.I. Sourcing

Job Boards

Careers Page **Google powered**

Internal Talent

Facebook

Twitter

LinkedIn

1

Client's LiveHire Platform

3

Video Interviewing

Interview scheduling

Reference checking

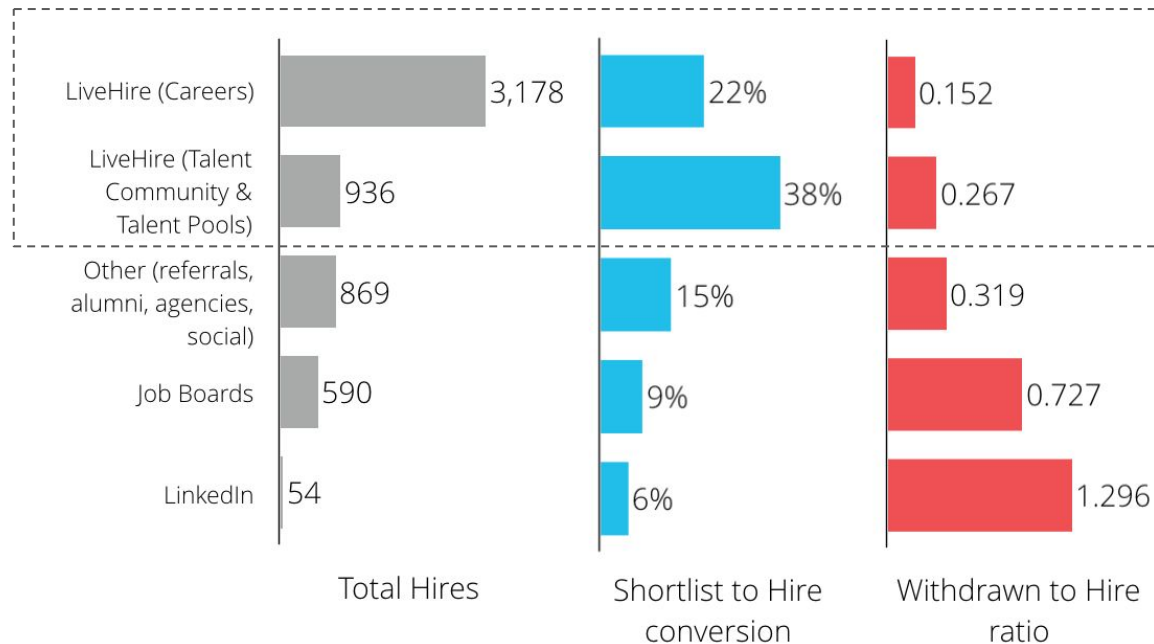Many more ongoing

4

HRIS

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The result: greater, faster hires, with less wasted recruiter time.

Analysis of the last 5,500 hires across all LiveHire clients.

The traditional sources of talent provide few hires, and waste more recruiter time from withdrawing applicants. LiveHire's deep Google integrations, A.I. and personalised candidate experience direct more quality talent into the community, and save recruitment teams' time by finding genuine applicants through mutual fit.

	Total Hires	Shortlist to Hire conversion	Withdrawn to Hire ratio
LiveHire (Careers)	3,178	22%	0.152
LiveHire (Talent Community & Talent Pools)	936	38%	0.267
Other (referrals, alumni, agencies, social)	869	15%	0.319
Job Boards	590	9%	0.727
LinkedIn	54	6%	1.296

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Adopted by the best industry practitioners.
Recruitment Process Outsourcing (RPO)

The RPO channel provides efficient and fast geographical scale to the largest enterprises with minimal sales infrastructure. Building the technology of the future for the industries best.

KORN FERRY

4 Enterprise clients to date with a large forward pipeline of the most well known brands in Australia and New Zealand.

Undisclosed RPO

2 Government clients to date with a focus on the largest government contracts in Australia.

randstad sourceright

Partnership agreement in place and exploring **international expansion** in contingent workforce markets.

Joint proposals and/or advanced discussions underway with four additional RPO providers.

40% of large organisations globally use RPO firms to deliver their end to end recruitment inside their organisations, acting as extensions of their talent acquisition function, operating more like partners than vendors.

LiveHire aims to be the preferred technology used by RPO partners to deliver improved value to their clients, and improved EBIT to RPO.

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LiveHire Is Also Delivering Talent On Demand Direct to Medium Enterprise

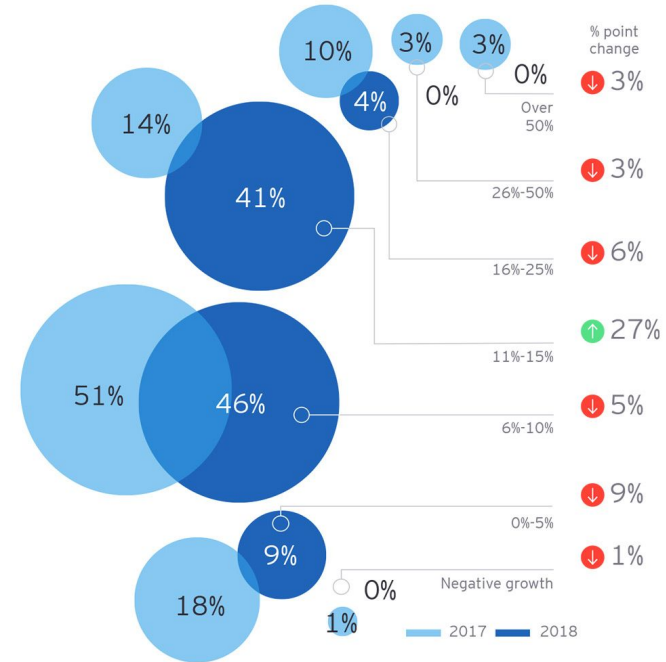Direct sales team focus on 500-5,000 FTE organisations

Business confidence is soaring among the Australian middle market

According to the EY Growth Barometer survey[1], more than 4 out of 10 company leaders are anticipating growth of more than 10% this year.

This places the country ahead of growth powerhouses India, China and Singapore, with the middle market's expectations also well above the International Monetary Fund's forecast of 3% growth.

"These growth rates show that it is Australia's middle-market companies, rather than the multinationals, that are driving growth into the economy," says
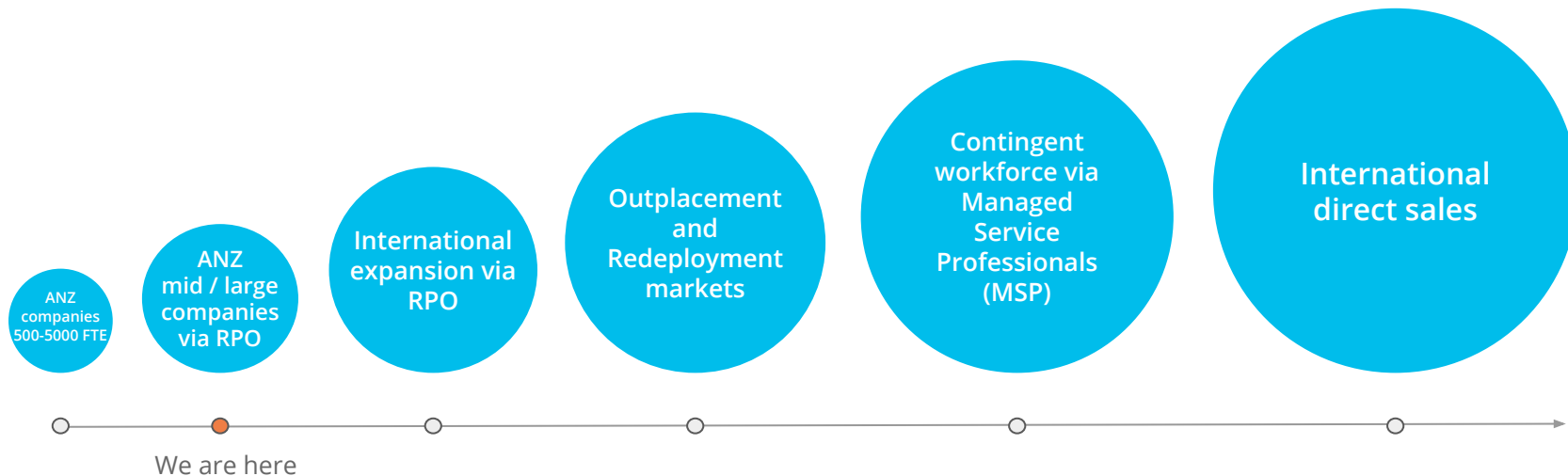**Rob Dalton, Oceania Growth Markets Leader, EY.**

Growth expectations for 2017 and 2018

% point change

Range	% point change
Over 50%	↓ 3%
26%-50%	↓ 3%
16%-25%	↓ 6%
11%-15%	↑ 27%
6%-10%	↓ 5%
0%-5%	↓ 9%
Negative growth	↓ 1%

14% 10% 3% 3% 0% 4% 0% 41% 51% 46% 9% 18% 1% 0%

2017   2018

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Increasing global market opportunity over time

LiveHire's current focus is on the Australia & New Zealand market via the Direct Sales Channel (Mid Sized clients, 500-5000 FTEs), and the Recruitment Process Outsourcing (RPO) channel for large companies. The global market potential is enormous, with US$240b spent on Talent Acquisition in the US alone.

Empowering the flow of talent through all markets over time is made possible and efficient through the unified profile and live data.

ANZ companies 500-5000 FTE

ANZ mid / large companies via RPO

International expansion via RPO

Outplacement and Redeployment markets

Contingent workforce via Managed Service Professionals (MSP)

International direct sales

We are here

Building a highly valued ecosystem of Talent Community Connections (TCCs)

The unified candidate profile is a unique and valuable characteristic of the LiveHire platform, different to the traditional static applicant tracking software, difficult to replicate, creating a highly defendable, highly valued network that can be monetised in many ways.

LiveHire sees who gets hired, who gets promoted, who leaves a business for another. This live data is not all available to Job Boards or static ATS.

New clients can grow their Talent Communities fast. Candidates join Talent Communities quickly.

More scalable across entire industries globally. Can become the industry standard.

More sticky platform and defensible from new market competitors.

Unified live data means AI and Machine learning continues to improve over time, providing increasing ROI and value to users.

Central source of valuable and live economic and employment data.

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Growth

Cash Receipts, Revenue, ARRPC, and Talent Community Connections (TCCs)

Cash Receipts

	FY16	FY17	FY18
	$299,000	$927,000	$2,007,000
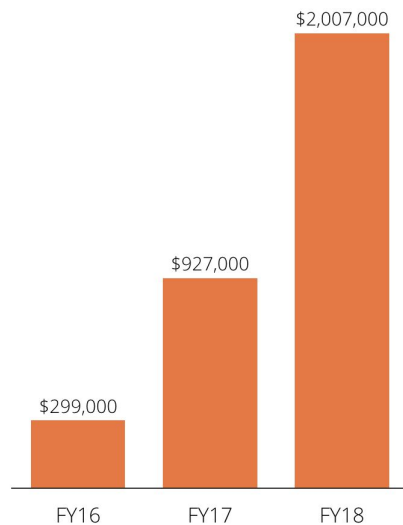
LiveHire charges the annual repeat fee upfront. Quarterly or monthly payments in advance are also available for a premium.

Revenue

|	FY16	FY17	FY18
	$310,000	$776,000	$1,651,000
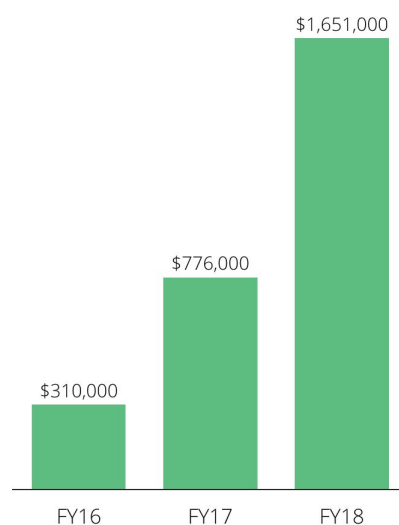
LiveHire charges an annual, repeat licence fee to Companies for use of the cloud based platform, based on the size of their workforce.

ARRPC

	FY17	FY18
	$16,422	$25,407
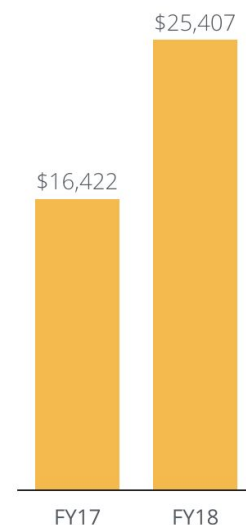
Average recurring revenue per client grows as LiveHire is adopted by larger and larger enterprises. LiveHire is building a low acquisition, rapidly deployable solution for infinite scale.

TCC Ecosystem

	FY16	FY17	FY18
	135,000	362,000	671,000
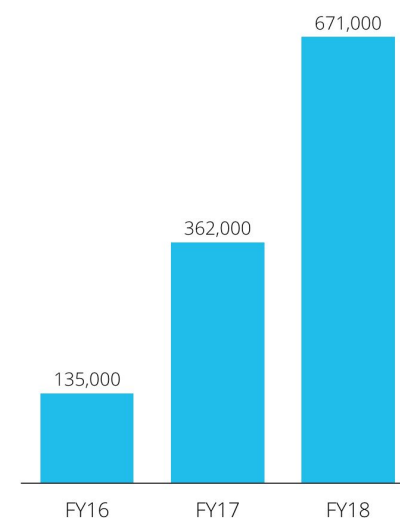
Candidates can join multiple Talent Communities with their unified profile, creating a highly valuable, monetisable, and defendable global network effect.

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From Product Led to Market Leading Technology

CY 17 was a year of building the architecture and platform to support the largest RPO and enterprise organisations globally, which in turn delivers a best in breed product for direct sales in the mid market.

CY18 is a shift to high growth sales and scaling through RPO and direct sales channels, with each BDM eventually targetting $500k additional ARR per year.

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FY19 year to date business highlights

Metrics

Record 10 new contract wins in Q1, and 22% increase in ARR QoQ.
ARR per Client increase of 10% to $27,885, and 38% YoY. Winning larger clients ongoing.
Talent Community Connections (TCCs) >750,000. Strong and growing networked ecosystem.
Q1 Cash receipts at an all-time high of $640,000, driven largely by new customers.

Channel Partners

Major federal Gov client win with Undisclosed RPO, providing the entry point and opportunity to scale through one of the largest global RPO contracts.
4th Client Implementation with Korn Ferry RPO, and strong pipeline of marquee clients.
Partnered with WithYouWithMe to bring high value Cyber-cert Grads via the LiveHire platform to new clients.
Additional new client wins to be communicated soon.

Team

Shifting spend to scale the direct sales team, with each BDM eventually targetting $500k additional ARR per year.
Restructured integrations team to cater to upcoming pipeline of major enterprise wins.

Product

New major product, Agency Management, released, opening the MSP (contingent RPO) market.
Offer Management product release underway, major integrations planned.

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