

# LiveHire

Empowering the flow of the  
world's talent

LiveHire (ASX:LVH)  
Capital Raising Presentation

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# From the CEO



**Christy Forest**  
CEO - LiveHire

*"The LiveHire platform is globally unique and solving an acute problem for organisations; how to deliver a candidate experience that can attract, engage, and hire the best talent, at scale, whilst reducing the low value activities and administration, enabling talent acquisition teams to focus on more strategic initiatives.*

*We have been delivering valuable client outcomes in Australia for both our direct enterprise clients and outsourced channel partners, together setting the benchmark for how the new world of talent acquisition can work. We have now entered the US market in partnership through the MSP/RPO channel and this is accelerating much faster than anticipated.*

*We are very excited to welcome some prominent and large institutional investment funds to LiveHire whilst raising the capital needed to set the business up for rapid and cost effective global scale over the coming years.*

The way we've  
been taught to  
recruit is perfectly  
suited to a world  
that no longer  
exists...

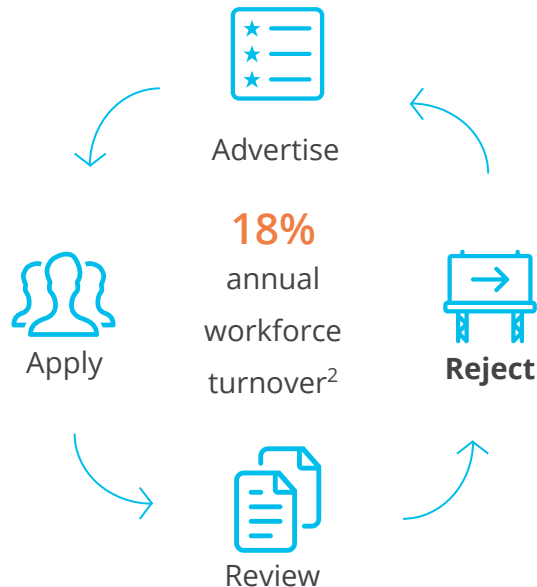


The traditional recruitment process lacks the agility, efficiency, and diversity<sup>3</sup> of hire for the future workforce.

# 54 days

Average time to hire from traditional reactive recruitment processes<sup>1</sup>.

The traditional recruitment process is making companies less agile, and deterring diverse candidates<sup>3</sup>.



**Job boards**

**~\$300**

Cost to advertise the role

**cost per hire**

**~\$5,700**

In recruitment team's time<sup>4</sup>

**+\$34,000**

In company productivity loss<sup>4</sup>

**~48 per hire**

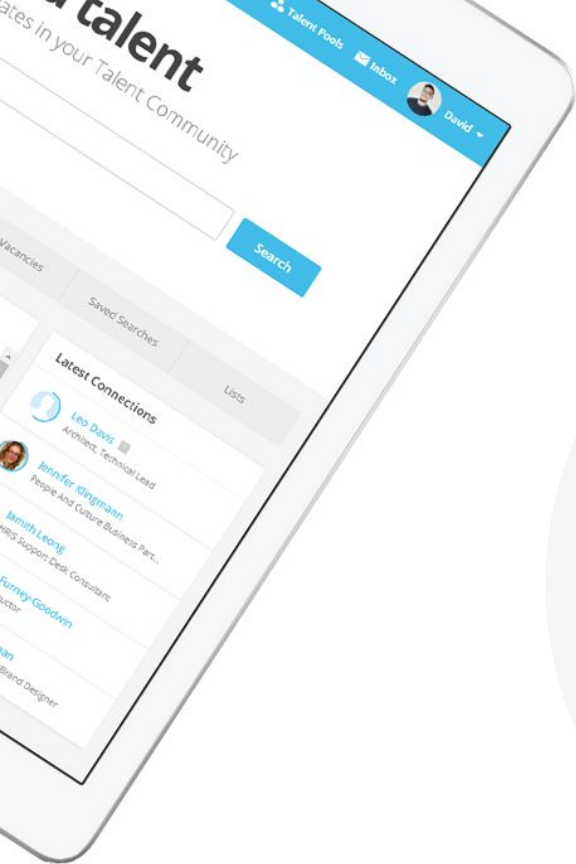
People rejected from company

1: LiveHire internal data; March 2019. Time to fill a role from reactive sourcing from job boards and careers websites.

2: [https://www.ahri.com.au/media/1222/turnover-and-retention-report\\_final.pdf](https://www.ahri.com.au/media/1222/turnover-and-retention-report_final.pdf)

3: <https://hbr.org/2014/08/why-women-dont-apply-for-jobs-unless-theyre-100-qualified>

4. 2017 State of the Recruiting Function, Benchmarks for Recruiting Budget, Staffing, and Workload; CEB Recruiting Leadership Council; March 2017



LiveHire is the future process.



### Talent From all Sources

The internet of talent.

Discovered,  
Talent Pooled,  
Text Messaged,  
and Hired.  
On-demand.



# The Talent Acquisition market is huge.

<sup>1</sup>  
**\$240B**

Currently estimated spend each year in the US on Talent Acquisition alone.

<sup>2</sup>  
**16%**

Technology portion of this spend is expected to increase from 2% to 16% by 2020 as companies looked for greater efficiency.

**#1**

LiveHire Technology: High CAGR (100%+)<sup>4</sup>  
High Gross Margin (70%+)<sup>3</sup>  
Scarcity (disruptive, high ROI model, globally unique).

Companies are changing the way they recruit, the way they share and collaborate, the way they fundamentally treat candidates now like customers.

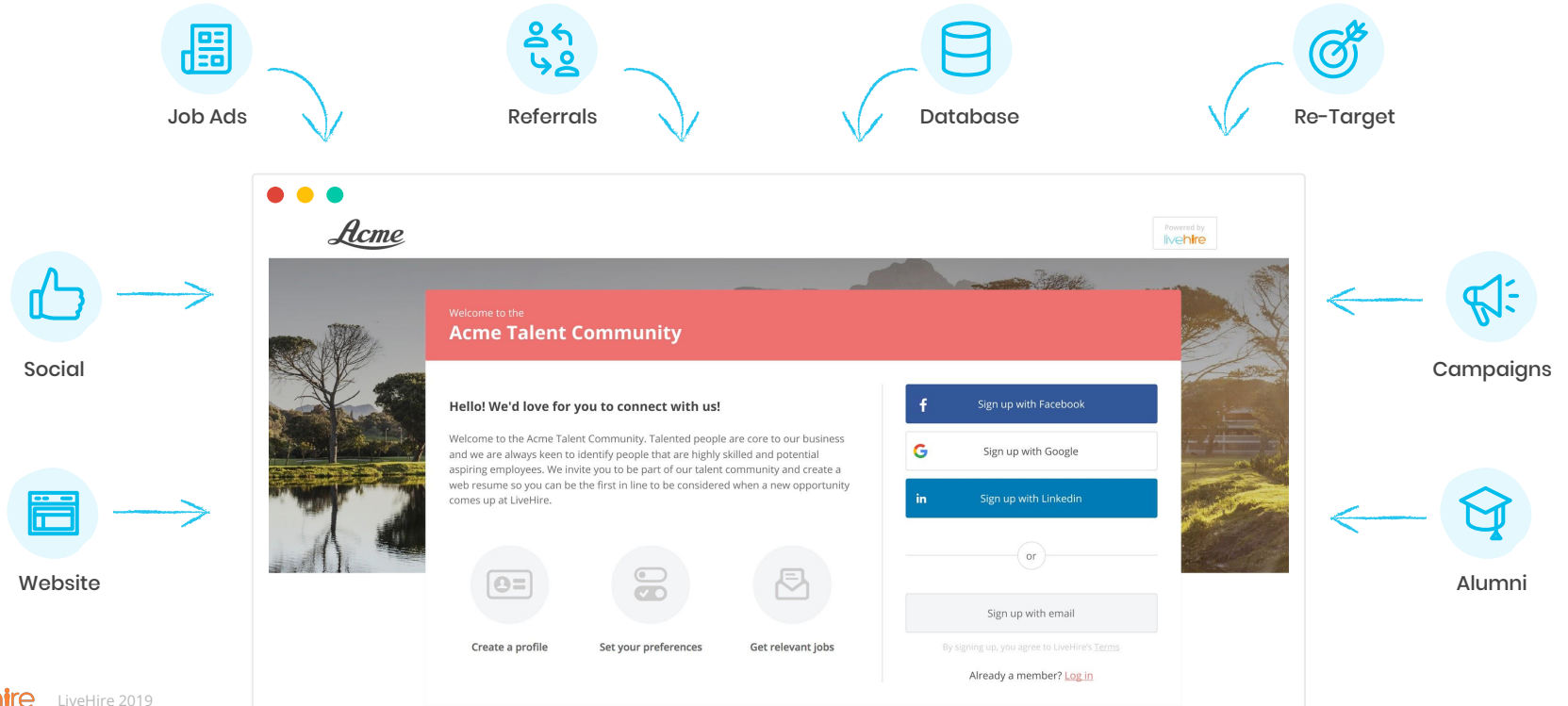
This is leading companies towards having to use the cloud to work and manage their talent data, to shift power to the candidate, to use AI, to unify data, and to communicate more personally.

LiveHire has created a new category, and built an architecture, a strategy, and a technology that is unique and enabling that vision of the future.

1: [Reference Link](#) 2: CEB Insights (now Gartner): 2017 State of the Recruiting Function (Benchmarks for Recruiting Budget, Staffing, and Workload), March 2017 3: Long term projection at scale assuming Account Management, Support and Implementation costs of 15% of revenue; AWS Hosting and Direct/Embedded Software Costs of 15% of revenue. 4: historical 3 year moving average. Not a future prediction.

# A Live Talent Community

A single, simple destination for all talent interested in a company





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

## 1. The LiveHire Platform

Cloud based, open API, rapidly deployed, highly scalable.  
Replaces the traditional Applicant tracking systems (ATS) and Candidate relationship management softwares (CRM) with a single end to end platform.

## 2. Sourcing product integrations

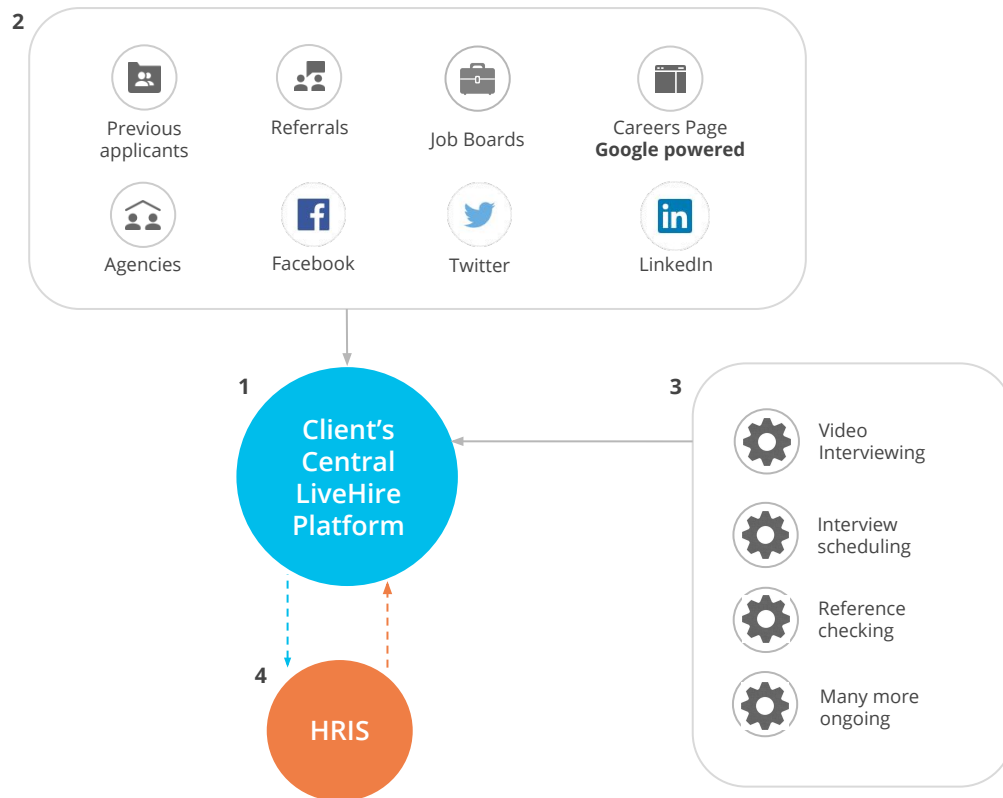
Deep integrations with major sources of talent online so clients can grow their communities fast.

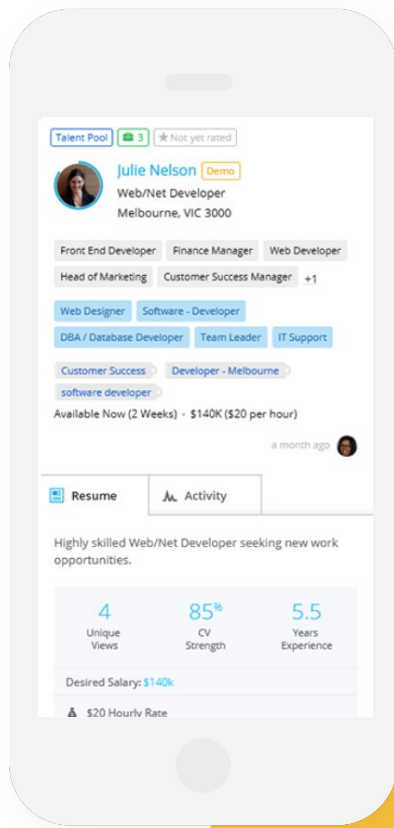
## 3. Third party “widget” integrations

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. HRIS Integrations (Large Companies)

For ultra large organisations, 2-way deep data synchronisation with client's Human Resource Information Systems (HRIS).





## What has LiveHire helped clients achieve?

**27%**

of candidates in Talent Community accept an invitation to apply for an open role.

[#WeAreLive](#)

**45 min**

Median candidate response time to all communication.

[#TalentOnDemand](#)

**21 days**

Median time to hire candidates already in LiveHire Talent Communities<sup>1</sup>.

[#61%Faster](#)

**56%**

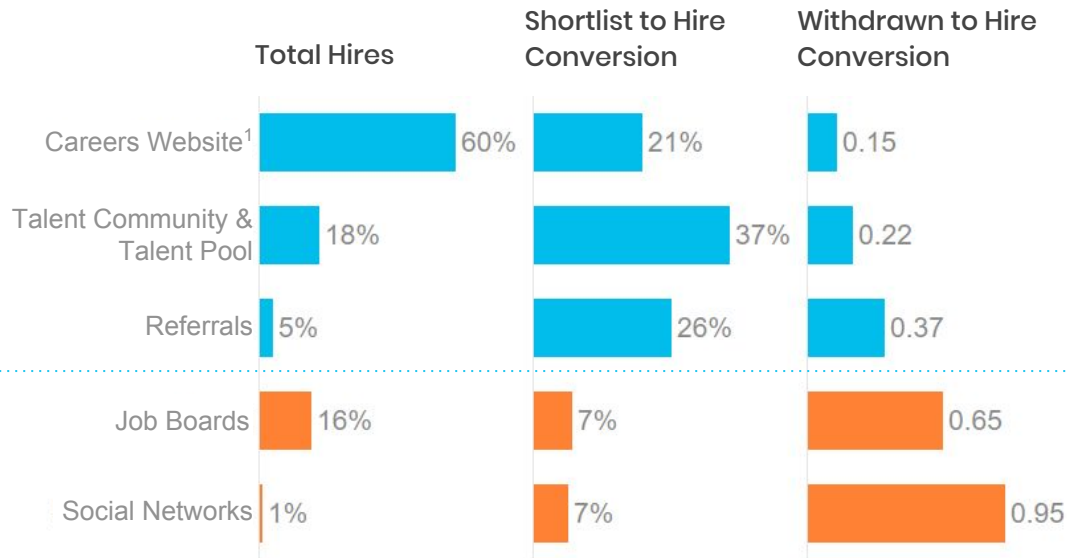
of all hires from companies using Talent Communities are female.

[#DiversityMatters](#)

## Greater, faster hires, with less wasted recruiter time.

**New way:** A community experience with 2-way engagement, creates fast hiring and decisive candidates.

**Old way:** The traditional channels provide few hires, and less committed applicants.



Source: LiveHire analysis based on ~5,500 hires from our clients in 2018

## Adopted by leaders in the industry. Recruitment Outsourced partners (RPO & MSP)

Providing efficient and fast global scale to the largest enterprises with minimal sales infrastructure. Building the technology of the future for the industries best.



**8 Enterprise clients to date** in conjunction with Korn Ferry. Large forward pipeline of some of the most well known brands in Australia and New Zealand.



**2 government contracts** to date with a focus on growth across multiple verticals in Australia and New Zealand



\$3bn spend on customer projects across 50 countries. **Expanding rapidly** across a large installed client base in the US.

Joint proposals and advanced discussions underway with multiple other national and international RPO providers.

## RPO & MSP Channel to Market

The Recruitment Process Outsourced (RPO) market manages permanent hires and is **valued at ~US\$4bn<sup>1</sup>**.

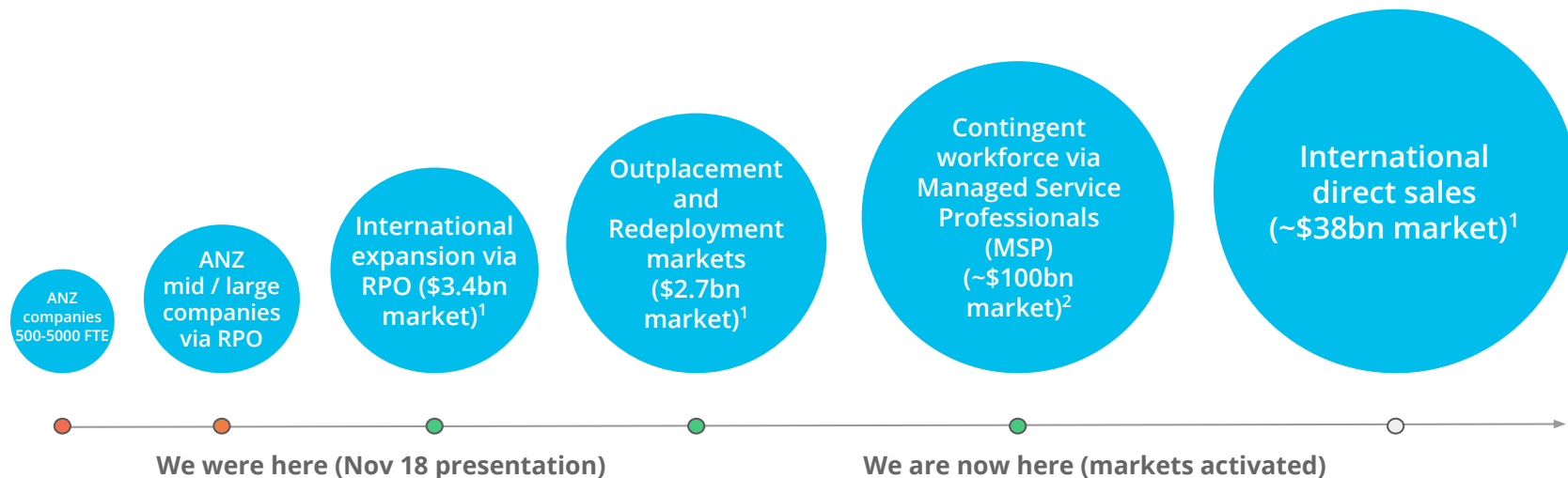
LiveHire technology has potential to account for 5% of this spend<sup>2</sup>.

The Managed Service Provider (MSP) market manages Contingent (contractor) hires and is **valued at ~US\$100bn<sup>1</sup>**. LiveHire technology has potential to account for 0.5-1% of this spend<sup>2</sup>.

# US market entry commenced via MSP and RPO channels

LiveHire plans to deliver long-term sustained high CAGR in ARR by entering large international markets through outsourced channel sales partners, providing them with an easy to self-deploy, scalable Talent Community platform.

With partners, first enterprise agreements, and implementations underway faster than anticipated, LiveHire is now investing in the product architecture to bring forward the timeline of enabling these high growth channels to rapidly scale.



# To capitalise on a global opportunity, LiveHire has completed a \$15m Placement

## Capital Raising

\$15m Placement to professional and sophisticated investors successfully completed

## Pricing

The Offer Price of \$0.60 represents a 4.6% discount to the 10-day VWAP

## Use of Funds

Platform Architecture, Operating Model and International Channel Partner Business Development.  
*More detail provided overleaf.*

# Use of funds

## To accelerate growth and strengthen the Company's balance sheet

Funds will be deployed over a number of years on projects that accelerate and support international expansion and facilitate faster, organic scale through channel partners, and hence long-term high CAGR. There will be three primary areas of work:

### 1. Platform Architecture (60%)

- Advance the open API development across the platform to enable "self serve" integrations by third party software "widget" vendors and HRIS/VMS dominant players.
- Advance the development of "self serve" launch of Talent Communities, to enable resellers, RPO, and MSP partners to implement and scale across their client bases independently of LiveHire.

### 2. Operating Model (20%)

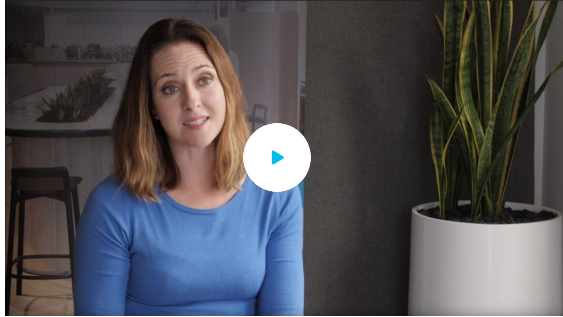
- Train channel partners to perform their own implementations independent of LiveHire. This enables long-term, faster scaling with minimal OPEX increase, improving long term EBIT margin.

### 3. International Channel Partner Business Development (20%)

- Accelerate existing channel partners across a broader client base.
- Expansion of new international channel partnership agreements.



## LiveHire's direct sales team focus on medium organisations (200–5,000 FTE)



Because LiveHire helps us showcase who we are as a company and who we are as a brand, it means we attract candidates who are looking for companies that are just like us.

**Zoe Sharan**

Employee Experience Manager at Amicus





# Board of Directors



**Geoff Morgan AM**  
Non-Exec Chairman



**Gigi Gozzi**  
Founder, CPO



**Dr Mike Haywood**  
Founder, Growth



**Christy Forest**  
CEO



**Michael Rennie**  
Non-Exec Director



**Adam Zorzi**  
Non-Exec Director



# Building a high value ecosystem of Talent Community Connections (TCCs)

The unified candidate profile is unique to the LiveHire platform, and difficult to replicate. As more companies switch to LiveHire and grow their own Talent Communities, the total talent ecosystem grows, until the majority of talent globally are on LiveHire, keeping their single data set live, and responding fast to communications. This domino effect means companies that wish to source, engage, and hire the best talent faster and more cost effectively, should join the LiveHire ecosystem.



LiveHire clients can benchmark their recruitment performance against their industry averages.



New clients can grow their Talent Communities faster. Candidates join Talent Communities quicker.



More scalable across entire industries globally. 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 ongoing ROI and value to users.



Central source of valuable and live economic and employment data.



livehire.com



investors@livehire.com



Simon Hinsley  
+61 401 809 653



@livehireme



LiveHire Limited  
Level 10, 461 Bourke Street,  
Melbourne 3000, Australia