

## ASX: LVH MARKET RELEASE

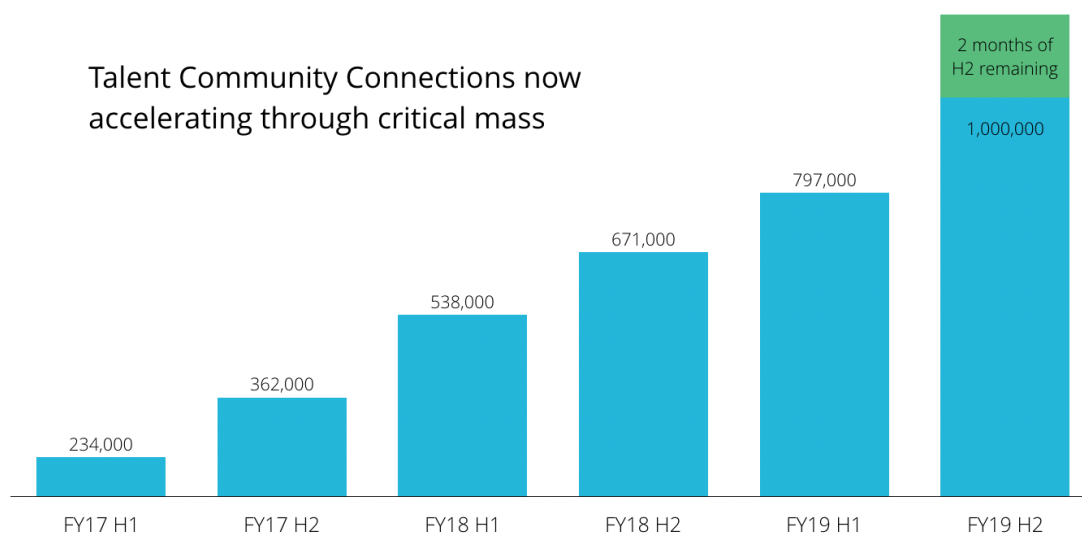
### LiveHire surpasses 1 million Talent Community Connections (TCC)

8 May 2019 | Melbourne, Victoria

#### Highlights

- Talent Community Connections<sup>1</sup> (TCCs) have surpassed critical mass of 1 million.
- Growth is accelerating, with more than 200,000 TCCs being added in the last 4 months.
- TCCs are a key indicator of client ecosystem growth and candidate adoption.
- LiveHire is now used by organisations in 14 of the 18 Australian Industries, which collectively represent 85% of the working population<sup>2</sup>.

LiveHire Limited (ASX: LVH) ("LiveHire" or the "Company"), the award-winning<sup>3</sup> talent acquisition & engagement platform that revolutionises candidate experience and enables businesses to thrive with talent on demand, is pleased to announce the LiveHire ecosystem has surpassed critical mass of 1 million Talent Community Connections (TCCs).



<sup>1</sup> A Talent Community Connection (TCC) represents a connection between a company and an employment candidate on the LiveHire platform. An individual candidate may join multiple talent communities resulting in multiple TCCs per candidate. TCCs also include unclaimed candidate profiles created by a company or its service providers or by the candidate through a job application process. TCCs may also include claimed candidate profiles that remain on the platform available to be connected with live talent communities after being archived by their only active company connection.

<sup>2</sup> [https://www.aph.gov.au/About\\_Parliament/Parliamentary\\_Departments/Parliamentary\\_Library/pubs/rp/rp1718/Quick\\_Guides/EmployIndustry](https://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Library/pubs/rp/rp1718/Quick_Guides/EmployIndustry)

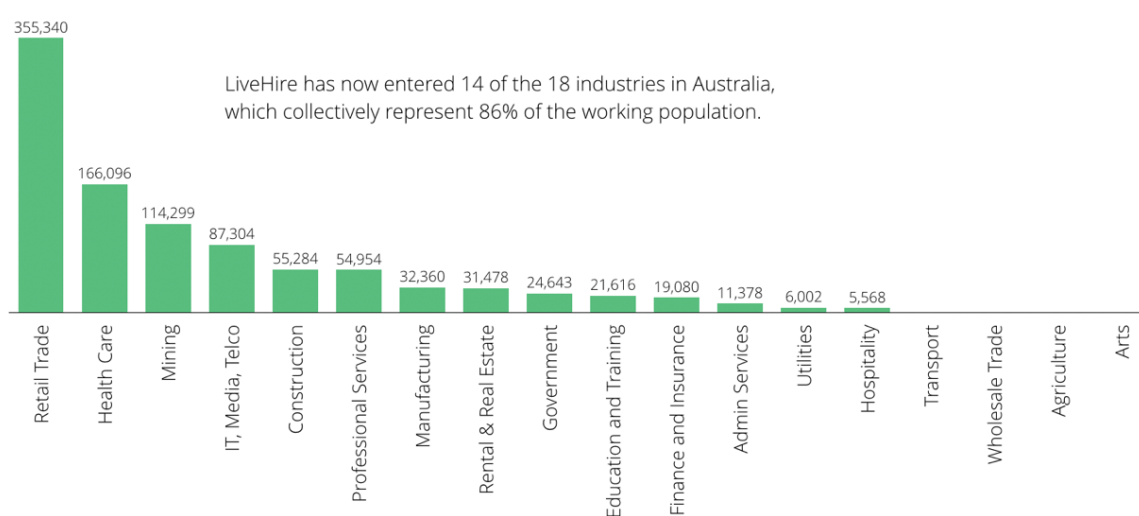
<sup>3</sup> [https://drivenxdesign.com/SYD17/winners\\_list.asp](https://drivenxdesign.com/SYD17/winners_list.asp)

## 1 million Talent Community Connections

The LiveHire ecosystem grew by over 200,000 TCCs in the last 4 months and more than 80,000 TCCs in April alone to surpass the 1 million TCC milestone, indicating the accelerating nature of the LiveHire ecosystem.

LiveHire's Serviceable Addressable Market (SAM) also continues to expand, with organisations from 14 of the 18 industries across Australia now adopting the platform. These 14 industries collectively represent more than 85% of the working population and include the 8 largest industries by total workforce, demonstrating the wide applicability and total addressable market of the unique LiveHire platform across many professions, industries, and company sizes.

### Talent Community Connections by Industry



### Christy Forest, CEO of LiveHire said:

*"The Talent Community Connection is such an important and high value metric as it represents the relationship between an organisation and a candidate. LiveHire is an ecosystem, in a sense that it does not try to own the candidate like a marketplace, it merely enables many private relationships and experiences between organisations and candidates to happen.*

*What is most exciting though is the LiveHire experience, true to its design, has created a near perfect 50/50 balance of Talent Community Connections being from men and women, with 56% of all hires into organisations using the LiveHire platform as their end-to-end talent acquisition system being women.*

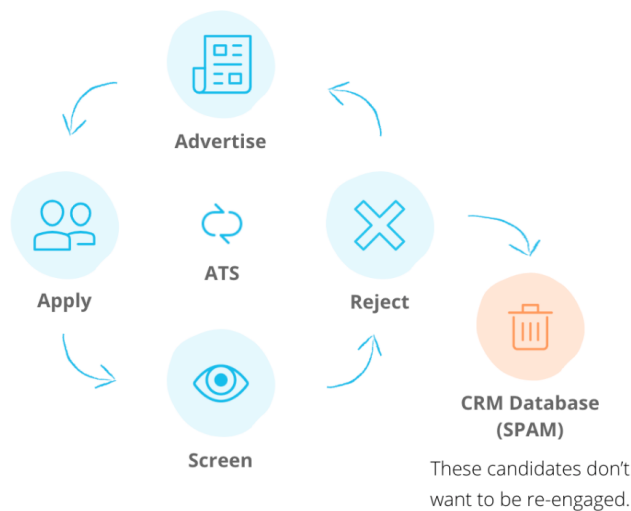
*Diversity of hire is a top priority for organisations looking to build high performing teams that outperform their market and competition<sup>4</sup>. The LiveHire candidate experience has been designed specifically to attract, engage, and hire more diverse workforces and these results across 1 million TCCs are testament to that. This is just one of the many reasons the most progressive organisations globally are switching from legacy operational (OX) Applicant Tracking Systems to the LiveHire experience (EX) platform."*

<sup>4</sup> <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>

The 1 million TCC milestone comes at the same time as LiveHire's platform expands into the US with its first series of channel partner led implementations. TCC ecosystem growth in the US is expected to quickly surpass Australia.

### Disrupting the legacy (ATS) recruitment software market

Applicant Tracking Systems (ATS) are an operational (OX) system used by small, medium, and large organisations to process candidates that apply to vacancies. In some systems, unsuccessful applicants to past jobs can be stored in a static database and sent emails about new opportunities to apply to.



LiveHire believes there are 3 major issues with these legacy OX systems that result in long and costly hiring times:

1. The experience of applying through an ATS is long and poor, meaning a majority (80%) of candidates who have a bad experience do not want to be notified about future roles<sup>5</sup>.
2. Candidates require a separate account/profile for every organisation they apply to, even when those organisations use the same ATS software. Data is therefore static, not live.
3. Communication is often email, with engagement rates being less than 2%<sup>6</sup>, meaning they are very inefficient as a means of building databases for future hires.

LiveHire helps organisations shift their recruitment software and approach from an operational (OX) system to an experience (EX) platform designed around a positive candidate-centred experience first, mirroring some of the best customer experiences, to create a Talent Community of diverse and qualified candidates that are happy to be engaged for future roles.

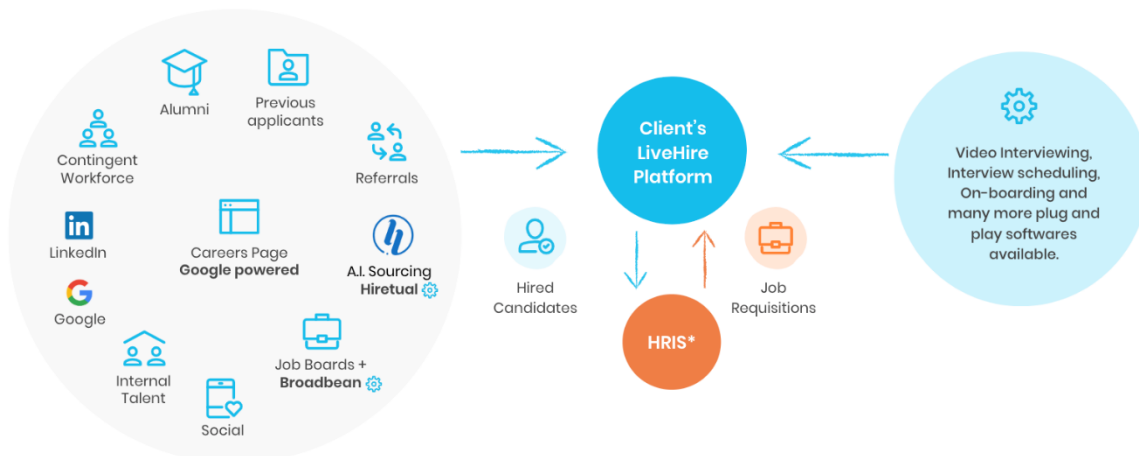
The LiveHire platform is uniquely powered by a federated (unified) profile of the candidate across all clients, providing a private and secure single source of truth of data for organisations, talent, and the economy. This is what is known as the Talent Community Connection (TCC).

<sup>5</sup> <https://workplacetrends.com/candidate-experience-study/>

<sup>6</sup> <https://mailchimp.com/resources/email-marketing-benchmarks/>

The federated (unified) candidate profile is unique to the LiveHire platform and very difficult to reverse engineer by legacy ATS software. Candidates join Talent Communities in minutes, and can then be talent pooled across multiple roles, and multiple organisations over time, communicating with all companies privately through 2-way SMS.

The big data from live profiles and the network effect constantly feeds artificial intelligence and powerful matching for faster and faster hiring (fly-wheel effect).



LiveHire becomes the central platform and source of truth, enabling a third-party marketplace of recruitment software apps globally to plug in and further enhance the recruiter and candidate experience.

As more companies are adopting LiveHire to grow their own Live Talent Communities, more talent is attracted to connect with companies, continually growing the size and defensibility of the Talent Community Connections network and ecosystem of companies.

LiveHire technology is agnostic to all competitive sources of talent (job boards, social media, search engines etc) as well as providers of recruitment services, meaning it is scalable across entire industries globally and is an ecosystem able to penetrate large addressable markets where legacy recruitment software's and competitive sources of talent are typically segmented and capped in growth by client size or competition.

**Note to market**

None of the information included in this announcement should be considered individually material, unless specifically stated. All figures in this announcement are provided on an unaudited basis.

**For more information:**

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**About LiveHire**

LiveHire is a Human Capital performance platform that delivers a proactive sourcing and talent mobility solution called Live Talent Communities. The platform makes managing the flow of talent into and through businesses seamless, delivering value through detailed visibility of talent, shifting recruitment from reactive to proactive, improving fit, reducing time and cost to hire, with an unrivalled candidate experience. Founded in 2011, LiveHire is an Australian company headquartered in Melbourne, with offices also in Sydney and Perth.

[www.livehire.com](http://www.livehire.com)

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