

ASX: LVH MARKET RELEASE

LiveHire Appoints Karen Gonzalez as Executive Vice President North America

21 January 2020 | Melbourne, Victoria

Highlights:

- Karen Gonzalez, accomplished executive with more than 20 years of sales management experience in major global staffing and workforce solution companies, has been appointed as the head of LiveHire's North American business, effective January 27, 2020.
- The appointment of this pivotal role as planned and budgeted, is a milestone in the Company's progress toward two of its three major growth pillars: the US market entry and Partner Expansion strategy. The third pillar of growth is the expanded and successful Australia/New Zealand Direct Sales team.
- In Karen's previous role as Chief Sales Officer for Guidant Global, she grew new logo market share by 65% over a 4-year period. In her role as VP National Sales for Randstad, she secured strategic accounts that generated \$10M+ in revenue, with anticipated tenure spend of \$100M in her personal portfolio. Karen was consistently recognised for exemplary performance by Randstad including "Best in Blue" (company-wide award for top producers) and Performance Forum.
- LiveHire is thrilled to welcome Karen who brings exceptional leadership and team-building skills, industry contacts and knowledge, and demonstrable revenue outcomes via new clients and partners. In Karen's role with LiveHire, she will establish top down relationships with key Partners to enable and accelerate sales through their teams, and establish LiveHire sales and marketing capabilities to rapidly expand US client logo acquisition.

The Talent acquisition and engagement platform LiveHire Limited (ASX: LVH) ("LiveHire" or the "Company") is very pleased to announce the appointment of Karen Gonzalez to the role of Executive Vice President North America.

Commenting on Karen's appointment, LiveHire CEO, Christy Forest, said: *"As we make meaningful progress against our three major pillars of growth, we are delighted to welcome Karen as the head of our North American business. Karen brings a wealth of experience that will accelerate our US entry and give our partners and clients a truly trusted point of contact and high-performing local team over time. Karen's proven track record and relationships in the US have been reinforced by a number of top partners who rate her highly; these partners have already begun to introduce LiveHire into their client base and are especially eager to work with Karen. Most impressive is Karen's exceptional fit with our Company and our mission to 'empower the flow of the world's*

talent.’ Karen has a progressive mindset, and has rapidly validated our product and strategy whilst also bringing an expansive view of LiveHire’s growth opportunities in both the contingent and permanent workforce space, along with differentiated positioning in the US market. We are thrilled to welcome someone of Karen’s calibre to our now global leadership team.”

Commenting on her appointment, LiveHire Executive Vice President North America, Karen Gonzalez, said: *“I am excited to join such a progressive and innovative organization that is changing the world of work by providing a talent acquisition platform that brings together total talent management and employee engagement to provide hiring managers and candidates with an enhanced experience. I am truly impressed with the LiveHire platform and how it has differentiated itself in the marketplace. LiveHire utilizes AI to source critical talent, and offer a robust applicant tracking system that will dramatically improve the end-to-end hiring process for hiring managers, channel partners and both contingent and direct hires. In addition, LiveHire understands that it takes more than just great technology and AI to attract and source the best talent and has created a platform that focuses on candidate engagement and the candidate experience which is a missing component of other cloud-based talent acquisition platforms. I look forward to being a part of a such a passionate and dynamic leadership team and am excited to lead the growth and expansion in North America.”*

Karen’s remuneration is aligned with the Company’s long-term goal and LiveHire’s Executive remuneration guidelines. As a result, subject to the Company satisfying all necessary regulatory requirements and obtaining all necessary shareholder approvals to enable Karen to participate in the Company’s Employee Incentive Plan (“EIP”), the Company intends to offer Karen 1 million ordinary shares in the Company (“Loan Back Shares”) under the EIP issued at the VWAP of the 5 trading days immediately prior to the date of issue. The issue price of the Loan Back Shares will be funded via a non-recourse, interest free loan under the EIP.

The Loan Back Shares will vest as follows:

- 50% will cease to be Restricted (as that term is defined in the EIP) on 30 June 2022 (“Vesting Date”) provided that:
 - the Company achieves at least \$10 million in Annualised Recurring Revenue¹ by 30 June 2021; and
 - Karen remains employed within the Company Group on the Vesting Date (and no notice of termination has been given);
- 50% will cease to be Restricted on the Vesting Date provided that:
 - the Company achieves at least \$15 million in Annualised Recurring Revenue by 30 June 2021; and
 - Karen remains employed within the Company Group on the Vesting Date (and no notice of termination has been given); and
- the Loan Back Shares will have full dividend and voting rights during the vesting period.

The Loan Back Shares will be issued upon the later of the commencement of Karen’s employment on January 27, 2020 and the date on which the Company satisfies all necessary regulatory requirements and obtains all necessary shareholder approvals.

The Company will update the market in respect of the proposed issue and allotment of the Loan Back Shares in accordance with its continuous disclosure obligations.

¹ ‘Annualised Recurring Revenue’ represents contracted recurring revenue components of term subscriptions normalised to a one-year period

For more information:

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www.livehire.com/investor

Christy Forest, LiveHire's CEO and Executive Director, authorised the release of this announcement to the ASX.

About LiveHire

LiveHire is an award-winning² talent acquisition & engagement platform that revolutionises the candidate experience and enables businesses to thrive with talent on demand. Our Talent Acquisition & Engagement platform 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

² https://drivenxdesign.com/SYD17/winners_list.asp