



ASX: LVH MARKET RELEASE

## LiveHire wins large USA Direct Sourcing contract in retail

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- LiveHire has won its latest US Direct Sourcing contract with SASR (Set and Services Resources).
- Annual revenue run rate is estimated at AU\$440,000 as the program is fully deployed.
- The contract is for one of SASR's portfolio of clients, a major US retail group.
- Managed Direct Sourcing & Fulfilment (MDSF) is the creation of private, company branded Talent Clouds/ Talent Pools for sourcing, curation, fulfilment and payroll of contractor roles on-demand.
- LiveHire has a growing pipeline of Direct Sourcing prospects, where its technology is uniquely placed as a disruptive innovation that delivers immediate and high ROI to clients in this growth market.

Disruptive talent sourcing, mobility and engagement platform LiveHire Limited (ASX: LVH) ("LiveHire" or the "Company") announces its latest deployment in the global Managed Direct Sourcing market.

### Direct Sourcing Contract

SASR (Set and Service Resources) will implement the LiveHire platform in the USA to hire high volumes of contract workers for a major US retailer. The estimated annual contract value for this Direct Sourcing Talent Cloud is AU\$440,000, invoiced pro-rata monthly in USD in line with pay rates for the total number of monthly hires. The estimated annual contract value is based on projected hires currently required by this client<sup>1</sup>. The full annual revenue run rate is expected to be surpassed once the platform is fully deployed and fulfilling optimal contractor roles across all states. The initial term of the contract is 24 months and will rollover for successive 12 month periods unless terminated earlier<sup>2</sup>. All other terms of the contract are confidential and commercially sensitive.

LiveHire has a high value pipeline of Direct Sourcing prospects, where its technology is uniquely placed, unmatched in level of development, total installations, and outcomes, and innovated to deliver high and fast ROI to clients in this rapidly expanding, disruptive market.

### Christy Forest, CEO of LiveHire said:

"We are thrilled to partner with SASR on the deployment of LiveHire technology to hire high volumes of contract workers for a major US retailer. We continue to see our technology solve the most acute business needs in the current environment, from contractor hiring to internal mobility and alumni talent pooling and engagement. We take pride in the flexibility we have built into our platform to meet the needs of organisations who understand now more than ever that agility in workforce management and talent deployment is a vital and ongoing source

<sup>1</sup> Assuming: (1) 50% of the projected hires are hired via LiveHire's platform; (2) that those hires are on at least 0.5 part-time basis for at least 40 weeks of the year and paid market rates for the relevant roles; and (3) assuming AUD/USD exchange rate of 1.43.

<sup>2</sup> The Agreement may only be terminated for cause, or by the client at the end of the term by providing at least 60 days written notice of non-renewal.

of competitive advantage. Our differentiation is in both the speed and quality of hires through our advanced engagement and matching capabilities, with a singular focus on continuing to deliver impactful business outcomes for all our clients.”

### **About the Direct Sourcing Market**

The Direct Sourcing market is a recent and rapid evolution in the contingent workforce management market (US\$130 billion United States<sup>3</sup>) that is typically managed through Procurement and involves the build of Talent Clouds of contractor talent that can be directly sourced, hired and pay-rolled.

With 23% of employers surveyed by Gartner<sup>4</sup> planning to replace FTE roles with contingent roles post COVID as a cost saving measure, the contingent workforce market is expected to dramatically accelerate on top of its already impressive 11.3% forecast compound annual growth rate.<sup>5</sup>

With this growth comes focus from procurement to drive down excessive program costs while ensuring their organisations are best placed to attract and hire the highest quality talent.

LiveHire’s Managed Direct Sourcing model helps reduce the contractor pay-rate mark-up that organisations typically pay to staffing suppliers (bill rates), providing significant savings in the total contractor program spend, which typically totals tens to hundreds of millions per organisation. Direct Sourcing adoption has accelerated on the back of COVID-19 as organisations seek to reduce the contingent workforce management spend whilst creating more flexible workforces.

The Managed Direct Sourcing commercial model is based on a percentage of contractor pay rates, which is smaller than the percentage imposed by the staffing suppliers, though delivered at scale to manage the majority of contractor hires into an organisation. The management of the Talent Cloud is often outsourced to one of the organisation’s preferred top tier staffing suppliers (people partner), certified by and partnered with LiveHire. These staffing channel partners become a key part of the technology’s expansion into many new clients.

LiveHire technology is uniquely placed to deliver rapid and high ROI to organisations looking to implement direct sourcing, as its differentiated architecture (federated and live candidate data, two-way SMS, and private cloud connections) enables a high % of total contract hires on-demand.

### **For more information:**

Christy Forest – CEO and Executive Director

[investors@livehire.com](mailto:investors@livehire.com)

Subscribe to LiveHire’s newsletter at: <http://eepurl.com/b2EMFL>

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

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

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<sup>3</sup> <https://www.statista.com/statistics/873648/us-staffing-industry-market-size/>

<sup>4</sup> Gartner 2020: HR Trends for a Post-COVID-19 Future of Work

<sup>5</sup> <https://www.prnewswire.com/news-releases/service-procurement-market-worth-10116-million-usd-by-2022-671100603.html>

## About LiveHire

LiveHire is a disruptive award-winning<sup>6</sup> 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, significantly 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)

## 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.

## Disclaimer

This announcement contains “forward-looking statements.” These can be identified by words such as “may”, “should”, “anticipate”, “believe”, “intend”, “estimate”, and “expect”. Statements which are not based on historic or current facts may be forward-looking statements. Forward-looking statements are based on:

- assumptions regarding the Company’s financial position, business strategies, plans and objectives of management for future operations and development and the environment in which the Company will operate; and
- current views, expectations and beliefs as at the date they are expressed and which are subject to various risks and uncertainties.

Actual results, performance or achievements of the Company could be materially different from those expressed in, or implied by, these forward-looking statements. The forward-looking statements contained within the presentations are not guarantees or assurances of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of the Company, which may cause the actual results, performance or achievements of the Company to differ materially from those expressed or implied by forward-looking statements. For example, the factors that are likely to affect the results of the Company include general economic conditions in Australia and globally; exchange rates; competition in the markets in which the Company does and will operate; weather and climate conditions; and the inherent regulatory risks in the businesses of the Company. The forward-looking statements contained in this announcement should not be taken as implying that the assumptions on which the projections have been prepared are correct or exhaustive. The Company disclaims any responsibility for the accuracy or completeness of any forward-looking statement. The Company disclaims any responsibility to update or revise any forward-looking statements to reflect any change in the Company’s financial condition, status or affairs or any change in the events, conditions or circumstances on which a statement is based, except as required by law. The projections or forecasts included in this presentation have not been audited, examined or otherwise reviewed by the independent auditors of the Company.

You must not place undue reliance on these forward-looking statements.

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<sup>6</sup> [https://drivenxdesign.com/SYD17/winners\\_list.asp](https://drivenxdesign.com/SYD17/winners_list.asp)