



ASX: LVH MARKET RELEASE

North America Business Update

1 October 2020 | Melbourne, Victoria

- LiveHire is being deployed under three new Direct Sourcing deals in North America in the September quarter.
- The Company has also begun working with a new channel partner, Managed Service Provider Geometric Results Inc.
- LiveHire has been awarded the global SAP complementary talent acquisition software lead partnership for Rizing LLC, the world's second largest implementor of SAP Success Factors with its 750 industry experts serving ~40% of SAP Success Factors 7,000+¹ customers

Disruptive talent sourcing, mobility and engagement platform LiveHire Limited (ASX: LVH) ("LiveHire" or the "Company") announces its latest North America business update. The North American direct sourcing market is a key growth focus for LiveHire, alongside Australian Direct Sales expansion and global Systems Implementer partnerships.

Direct Sourcing Contracts.

LiveHire is now being deployed under three new Direct Sourcing Contracts via channel partners and direct sales:

1. A global Professional Services firm, launching across their entire contingent workforce program in the US and Australia, via LiveHire's partner channels.
2. A Canadian Provincial Government Health agency, launching initially across part of their total contingent workforce program, via LiveHire's partner channels.
3. A global superyacht service provider MYachts, launching globally, via direct sale and previously announced in LiveHire's newsletter at: <http://eepurl.com/b2EMFLwww.livehire.com/investor>.

These new Direct Sourcing contracts, whilst not considered individually material, contribute to revenue in the coming December quarter. Collectively, they also demonstrate clear progress on the adoption of the LiveHire platform in servicing the (~US\$80 billion United States²) Managed Service Provider ("MSP") market.

The Direct Sourcing market is a recent and rapid evolution in contingent workforce management which is typically managed by Procurement and involves building Talent Clouds of contractor talent that can be directly sourced, hired and pay-rolled on demand.

With 32% of employers surveyed by Gartner³ planning to replace permanent roles with contingent roles post COVID as a cost saving measure, Ardent Partner's research finds that 70% of businesses cited Direct Sourcing and Talent Pool curation as their top priorities for 2020.⁴

¹ [Reference Link](#)

² As at December 2018: MSP Landscape Report: Staffing Industry Analysts (SIA)

³ <https://www2.staffingindustry.com/site/Editorial/Daily-News/More-use-of-contingent-workers-among-nine-workforce-trends-post-pandemic-53708>

⁴ <https://cporising.com/2020/08/25/the-impact-of-direct-sourcing-in-2020-and-beyond-part-i/>

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

LiveHire's Managed Direct Sourcing model helps reduce mark-up on contractor pay-rates, typically paid to staffing suppliers, providing significant savings to organisations for their total contractor program spend which can be tens to hundreds of millions of dollars per year⁵. Two of the three new direct sourcing deals will be executed by current North American LiveHire people partner, Ian Martin Group (IMG).

LiveHire is uniquely placed to deliver 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) makes it ideal to source a high percentage of total contract hires on-demand.

New Channel Partnership

LiveHire has begun working with MSP, Geometric Results, Inc. ("GRI"), as a preferred Direct Sourcing technology for market. GRI, a subsidiary of MSX International and a Bain Capital portfolio company, is one of the world's largest independent non-employee workforce solutions providers. GRI maintains a conflict-free position with regard to staffing suppliers and VMS technology platforms. GRI's solution includes management of clients' non-employee labour population from contracting, to supplier management, payment services, and advanced analytics. With GRI acting as MSP, clients realize improved efficiency, increased transparency, and reduced cost. GRI continues to be an industry leader in solution innovation, serving clients in more than 50 countries with proprietary services including Envision workforce data analytics and a market leading SOW management practice. For more information visit www.GeometricResultsInc.com.

Global Partnership with Rizing

Following on from the prior announcement detailing LiveHire's Solution Provider Agreement with Rizing LLC⁶ ("Rizing"), in a competitive process with eight technologies, LiveHire has been awarded as the go-to-partner for Rizing's Recruiting Solution globally, complementing SAP's cloud suite, as a core package offering in Rizing's go to market strategy.

Rizing is the second largest SAP SuccessFactors practice in the world and the leader in custom mobile and extension development in the SuccessFactors Ecosystem, serving 40% of SAP SuccessFactors 7,000+ customers globally with leading SAP functional and technical services. Rizing employs more than 750 full-time industry experts who collectively attend and/or deliver keynote presentations at over 50 global industry events per year.

LiveHire is not able to determine the total revenues expected from this global partnership at this point in time and does not consider this information to be individually material at this stage. The partnership is a strong proof point of the competitive differentiation, value and demand for the LiveHire platform across both the permanent talent acquisition and contingent workforce markets.

For more information:

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Subscribe to LiveHire's newsletter at: <http://eepurl.com/b2EMFL>
www.livehire.com/investor

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

⁵ MSP Landscape Report: Staffing Industry Analysts (SIA)

⁶ [Reference Link](#)

About LiveHire

LiveHire is a disruptive award-winning⁷ 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

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:

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- current views, expectations and beliefs as at the date they are expressed and which are subject to various risks and uncertainties.

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

⁷ https://drivenxdesign.com/SYD17/winners_list.asp