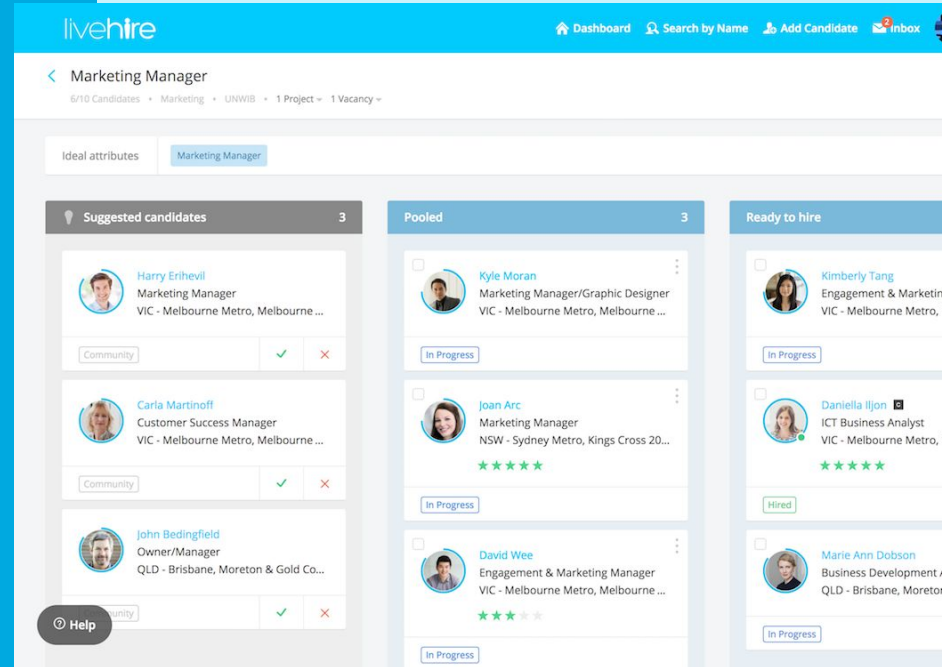# LiveHire Ltd (ASX:LVH) Investor Presentation

Michael Rennie (Chairman)

Market Eye

October | 2020.

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Our Purpose

Empower the flow of the world's talent.

What we are

- ✓ Cloud based platform.

- ✓ Talent Communities

- ✓ Cross border 2-way SMS communication

- ✓ World leading Applicant Tracking System[1]

- ✓ AI and machine learning led matching system

- ✓ Consumer type candidate experience

LiveHire's Three Primary Use Cases

Permanent Hires

Sell to: Recruitment.
Current Markets: Australia and New Zealand
Revenue: ARR Licence (yearly upfront). ~ $100/hire.
Average Client Size: Mid: $30k Large: $200k
Model Established: 2017
Clients: 100+
Contract length: 2-3years
Client Examples: Vodafone, Super Retail Group, Alfred Health, VIC Gov DJCS.

Contractor Hires

Sell to: Procurement.
Current Markets: US and Canada
Revenue: 1-2% of contractor salary (monthly arrears)
Average Client Size: $300k-$400k/annum
Model Established: 2020
Clients: 5
Contract length: Ongoing
Company Examples: IMG, SASR, MYachts, Canadian Provincial Gov Health Agency

Internal Mobility

Sell to: HR.
Current Markets: Australia and New Zealand
Revenue: Annual licence (upfront). ~ $100/hire
Average Client Size: Mid: $30k Large: $200k
Model Established: 2020
Clients: 4
Contracts: 2-3 years
Client Examples: QLD Gov, VIC Gov

Vodafone Example

Permanent Hires and Internal Mobility

From transactional "System of Record"

Static, siloed talent data
No single view of current and future workforce.

Poor recruiter efficiency
Average of 50 candidates processed per hire[1]

Poor hiring efficiency
25 days average time to hire from job boards[1]

High cost to hire
$5,800 average cost to hire across all sources[1]

To humanised "Cloud of Engagement"

Live, holistic talent data
Single cloud destination for all talent, perm, internal, and contingent.

High recruiter efficiency
Average of 3 candidates processed per hire[1]

High hiring efficiency
7 days average time to hire from Talent Community[1]

Low cost to hire
$2,500 average cost to hire from Talent Community[1]
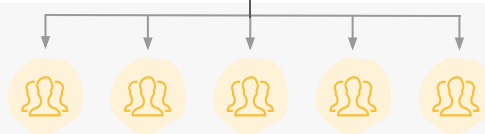
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Contractor Workforce Market ($80bn US[2])

Old way (decades old process)

Example Company with avg. $100m in contractor annual salary spend, **paying ~20%+ supplier markup**

Outsourced Provider who manages all staffing suppliers

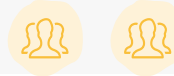20+ Staffing suppliers who mark up contractor salaries by ~20%+

New way (Managed Direct Sourcing)

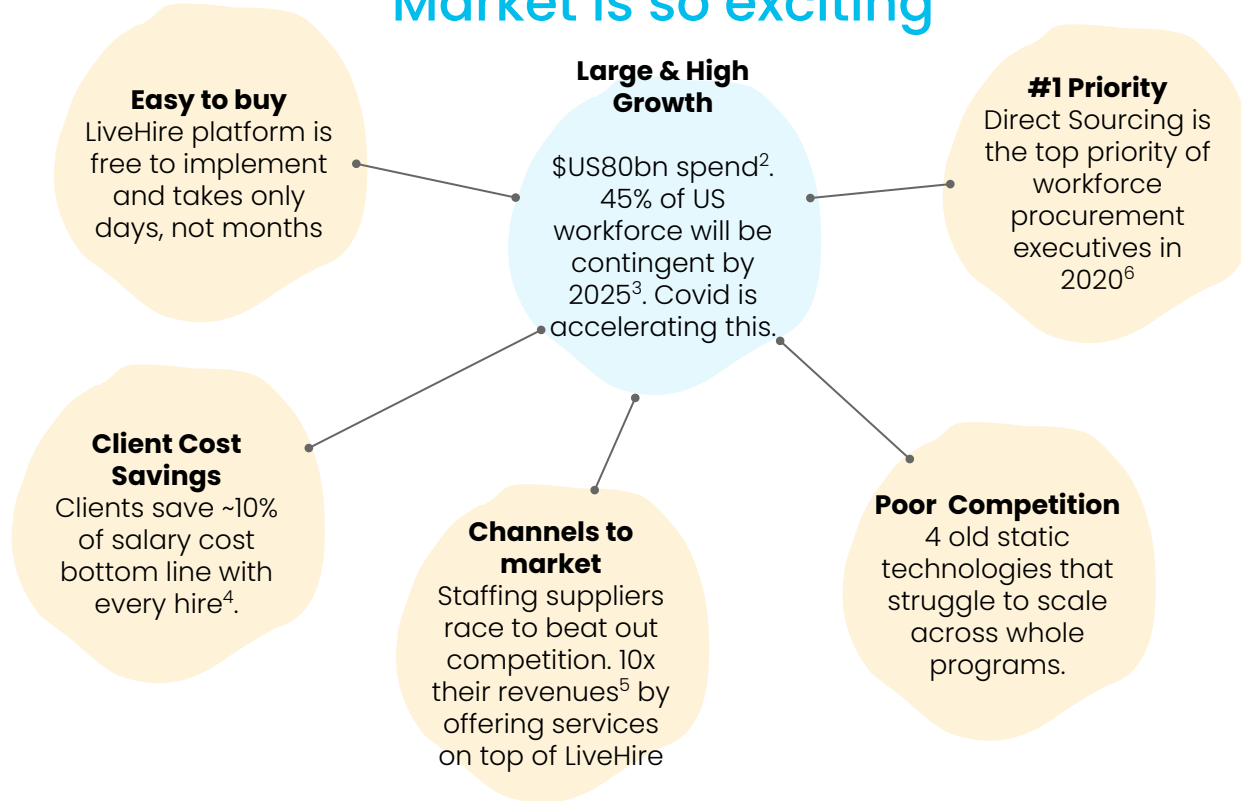Company with avg. $100m in contractor salary spend, **paying ~10% total markup.**

Company branded LiveHire Talent Community, managed by 1 staffing supplier. Filling 40%+ of contractor roles directly.
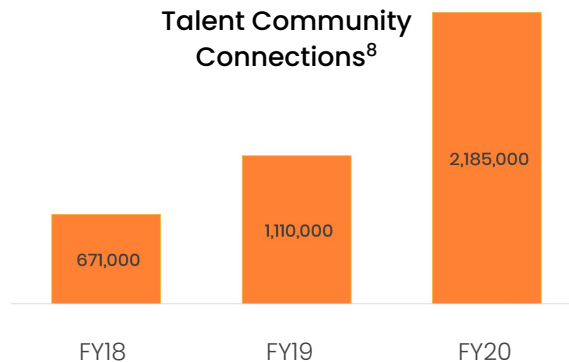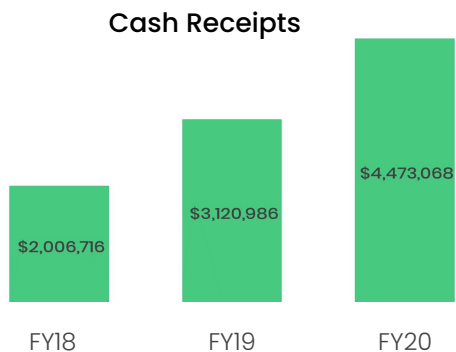
Fewer staffing suppliers, providing niche contractor roles.

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Why the US Contractor Workforce Market is so exciting

Large & High Growth

$US80bn spend[2]. 45% of US workforce will be contingent by 2025[3]. Covid is accelerating this.

Easy to buy
LiveHire platform is free to implement and takes only days, not months

#1 Priority
Direct Sourcing is the top priority of workforce procurement executives in 2020[6]

Client Cost Savings
Clients save ~10% of salary cost bottom line with every hire[4].

Channels to market
Staffing suppliers race to beat out competition. 10x their revenues[5] by offering services on top of LiveHire

Poor Competition
4 old static technologies that struggle to scale across whole programs.

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Strong growth momentum across all key metrics

Revenue

- FY18: $1,650,517 ($537,724 / $1,112,793)
- FY19: $2,622,814 ($659,183 / $1,963,631)
- FY20: $3,456,367 ($559,774 / $2,889,693 / $6,900)

ARR[7]
(Annualised Recurring Revenue)

- FY18: $1,346,562
- FY19: $2,533,331
- FY20: $3,496,089

Clients

- FY18: 53
- FY19: 79
- FY20: 112

Cash Receipts

- FY18: $2,006,716
- FY19: $3,120,986
- FY20: $4,473,068

Talent Community Connections[8]

- FY18: 671,000
- FY19: 1,110,000
- FY20: 2,185,000
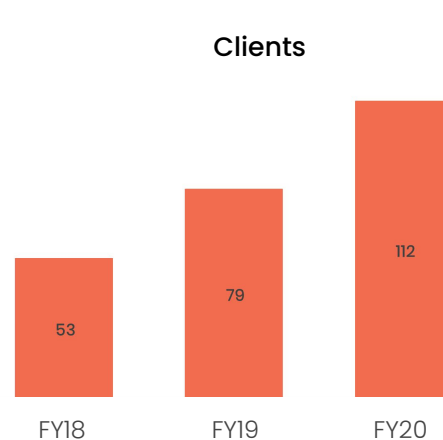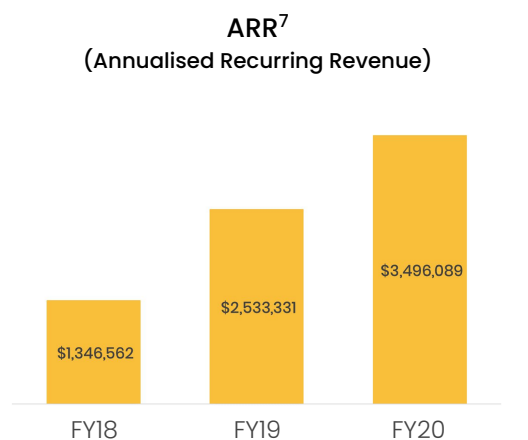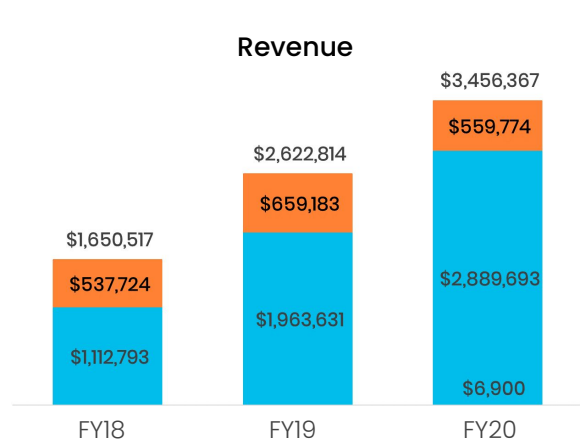
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Sources

1. *Internal LiveHire data, Vodafone 2019*
2. *2019 MSP Landscape & Differentiators Part 1: MSP Global Landscape. September 6, 2019 | Jo Matkin, Global Workforce Solutions Research Director |* jmatkin@staffingindustry.com
3. *Deloitte: Workplace 2030: Built for us.*
4. *Based on the difference between contractor salary mark ups for a directly sourced hire, and the industry recogmnised markups for third party staffing suppliers.*
5. *Based on the typical success rate a single staffing supplier has with new roles in the traditional contingent program versus managing a direct sourcing program.*
6. https://cporising.com/2020/08/25/the-impact-of-direct-sourcing-in-2020-and-beyond-part-i/
7. *ARR represents Recurring Revenue as at 30 June 2020, annualised. It provides a 12-month forward view of recurring revenue at a point in time. We believe this common SaaS metric, which is a Non-IFRS measure, provides useful information for readers to assist in understanding the Company's financial performance. These measures have not been independently audited or reviewed.*
8. *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.*

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