

## ASX Release

8 December 2016

### LiveHire continues strong expansion in Healthcare with the launch of Talent Communities for two major Aged Care leaders.

#### Highlights

- LiveHire signs and launches Talent Communities for two major aged care providers; **Japara Healthcare (“Japara”)** and **Amana Living Inc. (“Amana”)**. This continues LiveHire’s growth towards the industry standard for Healthcare workers in Australia, an industry spending an estimated annual recruitment budget of \$950 million\*.
- Japara, listed on the ASX and ranked as ASX200 company, is one of Australia’s largest private sector enterprises in the aged care and retirement industry and has a growing workforce of more than **5,000 employees**. Japara will commence its Talent Community platform roll out for a new facility in Tasmania, initially hiring 220 people. The Talent Community will then look to expand to all other facilities nationally.
- Amana is one of West Australia’s largest not-for-profit aged care service providers and has more than **1,500 employees**. Amana will launch their private Talent Community platform across their entire organisation and across all facilities and role types.
- Typically, LiveHire clients grow Talent Communities to an optimal size of 5-10 times the number of its employees, forecasting potential **Talent Community Connection (TCC) growth of 30,000-60,000 healthcare professionals** in the ramp up period.
- LiveHire we are moving fast towards our objective of reaching critical mass in Australia’s Healthcare sector and having the ability to connect talent to multiple organisations in the same sector and **continue growing TCC at an exponential rate**.

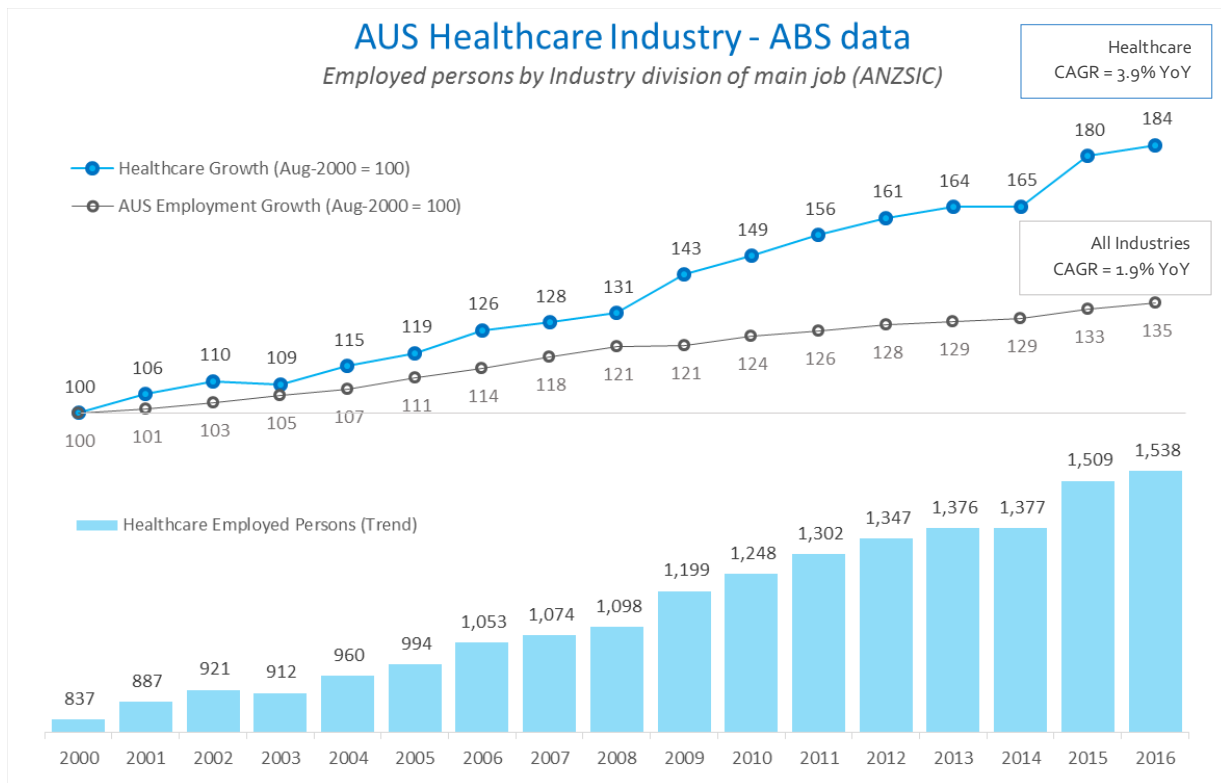
MELBOURNE, Australia, 8 December, 2016 - LiveHire Limited (ASX: LVH), the Talent Community technology providing a cloud-based productivity platform for the human resources and recruitment industry, is launching Talent Communities for two additional and large aged care clients, Japara Healthcare (ASX: JHC) and Amana Living Inc.

The successful launch of both Japara and Amana adds significant progress towards managing the critical mass of talent through the Healthcare industry in Australia, an annual recruitment market estimated at over \$950 million\*.

\* Total Recruitment Costs for Healthcare industry in Australia calculated as total workforce of 1,538,102 employed workers (ABS Aug-16) x 16% churn rate (AHRI Turnover and Retention Report 2016) x \$4,000 average cost to hire (conservative USD4,000 cost per hire - LinkedIn Global Recruiting Trends 2016) = \$984,385,280.

LiveHire is focused on expanding quickly in the largest and fastest growing industries in Australia, which include: Healthcare, Retail, Hospitality, Education, Construction, Professional Services, and Government.

The Healthcare sector is one of Australia’s largest and fastest growing industries with 1.5 million workers in Aug’16 and a CAGR of 3.9% over the last 5 years, growing at more than twice the rate of the Australian overall employment of 1.9% (refer to graphical data below).



Data obtained from Australian Bureau of Statistics as at latest data report Aug-2016.

Japara is launching their private Talent Community from its new facility in Tasmania, and is expected to expand nationally in the new year, using LiveHire to manage the proactive recruitment across more than 5,000 employees and 43 residential aged care facilities throughout Victoria, New South Wales, Queensland, South Australia and Tasmania.

Amana is a multi-award-winning organisation employing some 1,500 people spread across 21 sites in Perth metro, Australind, Kalgoorlie and Albany, WA. Amana is launching their private Talent Community platform across their entire organisation and across all facilities and role types.

Both Japara and Amana have launched Talent Communities to allow them to engage current, past and future employees as a part of their strategic and proactive sourcing strategy to drive increased productivity, reduced costs, increased quality of hire and optimise retention and utilization of high quality talent. 'Continuity of care', driven by retention and utilisation of staff, is a key value driver for the healthcare industry and the Talent Community product is the enabler for significant improvements of this key value driver.

**Antonluigi Gozzi, Co-Founder and Managing Director of LiveHire said:**

The launch of Talent Communities of two major aged healthcare clients continues to strengthen our offering and position in the Healthcare industry. We now have a number of leading Healthcare clients including Japara, Bupa, Alfred Health, Telstra Health, Vivir, Ecompass Healthgroup, and Nulsen, collectively employing more than 5% of the Healthcare workforce in Australia.

At LiveHire we are moving fast towards our objective of reaching critical mass in Australia's Healthcare sector and having the ability to connect talent to multiple organisations in the same sector. This enables LiveHire to increase exponentially its key performance indicator of Talent Community Connections (TCC), connecting a candidate to multiple Talent Communities with a single unified profile ('one click connection'). This in turn removes the need for expensive and time consuming advertising and paper CV review processes ('reactive recruitment').

For all candidates in Healthcare, LiveHire opens up immense opportunities to seek employment and connect directly with the desired employers, without the need to apply for tens of job ads and never hearing back.

LiveHire continues to work towards its purpose of organizing and empowering the flow of the world's talent, to create a more agile, open and awesome working world. Our Talent Community platform enables proactive recruitment and the formation of real relationships with existing and future employees, to truly create a more agile workplace.

**For more information:**

Mike Haywood  
Growth Director  
[mike@livehire.com](mailto:mike@livehire.com)  
+61 423 978 741

Julie Fenwick  
Media  
[julie@kirkwoods.com.au](mailto:julie@kirkwoods.com.au)  
+61 468 901 655

**About Japara Healthcare**

Japara Healthcare is one of Australia's largest private sector enterprises in the aged care and retirement industry and is listed on the Australian Securities Exchange.

Japara's core objective is to provide the best available quality of life for the elderly population of Australia.

Japara own and operate 43 residential aged care facilities and 5 retirement complexes throughout Victoria, Queensland, South Australia, NSW and Tasmania. Japara helps maintain the independence and dignity of its residents and provide the best possible lifestyle and service options to them.

Japara cares for around 4,000 residents, offering a variety of living arrangements, amenities, services, meal plans, social activities and care options

Japara employs over 5,000 employees, with its facilities being staffed and managed by registered nurses and healthcare professionals. Japara's staff are highly qualified to provide excellent service to the elderly and we adopt a continuous improvement process with training and education. Japara offers independent living, low and high care, Dementia and Alzheimer care, respite and extra services care and all of its facilities are accredited with the Australian Aged Care Quality Agency.

Japara develops new facilities that provide innovative design and high quality accommodation for the elderly.

[www.japarahealthcare.com.au](http://www.japarahealthcare.com.au)



### **About Amana Living Inc.**

Amana Living Inc. is one of WA's largest not-for-profit providers of care and services for older people in the second half of their lives. Amana Living is an inclusive organisation with Anglican roots, providing residents and clients with support services through residential care centres, housing, home care services, respite care, transition care and dementia services. Amana Living is also a multi-award-winning organisation employing some 1,500 people spread across 21 sites in Perth metro, Australind, Kalgoorlie and Albany WA.

[www.amanaliving.com.au](http://www.amanaliving.com.au)

### **About LiveHire**

LiveHire is a productivity and collaboration platform for talent management that delivers a proactive sourcing and internal mobility solution called Live Talent Communities. The platform makes managing the flow of talent into and through businesses seamless, delivering value through perfect visibility of existing employees, and shifting recruitment of new talent from reactive to proactive, 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, Brisbane and Perth.

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

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

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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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