

ASX Release

16 December 2016

LiveHire releases two major product pillars for all Talent Community clients: Live Talent Analytics and Live Talent Pooling.

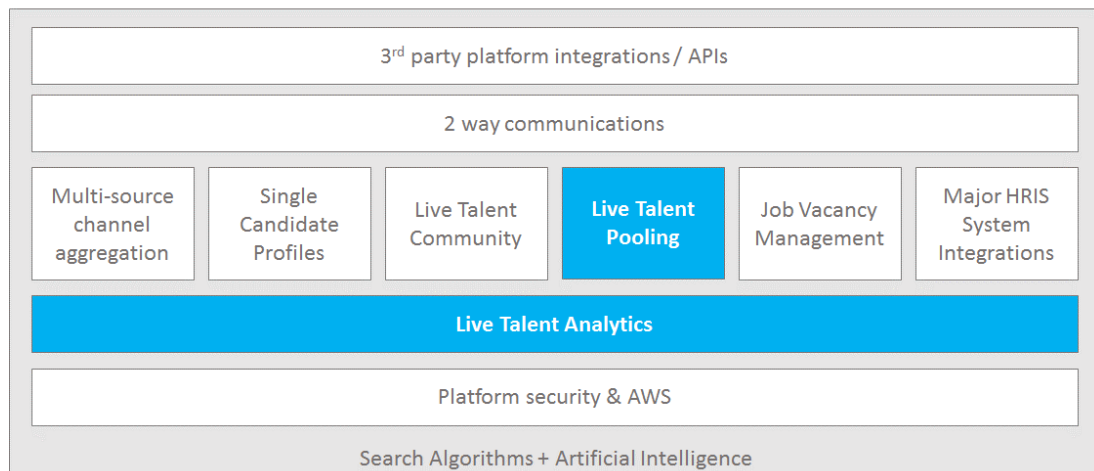
Highlights

- LiveHire launched **Live Talent Analytics** for all its clients, a major real-time reporting and contextual analytics feature across the entire Live Talent Ecosystem. The product includes significant innovations in the areas of artificial intelligence (AI), real time embedded analytics, and predictive talent recommendations.
- LiveHire also launched **Live Talent Pooling** (alpha version) ahead of planned for its existing clients due to significant product demand. Live Talent Pooling is a major product milestone for LiveHire, as it completes the cycle of proactive sourcing tools. Companies can now fully automate the process of organising entire Talent Communities into qualified Talent Pools for every role in their organisation, further reducing time and cost to hire, and improving quality of hire. This release cements LiveHire as the technology of choice for all companies who want to change from costly and ineffective reactive recruitment (advertise, apply, review, reject, repeat) to proactive sourcing and candidate engagement (live talent community).
- These two major product releases significantly expand LiveHire's lead and competitive advantage in the key areas of proactive sourcing, artificial intelligence and talent engagement/user experience for all clients and RPOs globally. In particular, Talent Pooling represents **a step change improvement when compared to any talent pipelining product currently on the market.**
- LiveHire expects **significant growth in sales in 2017** to increasingly larger cornerstone clients and additional global Recruitment Process Outsourcing (RPO) partners, following these releases, as they both: (a) expand the breadth of applicability of the Talent Community product with Live Talent Pooling, and (b) further enhance and validate the depth of insights, cost savings and time savings with Live Talent Analytics.

LiveHire is hosting a product launch webinar Tuesday 20th December for all clients. Investors are invited to request an invitation link at investors@livehire.com

MELBOURNE, Australia, 16 December, 2016 - LiveHire Limited (ASX: LVH), the Talent Community technology providing a cloud-based productivity platform for the human resources and recruitment industry, is pleased to announce the release of two new major product pillars providing immediate value to all LiveHire existing clients: **Live Talent Analytics** and **Live Talent Pooling**.

LiveHire Talent Ecosystem



Major product features of the technology stack underpinning Talent Communities and the Live Talent Ecosystem

These two new product pillars significantly improve the value that LiveHire adds to its clients through:

- Growing Talent Communities to maturity faster (5-10 times the workforce)
- Quickly expand to international markets with Talent Pooling products in high demand
- Maximize utilisation of high quality talent sources, further reducing advertising reliance and spend on expensive sources
- Save time through smart candidate matching and proactive recommendations
- Organisation wide workforce planning capability
- Faster achievement of workforce diversity targets

These releases accelerate LiveHire's lead and penetration in the fast growing Australian and International recruitment software market for large cornerstone enterprise and RPO clients.

Release of Live Talent Analytics:

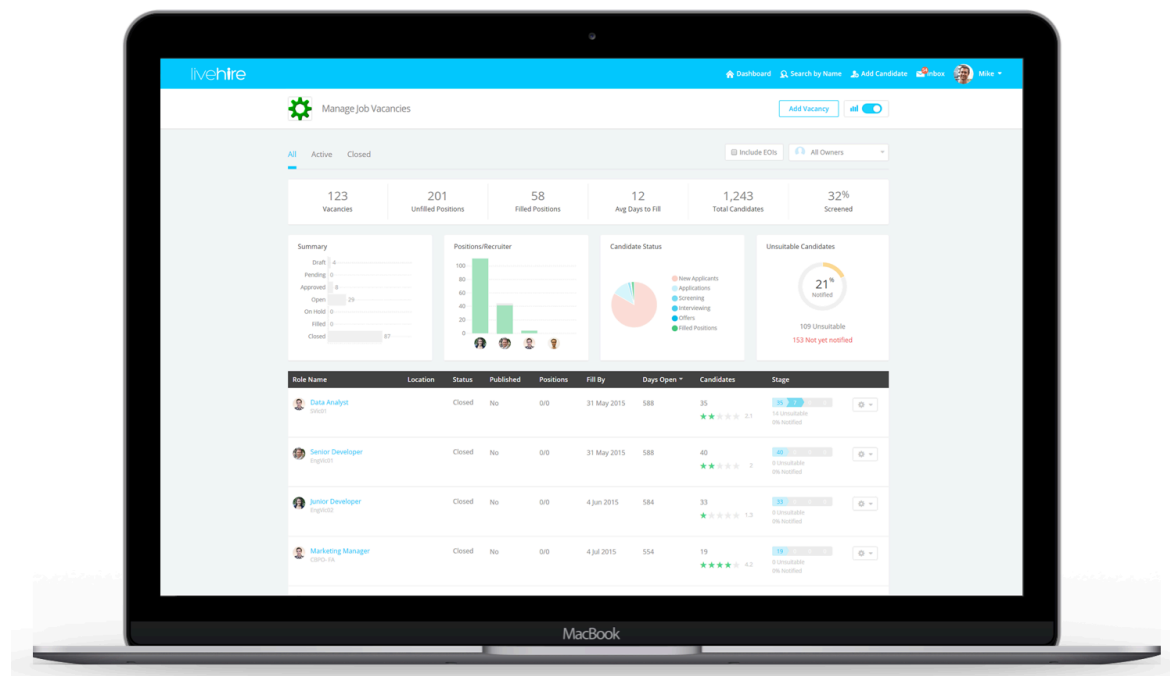
The release of 'Live Talent Analytics', a major reporting and analytics feature across the entire Live Talent Ecosystem, includes real-time reports, unique to LiveHire, on talent engagement, diversity and inclusion, hiring efficiency, human interactions data, as well as more traditional recruitment metrics including time to hire, source of hire, and quality of hire.

As the LiveHire platform has the capacity to oversee 100% of companies' hires, and candidates own their own data in a unified profile privately across Talent Communities, LiveHire is uniquely positioned to provide holistic data analytics and reports for sourcing and recruitment never seen before.

The live talent reporting enables deep insights into unique data sets on LiveHire, including:

- candidate engagement and responsiveness
- talent community sourcing effectiveness (quality of talent in talent community)
- diversity and inclusion (e.g. gender diversity, age diversity, indigenous opportunities)

Talent Analytics are hosted on Amazon Web Servers (AWS), providing a very secure, fast and reliable data and analytics infrastructure.

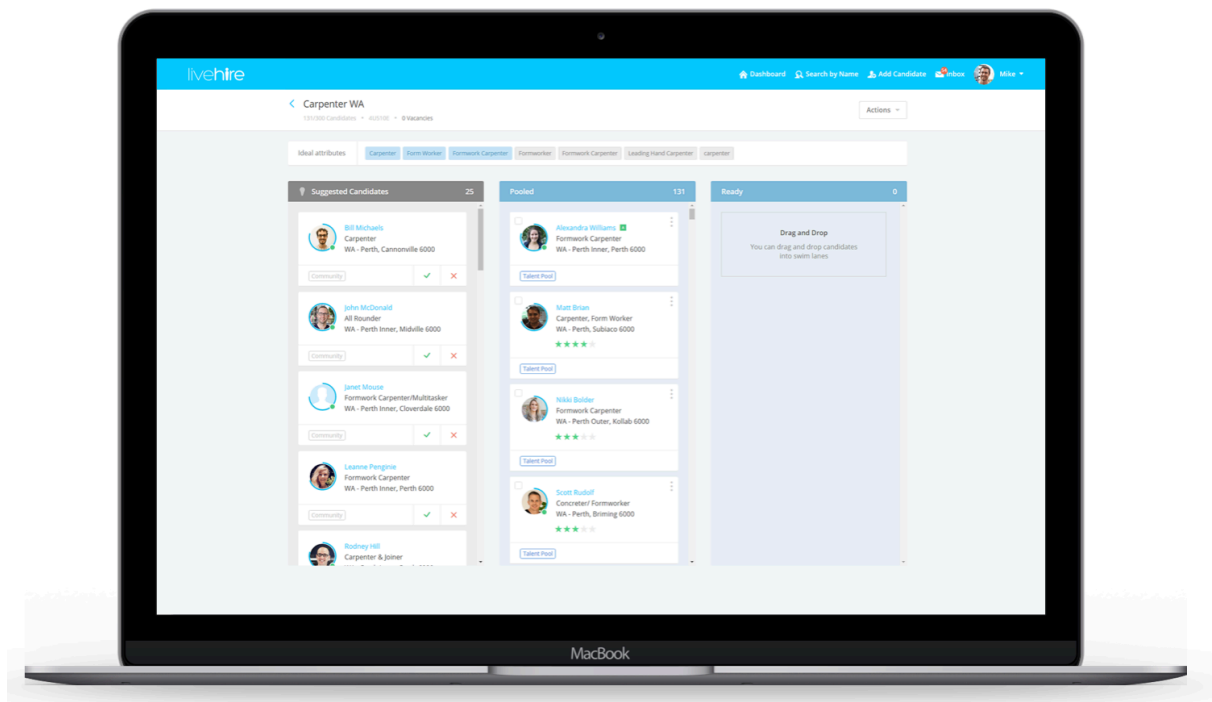


Release of the Live Talent Pooling

The Live Talent Pooling product has been developed in conjunction with existing clients and LiveHire’s data and user experience team to ensure the maximum product quality and ROI delivery to each client, driving immediate product market fit and commercial growth.

Talent pooling for proactive sourcing is a methodology in very high demand for HR functions across companies of all sizes globally, but due to high cost of managing pipelines on older static ATS database software, it has traditionally been possible for upper level and niche roles in an organisation only. Talent Pooling is traditionally not much more than an expression of interest and a list of candidates in a spreadsheet.

Talent pooling for LiveHire is the key activity behind proactive sourcing, and the LiveHire platform now makes this possible across every role in an organisation, at a fraction of the cost of traditional reactive recruitment. LiveHire is now exceptionally placed to provide the best Talent Pooling functionality in the market, as it is the only product in the market that offers Talent Pooling powered by a unified talent profile that enables instant 2-way communication as well as automatically updating candidate data and predictive availability.



LiveHire’s Talent Pooling is a full end-to-end proactive sourcing solution: from smart recommendations of talent profiles to group invitations for each role in an organisation, to ongoing machine learning and smart matching into job vacancies.

One of the key features of talent pooling is that it allows engagement of candidates at multiple and simultaneous stages of the employee life cycle, including internal mobility, contractors, casuals, alumni, and new candidates.

Additionally, LiveHire's candidate matching and artificial intelligence provide automatic matching suggestions for each Talent Pool, reducing significant overheads in time-consuming CV screening.

Matches are based on unique attributes of each candidate, weighed carefully against the Talent Pool requirements, including skills and competencies, candidate quality ratings, candidate preferences, engagement and responsiveness, past performance, etc. All attributes are exclusive to a company's private Talent Community, hence providing smart recommendations that are best suited for each company’s constantly evolving recruitment behaviors. The machine learning and smart matching algorithms will continue to optimize over time, and provide ongoing ROI to LiveHire clients.

Mike Haywood, Co-Founder and Growth Director of LiveHire:

“All clients growing Talent Communities in the LiveHire ecosystem, as the single destination for talent into their business, continue to enjoy a fast rollout of platform enhancements instantly and at no additional cost. Our clients see this as a major advantage to the traditional recruitment software that charge for different modules and upgrades at every opportunity. The simple hosting fee based on Talent Community size means all companies pay only for what they need, and they all enjoy talent on



demand into their organisations at a tenth of the cost of traditional reactive recruitment and associated costs.”

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

“This has all been possible due to an incredibly skilled and committed development team, whose capabilities are at the forefront of technology development, data analytics, user interface and user experience design. LiveHire continues to increase its team capability in artificial intelligence, deep learning, recommendation algorithms and talent data visualization, which form the springboard for significant future developments.

Our clients wake up the next morning and the product is always a little bit better or a whole lot better. This morning it’s a whole paradigm shift better, like waking up and your Tesla vehicle is now parking itself. This is the true power of software and of a unified profile across a Live Talent Ecosystem.”

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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.

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