ASX Release

20 December 2016

LiveHire announces first platform integration with client using SAP SuccessFactors plus general business performance update for second half 2016.

Technology Integration Highlight

1. LiveHire has signed an agreement with an existing major client (8,500+ employees) to complete a **full integration with** their **SAP SuccessFactors** ("SuccessFactors") Human Capital Management Suite ("HCMS").
2. SuccessFactors is the leading global cloud-based HCMS, helping more than 6,000+ customers, in over 60 industries and 177 countries.
3. The integration with this SuccessFactors' client is a major milestone, positioning LiveHire as the technology of choice for medium to large organisations shifting from reactive to proactive recruitment, improving cost, time and quality of hire.
4. The scope of the contract is to integrate the Live Talent Community with the various modules of SuccessFactors (recruitment and HR) using APIs, delivering **two-way real-time information sharing between the two systems**.
5. The existing client will now expand the LiveHire platform across 100% of their organisation, up from 40% currently, further increasing the size of their Talent Community.
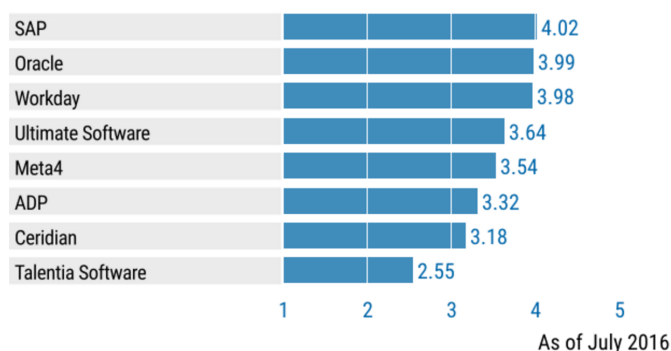
Business Update Highlights

1. LiveHire has achieved significant milestones in the last 6 months across all three strategic growth pillars: RPO partners, cornerstone clients, and tech Integrations.
2. LiveHire is on track to deliver consistent growth in TCCs and a material step change in revenue this quarter.

MELBOURNE, Australia, 20 December, 2016 - LiveHire Limited (ASX: LVH), the Talent Community platform providing a cloud-based productivity tool for the human resources and recruitment industry, is pleased to announce it has signed and commenced the API integration with SAP SuccessFactors platform - the leading Human Capital Management (HCM) Suite globally - for a large cornerstone client (8,500+ employees). LiveHire will receive additional fees for the API integration and yearly solution hosting.

As reported by Gartner July 2016, SAP SuccessFactors is the global leader in "HR + Talent HCM Suite for organisations with more than 5,000 workers operating in multiple countries. Customers with this use case need the complex capabilities of SAP SuccessFactors.

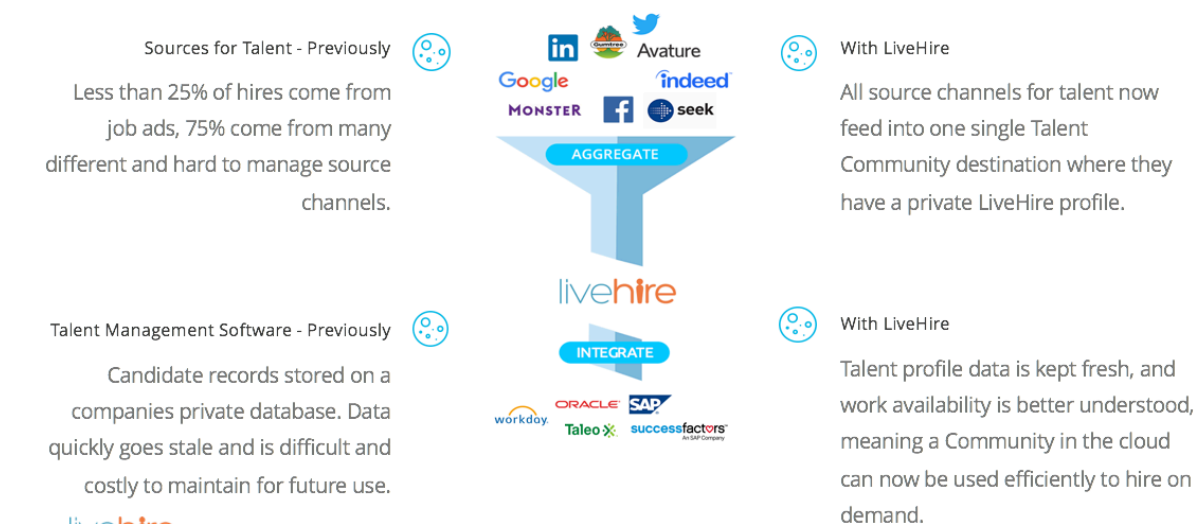Product or Service Scores for Core HR+Talent HCM Suite, Larger Global Org (>5k)

	Score
SAP	4.02
Oracle	3.99
Workday	3.98
Ultimate Software	3.64
Meta4	3.54
ADP	3.32
Ceridian	3.18
Talentia Software	2.55

As of July 2016

Best fit for organizations with more than 5,000 workers operating in multiple countries.

Source: Gartner (July 2016)

The integration with LiveHire will enable seamless user experience for internal recruitment and HR teams, and a single and best-in-class user experience for candidates. Live Talent data from candidate profiles in the Live Talent Community will flow into and enrich the SAP SuccessFactors suite of products.

Finally, this first integration with SuccessFactors in Australia represents a major milestone towards consistent adoption of LiveHire Talent Community technology by large cornerstone clients, strongly supporting LiveHire's local and global growth strategy.

The LiveHire ecosystem sits in a whole new category

Sources for Talent - Previously
Less than 25% of hires come from job ads, 75% come from many different and hard to manage source channels.

With LiveHire
All source channels for talent now feed into one single Talent Community destination where they have a private LiveHire profile.

Talent Management Software - Previously
Candidate records stored on a companies private database. Data quickly goes stale and is difficult and costly to maintain for future use.

With LiveHire
Talent profile data is kept fresh, and work availability is better understood, meaning a Community in the cloud can now be used efficiently to hire on demand.

General business performance update

LiveHire is on track to deliver strong growth in TCCs and a material step change in revenue this quarter, the 2nd quarter since listing and 9th consecutive quarter of continuous growth since launch.

The RPO channel partner program is progressing well, with LiveHire's first RPO partner, Randstad Source Right (RSR), currently scoping their next implementations, planned for the international markets. Additionally, 4 global RPO providers now have included the LiveHire platform as part of their client/tender proposals both nationally and internationlly. Successful RPO implementations, fast

results and proven ROI will be the catalyst for accelerated growth and international scale through this channel in 2017.

Cornerstone clients continue to sign via LiveHire's internal solutions team, with the most recent being Japara, one of the largest national Aged Care providers in Australia. Japara adopted the LiveHire Talent Community platform with a phase 1 launch in Tasmania at the same time as Amana Living (Aged Care) in Western Australia. Health Care and Aged Care are proving to be a well-matched industry for LiveHire technology, where workforces are highly contingent, mobile and specialised.

General Pants were an exciting addition to LiveHire in the retail space, launching a Talent Community and setting the record for growth to full size with over 30,000 members in a few short weeks. The results for General Pants were significant and fast, delivering hundreds of hires (25% growth from previous year) in 6 weeks (down from 18 weeks the previous year), and delivering quick ROI of many multiples through savings in direct costs relating to paid trials, recruitment agencies, and job board advertising. General Pants reported completing their entire Christmas recruitment campaign across Australia utilizing LiveHire's Talent Community with nil advertising spend.

All clients Talent Communities continue to mature in size, whilst smaller (non-cornerstone) clients continue to sign and create clusters of Talent Communities within the same verticals.

LiveHire is engaged with multiple ASX25 companies and confident of securing the first major Live Talent Community implementation in 2017, providing a major step change in growth for the company, both in terms of TCC and P&L. The breadth of industries and quality of brands adopting the Talent Community platform is testament to the hard work of the development, solutions, marketing, and customer success teams within LiveHire.

Partnerships grew in both technology and commercial areas during the quarter. The most significant being the Australian Human Resources Institute (AHRI), the peak national body for HR professionals. The AHRI talent community continues to grow with HR professional members creating LiveHire profiles and joining Talent Communities privately within the ecosystem. The partnership with AHRI and the associated advocacy strongly supports LiveHire's national growth strategy across all industries and company sizes.

Technology Integrations through APIs were established this quarter, to create an ever-growing ecosystem of integrated apps and software solutions that provide ancillary, downstream, and upstream recruitment and HR functionality to LiveHire clients. Most notable were FlareHR (on-boarding), Sonru (video interviewing) and Calendly (interview time management for candidates and recruiters). Additional tech partners have expanded LiveHire's virtual sales networks, with tech partners pitching and winning new clients with LiveHire included.

The LiveHire technology continues to evolve at a rapid pace. LiveHire has 5 years of first mover advantage, through continuous research and development of Live Talent Communities and Live Talent Pooling products, uniquely underpinned by the unified and shared candidate profile. LiveHire will continue to develop hard, smart, agile, and fast to maintain our market leading position, as the HR world globally looks to reinvent itself from reactive to proactive recruitment.

Most notable platform releases this quarter were:

Live Talent Pooling to set up, organise, group, and automate talent pooling for every role in the organisation. Clients set targets around size of pools and diversity, then LiveHire's artificial intelligence (AI) suggests candidates for each pool ongoing, and machine learning evolves suggestions over time based on recruiter behaviours.

Live Talent Analytics provides real-time, live and insightful feeds and reports on recruiter and candidate activity to maintain a healthy Talent Community, Talent Pools, candidate experience and flow, as well as track, highlight, and report on time and cost to hire savings ongoing as the Talent Community and usage grows.

Looking Forward

2017 will see technology development continuing to build out the Technology Partner API integrations, make it simpler and faster to launch and grow Live Talent Communities, refine and optimize the smart matching of candidate into Live Talent Pools, enhance the candidates' private dashboard and add Talent Community suggestions to begin spreading talent across multiple communities within the ecosystem. LiveHire will also expand its Amazon Web Services locations globally to support international growth.

It has been an incredibly fast paced and exciting journey for LiveHire in 2016, the global market opportunity is enormous for organizing and *empowering the flow of the world's talent* into organisations, proactively through Live Talent Communities. LiveHire's 5 year first mover advantage and relentless development and optimisation puts us in a strong position to capture the market.

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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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