



livehire  
Talent Communities - a world that works

# A world that works



LiveHire is the technology company behind the Live Talent Ecosystem, where people privately connect with Live Talent Communities of the best employer brands. Our vision is to empower the flow of the world's talent, to create a more agile, open and awesome working world.

# LiveHire - the global market leader in Live Talent Communities™

## MARKET OPPORTUNITY

Recruitment has not been disrupted. ~1% spend on tech globally, ~4% advertising, 95% on administration. Mature (disrupted) markets have tech spend 10-20%.

## PROVEN TECHNOLOGY

Currently scaling through the largest brands in each industry. Telstra Health, Alfred Health, KPMG, Bupa, General Pants, Wesfarmers Corporate.

## SCALABLE

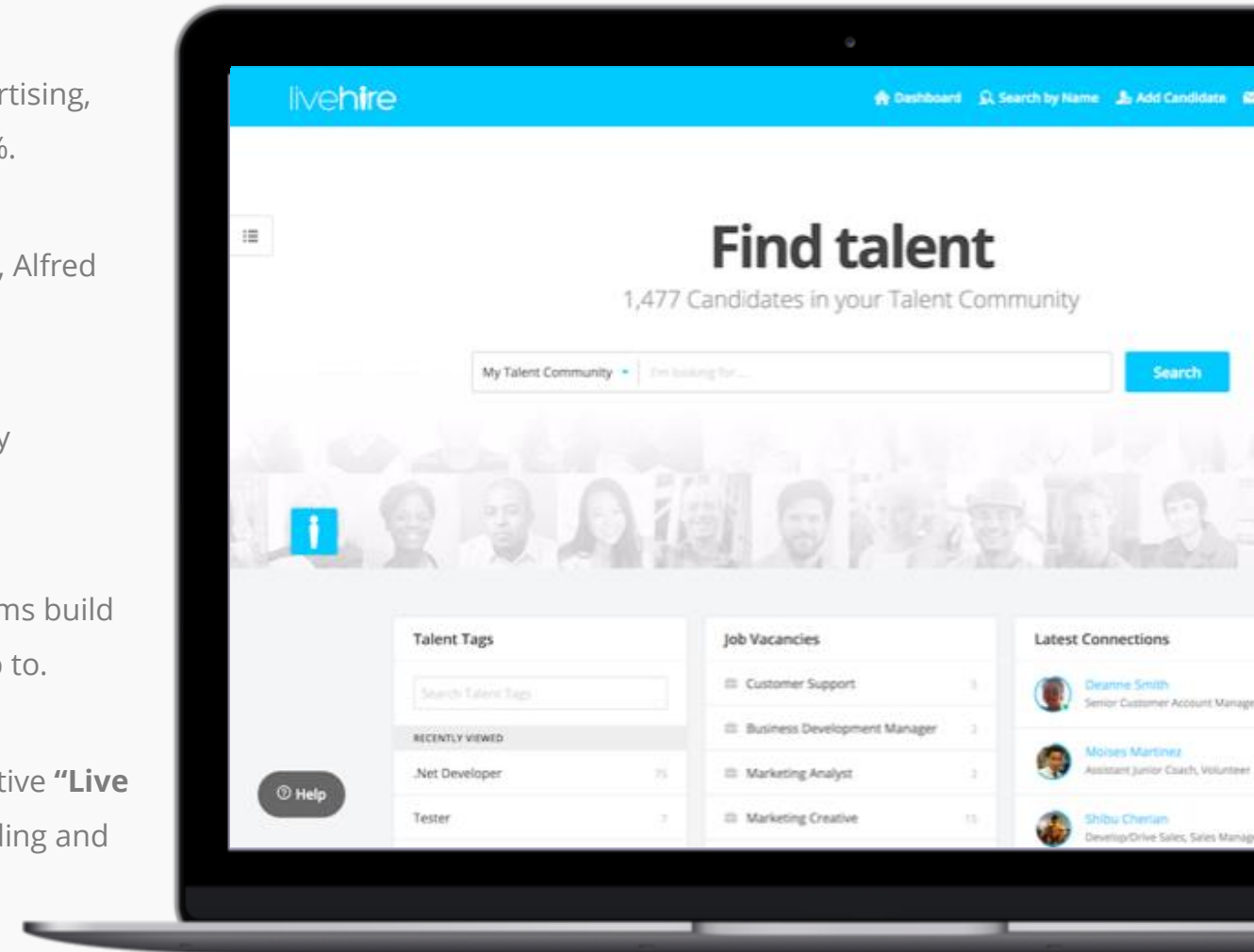
Low cost of acquisition of customers and users. Each new Talent Community launched compounds user growth, revenue, and network effect.

## ECOSYSTEM

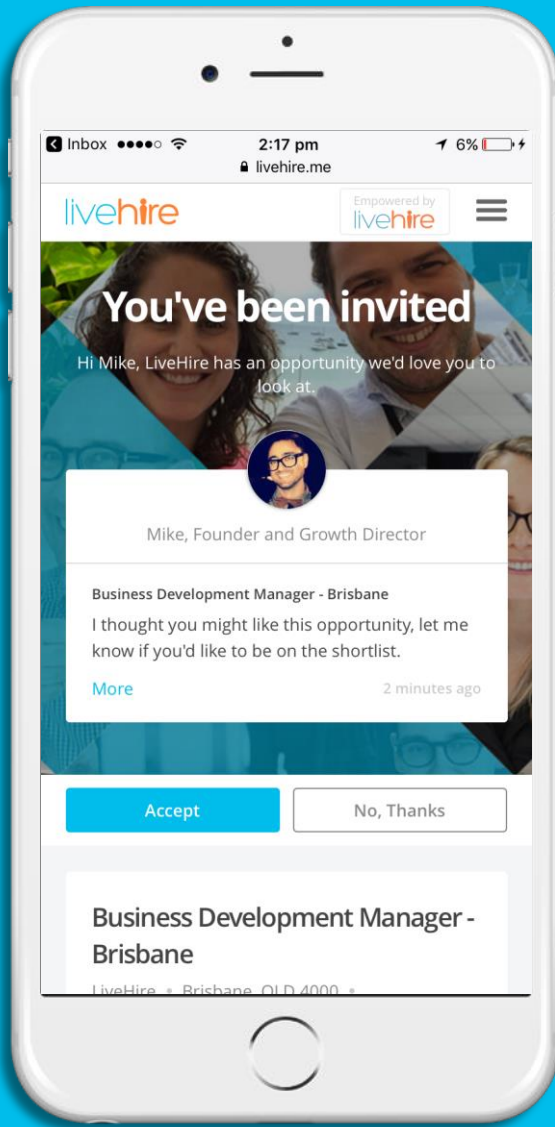
LiveHire is empowering an **ecosystem**, not a single product. Once ecosystems build momentum, even at small % of market share, they are very hard to catch up to.

## DEFENSIBLE POSITION

First mover advantage with a completely flipped, hyper-effective, and proactive “**Live Talent Community**” approach to hiring. 5 years & 100,000’s of hours of coding and IP development.



# 1H FY17 highlights

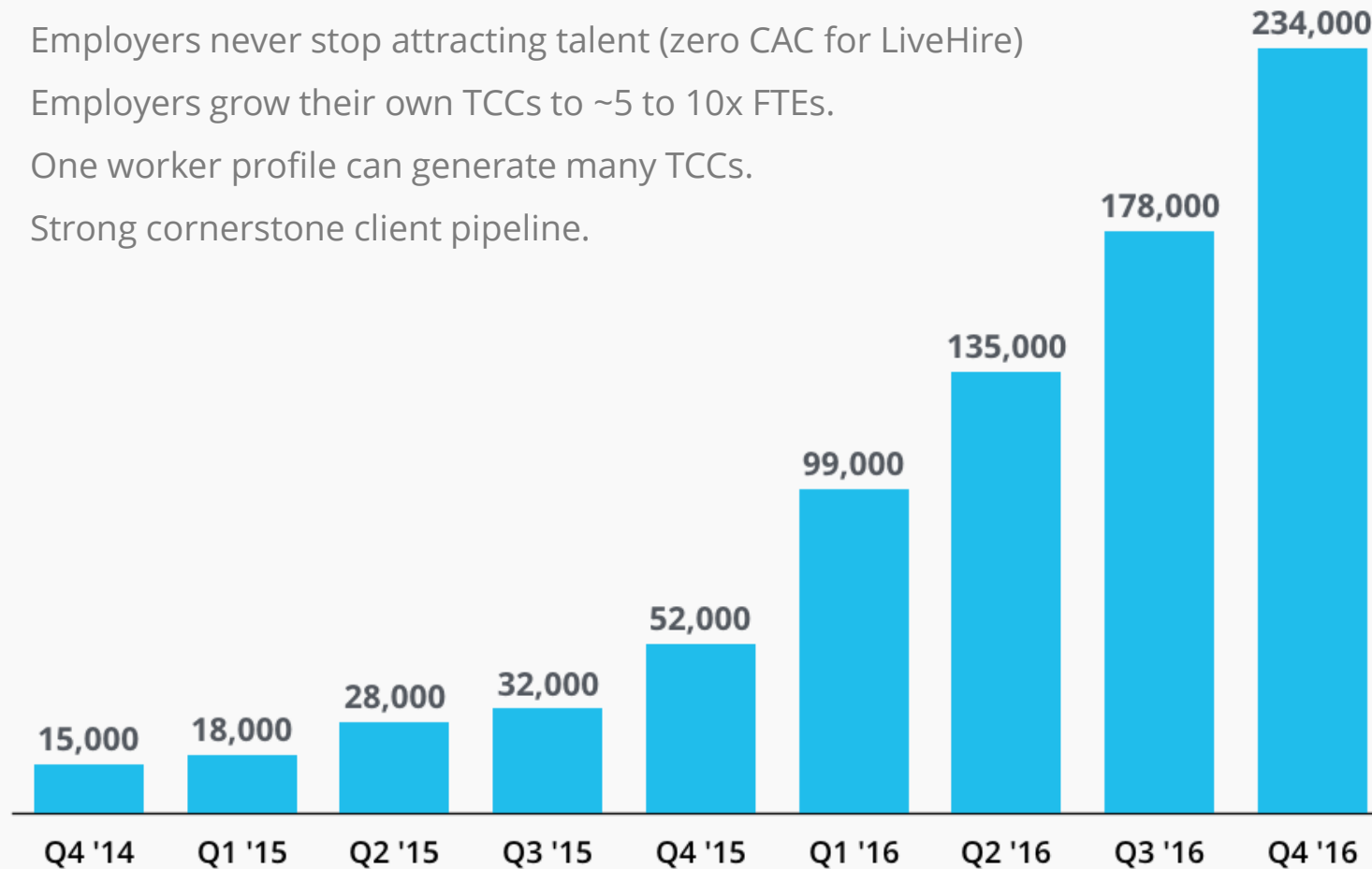


- **413% growth in key performance indicator, Talent Community Connections (TCCs)**, compared to second half in previous year. Exponential growth (10% month on month).
- **Revenue increase of 129%** - from \$135,570 to \$309,983 – with no material increase in resource allocation (costs have increased by 15%) - compared to second half in previous year.
- **Strong cash position with \$7.3m at bank.** Additional \$3m expected CY17 in R&D tax incentives.
- Launched Talent Communities for **Cornerstone Clients** in HealthCare (Japara and Amana), Technology (Telstra Health), and Retail (General Pants) industries, with significant cost savings.
- Hired ex-General Manager of Manpower RPO to lead LiveHire's RPO growth channel. Signed channel partnership with one of the **largest RPO's in the world (Randstad Sourceright)**.
- Commenced client led **integration with SAP Success Factors**, the leading Human Capital Management Software servicing over 6,000 enterprise clients globally.
- Released two of the most powerful LiveHire features to date: **Live Talent Pooling and Live Talent Analytics**, further improving client's hiring productivity and ROI.
- Expanded the LiveHire **SaaS partner ecosystem** with integrations completed with Sonru, FlareHR, Calendly, Adzuna and Indeed.

# LiveHire continues exponential (10%) MoM growth for 27 months straight

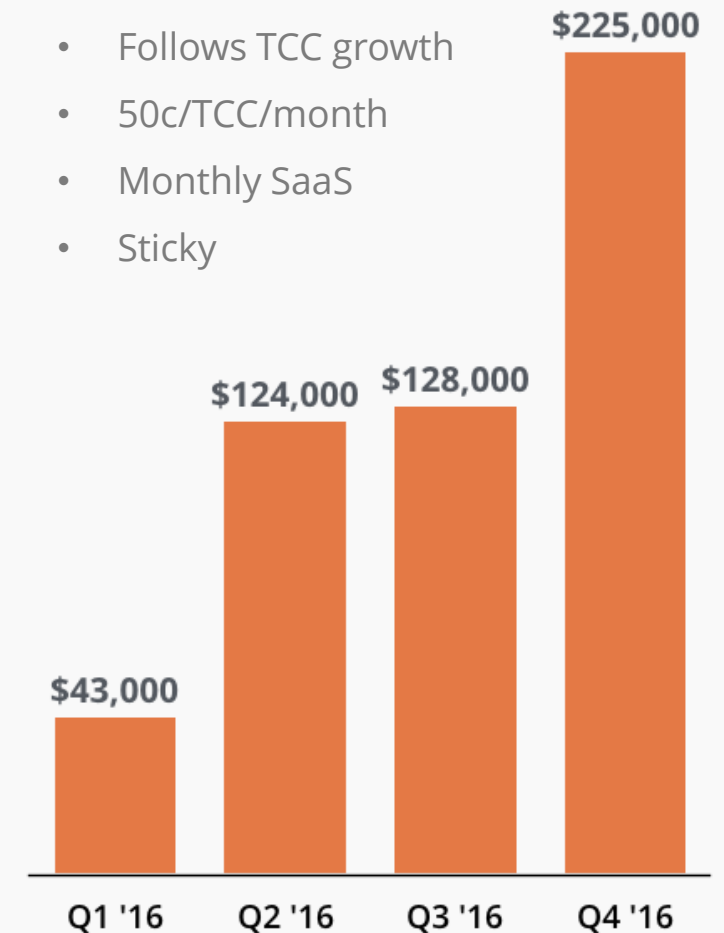
## Talent Community Connections (TCCs).

- Employers never stop attracting talent (zero CAC for LiveHire)
- Employers grow their own TCCs to ~5 to 10x FTEs.
- One worker profile can generate many TCCs.
- Strong cornerstone client pipeline.



## Cash Receipts

- Follows TCC growth
- 50c/TCC/month
- Monthly SaaS
- Sticky



# The sourcing and recruitment market is extremely large and has not been disrupted by technology

99%

Spend attributed to people, advertising and processes. A disrupted, mature market is closer to 80%



US\$400billion

Annual spend in the US  
on hiring

1%

Spend currently attributed to technology (\$4b). A disrupted, mature market is closer to 20%

*"Hires per year keeps increasing  
Time (cost) to hire keeps increasing  
Current tech is not solving the problem."*



# What is the real problem with recruitment?

Candidates don't like applying for jobs!

Long repetitive work for little result.

No human interaction, automated emails.

Constant rejection.

Candidates are also customers.

Reactive recruitment is costly.

Long time to hire: avg. 68 days.

Expensive: \$6,000 avg. cost to hire.

Lost productivity: \$407/vacancy/day.

39% of rejected applicants stop buying from you.



job applications are

job applications are **too long**

job applications are **stupid**

**online** job applications are a waste of time

job applications **why** are **you** applying for this position

Google

livehire

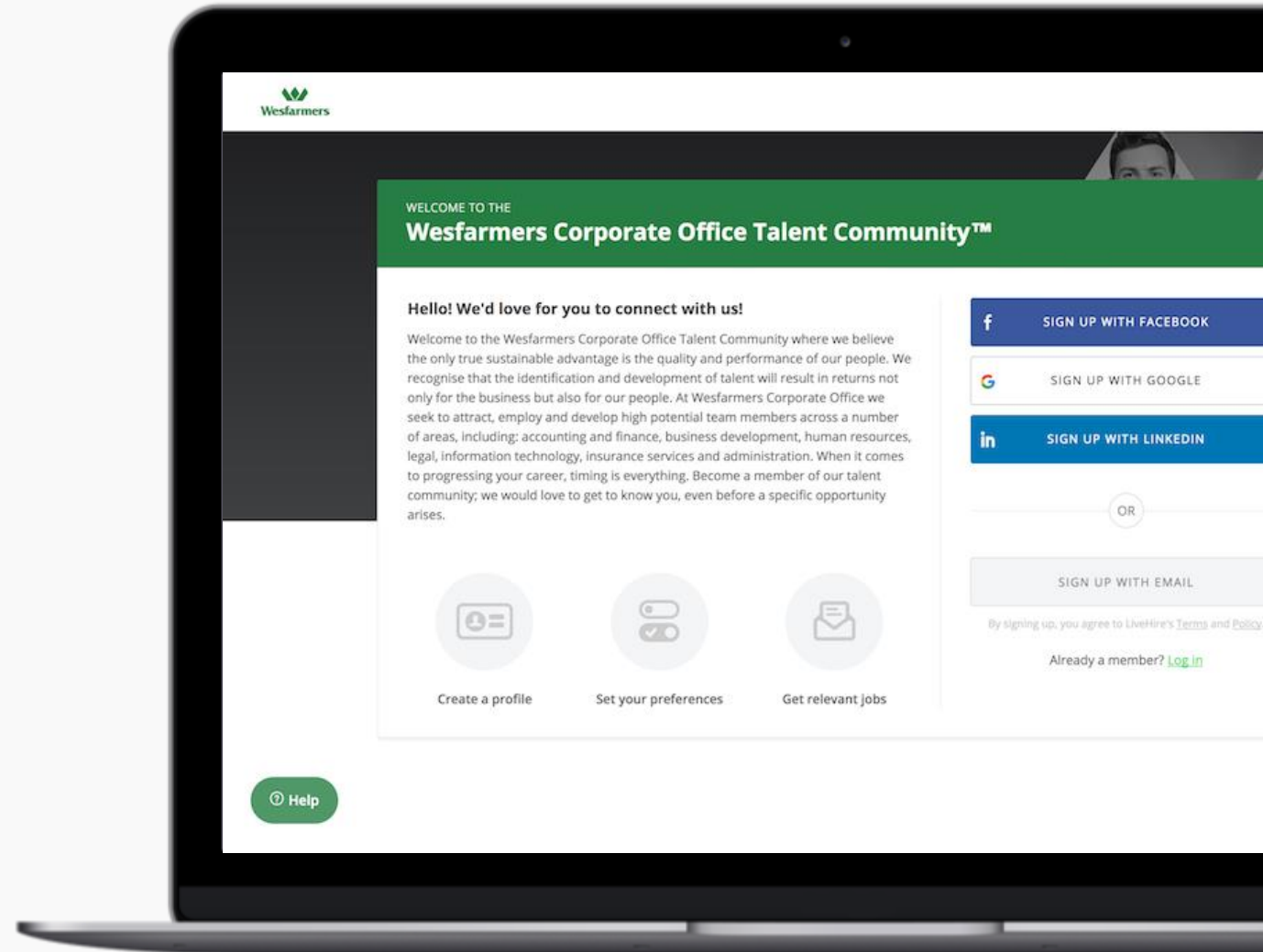
# How LiveHire works

## Companies launch Live Talent Communities

LiveHire is an Ecosystem where people create LiveHire profiles and privately join and share their one profile across multiple Live Talent Communities of their favourite employer brands, connecting human to human.

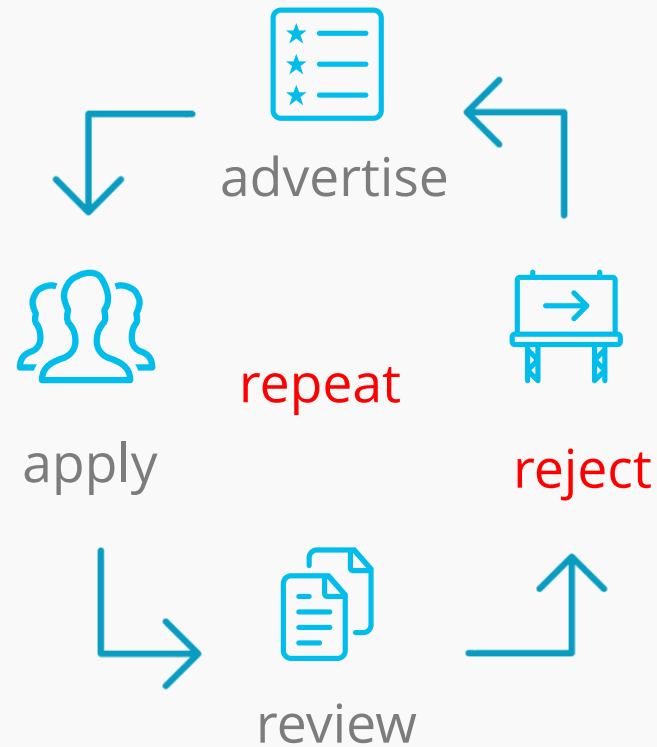
Every company markets their own Talent Community web address everywhere online, collectively inviting more talent to LiveHire for everyone, ongoing.

#itsnotawarfortalent





# LiveHire empowers more humanised communication and recruitment



Reactive recruitment

← Process

vs

Pulse →



Proactive recruitment

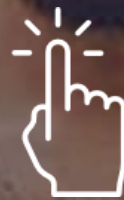
# THE BEST COMPANIES NOW UNDERSTAND CANDIDATES WANT THE HUMANISED EXPERIENCE



Ongoing  
Connection



Memorable  
Experiences



On-demand  
Opportunity



Anywhere,  
Real-time



Personalised  
Engagement

#allaboutrelationships

livehire

# LiveHire Talent Communities create a whole new category

Quality talent are hiding everywhere!

Today, < 25% of the best hires come from job ads, 75% come from many hard to manage channels. How do you welcome them like true customers?

## Problems

ATS/CRM Recruitment Modules are static.

Candidate data stored on traditional recruitment databases quickly goes stale, candidates become unresponsive, and talent pooling is costly and time intensive.

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Attract them to a single destination.

Market the web address to your Talent Community everywhere, so candidates can easily join and show their interest in working with you.

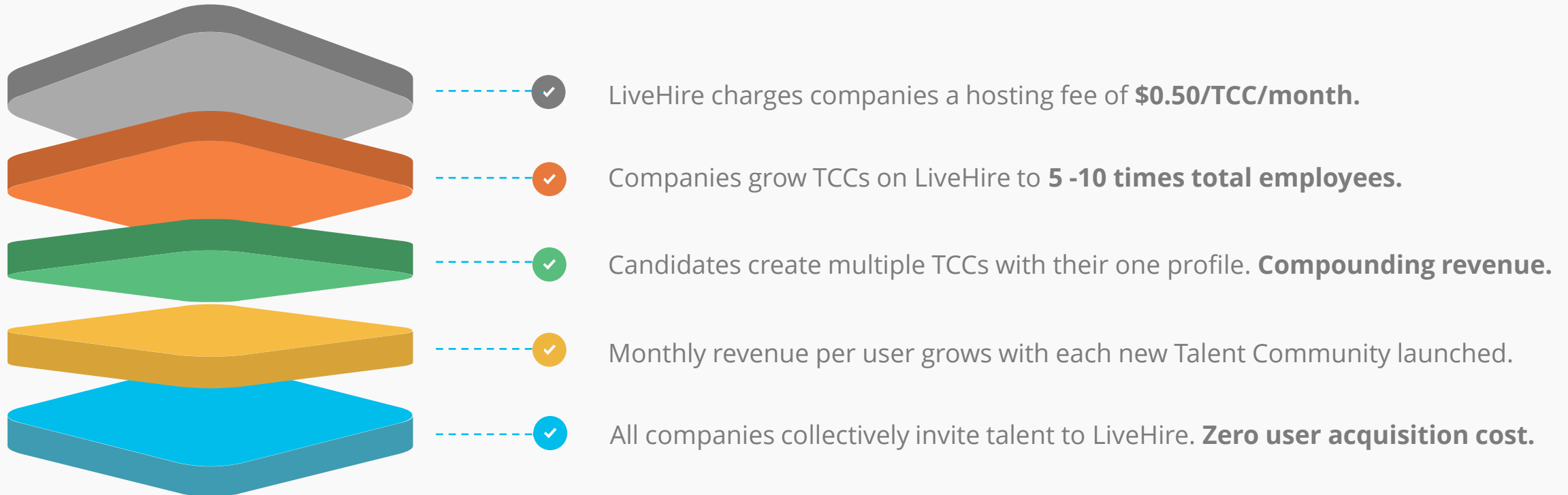
## Solutions

Keep candidate data and availability live.

Candidates use their single LiveHire profile to update and talk with many employers, so data, chat, and availability is always live for all companies.

## Revenue model – monthly recurring revenue with low cost of acquisition of customer (CAC)

A Talent Community Connection (TCC) is created when a candidate joins a Talent Community with their LiveHire profile.



LiveHire is loved by candidates and companies across many industries



**CORPORATE**



**TECH**



**ADVISORY**



**HEALTHCARE**



**RETAIL**



**MEDIA**



**BIOTECH**



**GOVERNMENT**



**EDUCATION**



**CONSTRUCTION**



"LiveHire enables us to engage with our candidates on an ongoing basis before they actually apply for a role and now we're offering much richer and personalised candidate experiences"

**- Carrol Corzo- Talent Experience Manager**



# Market opportunity for LiveHire's Talent Community product is proven and clear



## Australian recruitment tech market (top down analysis)

- **6.84m employees** (57%) work for companies of 100 FTE+
- 1,100,000 hires per year @16% average turnover
- \$6,000 average cost to hire (68 day current reactive process)
- **~\$6 billion a year spend on recruitment** (large organisations).
- 5% spend on technology = \$250m/year

## LiveHire opportunity (bottom up analysis)

- 6.84 million large company employees
- 6 TCCs per profile = 41 million TCCs\*
- 41m TCCs x \$0.50/TCC/month = \$250m per year market

# Target markets with similar economies, larger scale, same problem

**UNITED STATES**  
**\$2.5b market**

- Initial expansion through RPO channel partnership(s)
- Follow with Inside Sales.
- Clients are 10x larger.
- Plans are advanced.

**UK**  
**\$0.5b market**

**S.E. ASIA**  
**\$0.5b market**

**AUSTRALIA**  
**\$0.25b market**

- Proven market in acceleration to critical mass.
- Top brands already on board.

# Sales growth strategy



## Recruitment Partners **Global Scale**

**40% of large companies use Recruitment Process Outsourcing (RPO)** to manage all their hires. The ten biggest RPO's control 90% of this market. **RPO's love LiveHire** as it is a productivity platform for them to deliver same service at reduced cost (higher margin).



## Inside (Cornerstone) Sales **Geographical Scale**

**60% of large companies manage their own recruitment.** LiveHire sells to the biggest brands first as they value candidate experience and quality of hire above all else. **These clients invite large applicant databases to LiveHire,** bringing critical mass of talent to the ecosystem, which makes it **easy for many more smaller companies to launch their own Talent Communities.**



## Technology Partners **Win bigger clients**

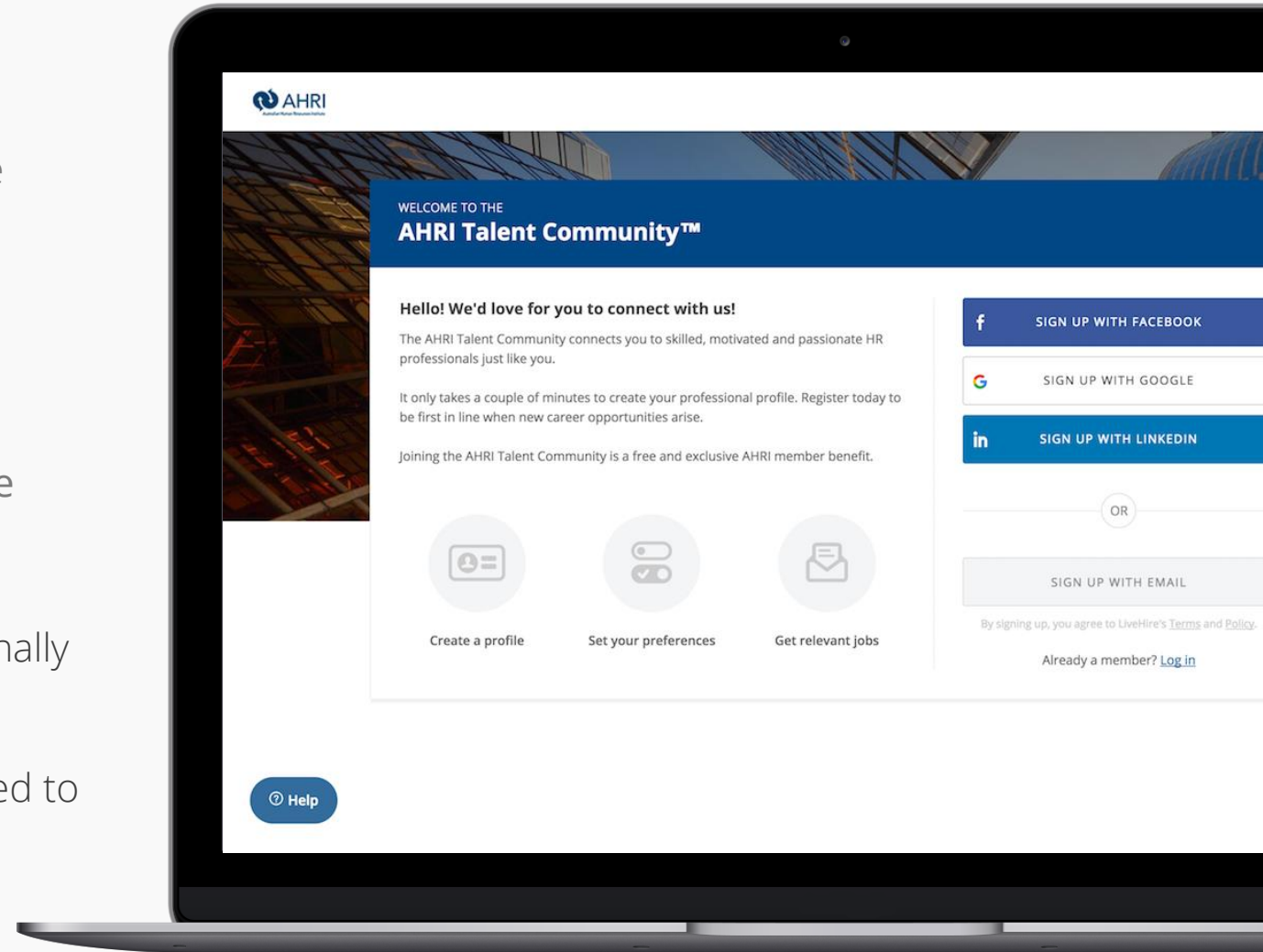
**HR technologies can integrate into the LiveHire ecosystem** to deliver additional HR functionality (video interviews, onboarding, reference checks etc.) This **opens up a vast network of new sales channels,** and also allows the integrated solutions **to pitch and win much larger clients** with more complex requirements.

## Partnership – Australian HR Institute (AHRI)

AHRI to adopt and promote the Talent Community technology across its entire member base and corporate network of **20,000 HR professionals and a further 30,000 AHRI subscribers.**

AHRI is creating the **largest community of Human Resources professionals in Australia**, introducing the LiveHire platform at the same time.

Underpins **significant commercial growth** both nationally and internationally through the most trusted third party channel for HR professionals and organisations, estimated to represent over 11,000 corporate organisations.



# Case study - General Pants Co.



## Key Results

- 33% more hires (420 last year increased to 560 this year).
- 66% reduction in time to hire this year (18 down to 6 weeks)
- 72% reduction in total direct cost to hire (\$300k down to \$84k)
- 2.6 x ROI in 2 months (\$84,000 technology spend, \$216k savings)



Retail Fashion (Customer Service)



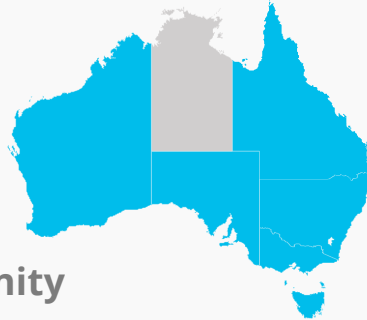
1200 Employees



560 Annual Hires

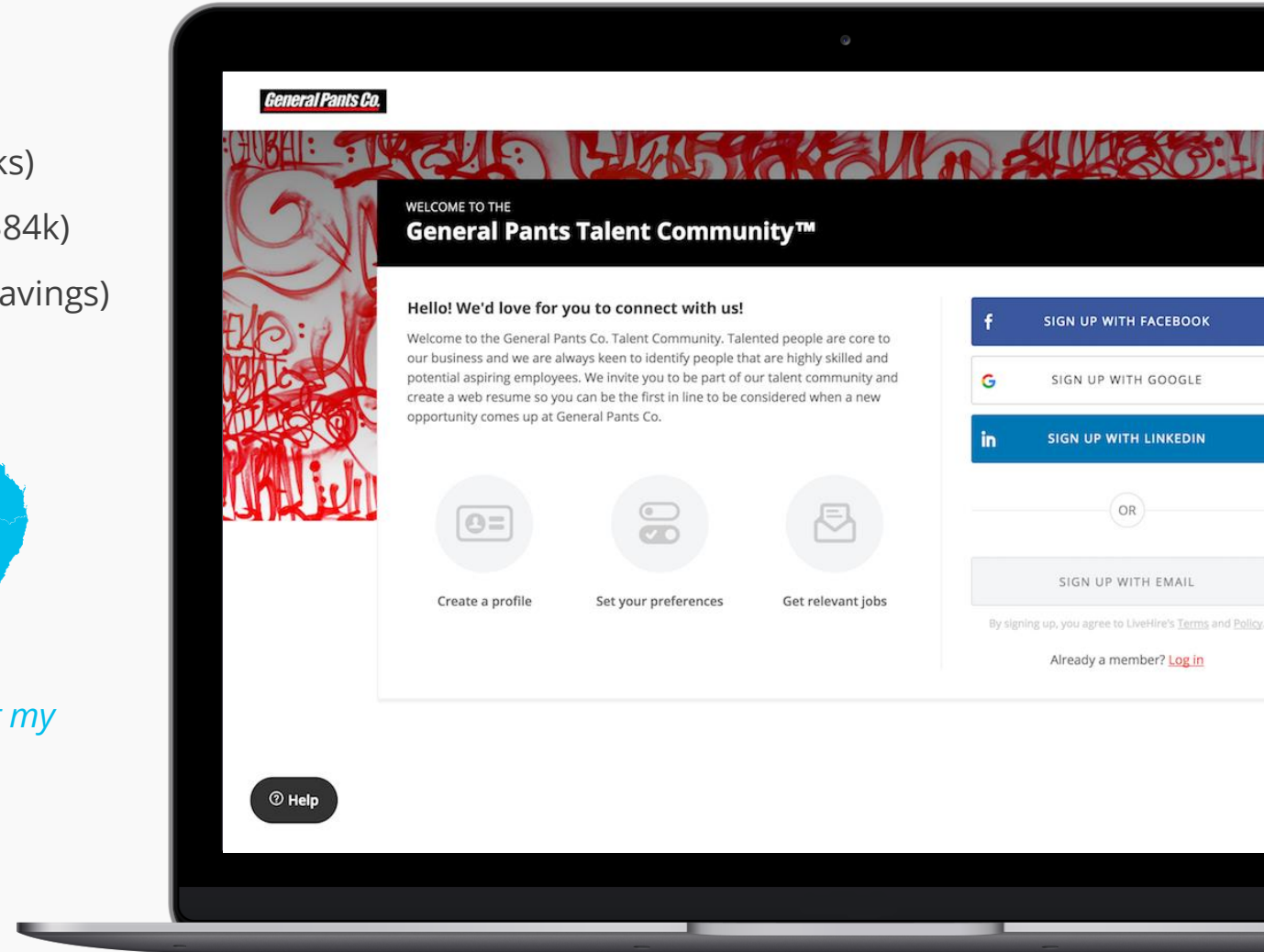


**14,000 member Live Talent Community**



*"I've worked with numerous HR Tech so called solutions throughout my career and never have they been as seamless as this experience. In four weeks, we've just proved that if you engage with people in the right way, talent is there."*

**Michelle Farrar - Eagles, GM of HR General Pants Co.**





# Case study - Ertech Group



## Key Results

- 60% reduction in time to hire (35 down to 14 days)
- 70% reduction in total cost to hire (\$2m HR OPEX down to \$600k)
- 160% increase in 12 month retention rate (38% to 98%)
- 28 x ROI in 6 months** (\$50,000 technology spend, \$1.4m savings)



Engineering Services/ Construction



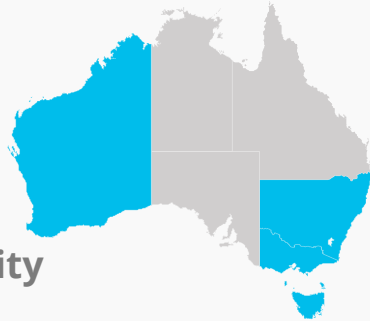
750 Employees



220 Annual Hires

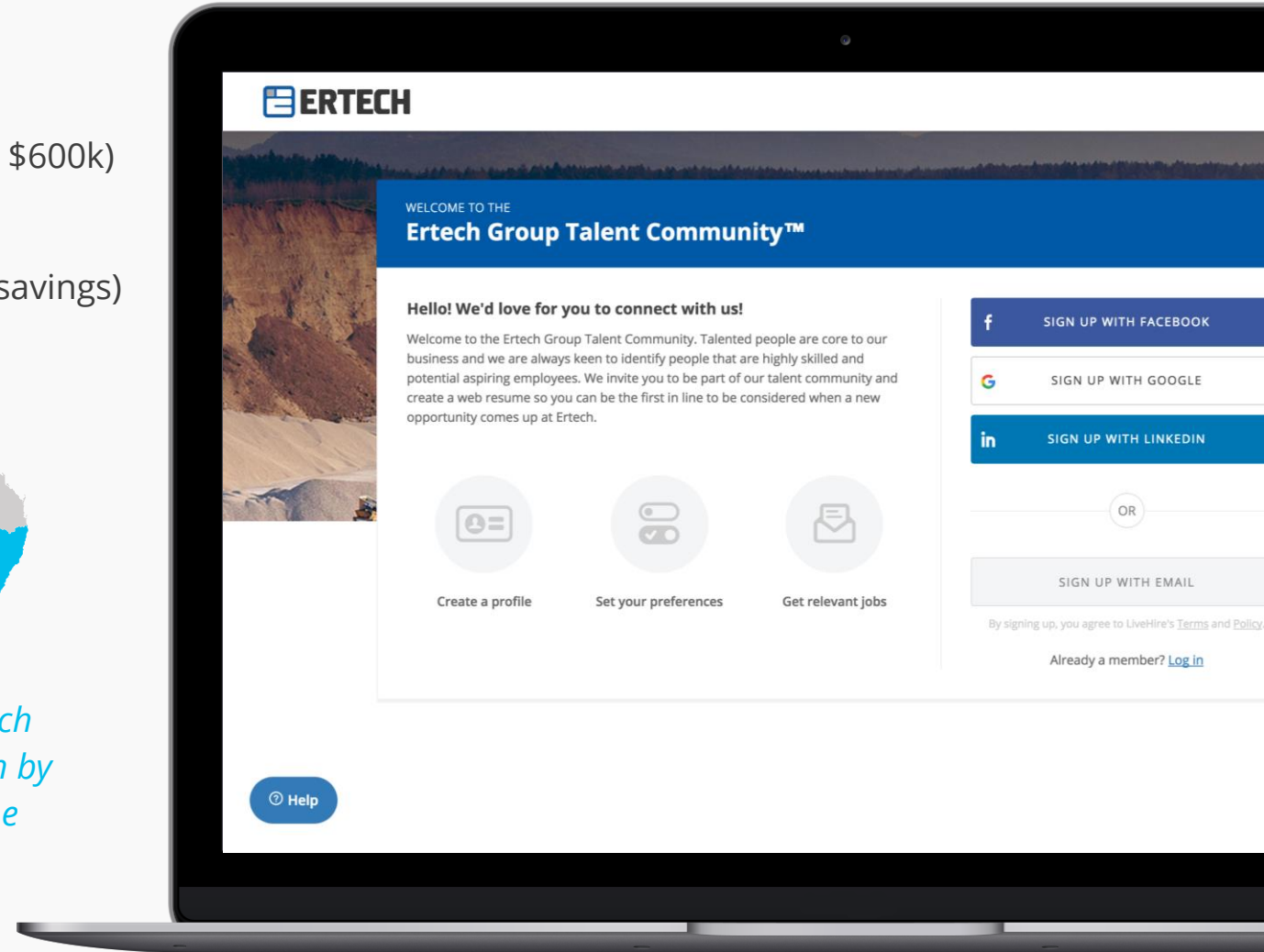


**7,000 member Live Talent Community**



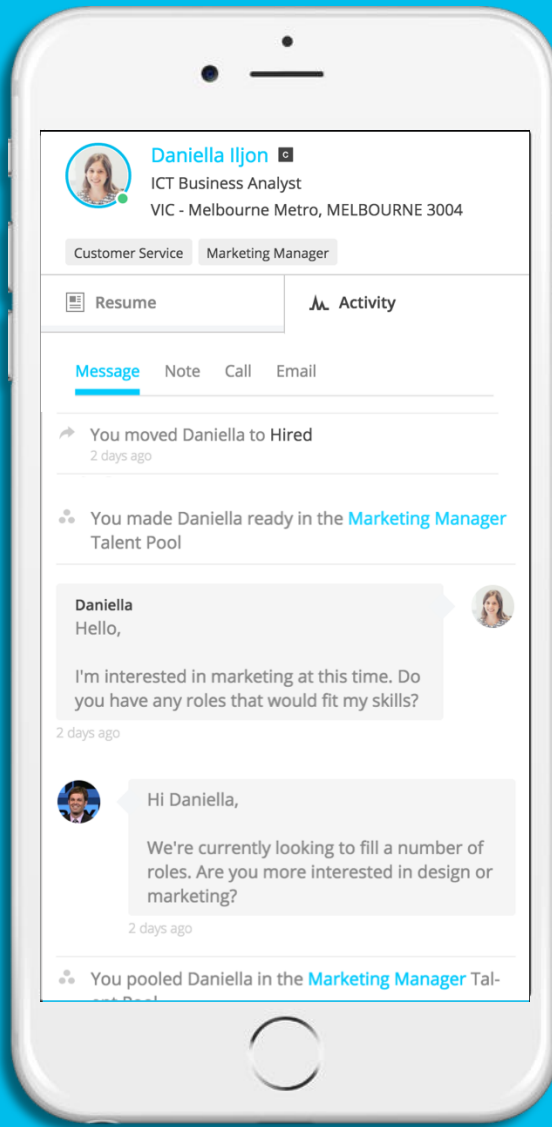
*"Adopting LiveHire has enabled us to take a more proactive approach to talent acquisition, differentiating our employee value proposition by delivering an improved candidate experience and better meeting the pressing business need for talent-on-demand."*

**Justin Prince – Group HR Manager, Ertech Holdings**



# 2017 – A year of opportunity and growth

- Continue to deliver **organic exponential growth** in Talent Community Connections.
- Launch Talent Communities for **larger and more complex Australian corporates (ASX200)**, driving additional step changes in TCC growth.
- Continue accelerated **expansion in key industry verticals**: Retail, Healthcare, Aged Care, Professional Services, Education.
- International expansion through global **RPO partnerships** (40% of market) to open entirely new regions and TCC growth step changes.
- Integrate with the **major global Human Capital Management System vendors** to access and service thousands of the largest enterprises globally.
- Accelerate **technology automation and productivity functionalities** (eg teaming and collaboration features) of the platform through new technology pillars, enhanced real time analytics, artificial intelligence (AI) and Intelligence Augmentation (IA).



# LiveHire – Board, Management & Advisors

## Board



**Geoff Morgan**  
Non-Executive Chairman  
Morgan & Banks, Talent2



**Gigi Gozzi**  
Co-Founder  
Managing Director  
Product and Data



**Mike Haywood**  
Co-Founder  
Executive Director  
Growth



**Grant Galvin**  
Executive Director  
Commercial Execution  
Coca-Cola, EY, AMEX



**Adam Zorzi**  
Non-Executive Director

## Leadership



**Matt Ryan**  
CTO  
20 years tech and data



**Ben Malone**  
CFO  
Australian Unity, REA



**Nick Bailey**  
Head of Enterprise Sales  
Chandler Macleod



**Paul Bridgewater**  
Head of RPO  
Partnerships  
Manpower (RPO)



**David Vuu**  
Head of Design  
CarSales, WebAwards

## Advisory



**Andrew Rothery**  
Leapfrog, Koda,  
Blackbird, Archer



**Michael Rennie**  
Global Head of Org. Practice  
McKinsey & Co



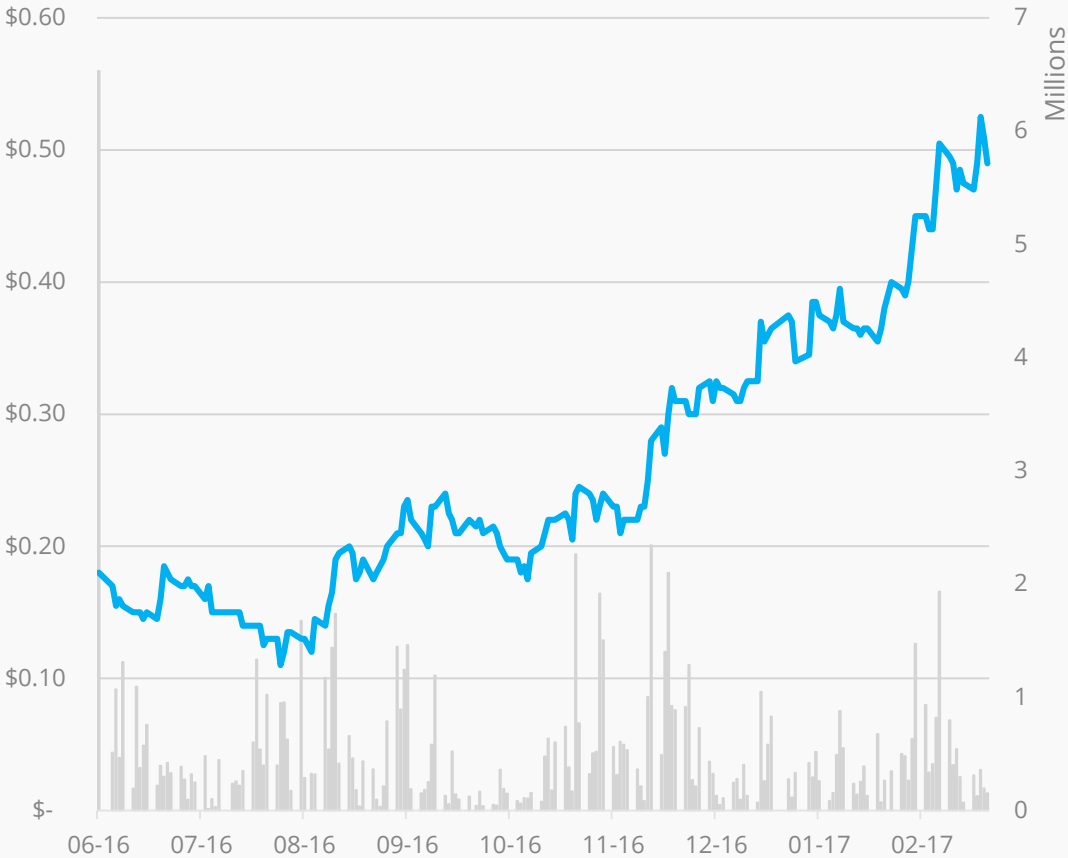
**Ian Basser**  
ex CEO Chandler  
Macleod



**Greg Savage**  
The Savage Truth (1m  
followers on social media)

# Capital Structure

Share price since listing



Share price	\$0.48
Shares on issue	203.5m
Cash at bank as at 30 Dec 2016	\$7.3m
Market capitalisation	\$97.7m
Enterprise value	\$90.4m
Options on issue	18.6m

Major Shareholders

Antonluigi Gozzi (Co-Founder)	13.4%
Michael Haywood (Co-Founder)	12.9%
Directors	37%





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