

ASX Release

10 May 2017

LiveHire presenting to more than 400 HR executives at CEB ReimagineHR

Melbourne, 10th May 2017, LiveHire Limited (ASX: LVH), the Talent Community platform providing an enterprise cloud-based hiring productivity tool for companies and candidates, is pleased to announce it is presenting at the CEB is now Gartner ReimagineHR conference today. ReimagineHR is a global conference with a large audience of 400 senior HR executives, attending presenting on innovation in HR and recruitment.

Mike Haywood, Co-Founder and Growth Director of LiveHire will present at the conference, as well as feature on a panel discussion on diversity in the technology sector with leading organisations including the Head of Talent for Digital, Analytics, Technology and Marketing of Commonwealth Bank, Amazon Web Services' Managing Director of ANZ, and CEB Managing Director APAC Christy Forrest.

LiveHire's presentation will highlight how Live Talent Communities have successfully helped corporates achieve their diversity objectives for recruitment whilst reducing the time to hire the best talent across their business. LiveHire's Talent Community technology has proven to be the most effective method to attract and engage women, compared to any other source channel, such as job advertisements and traditional media advertising.

The presentation will discuss the reasons behind time to hire increasing globally and the impact it is having on business longevity. The presentation outlines how HR teams can take action, build a strong business case at executive level to gain the resources and budgets needed, and shift to a new proactive model for talent acquisition.

Please find attached below the presentation in which will be presented at the conference.

For more information:

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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.

www.livehire.com

www.livehire.com/investor

A blueprint to innovation

logical incrementalism

Are we moving forward?

agility

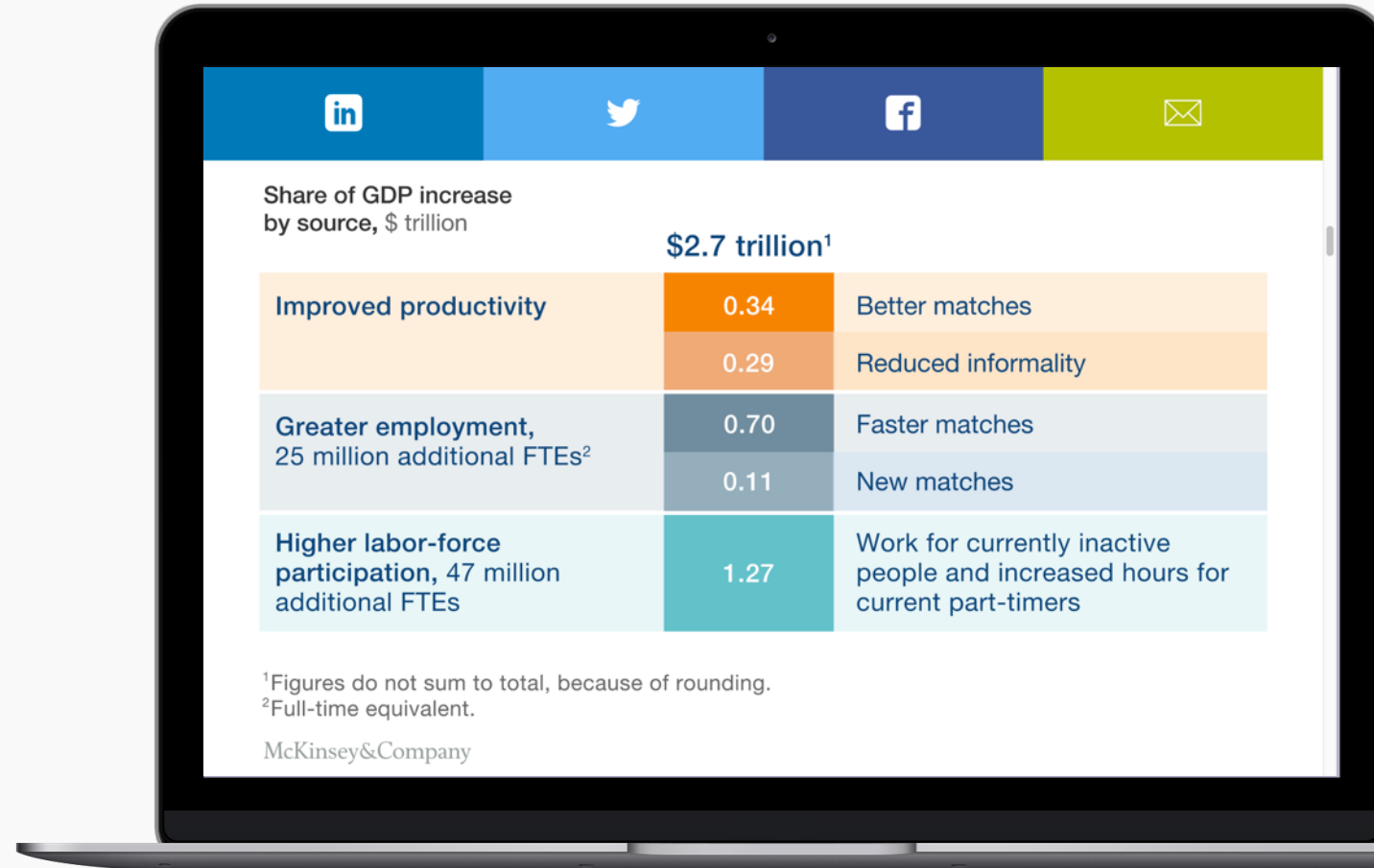
Can we adapt and stay relevant?

The opportunity to improve agility through talent fluidity is enormous

“

Online talent platforms could add **\$2.7 trillion**, or 2.0 percent, to global GDP by 2025, while increasing employment by 72 million full-time-equivalent positions.

McKinsey: Connecting Opportunity with Talent in the Digital Age



However, most companies are going backwards.

THE AVERAGE DAYS TO HIRE NEW STAFF KEEPS INCREASING

28 days
2010

vs

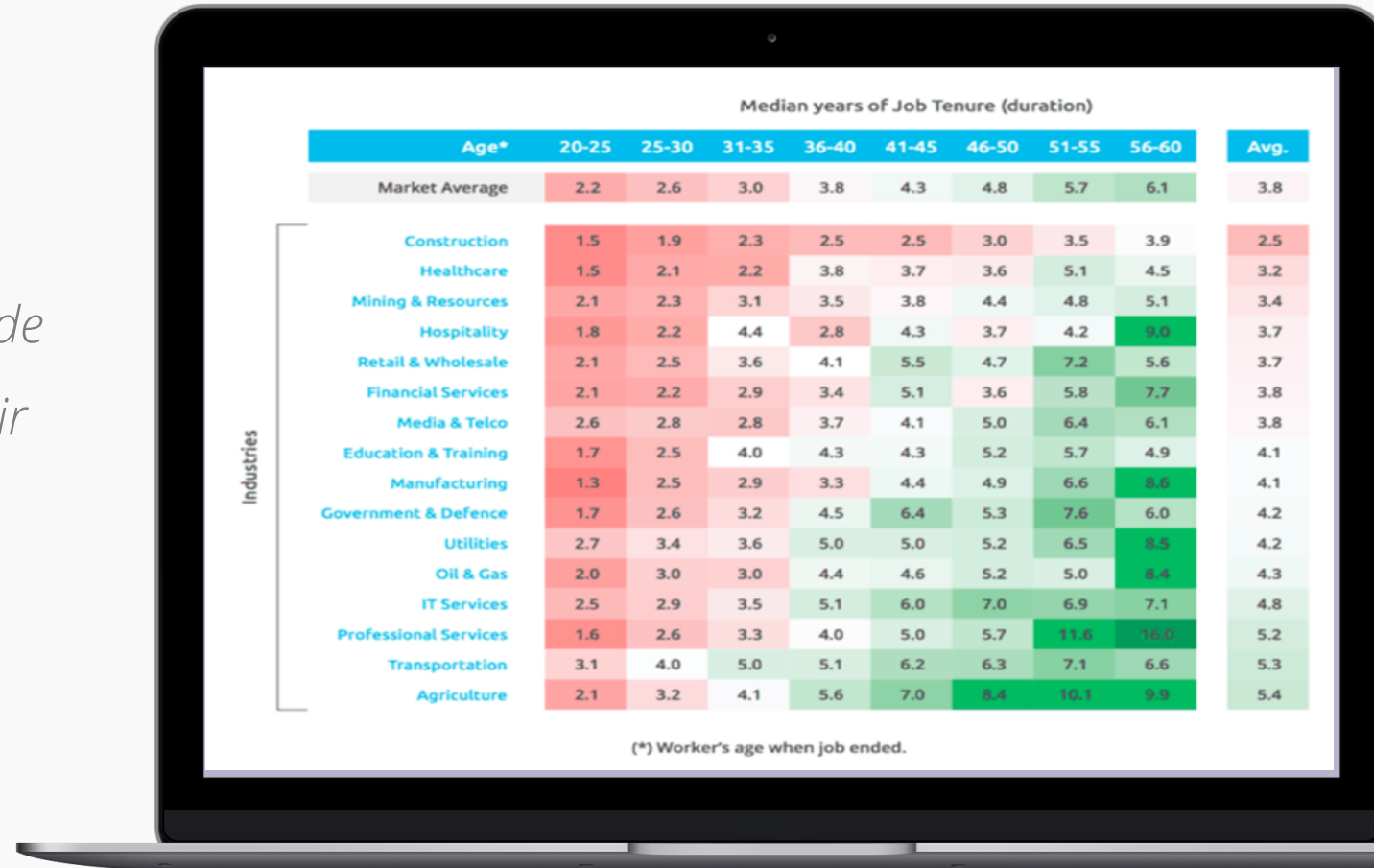
68 days
Today

Whilst workforce mobility continues to increase.

“

The business world is in the midst of fundamental change and in the next decade the ability of organisations to manage their global talent efficiently will mark the difference between success and failure.

PWC: Talent Mobility: 2020 and beyond.





IN THE LAST 15 YEARS, 52% OF THE FORTUNE 500 COMPANIES HAVE DISAPPEARED

1955

vs

Today

Average life expectancy 75 years

Average life expectancy 15 years

emergent leadership

The best ideas rarely come from the top!




Google



BERKSHIRE HATHAWAY INC.

amazon

facebook

A dark, cluttered library with wooden bookshelves and a table covered in papers. The room is filled with books, papers, and a wooden chair. The lighting is dim, creating a somber and chaotic atmosphere. The text "HOW DO YOU STAY AGILE AND RELEVANT?" is overlaid in the center.

HOW DO YOU STAY AGILE AND RELEVANT?



Uber 3 x THE RIDES IN SAN FRANCISCO COMPARED TO TAXIS

A photograph of Brian Chesky, co-founder of Airbnb, smiling and shaking hands with a woman. He is wearing a dark blazer over a black t-shirt. The woman is wearing a patterned sweater with a star and geometric design. The background is slightly blurred, suggesting an indoor event or conference.

Airbnb, NOW THE BIGGEST
LODGINGS PROVIDER ON EARTH

WHAT'S THE
COMMON THREAD?



livehire

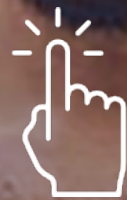
THEY UNDERSTAND PEOPLE WANT HUMANISED EXPERIENCES



Ongoing
Connection



Memorable
Experiences



On-demand
Opportunity



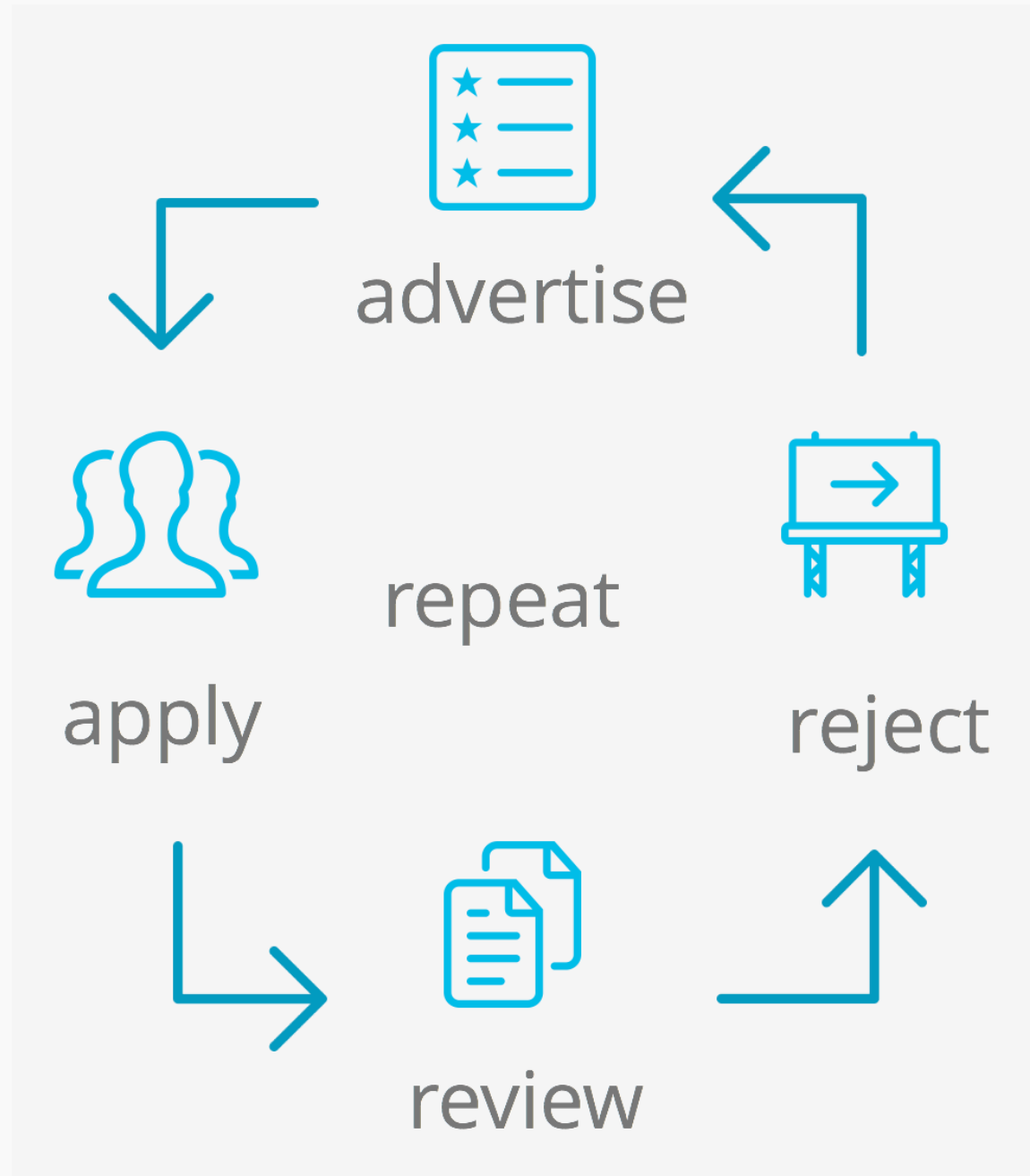
Anywhere,
Real-time



Personalised
Engagement

#allaboutrelationships

livehire



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 kills your brand.

Long time to hire: avg. 68 days

Lost productivity: \$407/vacancy/day

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

Negative consumer rejection experience.

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

recruiters are

recruiters are **useless**

recruiters are **liars**

recruiters are **scum**

recruiters are **scumbags**

Google

livehire



*"If you recruit reactively,
you're in the game of
rejection, not recruitment,
and every time an
employee leaves, that
process costs you
\$150,000"*

Geoff Morgan AM (Morgan & Banks)

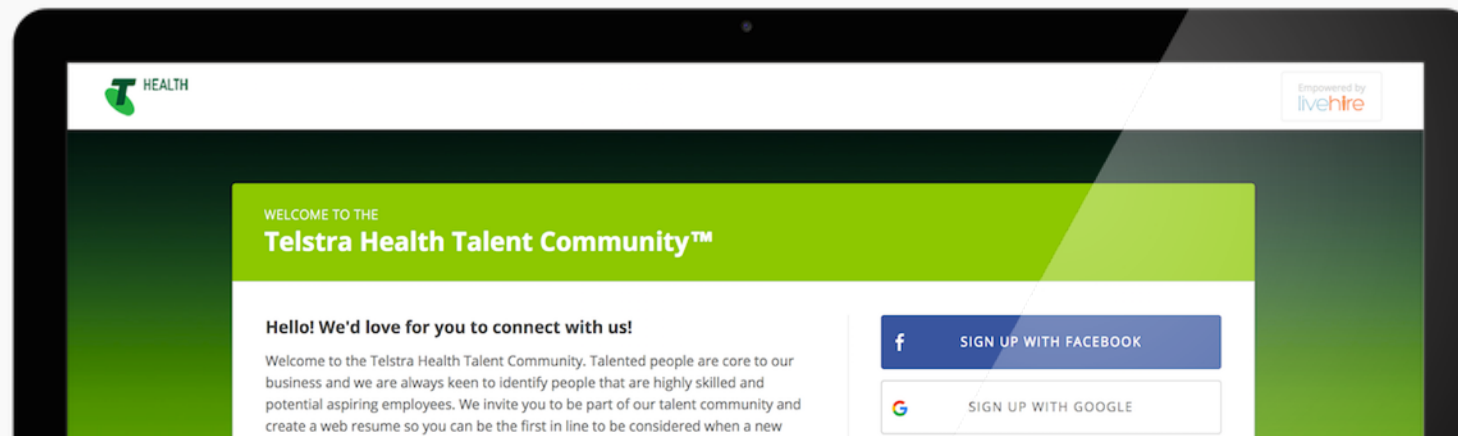
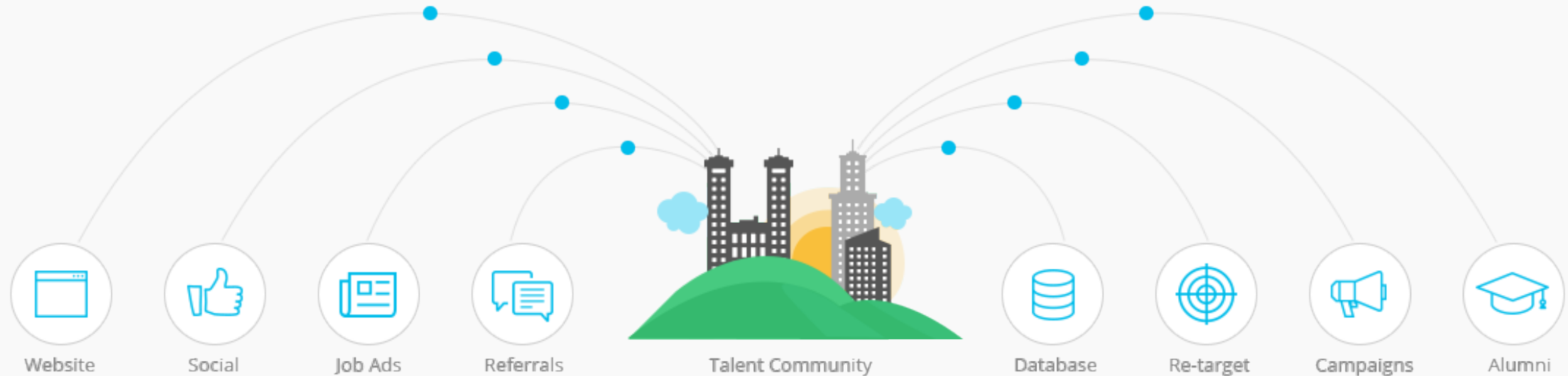
12 million workers

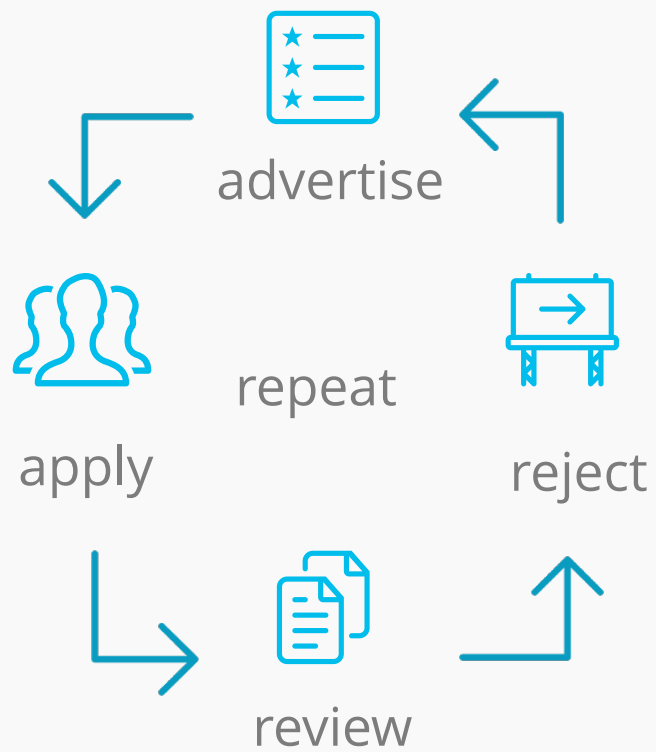
300 million online job applications every year!

Yuck!

Your Talent Community is the single destination for candidates to join from everywhere.

Every touch point your business has with people is an opportunity to welcome them.

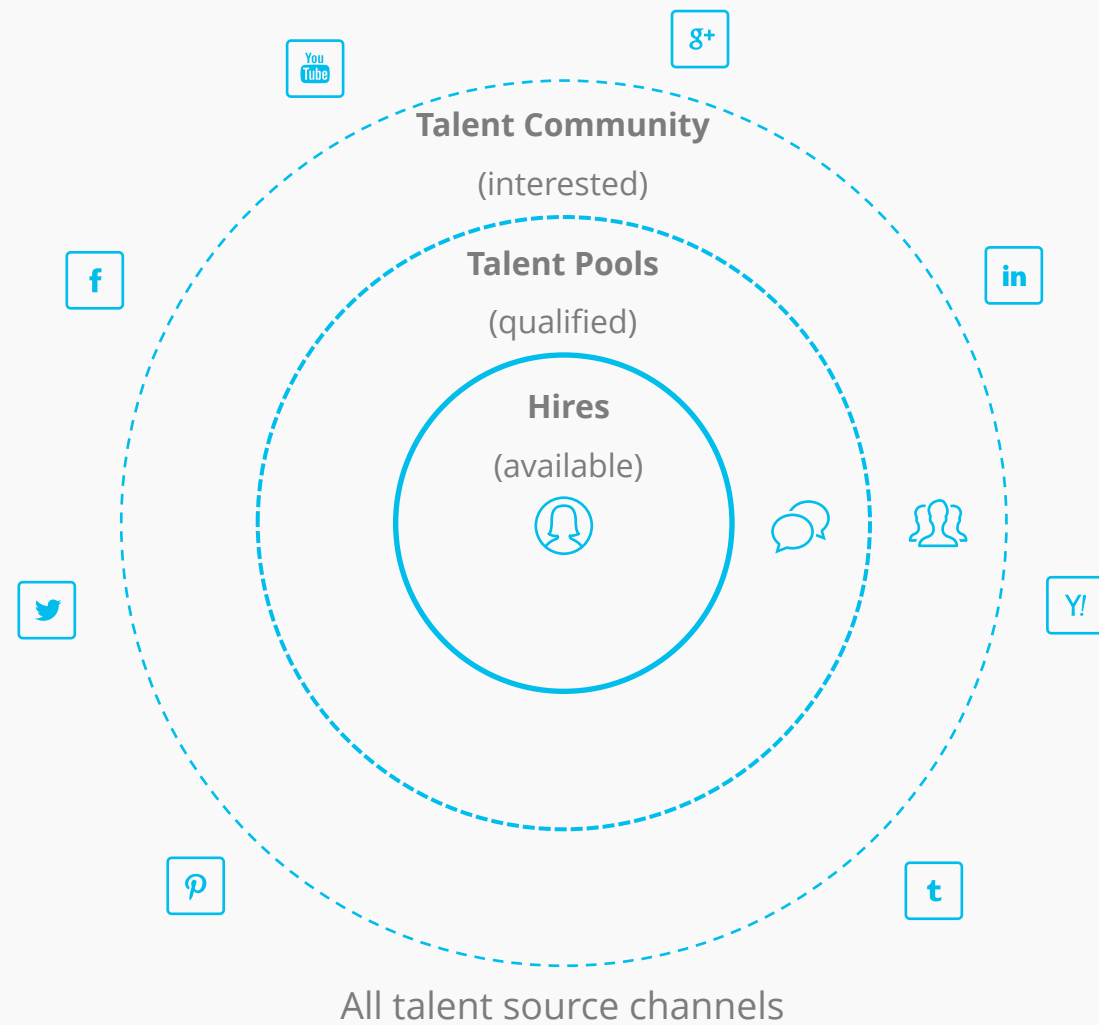




← Process

vs

Pulse →



Objective - Reduce time and cost to hire



Key Results

60% reduction in time to hire (35 to 14 days)

70% reduction in total cost to hire (\$2m HR OPEX 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

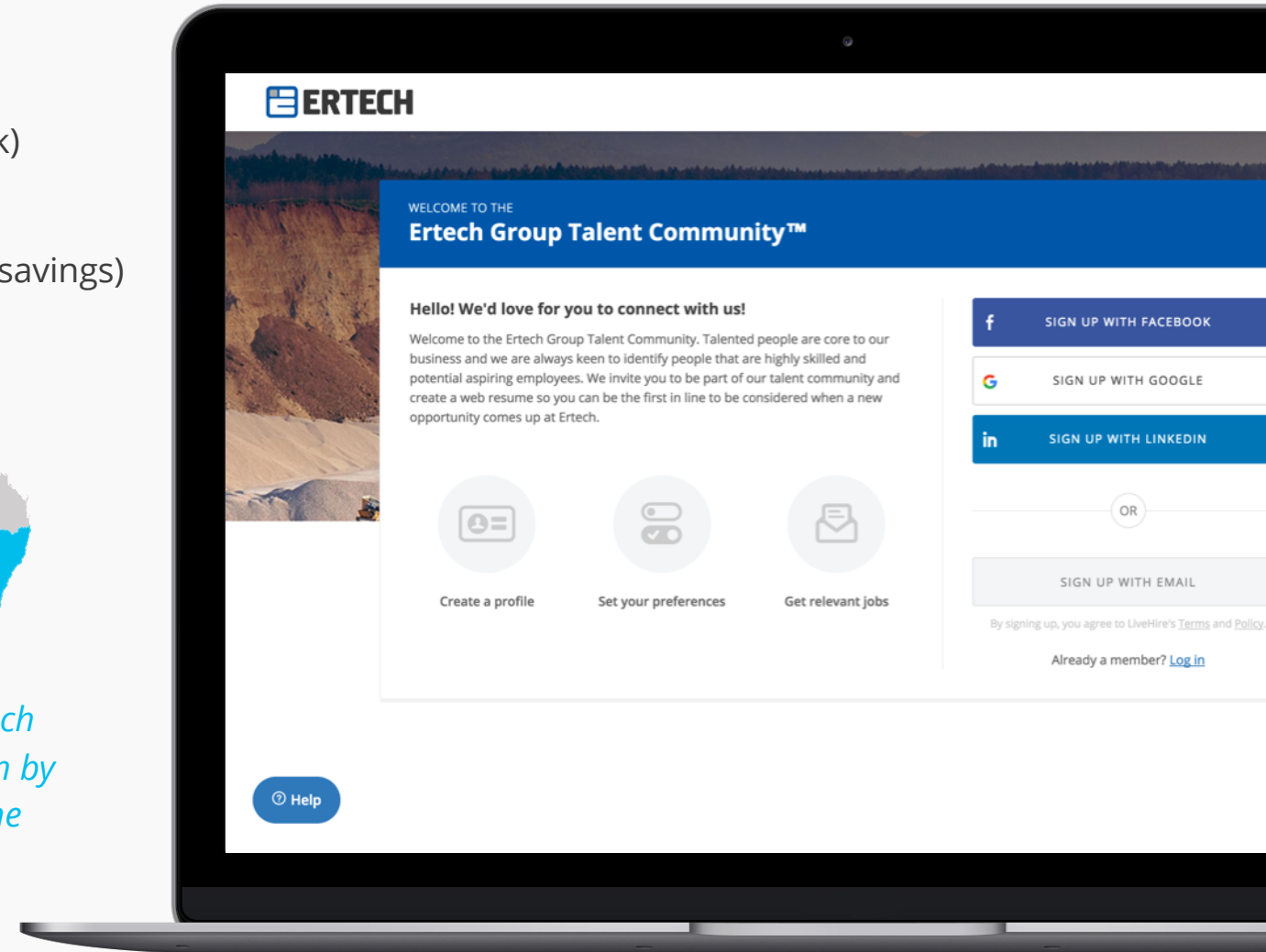


7,000 member Talent Community



"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."

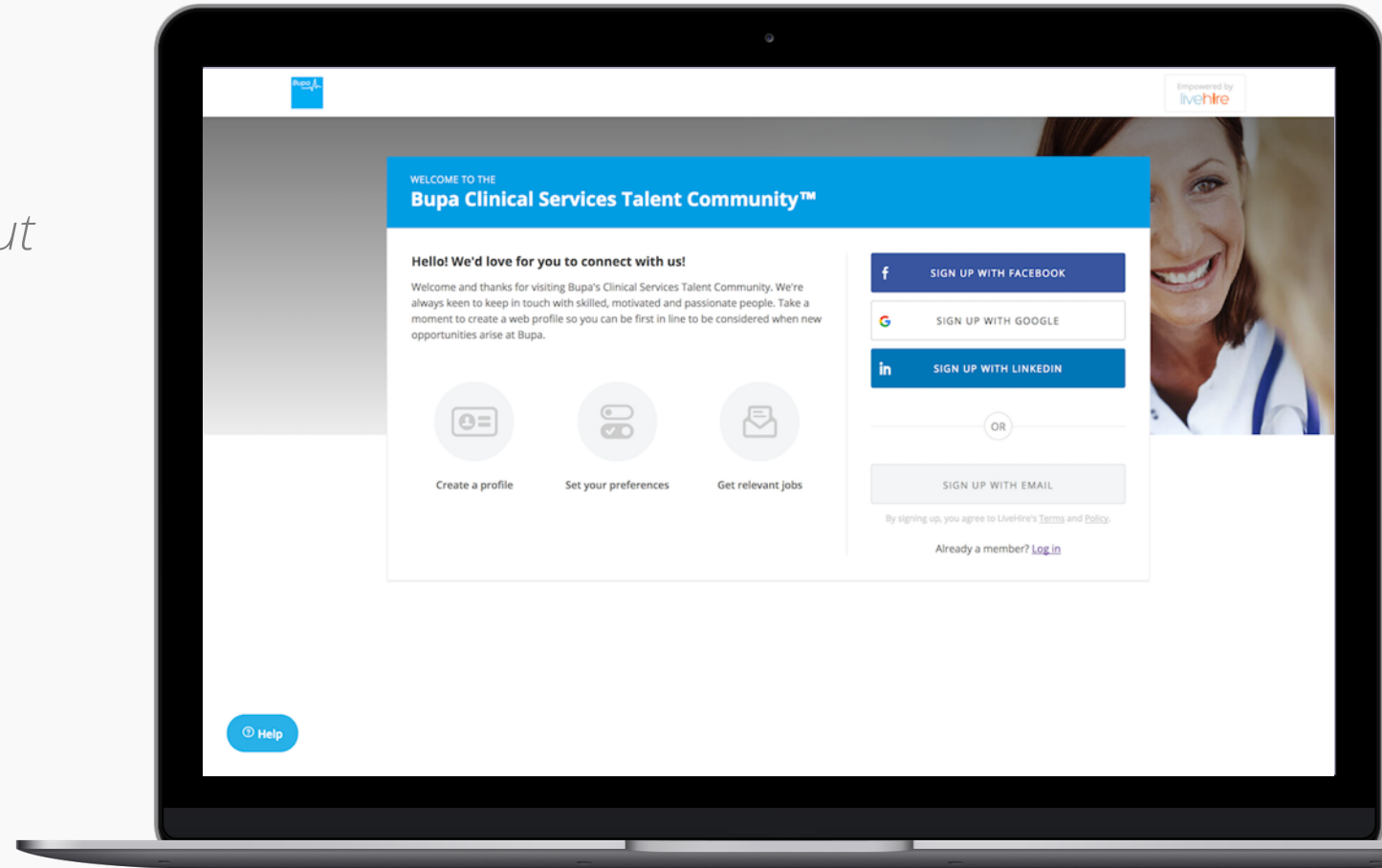
Justin Prince – Group HR Manager, Ertech Holdings



Let's try it in Healthcare...

“

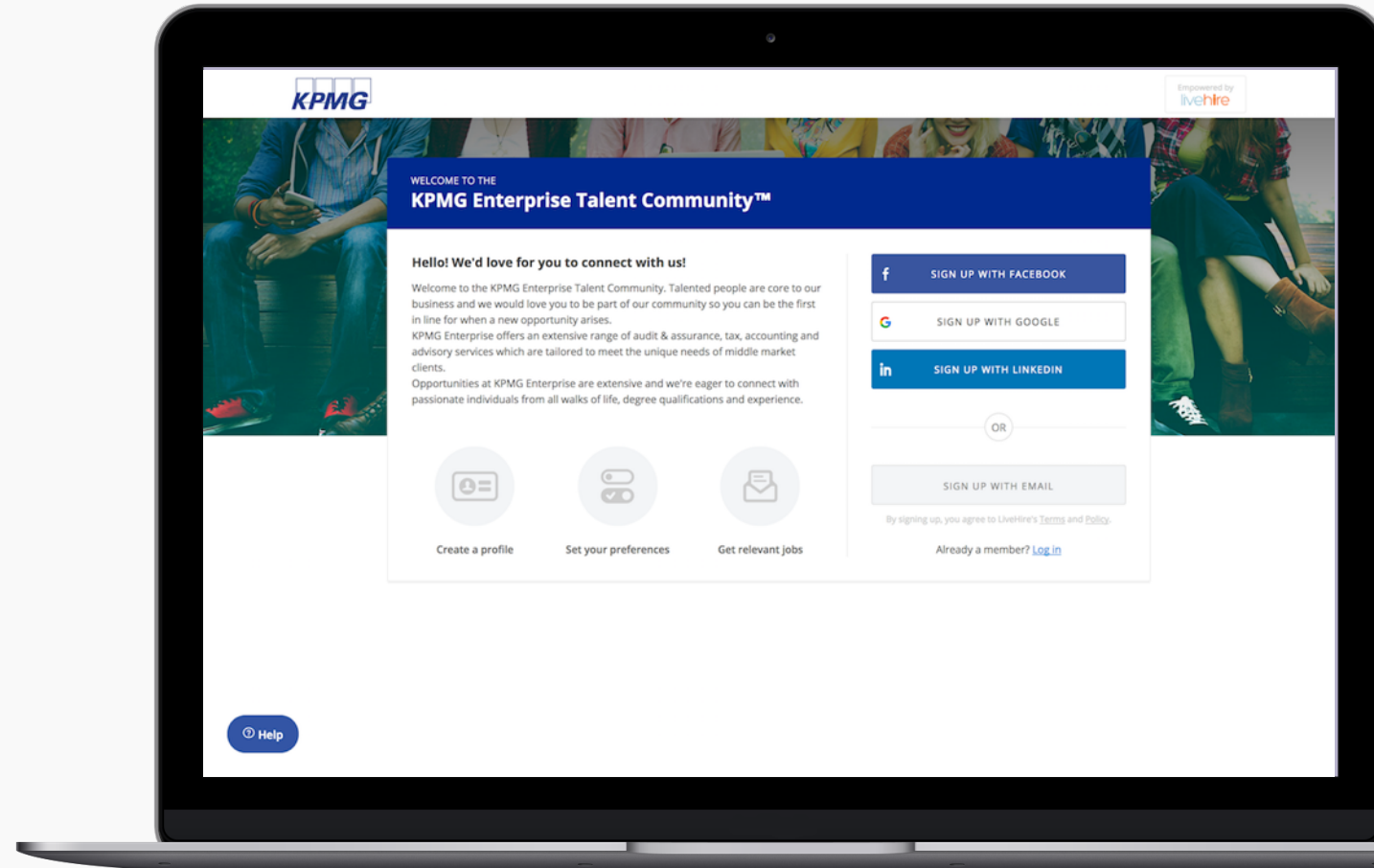
*I can see how it would work with trades, but
GP's are different!*



Let's try it in Advisory...

“

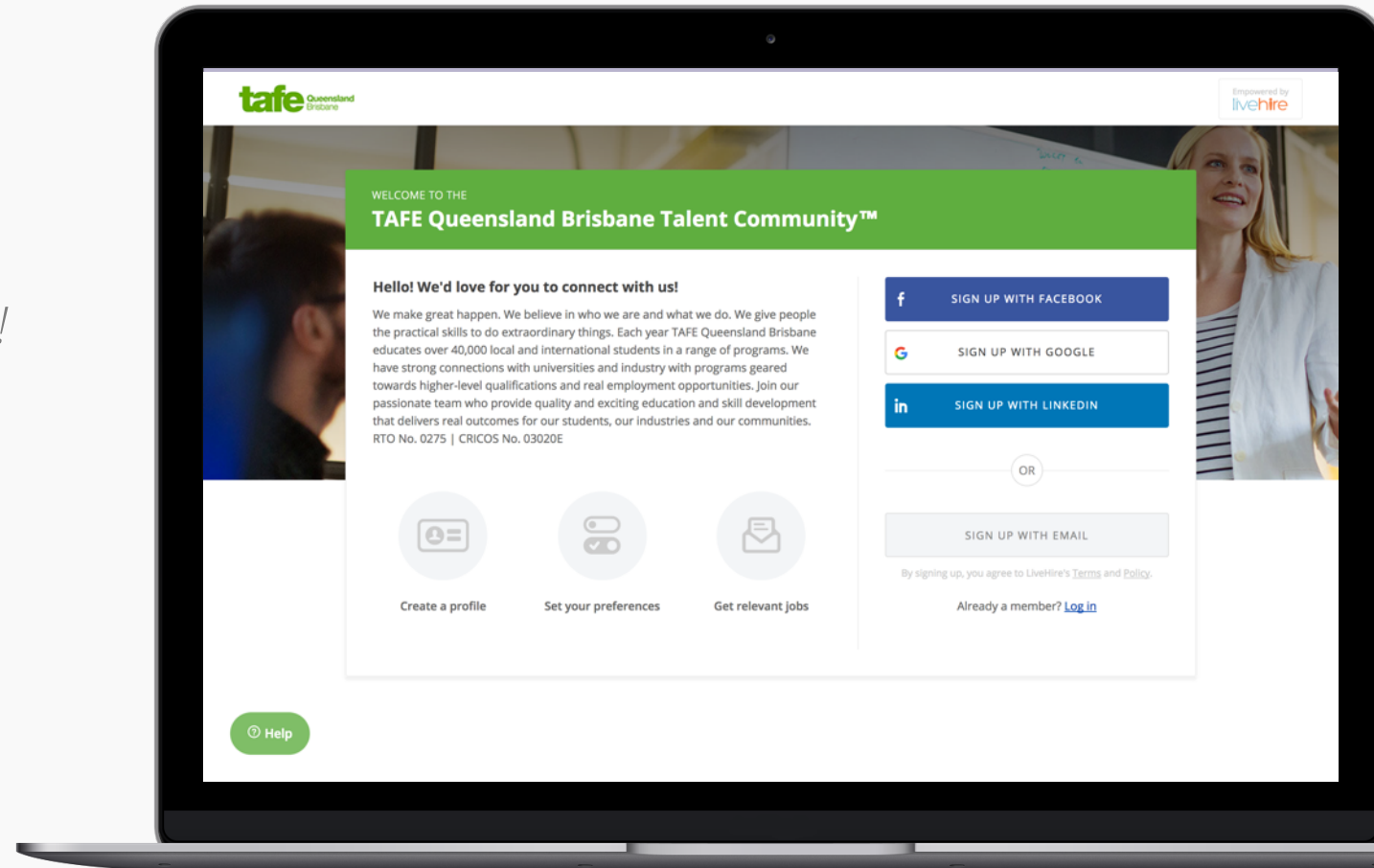
*I can see how it would work with GP's, but
Advisory is different!*



Let's try it in Education...

“

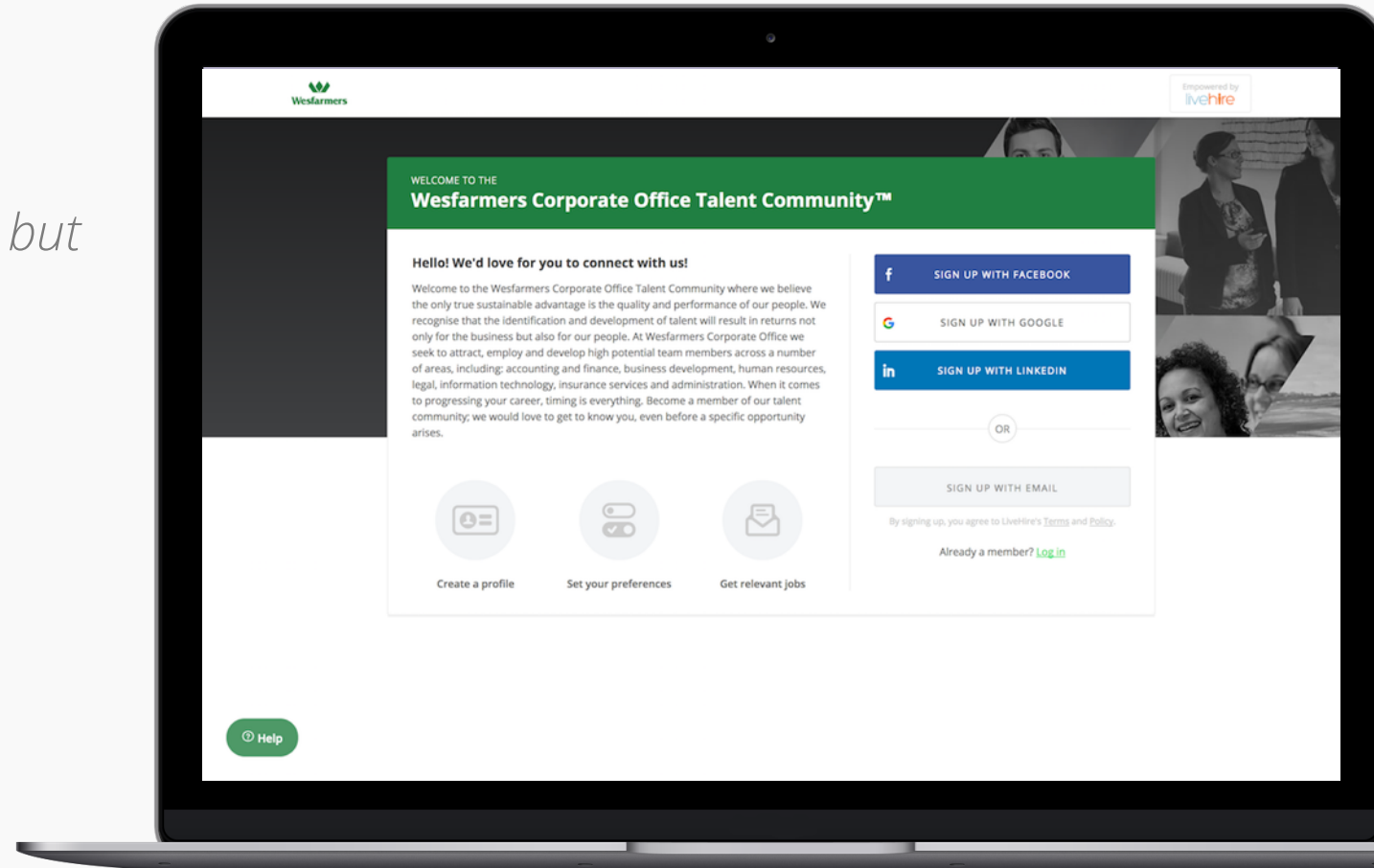
I can see how it would work with senior advisory people, but teachers are different!



Let's try it in Corporate...

“

I can see how it would work with teachers, but senior level analysts are different!



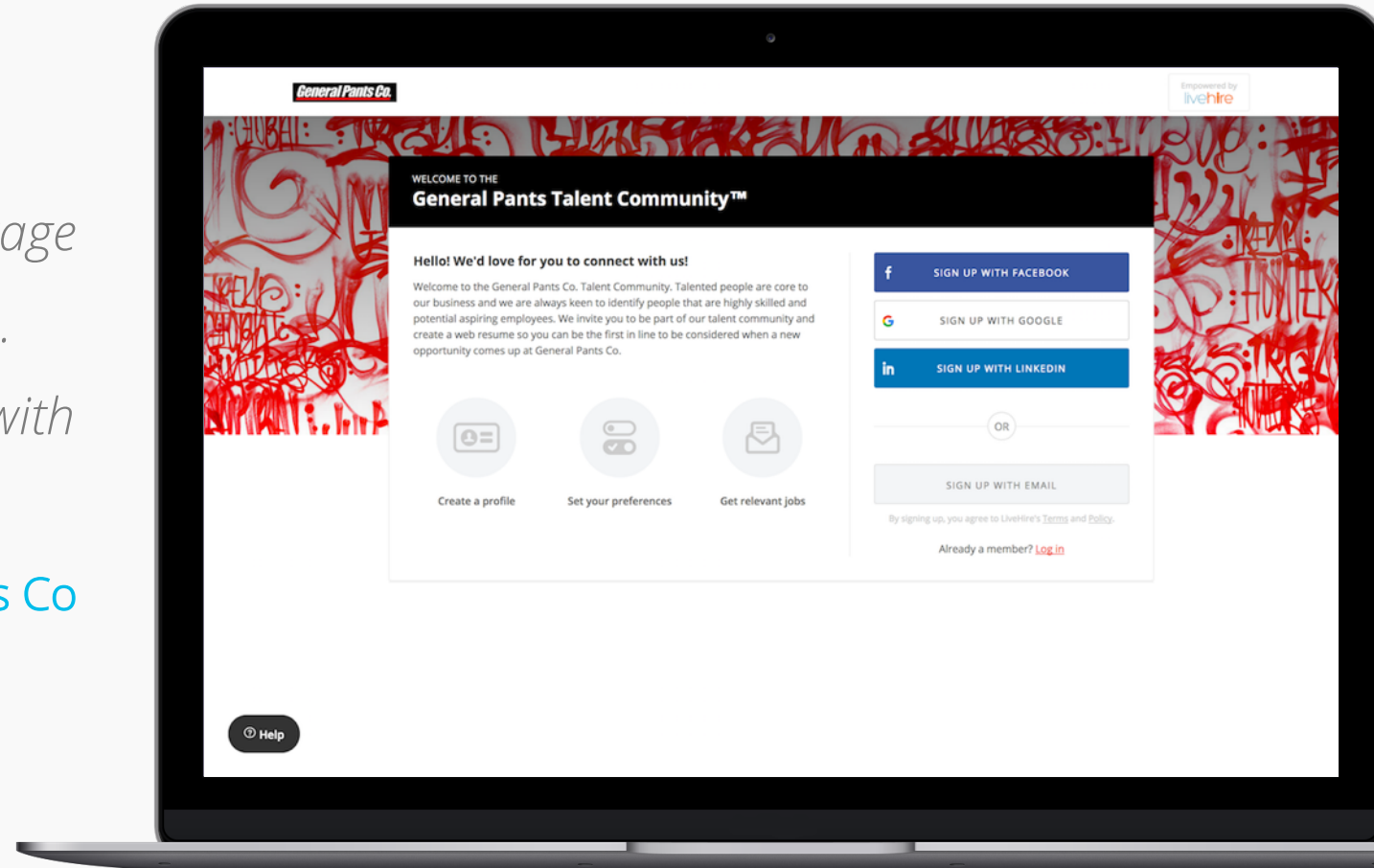
Let's try it in Retail...

“

In four weeks, we've proven that if you engage with people in the right way, talent is there.

You just need to be able to communicate with them in a way that suits and excites them.

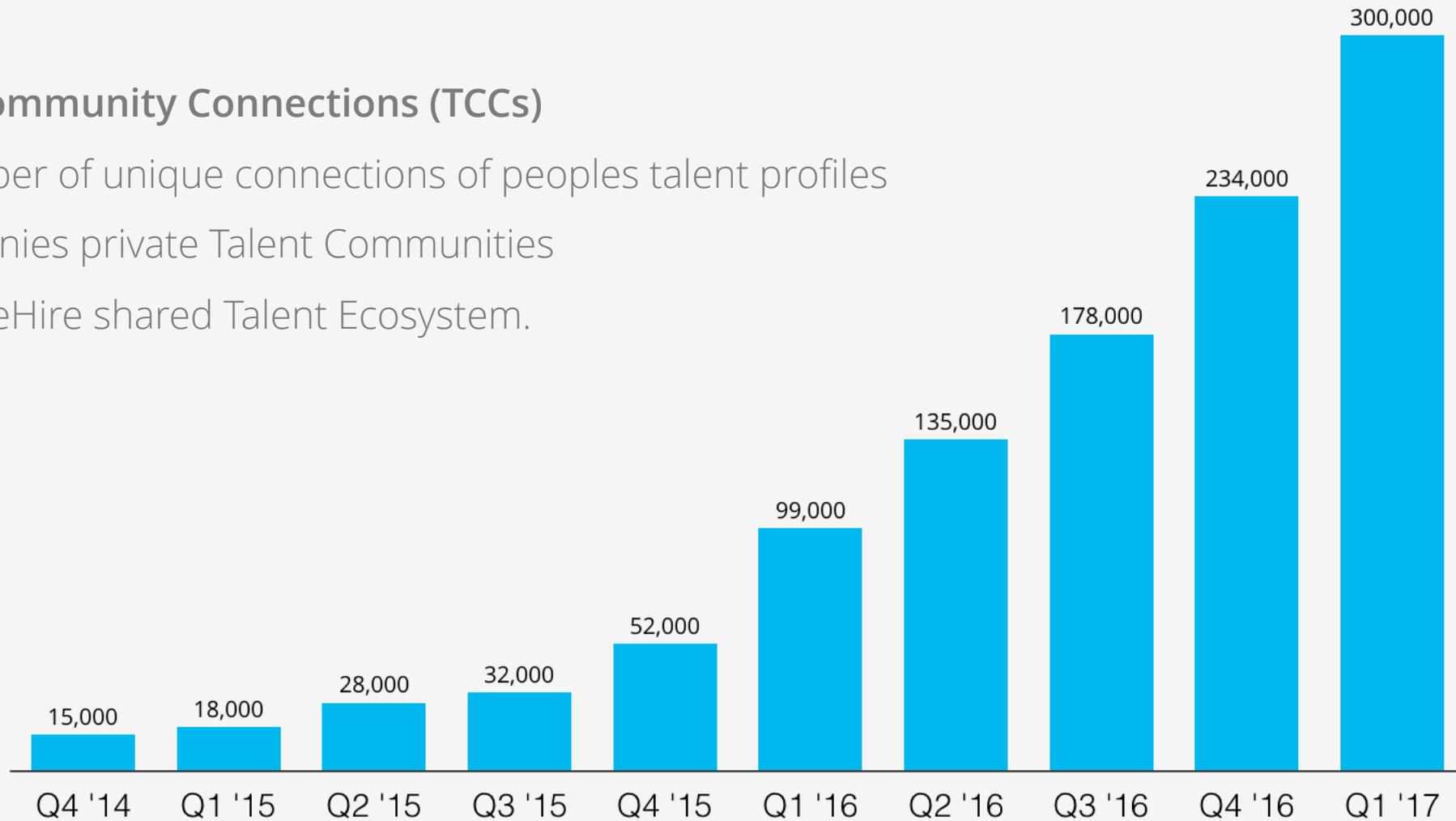
Michelle Farrar Eagles: GM HR General Pants Co



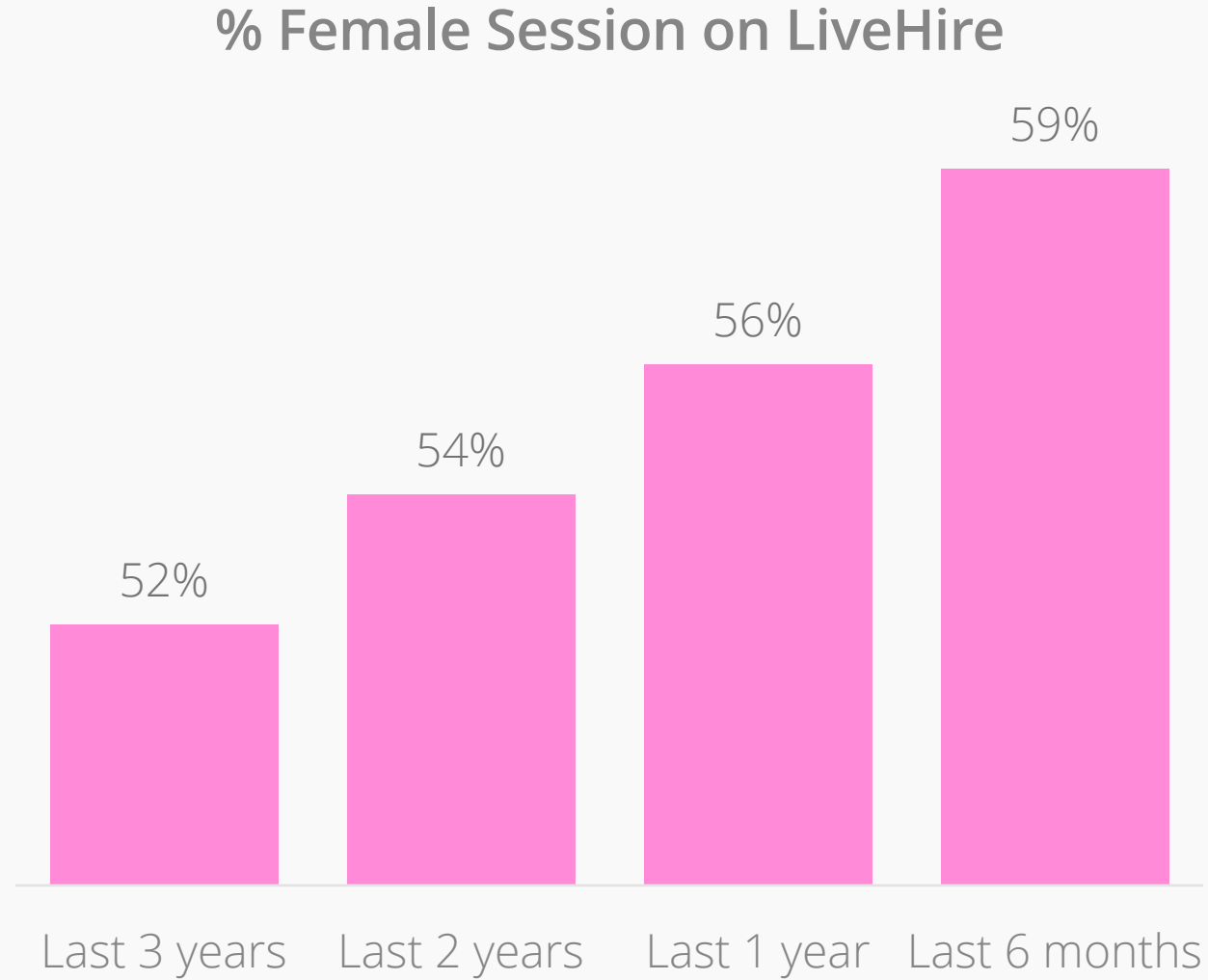
10% month on month growth for 30 months since launch.

Talent Community Connections (TCCs)

The number of unique connections of people's talent profiles to companies' private Talent Communities in the LiveHire shared Talent Ecosystem.



Women are the early adopters of the Talent Community approach

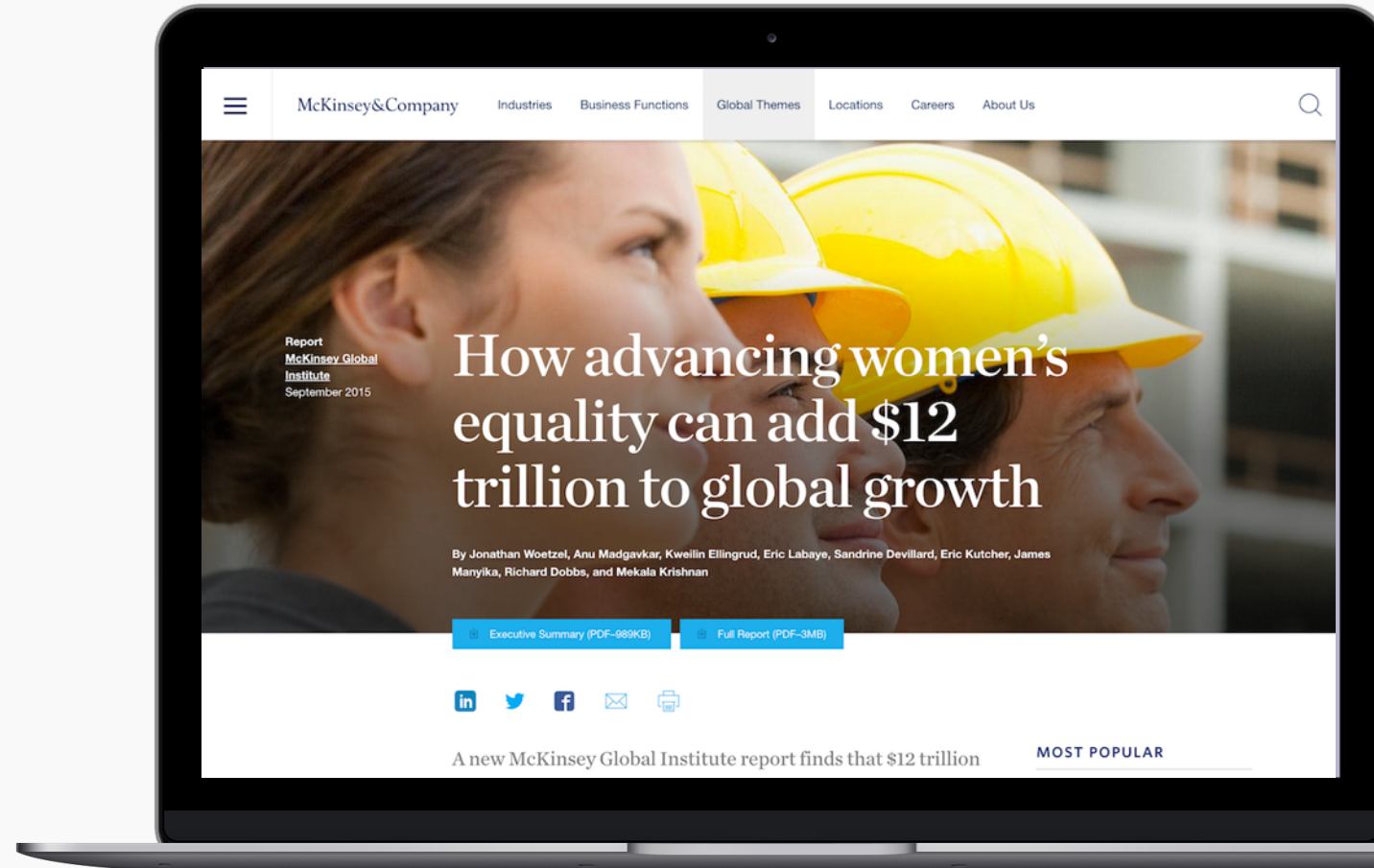


Why improve gender diversity in the workplace?

“

*“In a “full potential” scenario in which women play an identical role in labor markets to that of men, as much as **\$28 trillion**, or 26 percent, could be added to global annual GDP by 2025.”*

McKinsey: how advancing women's equality can add \$12 trillion to global growth.

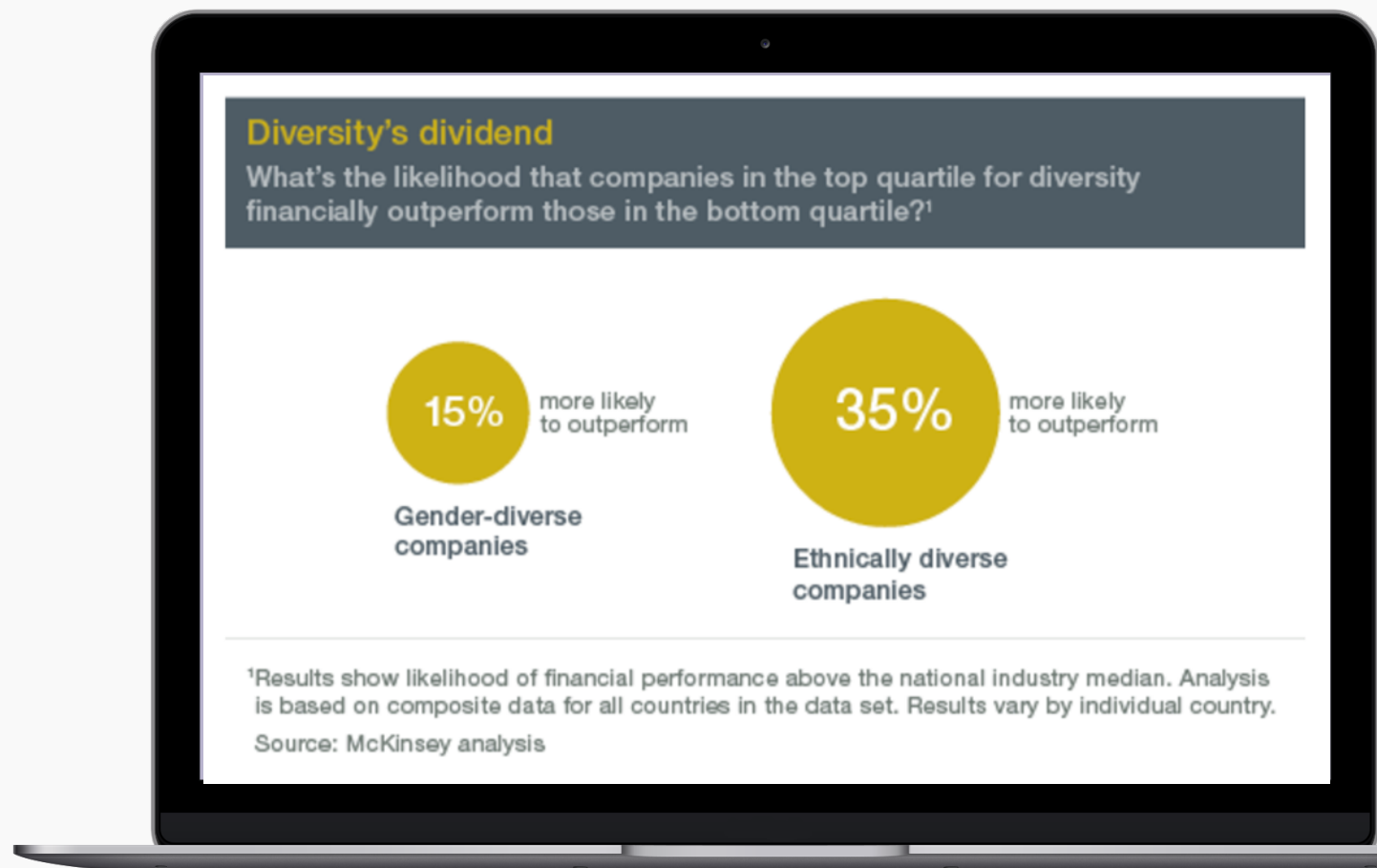


Gender diverse companies can outperform their competitors.

“

Companies in the top quartile for gender diversity are 15 percent more likely to have financial returns above their respective national industry medians.

[McKinsey: Why diversity matters](#)

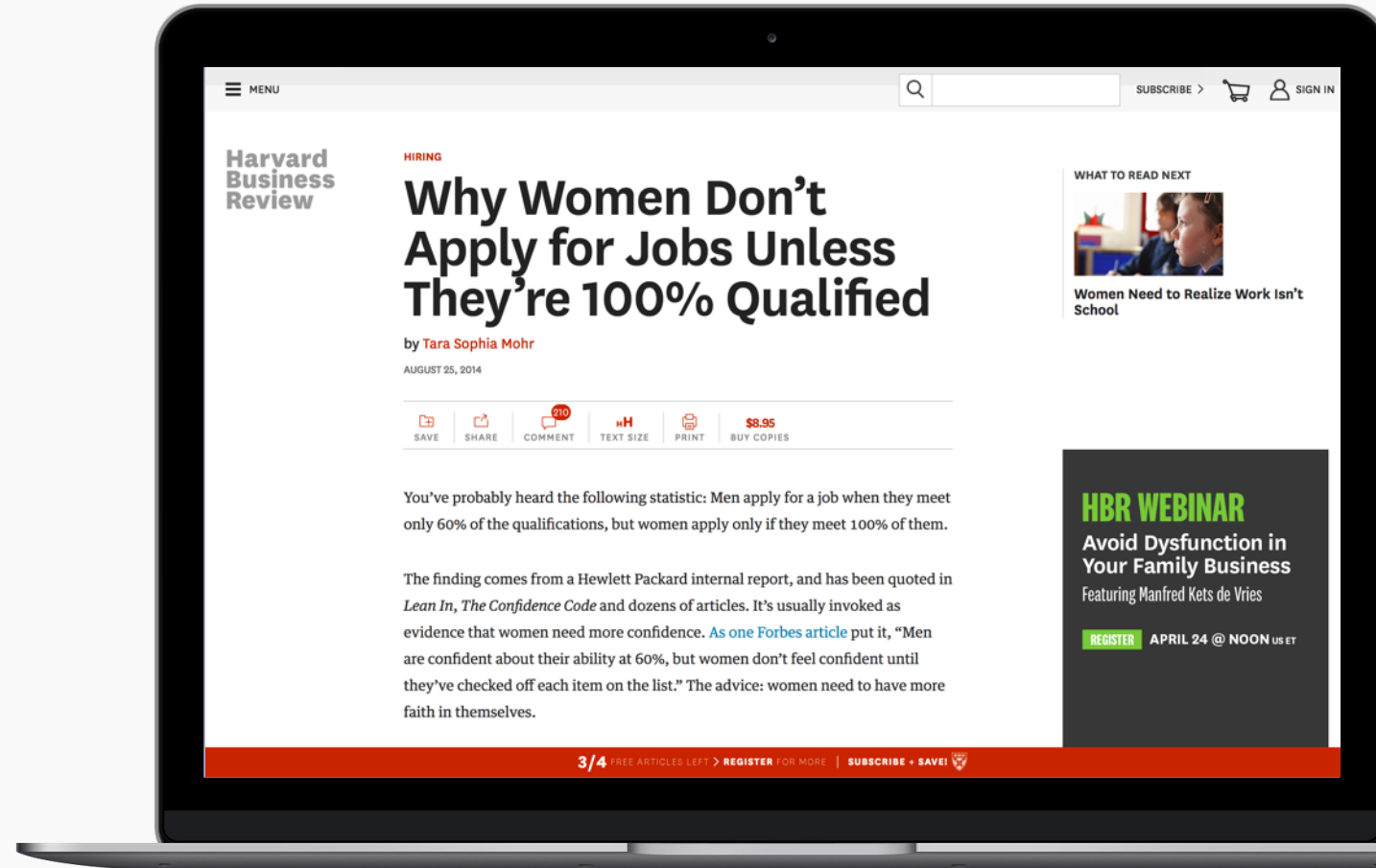


Addressing a main issue: Why aren't women applying for roles?

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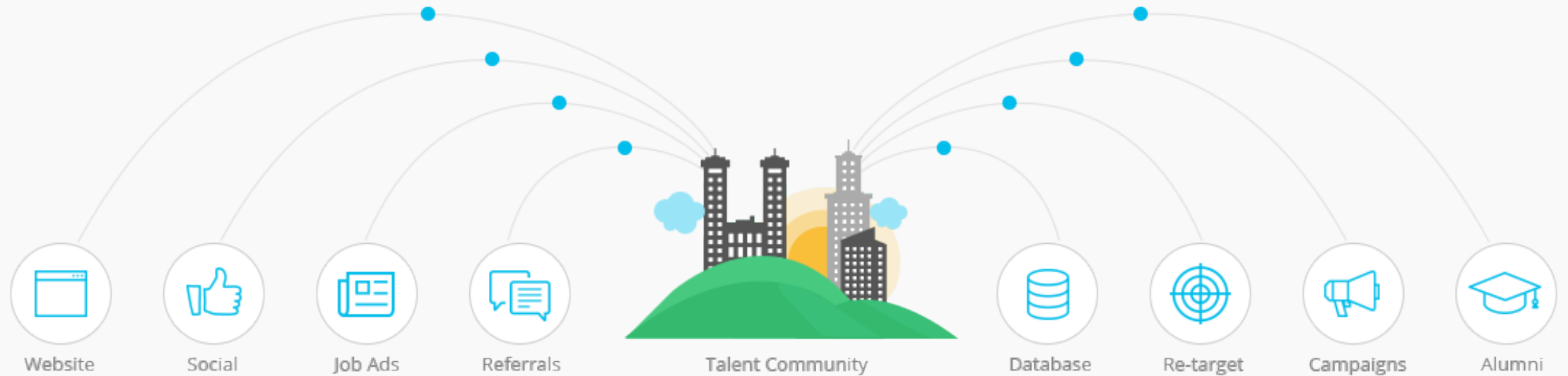
I didn't think they would hire me since I didn't meet the qualifications, and I didn't want to waste my time and energy.

I didn't think they would hire me since I didn't meet the qualifications and I didn't want to put myself out there if I was likely to fail.
Harvard Business Review 2014.



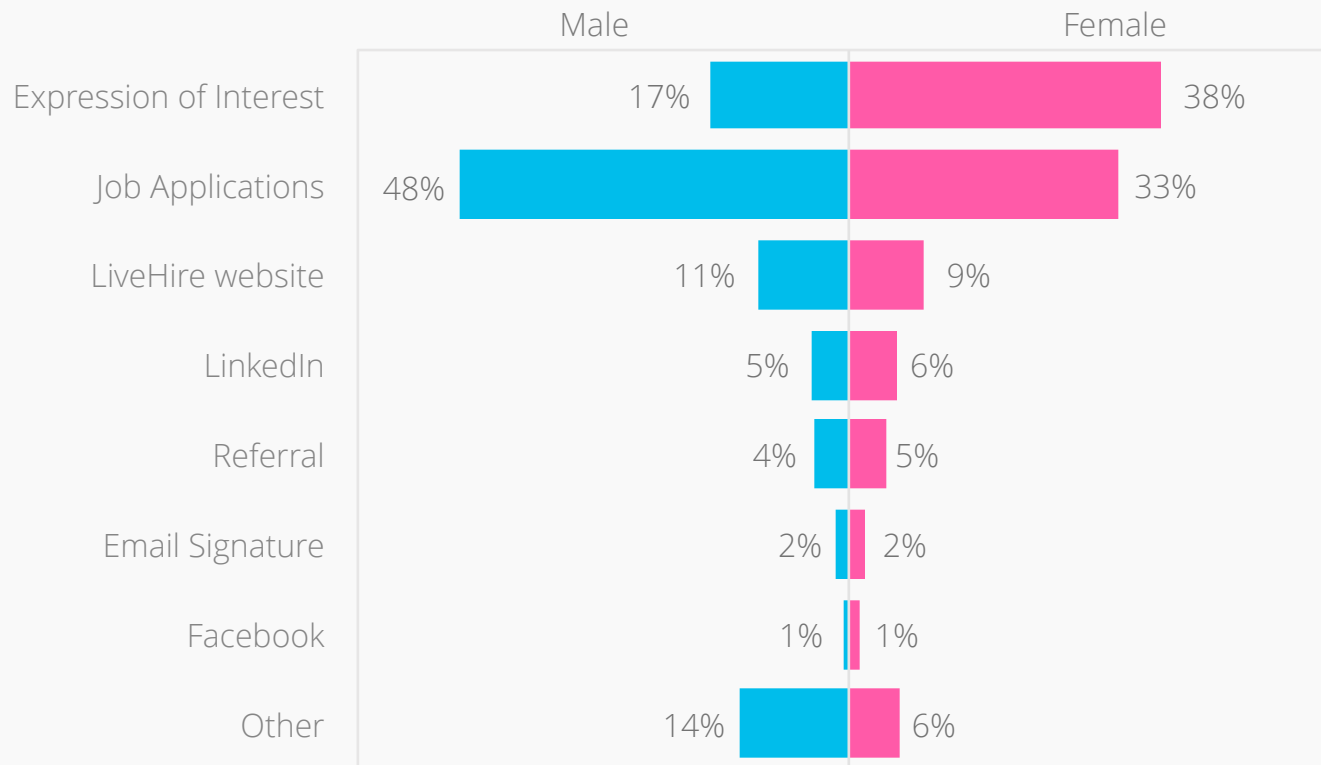
Attracting women to your employer brand is the first challenge.

From which channels to your employer brand do women feel most comfortable engaging with?



Remove the time to apply, and the fear of rejection.

Talent Community Member Sources



LiveHire data reveals only one third of females, compared to half of men, joined Live Talent Communities through job applications.

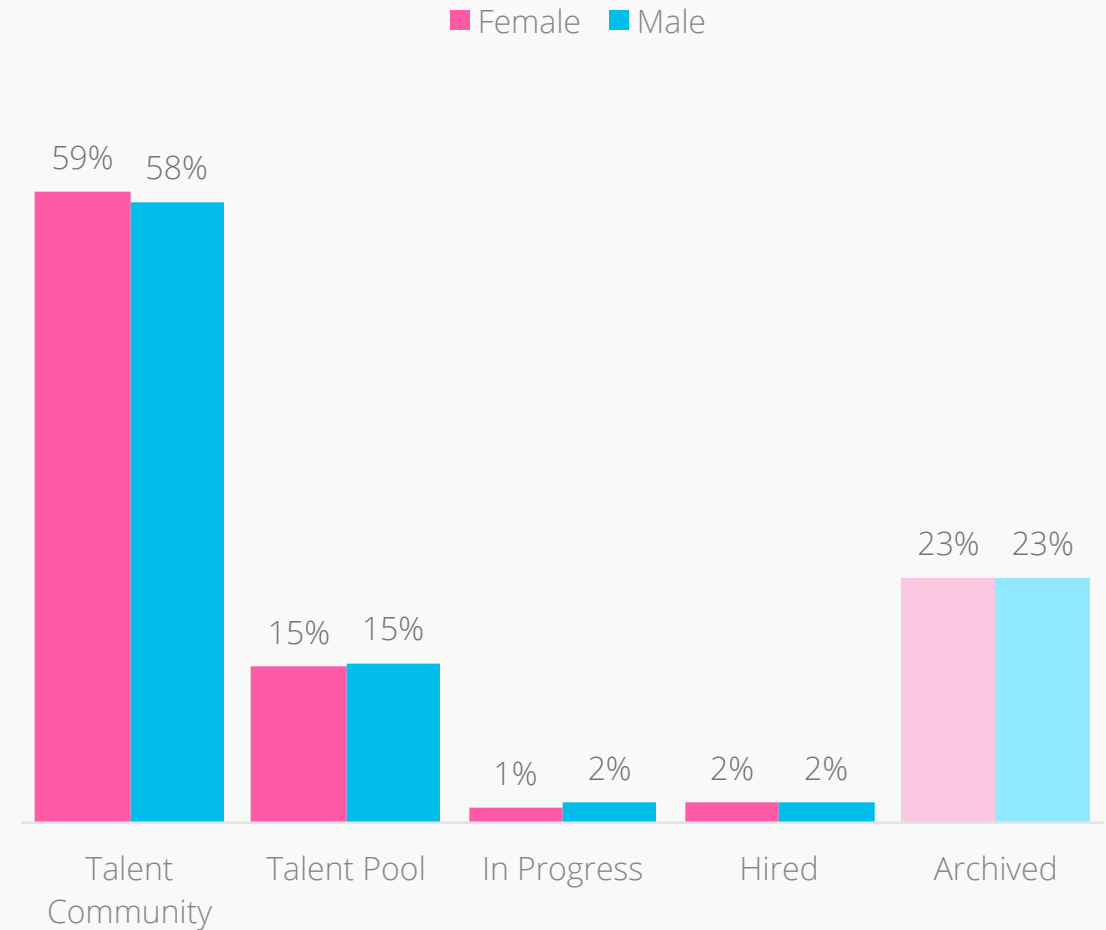
Females showed preference to joining communities through a simple expression of interest through company's career page.

Talent Community technology reducing gender bias

Once females are inside a Talent Community, **they are Talent Pooled and hired at the same rate as men.**

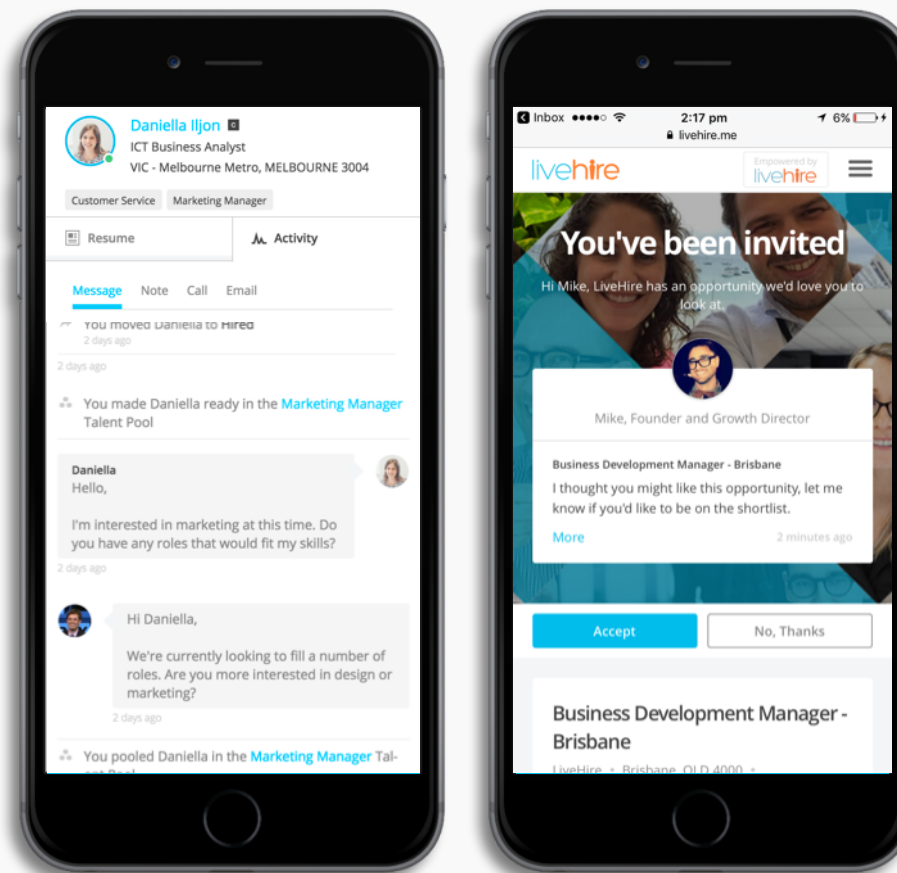
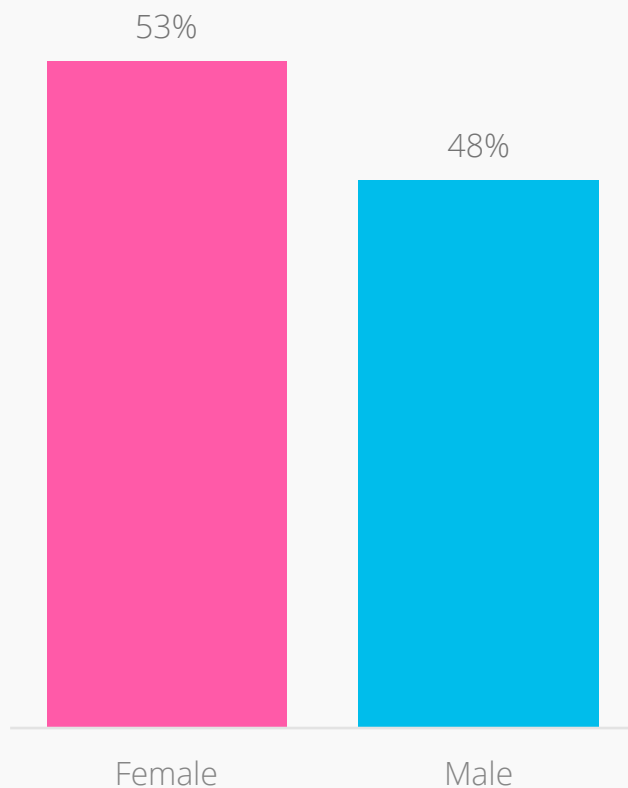
Females that do not fit with the business are archived from Talent Communities at the same rate as males.

Talent Pipeline by Gender



Females are highly responsive to messages from Talent Communities

Response Rate



48%

of responses from females are received within 90 minutes.

Improving diversity requires a shared approach

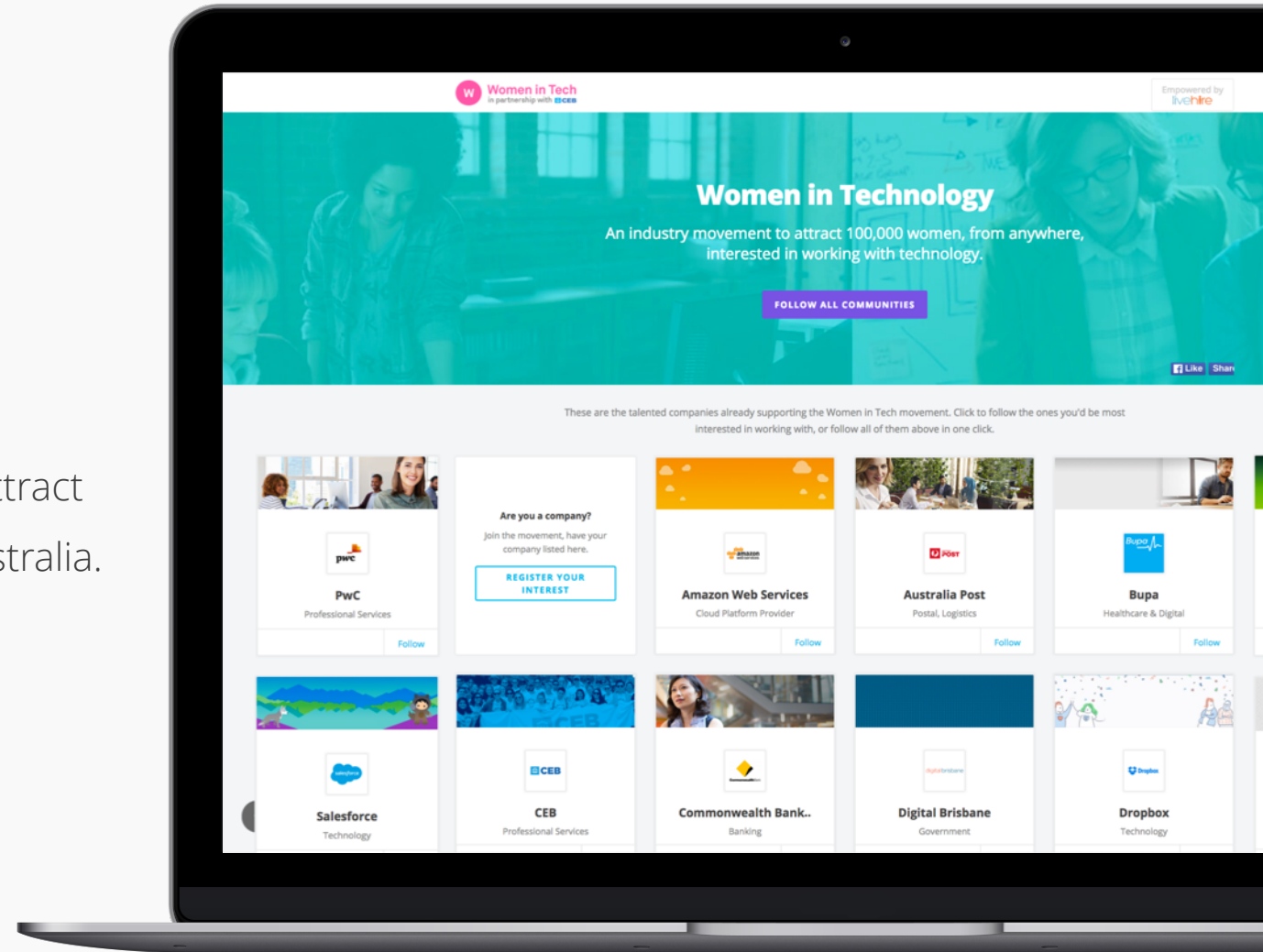


Objective:

Combine the power of 1,000 companies to collectively attract another 100,000 Women to the technology sector in Australia.

Join the Women in Tech movement today:

www.livehire.com/ceb-women-in-tech



A blueprint to business success.

agility + diversity + emergent leadership = innovation

- Agility: stop recruiting reactively, adopt a proactive approach.
- Diversity: change the way you communicate with candidates.
- Emergent leadership: hire for attributes, train for skills.



Thank you!

 @livehireme @mikealexhaywood