

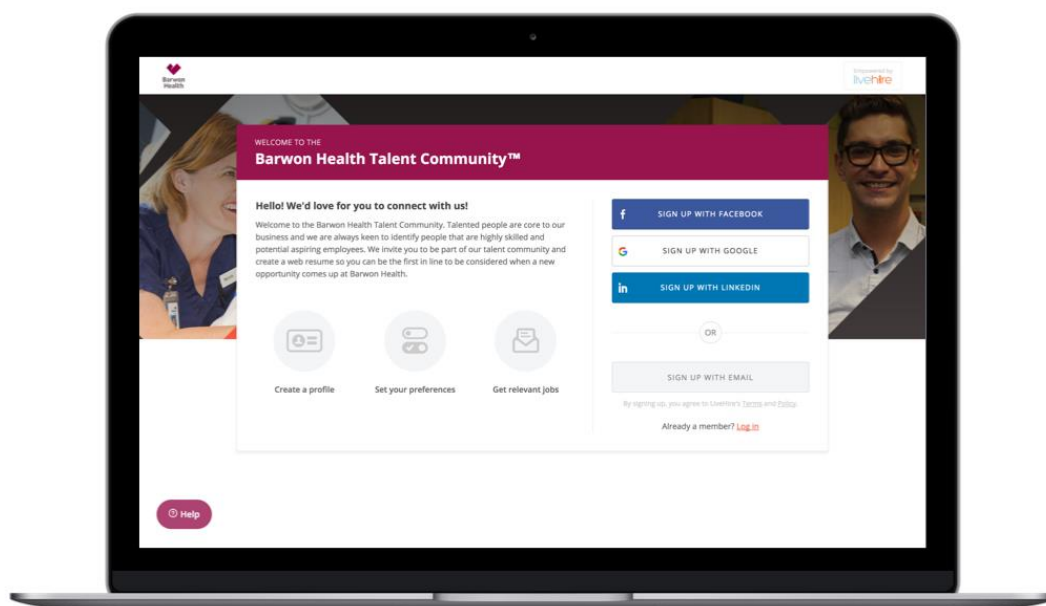
## ASX Release

01 June 2017

### LiveHire launches Barwon Health's Live Talent Community, expanding significantly in the Healthcare sector.

#### Highlights:

- Barwon Health, one of the largest and most comprehensive regional public health services in Australia, has launched a [Live Talent Community](#) across its entire workforce of 6,000+ employees, becoming the destination for all sources of talent.
- The adoption of the LiveHire talent platform by Barwon Health, alongside Alfred Health, Bupa, Telstra Health, Vivir, ACSAG (Japara), and Amana Living, continues LiveHire's strong growth towards critical mass across the ~1.5 million workers in Healthcare in Australia.
- LiveHire now empowers two of the five largest public hospitals in Victoria (covering both regional and city areas), with Barwon Health and Alfred Health both adopting the proactive recruitment model, and the LiveHire profile, as their industry standard.
- Typically, LiveHire clients grow Talent Community Connections to an optimal size of 5-10 times the number of its employees, to achieve 5-10 times return on investment in recruitment productivity.



**Melbourne, 1<sup>st</sup> June 2017**, LiveHire Limited (ASX: LVH), the Talent Community platform providing an enterprise cloud-based hiring ecosystem across entire industries, is pleased to announce it has signed and launched Barwon Health's Live Talent Community.

Barwon Health is among the largest comprehensive regional health services in Australia and one of the largest regional employers in the country. Its facilities include University Hospital, Geelong (formerly Geelong Hospital), the McKellar Centre, and five Community Service Centres in Victoria located in Corio, Belmont, Newcomb, Torquay, and Anglesea.

**Commenting on the adoption of LiveHire's Talent Community platform, Jacinta Kenny, Organisational Development Officer at Barwon Health said:**

*"Barwon Health is excited about the partnership with LiveHire as together we are creating a Talent Community in one place, that we can directly go to, where potential talent are engaged, ready and waiting to hear about potential careers.*

*"This will humanise the experience, ensuring all prospective candidates receive personalised communication about opportunities that are uniquely relevant to their skills and experience.*

*"The [Barwon Health] Talent Acquisition team can work proactively with Hiring Managers on their recruitment needs, by creating talent pools/pipelines for roles eg. Nurses, Age Care, Workforce etc. prior to advertising. We can even drill down to a specific skill to see for example how many Emergency Department Nurses there are with a skill, who are available and looking for work at Barwon Health. We can then engage and communicate to them prior to advertising.*

*"We forecast the average time to fill a role from advertisement to placement will reduce by 25% in the first year. Additionally, we are aiming to reduce the current advertising spend across Barwon Health by 50%."*

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

*"The mobility of the Healthcare workforce, combined with the forecast growth rates for the industry, means a Talent Community Ecosystem approach is critical in creating the labour fluidity needed in the Healthcare sector to address the shortages of skills.*

*"Current plans for NDIS and visa change regulations are further exacerbating the skill shortages especially in regional areas, nursing and midwifery, increasing the need of an industry-wide solution going forward. The private Talent Community is the right solution for all health organisations experiencing skill shortages or hiring delays, as there is no amount of traditional advertising that can increase the amount of talent being sourced in a timely manner.*

*"We are incredibly impressed with Barwon Health and Alfred Health's leadership in driving industry change, and LiveHire is uniquely placed to empower this movement, as it is a technology that improves utilisation of resources, whilst increasing hiring productivity, reducing administrative costs, and delivering a unified and exceptional candidate and recruiter experience."*

Barwon Health has launched a Talent Community to invite and engage current and future employees, as well as past applicants to the ecosystem as part of their strategic and proactive sourcing strategy to drive increased workforce agility, hiring productivity, reduced costs, increased quality of hire and optimise retention of high quality talent. The Talent Community platform is the enabler for significant improvements of these key initiatives. To provide a seamless candidate experience from Talent Community through to HRIS.

The successful launch of Barwon Health is major milestone towards LiveHire achieving critical mass in the Australian healthcare industry, with more than 1.5 million employed workers, two times the employment growth rate compared to the industry average, and an estimated annual recruitment spend of more than \$950 million<sup>1</sup>.

The inclusion of Barwon Health into the Live Talent Ecosystem marks the second of the five major public health services in Victoria, indicating a major and exciting shift in this industry is underway.

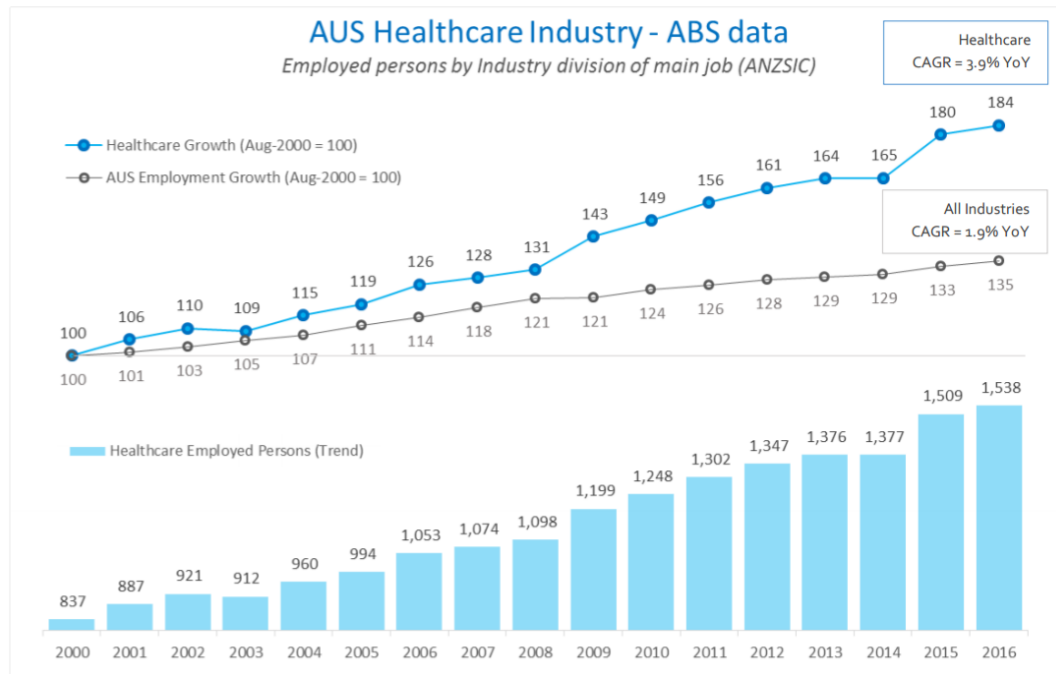
When combined with the private healthcare and aged care enterprises already benefitting from Live Talent Communities, including Telstra Health, Bupa, Japara, Amana, and Vivir among others, LiveHire expects to drive further and ongoing return on investment to companies and people in the form of improved quality of hire, time to hire, cost to hire, workforce utilisation and agility, and candidate experience.

Each addition to the LiveHire ecosystem makes it easier for the next company to launch and realise rapid return on investment, which in turn drives improved user experience and ROI for all members.

LiveHire has continued to focus on expanding rapidly into the largest and fastest growing industries in Australia, including: healthcare, retail, education, construction, professional services and government. LiveHire's strong pipeline of future Talent Community clients puts it in an exciting position to power the flow of talent across entire industries, delivering significant change in how people control their privacy and careers, whilst realising material cost efficiencies, productivity gains, and workforce agility for large organisations.

1 Assumes 1,538,102 employed workers 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.

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.

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#### About Barwon Health

Formed in 1998, Barwon Health is one of the largest and most comprehensive regional health services in Australia, providing care at all stages of life and circumstance. Health services available through Barwon Health cover the full spectrum from primary care, community services, aged care, rehabilitation, mental health, emergency and acute care. With the exception of neurosurgery and transplantation, virtually all other specialties are available through University Hospital Geelong.

Care is provided to the community through:

- Community Health services at key locations throughout the region.

- Aged care through the McKellar Centre and its sites in North Geelong and Charelmont (Grovedale).
- Rehabilitation services both as an inpatient at the McKellar Centre and outpatient services at North Geelong and Belmont.
- A major teaching hospital and its associated services. With a staff of more than 6,000 people, we are also one of Australia's largest regional employers and a major education provider through our relationships with Deakin University, Melbourne University, Monash University, the Gordon and a number of other educational centres and universities.

With a long and successful history, Barwon Health's achievements and successes have been recognised with peer recognition of our programs and services by the Australian Council of Healthcare Standards (ACHS). Barwon Health was named 'regional health service of the year' in the 2013 Victorian Public Healthcare Awards.

### **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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