

## ASX Release

(ASX: LVH)

1 August 2017

### LiveHire appoints two Senior Sales Executives to accelerate growth.

#### Highlights:

- LiveHire has appointed **Denise Carson as Sales Director (Chief Sales Officer)**, starting today 1<sup>st</sup> August 2017, to accelerate growth. Denise brings strong experience in growing, developing, and leading enterprise sales teams from her role as a Sales Director at Splunk Inc., a San Francisco based machine data and analytics software company founded in 2003, serving more than half the Fortune 500, listed on NASDAQ with ~US\$1bn annual revenue and US\$8.3bn market capitalisation.
- Denise brings enormous experience in Australia and globally on **enterprise software solutions sales methodology** and commercial efforts.
- **Jarrold Hughes** has also been appointed as **Regional Sales Leader and Head of Strategic Alliances (SVP Sales and Strategic Alliances)**, with a strong focus on implementing distribution reseller agreements with major Human Resource Management System (HRMS) vendors in Australia and internationally.
- Jarrold brings blue chip **Human Capital technology sales leadership experience** and depth in complex enterprise software solution leading ANZ sales operations as Sales Director for IBM's Social, Digital, and Human Capital Management solutions in Australia and New Zealand. Jarrold's experience includes major public sector and government service agreements for the use of artificial intelligence and data mining in human capital technology.

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

*"We are incredibly excited and proud to welcome two exceptional industry leaders from Splunk Inc. and IBM to our executive team to lead our sales operations. They have each chosen to join LiveHire at this defining time to help accelerate our growth in the Human Capital technology sales in Australia and internationally. Having seen first hand the incredible impact that Live Talent Communities are having on organisations and workforces across many industries in Australia, each of our new team members have decided to bring their extensive experience in scaling enterprise product sales to LiveHire's growing market presence and first mover advantage status. Denise and Jarrold have gained long-term experience in scaling enterprise technology and subscription service models, human capital, machine learning and mobility platforms with a strong track record of multi-million dollar deals for private and public organisations in Australia. Denise and Jarrold each bring unique networks, experience, learnings, and importantly, passion to LiveHire, as we continue to accelerate this important phase of growth of the LiveHire ecosystem."*

**Melbourne, 1<sup>st</sup> August 2017**, LiveHire Limited (ASX: LVH), the Talent Community platform providing an enterprise scale, human-cloud hiring ecosystem across entire industries, is pleased to announce key appointments as it accelerates its growth across its key strategic pillars.

## Sales growth strategy on track



Recruitment Partners  
**Rapid Global Scale**

**40% of large companies use Recruitment Process Outsourcing (RPO) teams.**

The top ten RPO's control 90% of this market. LiveHire can be the RPO's technology platform of choice.



Inside (Cornerstone) Sales  
**Geographical Critical Mass**

**60% of large Enterprises manage their own recruitment with internal teams.**

Grown from 19 to 75 (now 89) clients with 3 sales people in 9 months. Now tripling sales team + Sales Director.



Technology Integrations  
**Serve the Biggest Enterprises**

**Majority of large enterprise use 3 HR software vendors (Oracle, SAP, Workday).**

LiveHire is integrated with SAP and plans to integrate with Oracle and Workday via client demand.

**Denise Carson** is the key appointment in support of the Company's Sales strategic pillar, and will lead the operational scaling of the sales team across all geographies. Denise will drive LiveHire's continuing sales growth with a strong focus on Cornerstone customers in key vertical markets.

With a passion for disruptive technology and more than 20 years as a Sales leader in **enterprise software sales**, Denise has extensive experience in sales, solution development and strategies that deliver business growth. Denise joins LiveHire from the Sales Director role at Splunk Inc., a global software provider for big data analytics and machine learning. More specifically, Splunk Inc. is a San Francisco based software company founded in 2003 serving more than half the Fortune 500 companies, is listed on NASDAQ stock exchange and has approximately US\$1bn annual revenue and market capitalization of US\$8.3 Billion.

Prior to Splunk Inc., Denise held senior roles with other major IT service providers UXC and Salmat. Denise's career history shows consistent, new business development and expansion of disruptive technologies in emerging markets. She has helped many large organisations to strategically leverage operational and digital intelligence, big data analytics, machine learning and enterprise mobility.

**Denise Carson** commented: *"I am thrilled to be joining such an exciting company and to have the chance to work with such a dynamic and passionate team. Without doubt, there is a immense technology opportunity to disrupt the Human Capital Management space and LiveHire is incredibly well positioned to do so. I believe that LiveHire's technology can truly enable the flow of global human capital and can positively impact people's careers, and help organisations grow their competitive market advantage through attracting the best talent."*

**Jarrold Hughes** is a key appointment aligned to the Company's Sales leadership and Technology Systems Integrations pillar. He will lead LiveHire's sales growth through the Company's reseller partnerships and will build new product solutions with global partners for large organisations and the fast growing government industry vertical.

Jarrold is an accomplished Senior Director with a proven track record leading the Sales, Marketing and Channel team for IBM's Social, Digital, and Human Capital Management solutions, for Australia and New Zealand.

Jarrold has also led the Global Alliances Program for IBM Software Group in Australia and New Zealand, managing the alliances with IBM's top Global Partners, including: Deloitte; Accenture; Cap Gemini; CSC; Tata Consulting Services; Wipro; Infosys; Cognizant.

In this role Jarrold overachieved revenue targets in each year (target of A\$75 Million) and became part of the IBM Top Talent program. Importantly the experience that Jarrold brings in selling software solutions using the power of IBM's Watson artificial intelligence technology applied to Human Capital will help LiveHire accelerate sales to major public and private enterprises in Australia.

**Jarrold Hughes** commented: *"The excitement you see in an employee's face when they land their dream job is an experience you don't easily forget. This is what LiveHire does every day. The ability of the LiveHire platform to humanise the recruitment process is genius, and in the process, significantly reduces the time and cost to hire the right talent. This is something I had to be a part of."*

**Subscribe to LiveHire investor updates:** <http://eepurl.com/b2EMFL>

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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](http://www.livehire.com)  
[www.livehire.com/investor](http://www.livehire.com/investor)

# Appendix 3B

## New issue announcement, application for quotation of additional securities and agreement

*Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.*

Introduced 01/07/96 Origin: Appendix 5 Amended 01/07/98, 01/09/99, 01/07/00, 30/09/01, 11/03/02, 01/01/03, 24/10/05, 01/08/12, 04/03/13

Name of entity

LiveHire Limited

ABN

59 153 266 605

We (the entity) give ASX the following information.

### Part 1 - All issues

*You must complete the relevant sections (attach sheets if there is not enough space).*

1	+Class of +securities issued or to be issued	1. Issue of unlisted options 2. Cancellation of Options
2	Number of +securities issued or to be issued (if known) or maximum number which may be issued	1. Issue of 4,500,000 Options 2. Cancellation of 2,000,000 Options
3	Principal terms of the +securities (e.g. if options, exercise price and expiry date; if partly paid +securities, the amount outstanding and due dates for payment; if +convertible securities, the conversion price and dates for conversion)	1. 4,500,000 Options issued to various employees of the Company exercisable at \$0.6036, expiring 1 August 2021 and subject to various employment and performance related vesting conditions. 2. 2,000,000 Options exercisable at \$0.15 cents expiring on 18 July 2020, cancelled due to failure to meet applicable vesting conditions.

+ See chapter 19 for defined terms.

4	<p>Do the +securities rank equally in all respects from the +issue date with an existing +class of quoted +securities?</p> <p>If the additional +securities do not rank equally, please state:</p> <ul style="list-style-type: none"> <li>• the date from which they do</li> <li>• the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment</li> <li>• the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment</li> </ul>	<p>1. The Options are a new class of security and do not rank equally with the existing class of securities.</p> <p>2. No, the Options were unlisted.</p>
5	Issue price or consideration	<p>1. Nil consideration.</p> <p>2. N/A</p>
6	Purpose of the issue (If issued as consideration for the acquisition of assets, clearly identify those assets)	<p>1. The Options have been issued as a long-term incentive component of remuneration for various employees to better align interests with those of shareholders and incentivise performance for the benefit of all shareholders.</p> <p>2. Cancellation of Options due to failure to meet applicable vesting conditions.</p>
6a	<p>Is the entity an +eligible entity that has obtained security holder approval under rule 7.1A?</p> <p>If Yes, complete sections 6b – 6h <i>in relation to the +securities the subject of this Appendix 3B</i>, and comply with section 6i</p>	Yes
6b	The date the security holder resolution under rule 7.1A was passed	23 November 2016
6c	Number of +securities issued without security holder approval under rule 7.1	4,500,000 Options.
6d	Number of +securities issued with security holder approval under rule 7.1A	N/A

6e	Number of *securities issued with security holder approval under rule 7.3, or another specific security holder approval (specify date of meeting)	N/A	
6f	Number of *securities issued under an exception in rule 7.2	N/A	
6g	If *securities issued under rule 7.1A, was issue price at least 75% of 15 day VWAP as calculated under rule 7.1A.3? Include the *issue date and both values. Include the source of the VWAP calculation.	N/A	
6h	If *securities were issued under rule 7.1A for non-cash consideration, state date on which valuation of consideration was released to ASX Market Announcements	N/A	
6i	Calculate the entity's remaining issue capacity under rule 7.1 and rule 7.1A – complete Annexure 1 and release to ASX Market Announcements	7.1: 5,841,993 7.1A: 11,031,025	
7	<p>*Issue dates</p> <p>Note: The issue date may be prescribed by ASX (refer to the definition of issue date in rule 19.12). For example, the issue date for a pro rata entitlement issue must comply with the applicable timetable in Appendix 7A.</p> <p>Cross reference: item 33 of Appendix 3B.[i]</p>	1 August 2017	
8	Number and *class of all *securities quoted on ASX (including the *securities in section 2 if applicable)	Number	*Class
		153,961,056	Fully paid ordinary shares

+ See chapter 19 for defined terms.

	Number	+Class
9	Number and +class of all +securities not quoted on ASX (including the +securities in section 2 if applicable)	78,031,021
		Fully paid ordinary shares (escrowed to 10 June 2018)
	16,600,000	Unlisted Options (exercisable at \$0.25; expiring 1 June 2020; escrowed to 10 June 2018; subject to vesting conditions)
	3,000,000	Unlisted Options (exercisable at \$0.188446; expiring 14 October 2020; subject to vesting conditions)
	808,649	Performance Rights (subject to performance criteria)
	1,000,000	Unlisted Options (exercisable at \$0.3814; expiring 12 January 2021; subject to vesting conditions)
	4,500,000	Unlisted Options (Exercisable at \$0.6036, expiring 1 August 2021; subject to various vesting conditions)
10	Dividend policy (in the case of a trust, distribution policy) on the increased capital (interests)	N/A

## Part 2 - Pro rata issue

11	Is security holder approval required?	N/A
12	Is the issue renounceable or non-renounceable?	N/A

+ See chapter 19 for defined terms.

13	Ratio in which the +securities will be offered	N/A
14	+Class of +securities to which the offer relates	N/A
15	+Record date to determine entitlements	N/A
16	Will holdings on different registers (or subregisters) be aggregated for calculating entitlements?	N/A
17	Policy for deciding entitlements in relation to fractions	N/A
18	Names of countries in which the entity has security holders who will not be sent new offer documents  <small>Note: Security holders must be told how their entitlements are to be dealt with. Cross reference: rule 7.7.</small>	N/A
19	Closing date for receipt of acceptances or renunciations	N/A
20	Names of any underwriters	N/A
21	Amount of any underwriting fee or commission	N/A
22	Names of any brokers to the issue	N/A
23	Fee or commission payable to the broker to the issue	N/A
24	Amount of any handling fee payable to brokers who lodge acceptances or renunciations on behalf of security holders	N/A
25	If the issue is contingent on security holders' approval, the date of the meeting	N/A

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+ See chapter 19 for defined terms.



26	Date entitlement and acceptance form and offer documents will be sent to persons entitled	N/A
27	If the entity has issued options, and the terms entitle option holders to participate on exercise, the date on which notices will be sent to option holders	N/A
28	Date rights trading will begin (if applicable)	N/A
29	Date rights trading will end (if applicable)	N/A
30	How do security holders sell their entitlements <i>in full</i> through a broker?	N/A
31	How do security holders sell <i>part</i> of their entitlements through a broker and accept for the balance?	N/A
32	How do security holders dispose of their entitlements (except by sale through a broker)?	N/A
33	*Issue date	N/A

## Part 3 - Quotation of securities

*You need only complete this section if you are applying for quotation of securities*

34 Type of \*securities  
(tick one)

(a) ☐ \*Securities described in Part 1

(b) ☐ All other \*securities

Example: restricted securities at the end of the escrowed period, partly paid securities that become fully paid, employee incentive share securities when restriction ends, securities issued on expiry or conversion of convertible securities

### Entities that have ticked box 34(a)

### Additional securities forming a new class of securities

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+ See chapter 19 for defined terms.

Tick to indicate you are providing the information or documents

- 35 ☐ If the +securities are +equity securities, the names of the 20 largest holders of the additional +securities, and the number and percentage of additional +securities held by those holders
- 36 ☐ If the +securities are +equity securities, a distribution schedule of the additional +securities setting out the number of holders in the categories  
1 - 1,000  
1,001 - 5,000  
5,001 - 10,000  
10,001 - 100,000  
100,001 and over
- 37 ☐ A copy of any trust deed for the additional +securities

### Entities that have ticked box 34(b)

- 38 Number of +securities for which +quotation is sought
- 39 +Class of +securities for which quotation is sought
- 40 Do the +securities rank equally in all respects from the +issue date with an existing +class of quoted +securities?
- If the additional +securities do not rank equally, please state:
- the date from which they do
  - the extent to which they participate for the next dividend, (in the case of a trust, distribution) or interest payment
  - the extent to which they do not rank equally, other than in relation to the next dividend, distribution or interest payment
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- 41 Reason for request for quotation now
- Example: In the case of restricted securities, end of restriction period
- (if issued upon conversion of another +security, clearly identify that other +security)
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+ See chapter 19 for defined terms.

42 Number and <sup>+</sup>class of all <sup>+</sup>securities quoted on ASX (*including* the <sup>+</sup>securities in clause 38)

Number	<sup>+</sup> Class

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<sup>+</sup> See chapter 19 for defined terms.

## Quotation agreement

1 +Quotation of our additional +securities is in ASX's absolute discretion. ASX may quote the +securities on any conditions it decides.

2 We warrant the following to ASX.

- The issue of the +securities to be quoted complies with the law and is not for an illegal purpose.
- There is no reason why those +securities should not be granted +quotation.
- An offer of the +securities for sale within 12 months after their issue will not require disclosure under section 707(3) or section 1012C(6) of the Corporations Act.

Note: An entity may need to obtain appropriate warranties from subscribers for the securities in order to be able to give this warranty

- Section 724 or section 1016E of the Corporations Act does not apply to any applications received by us in relation to any +securities to be quoted and that no-one has any right to return any +securities to be quoted under sections 737, 738 or 1016F of the Corporations Act at the time that we request that the +securities be quoted.
- If we are a trust, we warrant that no person has the right to return the +securities to be quoted under section 1019B of the Corporations Act at the time that we request that the +securities be quoted.

3 We will indemnify ASX to the fullest extent permitted by law in respect of any claim, action or expense arising from or connected with any breach of the warranties in this agreement.

4 We give ASX the information and documents required by this form. If any information or document is not available now, we will give it to ASX before +quotation of the +securities begins. We acknowledge that ASX is relying on the information and documents. We warrant that they are (will be) true and complete.

Sign here: ..... Date: 1 August 2017  
Company secretary

Print name: Charly Duffy  
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+ See chapter 19 for defined terms.

# Appendix 3B – Annexure 1

## Calculation of placement capacity under rule 7.1 and rule 7.1A for eligible entities

Introduced 01/08/12 Amended 04/03/13

### Part 1

Rule 7.1 – Issues exceeding 15% of capital	
<b>Step 1: Calculate “A”, the base figure from which the placement capacity is calculated</b>	
<b>Insert</b> number of fully paid *ordinary securities on issue 12 months before the *issue date or date of agreement to issue	200,000,000
<b>Add</b> the following: <ul style="list-style-type: none"> <li>• Number of fully paid *ordinary securities issued in that 12 month period under an exception in rule 7.2</li> <li>• Number of fully paid *ordinary securities issued in that 12 month period with shareholder approval</li> <li>• Number of partly paid *ordinary securities that became fully paid in that 12 month period</li> </ul> <b>Note:</b> <ul style="list-style-type: none"> <li>• <i>Include only ordinary securities here – other classes of equity securities cannot be added</i></li> <li>• <i>Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed</i></li> <li>• <i>It may be useful to set out issues of securities on different dates as separate line items</i></li> </ul>	2,992,077 shares issued on 14 October 2016 under the Employee Incentive Plan.  500,000 shares issued upon the exercise of that number of unlisted options on 13 February 2017.
<b>Subtract</b> the number of fully paid *ordinary securities cancelled during that 12 month period	
<b>“A”</b>	203,492,077

+ See chapter 19 for defined terms.

<b>Step 2: Calculate 15% of “A”</b>	
<b>“B”</b>	0.15 <i>[Note: this value cannot be changed]</i>
<b>Multiply “A” by 0.15</b>	30,523,811
<b>Step 3: Calculate “C”, the amount of placement capacity under rule 7.1 that has already been used</b>	
<p><b>Insert</b> number of +equity securities issued or agreed to be issued in that 12 month period <i>not counting</i> those issued:</p> <ul style="list-style-type: none"> <li>Under an exception in rule 7.2</li> <li>Under rule 7.1A</li> <li>With security holder approval under rule 7.1 or rule 7.4</li> </ul> <p><i>Note:</i></p> <ul style="list-style-type: none"> <li><i>This applies to equity securities, unless specifically excluded – not just ordinary securities</i></li> <li><i>Include here (if applicable) the securities the subject of the Appendix 3B to which this form is annexed</i></li> <li><i>It may be useful to set out issues of securities on different dates as separate line items</i></li> </ul>	<p>1,000,000 Options issued 12 January 2017.</p> <p>19,181,818 Shares issued on 3 April 2017.</p> <p>4,500,000 Options issued 1 August 2017.</p>
<b>“C”</b>	24,681,818
<b>Step 4: Subtract “C” from [“A” x “B”] to calculate remaining placement capacity under rule 7.1</b>	
<p><b>“A” x 0.15</b></p> <p><i>Note: number must be same as shown in Step 2</i></p>	30,523,811
<p><b>Subtract “C”</b></p> <p><i>Note: number must be same as shown in Step 3</i></p>	24,681,818
<b>Total [“A” x 0.15] – “C”</b>	<p>5,841,993</p> <p><i>[Note: this is the remaining placement capacity under rule 7.1]</i></p>

+ See chapter 19 for defined terms.

## Part 2

Rule 7.1A – Additional placement capacity for eligible entities	
<b>Step 1: Calculate “A”, the base figure from which the placement capacity is calculated</b>	
<b>“A”</b>  <i>Note: number must be same as shown in Step 1 of Part 1</i>	203,492,077
<b>Step 2: Calculate 10% of “A”</b>	
<b>“D”</b>	0.10  <i>Note: this value cannot be changed</i>
<b>Multiply “A” by 0.10</b>	20,349,207
<b>Step 3: Calculate “E”, the amount of placement capacity under rule 7.1A that has already been used</b>	
<b>Insert</b> number of +equity securities issued or agreed to be issued in that 12 month period under rule 7.1A  <b>Notes:</b> <ul style="list-style-type: none"> <li>• This applies to equity securities – not just ordinary securities</li> <li>• Include here – if applicable – the securities the subject of the Appendix 3B to which this form is annexed</li> <li>• Do not include equity securities issued under rule 7.1 (they must be dealt with in Part 1), or for which specific security holder approval has been obtained</li> <li>• It may be useful to set out issues of securities on different dates as separate line items</li> </ul>	9,318,182 Shares issued on 3 April 2017.
<b>“E”</b>	9,318,182

+ See chapter 19 for defined terms.

<b>Step 4: Subtract “E” from [“A” x “D”] to calculate remaining placement capacity under rule 7.1A</b>	
“A” x 0.10  <i>Note: number must be same as shown in Step 2</i>	20,349,207
<b>Subtract “E”</b>  <i>Note: number must be same as shown in Step 3</i>	9,318,182
<b>Total</b> [“A” x 0.10] – “E”	11,031,025  <i>Note: this is the remaining placement capacity under rule 7.1A</i>

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+ See chapter 19 for defined terms.