

## ASX Release

18 October 2017

### LiveHire September Quarterly Report and Appendix 4C

#### September Quarter 2017 Highlights:

- LiveHire's key performance metric, **Talent Community Connections (TCCs)**, increased exponentially for the quarter to **447,575 TCCs**. The **23.6% QoQ growth** (Q4 FY17 362,130) was above the Company's 20%+ QoQ target and the 11<sup>th</sup> straight quarter of exponential growth.
- **Cash receipts increased 35% QoQ to \$444,075** (Q3 FY17 \$329,736), reflecting the strong sales momentum of the Talent Community platform in the enterprise software space, and the network effect of the ecosystem.

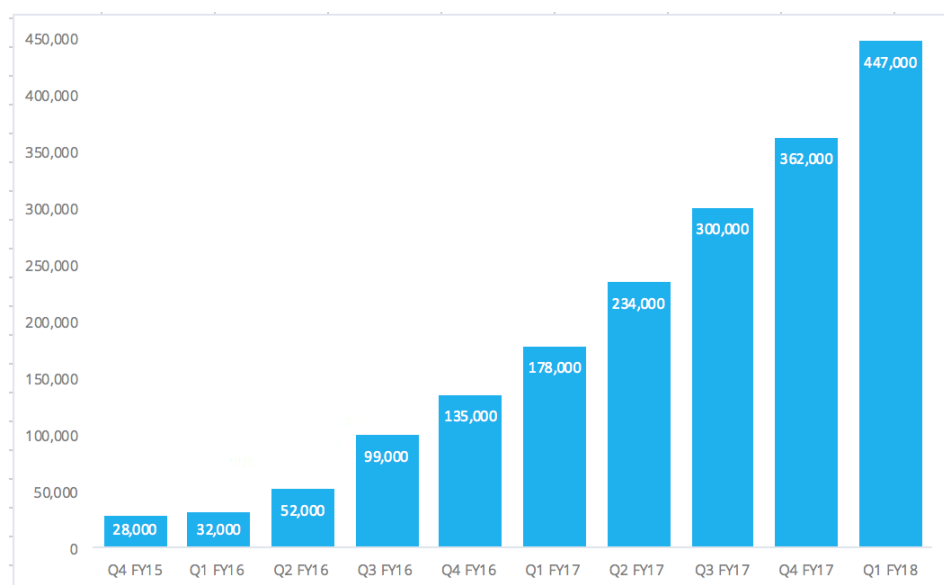


Figure 1: Talent Community Connection exponential growth

- **LiveHire's internal Enterprise Sales team** continued to penetrate vertical markets further through the launch of numerous Talent Communities for corporate clients across key industries.
- **LiveHire expanded its product into a new major market**, (Agency) Recruitment Services with Randstad Asia. The (Agency) Recruitment Services market is a new major global addressable market for LiveHire, in addition to medium to Large Enterprises and RPO.
- LiveHire was **awarded an Australian Information Industry Association (AIIA) iAward** in September, the nation's peak body for the digital economy, as well as the **DrivenXDesign award** for design and user experience (UX).
- LiveHire appointed multiple industry leaders in key roles in the organisation: Christy Forest (Non-Exec Director) from CEB; Denise Carson (Sales Director) from Splunk; Jarrod Hughes (SVP Sales and Strategic Alliances) from IBM.
- Very strong balance sheet of **\$16.2m cash at bank** as at 30 September 2017, debt free, with expectations of becoming cash flow positive on forecasted capital expenditure.

**Melbourne, 18<sup>th</sup> October 2017**, LiveHire Limited (ASX: LVH), the Talent Community software platform providing an enterprise scale, human-cloud hiring ecosystem for entire industries, is pleased to release its September Quarterly Report and Cash Flow report for the period ending 30 September 2017.

**LiveHire Managing Director Antonluigi Gozzi said:**

*"The first quarter of FY18 for LiveHire has been particularly pleasing, delivering once again an accelerated customer uptake of the Talent Community platform for the 11th consecutive quarter. Our technology and customer success team are delivering exceptional value for our clients as evidenced by our TCC growth and Cash receipts, demonstrating how the Talent Community software platform continues to gain momentum in a new product category, representing an exciting and completely greenfield opportunity for LiveHire. The team's confidence, executional discipline and rapid growth momentum represent a unique opportunity for LiveHire to help redefine, and humanise one of the largest industries in the world, employment."*

**Cash receipts for September quarter grew to \$444,075**

Cash receipts for the quarter increased by 35% QoQ to \$444,075 (FY17 Q4 \$329,736), accelerating growth compared to the previous quarter (30.3% growth on FY17 Q3).

While QoQ growth of cash receipts will fluctuate depending on timing of payments, the Company remains focused on delivering exponential growth in TCCs, which are a leading indicator for revenue.

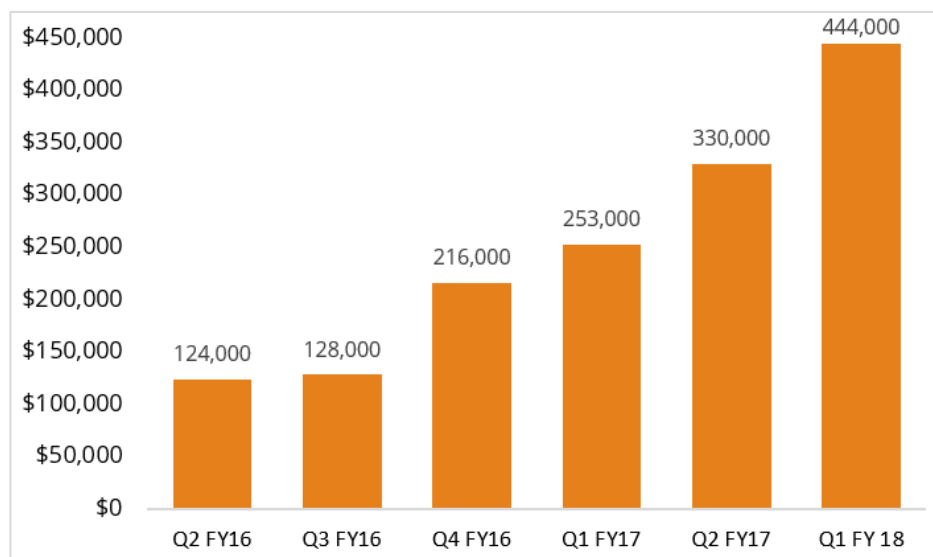


Figure 2: Cash receipts growth quarter on quarter

Management continue to carefully manage costs, in-line with the approved FY18 strategy and budget. Cash balance end of quarter was above expectations. The Company held \$16.2m cash at bank as at 30 September 2017, with no debt.

**TCC exponential growth continues, as LiveHire expands its enterprise sales team**

During the quarter LiveHire's internal Enterprise Sales team continued to penetrate vertical markets further through the launch of numerous Talent Communities for corporate clients across key industries.

The Company has previously stated it targets exponential TCC growth of 20% Quarter-on-Quarter (QoQ). During the September Quarter, Talent Community Connections continued to increase strongly, growing **23.6% to 447,575 TCCs** (FY17 Q4 362,130, 20.7% QoQ growth on FY17 Q3).

While QoQ growth rates will fluctuate depending on timing of launches of major Talent Communities, the Company is always focused on delivering ongoing exponential growth in paid TCCs with our clients and through new client acquisition.

LiveHire is currently scaling its Enterprise Sales team from three people to ten sales leaders and three pre-sales professionals, to accelerate towards critical mass in many key verticals by capitalising on the pipeline of prospect organisations looking to shift their recruitment team, technology, and processes from reactive to proactive recruitment.

The Company appointed senior leaders for growth including Christy Forest (Non-Executive Director), Denise Carson (Chief Sales Officer) and Jarrod Hughes (SVP Sales and Alliances). These senior appointments have brought significant experience, rigor, networks, and scalable enterprise sales methodologies to LiveHire for the first time since product launch:

- Christy has significant global experience in scaling subscription based service models, as Global Head of Member Services, and most recently, Managing Director Asia Pacific for CEB (now Gartner), where she helped grow the business to ~\$1 billion annual revenue.
- Denise Carson (Chief Sales Officer) brings enormous experience in Australia and globally on enterprise software solutions sales methodology as Sales Director at NASDAQ-listed Splunk Inc.
- Jarrod Hughes (SVP Sales and Strategic Alliances) adds significant blue chip Human Capital technology sales leadership experience, most recently as Sales Director for IBM's Human Capital Software.

**Strong focus on product and innovation for customers and scalability**

The LiveHire product and development team continued to build-out core client functionality, features, and Artificial Intelligence (AI) to drive a more human approach to recruitment.

The ongoing releases of new product features and functionalities were completed whilst achieving material back-end infrastructure enhancements that allow the platform to deploy in just few days for major new clients (compared to industry standard of multiple months), update private candidate data live in fractions of a second across the ecosystem (compared to static databases), and scale to new international regions in weeks.

From a major HRMS product integrations perspective, LiveHire continues to integrate with SAP SuccessFactors (the global leader in HR Tech Management Systems with more than 6,000 enterprise clients globally) and we have now three advanced implementations with SAP SuccessFactors in the pipeline. These major integrations allow our clients to embed LiveHire as the standard system for proactive recruitment in medium to large enterprises with complex recruitment operations and system requirements.

### **Recruitment Processing Outsourcing (RPO) channel partner program**

RPO firms service 40% of medium-to-large organisations globally who choose to outsource their recruitment function. RPO firms remain a largest expansion channel for LiveHire nationally and internationally.

LiveHire is engaged with multiple global RPO providers who are including the LiveHire software platform as their technology of choice in new client tenders. LiveHire is confident with progress of RPO contracts and looks forward to announcing the results of successful tenders as they are implemented.

LiveHire continues to drive the RPO channel strategy and strategic partnerships with RPO leaders as a significant foundation of the LiveHire Talent Ecosystem's international scale.

### **LiveHire's strategic pillars of TCC growth**

LiveHire's purpose of empowering the flow of the world's talent, is achieved through networked growth of private Talent Community Connections. LiveHire's delivery against the three strategic TCC growth pillars remains strong and on-track.

The foundations of long term, sustainable, exponential growth of TCCs will come from the accelerated launch of Talent Communities, achieved through:

- i. Recruitment Process Outsourcing (RPO) partnerships with global reach;
- ii. High-quality enterprise direct sales team to drive wide spread adoption in each key industry LiveHire enters; and
- iii. Integrations with the largest Global Human Resource Information Systems (HRIS) to capture all talent relationships of each organisation into a single Talent Community. This three-pillar approach provides LiveHire with the ability to ultimately service all clients in its total addressable market.

**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](http://www.livehire.com)

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

**Disclaimer**

This announcement contains “forward-looking statements.” These can be identified by words such as “may”, “should”, “anticipate”, “believe”, “intend”, “estimate”, and “expect”. Statements which are not based on historic or current facts may be forward-looking statements. Forward-looking statements are based on:

assumptions regarding the Company's financial position, business strategies, plans and objectives of management for future operations and development and the environment in which the Company will operate; and current views, expectations and beliefs as at the date they are expressed and which are subject to various risks and uncertainties.

Actual results, performance or achievements of the Company could be materially different from those expressed in, or implied by, these forward-looking statements. The forward-looking statements contained within the presentations are not guarantees or assurances of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of the Company, which may cause the actual results, performance or achievements of the Company to differ materially from those expressed or implied by forward-looking statements. For example, the factors that are likely to affect the results of the Company include general economic conditions in Australia and globally; exchange rates; competition in the markets in which the Company does and will operate; weather and climate conditions; and the inherent regulatory risks in the businesses of the Company. The forward-looking statements contained in this announcement should not be taken as implying that the assumptions on which the projections have been prepared are correct or exhaustive. The Company disclaims any responsibility for the accuracy or completeness of any forward-looking statement. The Company disclaims any responsibility to update or revise any forward-looking to reflect any change in the Company's financial condition, status or affairs or any change in the events, conditions or circumstances on which a statement is based, except as required by law. The projections or forecasts included in this presentation have not been audited, examined or otherwise reviewed by the independent auditors of the Company. You must not place undue reliance on these forward-looking statements.

## Appendix 4C

### Quarterly report for entities subject to Listing Rule 4.7B

Introduced 31/03/00 Amended 30/09/01, 24/10/05, 17/12/10, 01/09/16

#### Name of entity

LiveHire Limited

#### ABN

59 153 266 605

#### Quarter ended ("current quarter")

30<sup>th</sup> September 2017

Consolidated statement of cash flows	Current quarter \$A'000	Year to date (3 months) \$A'000
<b>1. Cash flows from operating activities</b>		
1.1 Receipts from customers	444	444
1.2 Payments for		
(a) research and development		
(b) product manufacturing and operating costs		
(c) advertising and marketing	(31)	(31)
(d) leased assets		
(e) staff costs	(1,443)	(1,443)
(f) administration and corporate costs	(579)	(579)
1.3 Dividends received (see note 3)		
1.4 Interest received	94	94
1.5 Interest and other costs of finance paid		
1.6 Income taxes paid		
1.7 Government grants and tax incentives		
1.8 Other (provide details if material)		
<b>1.9 Net cash from / (used in) operating activities</b>	<b>(1,515)</b>	<b>(1,515)</b>

Consolidated statement of cash flows		Current quarter \$A'000	Year to date (3 months) \$A'000
<b>2.</b>	<b>Cash flows from investing activities</b>		
2.1	Payments to acquire:		
	(a) property, plant and equipment	(25)	(25)
	(b) businesses (see item 10)		
	(c) investments		
	(d) intellectual property		
	(e) other non-current assets		
2.2	Proceeds from disposal of:		
	(a) property, plant and equipment		
	(b) businesses (see item 10)		
	(c) investments		
	(d) intellectual property		
	(e) other non-current assets		
2.3	Cash flows from loans to other entities		
2.4	Dividends received (see note 3)		
2.5	Other (provide details if material)		
<b>2.6</b>	<b>Net cash from / (used in) investing activities</b>	<b>(25)</b>	<b>(25)</b>

<b>3.</b>	<b>Cash flows from financing activities</b>		
3.1	Proceeds from issues of shares	14	14
3.2	Proceeds from issue of convertible notes		
3.3	Proceeds from exercise of share options		
3.4	Transaction costs related to issues of shares, convertible notes or options		
3.5	Proceeds from borrowings		
3.6	Repayment of borrowings		
3.7	Transaction costs related to loans and borrowings		
3.8	Dividends paid		

Consolidated statement of cash flows		Current quarter \$A'000	Year to date (3 months) \$A'000
3.9	Other - IPO / Capital Raising Transaction Costs		
<b>3.10</b>	<b>Net cash from / (used in) financing activities</b>	<b>14</b>	<b>14</b>

<b>4.</b>	<b>Net increase / (decrease) in cash and cash equivalents for the period</b>		
4.1	Cash and cash equivalents at beginning of quarter/year to date	17,748	17,748
4.2	Net cash from / (used in) operating activities (item 1.9 above)	(1,515)	(1,515)
4.3	Net cash from / (used in) investing activities (item 2.6 above)	(25)	(25)
4.4	Net cash from / (used in) financing activities (item 3.10 above)	14	14
4.5	Effect of movement in exchange rates on cash held		
<b>4.6</b>	<b>Cash and cash equivalents at end of quarter</b>	<b>16,222</b>	<b>16,222</b>

<b>5.</b>	<b>Reconciliation of cash and cash equivalents</b> at the end of the quarter (as shown in the consolidated statement of cash flows) to the related items in the accounts	<b>Current quarter \$A'000</b>	<b>Previous quarter \$A'000</b>
5.1	Bank balances	502	950
5.2	Call deposits	15,670	16,763
5.3	Bank overdrafts		
5.4	Other – Deposits for Bank Guarantees	50	35
<b>5.5</b>	<b>Cash and cash equivalents at end of quarter (should equal item 4.6 above)</b>	<b>16,222</b>	<b>17,748</b>



**6. Payments to directors of the entity and their associates**

**Current quarter  
\$A'000**

6.1 Aggregate amount of payments to these parties included in item 1.2

195

6.2 Aggregate amount of cash flow from loans to these parties included in item 2.3

6.3 Include below any explanation necessary to understand the transactions included in items 6.1 and 6.2

Payment of Directors salaries, superannuation and fees

**7. Payments to related entities of the entity and their associates**

**Current quarter  
\$A'000**

7.1 Aggregate amount of payments to these parties included in item 1.2

7.2 Aggregate amount of cash flow from loans to these parties included in item 2.3

7.3 Include below any explanation necessary to understand the transactions included in items 7.1 and 7.2

**8. Financing facilities available**

*Add notes as necessary for an understanding of the position*

**Total facility  
amount at quarter  
end  
\$A'000**

**Amount drawn at  
quarter end  
\$A'000**

8.1 Loan facilities

8.2 Credit standby arrangements

8.3 Other (please specify)

8.4 Include below a description of each facility above, including the lender, interest rate and whether it is secured or unsecured. If any additional facilities have been entered into or are proposed to be entered into after quarter end, include details of those facilities as well.

9. Estimated cash outflows for next quarter	\$A'000
9.1 Research and development	
9.2 Product manufacturing and operating costs	
9.3 Advertising and marketing	(100)
9.4 Leased assets	
9.5 Staff costs	(1,800)
9.6 Administration and corporate costs	(620)
9.7 Other (provide details if material)	
<b>9.8 Total estimated cash outflows</b>	<b>(2,520)</b>

10. Acquisitions and disposals of business entities (items 2.1(b) and 2.2(b) above)	Acquisitions	Disposals
10.1 Name of entity		
10.2 Place of incorporation or registration		
10.3 Consideration for acquisition or disposal		
10.4 Total net assets		
10.5 Nature of business		

### Compliance statement

- 1 This statement has been prepared in accordance with accounting standards and policies which comply with Listing Rule 19.11A.
- 2 This statement gives a true and fair view of the matters disclosed.

Sign here: .....  
(Director/Company secretary)

Date: 18 October 2017

Print name: Charly Duffy

### Notes

1. The quarterly report provides a basis for informing the market how the entity's activities have been financed for the past quarter and the effect on its cash position. An entity that

wishes to disclose additional information is encouraged to do so, in a note or notes included in or attached to this report.

2. If this quarterly report has been prepared in accordance with Australian Accounting Standards, the definitions in, and provisions of, *AASB 107: Statement of Cash Flows* apply to this report. If this quarterly report has been prepared in accordance with other accounting standards agreed by ASX pursuant to Listing Rule 19.11A, the corresponding equivalent standard applies to this report.
3. Dividends received may be classified either as cash flows from operating activities or cash flows from investing activities, depending on the accounting policy of the entity.