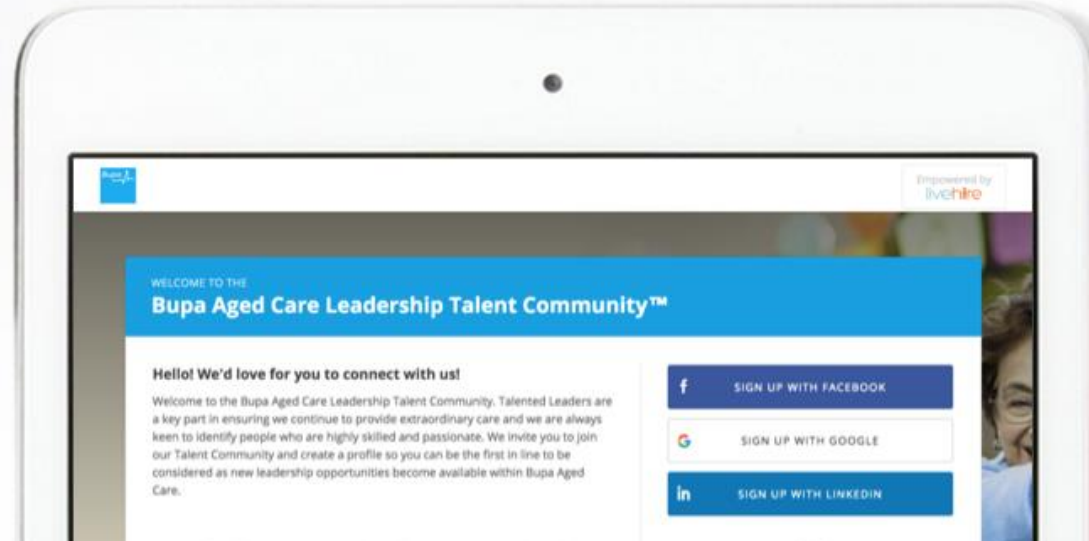


# LiveHire Talent Communities

Empowering the flow of the worlds talent into the best organisations

ASX: LVH





Company lifespans keep shrinking

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

New law of executives: become agile, grow efficiently, or die



However, companies are becoming less agile.



IN THE LAST 6 YEARS,  
THE TIME TO HIRE NEW STAFF  
HAS MORE THAN DOUBLED  
from 28 days to 68 days

livehire

\*CEB is now Gartner: <https://www.cebglobal.com/human-resources/recruiting/accelerating-recruiting.html>

~16% of employees move jobs each year

and recruitment teams “react” by looking for a replacement after the fact

**\$300**

to advertise



**\$5,700**

In recruitment team's time.

**+ \$11,000**

In company productivity loss.\*

# The traditional “reactive” recruitment process is breaking down



*12 million workers in Australia alone make 300 million online job applications every year, causing enormous repetition of work, friction, and frustration for both candidates and recruitment teams (who unfairly take the blame for the process).*

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**

*More than half (56%) of professionals say they would likely **cease being a customer of a company** that provided them with a **bad candidate experience** (Korn Ferry Futurestep RPO)*



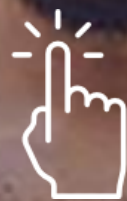
# THE BEST EMPLOYERS NOW UNDERSTAND CANDIDATES WANT HUMANISED EXPERIENCES



Ongoing  
Connection



Memorable  
Experiences



On-demand  
Opportunity



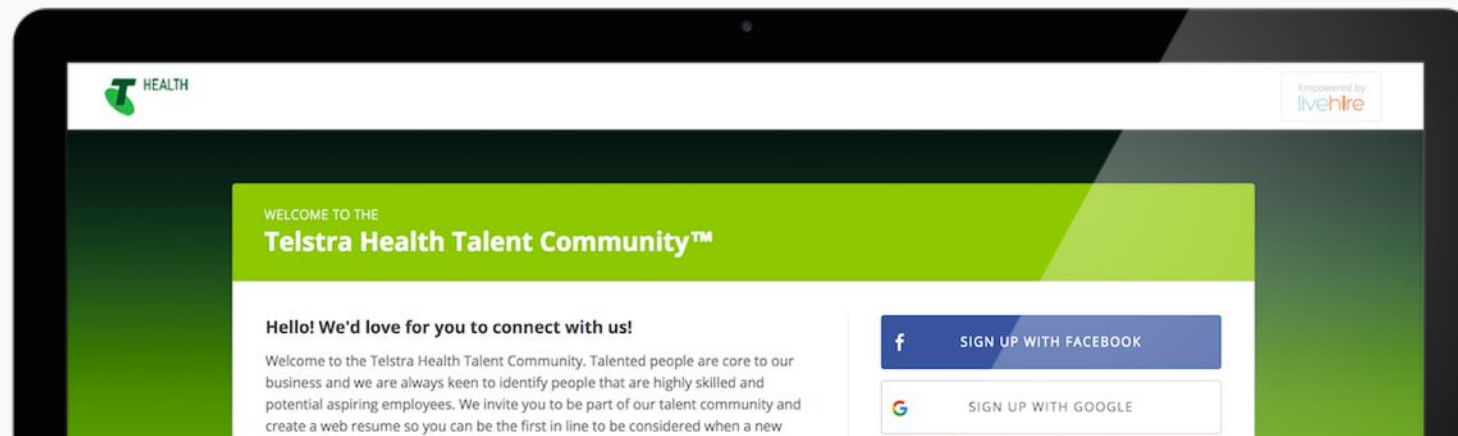
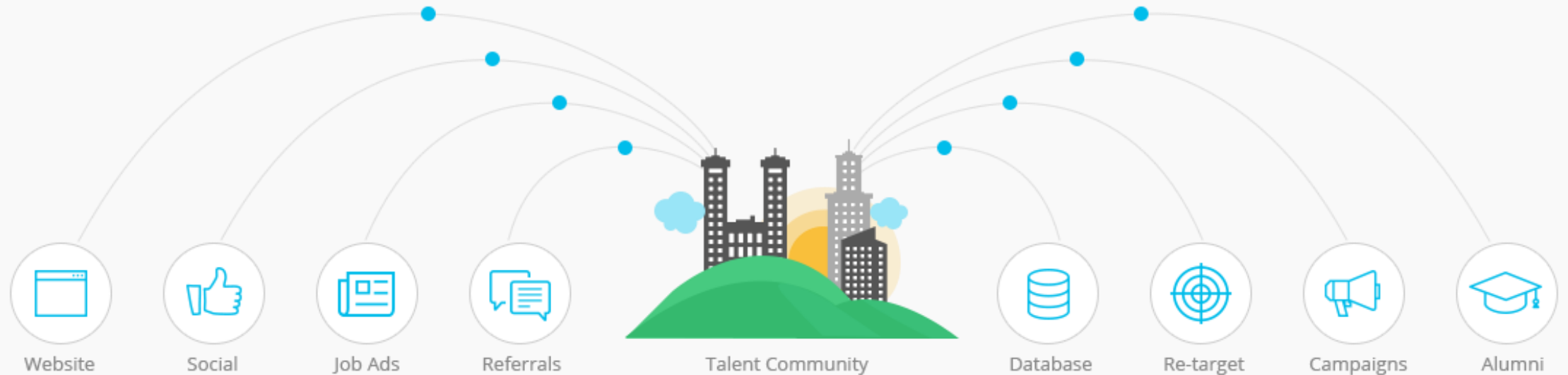
Anywhere, Real-  
time



Personalised  
Engagement

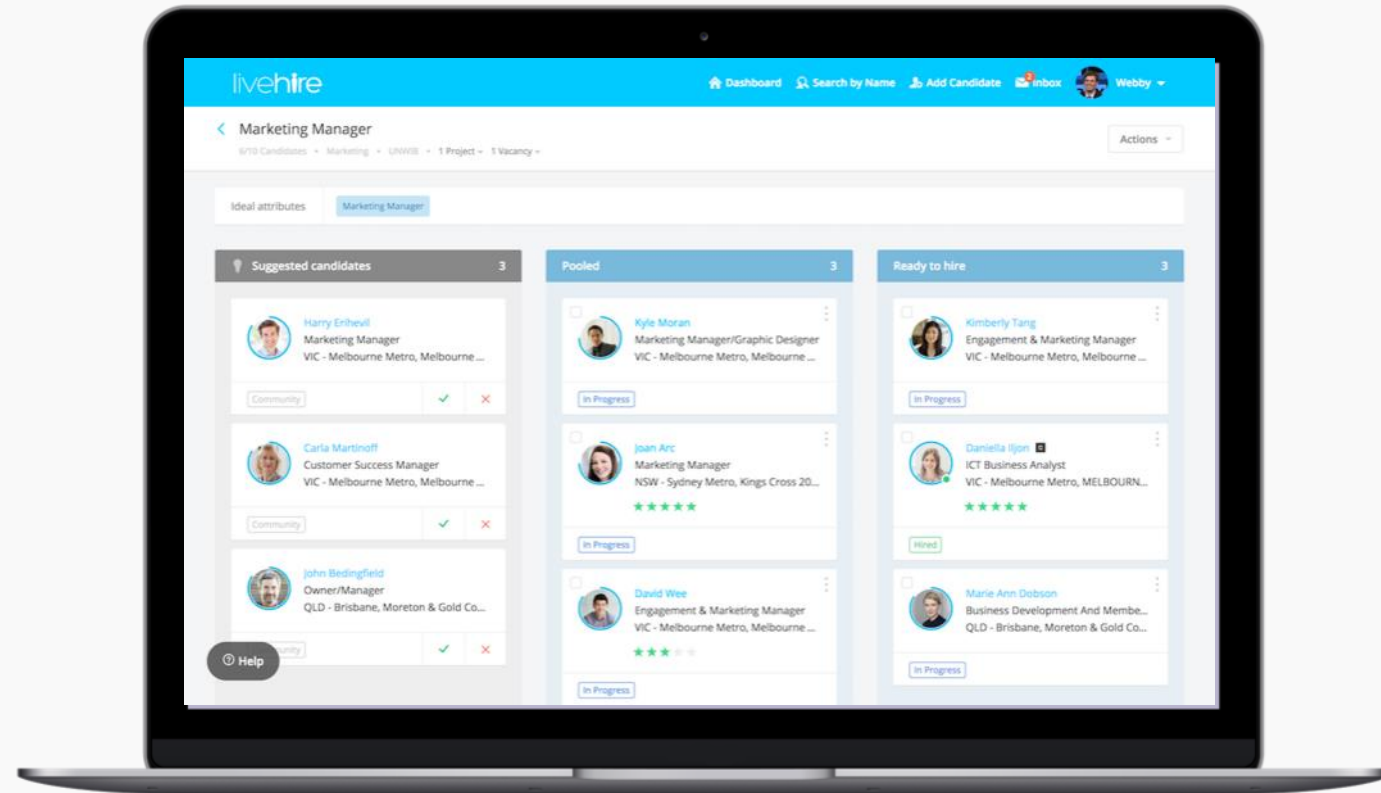
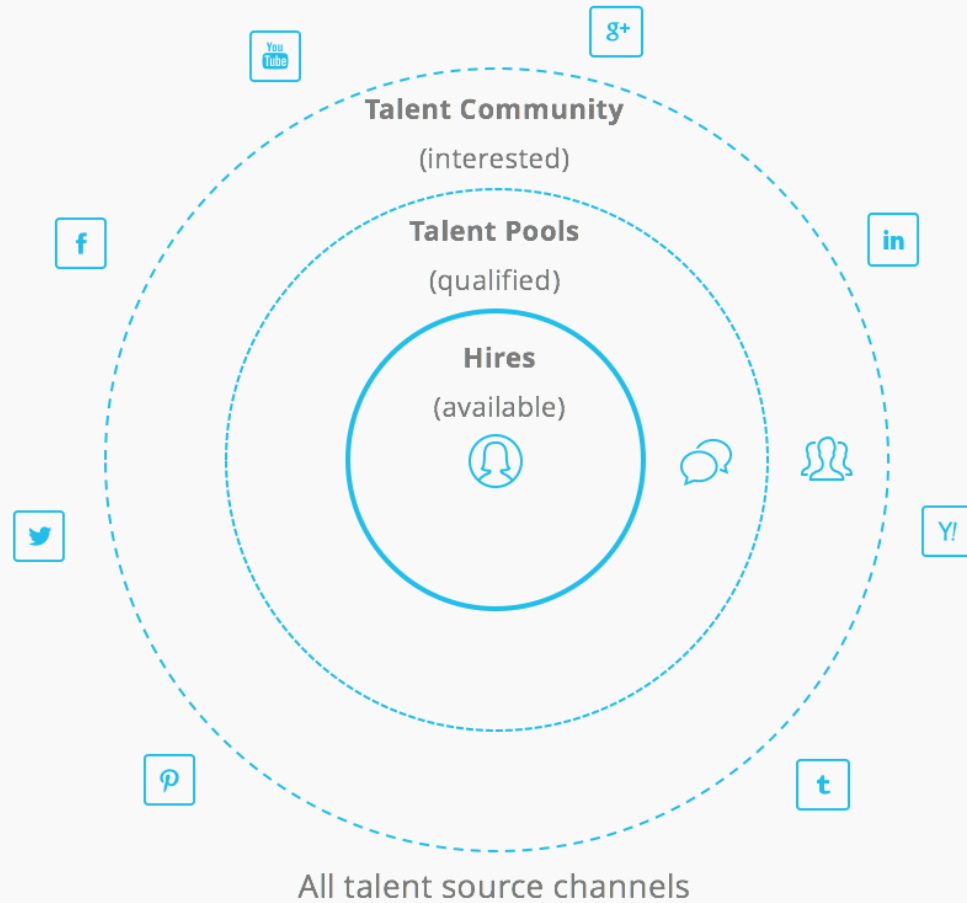
# LiveHire shifts recruitment from reactive to proactive

A single destination for people who are interested in working for a company



# Empowering 100% of current and future hires

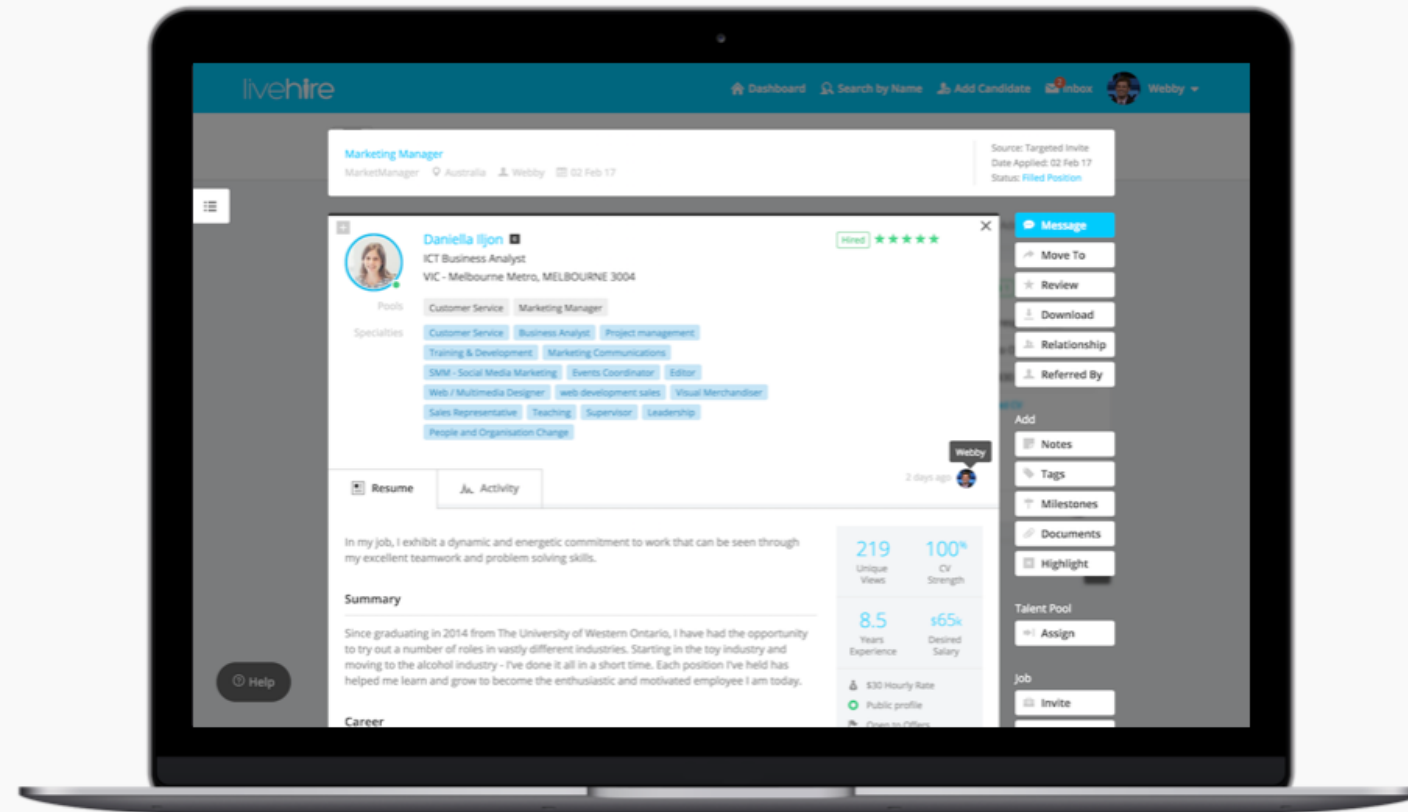
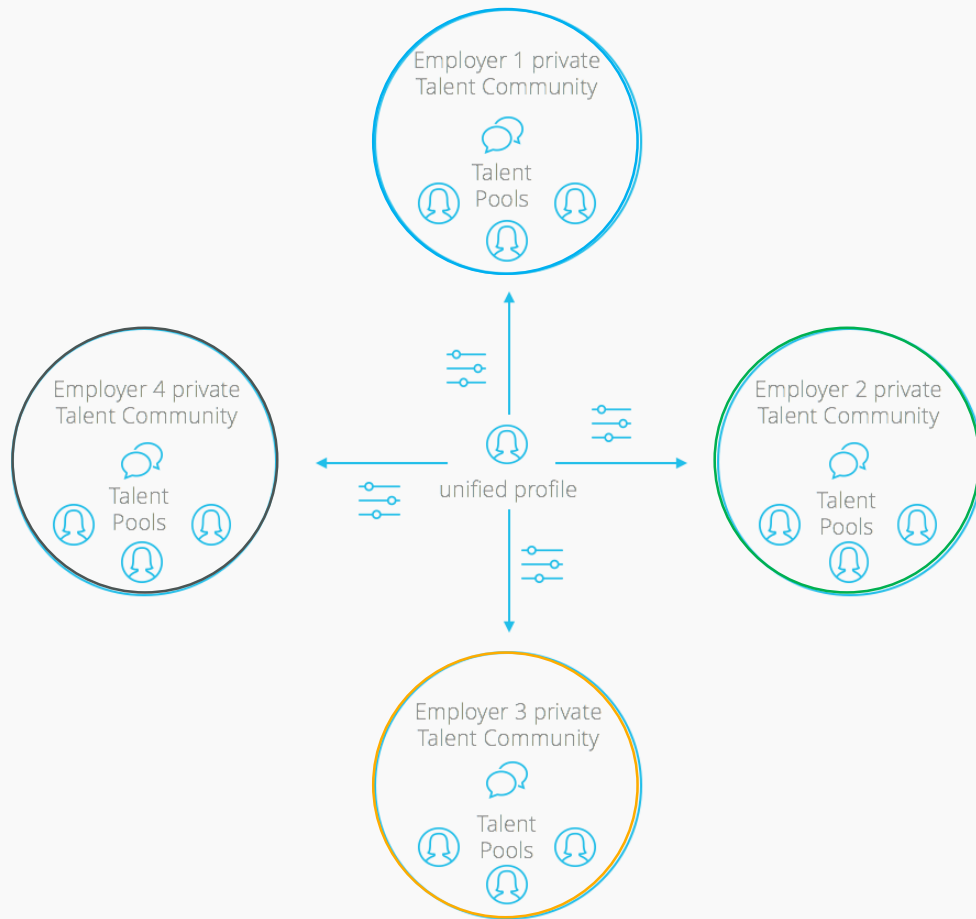
Organised into Talent Pools of qualified candidates for every role.



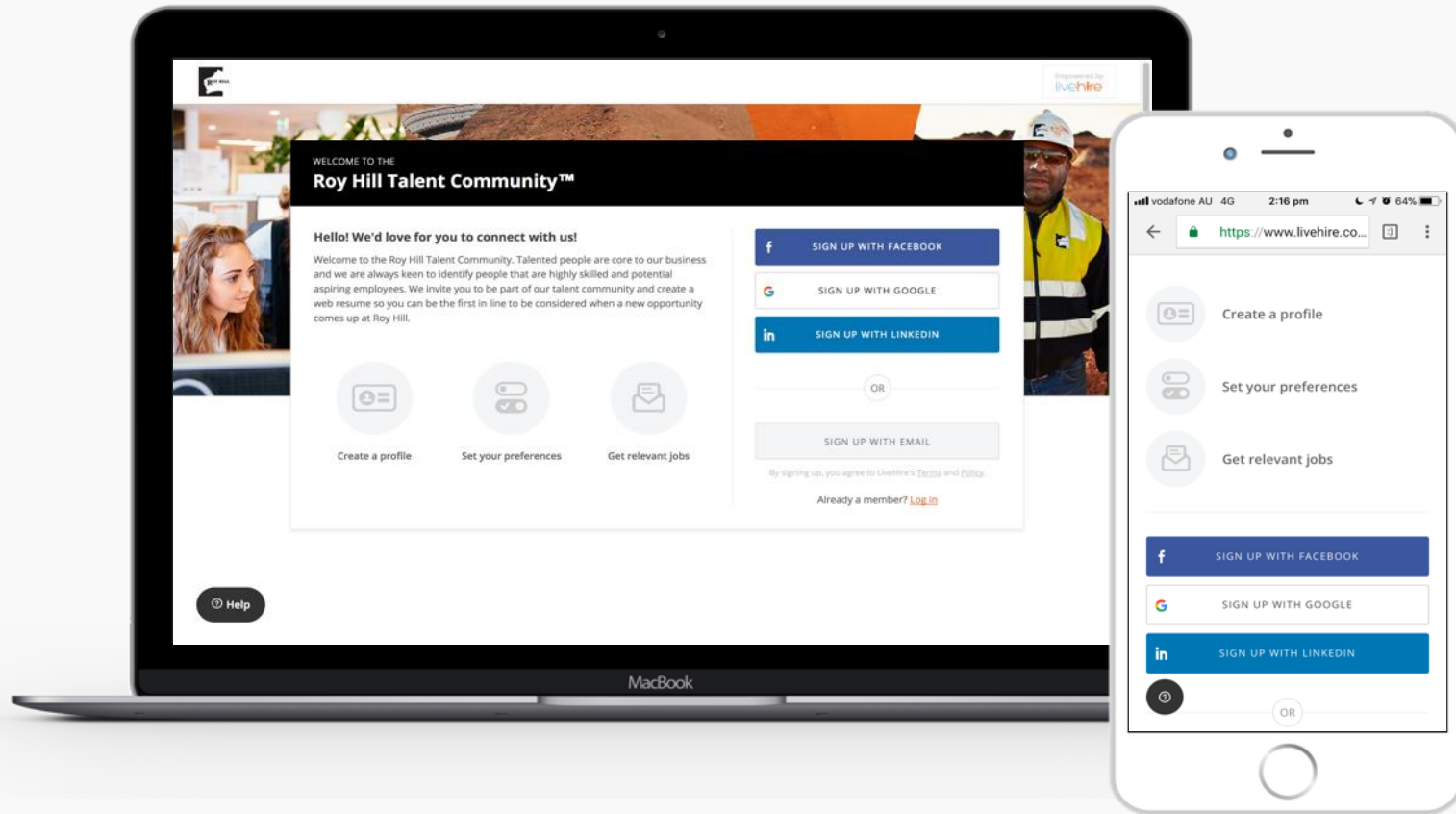


# One profile to share with many private Talent Communities

Candidate data & availability is live for all organisations via a shared ecosystem



Launch journey - Roy Hill - Live and fully scaled in 7 days  
replacing software that previously took 6 months to deploy.



50,000 invited from past applicant (SAP) database

25,000 joined in 7 days

Joanne, Jon here. Connect with Roy Hill to be first in line for exciting jobs! Accept, decline, or opt out:  
[www.livehire.com/s/Qfv52TPa](http://www.livehire.com/s/Qfv52TPa)

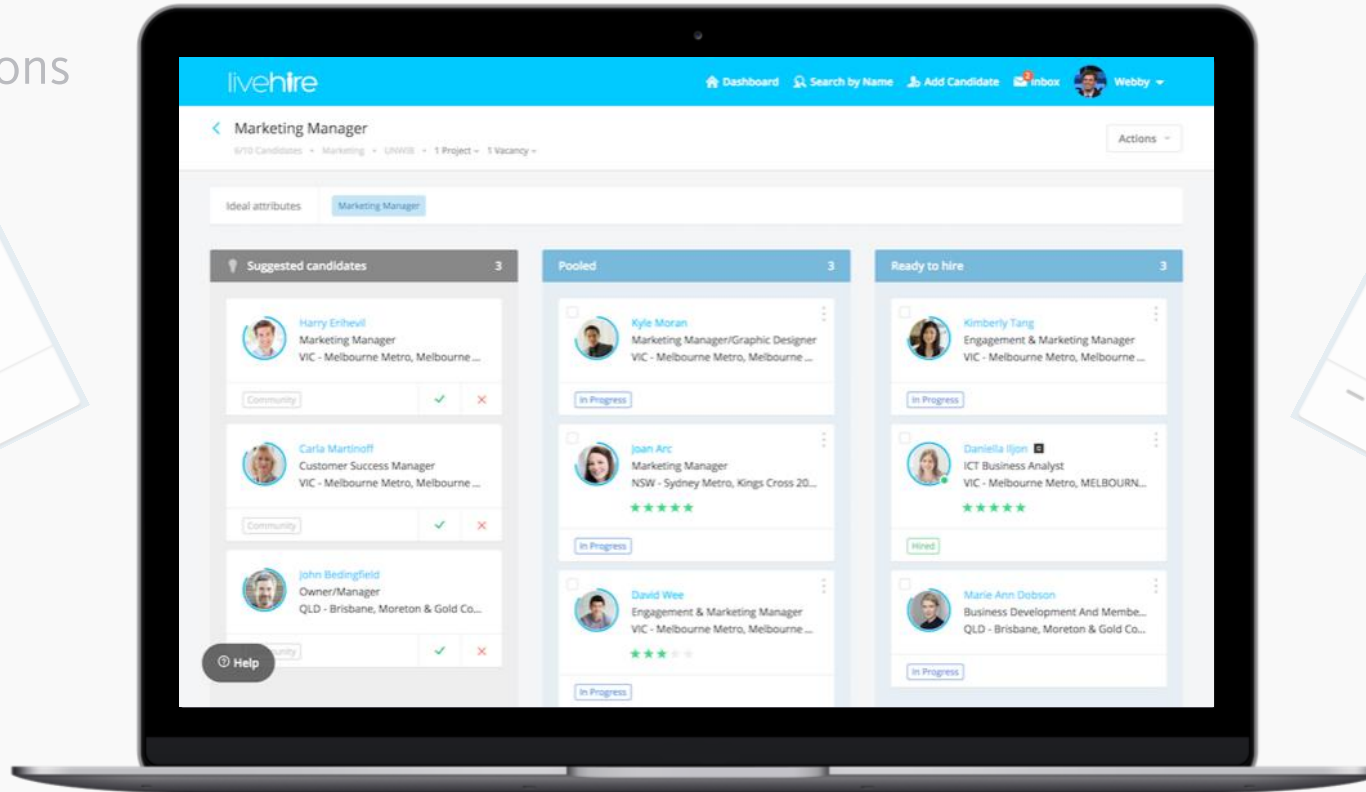
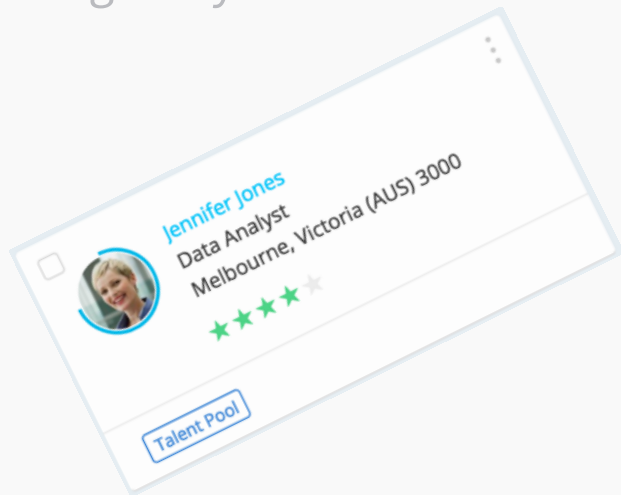
The total workforce of Australia exists >30 times over across corporate past applicant databases.



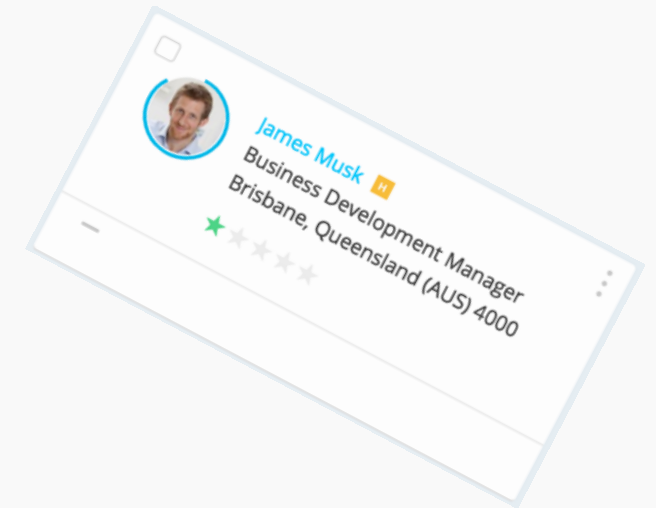
# Talent Community Artificial Intelligence suggests candidates

## into multiple Talent Pools across all roles in the organisation

Recruitment teams  
"qualify" new suggestions  
regularly.



Candidates that are  
not a good fit can be  
"archived" out.



# Communication is private, individual, and human

The relationship between the candidate and the company is never lost.

Roy Hill, Jon: 'We've had an opening pop up that would suit you, would you like to be on the shortlist?  
Reply by SMS or view here:  
<http://livehire.com/s/12345678>

6 months ago

Not this time, but thanks for the offer!

6 months ago

Roy Hill, Jon: 'how about now? :)'  
Reply by SMS or view here:  
<http://livehire.com/s/12345678>

3:26pm

Yes definitely, thank you! Speak soon.

3:27pm

# Roy Hill Talent Community Results Summary



## Key Results (1 month)

7 days - Contract signed to platform live.

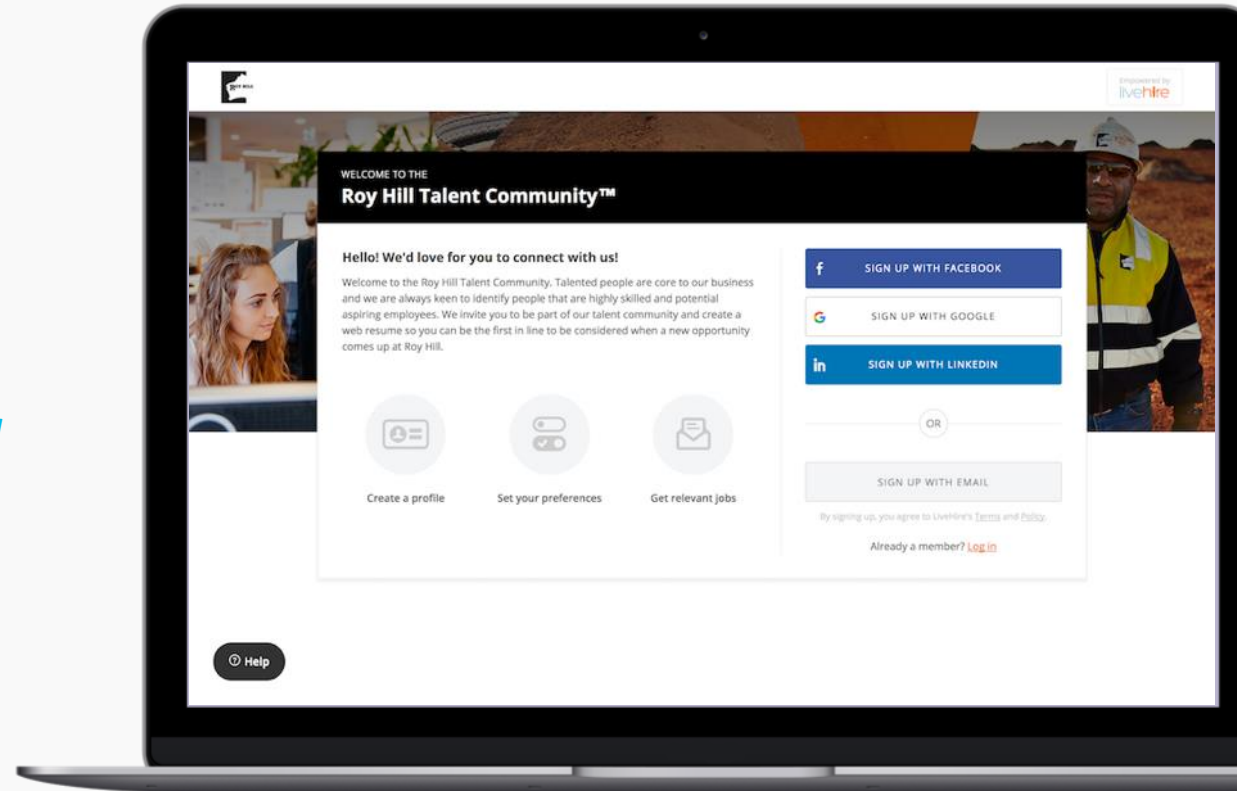
7 days - 25,000 Talent Community members.

2,000/minute - Candidate data updates across all profiles.

90 seconds - median candidate SMS response times.

*“The speed, response rate and human interaction with talent was something we had never previously experienced using a traditional ATS. We could view recruiter comments in real time as soon as someone else was entering information into a candidate profile. And conversations with candidates were also initiated in real time..”*

*Jon Bowker: Senior Leader in Talent Acquisition. Roy Hill*





# Case example - General Pants (retail - 600 hires/year)



## Key Results (9 months)

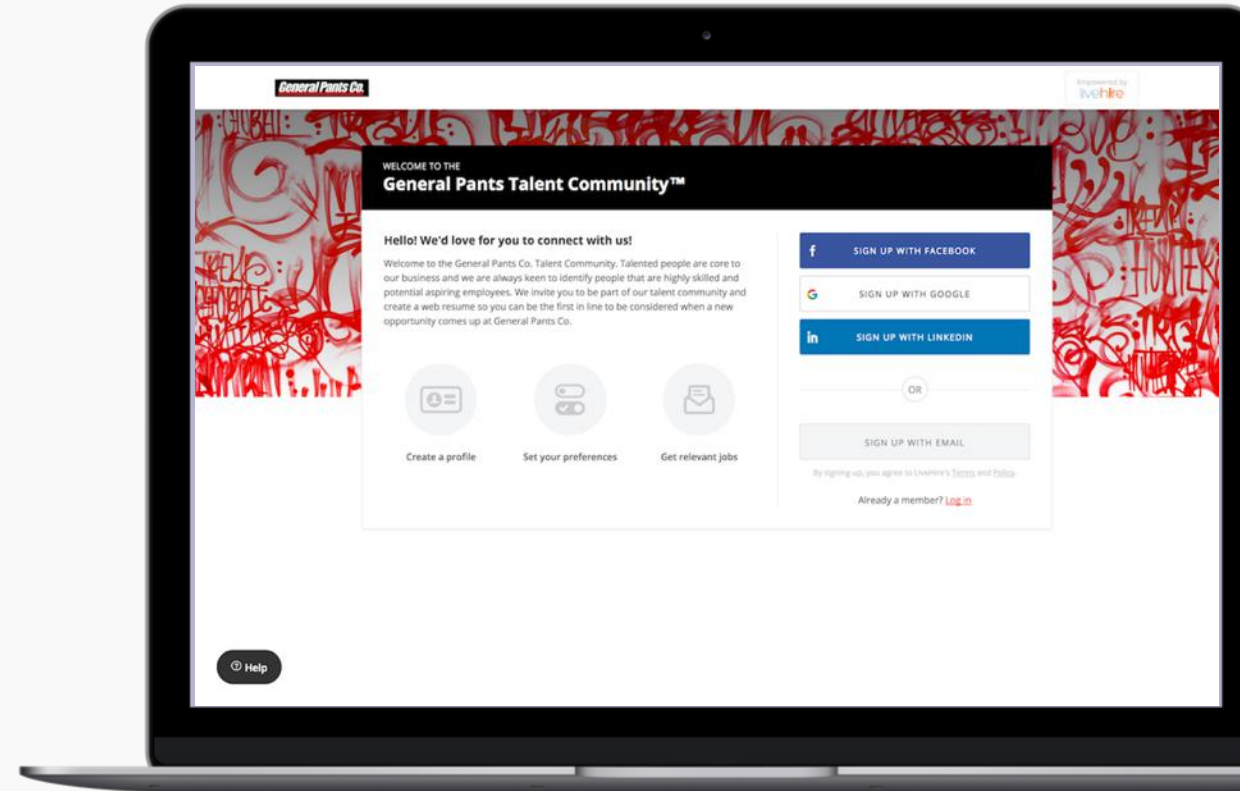
Time to hire reduced from 26 to as low as 2 days.

81% candidate response in 24 hours (LinkedIn avg. is 15%)

72% reduction in total direct cost to hire (\$300k to \$84k)

*“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 HR General Pants Co*



# Case example - Telstra Health (technology)

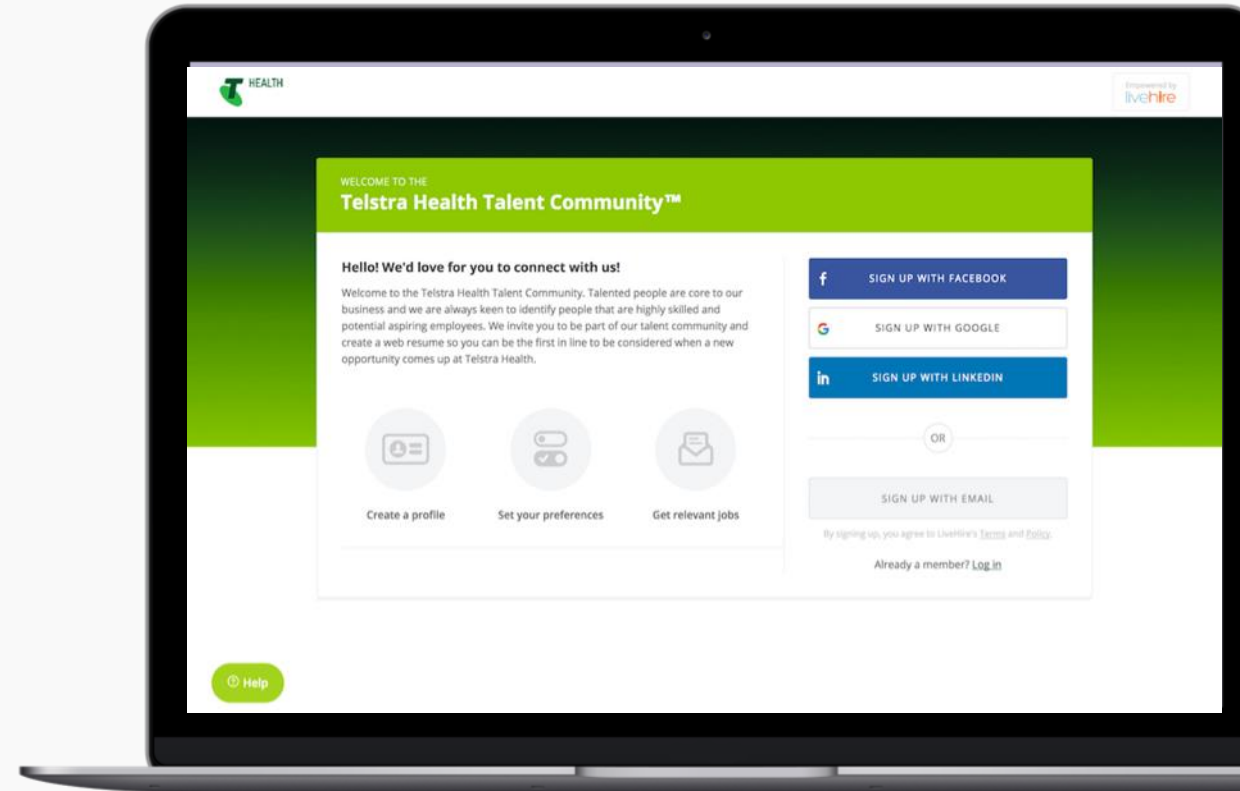
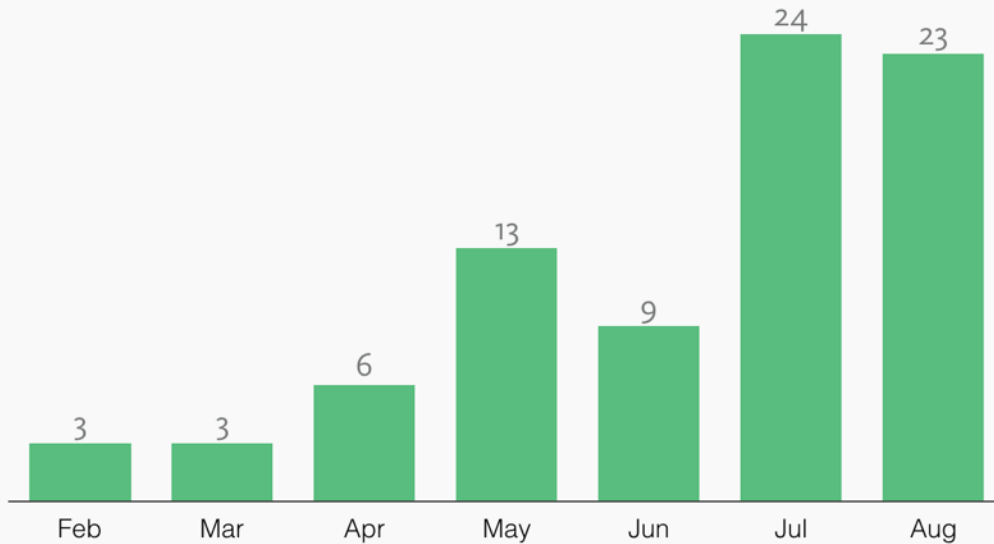


## Key Results (6 months)

20+ Hires/month from one recruiter (4 X average productivity).

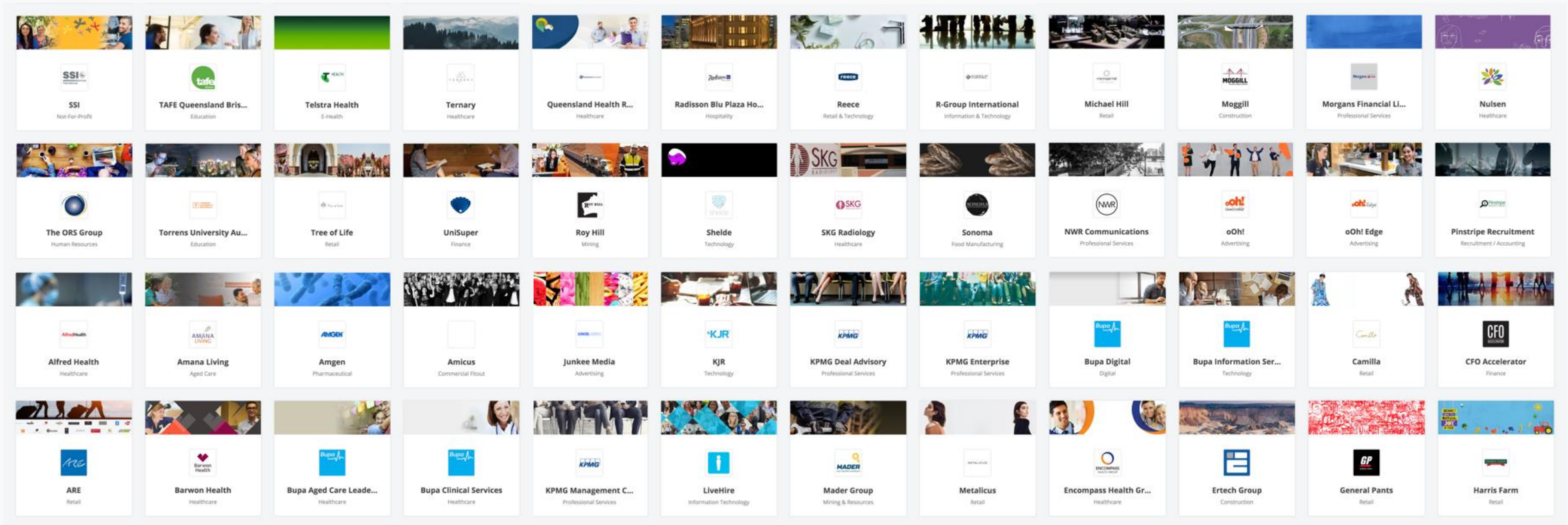
53%/47% - Female/Male split across all hires (in IT).

45% of all hires now from Talent Pools and growing.



# LiveHire enables 10 x ROI

Across an ever expanding market of industries and regions.





# The LiveHire platform has created a whole new global category

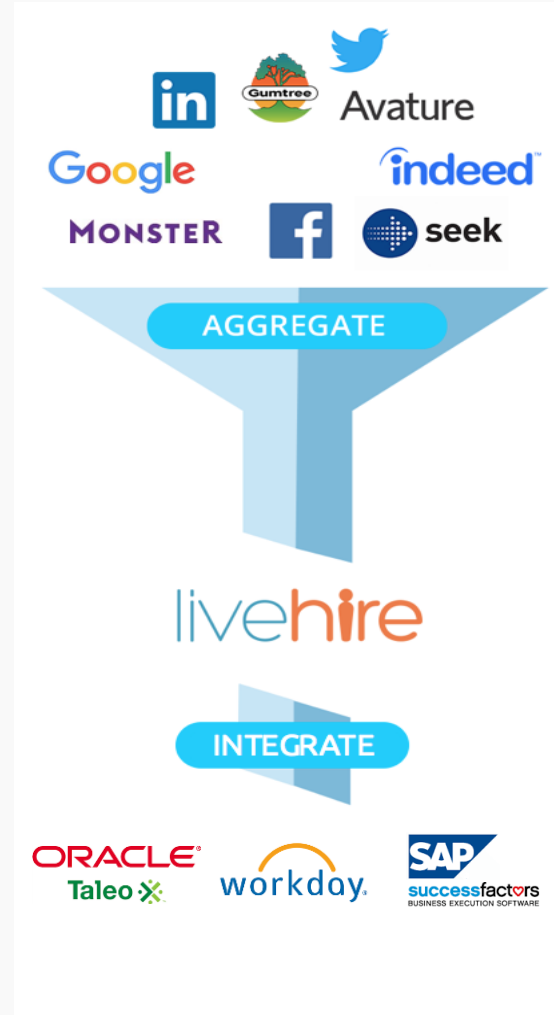
## of enterprise software

Many sources of talent to search  
and manage

## Problem

Traditional applicant databases  
are stale and unresponsive

livehire



Link them all into a **single, private**  
destination.

## Solution



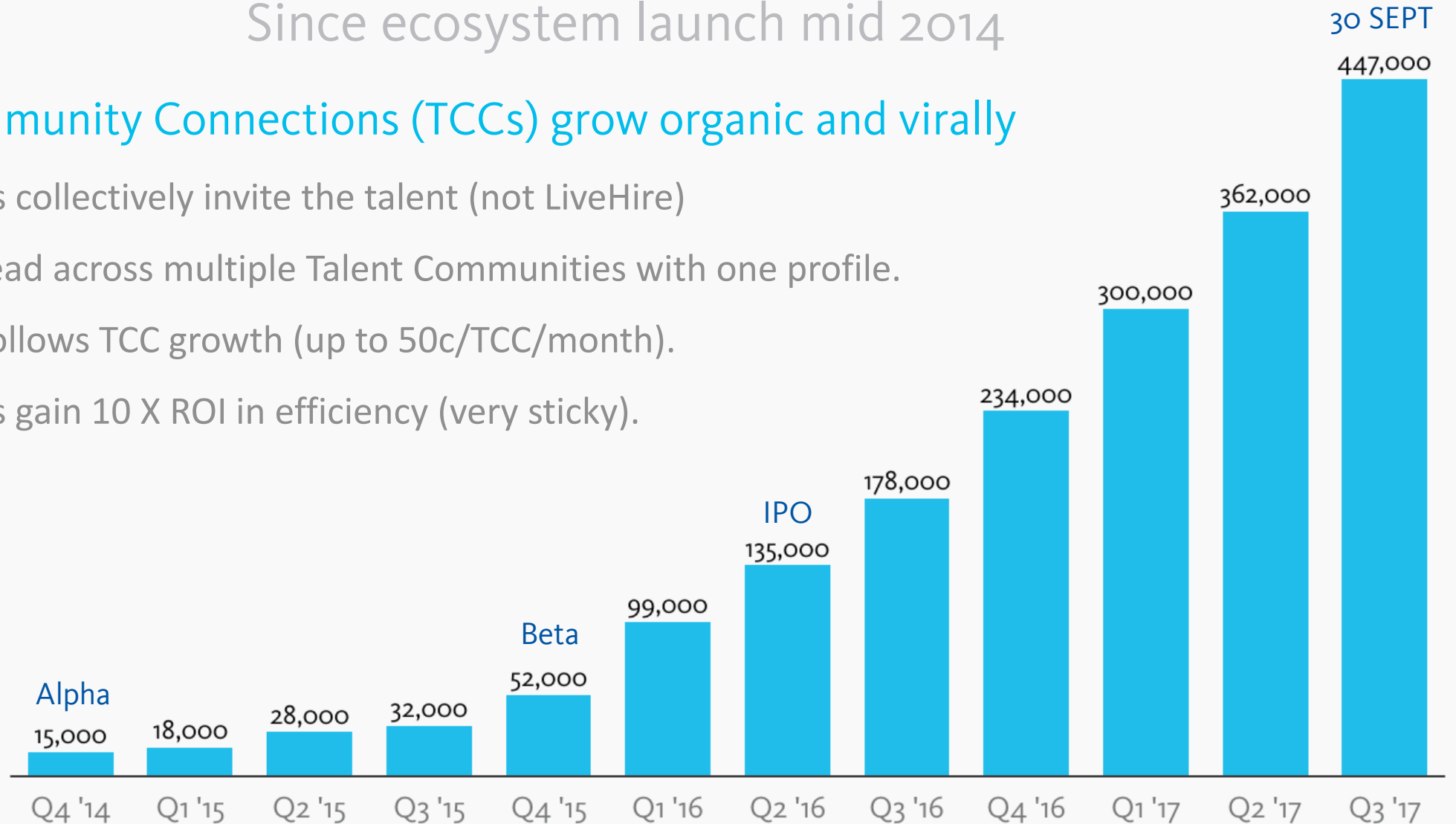
Live shared data and responsive  
**SMS** (human communication)

# Exponential growth engine

Since ecosystem launch mid 2014

## Talent Community Connections (TCCs) grow organic and virally

- Companies collectively invite the talent (not LiveHire)
- Talent spread across multiple Talent Communities with one profile.
- Revenue follows TCC growth (up to 50c/TCC/month).
- Companies gain 10 X ROI in efficiency (very sticky).



# LiveHire delivers valuable hiring productivity

75%+ reduction in days to hire, through proactively built Live Talent Pools

## Market Average

**68 days** - industry average Costs companies over \$11,000 in productivity loss per hire\*

## LiveHire clients

**31 days** - via LiveHire platform (median, all sources)  
54% reduction.

**17 days** - via LiveHire platform (median, Live Talent Pools): 75% reduction



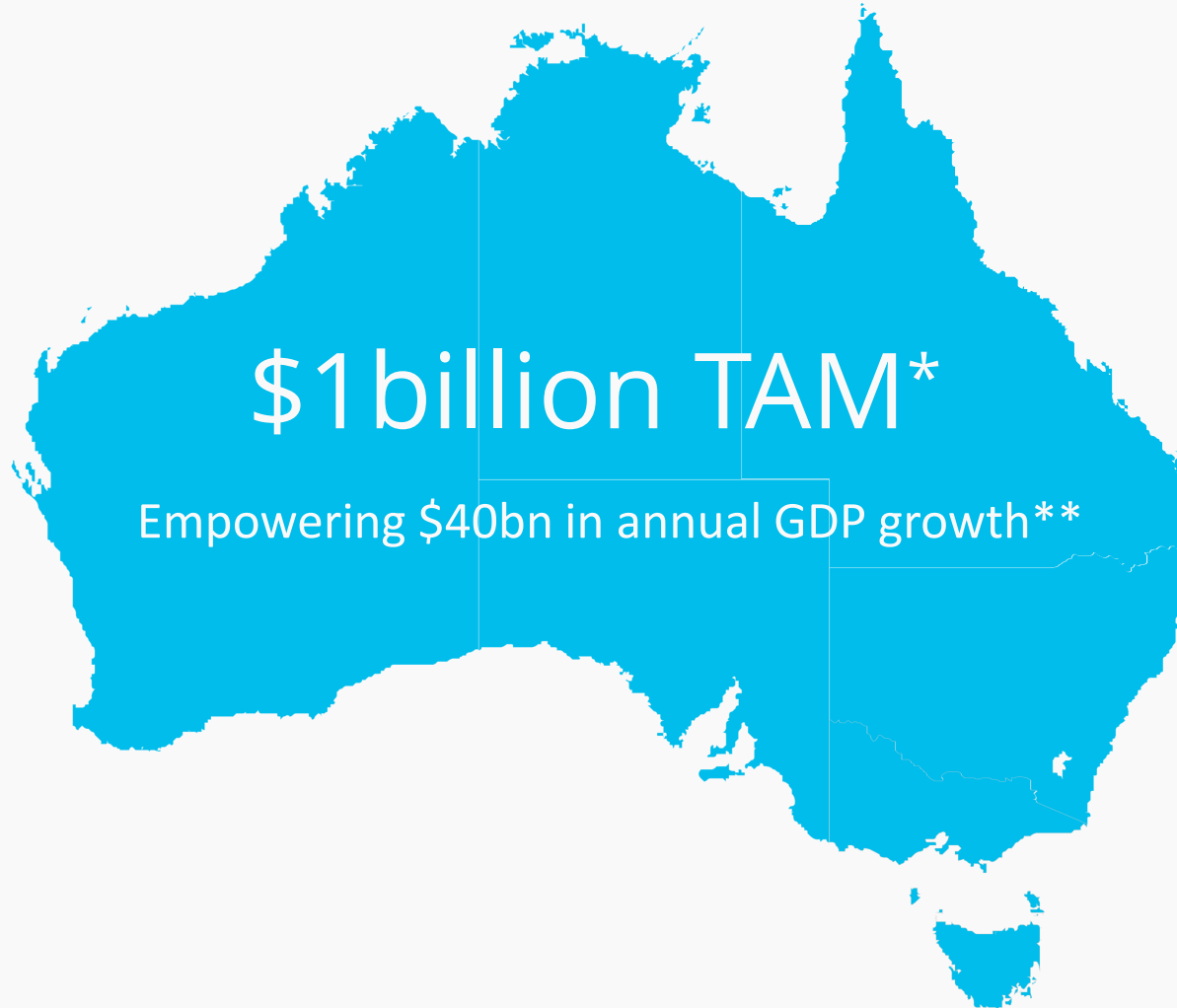
The most mature Talent Community is now at 89% of hires from Live Talent Pools ongoing, and avg. 15 days to hire.

# the recruitment market has not been disrupted

Current technology platforms are not solving the real problem



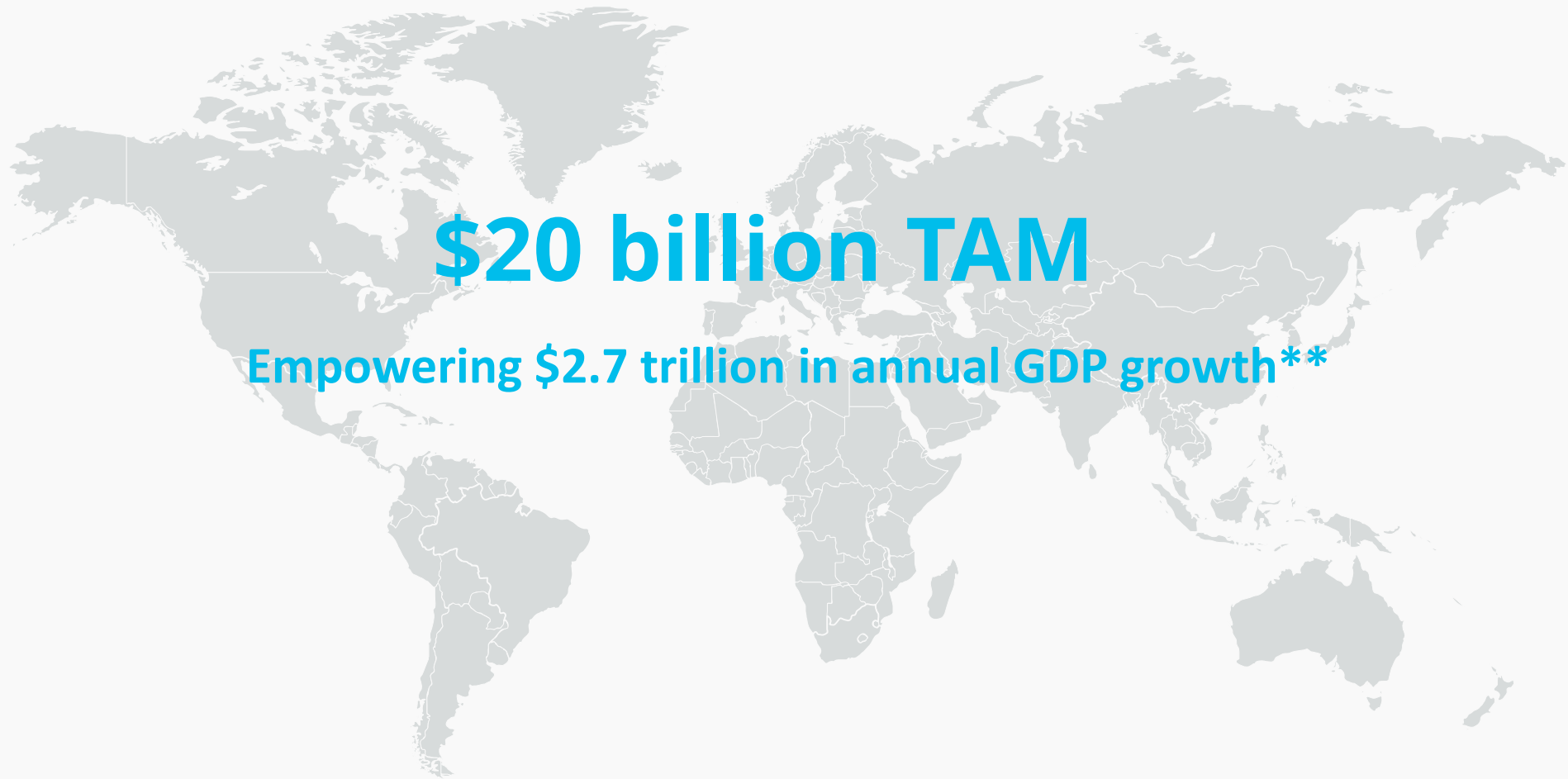
# how big is the opportunity?





# globally the challenge is the same

LiveHire is moving first, fast, and with a world class user experience



# Objective: Launch Talent Communities fast

three channels provide reach to our total global addressable market



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. They can sell and implement LiveHire direct into organisations.



Inside (Cornerstone) Sales  
Vertical Market Penetration

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

Grown rapidly with 3 sales people in 12 months. Now tripling sales team + Sales Director + Enterprise methodology.



HRIS Integrations  
Serve the Largest Enterprises

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

LiveHire is integrated with SAP and integrations with Oracle and Workday are on roadmap.

# Recruitment partner growth strategy

international scale without the sales infrastructure



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

The top ten global RPO's control ~90% of this market. LiveHire can be RPO's software platform of choice to realise material RPO EBIT margin growth.

## Global major Recruitment Process Outsourcing providers



# Randstad Channel Partner



## Key Information (Randstad)\*

~200,000 - Permanent hires/placements/year

~600,000 - Temporary hires/placements/day

~\$16 billion - Revenue from these divisions

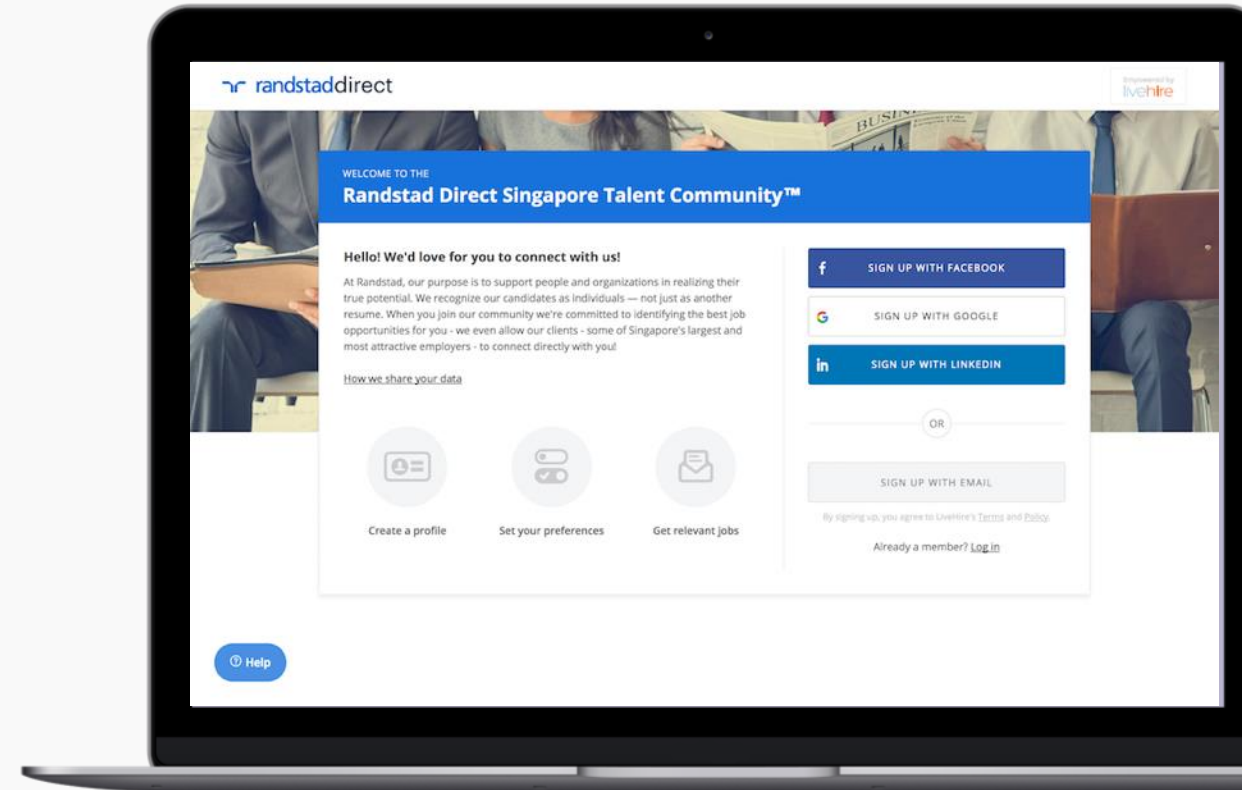
3.8% - EBIT margin

## Key Objectives (Alliance)

Testing in Asia - then scale if successful.

6 month target of +50% recruiter productivity.

6 month target of 5 X ROI to Randstad



# Randstad - month 1 results

Talent Community of ~30,000 finance professionals in Singapore.

## Observations

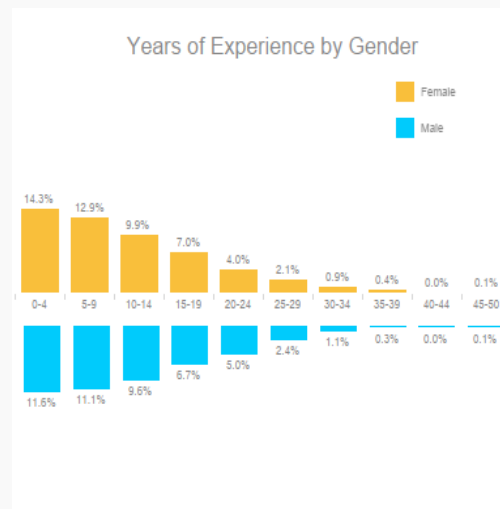
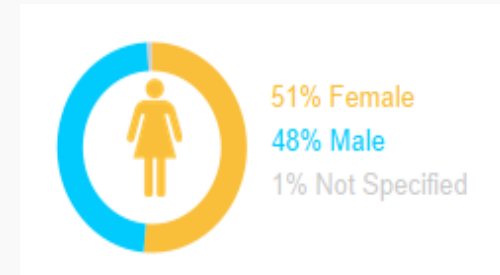
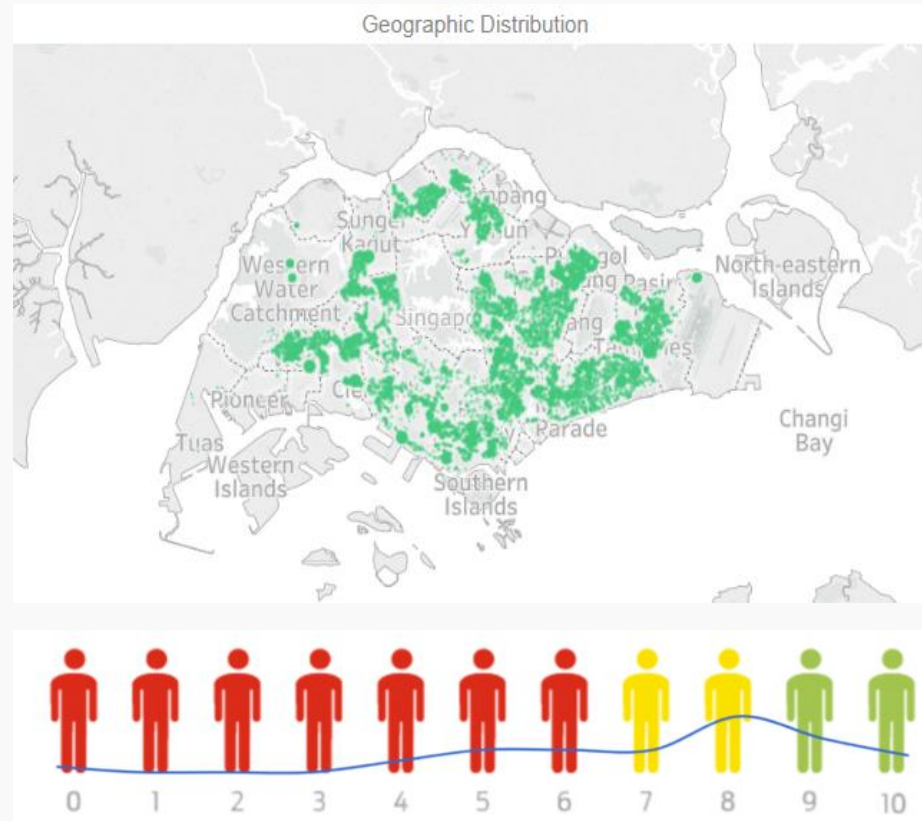
Near perfect diversity split.

20%+ joined from 5 years of applicants

1,000 Finance Directors and CFOs

Very high candidate NPS

*“Productivity improvements are key to achieving our profitability targets. We aim to focus on achieving greater efficiencies across the organization, mainly through better execution based on field steering and the implementation of the right delivery models for our clients.”* Randstad 2016 Annual Report





# Enterprise sales growth strategy

concentrated sales to achieve critical mass in all key verticals and regions



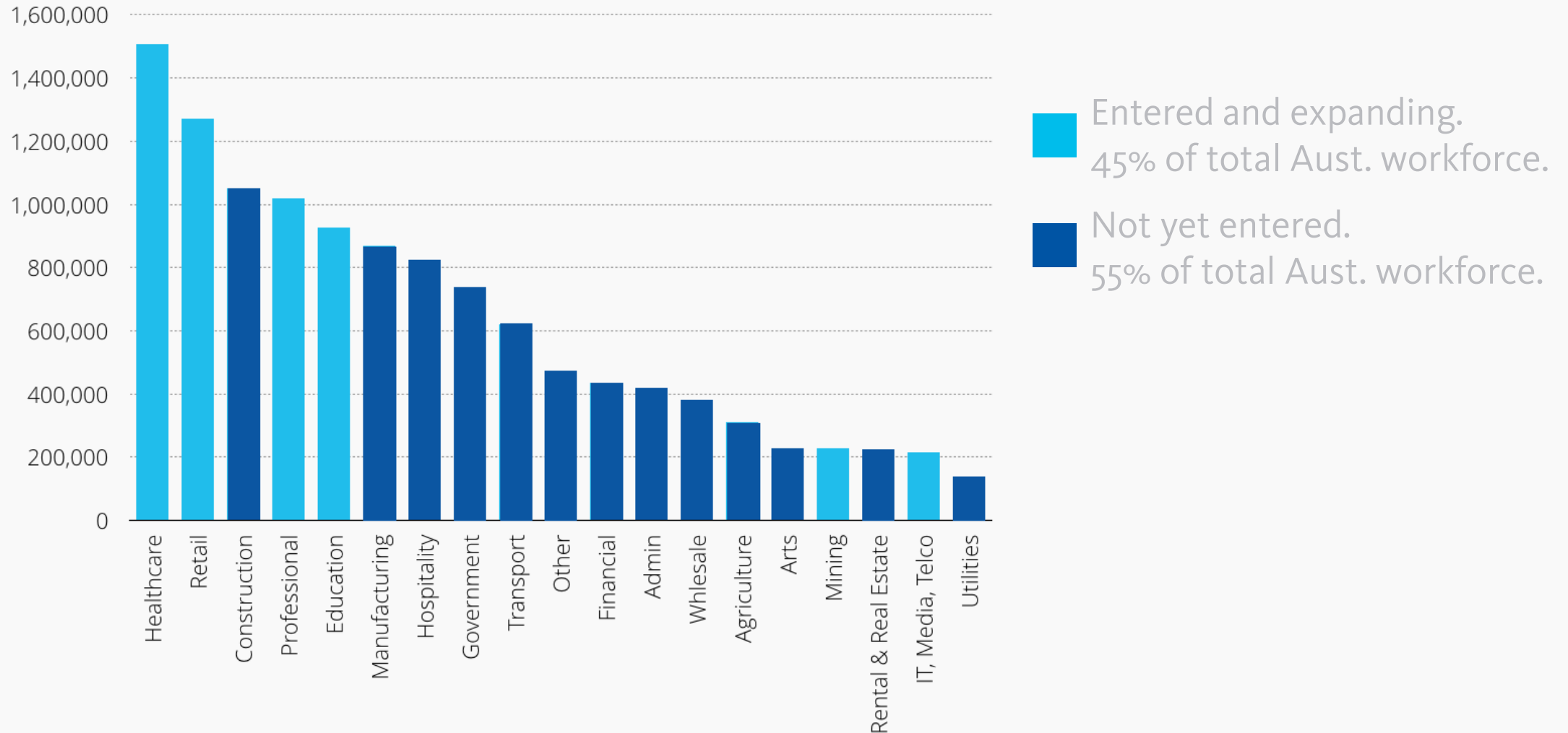
**60% of large Enterprises manage their own recruitment with internal teams.**

Signed new Talent Communities rapidly to date with 3 sales people.

Now tripling Sales Team + Sales Director + Enterprise sales methodology.

# Enterprise sales growth strategy

concentrated sales to achieve critical mass in all key verticals and regions



# appointment of Christy Forest

LiveHire has appointed Christy Forest to its Board, as an Independent Non-Executive Director.

Christy's has significant **global experience in scaling subscription based service models**, a career spanning 20 years across the US, Australia and Asia. As the global head of Member Services and most recently **Managing Director Asia Pacific for CEB is now Gartner**, Christy helped grow the **business to ~\$1bn annual revenue.**



# appointment of Denise Carson

LiveHire has appointed Denise Carson to its Executive Team, as Sales Director.

Denise brings strong experience in growing, coaching, and **leading Enterprise level sales teams as an ex Sales Director of Splunk Inc.**, San Francisco based machine data and analytics software company, serving more than half the Fortune500, **listed on Nasdaq with ~ \$1bn annual revenue.**



# appointment of Jarrod Hughes

LiveHire has appointed Jarrod Hughes as Southern Region Sales Leader, and Strategic Alliances lead for Human Resource Management System (HRMS) channels.

Jarrod brings blue chip technology sales leadership experience, and depth in SaaS service solution selling as

**Sales Director for IBM's Social, Digital, and Human Capital Management solutions**, for Australia and New Zealand.





# LVH capital structure

LiveHire is in a strong cash position with \$16m in bank and zero debt.

Share price over past 12-months (listed June 2016)



Share price	\$0.94
Shares on issue	231.9m
Cash at bank as at 30 July 2017	\$16.2m
Market capitalisation	\$227m
Enterprise value	\$210.8m
Options on issue	25.1m

## Major Shareholders

Antonluigi Gozzi (Co-Founder)	11.7%
Michael Haywood (Co-Founder)	11.3%
All Directors (including founders)	32.4%



“

*LiveHire's purpose is to empower the flow of the world's talent into organisations, to create a more agile, open, and awesome working world.*