

# ASX: LVH MARKET RELEASE

## LiveHire Business Update

3 April 2018 | Melbourne, Australia

### Highlights:

- LiveHire built strong sales momentum during the March quarter, with six new client wins including: St Barbara Limited, Zinfra (RPO win), Commonwealth Superannuation Corporation (CSC), MyNetFone (MNF Group), Kay & Burton and Macmahon.
- Recruitment Process Outsourcing (**RPO**) partnerships continue to mature, with RPO deals now representing 20% of future pipeline by contract value, demonstrating the scalability from a sales perspective.
- LiveHire has appointed Dan Harper as Head of Integrations within its Development team. Dan joins having worked at REA, MYOB and Message Media. The Company intends to recruit further personnel in the coming weeks, to well-position LiveHire to progress global integrations with SAP, Oracle, Workday, Google Jobs, and Facebook for Work platforms<sup>1</sup>.
- LiveHire has developed a first version of its Artificial Intelligence (**AI**) matching algorithms for candidates with job vacancies, aiming to further increase recruiters' productivity and reduce time to hire.
- LiveHire Founders, Antonluigi Gozzi and Mike Haywood, together with Chairman, Geoff Morgan, will visit the US during April, aimed at further strengthening the Company's relationships with RPO channel partners, technology partnerships and integrations.

LiveHire Limited (ASX: LVH) (**LiveHire** or the **Company**), the Talent Community software platform providing an enterprise scale, human-cloud hiring ecosystem for entire industries, is pleased to provide a business update on the acceleration of its client wins, integrations and channel partnerships.

*None of the information included in this announcement should be considered individually material, unless specifically stated.*

### New client wins

LiveHire's client wins increased during the March quarter as the Direct Enterprise Sales team's pipelines continued to grow across key industries and territories. Wins included:

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<sup>1</sup> For the avoidance of doubt, integrations will be implemented via a publicly available API with each of the SAP, Oracle, Workday, Google Jobs, and Facebook for Work platforms. By integrating with these platforms, these businesses are not taken to endorse or support the integrating software providers (including LiveHire).

- **St Barbara Limited**, Mining and Resources industry, through the Direct Sales channel.
- **Zinfra**, Construction industry, through the RPO channel.
- **Commonwealth Superannuation Corporation (CSC)**, Government industry, through Direct Sales.
- **MNF Group (MyNetFone)**, Telecommunications industry, through Direct Sales.
- **Kay & Burton**, Real Estate Sales and Rental industry, through Direct Sales.
- **Macmahon**, Mining Services industry, through Direct Sales.

RPO channel wins are expected to positively impact Talent Community Connection (TCC) growth in the June quarter, as RPO deployment times, typically 12 weeks, are longer than Direct Sales. The RPO client pipeline now represents 20% of the total client pipeline by contract value.

Direct Sales wins are in various stages of going live, with TCC growth materialising both in the March quarter and June quarter. The Company is focussed on delivering 100%+ annual growth of TCCs.

### **LiveHire aims to accelerate integrations, appointing of Head of Integrations, Dan Harper**

LiveHire has appointed its Head of Integrations, Dan Harper, a technology leader with over 20 years of experience in software engineering, leading high-performance technology teams (REA, MYOB, Message Media). LiveHire expects to close out hiring the full integrations team in the coming weeks.

LiveHire continues to expand a new category in productivity and collaboration space for human capital teams, becoming a single destination and unified source of truth of data for both candidates and organisations, powering responsive human communication, and hiring agility.

As the LiveHire ecosystem and TCC's continue to expand, deep and seamless integrations play an important role both upstream to major sources of talent (Google, Facebook, Job Boards, AI, referrals, databases) and downstream to major Human Resource Management Systems (Oracle, SAP, Workday).

The Company is pleased to advise it is now an Oracle Silver Partner, an important step towards deep and seamless integration with Oracle Human Capital Cloud (HCM) software powering many of the largest organisations globally.

LiveHire continues to expand its third-party HR tech ecosystem to provide clients with multiple options of custom features, including reference checking, on-boarding, assessments, hiring manager tools, video, AI, reporting and analytics, and communication methods.

LiveHire recognises the area of integrations as a strategic asset for the LiveHire Talent Community, positioning the LiveHire software at the core of all activities related to Talent Acquisition and Recruitment, aiming to make clients' recruitment teams more productive and the candidate more engaged throughout the recruitment process.

LiveHire aims to evolve its platform integrations so customers can discover, buy, set up, use and maintain these integrations in a frictionless self-service way – and, for larger customers, support for custom-fit integrations via a LiveHire API offering. This allows LiveHire to integrate with more partners,

faster and in more spaces, helping the Company to compete efficiently with much larger recruitment software organisations.

### **Candidate matching via AI feature launched**

LiveHire has developed a first version (alpha) of its artificial intelligence (AI)-based matching algorithms that will automatically match candidates against vacancies. This feature, which is intended to be gradually rolled out to LiveHire clients, is focused on materially increasing recruiters' productivity, increasing quality of candidates, and further reducing time to fill vacancies.

LiveHire's internal analytics have indicated its customers make between 40% and 80% of their hires from candidates that have already joined their Talent Community, compared to a very small percentage from traditional recruitment software and processes, indicating the significant potential of the LiveHire technology to reduce candidate rejection, time to hire, and cost to hire. By instantly matching candidates in the Talent Community to each new vacancy, and providing real-time recommendations to the recruiter, LiveHire plans to increase the percentage of candidates hired from the Talent Community and Talent Pools, hence increasing the ROI provided by the Talent Community platform.

LiveHire is in a unique position to match candidates to job vacancies via AI for a few important reasons:

- The Talent Community, especially when at optimal size, is an instant source of candidates who have demonstrated an interest in working for that company. All metadata the Talent Community platform captures on each candidate and brand interaction allows the matching algorithms to understand the strength of the relationship between a candidate and employer.
- In virtue of the private connection between a company and a candidate, the Live Profiles on LiveHire contain very rich, well-structured data, allowing the matching algorithms to work effectively. "Live" profiles mean the data stays regularly up-to-date and relevant.
- LiveHire's algorithms measure availability of candidates through user activity, communication, interactions and other data provided by the candidate's interaction with the Talent Community. This availability and responsiveness of the information allows the algorithm to provide clients with information of candidates who are most likely to move and are more likely to be interested in career progression with that particular brand.
- All features within a Live Talent Community, including the core Talent Pooling functionality, are designed to be captured in a structured way to indicate the quality of a candidate through star ratings, notes, tags, pools and conversations (among other things). This core information, which is unique to LiveHire, allows the algorithms to be highly effective in identifying candidates who are considered to be the highest quality by that company.

LiveHire will continue to invest and develop its AI matching technology to become a key differentiator for the Live Talent Community Platform.

### **US April Trip**

LiveHire Founders, Antonluigi Gozzi and Mike Haywood, together with the Chairman and industry leader, Geoff Morgan, will visit the US in April. The purpose of the trip is to strengthen key relations and strategy around:

- RPO channel partners;
- Technology partnerships and integrations;

- Talent; and
- Investors.

### **Cleansing Statement**

As announced on 29 March 2018, 300,000 fully paid ordinary shares (subject to loan arrangements) (**Loan Back Shares**) were issued without disclosure in accordance with Chapter 6D of the Corporations Act 2001 (Cth) (**Act**) and, accordingly, the Company hereby notifies ASX under section 708A(5)(e) of the Act that:

- (a) on 29 March 2018, the Company completed the issue and allotment of 300,000 Loan Back Shares;
- (b) the Company issued the securities without disclosure under Part 6D.2 of the Act;
- (c) as at the date of this notice:
  - (i) the Company has complied with the provisions of Chapter 2M and section 674 of the Act as they apply to the Company;
  - (ii) other than as set out in this announcement, there is no information that has been excluded from a continuous disclosure notice in accordance with the ASX Listing Rules or that investors and their professional advisors would reasonably require for the purpose of making an informed assessment of:
    - (A) the assets and liabilities, financial position and performance, profits and losses and prospects of the Company; or
    - (B) the rights and liabilities attaching to the fully paid ordinary shares.

### **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)

### **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 statements 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.