ASX Announcement

30 September 2015

The Company Announcements Office
ASX Limited
Via E Lodgement

Rision Technology Update

The Directors of Reclaim Industries Limited ("RCM") are pleased to present this technology update from Rision Pty Ltd (Rision).

Rision has entered into a new Statement of Work with Endeavour Software Technologies to drive further developments in the Rision platform, including ensuring compatibility with Apple's latest iOS9 software update for iPhones.

This further development builds upon Rision's fully operational products:

1. JobMatch enables employers to instantaneously hire new staff without having to use a jobs board or staffing/labour hire companies. JobMatch provides significant cost savings to employers compared to both jobs boards and staffing/labour hire companies, while dramatically improving the time-to-hire.

2. Roster is a low cost and highly scalable mobile scheduling system designed for large, distributed workforces including enterprise scale businesses and franchise models. Roster provides significant cost savings compared to other rostering platforms, by freeing up time of managers responsible for managing staff rosters.

3. LastMinute provides a way to fill shifts at the last minute when rostered staff cannot work – a significant pain point for businesses hiring contingent workforces.

4. TimeSheet tracks hours worked and integrates to payroll services to reduce administration related to providing payments to staff.

Rision's growing customer base is using the Roster, TimeSheet and LastMinute products, increasing efficiencies through faster allocation of shifts, less time focused on changes to rosters, and reduced time on administrative tasks related to recording hours work by employees and payroll services.

Rision Managing Director Kate Cornick said: "Rision customers are happy with the benefits we are providing to their businesses, and at the same time we are grateful for their feedback which helps us to develop improved and more novel services for our end users."

Planned developments and upgrades to the platform that will be performed under latest Statement of Work with Endeavour Software Technologies include:

- Improving the process for on-boarding businesses, by reducing the time required to on-board a business's existing staff and enabling simple communications to staff including updates, instructions, hints and tips. This prepares Rision to scale the business rapidly.
- Improving the user interface, based on existing customer feedback, by simplifying or automating many tasks. This is expected to provide additional cost savings to employers, by freeing up managerial staff time and reducing administrative tasks.
- Improving the on-boarding process for job seekers & employees, by increasing the intuitiveness of the platform for first time users. It is particularly important Rision continues development in this area to provide the best possible experience for first time job-seekers.
- Expanding the Roster features set based on feedback from beta customers, to solve key pain points and provide further differentiation from other online rostering tools.
- Customisation of JobMatch for targeted industries including hospitality and building services.
- Translation of the application into other languages, including Spanish which is relevant to the American market.
- Enhanced analytics tools to support large businesses and franchisors by allowing valuable insights into their direct and indirect workforces.
- Review of security, to ensure data collected through the Rision platform is adequately protected.
- Preparation for integrations with major payroll and accounting services.
- Integration of payroll services into the USA product offering, such that employees can be paid through a mobile account linked to a pre-paid debit card. This functionality is enabled through the partnership with Global Payout (see RCM ASX announcement dated 22 July 2015).

Additionally, further IP is being developed to support the optimisation of search functions to ensure superior matching of job seekers to work; clock on/off technology to support time sheet functions and novel rostering tools to reduce and eliminate key customer pain points.

The Statement of Work with Endeavour Software Technologies provides a minimum of 3 months additional development at a cost of US$80,480 per month, and further cements the relationship with Rision. In June, Endeavour Software Technologies entered into a Value Added Reseller Agreement to on-sell Rision products to its customer base which includes small and medium enterprises through to Fortune 500 companies including Tesco, Mercedes Benz and Kimberly-Clark (see RCM announcement dated 4 June 2015)

To date, Rision has spent in excess of $1.5m developing its fully enterprise grade, mobile and web interfaces.

About Rision Pty Ltd

Rision is a company focused on IT solutions for the human resources industry.

Rision's enterprise grade, patented technology enables job seekers, employers and human resources departments/recruitment firms to interact in a transparent, efficient and user-friendly way that drives improved work practices and productivity. Job seekers more easily find work in locations and at times that suit their availability. Employers manage the human resources needs of their employees, and gain valuable business intelligence on workforce productivity. HR departments/recruiters manage and grow their casual candidate databases, and better service their internal clients/customers.

Rision's technology has applications across a broad range of industries including hospitality, fast food, retail, event management, nursing, security, gaming and governments.

Reclaim Industries Limited has entered into a restated Heads of Agreement to acquire Rision Pty Ltd. See ASX Announcement dated 7 September 2015.