



READY, STEADY  
...GROW



Talent2 International Limited  
2011 Half Year Results  
Analyst Presentation

## Half Year Results

	FY 2011 First half	FY 2010 First Half	Growth
Revenue	\$ 147.9 m	\$ 108.9 m	36%
Gross profit (NDR)	\$ 93.3 m	\$ 71.9 m	30%
EBITDA	\$ 13.0 m	\$ 8.1 m	61%
Return on NDR	13.9%	11.3%	-
Reported earnings after tax	\$ 3.4 m	\$ 1.9 m	85%
Reported EPS	2.43c	1.46c	66%
Adjusted earnings after tax*	\$ 6.0 m	\$ 3.37 m	78%
Adjusted EPS*	4.25c	2.65c	60%

\* Adjusting for the amortisation of acquired intangibles under AIFRS, tax affected

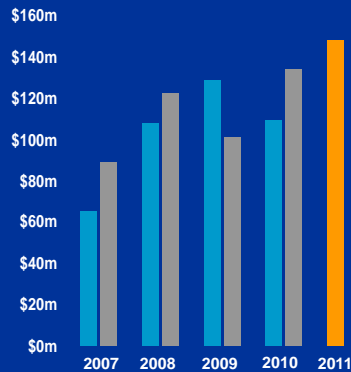
2011 Half Year Results



# Group Revenue and Profit

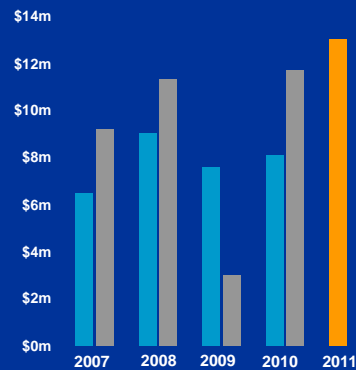
## Revenue

36% Growth on First Half Last Year  
11% Growth on Second Half Last Year



## EBITDA

61% Growth on First Half Last Year  
11% Growth on Second Half Last Year



First Half Second Half 2011

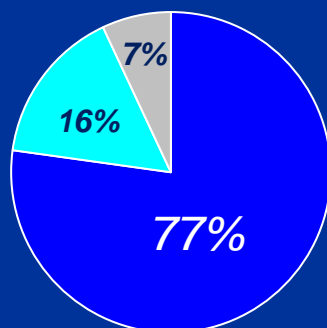
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2011 Half Year Results

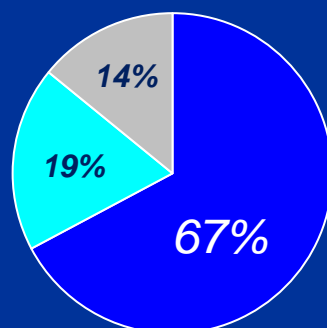
# Group Revenue Mix

## Total Split by Region

H1 2010



H1 2011

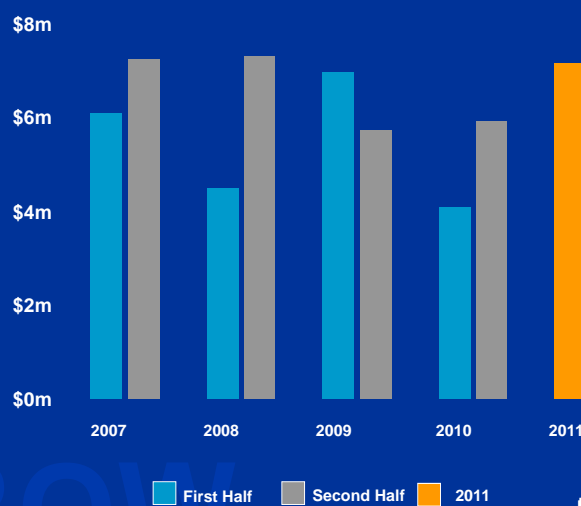


Aus/NZ Asia EMEA

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2011 Half Year Results

## Operating Cash Surplus



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## Debt Position

Debt at 30 June 2010	\$32.4m
Impact of foreign currency movements	(\$ 2.7m)
Repayments	(\$ 3.1m)
Debt at Dec 2010	\$26.6m

Cash at Dec 2010	\$18.1m
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Net Debt	\$ 8.5m
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- > Average interest rate approximately 3%
- > At Dec 2010, 73% of debt and 57% of cash is held in foreign currencies

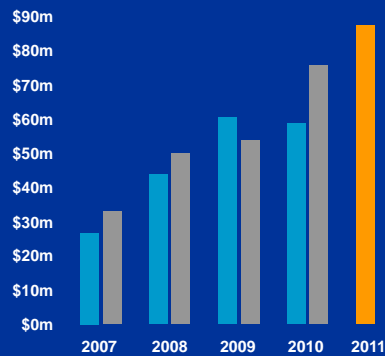
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# Managed Services

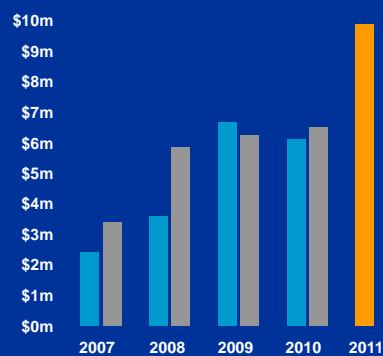
## Revenue

48% Growth on First Half Last Year  
16% Growth on Second Half Last Year



## EBITDA

61% Growth on First Half Last Half  
52% Growth on Second Half Last Year



First Half Second Half 2011

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2011 Half Year Results

# Multi Service HRO – Insights

Research shows buyers want to purchase multiple HR services from a single provider.

Mature organisations that can manage innovation and suppliers are more likely to buy bundled services

Clients are more likely to buy where a supplier relationship is strong and established

Clients lack clarity on how to assess value from bundled services

Bundled contracts tend to be longer-term than single service contracts

Some organisations buy bundled solutions to effect fast change

Bundling occurs where there is a strong and large-scale agenda or in the belief that it is more cost effective

As outsourcing matures, we are seeing new, more collaborative engagement models that enable more strategic kinds of business value

Bundling is already delivering significant value for major companies around the world

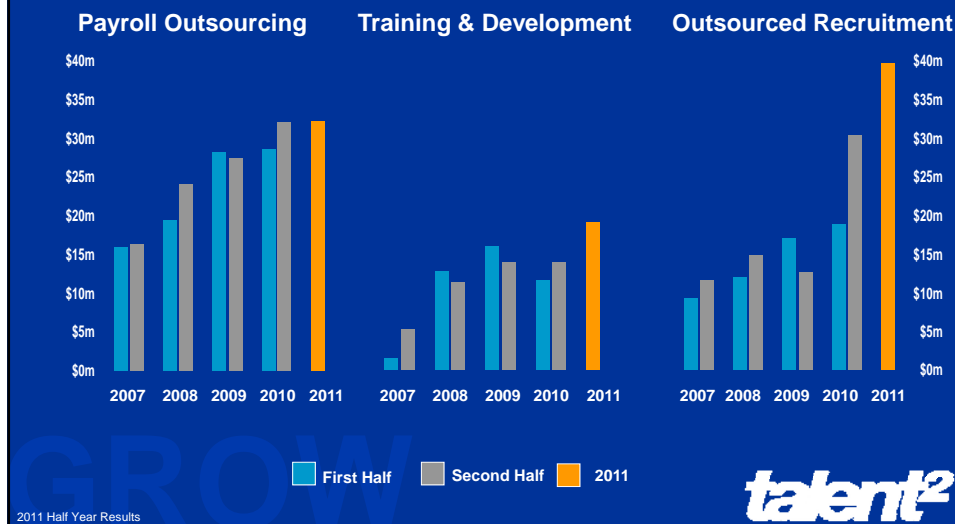
Now a \$300+ billion industry, buyers have learned to increase the value derived from the outsourcing relationship

\*Sources: Nelson Hall, ShareExpertise

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2011 Half Year Results

# Managed Services Revenue Dissected



# Managed Services Outsourced Recruitment

- > Existing clients increasing headcount requirements, additional services and locations
- > Won our first global deal through Allegis Talent2 Partnership
- > Launched MSP offering in Asia Pacific in partnership with Allegis
- > Increased focus on client satisfaction, delivering results



## Managed Services Training & Development

- > Top 5 provider of Learning Services in Australia
- > Cornerstone on Demand – 15 deals closed in the half, on track for 30 for the year
- > Launching assessment business in Asia
- > Leveraging vocational education and training business across our client base

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## Managed Services Payroll Outsourcing

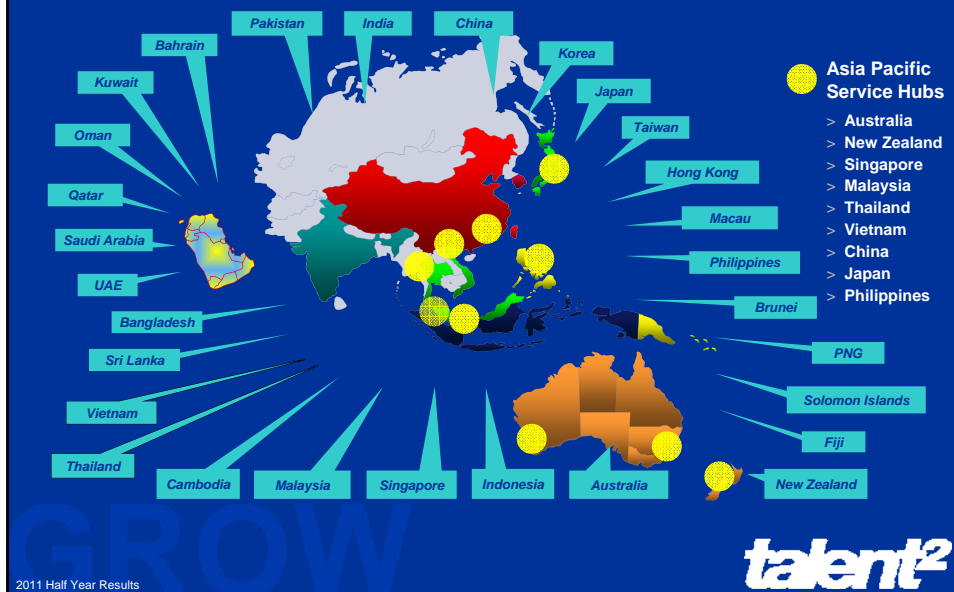
- > Global partnerships starting to deliver
- > Restructured parts of Australia/New Zealand business
- > Strong growth in SME focused businesses
- > Delays on major projects diverted focus
- > New major projects' pipelines improving
- > Payroll services now in 29 countries with addition of Middle East capability

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## Talent2 HR & Payroll Business Capability

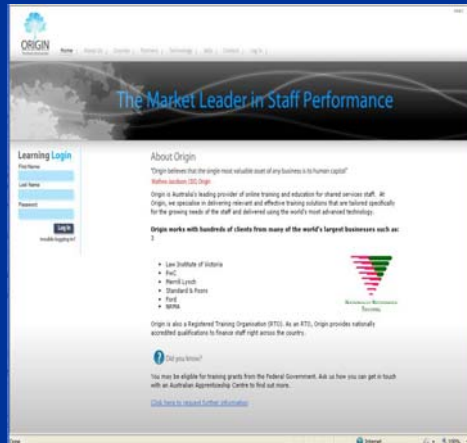


## Project Merlin

- > Low-cost Asia/Pacific payroll services solution
- > Trans-regional, multi-lingual and multi-currency
- > Local compliance – regional awareness
- > Local and consolidated reporting across regions or groups
- > Delivery is “on demand” via “cloud” technology
- > Highly secure. We have 20+ years of on-line payroll service delivery across the region.
- > Scalable – 1 to 100,000 employees across Asia/Pacific
- > Consolidates platforms – accommodates all SME payroll clients

## Acquisition – Origin HR

- > Expands course offerings
- > All training programs delivered on-line
- > Access to regional centres through franchise network
- > Driving synergistic benefits across the vocational training business



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## New Managed Services Clients

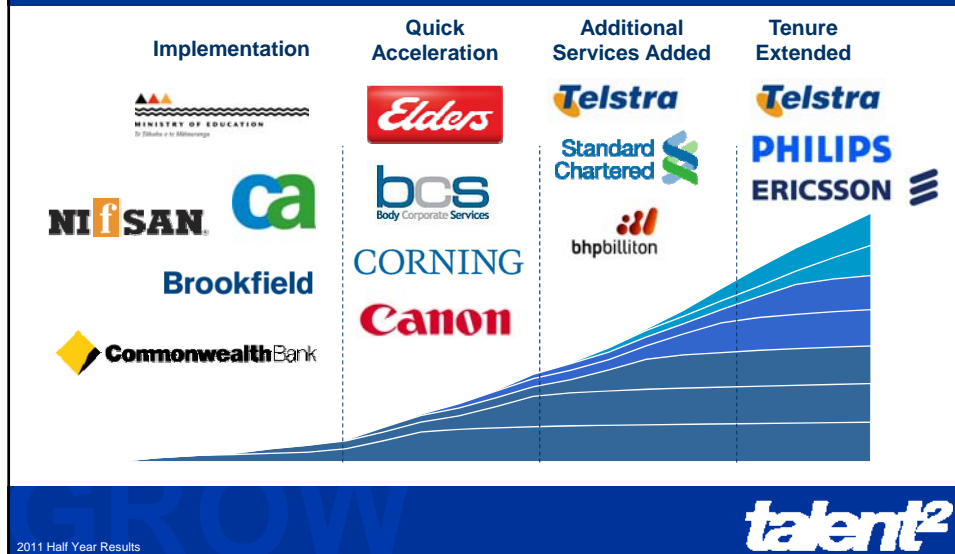


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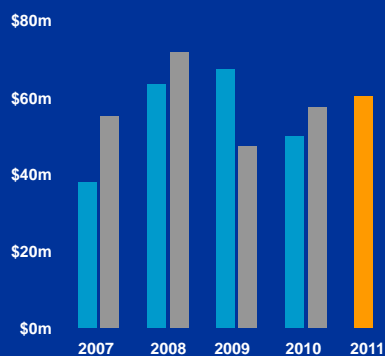
# Managed Services Patterns



# Recruitment

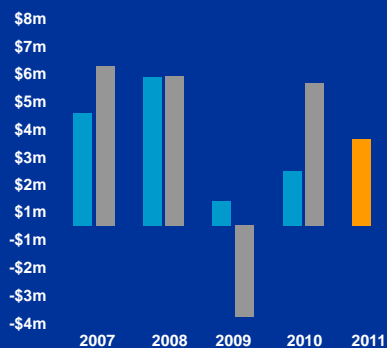
## Revenue

20% Growth on First Half Last Year  
5% Growth on Second Half Last Year



## EBITDA

58% Growth on First Half Last Half  
40% reduction on Second Half Last Year



First Half Second Half 2011

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## Recruitment

- > Employment conditions improving at varying rates by sector/market
- > Candidates increasingly confident and salaries on the rise
- > Recruiter headcount up 20% over the six months
- > Talent shortages re-appearing in key markets

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## Ready, Steady ...

- > On track for a record year
- > Strong pipelines in Asia
- > Leveraging global alliances
- > New recruitment consultants delivering
- > Further growth in Learning & Development

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