



Intelligent People Management.

ASX:IHR

HR TECH – the NEXT BIG THING

ROBERT BROMAGE, CEO

3 June 2019 – Institution and Broker Presentation

www.intellihr.com.au

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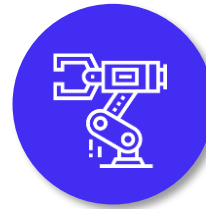
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Business is Embracing Technology

TECHNOLOGY is optimising business operations

- CRM, Sales Automation and Analytics
- Marketing Automation, Digital Tools and Analytics
- Customer Experience, Engagement and Analytics
- Finance Automation and Business Intelligence
- POS, Logistics, Supply Chain Optimisation
- Etc, Etc, Etc



Robotics



Algorithms



Artificial
Intelligence



Blockchain



Augmented
Reality



Virtual
Reality



Chat bots



Bio-metrics

HR Technology is the NEXT BIG THING

HR Technology is the NEXT BIG THING



WHY are Businesses seeing HR TECH as the NEXT BIG THING?

- People costs are one of their biggest costs
- People are their most valuable asset – succeed and fail based on people
- Businesses need better tools to help them **ATTRACT**, better **MANAGE** and **RETAIN** the best people

"In 2019, CEO's are most concerned about Talent and a Recession. Globally, across all regions, CEOs rank attracting and retaining top talent as their #1 internal concern."

The Conference Board C-Suite Challenge 2019™ published 17 January 2019 <https://www.conference-board.org/press/pressdetail.cfm?pressid=7650>

The Problem:

Performance is driven by PEOPLE but business does **NOT** have supporting SYSTEMS

Teams make up as much as 70% of costs – yet in the past, **system investment** thinking focused only on Sales and Marketing who invest in CRM's... or Finance and Operations who invest in ERP's. There is **no one system** supporting the needs of **PEOPLE**, which represents by far the biggest investment and opportunity for any business.

"In 2016 we rolled out intelliHR, and in 2017 we had our best financial year yet. That makes a massive statement to show how valuable an investment in people and technology can be."

Sarah Gatehouse
National Manager People & Culture, Fujitsu General Australia

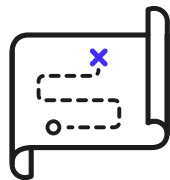


The Existing Challenges Business Face with their People



Goals

Difficult to get workers to set and have little collaboration



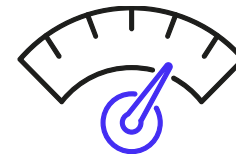
Strategy

Strategy rollouts are difficult, hard to engage teams, hard to align performance



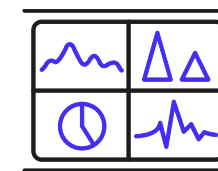
Feedback

Little feedback, not frequent, managers not completing regular 1 : 1



Performance

Little active performance monitoring, manual and inconsistent reviews



Insights

No People Data, Analytics, or Insights available for leaders, decision makers & executives



Processes

Manual and inconsistent HR Processes leading to poor employee experience

The Problem

It's COSTLY – having no system impacts **productivity**, increases **costs**, reduces **revenue**

Consider some numbers.. a 500 headcount business paying IHR **\$75,000** p.a. – just \$180 per person p.a.

ATTRITION

– a **\$15,000,000** Cost

- With a **20%** attrition rate they replace **100** people a year
- Costs can range up to 1.5 to 2 times Annual Salary. That's **\$150,000** for a \$75,000 p.a. salaried worker.
<https://intellihr.com.au/resources/employee-turnover-calculator/>
- It costs business **6 to 9** months for every new worker to perform
- The costs are **multiple times** higher if their high performers leave

LOST WORK TIME

– a **\$2,520,000** Cost

- 10 sick/ carers days (unplanned leave) per worker results in losses of **40,000** hours of capacity each year
- Up to **16,000** hours each year can be lost during an exited worker's 4 weeks notice period
- More work time equals more for sales, customers, billing, producing things etc.

HR TEAM SIZE

– **\$740** per worker/year
for 3 in HR

- From **1 per 70** ranging to 1 for every 200 to 300 for enterprise.
- Real cost of HR is best assessed per worker per year for value.

COST

The Problem

intelliHR

It's COSTLY – having no system impacts **productivity**, increases **costs**, reduces **revenue**.

and it gets worse...

First **staff** leave



then **customers**



SOLUTION

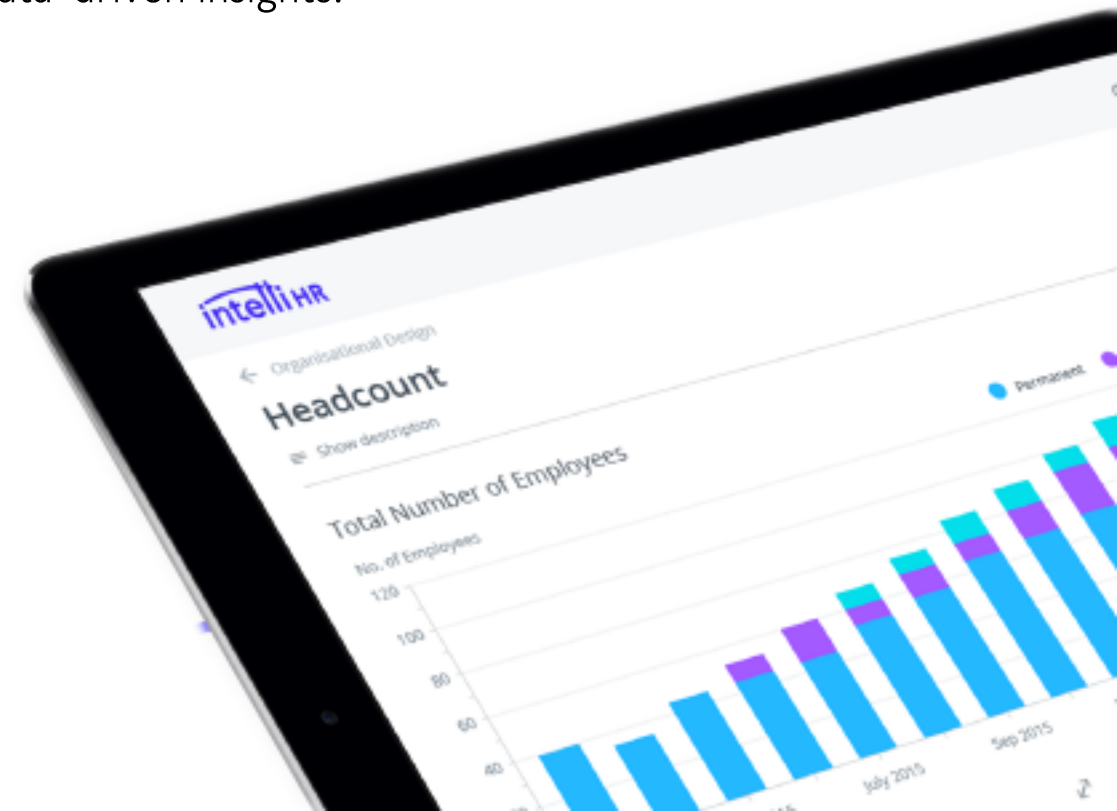
intelliHR is the Solution

intelliHR

intelliHR is an innovative, cloud-based people management platform

It allows organisations to maintain a real-time handle on performance, create a culture aligned with business strategy and contribute to strategic decision-making with data-driven insights.

- intelliHR's real-time human capital analytics and contemporary people management tools help businesses focus on key strategic initiatives for maximum financial impact
- It's a core business platform and the master data source of truth for people
- It's the essential strategic HR tool kit



SOLUTION

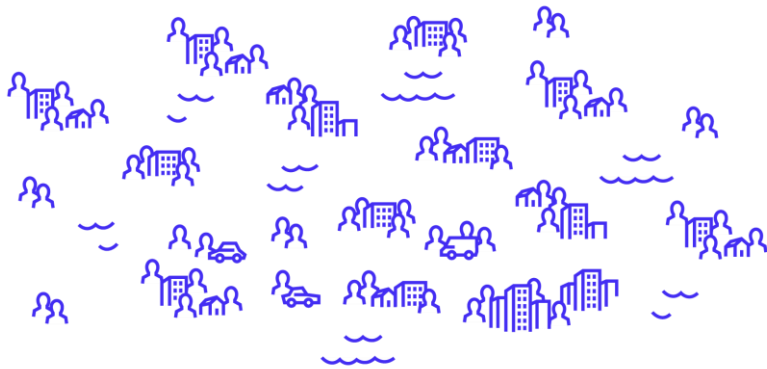
Typical Company

intelliHR

How technology changes the landscape

1

All looks calm on the surface of a typical company.



2

What's actually going on.



3

It's hard to know or control with paper, excel based systems.



4

How we fix it.



intelliHR is the Solution

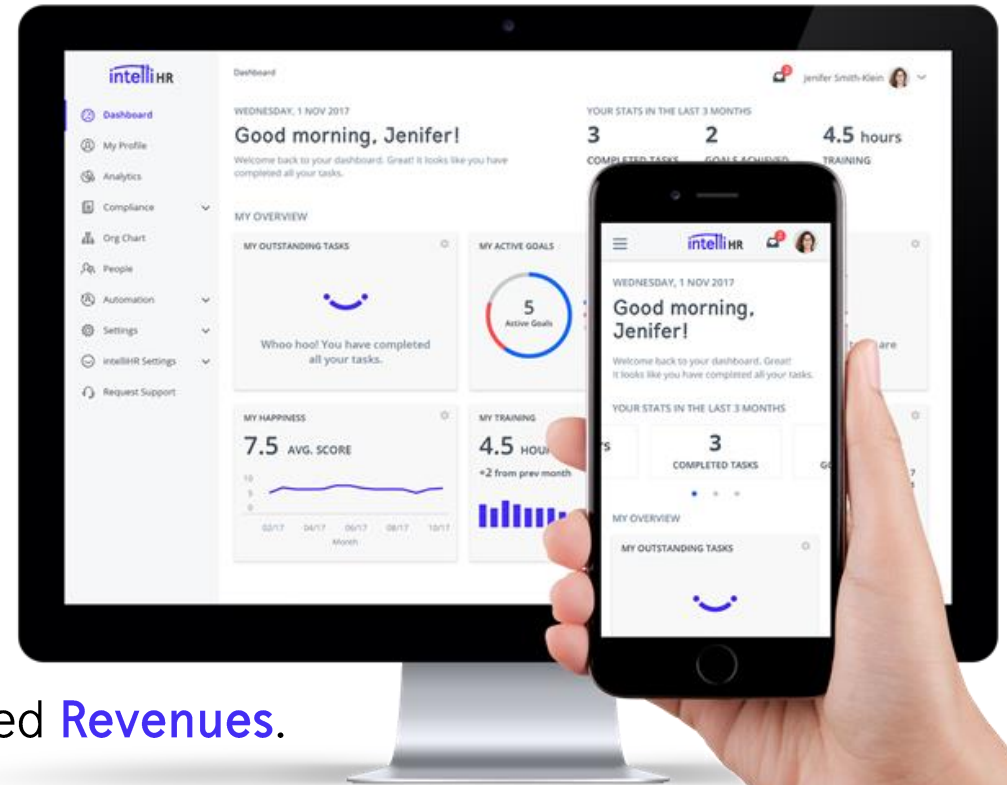


WHY customers buy intelliHR – ASX:IHR?

intelliHR delivers:

- Data Analytics – People Insights
- Performance Management Tools
- Process Automation (Paperless processes)
- Digitisation (Paperless Records)
- People Compliance Management
- Realtime People Sentiment

.....which deliver Lower **Cost**, Higher **Productivity**, Improved **Revenues**.



SOLUTION

intelliHR is the Solution

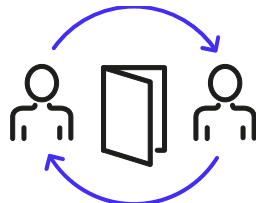


WHY customers buy intelliHR – ASX:IHR?

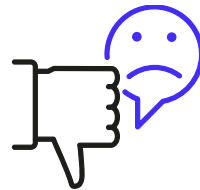
intelliHR customers invest to **FIX** these problems:



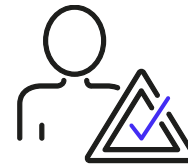
PERFORMANCE



ATTRITION



CULTURE



COMPLIANCE

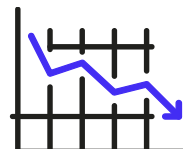
...to **GET**



PRODUCTIVITY



REVENUE



COST

PROVEN CUSTOMER RESULTS

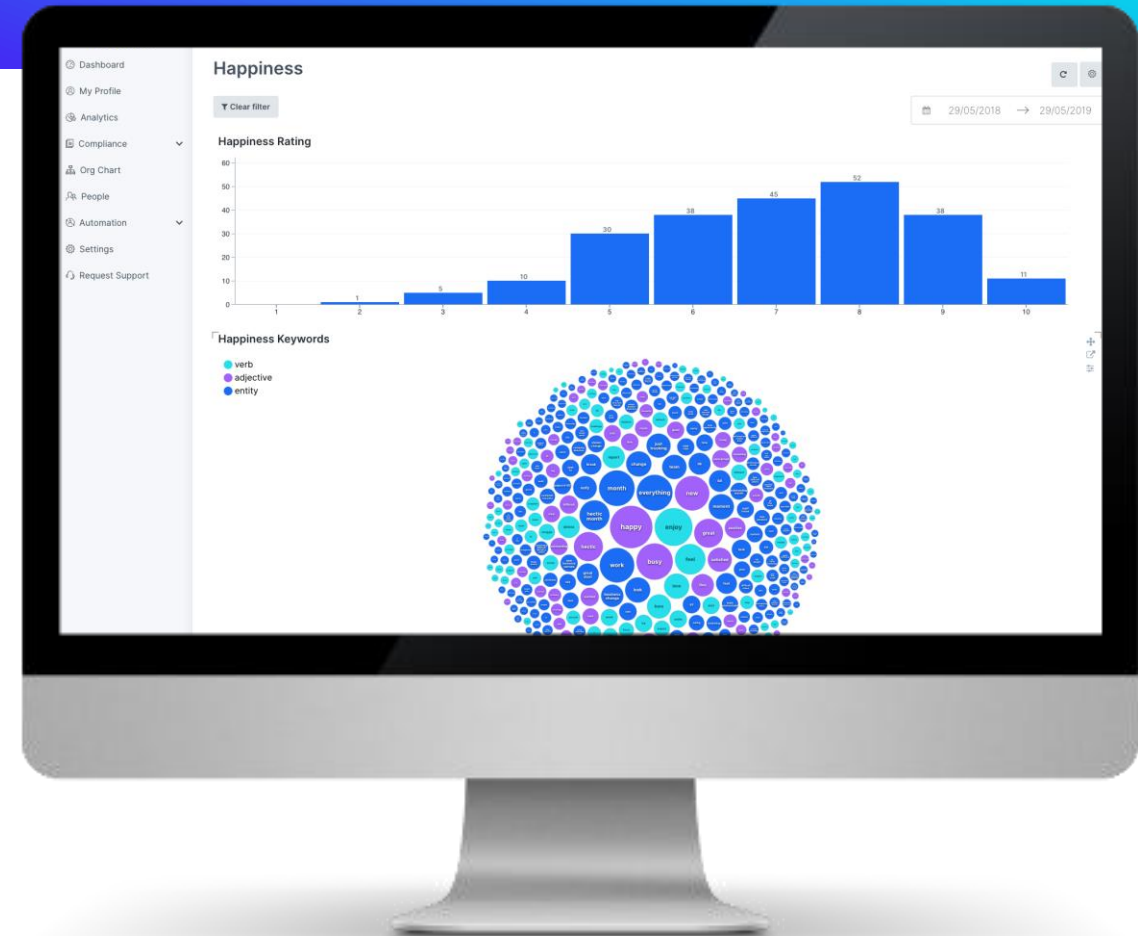
- **Increased Revenue**
"Best ever financial year yet"
- **Increased Productivity**
87% on average of goal measurements are being completed
- **Reduced Cost**
3 Hours per person saved on Onboarding
Estimated saving \$10,800 per year
- **Increased Productivity & Reduced Cost**
Attrition reduced from 31.7% to 15.2% in last 12 months. Cost saving alone estimated to be \$1.12M for their \$36K investment in intelliHR

<https://intellihr.com.au/resources/employee-turnover-calculator/>

Real-time Analytics

Enable data-driven decision making

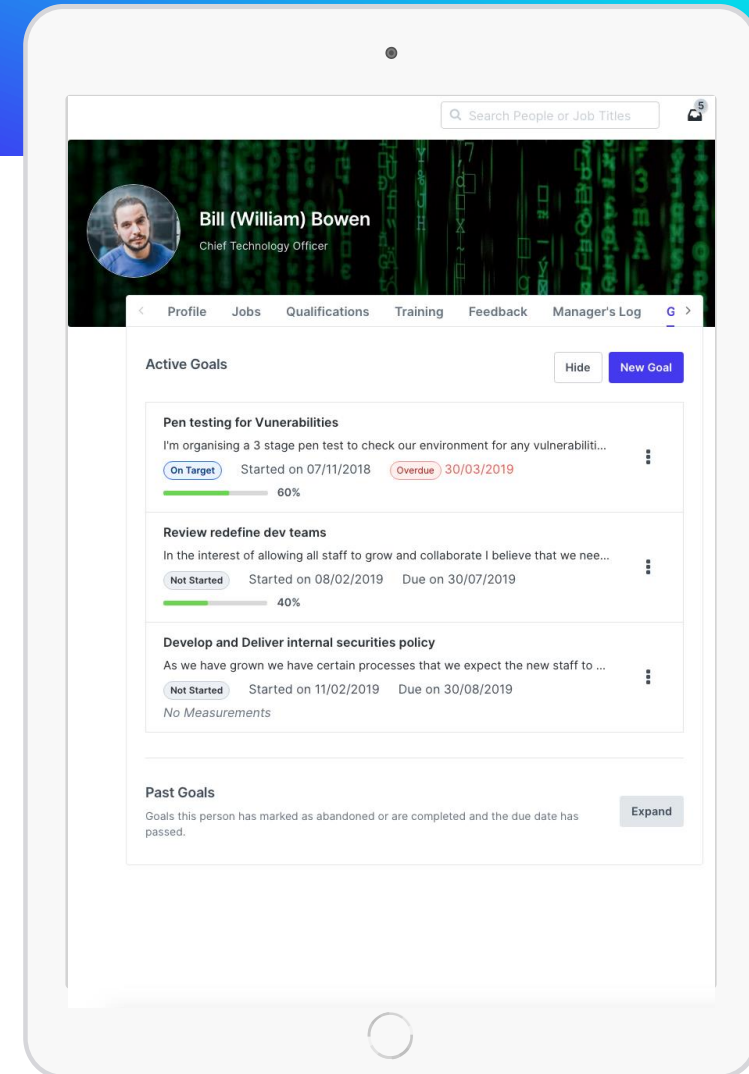
- Culture & Community
 - Are we a great place to work? What is the sentiment today and how is it trending?
- Performance and Productivity
 - Are we doing well or do we need to improve? What areas should we invest in to help us perform to our best?
- Risk and Compliance
 - What risks do I have in my business and where are they? How can I understand them so I can better manage them?
- Planning and Financial Drivers
 - Where can I optimise to maximise my return on investment in people?



Best Practice People Management Tools

Get the best out of your people

- Continuous Feedback
- Multifunctional Goals
- Performance Monitoring
- Diary Notes
- Training Needs & Development Plans
- Performance Reports & Reviews
- Performance Improvement



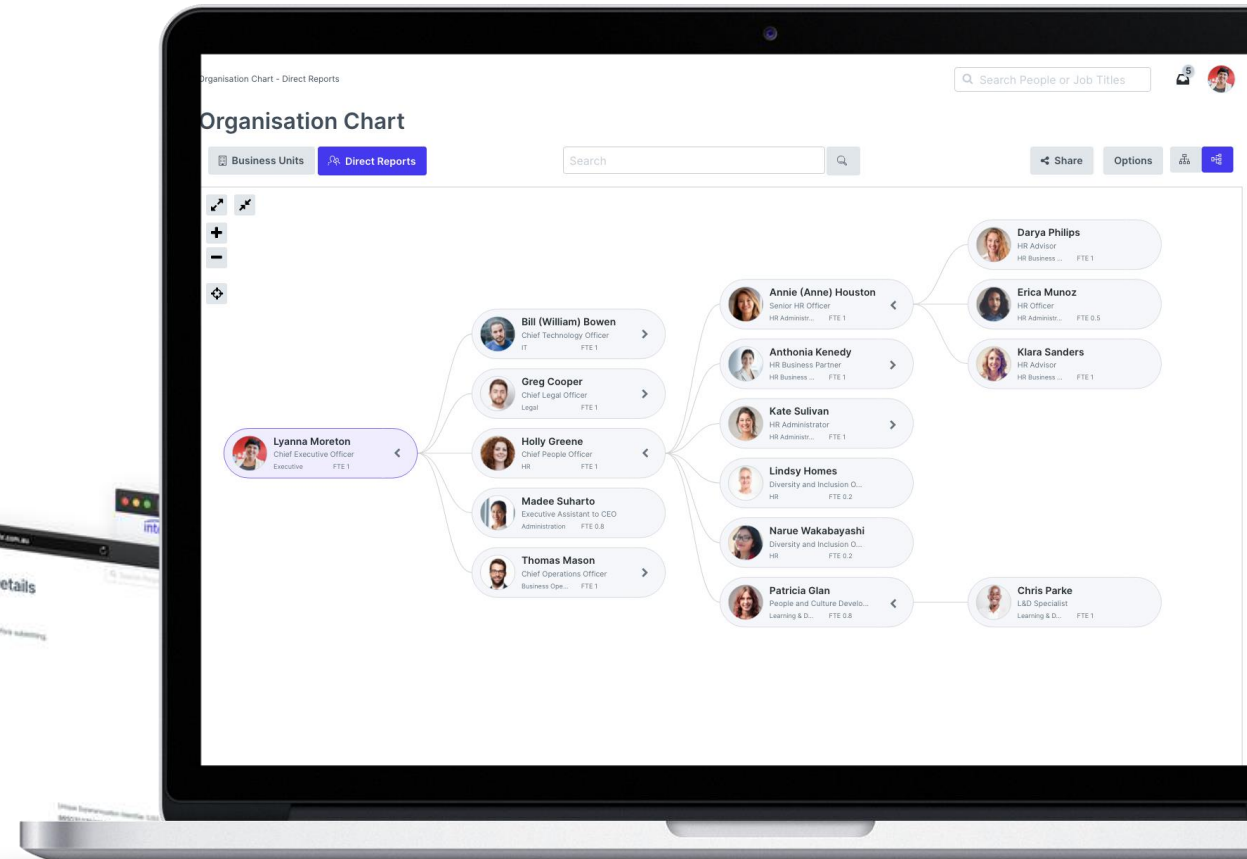
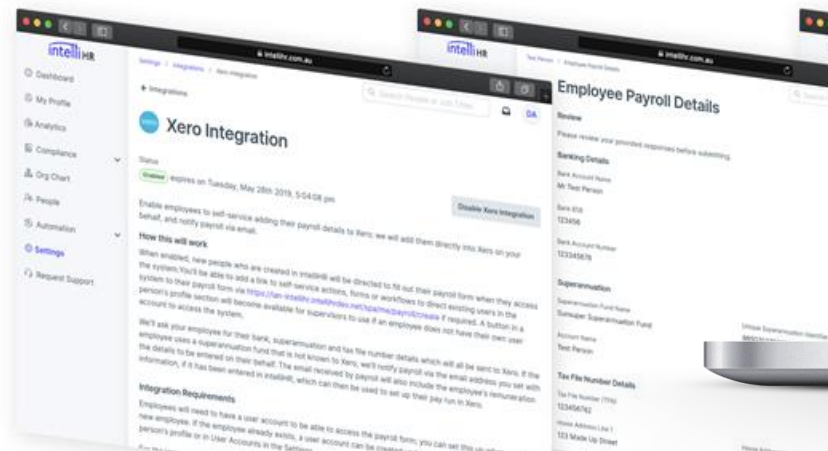
COLLABORATE

Workflow & Compliance Automation Management Tools

intelliHR

Leverage your time

- Automated Organisational Charting
- Employee Lifecycle Automation
- Task Notification & To-Do-List
- Self Service Record-Keeping & Access
- Policy Management Automation
- Self Service Qualification Compliance
- HR Compliance
- Integrations



intelliHR is the Solution



For just **\$180 pp/year** intelliHR gets a team's performance humming

intelliHR delivers digital tools to manage businesses biggest cost with precision

- Goal setting, collaboration and strategy rollout automated
- 360 Feedback from team and managers with company wide analysis
- Real-time performance summaries to keep leaders informed
- Advanced people analytics captured and visualized

intelliHR customers reduce manager burden and administration cost thanks to:

- Paper free HR processes
- Digitising all people data – better control, visibility and people insight generation
- Best practice configurable HR Automation – give teams an experience they will love

"84% of the 10,000 businesses and HR professionals surveyed by Deloitte rated employee experience as an "important" issue. And 28% called it "urgent."

2019 Deloitte Global Human Capital Trends report

.....which deliver Lower **Cost**, Higher **Productivity**, Improved **Revenues**.

Delivering HR Technology in a SaaS Platform

WHY invest in a SaaS HR Management Platform?

- Subscription Revenue
- Sticky Customers
- Cumulative Revenue Growth
- \$30 Billion Global Addressable Market
- 3.25 Billion Employees World Wide over 40% of the worlds population.

*"2019 is projected to generate massive revenue expansions in the SaaS industry. As new products enter the market at an increasing rate and adoption of the model rises, the outlook for B2B and B2C grows increasingly positive. Awareness of new technologies, combined with motivation to stay ahead of the competition, has driven previously slow movers to become fast adopters"..... **"SaaS remains an attractive investment** due to its lean cost structure and high customer lifetime values."*

<https://saasmag.com/2019-saas-industry-outlook-3/>

Delivering HR Technology in a SaaS Platform



WHY invest in intelliHR – ASX:IHR as a leading SaaS HR Management Platform?



intelliHR has a **113%** Revenue Retention Track Record

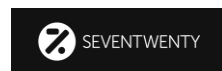
(rolling 12 months to 30 April 2019)

CUSTOMERS

Quality Customers

intelliHR

Over 55 and fast increasing high profile brands use intelliHR



MARKETPLACE

Serving High Growth Sectors

intelliHR is industry-agnostic, currently servicing and expanding into the following sectors:



PROFESSIONAL
SERVICES

Lander & Rogers
Lawyers



TECHNOLOGY

 **plantminer.com.au**
ONLINE CONSTRUCTION MARKETPLACE



FINANCIAL
SERVICES


CLAIMCENTRAL®



PUBLIC
UTILITY


contact™



ENGINEERING

 **DBM VIRCON**



MINING


BENGALLA



ALLIED
HEALTH

 **GENERATION
PHYSIO**
& ALLIED HEALTH



AGED
CARE

 **MULTICULTURAL
CARE**
Caring for diversity



NOT FOR
PROFIT


volunteering **sa&nt**



EDUCATION


ST JOHN'S ANGLICAN COLLEGE
TRUTH SERVICE COURAGE



PROPERTY
SERVICES

first 5 minutes 

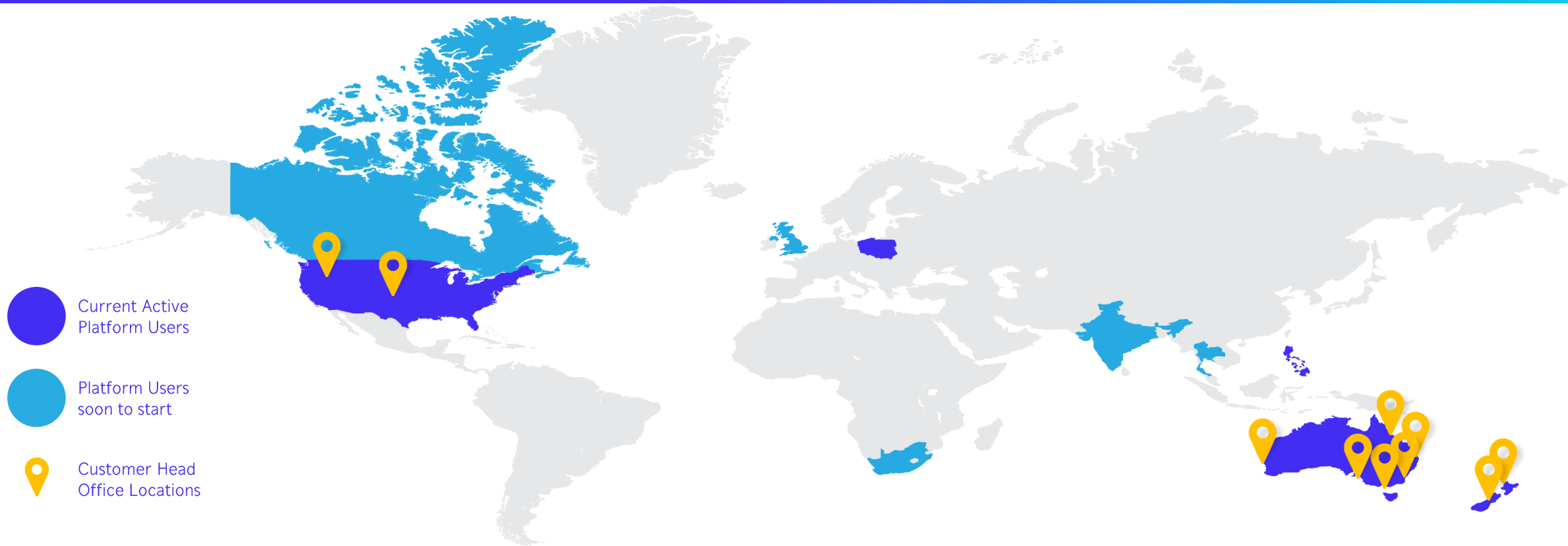


GENERAL
INDUSTRY


FUJITSU
AIR CONDITIONING

Going Global

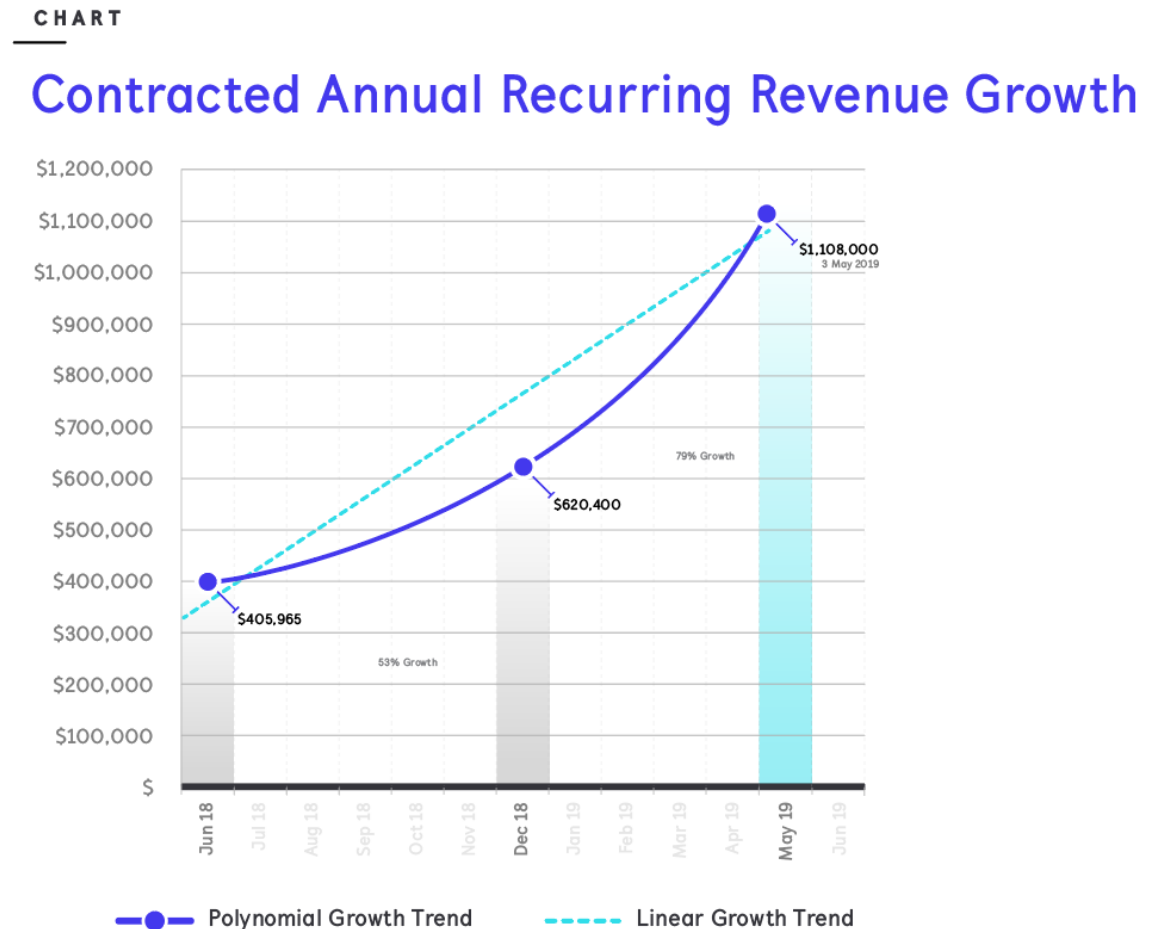
Increasing our global presence to 9 countries



According to a report by Grand View Research, Inc. the global [human resource management market](#) size is projected to attain USD 30.0 billion by 2025. Increasing need for managing widespread workforce and market growth is anticipated from the growing demand for replacing legacy systems with improved human capital management platforms.

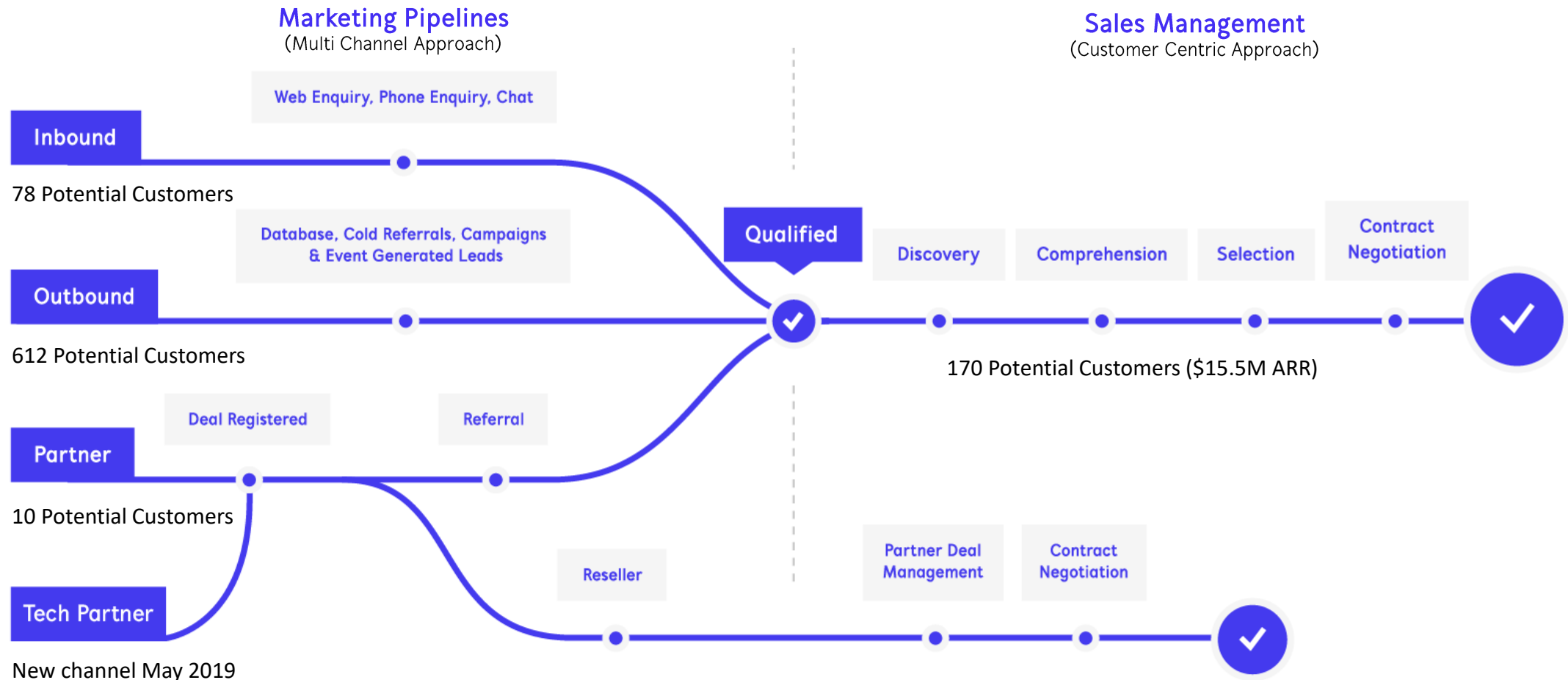
Growth Track Record

Contracted Subscribers Driving Annual Recurring Revenue Growth



Multi-Channel Sales Pipeline

As of May 2019

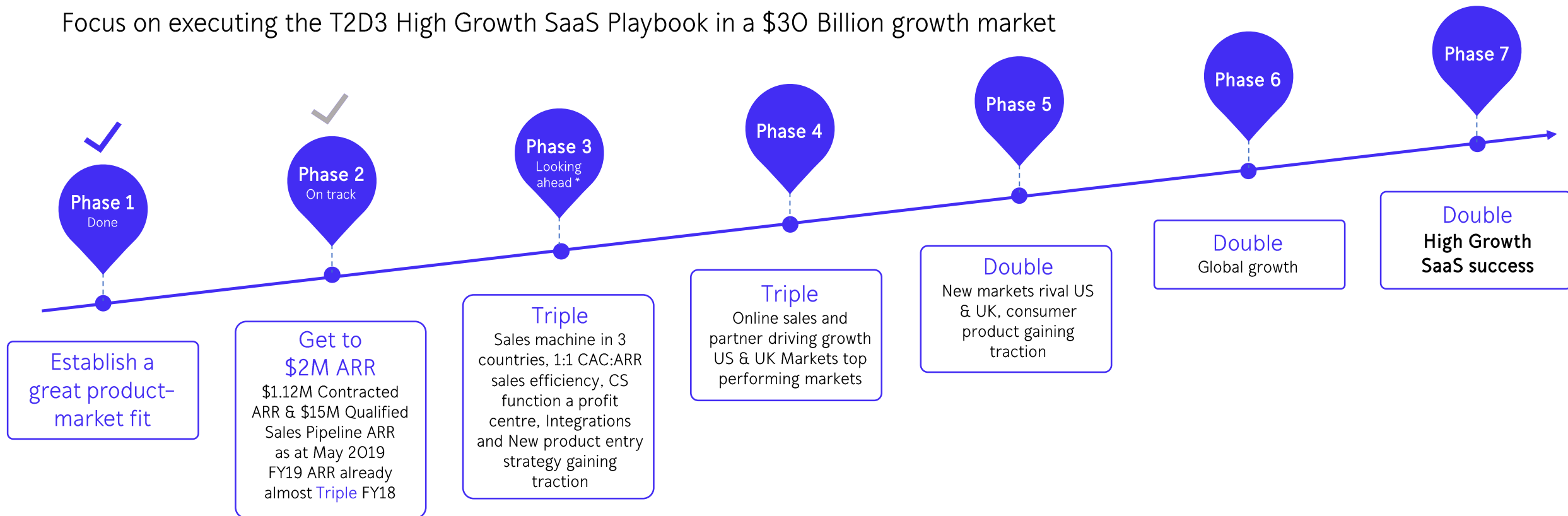


HR Technology is the NEXT BIG THING



WHY intelliHR – ASX:IHR?

Focus on executing the T2D3 High Growth SaaS Playbook in a \$30 Billion growth market



*All investments have a 6 – 9 Month Lead Time

Key SAAS Metrics Scorecard

NPS
65

(Measured May 2019)
Rated as World Class

Avg ARR
\$15534

Growing - Average
ARR 2019
\$34200 Converting
larger customers

Avg Users
112

Total On
Platform - 5542
Growing in 2019
Average Users - 208

Onboarding
\$6702

Growing 2019
Average Onboarding
Revenue

Countries
9

Servicing Countries

Lifespan
78 Months

1 Lost Customer
in Last 12 month

\$ Retention
113%

12 Month
Revenue Retention -
Negative Churn

CAC:MRR
12.5 Mths

Months to Recover
Cost of Acquisition
to MRR - 2019 YTD

CAC:LTV
6.18

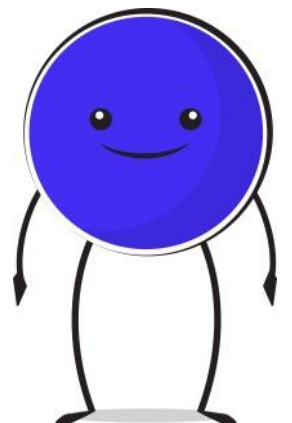
Cost of Acquisition
to Lifetime Value
2019 YTD

Total CLV
\$6,975,112

Current
Average LTV -
\$136766
Bad Debts - \$0

Market Val
\$30B

Global Market Value
of Human Resources
Management Market
projected by 2025



Overview

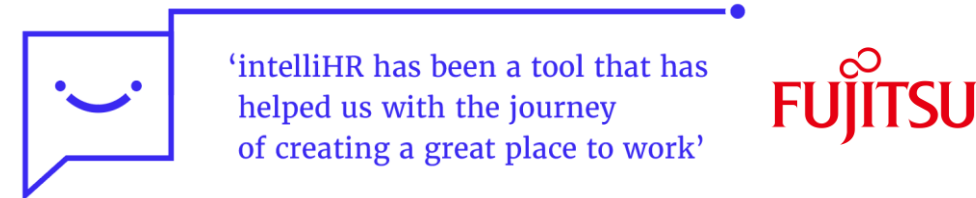
intelliHR is an Australian human resources technology business developing an analytics first software platform for a global market



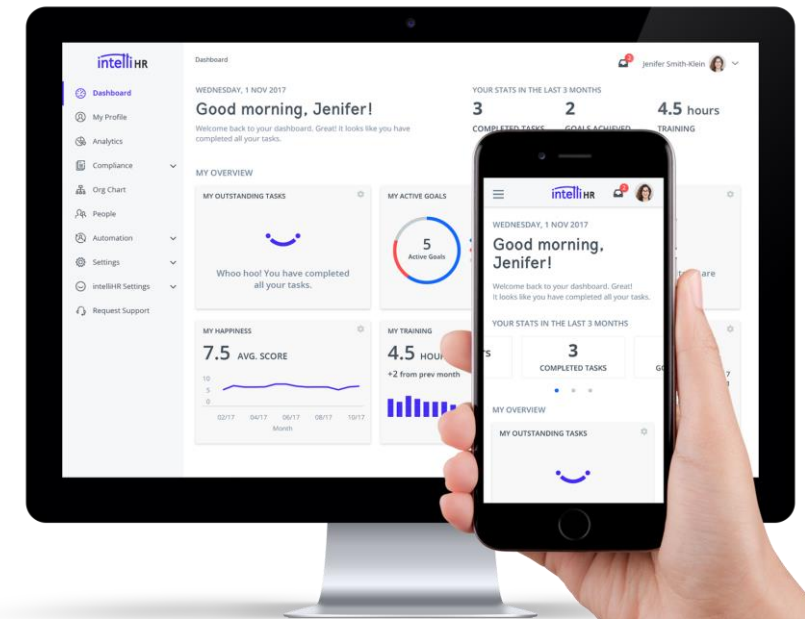
intelliHR

Sarah Gatehouse
National Manager People & Culture, Fujitsu
General Australia

- Since IPO in January 2018, full commercialisation underway, product fit achieved and now experiencing significant growth in customer acquisitions
- Software-as-a-Service business model – fast growing recurring revenues in 2019 and exponential growth potential through a continued focus on scale
- Future of Work tooling for business. Automates manual HR, people management and compliance processes
- People Data Insights... Real-time, cloud-based, self service, opinionated people management and data analytics
- Delivers intelligence augmentation – natural language processing with predictive sentiment analysis and keyword analysis. Current R&D in predictive flight risk, predictive personality and natural language generation for insight delivery
- Providing professionals and business leaders with essential tools with organisational data to make strategic decisions
- Cutting edge technology rivalling global incumbents, scalable to a global market and industry agnostic

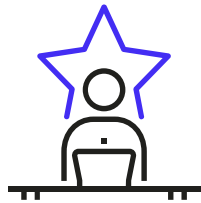


FUJITSU



Great People Management

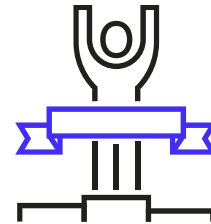
Delivers employees who are engaged



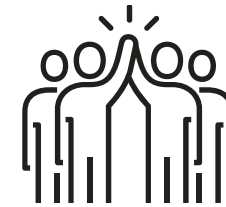
ALIGNED TO
COMPANY
GOALS/STRATEGIES



ENJOY THEIR
WORK



PERFORM
BETTER



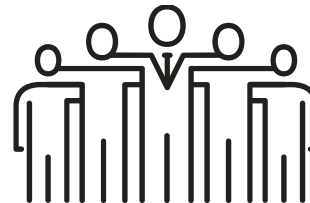
ARE
ENTHUSIASTIC



ENJOY BETTER
MENTAL HEALTH



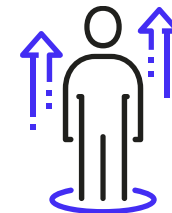
SHOW LOWER
ABSENTEEISM



ARE MORE
INCLUSIVE



ARE
LOYAL



ARE MORE
SELF-SUFFICIENT



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