

ACQUISITION OF 1-PAGE INC.

InterMet Resources Limited (ITT)
INVESTOR PRESENTATION
APRIL 2014

1-Page  Ideas Simply Delivered


InterMet
RESOURCES

DISCLAIMER

Some of the information contained in this presentation contains “forward – looking statements” which may not directly or exclusively relate to the historical facts. These forward looking statements reflect ITT’s and 1-Page’s current intentions, plans, expectations, assumptions and beliefs about future events and are subject to risks, uncertainties and other factors, many of which are outside the control of ITT or 1-Page.

Important factors that could cause actual results to differ materially from the expectations expressed or implied in the forward-looking statements include known and unknown risks. Because actual results could differ materially from ITT’s and 1-Page’s current intentions, plans, expectations, assumptions and beliefs about the future, you are urged to view all forward-looking statements contained herein with caution.

1-PAGE BACKGROUND

- Founded in Silicon Valley in 2011
- Concept developed from the New York Times All-time best seller “The 1-Page Proposal” written by 1-Page Chairman, Patrick Riley
- Over \$3M invested to date by major US Venture Capital firms to develop and complete technology and software
- US product launch in January 2013 with global clients currently including First Republic Bank, BevMo!, Daikin McQuay and others

WHY ASX?

- Australian listing provides a platform for rapid expansion into Asian markets
- Public company status provides transparency and security for future clients (global corporations)
- ASX listing allows for reduced hurdles in dual listing target on the NASDAQ



1-Page

Ideas Simply Delivered

NEXT GENERATION HUMAN RESOURCES SOLUTION

Revolutionizing the Talent Acquisition Process

RESUME-BASED RECRUITING IS DEAD



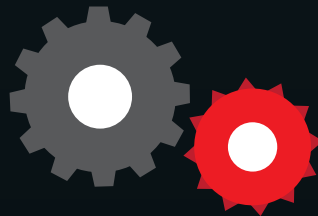
Too Many Resumes

6.8B resumes (75% unqualified) sent for 57M jobs*



The Wrong Content is Transmitted

Resumes only look back & lack solutions & ideas about the future



Companies Lack the Technology to Make the Right Hiring Decision

*LinkedIn & Berstein

1-PAGE IS THE SOLUTION



Fast.

Reduces time to hire from **13 weeks to 4 weeks**



Effective.

Improves retention by up to **70%**



Economical.

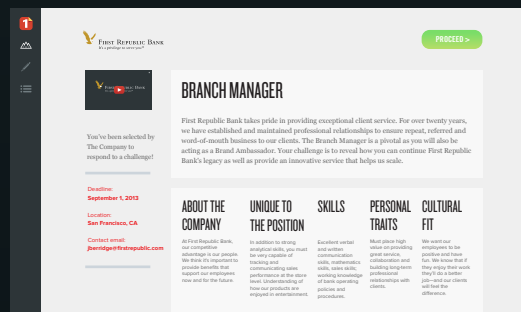
Decreases cost-per-hire by up to **75%**

*numbers based on case study conducted by 1-Page in 2013

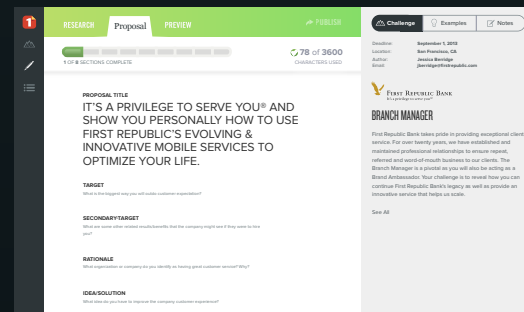
THE 1-PAGE PLATFORM



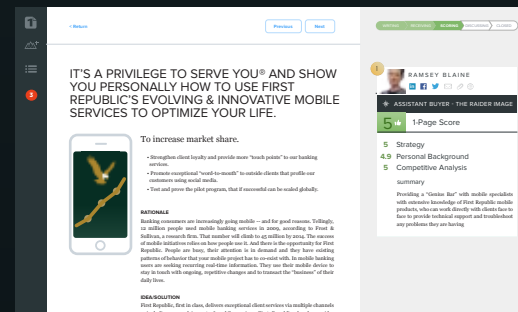
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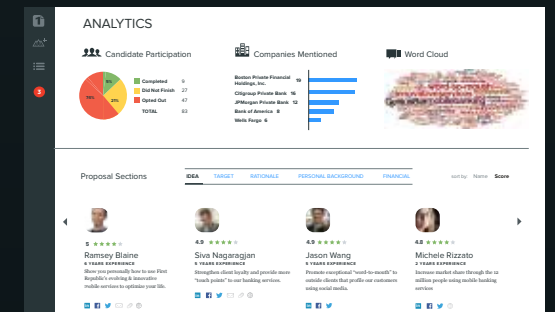
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3



4



Challenge Created & Delivered

Candidates complete challenge

Challenge Scored & Analyzed

Top Talent Identified

Customized for each enterprise

Each job-applicant submits a customized task

Computer Algorithm screens challenge responses

Ranking of top candidates based on completed challenge

Manual Scoring Option

1 CHALLENGE CREATED & DELIVERED



1



PROCEED >



You've been selected by
The Company to
respond to a challenge!

Deadline:
September 1, 2013

Location:
San Francisco, CA

Contact email:
jberridge@firstrepublic.com

BRANCH MANAGER

First Republic Bank takes pride in providing exceptional client service. For over twenty years, we have established and maintained professional relationships to ensure repeat, referred and word-of-mouth business to our clients. The Branch Manager is a pivotal as you will also be acting as a Brand Ambassador. Your challenge is to reveal how you can continue First Republic Bank's legacy as well as provide an innovative service that helps us scale.

ABOUT THE COMPANY

At First Republic Bank, our competitive advantage is our people. We think it's important to provide benefits that support our employees now and for the future.

UNIQUE TO THE POSITION

In addition to strong analytical skills, you must be very capable of tracking and communicating sales performance at the store level. Understanding of how our products are enjoyed in entertainment.

SKILLS

Excellent verbal and written communication skills, mathematics skills, sales skills; working knowledge of bank operating policies and procedures.

PERSONAL TRAITS

Must place high value on providing great service, collaboration and building long-term professional relationships with clients.

CULTURAL FIT

We want our employees to be positive and have fun. We know that if they enjoy their work they'll do a better job—and our clients will feel the difference.

**Turn Job-Descriptions into Real-time Challenges
based on business needs and strategic objectives of the role**

2 CANDIDATES COMPLETE JOB PROPOSALS



1

RESEARCH Proposal PREVIEW PUBLISH

1 OF 8 SECTIONS COMPLETE 78 of 3600 CHARACTERS USED

PROPOSAL TITLE
IT'S A PRIVILEGE TO SERVE YOU® AND SHOW YOU PERSONALLY HOW TO USE FIRST REPUBLIC'S EVOLVING & INNOVATIVE MOBILE SERVICES TO OPTIMIZE YOUR LIFE.

TARGET
What is the biggest way you will outdo customer expectation?

SECONDARY-TARGET
What are some other related results/benefits that the company might see if they were to hire you?

RATIONALE
What organization or company do you identify as having great customer service? Why?

IDEA/SOLUTION
What idea do you have to improve the company customer experience?

Challenge Examples Notes

Deadline: September 1, 2013
Location: San Francisco, CA
Author: Jessica Berridge
Email: jberridge@firstrepublic.com

FIRST REPUBLIC BANK
It's a privilege to serve you™

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See All

Gamify hiring, engaging candidates to solve your business challenge with a winning 1-Page Job Proposal

3

TRACK CANDIDATE PROGRESS



4 COMPLETE

| Name | Progress | Score | Share | Invite | pdf |
|--|----------------------------------|-------|-------|--------|-----|
| <input type="checkbox"/> Sarah Pulver | <div style="width: 100%;"></div> | 5 | Share | Invite | pdf |
| <input type="checkbox"/> Lindsey Ashlock | <div style="width: 100%;"></div> | 4.9 | Share | Invite | pdf |
| <input type="checkbox"/> Lars Olson | <div style="width: 100%;"></div> | 4.7 | Share | Invite | pdf |
| <input type="checkbox"/> Marni Larwrence | <div style="width: 100%;"></div> | 4.7 | Share | Invite | pdf |

15 IN PROGRESS

| CANDIDATES | PROGRESS | DEADLINE | NUDGE |
|---|---------------------------------|----------|--------|
| <input type="checkbox"/> Chad Hamilton | <div style="width: 80%;"></div> | March 13 | Remind |
| <input type="checkbox"/> Timothy Wholtman | <div style="width: 80%;"></div> | March 13 | Remind |
| <input type="checkbox"/> Kirti Miguti | <div style="width: 80%;"></div> | March 16 | Remind |
| <input type="checkbox"/> Sarah Pulver | <div style="width: 80%;"></div> | March 16 | Remind |
| <input type="checkbox"/> Lindsey Ashlock | <div style="width: 60%;"></div> | March 16 | Remind |
| <input type="checkbox"/> Scott Kolbo | <div style="width: 60%;"></div> | March 17 | Remind |
| <input type="checkbox"/> Dan Keberle | <div style="width: 60%;"></div> | March 17 | Remind |
| <input type="checkbox"/> Norman Dea | <div style="width: 60%;"></div> | March 17 | Remind |
| <input type="checkbox"/> Tim Walsh | <div style="width: 60%;"></div> | March 17 | Remind |
| <input type="checkbox"/> Jon Vanden Bosch | <div style="width: 60%;"></div> | March 17 | Remind |

7 NOT YET LOGGED IN

4 READING CHALLENGE

4 WRITING

WRITING RECEIVING SCORING DISCUSSING CLOSED

PROJECT DETAILS +


STAKEHOLDERS +

CANDIDATES +

Real-time candidate progress reports dashboard with automatic re-invite capability

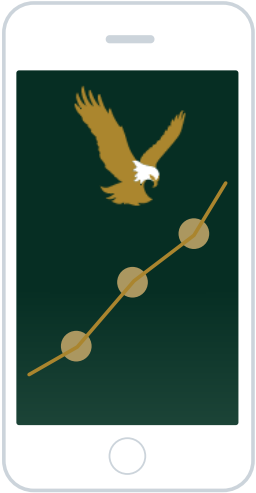
4 PROPOSALS AUTOSCORED & ANALYZED





[Return](#) [Previous](#) [Next](#)

IT'S A PRIVILEGE TO SERVE YOU® AND SHOW YOU PERSONALLY HOW TO USE FIRST REPUBLIC'S EVOLVING & INNOVATIVE MOBILE SERVICES TO OPTIMIZE YOUR LIFE.



To increase market share.


- Strengthen client loyalty and provide more “touch points” to our banking services.
- Promote exceptional “word-to-mouth” to outside clients that profile our customers using social media.
- Test and prove the pilot program, that if successful can be scaled globally.

Banking consumers are increasingly going mobile -- and for good reasons. Tellingly, 12 million people used mobile banking services in 2009, according to Frost & Sullivan, a research firm. That number will climb to 45 million by 2014. The success of mobile initiatives relies on how people use it. And there is the opportunity for First Republic. People are busy, their attention is in demand and they have existing patterns of behavior that your mobile project has to co-exist with. In mobile banking users are seeking recurring real-time information. They use their mobile device to stay in touch with ongoing, repetitive changes and to transact the “business” of their daily lives.

First Republic, first in class, delivers exceptional client services via multiple channels – including an evolving set of mobile services. First Republic already provides innovative services that are nimble and creative. Providing a “Genius Bar” with mobile specialists with extensive knowledge of First Republic mobile products, who

1

WRITING RECEIVING **SCORING** DISCUSSING CLOSED



ASSISTANT BUYER - THE RAIDER IMAGE

5 1-Page Score

- 5** Strategy
- 4.9** Personal Background
- 5** Competitive Analysis

summary

Providing a “Genius Bar” with mobile specialists with extensive knowledge of First Republic mobile products, who can work directly with clients face to face to provide technical support and troubleshoot any problems they are having

Crowdsource innovation, access real-time prescriptive data, and build a more effective candidate pipeline

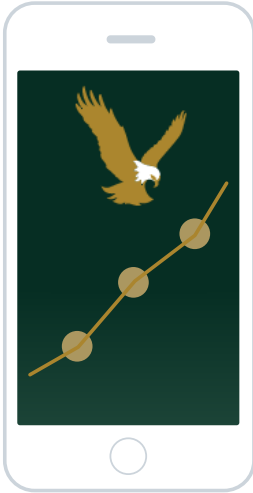
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MANUAL SCORING: PROPOSALS SCORED & ANALYZED BY TEAM



< Return Previous Next

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WRITING REceiving SCORING DISCUSSING CLOSED

 **RAMSEY BLAINE**
[in](#) [f](#) [t](#) [✉](#) [🔗](#) [🌐](#)

NOTE FROM CANDIDATE:
“I love answering Challenges this way, and I want to think hard about more challenges in the future. Thanks for the fantastic opportunity.”

5 ★★★★★
Avg. of 3 Reviews

2 **Evan W. & Amy B.**
recommend this candidate

3 REVIEWS Hide

Evan Wittenberg ★★★★★
Let's be sure to discuss more with Cohn, his ideas & experience are solid.

CANDIDATE'S...

| | |
|--------------------|-------|
| Strength of Idea | ★★★★★ |
| Ability to Execute | ★★★★★ |
| Drive to Execute | ★★★★★ |

FIT FOR...

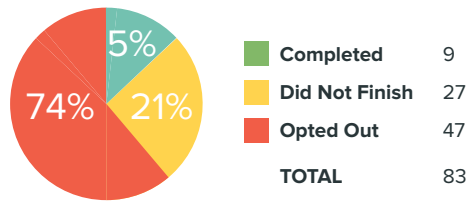
| | |
|---------------|-------|
| This Position | ★★★★★ |
| Our Company | ★★★★★ |

[SEE LESS](#)

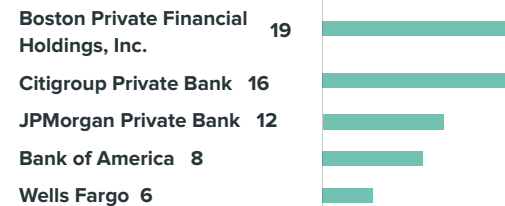
Collaborate with all the stakeholders involved in the hiring process to score and rank candidates' proposals

ANALYTICS

Candidate Participation



Companies Mentioned



Word Cloud



Proposal Sections

[IDEA](#)
[TARGET](#)
[RATIONALE](#)
[PERSONAL BACKGROUND](#)
[FINANCIAL](#)

sort by: Name Score



5 ★★★★★

Ramsey Blaine

6 YEARS EXPERIENCE

Show you personally how to use First Republic's evolving & innovative mobile services to optimize your life.



4.9 ★★★★★

Siva Nagaragjan

5 YEARS EXPERIENCE

Strengthen client loyalty and provide more "touch points" to our banking services.



4.9 ★★★★★

Jason Wang

5 YEARS EXPERIENCE

Promote exceptional "word-to-mouth" to outside clients that profile our customers using social media.



4.8 ★★★★★

Michele Rizzato

2 YEARS EXPERIENCE

Increase market share through the 12 million people using mobile banking services



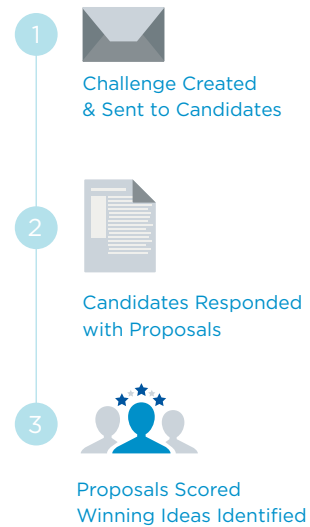
Leverage 1-Page's patented algorithms and Natural Language Processing technologies to automatically identify the top proposals

7 LEVERAGE THE POWER OF 1-PAGE DATA

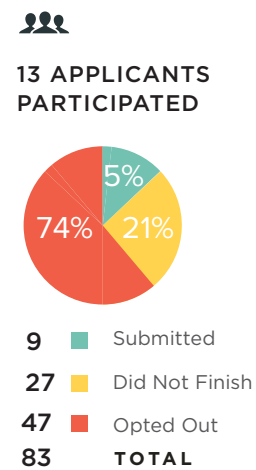


1-PAGE EXECUTIVE SUMMARY

THE PROCESS



THE CHALLENGE First Republic Bank takes pride in providing exceptional client service. For over twenty years, we have established and maintained professional relationships to ensure repeat, referred and word-of-mouth business to our clients. The Branch Manager is a pivotal as you will also be acting as a Brand Ambassador. Your challenge is to reveal how you can continue First Republic Bank's legacy as well as provide an innovative service that helps us scale.



APPLICANT RANKING

- 5 **1. Ramsey Blaine** Show you personally how to use First Republic's evolving & innovative mobile services to optimize your life.
- 5 **2. Lawrence Green** Strengthen client loyalty and provide more "touch points" to our banking services.

WINNING PROPOSALS

- 1 **RAMSEY BLAINE**
Providing a "Genius Bar" with mobile specialists with extensive knowledge of First Republic mobile products, who...

Aggregate all proposal data & identify trends to assess competition, partners & forward-thinking innovation

1-PAGE CLIENTS



AS SEEN IN

Entrepreneur:

"Engaging candidates to solve companies' challenges enables businesses to crowd-source ideas and innovation and accessing prescriptive data for enhanced strategic decision- making."

Forbes

"1-Page technology helps both side of the job market: it gives candidates a tool to pitch their value to the company, and it helps managers engaging and screening candidates beyond the resume"

Mashable

"This Resume Alternative Could Land You Your Dream Job... Instead of sorting through hundreds of resumes figuring out how best to fill a role based on previous experience or work, candidates place themselves with a proposal – and solve an problem for the company as a whole."

Linked

"1-Page allows you to develop your own proposal as a vehicle to let organizations know exactly what you bring to the table. The platform has the capability to help you communicate your skill set and your creative solutions to specific problems.."

RECENT AWARDS

Selected as 1 of the 150 world's most disruptive tech startups

Websummit 2013

Winner: Venture Capitalist Award for "Next Billion Dollar Company"

SYNC2013 by Pingwest

Winner: #1 Woman-Led Startup

CrowdfundX 2013

Winner: Selected Member of OrangeFab2014

OrangeFab2014

Finalist: iTalent competition at the HRO Today Forum (Philadelphia May 5-7 2014)

HRO Forum 2014

U.S. RECRUITMENT MARKET

Worth \$190B in 2013



Workforce

112M 

employed by 4.9M companies ^{*1}



Employee Turnover

51M 

45% of employees
Leave the company every year ^{*2}



New Hires

54M 

\$190 Billion Market ^{*3}

1. Business Dynamics Statistics, United States Census Bureau (<http://www.census.gov/>)

2. Job Openings And Labor Turnover – January 2014, Bureau of Labor Statistics, U.S. DEPARTMENT OF LABOR (<http://www.bls.gov>)

3. Karen O'Leonard, The Talent Acquisition Factbook®2011, the Bersin & Associates Research Library.

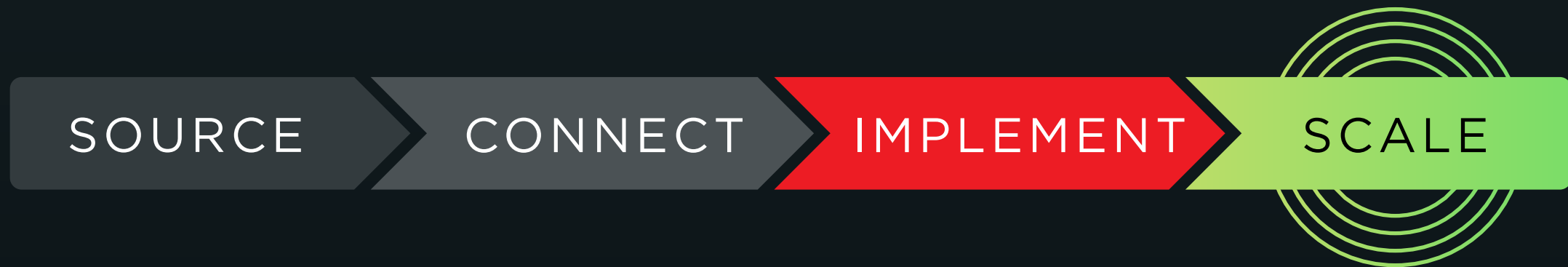
1-PAGE PRICING

Recurring Monthly Revenue Model

| SMALL BUSINESS (Under 100 Employees) | MEDIUM BUSINESS (100–500 Employees) | LARGE BUSINESS (500–1,000 Employees) | ENTERPRISE (1,000+ Employees) |
|--|--|---|---|
| Estimated Monthly Invoice: \$100 - \$2,000 PER MONTH | Estimated Monthly Invoice: \$2,000 - \$5,000 PER MONTH | Estimated Monthly Invoice: \$5,000 - \$10,000 PER MONTH | Estimated Monthly Invoice: \$10,000 - \$20,000+ PER MONTH |
| No. of US Companies in Segment: 4,800,000+ | No. of US Companies in Segment: 90,000+ | No. of US Companies in Segment: 9,000+ | No. of US Companies in Segment: 9,000+ |

(based on monthly service fee and fee per candidate proposal completed)

1-PAGE SALES PROCESS



Inside Sales team scours the market to set up meetings with decision-makers at target accounts.

Sales Executives convert targets into accounts by connecting with these decision-makers and building long lasting relationships.

Sales Executives and **Customer Success team** work with new account to integrate 1-Page platform into current workflow.

Customer Success team unlocks the account by training and evangelizing 1-Page usage throughout all various departments and regions.

LEADERSHIP: SAN FRANCISCO BASED MANAGEMENT TEAM



Joanna Weidenmiller

CEO & CO-FOUNDER

Nominated Female Entrepreneur of the Year 2012.
Built and sold **Performance Advertising**.
Co-founder **360Fashion** Network -
scaled to 10 million users.
FBI, University of Virginia.



Pat Riley

CHAIRMAN & CO-FOUNDER

Author of NYT All-Time Best Seller,
The 1-Page Proposal.
President of **Bandai North America**
Senior National Consultant to **Fuji Film**.



Jeff Mills

CHIEF REVENUE OFFICER

Sales Development at **Yahoo!**, **Yahoo! Sports**, **Yahoo! Shopping**
Director of sales at **Kayak/SideStep, Inc.**
Senior Director of West Coast Sales at **Gaia Interactive**
VP of Sales and Enterprise Solutions at **Fixya.com**
VP of Sales and Partnerships at **Criteo**
VP of Strategic Partnerships at **Sojern**
Chief Revenue Officer at **Gengo**
Board of Advisors at **Orange Fab**



Aditi Swamy

HEAD OF PRODUCT

IBM Excellence award.
Hult MBA Global Innovation Award.
Shell Star International award winner.



Rocco Sannelli

HEAD OF MARKETING

P&G, Brand and Product Marketing,
IBM, Gamification in Retail Banking
SAP, Gamification applied to UI improvement
MBA, Hult International Business School



Peter Hatch

UI/UX DESIGNER

2013 SXSW UX #1 Design award.
Best Apps Market, **AT&T**, **American Airlines**

BOARD MEMBERS & ADVISORS



Board



Joanna Weidenmiller
CEO (Performance Adv., FBI
Hubert Burda Media)



Patrick Riley
Chairman (Bandai, FUJI)



Rusty Rueff
BOD Glassdoor, BOD HireVue
and EVP of HR Electronic Arts



Jon Soberg
Managing Director
at Blumberg Capital

Investors



TMT INVESTMENTS



Western Technology Investment



ACQUISITION TERMS

- \$50,000 option fee for exclusive 30 day to buy 1-Page
- Issue of 50M (post consolidation) shares in ITT to major shareholders
- Issue of 15M (post consolidation) performance rights based on milestones:
 - 5m rights upon A\$2M revenue over a 6 month reporting period within 2 years
 - 5m rights upon ITT trading more than \$0.50 based on a 20 day VWAP
 - 5m rights upon EBIT of A\$2.5M over a 6 month reporting period within 3 years
- Mrs. Joanna Weidenmiller entering into an executive services agreement for at least two (2) years
- Completion of a board restructure – 2 new 1-Page nominated directors. Total of 4 directors.

INDICATIVE CAPITAL STRUCTURE

The following illustrates the change in InterMet's capital structure following the 1-Page acquisition and fund raising placement (pre – consolidation)

| ITT CAPITAL STRUCTURE | SHARES | OPTIONS |
|---------------------------|--------------------|--------------------|
| Current capital structure | 341,500,500 | 128,400,000 |
| Placement | 50,000,000 | - |
| Introduction Fee | - | 25,000,000 |
| Fee for successful IPO | - | 75,000,000 |
| TOTAL | 391,500,500 | 228,400,000 |

Post-consolidation 1-Page will be issued 50,000,000 shares at the IPO price of \$0.20, and a Performance Rights plan linked to milestones will be implemented post IPO consisting of 15m shares.

NEXT STEPS FOR ITT

- Complete due diligence on 1-Page Inc.
- Complete \$400k placement
- If ITT is satisfied, ITT will exercise option within 30 days
- General Meeting of ITT shareholders to approve the acquisition of 1-Page Inc.
- Change name to 1-Page
- ASX chapter 1 & 2 re-compliance and \$5 million capital raising

Joanna Riley Weidenmiller, CEO

joanna@1-page.com

“Great jobs, world-class jobs, jobs people kill for...
Those jobs don't get filled
by people emailing in resumes. Ever.”

-**Seth Godin**, American Author, Entrepreneur, Marketer, and Public Speaker



Ideas Simply Delivered

HR TECH ANALYSIS



Top 10 Staffing Companies generate \$33B in revenues*

Recruiting & Staffing Firms

| | Annual Rev. |
|--|-------------|
| Allegis Group | \$7,063 M |
| Adecco | \$4,485 M |
| Randstad Holding | \$4,188 M |
| Manpower Group | \$4,094 M |
| Kelly Service | \$3,149 M |
| Robert Half International | \$2,343 M |
| Recruit Co. Ltd.2 | \$2,255 M |
| Express Employment Professionals | \$2,029 M |
| Insperty | \$1,976 M |
| The Select Family of Staffing Companies | \$1,778 M |


...WITH A COST:

Charging 15-30% of year salary per hire
Risk of bad hire = 30%

In 2014, 23% of Enterprises will invest in Hiring Solutions

Talent Acquisition & Management Platforms

1-Page's Competitive Advantages Vs Leading Platform

| |  | Kenexa <small>an IBM company</small> | Jobvite | SilkRoad <small>technology</small> | <i>HireVue</i> |
|--|---|--|----------------------------|--|-------------------------------------|
| | | acquired by IBM \$1.3B USD | Raised \$30.45 M | Raised \$145 M | Raised [★] \$53M |
| Talent Search | ✓ | ✓ | ✓ | ✓ | ✓ |
| Social Recruiting | ✓ | ✓ | ✓ | ✓ | ● |
| Social Intelligence | ✓ | ● | ● | ● | ● |
| Gamification | ✓ | ● | ● | ● | ● |
| Automated Scoring | ✓ | ✓ | ✓ | ✓ | ● |
| Collaborative Scoring | ✓ | ● | ● | ● | ✓ |
| Real-time business objectives vs. Standardized tests | ✓ | ● | ● | ● | ✓ |
| Flexible integration with customer's existing platform | ✓ | ● | ● | ✓ | ✓ |
| Big Data Analytics | ✓ | ✓ | ● | ● | ● |
| Cross-Function Hiring (beyond Tech) | ✓ | ✓ | ✓ | ✓ | ✓ |

*Timothy Landhuis, 2012 List of Largest U.S. Staffing Firms Crain Communications Inc.

*wikipedia.com, jobvite.com, pevc.dowjones.com, techcrunch.com

HR TECH IS HOT & GROWING



Recent IPOs

| | | |
|---------------|------|-------------------|
| Workday | 2012 | \$3.8B USD |
| Veeva Systems | 2013 | \$2.4B USD |
| Halogen | 2013 | \$295M USD |

Recent Acquisitions

| | | |
|--|-------------|-------------------|
| ADP acquires RightThing, Asparity, & Advanced MD | 2011 | \$9.9B USD |
| SAP acquires Ariba | 2012 | \$4.3B USD |
| SAP acquires Successfactors | 2012 | \$3.4B USD |
| Enterprise Resource Planning acquires Lawson | 2011 | \$2B USD |
| Oracle acquires Taleo | 2012 | \$1.9B USD |
| IBM acquires Kenexa | 2012 | \$1.3B USD |
| LinkedIn acquires Rapportive, & Slideshare | 2011 / 2012 | \$134M USD |
| LinkedIn acquires Bright | 2014 | \$120M USD |
| LinkedIn acquires Pulse | 2013 | \$90M USD |
| SAP acquires Datango | 2012 | \$63M USD |
| Workday acquires Identified (raised \$22.5M to date) | 2014 | --- |
| Yahoo! acquires Distill (raised \$1.3M to date) | 2014 | --- |

* dates & numbers from forbes.com, crunchbase.com, techcrunch.com