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ASX Code: 1PG

30 November 2015

1-PAGE QUARTERLY 4C COMMENTARY

1-Page Limited (ASX: 1PG) (“1-Page” or the “Company”), the enterprise cloud-based talent acquisition platform, has released its Quarterly Appendix 4C for Q3 FY2015.

Highlights:

- Revenues increased 20% from Q2FY15 to Q3FY15 with material uplift expected in Q4FY15
- Management reiterates guidance of signing 125 revenue generating clients by the end of January 2016 with 30 annual contracts creating greater revenue generating capacity
- On track to deliver 30 annual contracts with 9 sourcing clients signing annual contracts since launching the Sourcing Platform 2.0 in mid-July
- The annual contracts range from US\$50,000 (A\$69,620) - US\$300,000 (A\$417,716) (varied based on the size of the corporation)
- Accelerated go-to-market strategy with Curated Talent Pools generating significant traction within existing and pipeline clients, creating significantly higher potential for long-term revenue value from customer
- A number of the annual contracts have started to expand beyond the initial range of 10-25 pools, with additional pools being added, increasing revenue potential to 1-Page
- Since launching Curated Talent Pools in November, more than 80 Talent Pools have been delivered with more than 300 expected to be delivered in Q4FY15
- Demonstrating the speed to hire and success of the Sourcing Platform, a Fortune 500 enterprise client was able to source and on-board 10 revenue generating hires within the first 30 days of deployment from the provision of 15 talent pools
- Strategic acquisition on track to be completed by end of December 2015 to bring renowned team of data scientists and their IP to significantly shorten product and development time and create new opportunities to leverage the Company’s database
- Mr Neville Newey joined 1-Page as the Vice President of Engineering
- Cash at bank as at 31 October 2015 of A\$7.4 combined with the subsequent successful capital raising of A\$50m leaves Company fully funded to execute its growth strategy.

¹ AUD:USD 0.72:1.00 as at 30 November 2015

BUSINESS UPDATE

The 1-Page go-to-market strategy has accelerated the delivery model of the Sourcing Platform. This model entails 1-Page providing pre-filled Curated Talent Pools, which are pools containing identified prospective candidates based on the specific requirements of the client needed to fill these open roles, and which are

deemed to have the greatest affinity to the client. These curated pools immediately equip recruiting teams with candidates to solve their talent acquisition needs.

As a result of the Curated Talent Pools delivery model, a 1-Page client simply pays \$1,000 per open role per month, which 1-Page provides a Curated Talent Pool to hire from, containing high value candidates that fit the specific requirements for the job. This pricing strategy is much more cost effective than existing job boards and other professional networking sites which often charge a seat model, which is on an individual basis, to search and trawl a platform.

This accelerated delivery model has resulted in the monetization of new clients being much faster and further supports a material increase in contracted revenue in this quarter and throughout FY16.

Looking to FY16, the Company believes it is in an excellent position to scale existing clients as well as those within its pipeline. New client signings of enterprises continue to be a key focus for the Sales team. This is also the case with the Customer Success team that is working to scale up existing clients into FY16.

The Company continues to deliver upon its land and expand model, with the landing component becoming more focused upon enterprises, which can typically be expected to sign up to start with 10-25 pools per month at a cost of US\$10,000 to US\$25,000 (US\$1,000 per pool per month).

The Curated Talent Pool approach also offers 1-Page an accelerated expansion strategy. 1-Page's existing annual contracted clients have an average of more than 1,700 open roles at any time. This demonstrates that the delivery of 25 pools per month is conservative relative to hiring intentions, given it is less than 1.5% of open roles.

Accordingly, the Company sees material scope for expansion in the number of roles its clients will seek to fill via the 1-Page Sourcing Platform over the course of FY16. This is due to the success clients have already had in hiring employees from the platform and the prospect of such organisations scaling their pool requests as higher quality candidates convert into high quality employees.

1-Page considers the initial minimum contracts to be signed as per the market segments below:

Market Segment	Employees	USD Monthly Revenue
Mid-market	500-3,000	\$5,000+
Enterprise	3,000-9,999	\$10,000+
Global enterprise	10,000+	\$25,000+

CLIENT CASE STUDY

Below is an example of an existing 1-Page Sourcing client that is receiving Curated Talent Pools.

The client has approximately 10,000 employees and at the time of signing with 1-Page had more than 800 open roles. The number of open roles is a floating number, due to growth in the company as well as a function of ongoing employee turnover. The 1-Page Customer Success Team initially provided five talent pools for the first three months (costing US\$5,000 per month) for the client to convert into five employees.

Following the provision of the initial talent pools, the client has already successfully hired employees from the platform and from January 2016, 1-Page will provide enough pools to target the hiring of 25+ candidates (costing US\$25,000 per month).

As a result, 1-Page will earn a minimum of US\$240,000 over the first 12 months or US\$315,000 over the first 15 months. This represents approximately only 3% of the client's open roles.

In the case that 1-Page provides pools to fill 9% (less than 75) of the client's minimum expected open roles of an average 800 at any time, 1-Page will earn US\$915,000 over the first 15 months. In the case that 1-Page provides this client pools to fill 15% (less than 125) of their open roles, 1-Page will earn more than US\$1,515,000 over the first 15 months.

The Company expects some enterprise clients will request a fixed price for unlimited access given their large ongoing recruitment requirements. As a result, 1-Page expects to price this accordingly and will be renewed annually to scale further revenue growth.

REVENUE AND CASH RECEIPTS

During the third quarter revenues increased 20% on Q2 driven by an increase in customer contracts on the Sourcing Platform.

The customer cash receipts are cash basis rather than accrual basis. The decrease in the Q3FY15 cash receipts from Q2 was due to the successful completion of an Innovation Platform project as expected in Q1. In addition to this, the timing of cash receipts versus revenue booked lags due to the recognition of revenue and the cash collection terms of up to 90 days.

1-Page CFO, Maria Olide said: "The past quarter represented a period of transition for 1-Page with the release of Source 2.0 in July and the phased onboarding of clients. Due to payment terms cash flow receipts have lagged revenues. Evidencing this, revenues increased 20% from Q2FY15 to Q3FY15.

"We expect a material increase in contracted revenue into FY16 to be underpinned by the addition of annual contracted clients including those in today's announcement, coupled with the accelerated monetization from the go-to-market strategy and additional revenues from increases in requested pools."

CORPORATE

During the quarter, Mr Neville Newey joined 1-Page as the Vice President of Engineering.

As the VP of Engineering Mr. Newey oversees all aspects of the rapidly growing engineering teams in 1-Page. Mr. Newey joined 1-Page from eBay where he previously served as Director of Data Science for the Structured Data Organization overseeing Research and Applied Data Science. Prior to eBay Mr. Newey worked for a string of successful Silicon Valley startups in diverse industries including the legal technology industry, finance and eCommerce.

The Company had A\$7.4m as at 31 October 2015 prior to the successful institutional placement that raised \$50m, via the issue of 11.1m shares at \$4.50. Proceeds will be used to fund the Company's growth strategy and a potential strategic acquisition.

The investments for growth will be primarily in the form of additional headcount in the areas of product development, sales, and customer success. The headcount is expected to grow to over 100 by the end of January 2017. These investments will deepen the product capabilities and scale the Sales and Customer Success teams to accelerate the Company's growth.

As previously announced, a portion of the proceeds is intended to fund a strategic acquisition that would bring in a renowned team of data scientists and their IP, which would significantly shorten the product development

timeframes and create new opportunities to leverage the Company's database. Negotiations are ongoing, with completion expected by the end of December 2015.

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About 1-Page

1-Page allows talent acquisition teams to attract and engage the most valuable prospective candidates. The 1-Page Sourcing Platform gives companies access to more than a billion professional profiles, delivered using Curated Talent Pools based on the specific role requirements. The Sourcing Platform also displays a selection of the most connected and qualified candidates to the client's workforce.

1-Page's technologies include the 1-Page Source, Talent Assessment Platform and the Internal Innovation Platform.

Appendix 4C

Quarterly report for entities admitted on the basis of commitments

Introduced 31/03/00 Amended 30/09/01, 24/10/05, 17/12/10

Name of entity

1-Page Limited

ABN

66 112 291 960

Quarter ended ("current quarter")

31 October 2015.

Consolidated statement of cash flows

Cash flows related to operating activities	Current quarter \$A'000	Year to date (1 February to 31 October 2015) \$A'000
1.1 Receipts from customers	98	319
1.2 Payments for		
(a) staff costs	(815)	(2,479)
(b) advertising and marketing	(127)	(308)
(c) research and development	(1,148)	(2,475)
(d) leased assets	(202)	(303)
(e) other working capital	(565)	(1,616)
1.3 Dividends received	-	-
1.4 Interest and other items of a similar nature received	4	19
1.5 Interest and other costs of finance paid	-	-
1.6 Income taxes paid	-	-
1.7 Other (provide details if material) – GST received / paid	-	3
Net operating cash flows	(2,755)	(6,841)

+ See chapter 19 for defined terms.

Appendix 4C
Quarterly report for entities
admitted on the basis of commitments

	Current quarter \$A'000	Year to date (1 February to 31 October 2015) \$A'000
1.8 Net operating cash flows (carried forward)	(2,755)	(6,841)
Cash flows related to investing activities		
1.9 Payment for acquisition of:		
(a) businesses (item 5)	-	-
(b) equity investments	-	-
(c) intellectual property	-	-
(d) physical non-current assets	-	-
(e) other non-current assets	-	-
1.10 Proceeds from disposal of:		
(a) businesses (item 5)	-	-
(b) equity investments	-	-
(c) intellectual property	-	-
(d) physical non-current assets	-	-
(e) other non-current assets	-	-
1.11 Loans to other entities	-	-
1.12 Loans repaid by other entities	-	-
1.13 Other (provide details if material)	-	-
Net investing cash flows	-	-
1.14 Total operating and investing cash flows	(2,755)	(6,841)
Cash flows related to financing activities		
1.15 Proceeds from issues of shares, options, etc.	276	9,907
1.16 Proceeds from sale of forfeited shares	-	-
1.17 Proceeds from borrowings	-	-
1.18 Repayment of borrowings	-	-
1.19 Dividends paid	-	-
1.20 Other (provide details if material) – Cost of capital	-	(57)
Net financing cash flows	276	9,850
Net increase (decrease) in cash held	(2,479)	3,009
1.21 Cash at beginning of quarter/year to date	9,979	3,830
1.22 Exchange rate adjustments to item 1.20	(141)	520
1.23 Cash at end of quarter	7,359	7,359

+ See chapter 19 for defined terms.

Payments to directors of the entity and associates of the directors
Payments to related entities of the entity and associates of the related entities

		Current quarter \$A'000
1.24	Aggregate amount of payments to the parties included in item 1.2	183
1.25	Aggregate amount of loans to the parties included in item 1.11	-
1.26	Explanation necessary for an understanding of the transactions	
	Payment of Directors Fees for the quarter 31 October 2015.	

Non-cash financing and investing activities

- 2.1 Details of financing and investing transactions which have had a material effect on consolidated assets and liabilities but did not involve cash flows
- N/A
- 2.2 Details of outlays made by other entities to establish or increase their share in businesses in which the reporting entity has an interest
- N/A

Financing facilities available

Add notes as necessary for an understanding of the position.

		Amount available \$A'000	Amount used \$A'000
3.1	Loan facilities	-	-
3.2	Credit standby arrangements	-	-

+ See chapter 19 for defined terms.

Notes

1. The quarterly report provides a basis for informing the market how the entity's activities have been financed for the past quarter and the effect on its cash position. An entity wanting to disclose additional information is encouraged to do so, in a note or notes attached to this report.
2. The definitions in, and provisions of, *AASB 107: Statement of Cash Flows* apply to this report except for any additional disclosure requirements requested by AASB 107 that are not already itemised in this report.
3. **Accounting Standards.** ASX will accept, for example, the use of International Financial Reporting Standards for foreign entities. If the standards used do not address a topic, the Australian standard on that topic (if any) must be complied with.

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