

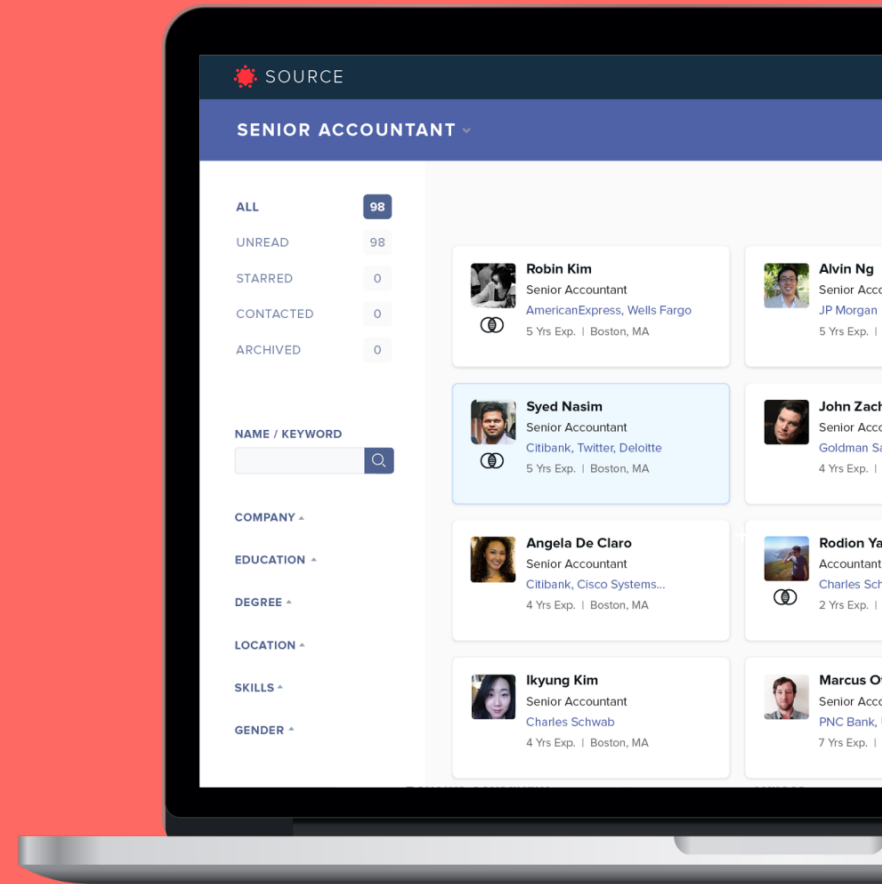
1-Page 

# Investor Update June/July 2016

ASX: 1PG

# 1-Page Connects the Workforce with Opportunity

1-Page is focused on transforming the way companies **source and engage talent** through **scaleable, data-driven technology solutions**.



# Corporate Overview

## CORPORATE SNAPSHOT

<b>ASX Code</b>	1PG
<b>Listing Date</b>	15 October 2014
<b>Year End</b>	31 January
<b>Cash and Financial Assets</b> As at 30 April 2016	A\$41.2m
<b>Market Cap (Fully Diluted)</b> As at 22 June 2016	A\$68m
<b>Shares on Issue</b>	153.7m
<b>Rights<sup>1</sup></b>	10m
<b>Options</b>	13.6m

<sup>1</sup> 5m rights: A\$1m in revenue, 5m rights: EBIT A\$1.25m

<sup>2</sup> As at 31 May 2016

## MAJOR SHAREHOLDERS

<b>Top 20 Shareholders<sup>2</sup></b>	67.9%
<b>Directors, Management and Related Parties<sup>2</sup></b>	21.3%
<b>Substantial Shareholders<sup>2</sup></b>	
Joanna Riley	10.2%
Harbour Capital Management	9.6%
Patrick Riley	7.8%
Fidelity Mgt & Research	7.3%

# The Talent Sourcing Problem

Traditional methods of sourcing talent are time consuming, costly and ineffective.



## 52 Days

Average time to make one hire.<sup>1</sup>



## 24% Time Spent

on sourcing activities – lead generation and verification, outreach and engagement, job posting etc.<sup>2</sup>



## 250 Resumes

Average number of resumes sent for a corporate job opening.<sup>3</sup>



## Only 2%

of job applicants (active candidates) get to interview stage.<sup>4</sup>



## \$4,000 Avg Cost Per Hire

Agency can cost 20% of starting salary.<sup>5,6</sup>



## 30% US Workforce Turnover Per Year

60m US employees left their jobs in 2015.<sup>7</sup>

<sup>1</sup> Talent Acquisition Factbook 2015, Bersin by Deloitte.

<sup>2</sup> CEB - 2015

<sup>3</sup> '11 Interesting Hiring Statistics You Should Know', Inc. Magazine

<sup>4</sup> 'Why Only 2% of Applicants Actually Get Interviews', Workopolis, 2015

<sup>5</sup> Talent Acquisition Factbook 2015, Bersin by Deloitte.

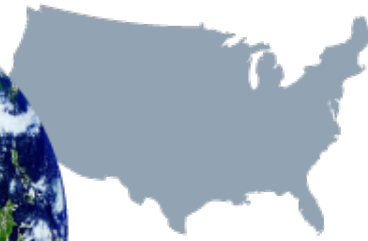
<sup>6</sup> 'The True Cost of Recruitment', Quarsh

<sup>7</sup> 'Job Openings and Labor Turnover Summary' US Bureau of Labor Statistics

# The Opportunity:

## \$500B Global Recruitment Market

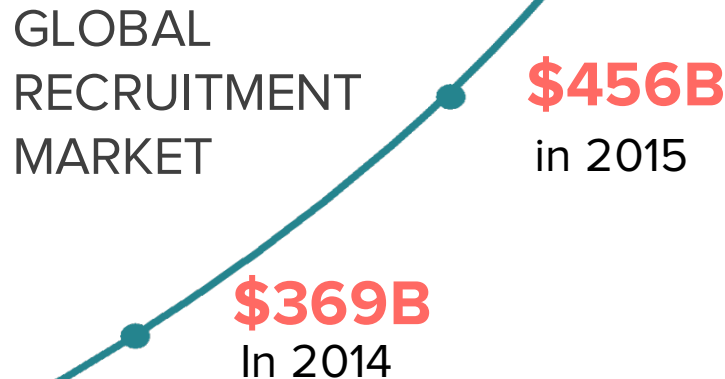
GLOBAL  
WORKFORCE  
**3B**



U.S. WORKFORCE  
**151M**

U.S. RECRUITMENT MARKET  
**\$190B**

U.S. SOURCING MARKET  
**\$41.5B**



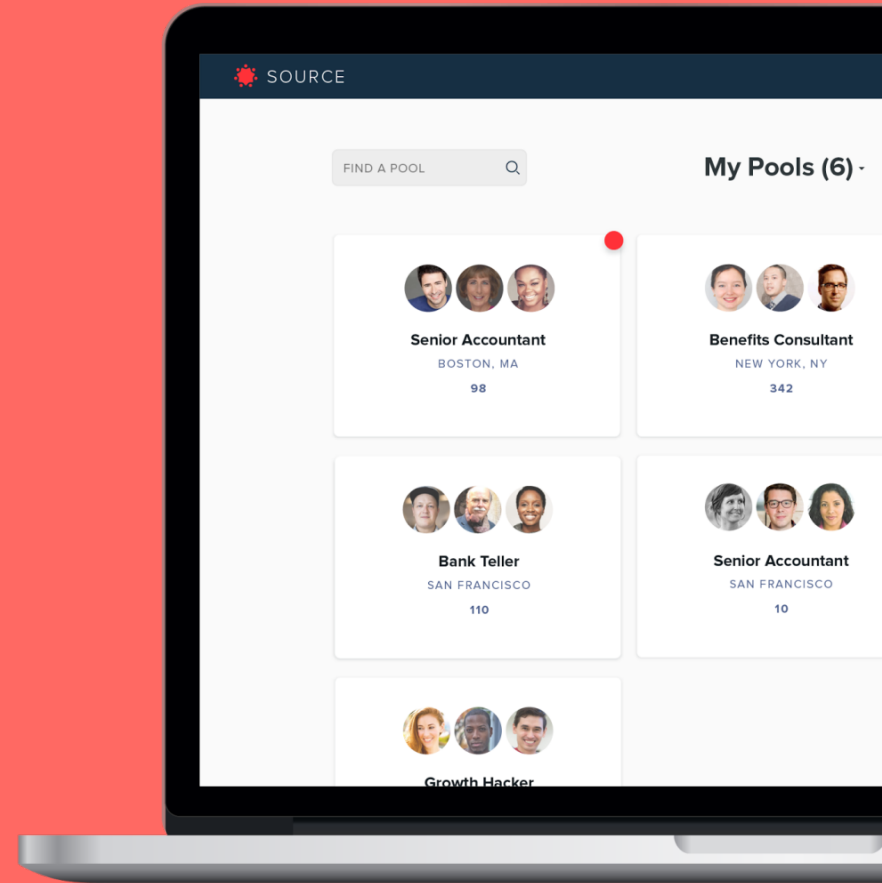
**+** **GROWING:** 600M NEW HIRES EVERY 15 YEARS  
(U.S. Bureau of Labor Statistics)

**+** **CHANGING:** BABY BOOMERS RETIRING 10K/DAY  
2030: MILLENNIALS 75% OF WORKFORCE  
(PBS, U.S. Bureau of Labor Statistics)

# 1-Page's Talent Sourcing Solution



- Eliminates talent sourcing bottlenecks and workloads
- Leverages 1-Page's professional database – one of the largest in the world.
- Delivers curated pools of talent with comprehensive professional profiles, including added contact information, and connections to current employee base for targeted referrals.



# A Complete Solution for the Sourcing and Recruiting Workflow

1

## Identify

1-Page Source used to **identify and refine role requirements** - title, years of experience, skills etc.

**Pool requested** by recruiter.

2

## Match

Targeted, relevant, and connected **candidates delivered from 1-Page Source** database into curated talent pools for client's open roles.

3

## Engage

**Candidate engaged** either via direct contact, or via targeted referral, both provided by 1-Page Source.

4

## Assess

Recruiter uses 1-Page to **challenge candidate** with real-world business problem.

5

## Recruit

Candidates hired **faster, with greater confidence, and at a reduced cost** compared to other sourcing methods.

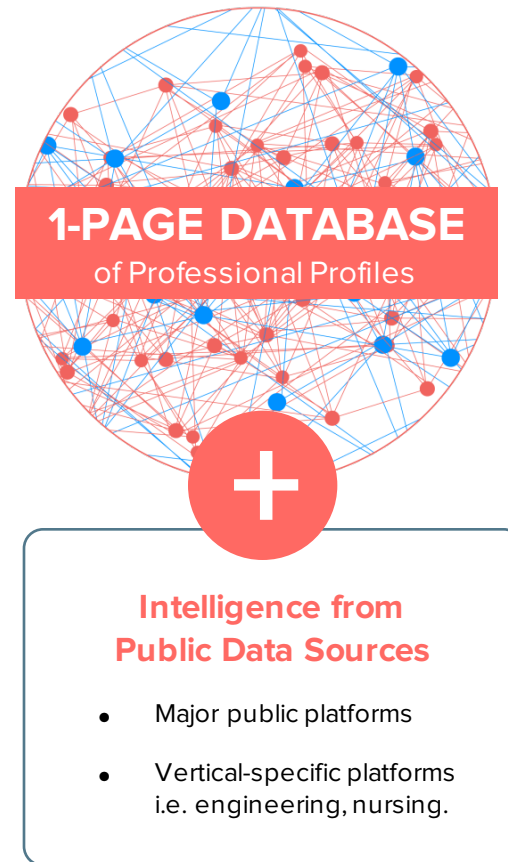
1-Page's platform shortens the hiring cycle and reduces the time recruiters spend searching for qualified talent.

# COMPREHENSIVE: 1-Page Source

**One of the largest Professional Databases in the world**

**Our Prospective Candidate Intelligence** is aggregated from major sources of public information that verifies:

- Current & Previous Employers
- Current & Previous Titles
- Gender
- Location
- Skills & Associations
- Years of Experience
- Level of Education
- School





# CURATED: 1-Page Source



## Client Specifies Candidate Requirements

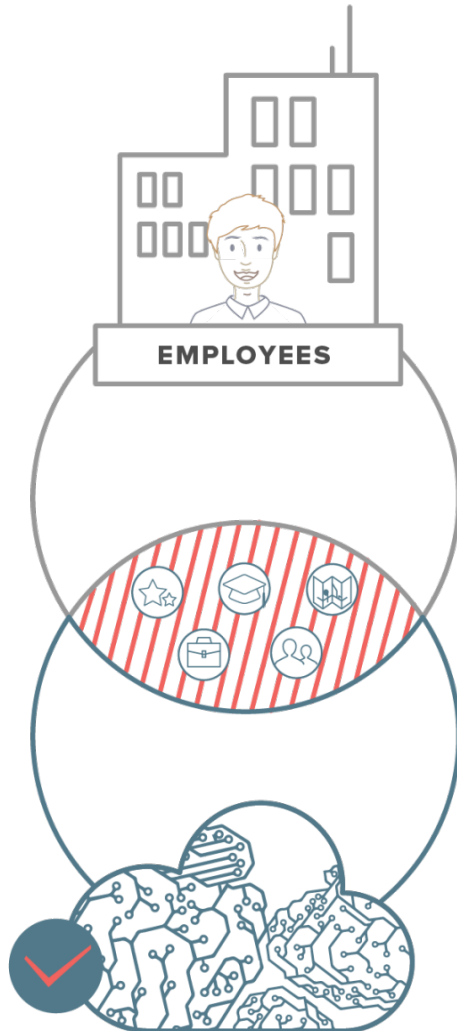
Required Titles, Industries, Companies, Seniority, Skills, and more...



## 1-Page Verifies, Curates and Delivers

Creating role-based pools with professional profiles, complete with job history, contact information and level of connection.

# CONNECTED: 1-Page Source



## 1-Page Source identifies candidates with an Association to your employees

- Same Previous Employers
- Same School
- Same Hometown
- Same Location
- Same Interests

## Two Ways to Contact

- Directly
- By Employee Referral (>5x conversion)
- Research shows employee referral is the **interview source most likely to lead to a job offer.**<sup>1</sup>



# The 1-Page Source Platform Demonstration/Product Shots

FIND A POOL

# My Pools (6) -

SORT BY RECENT ▾

**Sr. Engineer**  
SAN FRANCISCO  
238

**Estate Planner**  
SOUTHERN CALIFORNIA  
176

**UI Designer**  
SAN FRANCISCO  
157

**Data Analyst**  
SAN FRANCISCO  
302

**Financial Planner**  
NEW YORK, NY  
196

**Sr. Account Director**  
NEW YORK, NY  
207

## Who else are you hiring? Request a new pool!

19 POOL REQUESTS REMAIN







FIND A POOL

### My Pools (6) -


SORT BY RECENT ▾




**Sr. Engineer**  
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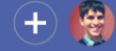
19 POOL REQUESTS REMAIN





REQUEST POOL

SENIOR ACCOUNTANT



- ALL 98
- UNREAD 98
- STARRED 0
- CONTACTED 0
- ARCHIVED 0

NAME / KEYWORD

COMPANY

EDUCATION



















DEGREE

LOCATION

SKILLS

GENDER

SORT BY: DATE ADDED

- |  |   |  |
|--|---|--|
|  <p><b>Robin Kim</b><br/>Senior Accountant<br/>American Express, Wells Fargo<br/>5 Yrs Exp.   Boston, MA</p>    |  <p><b>Alvin Ng</b><br/>Senior Accountant<br/>JP Morgan<br/>5 Yrs Exp.   Boston, MA</p>                         |  <p><b>Mike Adamson</b><br/>Senior Accountant<br/>Deloitte<br/>7 Yrs Exp.   Boston, MA</p>          |
|  <p><b>Syed Nasim</b><br/>Senior Accountant<br/>Citibank, Twitter, Deloitte<br/>5 Yrs Exp.   Boston, MA</p>     |  <p><b>John Zacharakis</b><br/>Senior Accountant<br/>Goldman Sachs, Wells Fargo<br/>4 Yrs Exp.   Boston, MA</p> |  <p><b>James McMillan</b><br/>Senior Accountant<br/>JP Morgan Chase<br/>4 Yrs Exp.   Boston, MA</p> |
|  <p><b>Angela De Claro</b><br/>Senior Accountant<br/>Citibank, Cisco Systems...<br/>4 Yrs Exp.   Boston, MA</p> |  <p><b>Rodion Yarry</b><br/>Accountant<br/>Charles Schwab, JP Morgan<br/>2 Yrs Exp.   Boston, MA</p>            |  <p><b>Charles Yi</b><br/>Senior Accountant<br/>Citigroup, MetLife<br/>6 Yrs Exp.   Boston, MA</p>  |
|  <p><b>Ikyung Kim</b><br/>Senior Accountant<br/>Charles Schwab<br/>4 Yrs Exp.   Boston, MA</p>                |  <p><b>Marcus Otto</b><br/>Senior Accountant<br/>PNC Bank, US Bank<br/>7 Yrs Exp.   Boston, MA</p>            |  <p><b>Doris Jwo</b><br/>Senior Accountant<br/>HSBC, Wells Fargo<br/>5 Yrs Exp.   Boston, MA</p>  |
|  <p><b>Amy Meyer</b><br/>Senior Accountant<br/>Bank of America, HSBC...<br/>8 Yrs Exp.   Boston, MA</p>       |  <p><b>David Vasant</b><br/>Senior Accountant<br/>Wells Fargo, Morgan Stanley<br/>5 Yrs Exp.   Boston, MA</p> |  <p><b>Rylie Becerra</b><br/>Accountant<br/>Bank of America<br/>2 Yrs Exp.   Boston, MA</p>       |
|  <p><b>Eric Levit</b></p>   |  <p><b>Aaron Johston</b></p>  |  <p><b>Kate Riley</b></p>   |



# Syed Nasim

Boston, MA



EMPLOYEE	SCORE
Peter Hatch	9
Jim Renn	4
Jess McGowen	1

## WORK (5 YRS EXP)

Senior Accountant at **Citibank**  
Boston, MA

Senior Accountant at **Twitter** 2013 - 2015  
Boston, MA

Senior Accountant at **Deloitte** 2012 - 2013  
Boston, MA

Accountant at **Deloitte** 2011 - 2012  
San Francisco, CA

[VIEW ALL](#)

## EDUCATION

B.A. Finance at **University of California Berkeley** 2007 - 2011  
Berkeley, CA

[VIEW ALL](#)

## SKILLS

- Financial Reporting
- Financial Analysis
- General Ledger
- Forecasting

**SHOW CONTACT INFO**

## HISTORY

**AC** ANDREW CHAN CLICKED "SHARE" 12:30PM

**DS** DAVID DANONER CLICKED "SEE ALL WEBSITES" YESTERDAY



# Syed Nasim

Boston, MA



## WORK (5 YRS EXP)


- Senior Accountant** at **Citibank** 2015 - CURRENT  
Boston, MA
  - Senior Accountant** at **Twitter** 2013 - 2015  
Boston, MA
  - Senior Accountant** at **Deloitte** 2012 - 2013  
Boston, MA
  - Accountant** at **Deloitte** 2011 - 2012  
San Francisco, CA
- [VIEW ALL](#)

## EDUCATION

- B.A. Finance** at **University of California Berkeley** 2007 - 2011  
Berkeley, CA
- [VIEW ALL](#)

## SKILLS

- Financial Reporting
- Financial Analysis
- General Ledger
- Forecasting



[kevin@email.com](mailto:kevin@email.com)

925-555-1478

## HISTORY

**PH** PETER HATCH  CLICKED "SHARE" 12:30PM

**DS** DAVID DANHER  CLICKED "SHARE" ON WEBSITE YESTERDAY



# How 1-Page Compares to...



## Job Boards

- Target only active candidates
- Lower odds of a successful job match compared to referrals
- 68% of employers dissatisfied with the job boards they are using, due to low applicant quality



## Professional Networks

- Less than 10% average response rate to InMails (lower for in-demand roles)
- No direct contact information
- Less than 1/3 of users access monthly
- Only relevant for certain verticals



## Outside Recruiters

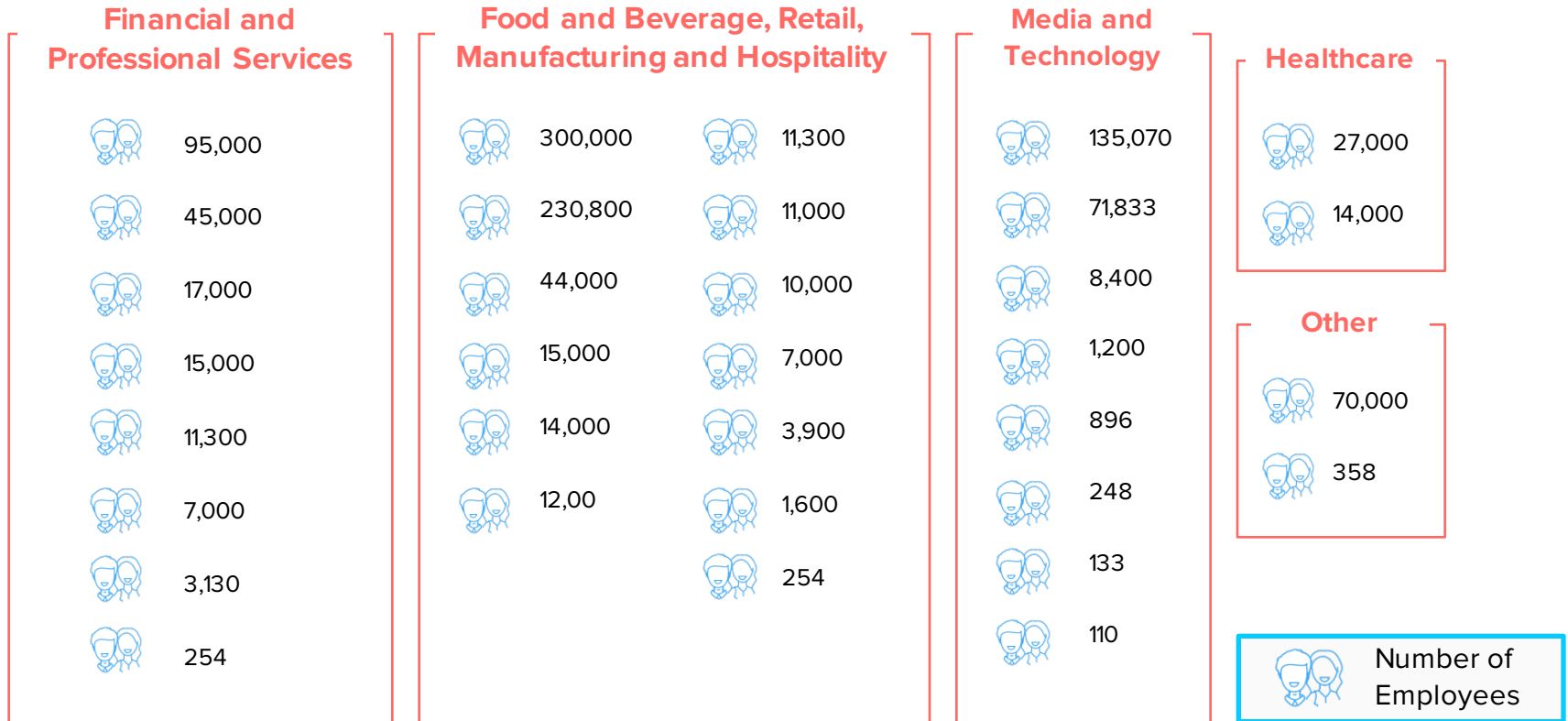
- Driven by placement fees (avg. 30% of annual salary)
- Less than 15% response rates
- Use same tools as internal recruiters



## Untargeted Referrals

- Employees don't know all the open roles in their organization
- Generally refer for positions in same direct department
- Or refers an active candidate who has more than likely already applied for the position

# 1-Page Clients Include Leading Global Companies Across Multiple Industries



- Clients have on average 1,700 open roles at any one time
- Average company size is 35,879

# 1-Page Source: Case Study

## CLIENT

**A Fortune 500 technology solutions provider  
– 8,400 employees**

## CHALLENGE

To maintain a 20% employee growth rate, the client needed to overcome complex technical job requisitions, challenges engaging in-demand candidates, and lengthy recruiting cycles

## RESULTS

By replacing manual sourcing with 1-Page's solution, the client was able to reduce sourcing time, improve candidate engagement, and increase the quality and flow of talent in their pipeline.

**The client also reported a 30% decrease in time to hire for roles sourced using 1-Page Source.**

# Leadership Team



**Joanna Riley**  
**Chief Executive Officer & Co-Founder**

- Nominated Female Entrepreneur of the Year 2012
- Built and sold Performance Advertising
- Co-Founder 360Fashion Network
- Recruited to the FBI



**Maria Olide**  
**Chief Financial Officer**

- CFO, Worldwide Sales and Marketing at ADP
- Partner and Managing Director at KPMG LLP
- MBA, Business from Stanford University Graduate School of Business



**Paul Piazza**  
**VP Customer Success**

- 20 Years Customer Success & SaaS Experience
- VP of Customer Success Humanity
- VP of North American Sales at Frost & Sullivan
- Director and Initial CSM at Several Successful SaaS Companies



**Allan Timms**  
**VP of Engineering**

- 20 years Engineering, Operations and QA Experience
- Director of Engineering for Qualcomm, Qualcomm Atheros
- Head of Skifta

# Board of Directors



**Joanna Riley**  
as Managing Director



**Rusty Rueff**  
as Non-Executive Chairman



**Joe Bosch**  
as Non-Executive Director &  
Chair of Remuneration and  
Nomination Committee



**John Fennelly**  
as Non-Executive Director



**Michael Shen**  
as Non-Executive Director



**Tod McGrouther**  
as Non-Executive Director



**Virginia Malley<sup>1</sup>**  
as Non-Executive Director



**Scott Mison<sup>1</sup>**  
as Non-Executive Director  
and Company Secretary

<sup>1</sup> Scott Mison will step down as Non-Executive Director effective 30 June 2016, and the Board intends to appoint Virginia Malley as a Non-Executive Director as a replacement effective the same date.

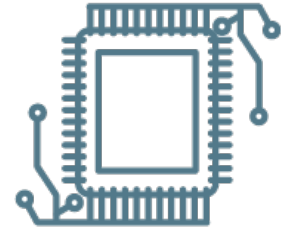
# In Summary



Large and Growing  
Market Opportunity



Strong Value  
Proposition



Advanced Technology  
Platform



Impressive  
Customer Base



Scalable, Predictable  
Revenue Model

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