

ANNUAL SHAREHOLDERS' MEETING

FOR THE FINANCIAL YEAR ENDED 31 MARCH 2018

25 JULY 2018



AWF MADISON

Agenda Item 1

Chairman's Address

ROSS KEENAN

CHAIRMAN

Agenda Item 2

Consolidated financial statements for the
Year Ended 31 March 2018.

Agenda Item 3

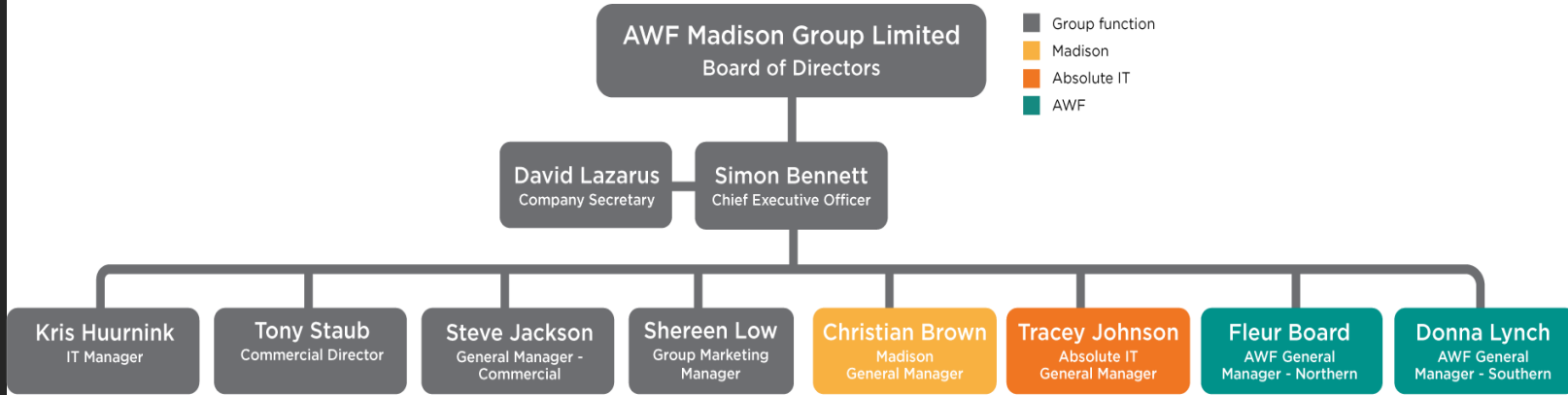
Fully imputed final dividend of 8.2 cents.

Agenda Item 4

CEO's Report and Update

SIMON BENNETT

CEO

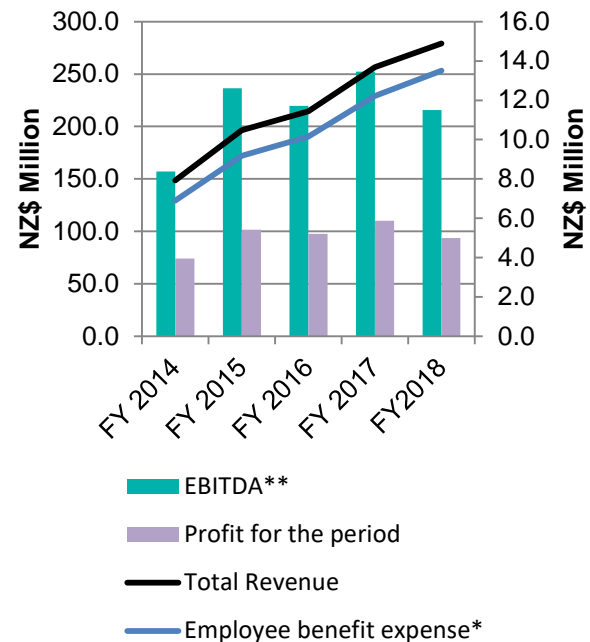


FY18 – The Economic and Political Landscape

- Mixed market conditions
- Timing of the election and subsequent change in government
- Evaluation of the legislative framework
 - » Holidays Act
 - » Employment Relations (Triangular Employment) Amendment Bill

FY18 Financials

\$000's	FY 2014	FY 2015	FY 2016	FY 2017	FY2018
Total Revenue	148,647	196,434	214,589	256,428	279,303
Employee benefit expense*	-129,373	-172,112	-190,333	-229,150	-253,182
EBITDA**	8,385	12,617	11,710	13,454	11,549
Profit for the period	3,952	5,416	5,202	5,867	5,048



* Wage and salary payments

**EBITDA: earnings before interest, tax, depreciation and amortisation. Refer to the reconciliation to tax paid profit for the year

Cash Flow

\$'000

EBITDA	11,549	
Interest paid	(1,297)	
Interest received	32	
		10,284
Trade and other receivables		3,703
Trade, other payables, provisions		967
Income taxes paid		(3,445)
Net cash from operating activities		11,509
Fixed Asset Net (Additions) / Disposals		(484)
Share Capital		227
Dividends paid		(5,350)
Draw down on Bank Facility	2,500	
Settlement Absolute IT Limited earn-out	(3,250)	(750)
Net Increase in cash held		5,152
Opening Bank Balance	31 Mar 2017	1,117
Closing Bank Balance	31 Mar 2018	6,269

Funding and Debt/ Dividend Reinvestment

	2015	2016	2017 Absolute IT 5 months	2017 Absolute IT 12 months	2018
Group EBITDA*	12,617	11,710	13,454	15,664	11,549
Finance Cost	2,109	1,333	1,193	1,659	1,297
Interest Cover	6.0	8.8	11.3	9.4	8.9
Net Bank Debt	18,608	21,870	32,383	32,328	29,731
Leverage Ratio (Net bank debt / EBITDA)	1.5	1.9	2.4	2.0	2.6

*EBITDA: earnings before interest, tax, depreciation and amortisation.
Refer to the attached reconciliation to tax paid profit for the year.

Bank covenants:

Interest coverage > 3

Leverage ratio < 3

	\$'000
Gross dividend @8.2 cents per share	2,704
Dividend Reinvestment	773
Cash Out	1,931

The Dividend Reinvestment of \$773k was applied to the Bank Term repayment of \$3.0m

Our Areas of Focus

- Technology and process improvement
- Finding synergies within the Group
- Leveraging our scale, reach and resources
- Building alternative solutions to the traditional recruitment model e.g. Managed Service offering

Agenda Item 5

Resolutions:

- Director elections
 - 5.1 Recommended re-appointment of Nick Simcock

Of the shares voted by proxy – 94.85% support resolution 5.1

Agenda Item 5

Resolutions:

- Director elections
 - 5.2 Recommended re-appointment of Julia Hoare

Of the shares voted by proxy – 94.85% support resolution 5.2

Agenda Item 5

Resolutions:

- Director elections
 - 5.3 Recommended re-appointment of Ross Keenan

*Of the shares voted by proxy – 94.85% support resolution
5.3*

Agenda Item 6

Auditors' Reappointment and Remuneration.

Agenda Item 6

Resolutions:

- Auditors' Fees
 - 6.1 Authorise the Directors to fix the fees for the Auditors for the year.

Of the shares voted by proxy – 94.85% support resolution 6.1

Agenda Item 7

2018 Restricted Shares.

Agenda Item 8

General Business.

Close of meeting.

Appendix to Presentation: Reconciliation: EBITDA to Tax Paid Profit for the year

	FY2017 \$'000	FY2018 \$'000
EBITDA	13,454	11,549
Investment Revenue	2	32
Fair Value gain on settlement of Absolute IT earn-out payment		170
Depreciation and Amortisation expense	(3,003)	(3,344)
Impairment	(443)	
Finance costs	(1,193)	(1,297)
Acquisition related costs expense	(262)	
Profit before tax	8,555	7,110
Income tax expense	(2,688)	(2,062)
Profit for the year	5,867	5,048