



Fact Sheet

Talent2 International Limited

***Australia's Leading Human Resource
Solutions, Recruitment and Technology
Company***

February 2008

talent²

High Profile Branding



Talent Optimised

Let us help manage your Talent Acquisition!

Planning, technology selection and operation, sourcing and employer branding, screening, logistics, offer process, on-boarding, benchmarking and analysis.

Call us today for an initial discussion to see how we can help your organisation meet its future plans! Talent Acquisition Management – another Talent2 solution.

Paula Baskus
t +61 2 9087 6270
e paula.baskus@talent2.com

Mark Condon
t +61 3 9818 0930
e mark.condon@talent2.com

Caleb Baker (Asia)
t +65 6511 8534
e caleb.baker@talent2.com

www.talent2.com **talent²**
it's who you know



When performance matters.

If you're looking for increased value from your human capital, improved organisational performance and a more focused leadership team, there is a solution – outsource your HR tactical management activities to Talent2.

- Talent Acquisition Management
- Payroll & Admin
- Workforce Management
- Performance & Development

Call Kim Audley on (83) 9918 8919 or email kim.audley@talent2.com
www.talent2.com

talent²
it's who you know

Multi-Media Marketer

- Leading direct marketing multinational
- Media and production focus
- Circa \$140,000 package

As a commercial, media savvy marketer, with the ability to proactively and profitably expand media channels, this role, within an entrepreneurial business will appeal.

Reporting to the CEO, responsibilities span both media and production. Negotiating media contracts, media analysis, writing media briefs and liaising with external media buyers and directly with the media are key. You also work closely with international and in-house production units in overseeing the editing, scripting and filming of advertisements. Managing a multi million budget and a team of 4, your remit is to drive growth and best practice through existing and complementary media channels.

You have a successful track record working across all areas of media, with a strength in TV, knowledge of the changing media landscape, sound DM and production credentials and good fiscal/ROI skills. With a can-do approach and being a people person, you will be attracted to this dynamic opportunity.

To apply or for more information visit www.talent2.com and enter SMH217399 or you can call Amanda Burke on (02) 9087 6230.

Executive Recruitment
Form of the Year
2009 & 2006
Fairfax Employment
Marketing Awards

talent²
it's who you know

Discover a new world in recruitment

At Talent2 we give our Executive Recruitment Consultants the space2 be creative and the support to be a success.

You're a specialist at what you do and you want to be treated as such. Now you have a company that respects you are a self managing professional.

By working with Talent2 you will enjoy the benefits of having a market leading research function and support team who will aid you in achieving your career and remuneration goals.

We have a wealth of knowledge and expertise which is continually expanded through hiring the best people. We are looking for talented people who are seeking to fully realise both their own potential and the potential of our business. We want you to use your recruitment and industry experience to make a difference, for yourself and for Talent2.

For a confidential discussion regarding joining the Talent2 Executive Recruitment Team please call Joannah Bernard on (02) 9087 6437 or email joannah.bernard@talent2.com quoting reference number SMH116941.

www.talent2.com

space2 flourish

AUSTRALIA | CHINA | HONG KONG | INDIA | MALAYSIA | NEW ZEALAND | SINGAPORE

creating the future in hr **talent²**

MARKETING MANAGER

- KEY GROWTH PORTFOLIO
- STRATEGIC FOCUS
- FAST-PACED, ENTREPRENEURIAL CULTURE

Frucor Beverages is one of Australia's fastest growing FMCG companies, and for a marketer it offers the advantage of locally driven strategy, advertising and NPD.

Reporting to the Marketing Director you will be charged with managing the ongoing success of a priority product portfolio, which will involve a major strategic assessment of the portfolio going forward.

While a strong FMCG marketing skill set is a requirement, also of critical importance is someone who is commercially minded who can take a broad view of sales, profitability, and the entire marketing mix. You will demonstrate the ability "to look at things differently" and develop creative solutions to drive category growth. Strong persuasive and influencing skills with internal stakeholders are also considered critical.

To apply, or for more information visit www.talent2.com and enter SMH613173 or alternatively call Peter Steinfield on (02) 9087 6238.

frucor DANONE

Company Profile and Fact Note

Summary Stats

ASX Code	TWO	No. Shares	122 m	M.cap	\$ 293m
Share Price	\$2.40	Cash	\$ 13.6 m		
GICS sector	Software & Services	Listed	Feb 2000 ¹		

	Revenue \$m	Gross Profit \$m	EBITDA \$m	EBITDA Margin on Gross Profit %	Reported		Adjusted (Amortisation & Tax adj.)	
					NPAT \$m	EPS c	NPAT \$m	EPS c
2005 a.	60.3	43.6	5.8	13.7%	4.9	5.1c	3.4	3.6c
2006 a.	99.6	71.8	10.0	14.0%	3.7	3.3c	5.7	5.1c
2007 a.	153.4	98.0	15.7	16.0%	6.8	5.7c	9.0	7.6c
2007 a. half	64.8	43.5	6.5	14.9%	2.6	2.2c	3.7	3.1c
2008 a. half	107.4	65.5	9.0	13.7%	4.2	3.4c	5.4	4.5c

Talent2 is Asia Pacific's leading human resources solutions, recruitment and technology company. Talent2 currently operates through three divisions in fourteen countries. The divisions are:

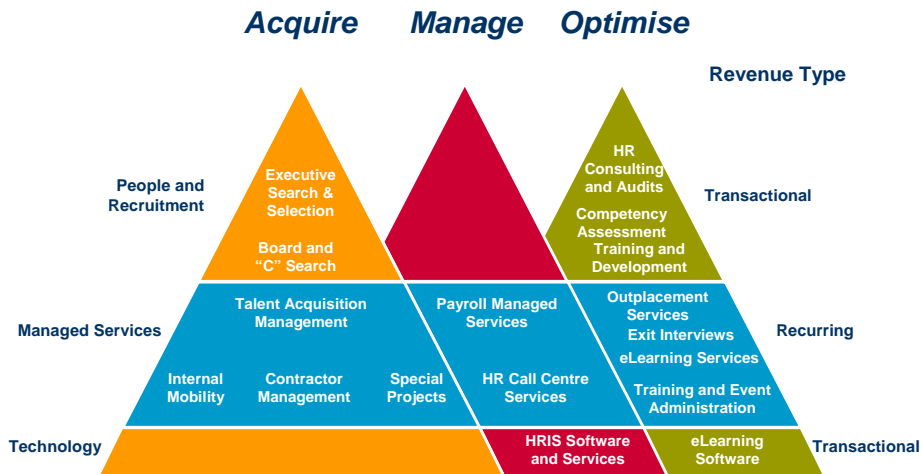
Executive Recruitment	Search and recruitment operations launched in December 2003
Managed Services	Managed services whereby clients use Talent2's systems and services either within their operations or on a full outsourced basis
Technology	Human Resource software systems the company has sold and supported for over 20 years (previously known as Concept)

Talent2 is differentiated from other listed Australian HR companies as follows:

- > **Breadth of services** – Talent2 offers a full HR service including Executive Search, Executive Recruitment, Payroll management, Learning services, HR Consulting and many other HR services either through traditional models or through a fully managed service offering
- > **Geography** – Talent2 services are offered in Australia, New Zealand, throughout Asia, the Middle East and in the UK
- > **A track record of success** – as Talent2, and previously as the founding team of Morgan & Banks (see below)

1. Concept Systems International Limited, which changed its name to Talent2 in June 2004

Business Model



Key Trends

Two key mega trends underpin the Talent2 business model:

- > Organisations are discovering that effective human capital practices provide better returns to shareholders substantially in excess of companies which have weak human capital practices. Talent2 delivers improved human capital practices for its customers.
- > One of the strongest-growing markets in HR is HR outsourcing, estimated to be more than US\$100B worldwide. Talent2 Managed Services business has the technology and skills today to take advantage of this trend.

Customers

The company is exposed to a number of different industries and companies. However, no one client accounts for more than 3% of Revenue. Recent new clients include:



Brief History

A calendar of the main events in the company's history is outlined at the end of this note. The key components of the story are as follows:

- > The HR payroll and software company Concept Systems was established in 1985 and undertook a listing on the ASX in early 2000.
- > In April 2002, Morgan & Banks Investments (MBI), a private company associated with Andrew Banks and Geoff Morgan, acquired a substantial shareholding in Concept.
- > In 2003, Concept announced that it would acquire a newly established HR business from MBI and associated interests in return for shares in Concept. The business was initially called MB2 but later renamed Talent2. Following the acquisition, effective 29 September 2003, MBI's interest in Concept increased to an effective holding of 45% [which has since declined to 28%]. At the same time, Andrew Banks became Managing Director and Geoff Morgan moved on to the board.
- > In May 2004, at an EGM, the group changed its name from Concept Systems to Talent2 International (adopting the name of the subsidiary). The ASX code changed to TWO (from CSI), effective 1 June 2004.

Morgan & Banks – a Precursor to Talent2

- > Geoff Morgan and Andrew Banks established Morgan & Banks in 1985 and later sold it to Select plc in UK for A\$38.3m, before buying it back in 1991 for A\$2.6m.
- > In 1994, Morgan & Banks Limited (MBL) listed on ASX with market capitalisation of \$33m, 250 staff and 200 contractors. In 1998, MBL was bought by TMP for \$380m, MBL having at the time revenue of \$330m, EBITDA of \$25.5m and NPAT of \$11.2m. From 1993-1998 MBL's compound annual growth rates for revenue and EBITDA were 46% and 35%, respectively.

Board and Senior Management

The board and senior management of Talent2 are listed below.

Board	Senior Management
Ken Allen, Chairman	John Rawlinson, Chief Executive Officer
Mary Beth Bauer, Deputy Chairman	Martin Brooke, Chief Financial Officer
Andrew Banks, Managing Director	Paul Jury, General Manager, Recruitment
Geoffrey Morgan, Non-executive Director	Eileen Aitken, General Manager, Technology
Albert (Bud) Hawk, Non-executive Director	David Patteson, Company Secretary
Hans Neilson, Non-executive Director	

2008 Interim Results

The company reported its 2008 interim results on 20 February 2008. The main highlights were:

- > Strong organic growth, with Revenue up 66% and net profit after tax up 46%
- > One of the main engines of future growth, the Managed Services (or HR Outsourcing) division increased Revenue by 95% generating EBITDA profits of 7% of Revenue.
- > Cash generation remains strong.

Financial Performance

A\$ (except EPS data)	2006			2007			2008
	1st Half	2nd Half	Year	1st Half	2nd Half	Year	1st Half
Revenue	45.2m	54.4m	99.6m	64.8m	88.6m	153.4m	107.4m
EBITDA	4.4m	5.6m	10.0m	6.5m	9.2m	15.7m	9.0m
<i>EBITDA per share ¢</i>	<i>4.0¢</i>	<i>4.9¢</i>	<i>8.9¢</i>	<i>5.5¢</i>	<i>7.7¢</i>	<i>13.2¢</i>	<i>7.4¢</i>
Depreciation and Amortisation	2.5m	2.7m	5.2m	2.7m	3.4m	6.1m	3.2m
<i>Of which: Amortisation of acquired intangible assets</i>	<i>1.4m</i>	<i>1.5m</i>	<i>2.9m</i>	<i>1.5m</i>	<i>1.6m</i>	<i>3.1m</i>	<i>1.8m</i>
EBIT	1.9m	2.9m	4.8m	3.8m	5.8m	9.6m	5.8m
Interest	0.2m	0.2m	0.4m	0.2m	0.0m	0.2m	0.0m
Profit before tax	2.1m	3.1m	5.2m	4.0m	5.8m	9.8m	5.8m
Tax operating	(0.6m)	(0.9m)	(1.5m)	(1.4m)	(1.6m)	(3.0m)	(1.8m)
<i>Tax rate %</i>	<i>30%</i>	<i>28%</i>	<i>28%</i>	<i>34%</i>	<i>28%</i>	<i>31%</i>	<i>31%</i>
Reported profit after tax	1.5m	2.2m	3.7m	2.6m	4.2m	6.8m	4.0m
Minority interests	-	-	-	-	-	-	0.1m
Members profit after tax	1.5m	2.2m	3.7m	2.6m	4.2m	6.8m	4.1m
<i>Reported EPS ¢</i>	<i>1.4¢</i>	<i>1.9¢</i>	<i>3.3¢</i>	<i>2.2¢</i>	<i>3.5¢</i>	<i>5.7¢</i>	<i>3.4¢</i>
Adjusted profit after tax (add back amortisation after tax) ¹	2.4m	3.3m	5.7m	3.7m	5.3m	9.0m	5.4m
<i>Adjusted EPS before amortization ¢</i>	<i>2.2¢</i>	<i>2.9¢</i>	<i>5.1¢</i>	<i>3.1¢</i>	<i>4.5¢</i>	<i>7.6¢</i>	<i>4.5¢</i>

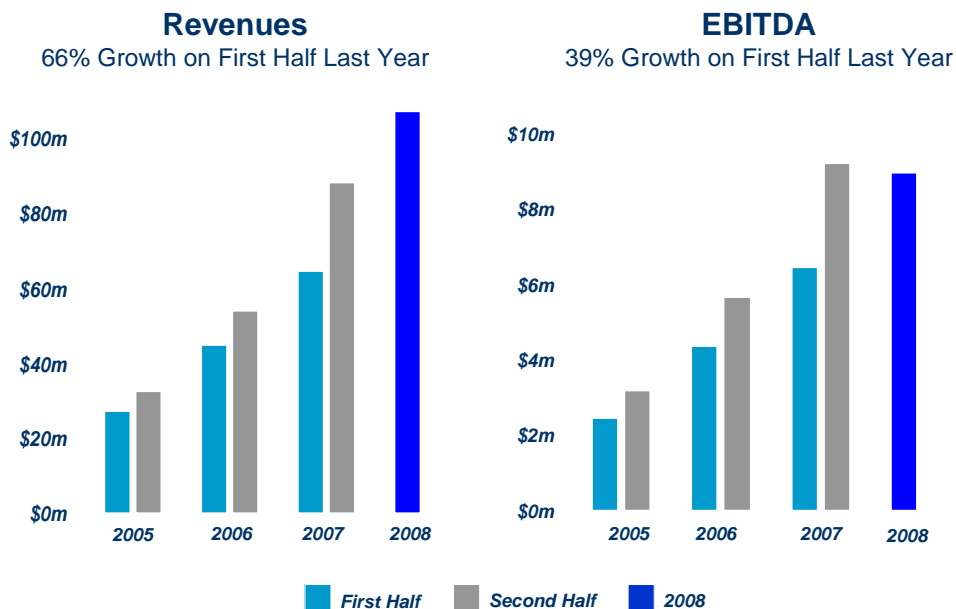
1. Profit after tax before non recurring items, add back amortisation of acquire intangible assets after tax. (i.e. for 2007 year, add back \$2.2m = \$3.1m - 30% tax)

Valuation Consideration

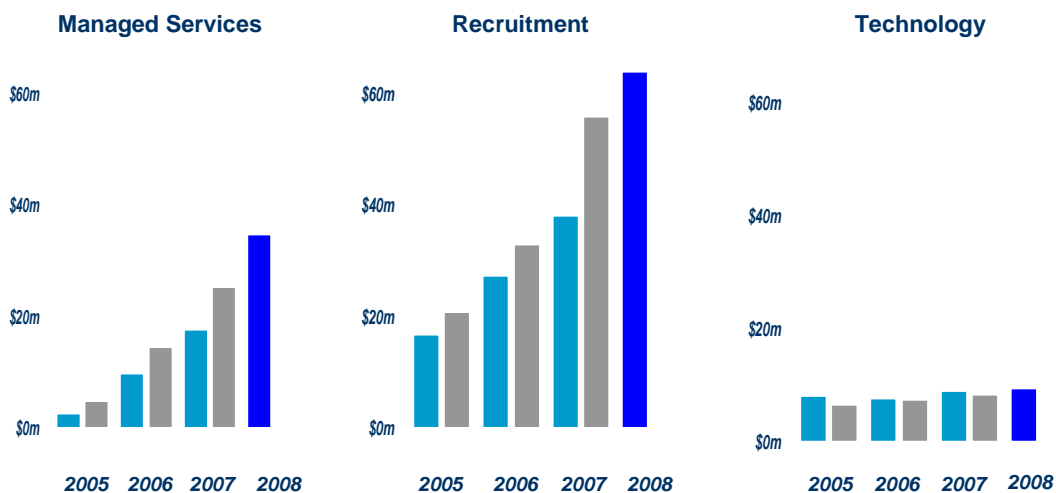
When valuing companies such as Talent2, it is standard analyst practice to:

- > Calculate adjusted (core or normalised) profit and adjusted EPS numbers which add-back acquisition amortisation (and other non-recurring items) after tax
- > For Talent2, the amortisation adjustment relates to 'amortisation of acquired intangible assets'. This reflects in the main to the acquisition of NPS and its intellectual property, which under the AIFRS accounting standards is subject to amortisation over a period not exceeding eight years.

Group Results



Revenue by Segment



Outlook

- > In 2008, Talent2 expects revenue and profit growth in each segment of the group as well as increased margins and cashflow.
- > Talent2 is planning to continue its expansion in Asia. It has also recently established new offices in the UK, Japan, China and Taiwan.
- > Talent2 will continue to embark upon strategic accretive acquisitions.

Detailed Historical Calendar

Date	Event
1985	Concept established.
29-Feb-00	Concept (backdoor) listing on ASX via Arcadia Minerals. ASX code changes to CSI from ARK.
22-Apr-02	Announces proposed share issue of up to 122m shares at 3 cents to raise up to \$3.66m. Morgan & Banks Investments (MBI) acquires interest in Concept. Andrew Banks appointed as a non-executive Director.
29-Sep-03	EGM: Approves acquisition of mb2 (later renamed Talent2). Following acquisition, MBI's interest increases to 45% from 32%. Andrew Banks becomes Managing Director. Geoff Morgan appointed as a non-executive Director.
26-May-04	EGM: Group changes name from Concept International to Talent2 International (adopting the name of the subsidiary). ASX code changed to TWO from CSI, effective 1 June 04.
16-Aug-04	Launches Talent Partners together with acquisition of Hansen & Searson and acquisition of boardSEARCH.
17-Nov-04	AGM: Group approves share consolidation on a 1:5 basis reducing number of shares on issue to approx 95 million.
8-Mar-05	Launches Talent2 eLearn together with acquisition of Southrock.
9-Jun-05	Expands into China with acquisition of Wall Street Associates.
18-Oct-05	AGM: Approves the acquisition of National Payroll Systems. Bud Hawk appointed as a non-executive Director.
15-Nov-05	Launches Talent2 People in New Zealand with acquisition of Stonyer & Associates.
1-Aug-06	Special Dividend Payment: 3c per share.
4-Oct-06	Ken Allen appointed as new non-executive Chairman. Mary Beth Bauer moves to Deputy Chairman.
15-Nov-06	Shareholder approved repayment of 3c per share return of capital.
9-Mar-07	Announces Shanghai office open for business.
29-Mar-07	Opens UK operations with acquisition of Australasian Talent Company (ATC).
23-Apr-07	Invests into India recruitment industry with effective 24% interest in HR One.
2-May-07	Expands training outsourcing service offerings with acquisition of BizEd.
21-Jun-07	Significant RPO contract with Telstra.
14-Aug-07	Release of preliminary 2007 results and announcement of 3.5c per share dividend.
29-Nov-07	Opens Japan operations with acquisition of TOG
21-Dec-07	Open Middle East operations with acquisition of InterSearch UAE
4-Feb-08	Significant RPO contract with UBS in Hong Kong and Singapore
20-Feb-08	Release of 2008 Interim Results

Full details available in investor relations section of www.talent2.com

Investor Information

Talent2

Martin Brooke
 Level 4, 77 Pacific Highway
 North Sydney NSW 2060
 t +61 2 9087 6333 f +61 2 9087 6395
 e investor@talent2.com
 w www.talent2.com

Auditors

Grant Thornton NSW
 t +61 2 9287 2400

Share Registry

Computershare
 t 1300 557 010 or +61 8 9323 2000