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LEANspiration



Digital Talent Management

with AI & Big Data





talent.net
ANALYTICAL MATCHES



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PROBLEM WE SOLVE

MILESTONES REACHED

FOUNDERS

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CAPITAL STRUCTURE

MARKET

INVESTMENT

VENTURE CAPITAL

*„The world needs the best talent management
and we just deliver it!“*



 PROBLEM WE SOLVE

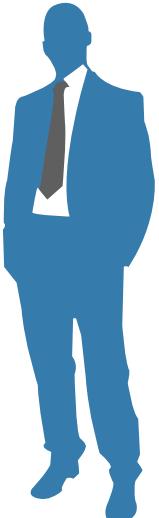
*Analytical matching
of talents
with jobs.*



👤 FOUNDERS



ALEXANDER
HAAR



FREDERICK
KUBIN



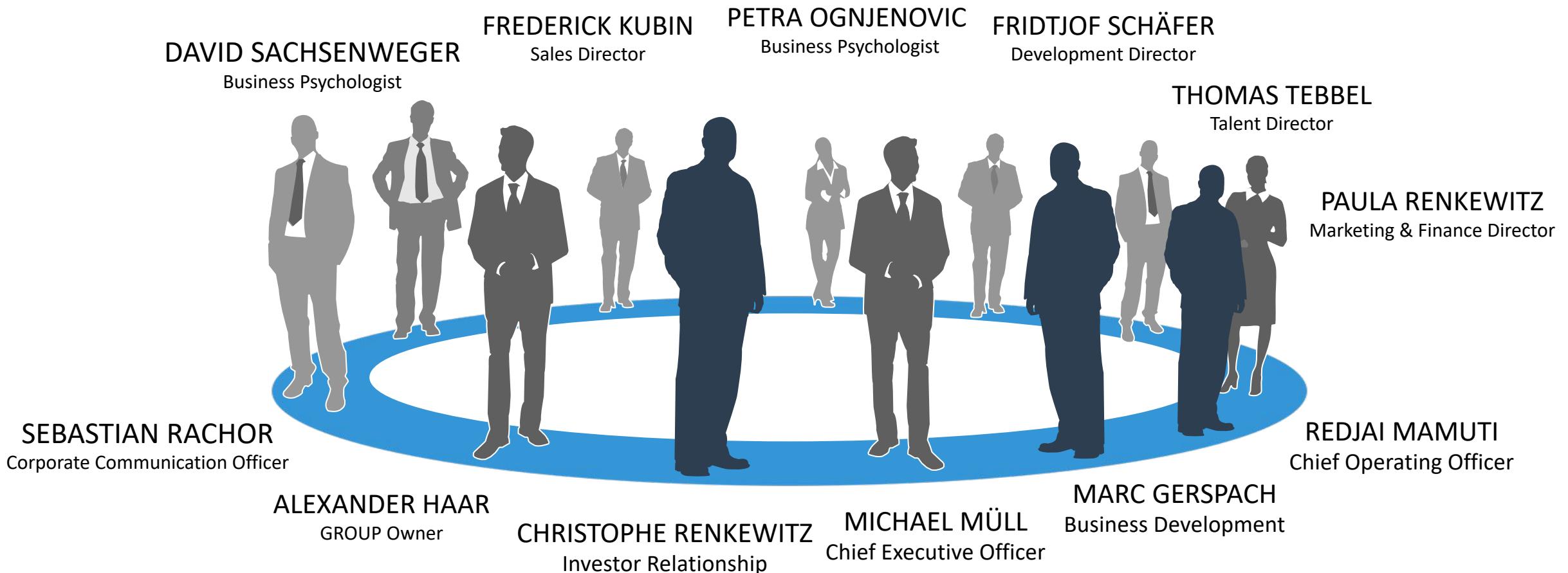
MICHAEL
MÜLL



CHRISTOPHE
RENKEWITZ

CO-ORDINATED EFFORT

MANAGEMENT TEAM





SUCCESS STORIES OF



LOEWENSPRUNG
AKTIENGESELLSCHAFT

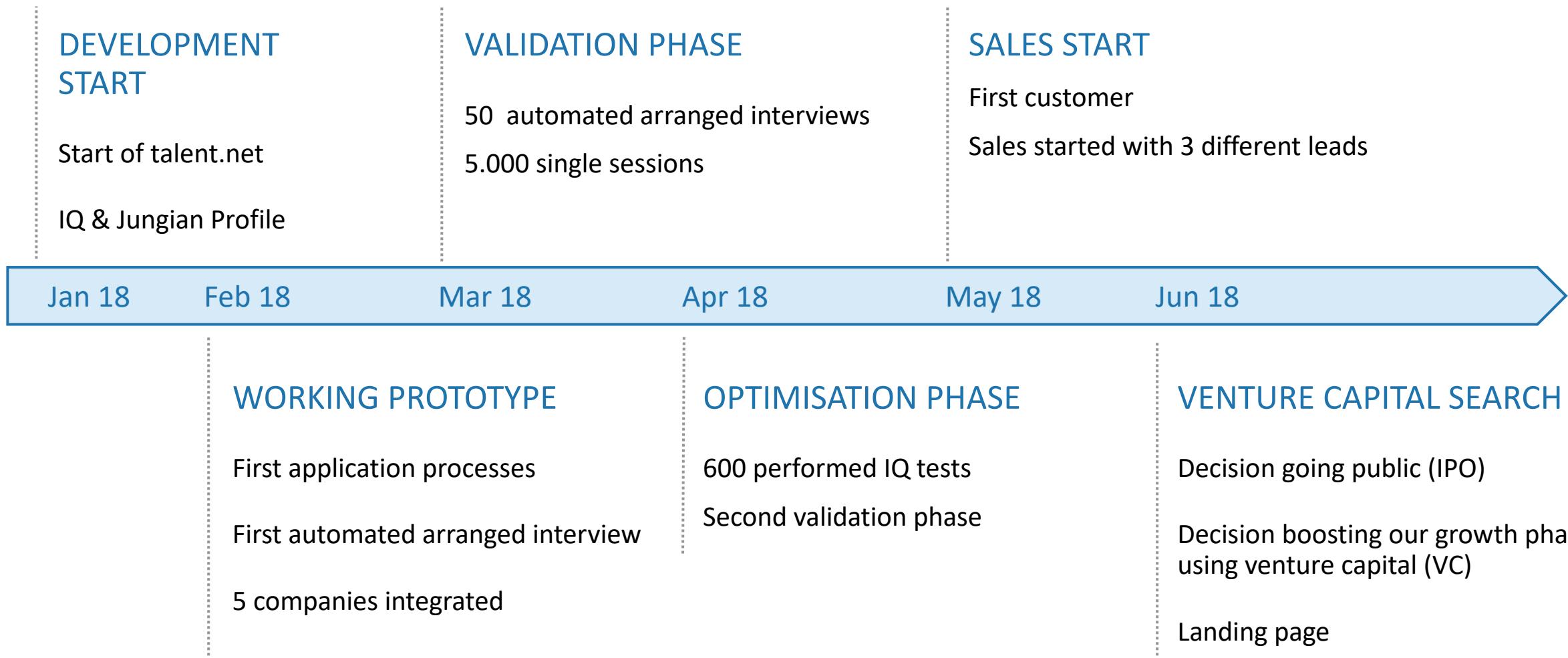


talent.net
ANALYTICAL MATCHES

We developed and replaced a complete ERP at a customer within 6 months.



MILESTONES REACHED





RESULTS OF TALENT.NET

78% reduced internal recruiting costs

72% reduced HR management costs

52% reduced external recruiting costs

47% happier staff

41% longer seniority on average of the whole staff

talent.net replaces at LIOBIS GmbH 4,5 FTEs



**“We believe in
your talent!”**

VALUES



BREAKTHROUGH

We propose you working breakthrough innovation in the new digital world.



YOUR BEST CHOICE

Our unique combination of talented people brings you outstanding results in talent management.



RESULT DRIVEN

We are combining ultra high performers in our team, because we really want to create value for you. This is the fourth time we bring a company from 0 to clients and high performance in the future.



SAFETY

WHY US

Reliable

Our products and services are **reliable and ultra-fast**. We help our clients to **scale their core business** on a new level.

Customer focus

We deliver products which our **customers love** and completely free them from the day-to-day burdens.

Experience

Over **15 years** of hands-on **online business experience** with multiple customers of different branches.

Services

Our customers love our customer experiences. We always will **enhance the system** with the ideas of our customers.

SUCCESS & CONFIDENCE



STRATEGY



We are starting with the **German** and especially with the **Swiss** business place, because it is the hardest and toughest to **gain customers confidence** and their continuous trust.

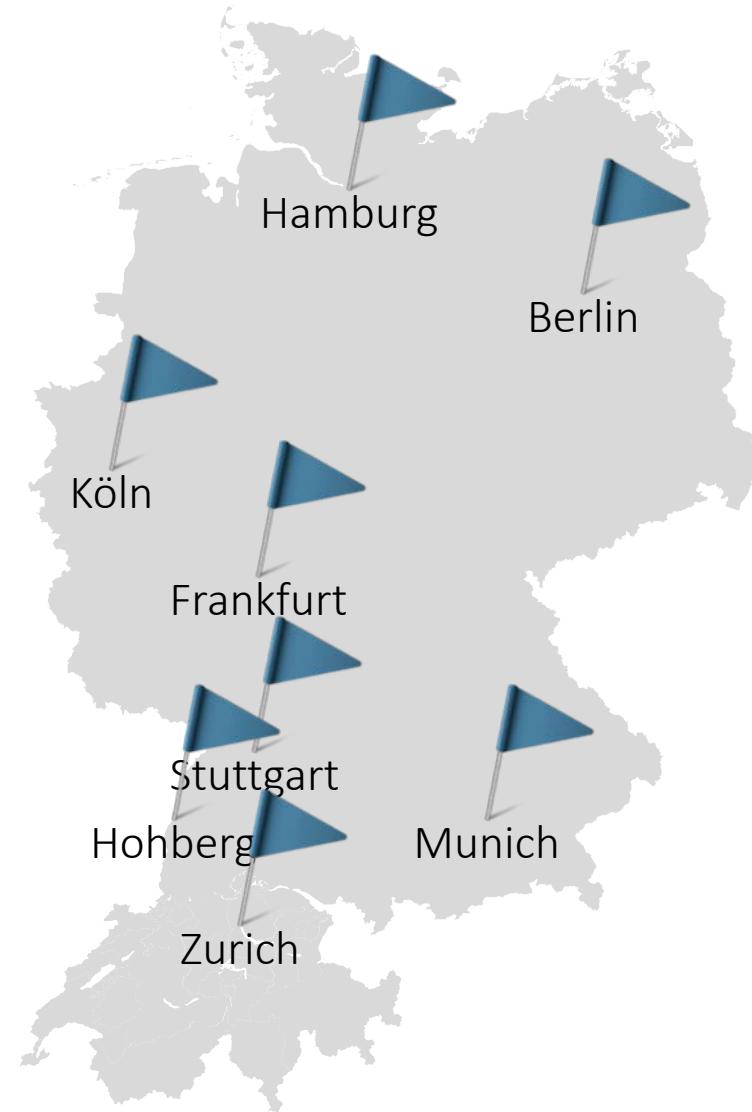
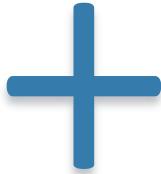
In the **expansion phase** we will offer our services in **English, French and Spanish**. Other languages are foreseen in the late stage of market expansion.

Our product is our **online service** in talent management.

The core competencies we focus on are **online talent acquisition, management, retainment and development**.

LOCATIONS

London
New York
Paris
São Paulo
San Francisco
Santiago
Singapore
Sydney



👤 ONLINE SERVICES

Talent Acquisition



Talent Retainment



Talent Management



Talent Development





DIGITALIZATION

Artificial Intelligence

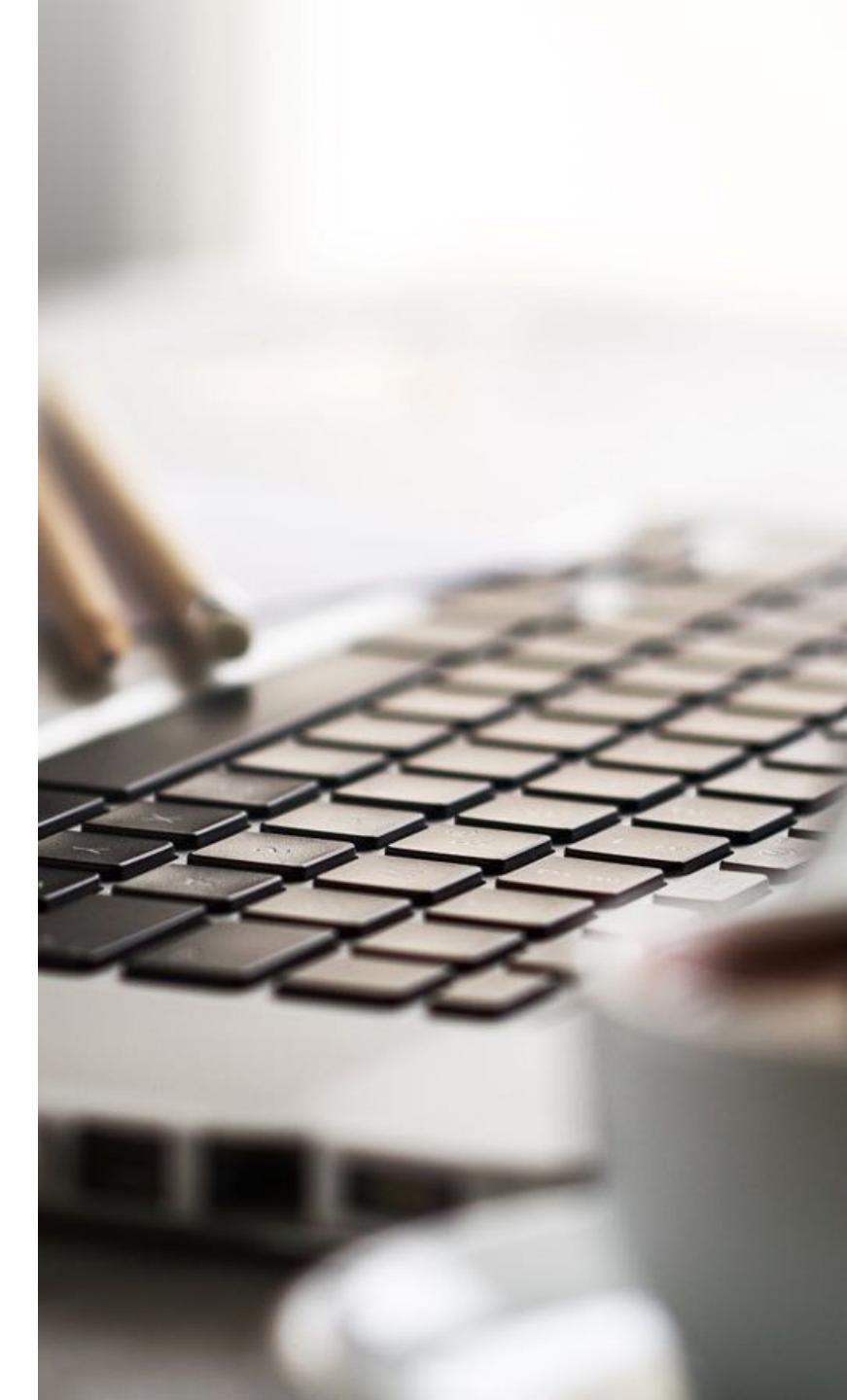
Big Data

Psychological tests

Ultra-fast

Precise, analytical
talent matching

Active Talent Manager



FUNCTIONS

Perfect talents TALENT.SCORE

Tailor made talent tests

Automatic interview scheduling

Automatic salary negotiation

Digital pre and work contracts

Payrolling

Active Talent Manager

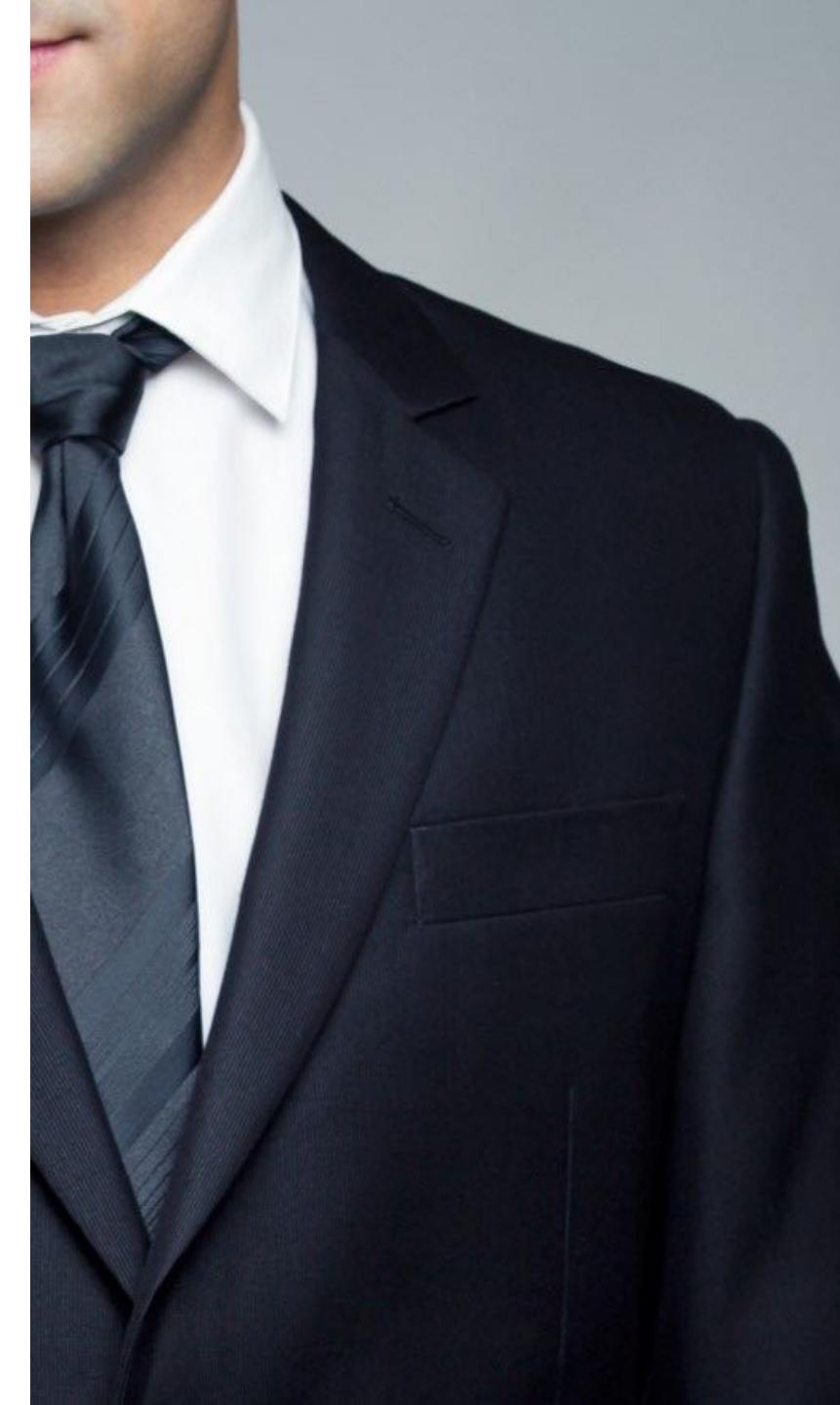
Present your company

Digital CV

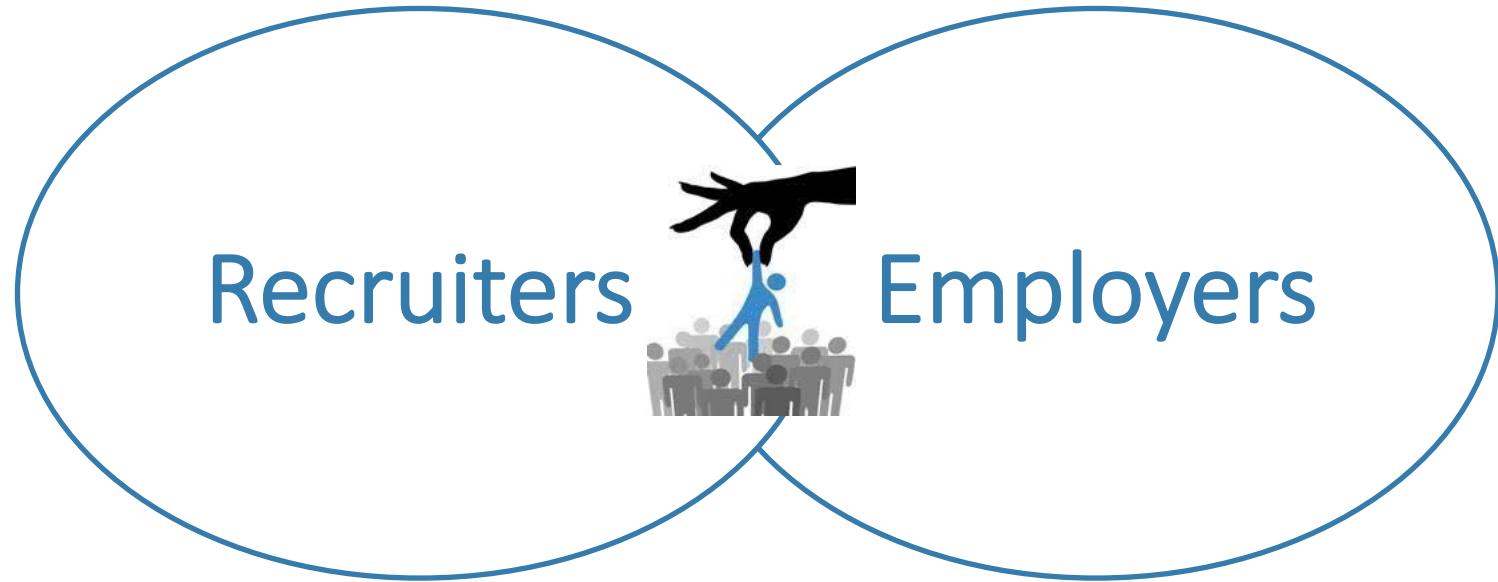
Talent market

Integration into LinkedIn, Xing

Market value, Transfer sum

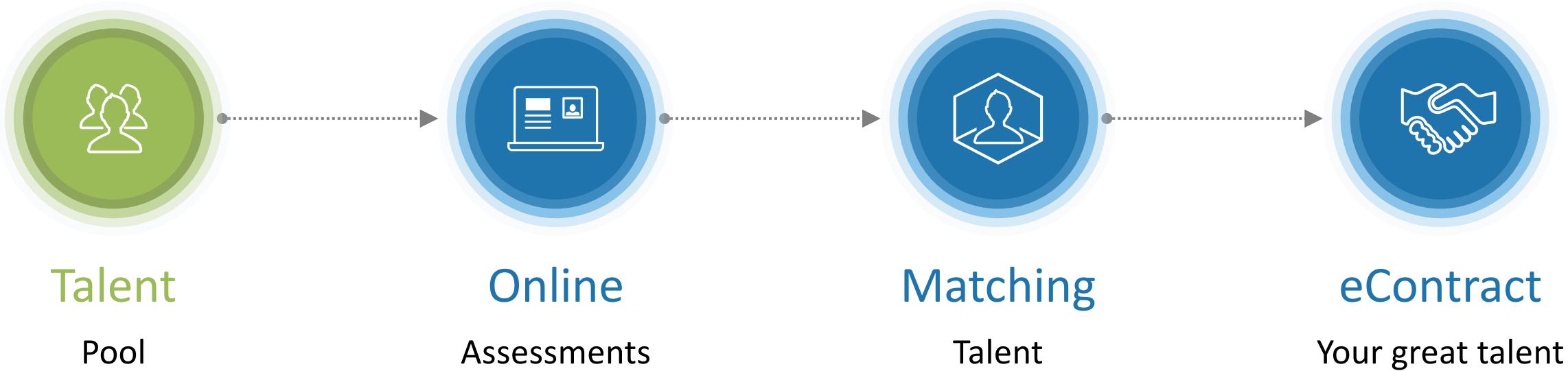


CUSTOMER IDENTITY



TALENT ACQUISITION

We enhance a breakthrough way talent acquisition in the new digital world.



CUSTOMER VOICE

„A CEO just did a 10 minutes chorus of praise about our candidate selection system.“

Thomas Tebbel (CEO)
Talent Director



PRICING

Functions	Free	Base per month	Professional per vacancy	Premium per vacancy	Luxury per vacancy	Payrolling per employee	Single per vacancy
Feedback	✓	✓	✓	✓	✓		(300 EUR)
Automatic scheduling		✓	✓	✓	✓		(400 EUR)
Intelligence (IQ)		✓	✓	✓	✓		(300 EUR)
Jungian personality		✓	✓	✓	✓		(300 EUR)
Job ad			✓	✓	✓		300 EUR
Language proficiency			✓	✓	✓		300 EUR
Competence profile			✓	✓	✓		100 EUR
Diplomatic skills			✓	✓	✓		100 EUR
Success indicator & Memory test			✓	✓	✓		300 EUR
Psychodiagnostics			✓	✓	✓		100 EUR
Team compatibility			✓	✓	✓		100 EUR
Automatic salary negotiations			✓	✓	✓		200 EUR
Digital pre and work contracts			✓	✓	✓		100 EUR
Actual stress level			✓	✓	✓		100 EUR
Present your company & workplace			✓	✓	✓		100 EUR
Active Job Advertising Manager				✓	✓		+ Advertising budget
Active Talent Manager					✓		
Payrolling incl. cryptocurrencies						✓	
First time set-up fee	0 EUR	1.990 EUR	3.999 EUR	4.999 EUR	9.999 EUR	19.999 EUR	
Price	0 EUR	1.564 EUR	999 EUR	1.999 EUR	4.999 EUR	0.25% of wages	(3.100 EUR)



PRICING FOR ADVERTISING

Ads	Cost per 1k impressions	Cost per send	Cost per click
Talent messages		0.99 EUR	5 EUR
Talent Email		0.99 EUR	5 EUR
Talent letter		2.99 EUR	
Talent banner	8 EUR		5 EUR
Talent newsfeed	8 EUR		5 EUR
Talent search ad	8 EUR		5 EUR
First time set-up fee	150 EUR	150 EUR	150 EUR
No set-up fee for DIY	0 EUR	0 EUR	0 EUR

COMPETITION

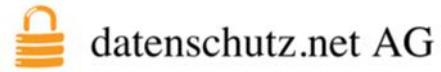


👤 CRYPTOCURRENCIES PAYROLLING

Payrolling in crypto



CUSTOMERS



Your company!



Your company!



Aristo



SearchConsult

We are permanently
enlarging our
customers

We elevate our customers on a
new level of competence and
sales.

PLANNING

PHASE 1

- Talent tests starting
- Qualification tests starting
- Visual overview over top talents
- Job market place
- Calendar and contact sync

July 2018

January 2018

PHASE 3

- Digital CV and CV parsing
- eContracts (pre and work contract)
- Active Job Advertising & Talent
- Automatic salary negotiator
- Interfaces to all major players
- Search for partnerships

July 2019

Jan 2020

PHASE 2

- User Interface with scroll bars
- Job descriptions more talent oriented
- Market value & Transfer sum can be calculated
- Talent transfers can be processed
- Talent market place

PHASE 4

- Advertising inside talent.net
- Import/Export profiles & jobs
- Type based job descriptions
- Payrolling (current & cryptocurrencies)
- Company & workplace presentation
- Voice & Video analysis tests

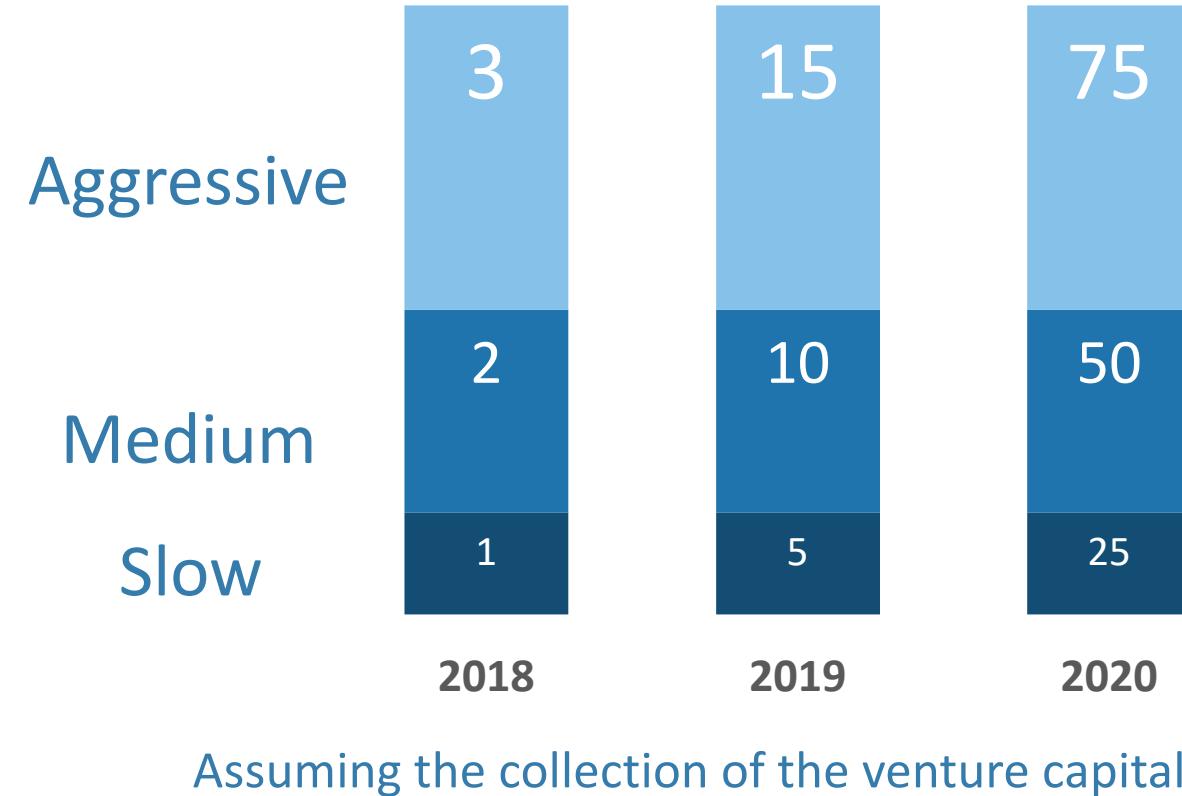
STAKEHOLDERS

We will **excel** in our talent driven nature and the **responsibility we have for all the talents** in the world. Creating the hub for talents they can only dream of, is our corporate responsibility and what we can give back to the society in **creating the new digital talent management**. We are confident, that our stakeholders will use themselves as well talent.net, because they value what we do and the way we do it in a way, anybody can deliver it as perfectly as we do it.



GOING PUBLIC

Planned profit in Millions EUR



Start inside Group

We started inside a group and developed a rudimentary idea into a working system.

Venture Capital

We invite venture capital for boosting the coming growth phase and for translation with and expansion into other countries.

Going public

We are planning going public for even further growth when customer base and team is well established and we need additional funds for further growth.

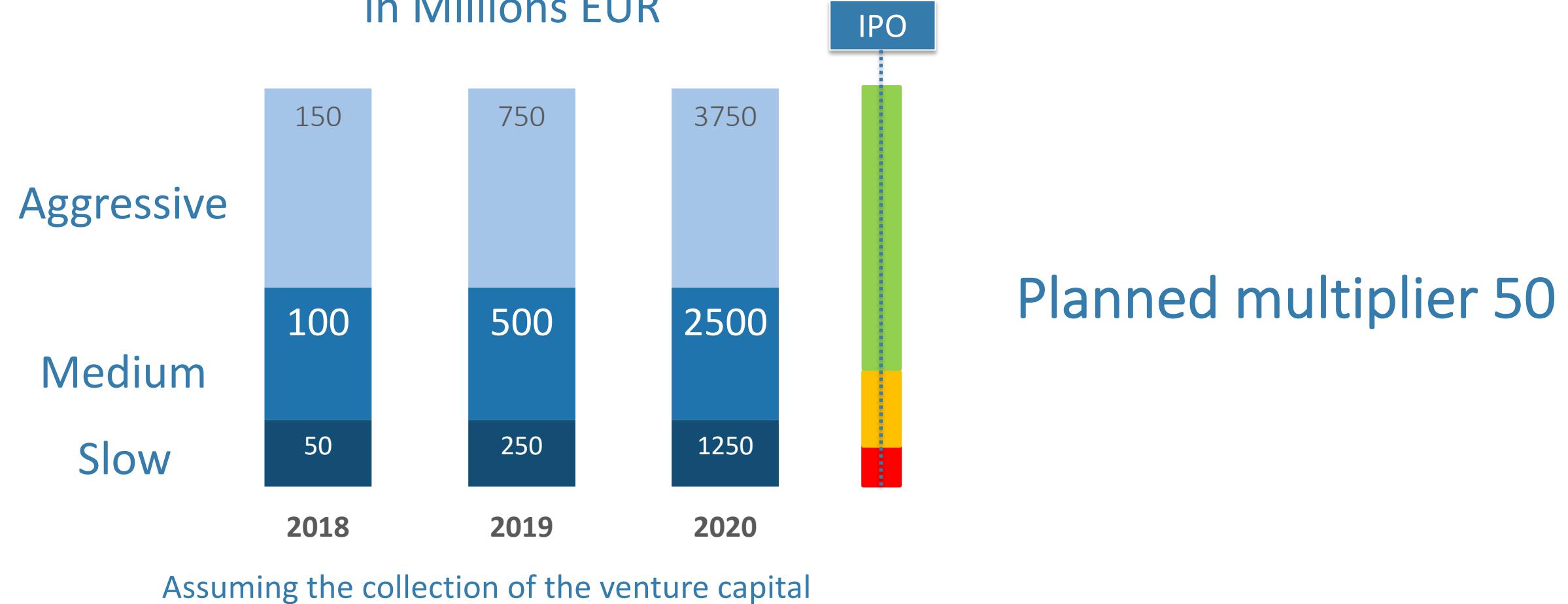
Post IPO

After the IPO we will actively manage our stakeholders and take them into the new digital world. We will implement the world's first digital stakeholder management.

Planned profit margin 80%

Planned market valuation

in Millions EUR



market size of
€ 417
billion
(sales revenues)

MARKET

Top 15 countries ranked by sales revenues (2015)

The Agency Work market amounted to €374 billion in 2015 (MSP activities included), with the USA being the leading country in terms of market shares (31%) followed by the UK (11%) and Japan (10%).

In terms of regional split, North America is the largest region (36%), followed by Europe (accounts for 35%) and Asia/Pacific (22%).



Global market size (sales revenues)

Within the employment industry, the Agency Work market (without MSP activities) accounts for 67% of the overall global sales revenues of the employment industry, followed by the MSP market (22%) and the Direct Recruitment market (9%).



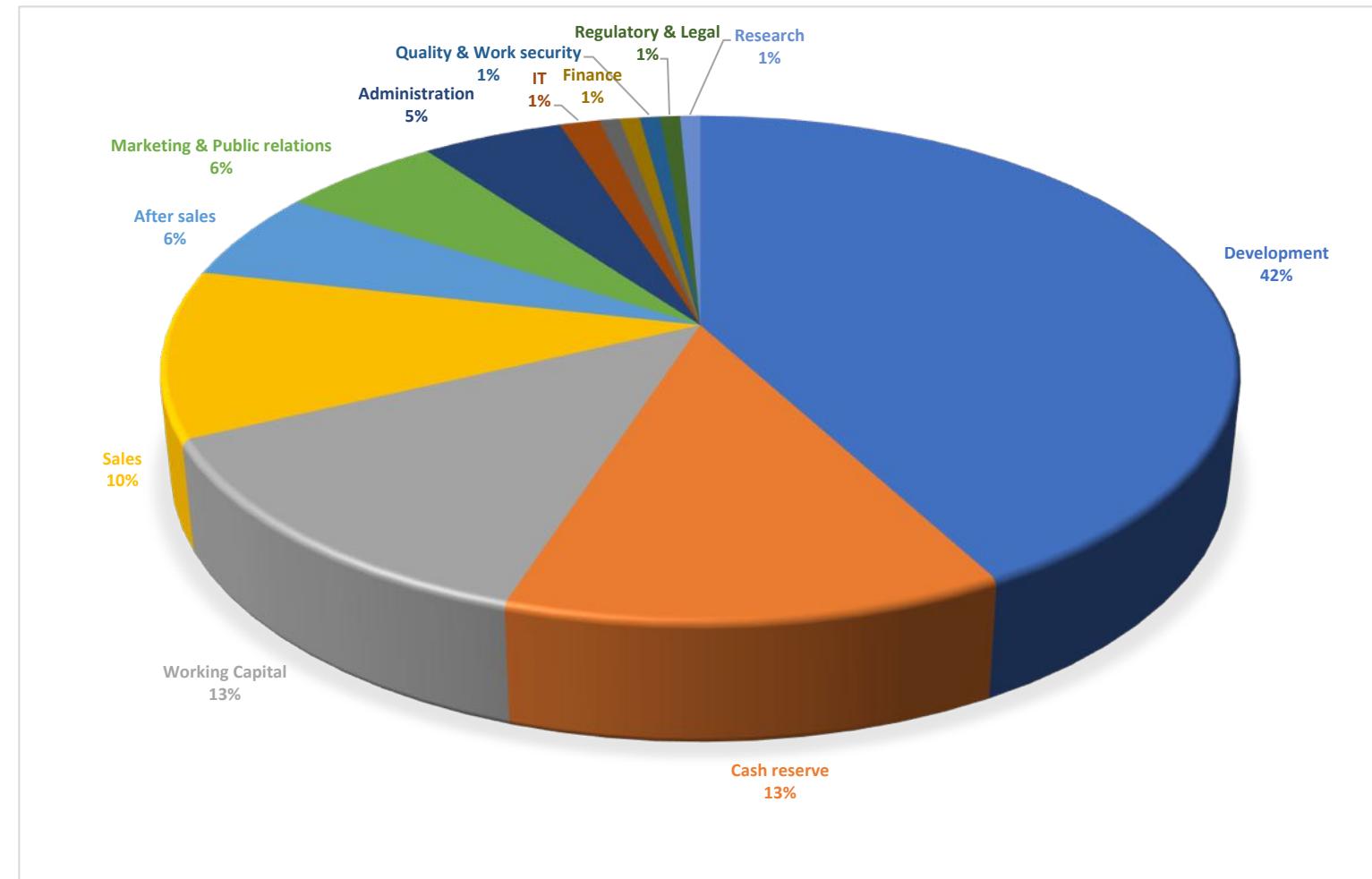
VENTURE CAPITAL

The funding will be used for the further development and sales boost of all talent.net related services.

Phase 0: 1 customer & 5% development	0.2 Mio EUR
Phase 1: 200 customers & 25% development	15 Mio EUR
Phase 2: 400 customers & 50% development	10 Mio EUR
Phase 3: 800 customers & 75% development	20 Mio EUR
Phase 4: 1.600 customers & 100% development	25 Mio EUR
TOTAL	70 Mio EUR

FUNDING

Departments	talent.net [Mio EUR]
Administration	3.5
After sales	4
Cash reserve	9
Controlling	0.5
Development	29.5
Finance	0.5
HR via talent.net	0
IT	1
Marketing & Public relations	4
Quality & Work security	0.5
Regulatory & Legal	0.5
Research	0.5
Sales	7.5
Working Capital	9
TOTAL	70



CAPITAL STRUCTURE

Type	Month & Year	Number	Price	Consideration
Founder's ¹⁾		6.000.000.000	0,000 033 EUR	200.000 EUR
Second Row ²⁾	n/A	2.000.000.000	n/a	n/a
Venture Capital Tranche ³⁾	July 2018	2.000.000.000	0,035 EUR	70.000.000 EUR
		10.000.000.000		70.200.000 EUR
Employee stock option plan ⁴⁾	n/a	1.000.000.000	n/a	n/a
Fully-Diluted		11.000.000.000	EUR	

- 1) Split evenly among Founder's:
Alexander Haar, Frederick Kubin, Michael Müll, Christophe Renkewitz
- 2) Options have not been granted. The shares have been reserved.
To be split evenly among second row: People working for talent.net for IPO
- 3) Development & sales boost of talent.net
- 4) Options have not been granted. The shares have been reserved

Control positions:

	Undiluted	Fully-Diluted
Founder's + Second Row	80%	73%
Float	20%	18%
Employees	0%	9%
	100%	100%

INVESTMENT

For funding we search investors for preferred shares (non-voting) with a 10% dividend of the gained profits with a minimum holding time of 10 years or till IPO.

With the financing round talent.net will be founded as talent.net AG.

Minimum Investment

2 Mio EUR

INVEST IN TALENT.NET



Start-up with high
potentials

Proven successful
Group behind

If you don't
invest someone
else will do

Invest now for
future growth



talent.net

a business of the
LOEWENSPRUNG AG
Eugen-Mogg-Weg 21
D-77749 Hohberg

represented through Chairman
Mr. Alexander Haar and
Chairwomen of the supervisory
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