

Decentralizing Talent Management



Ohos decentralizes performance evaluation with a blockchain-like architecture via ongoing crowdsourced feedback

By completely reimagining an old and broken process Ohos:

- Increases leadership diversity

- Reduces turnover

- Boosts leader success

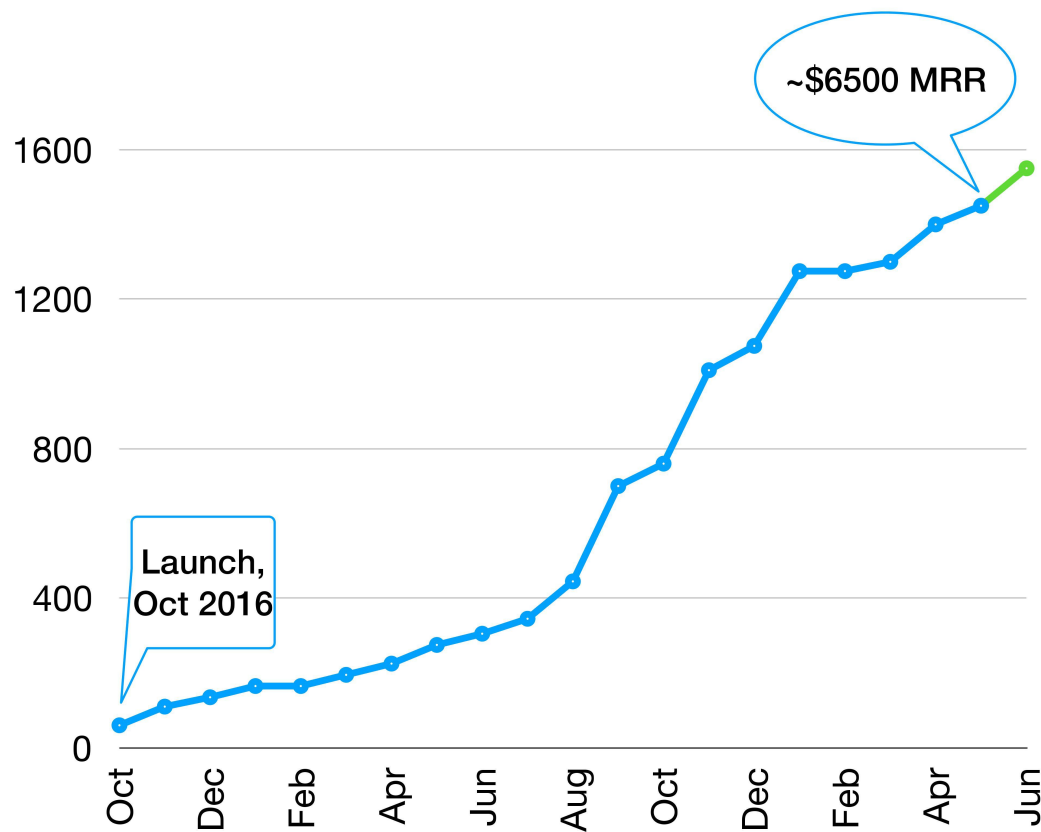
- Streamlines Succession

- Planning



Current Clients

(All paying)



3

alteryx
choozle

sovrn

**Stacy and
Witbeck**



campuslogic

ibwbacon^{group}

blum^{MD}
CENTER FOR HEALTH™

1st SouthWest
Bank
We Can Help You Get There™

NW
NEW WORLD

RP
Relevant Play

INTERWEST





Other performance tools fail because **they use the same top-down evaluation process that created the problem in the first place.**

Managers identify the wrong people for leadership promotion 80% of the time*

*Korn Ferry, 2016

Solution



HOLISTIC DATA COLLECTION

FEEDBACK FROM EVERYONE

CLEAR ANALYTICS

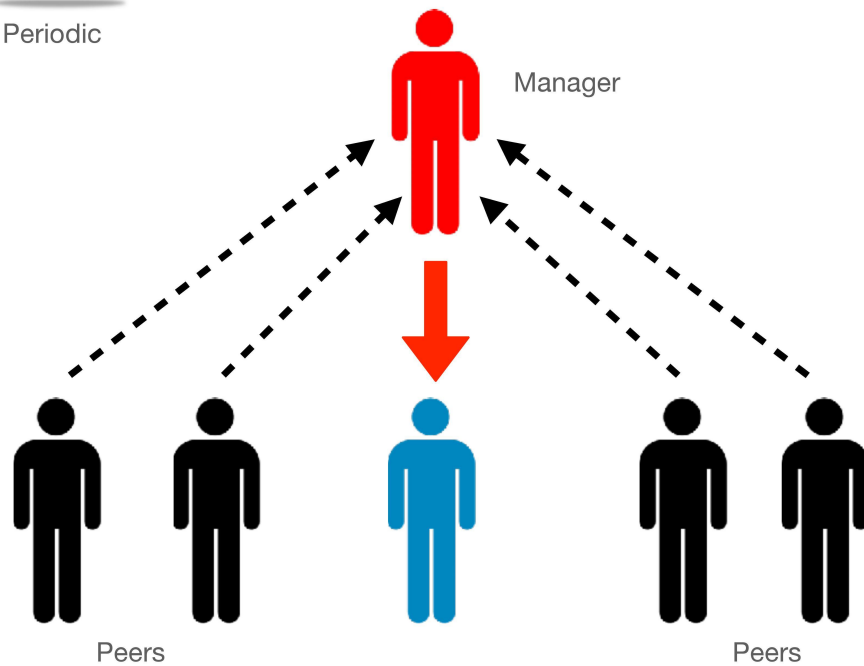
ACTIONABLE DATA

How it Works



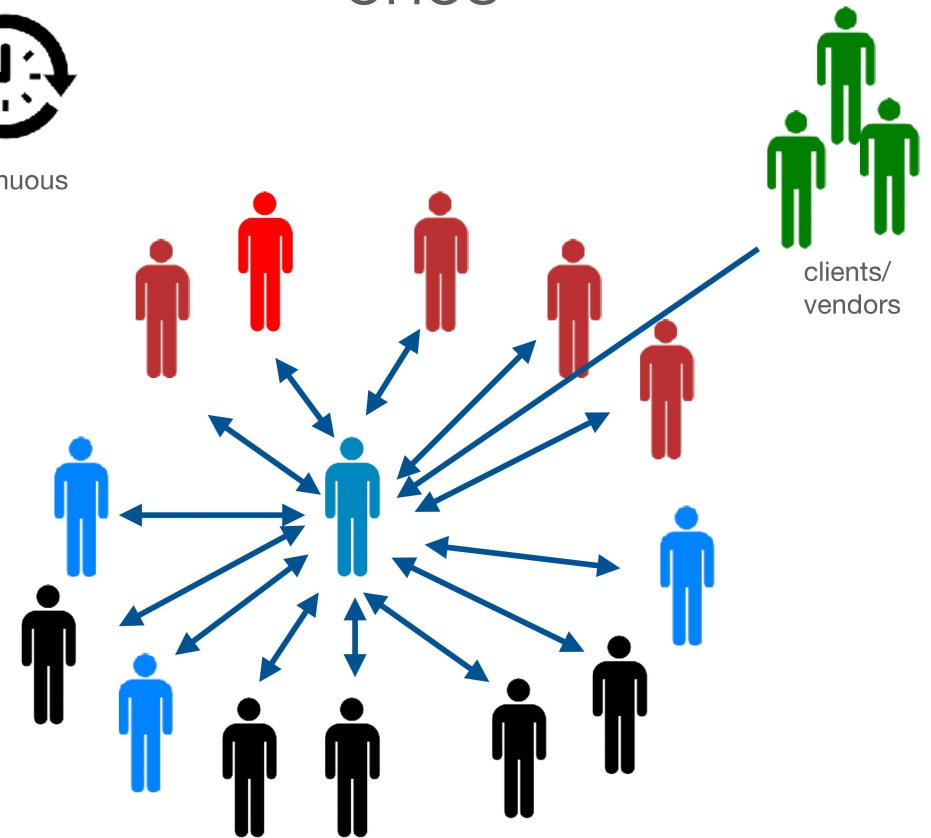
Periodic

EXISTING MODEL



Continuous

OHOS



Market Validation

Within months our clients report

A blue circle with a thick dark grey border, containing the text "90%" in white.

90%

Faster decision
making

A blue circle with a thick dark grey border, containing the text "80%" in white.

80%

Early warning of
retention issues

A blue circle with a thick dark grey border, containing the text "60%" in white.

60%

Better promotion
decisions/transitions

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125%

Client renewal
and/or expansion



Client Feedback



"We discovered leaders we didn't know we had and addressed performance issues with greater ease and speed than ever."

- Hugh Benardi, Jr., CEO



"I have more information in 2 months about my employees than I have ever had."

- Keith Wagner, COO



"We now have in-depth, real time insight into our organization's performance and health."

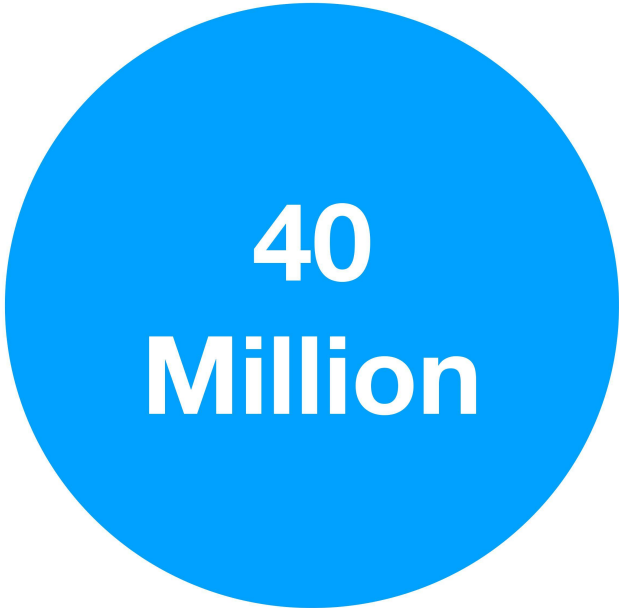
- Dave Bacon, CEO



"Ohos illuminates the pulse of my people and the authenticity of our culture"

- Mark Geene, CEO

Market Size

A large blue circle containing the text "40 Million" in white, bold, sans-serif font.

**40
Million**

Small-Mid Cap
Total Employees

A medium-sized blue circle containing the text "6 Million" in white, bold, sans-serif font.

**6
Million**

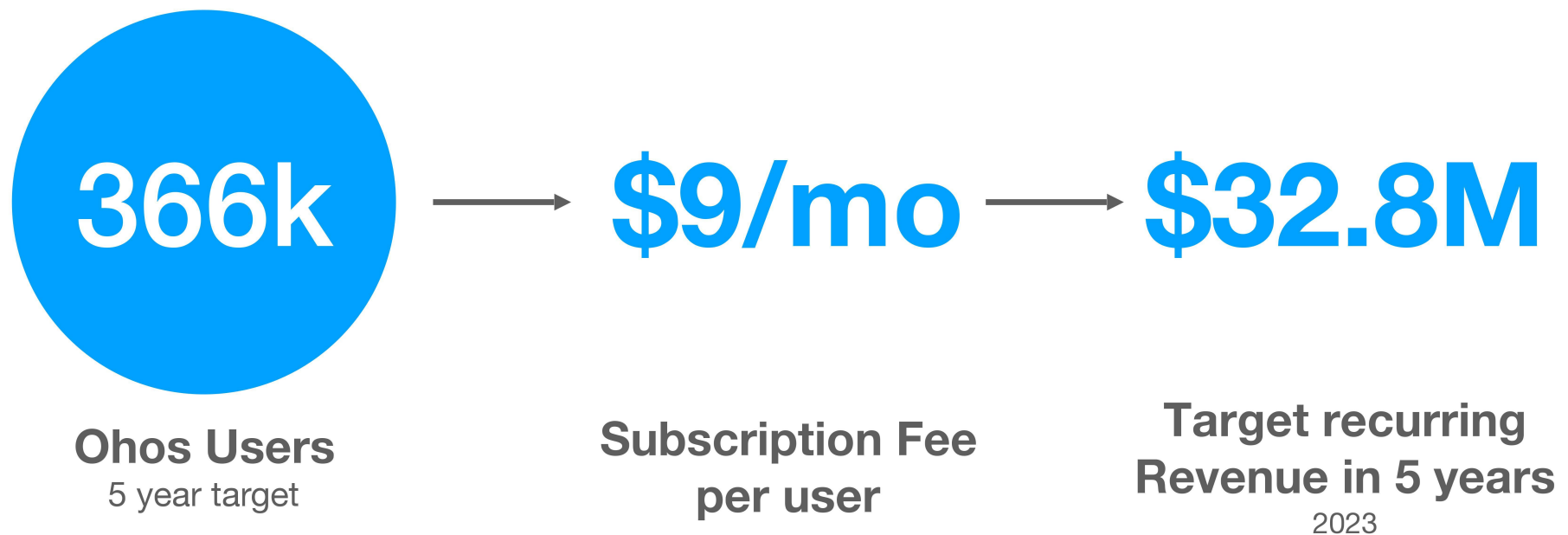
Narrow Market
18% Innovators &
early adopters

A small blue circle containing the text "366k" in white, bold, sans-serif font.

366k

Immediate Focus
Series A growth/progressive
cultures
5 year target capture

Business Model



Disclaimer: we can make no guarantees that targets will materialize as shown.

Customer Acquisition & Lifetime Value

\$22

CAC

Current/user

<

\$324

LTV

Over 3 years

Market Adoption

Partnerships



Cross Selling Integrations



Thought Leadership













Growth Targets

	Year 1 (actual)	2018	2019	2020	2021	2022
Users	1075	3.6k	24.3k	89.8k	207.9k	366k
Revenue	\$29.7k	\$163k	\$1.4M	\$6.1M	\$17.1M	\$32.8M
COGS & OpEx	-\$237k	-\$466k	-\$2.1M	\$3.8M	\$6M	\$8.3M
Operating Income	-\$207.3k	-\$303k	-\$727k	\$2.3M	\$11.1M	\$24.5M

Disclaimer: we can make no guarantees that targets will materialize as shown.

Exit Market

Target	Acquired by	Date	Amount	Multiple	Strategy
		2017	\$2.6B	3x	Add HRM
		2016	\$275M	9x	Market Synergy
		2014	\$60M	20x	Product Addition
		2016	\$293M	10X	Market capture

Likely Exit Partners



Team



DAVE NEEDHAM
CEO
Founder



STEVEN EASTER
VP of Engineering
Co-founder



CHRISTY PALAZZO
VP of Business Dev/Sales



PHIL SNYDER
Principal QA



Advisory Board



KIMBERLY LUCAS
HR Leader
CEO of Goldstone Partners



MURRAY ARENSEN
Finance
CEO of Pluribus Capital



JOSEPH NORRIS
Marketing
CMO of Neusoft



JOEL JACOBSEN
Legal
Partner at Rubicon Law



Real-time People Data for Today's Workplace



TEAM

Industry Experience
Strong Execution
Experienced
Advisors

GROWTH

Key Hires
Market-Driven
Development
Sales & Marketing

OPPORTUNITY

Hot Marketplace
Industry Agnostic
Early Exit Potential

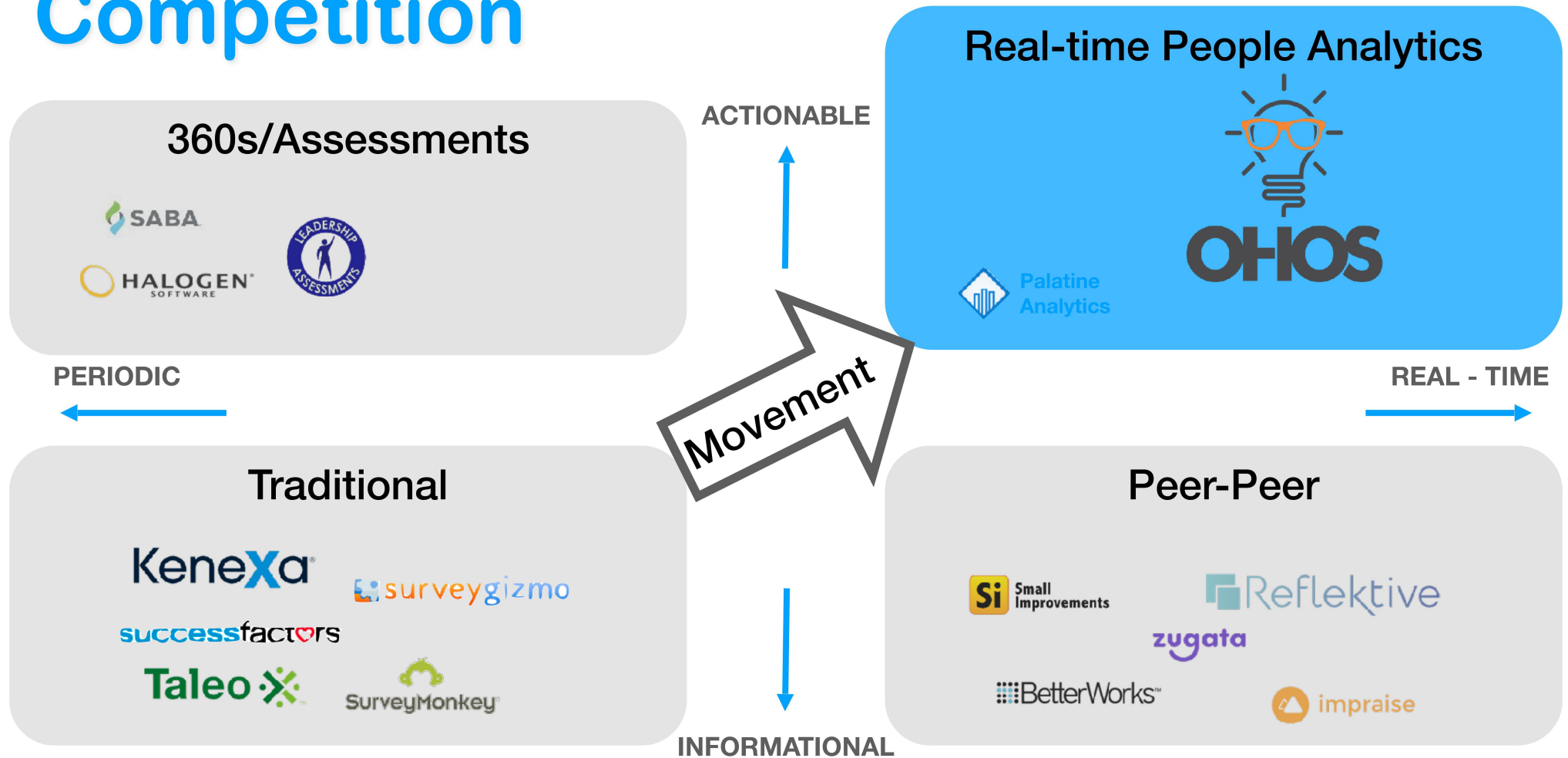
Appendix Slides

Exit Market

“Tools for engagement, pulse surveys, feedback management, and culture assessment is white hot.”

–Bersin by Deloitte, 2017

Competition



Competitive Advantages

AGILE

COMPARATIVE

PORTABLE

ACTIONABLE

DEVELOPMENT

HISTORICAL

PREDICTIVE