

Decentralizing Talent Management



OHIOS

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

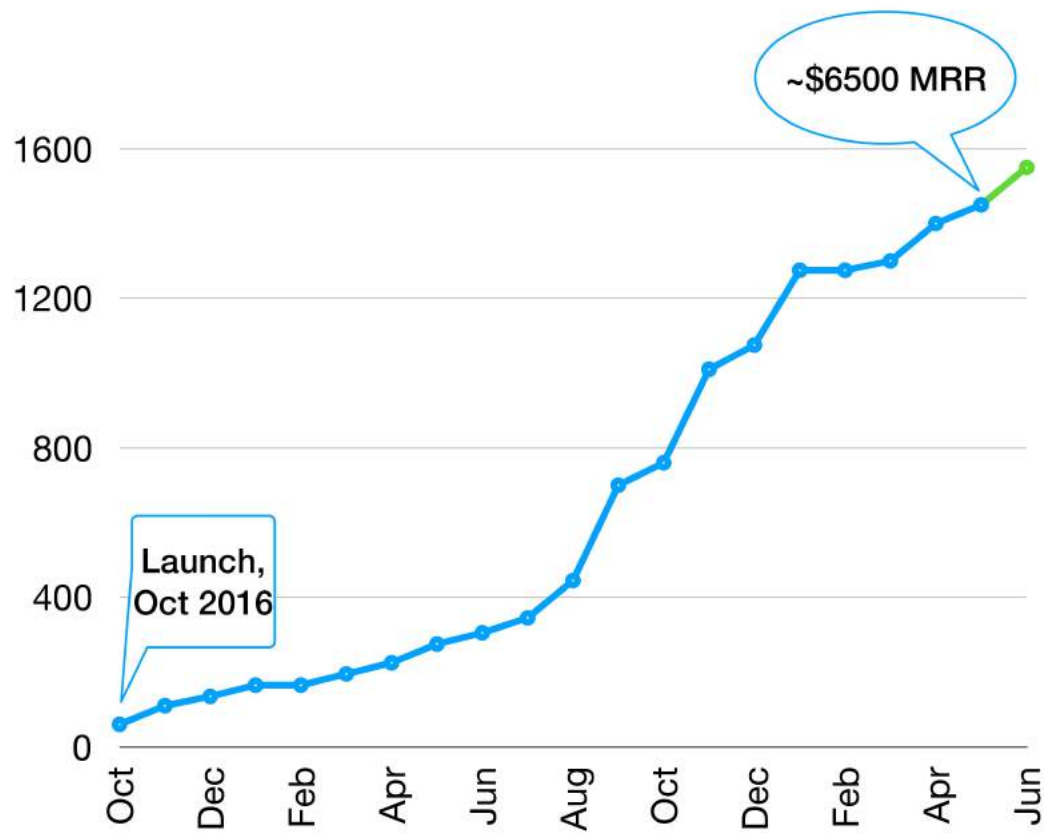
- Streamlines Succession

- Planning



Current Clients

(All paying)



campuslogic

iibwbacon^{GROUP}

blum^{MD}
CENTER FOR HEALTH™

1st SouthWest
Bank
We Can Help You Get There™



NEW WORLD

Relevant Play

INTERWEST

alteryx

choozle

SOVRN

Stacy and
Witbeck





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



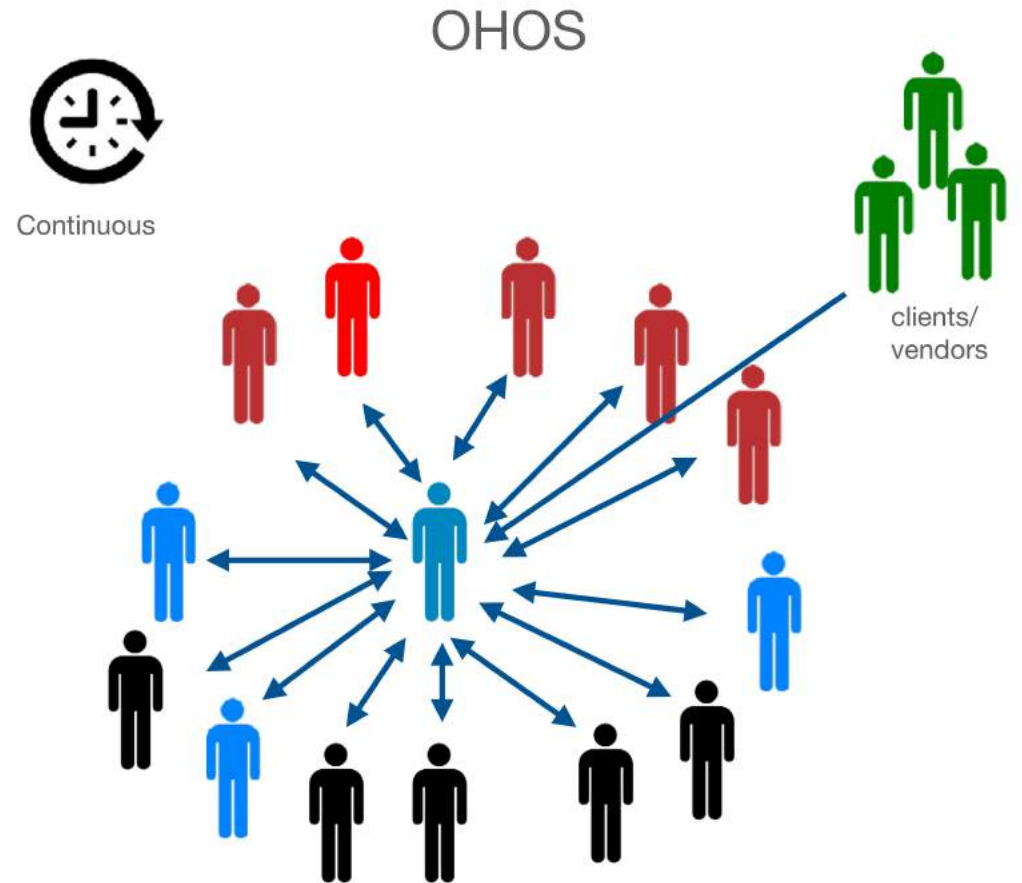
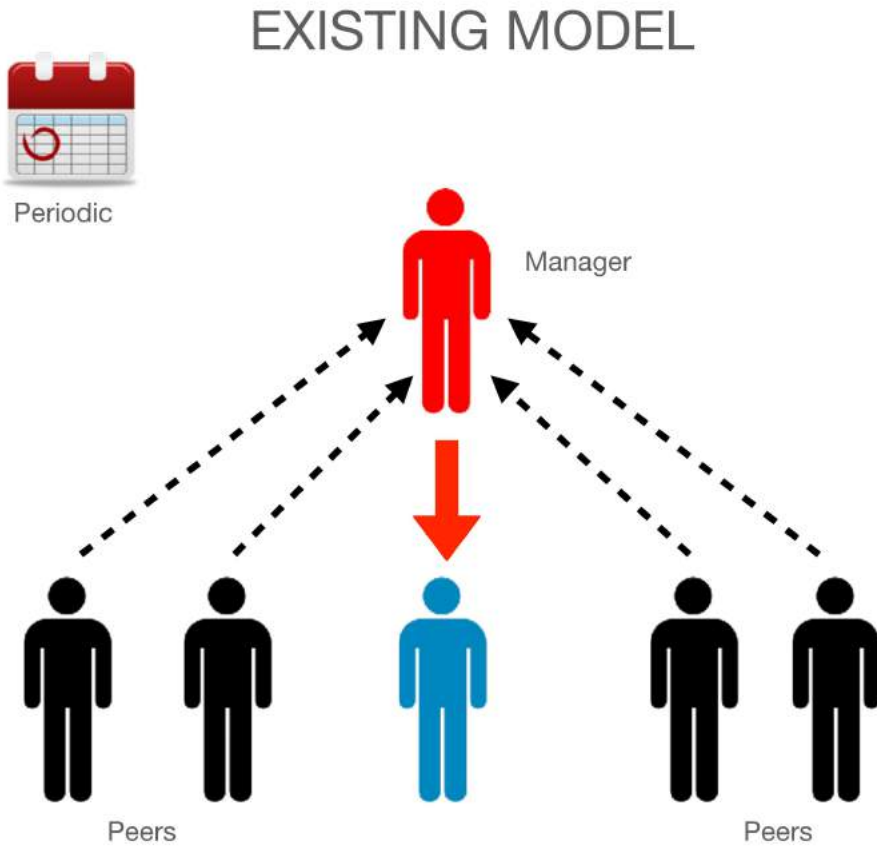
HOLISTIC DATA COLLECTION

FEEDBACK FROM EVERYONE

CLEAR ANALYTICS

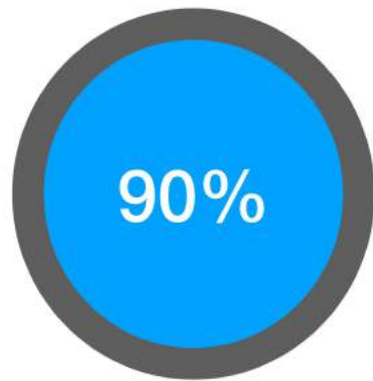
ACTIONABLE DATA

How it Works

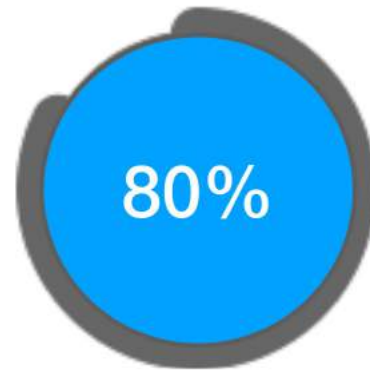


Market Validation

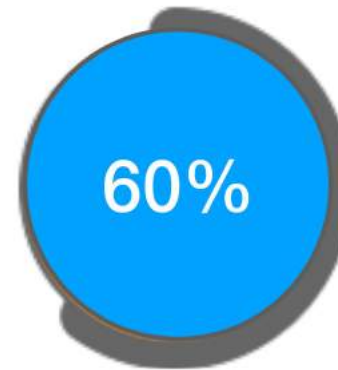
Within months our clients report



Faster decision making



Early warning of retention issues



Better promotion decisions/transitions



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 Warner, President



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

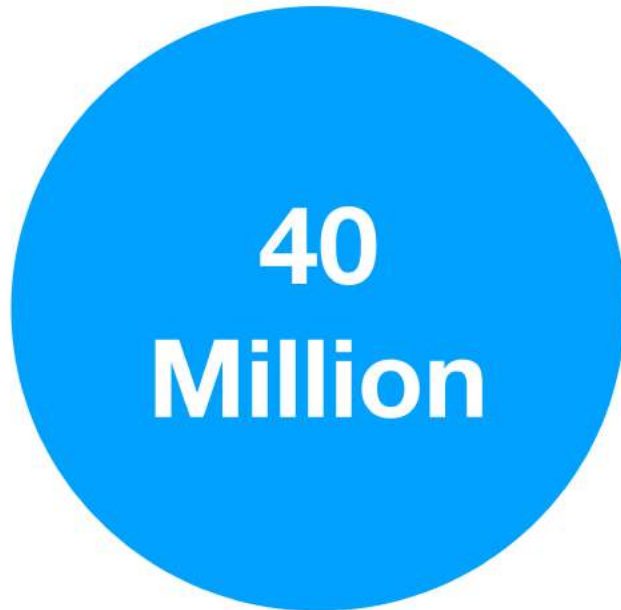
- Dave Bacon, CEO



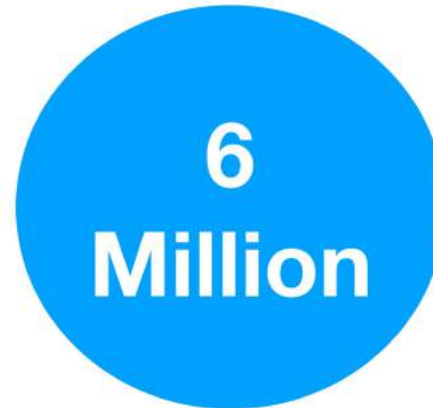
"Ohos illuminates the pulse of my people and the authenticity of our culture"

- Mark Geene, CEO

Market Size



Small-Mid Cap
Total Employees

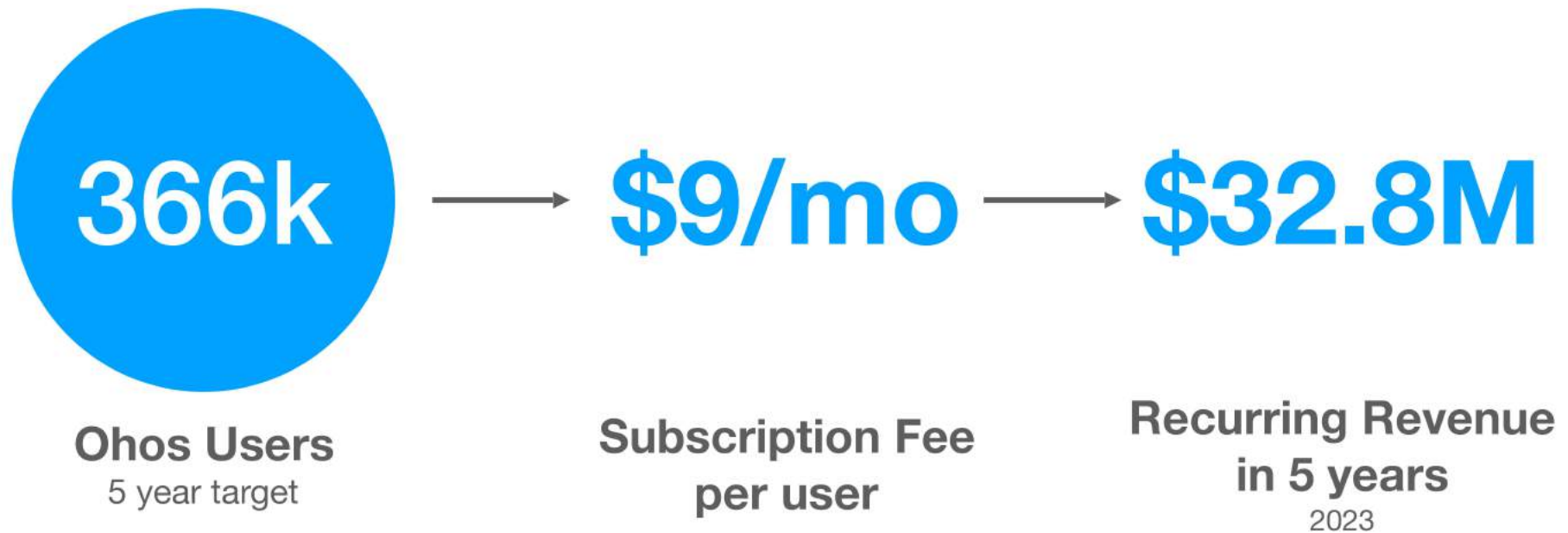


Narrow Market
18% Innovators &
early adopters

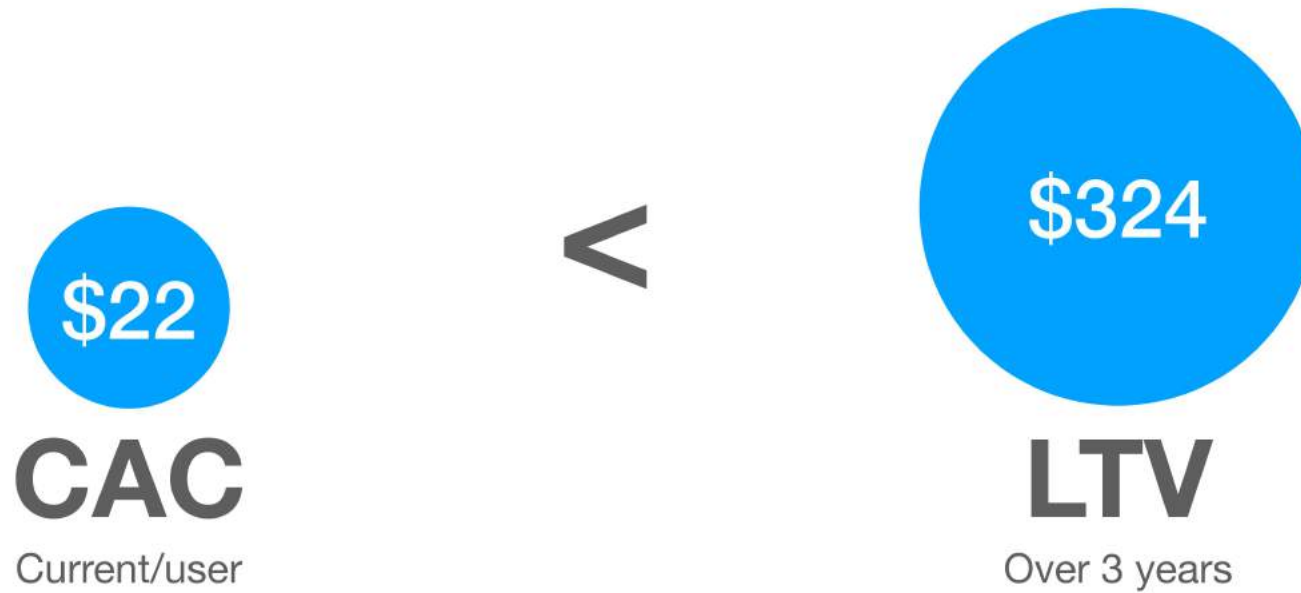


Immediate Focus
Series A growth/progressive
cultures
5 year target capture

Business Model



Customer Acquisition & Lifetime Value



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

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 ARENSON
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

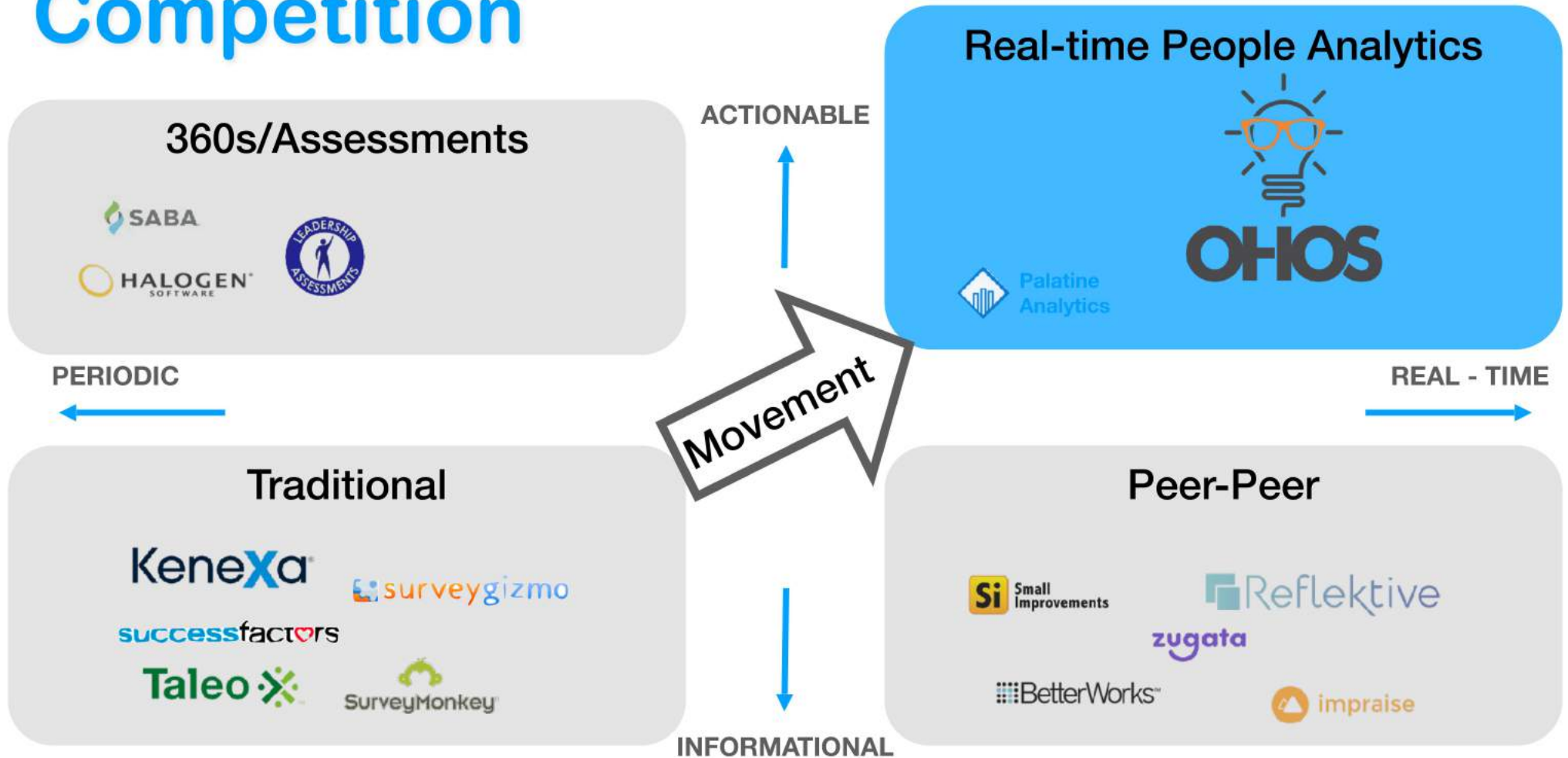


Exit Market

“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