



Q1

**INVESTOR
UPDATE**



Xceptional

2021/22

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From the CEO



Dear colleagues, investors and supporters,

This quarter, 80% of our team continued to be impacted by lockdowns. It has been another tough quarter, although as I write this, Q2 is looking significantly different, with a good pipeline of job openings and candidates across the next two quarters. In Q1, we have placed 4 people into work, and job satisfaction has remained high (8.2/10) throughout this challenging time.

We have new business wins including QLD Government, Rio Tinto and Littlepay and ongoing NSW Government work with TAFE, DCS, DCJ, TfNSW & Treasury; as well as 6 lunch and learn style presentations to ABC, Orro Group, Seisma and Hireup. 6 training sessions have been delivered including with Equifax, The Social Deck and Rio Tinto.

We have signed a new agreement with Generation Australia, one of our most promising opportunities ever. In Q1, Generation have made use of our assessments, training and consulting work and have even hired a neurodivergent person from our pool to manage their work with us. In addition, they are operating in 16 countries, with 4 locations in Asia Pacific, so we are well placed to see our assessments expand across the region.

In August, we released our assessment and profiling technology to the public market. We continue to use this technology internally, to assist in the placements with our customers. This new step means jobseekers can now buy and download their profile for use when job hunting outside of Xceptional's employment partners. This is our long term path to scale and our team are excited that our product can now be purchased end-to-end online.

Please do read Scott's story on page 4 - he is an autistic leader whose story is fascinating.

Warm regards,

Mike Tozer
CEO & Founder

Candidates Story



Scott Howe has worked in the military, with the Sydney Swans and in change management at a senior level. His route into his first career was accidental. Growing up in England, he applied to join the Royal Marines Commandos, never believing he'd be accepted - the training is believed to be the toughest in the world. However, Scott hoped it would get his family off his back long enough to pursue his dream of being a PE teacher.



Eighteen years later, and twelve ranks higher than where he'd begun, Scott retired from a highly successful and distinguished career in the Marines. This accidental career turned out to be a perfect environment for Scott's skillset.

Show Scott a pattern, and he can immediately see what needs to be changed to make it more effective. As a Marine, he led teams, developed leaders, created solutions, and procured equipment – and, subsequently, ended up writing new ways of warfighting for the Navy, Army and Air Force. Scott's ability to spot inefficiencies in patterns led to him being able to improve leadership training, procurement and even strategy.

Whereas at school Scott had consistently felt 'stupid' because of his dyslexia and different learning style, in the Marines his neurodivergence (although not diagnosed until later) had made him highly successful. At the age of 36, Scott retired from the Marines and moved to Australia, eventually settling in Sydney.

One aspect of Scott's autism is the ability to spot and copy behaviours perfectly. So, Scott was able to transplant his experience of Marines training into the world of sport, with the Sydney Swans, eventually helping them win the AFL Grand Final in 2012. Not bad for someone who'd never seen an AFL game before!

Since then, Scott has worked in a number of change management roles in NSW government and large businesses. His neurodivergence has been a true positive in his career: helping him excel in a variety of different workplaces, giving him the ability to spot patterns and inconsistencies immediately which we saw in abundance when he undertook Xceptional's puzzle-based assessment. On finishing the puzzles, he said "the last 90 minutes has given me more than the last 8 months. The games actually gave me a sense of pride, joy, excitement, challenge, focus and relief!!"

Read more here: <https://xceptional.io/employers/neurodiverse-leadership-part-3/>

Business Development



6

NEW
CLIENTS

9

PROSPECTS
IN NEGOTIATION

\$1.076m

NEW BUSINESS
PIPELINE AT
NEGOTIATION STAGE

HIGHLIGHTS

- New business wins including QLD Government, Rio Tinto and Littlepay
- Ongoing development of NSW Government through engagements with TAFE, DCS, DCJ, TfNSW & Treasury
- 6 lunch and learn style presentations to talent and hiring managers from employers such as ABC, Orro Group, Seisma and Hireup
- Launched program with Generation (Australia) part of a global group operating in 16 countries including U.S, India which incorporates consulting, training, coaching and skills assessment using MyXceptional
- Continued strong inbound enquiry from employers who face COVID skills shortages e.g Orro Group, Dentsu, Hays Talent Solutions, IBM, Airbus
- Conducted a candidate feedback program with Helen Tozer facilitating in depth interviews of 10 employers. Some of the key themes included:
Xceptional provides a bridge between employees and candidates
The most common barrier was perceptions of ASD. There is fear of getting it wrong or fear it will take more time than other candidates.
There is interest in having access to portfolios.
Lunch and learners/video's are necessary for breaking stereotypes about ASD.

Recruitment



4

CANDIDATES
PLACED

5

Exclusive
Jobs

3

Non-exclusive
Jobs

141

CANDIDATE
ENQUIRES

65

CANDIDATE
REGISTRATIONS

HIGHLIGHTS

- A two way targeted campaign to attract skilled candidates and suitable jobs has lead to an increase in activity in recruitment.
- Skilled and tech focussed candidate registrations are on the rise with the highest number of candidates screened and profiled this quarter than any other quarter.
- Job openings and employers have been targeted to match the skills and preferences of candidates identified through the new candidate questionnaire leading to more suitable vacancies and higher placement rates

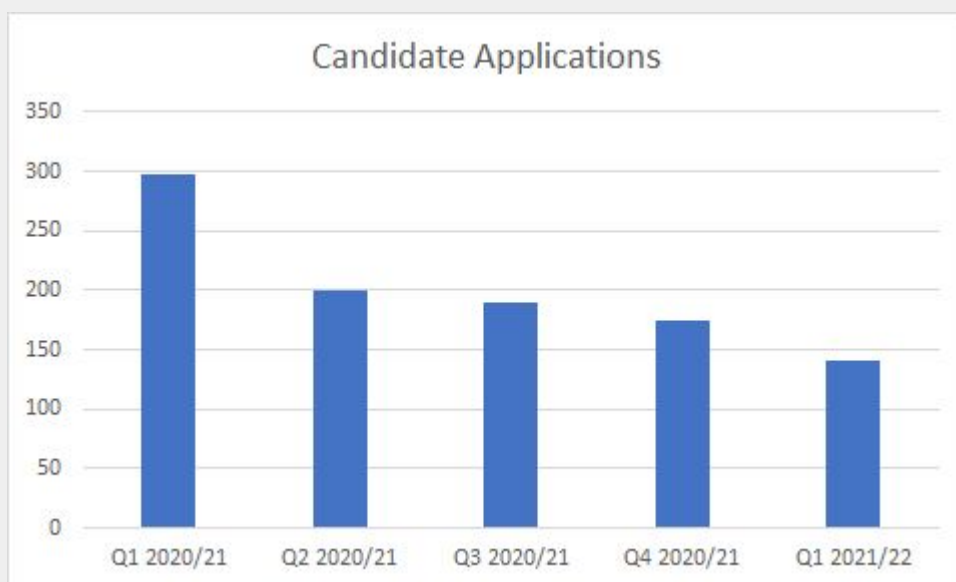
CHALLENGES

- The increase in volume has been challenging to keep up with while ensuring the quality of client and candidate care is maintained.

WHAT'S NEXT

- The next quarter looks strong with a good pipeline of job openings and candidates across the next two quarters.
- Onboarding a Recruitment Assistant in the next quarter to assist with volume and growth.
- Automating the recruitment vacancy listing process to increase efficiency and allow for scalability.
- Grow the candidate base in Queensland to support the new agreement with Queensland Government and Rio Tinto.

Recruitment



Coaching & Training



18

PEOPLE
COACHED

6

TRAINING
SESSIONS

37.25

COACHING
HOURS

137

PEOPLE
TRAINED

TRAINING

- This quarter 6 training sessions were delivered to the following organisations; TAFE NSW, Equifax, The Social Deck, Generation Australia, NSW Department of Customer Service and Rio Tinto.
- Nicole has been providing consulting services to Generation Australia to advise on building neurodiverse friendly practises into their current Icloud course as part of Xceptional's ongoing partnership.
- The new online training modules are in development and due for completion in November 2021.
- A new Neurodiversity Training Module has been developed with focus on ADHD, Dyslexia and Dyspraxia as well as Autism.

COACHING

- Coaching sessions have continued strongly with active participation from candidates and managers.

CHALLENGES

- While scalability continues to be a focus, managing time required to meet support remains a challenge with current staff resources.

WHAT NEXT

- Current developments
 - Partial automation of the onboarding assessment and report
 - Creating online video training content
 - Developing an Xceptional Coaching contract
 - Putting a pay wall on the Calendly booking scheduler to improve payment efficiency with external coaching.

Product Update



144

WORK ITEMS
COMPLETED

HIGHLIGHTS

- Launch of Paid Profiles with ability to take online payment from users
- Expansion of our profiling process to support users with non-Autistic neurodivergence
- Expansion of our profiling process to support users with located outside of Australia so they can continue through the process and buy a profile
- New puzzle designs - Object Puzzle, Paper Folding Puzzle

Marketing & PR



7

BLOGS
POSTED

12

BLOGS IN
DEVELOPMENT

KEY ACTIVITIES

- 7 new blog published by our neurodivergent community including:
<https://xceptional.io/job-seekers/why-build-a-platform/>
- <https://xceptional.io/employers/3-common-inclusion-mistake-s-xceptional/>
- Publicly launched the MyXceptional platform and the Generation Australia partnership leading to media coverage in TV and Print.
- <https://dynamicbusiness.com/topics/news/generation-australia-partners-with-xceptional-to-employ-neurodivergent-australians.html>
- <https://www.medianet.com.au/news-hub-post?id=957878>
- Piloted YouTube advertising albeit with a very small spend to test new channels
- Continued to refine the monthly candidate webinar which is growing in attendance. Future webinars will include employment partners and placed candidates.
- Referral partners such as Amaze continue to send candidates via the employment sections on their websites -
<https://www.amaze.org.au/understand-autism/employment/>

CHALLENGES

- As with the previous quarter our ongoing commitment to spend little to no money on paid marketing remains in place. The preference remains low cost or no cost channels such as blogs, webinars and PR.

Key Metrics - Finance



\$49,293

SALES AND
OTHER REVENUE

\$0

GRANT
REVENUE

\$60,438

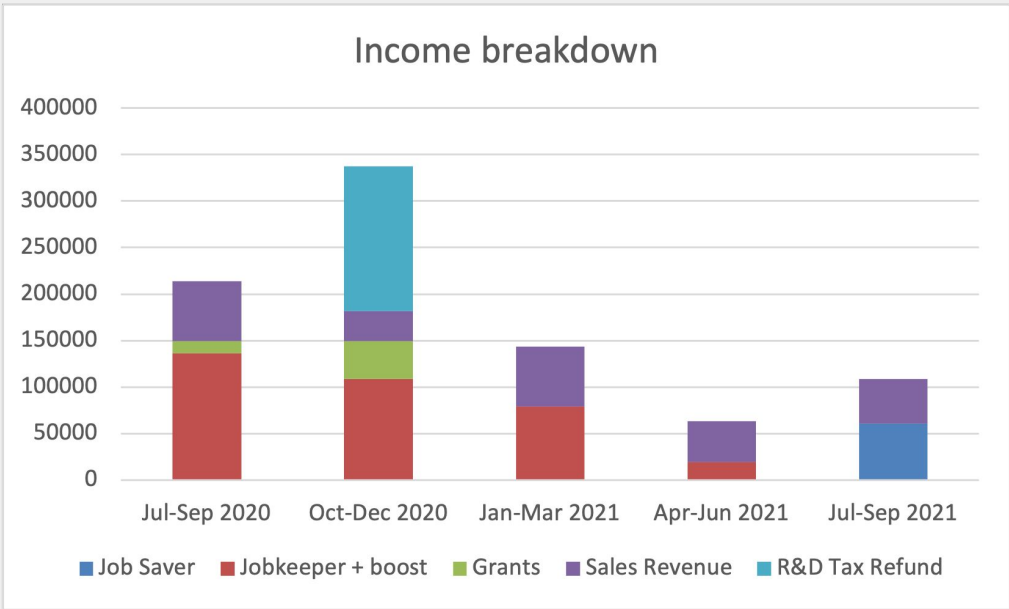
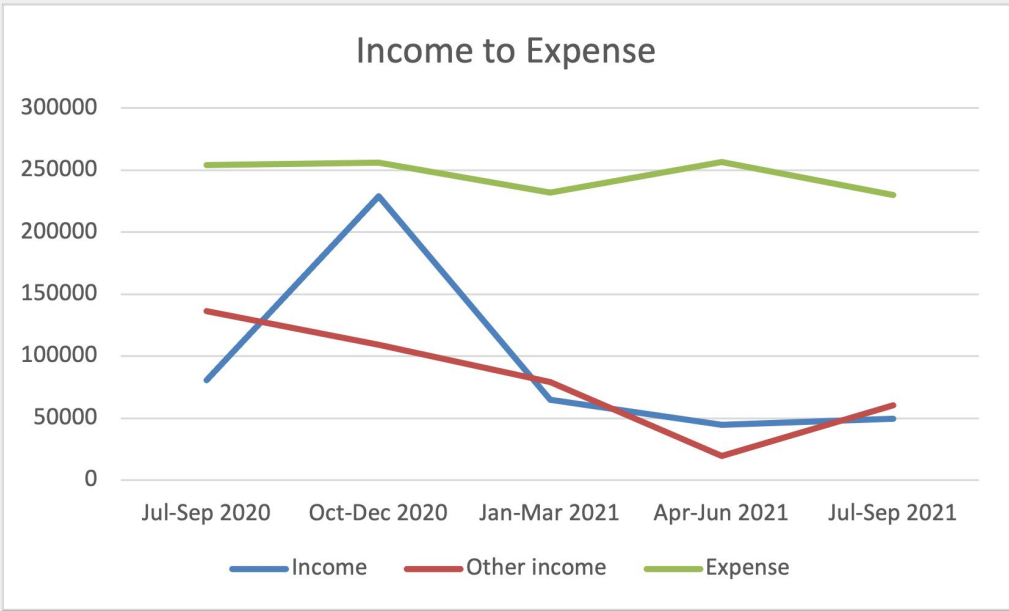
Job Saver

\$230,032

EXPENSES

(\$120,301)

PROFIT/LOSS



Key Metrics - Finance



\$407,225

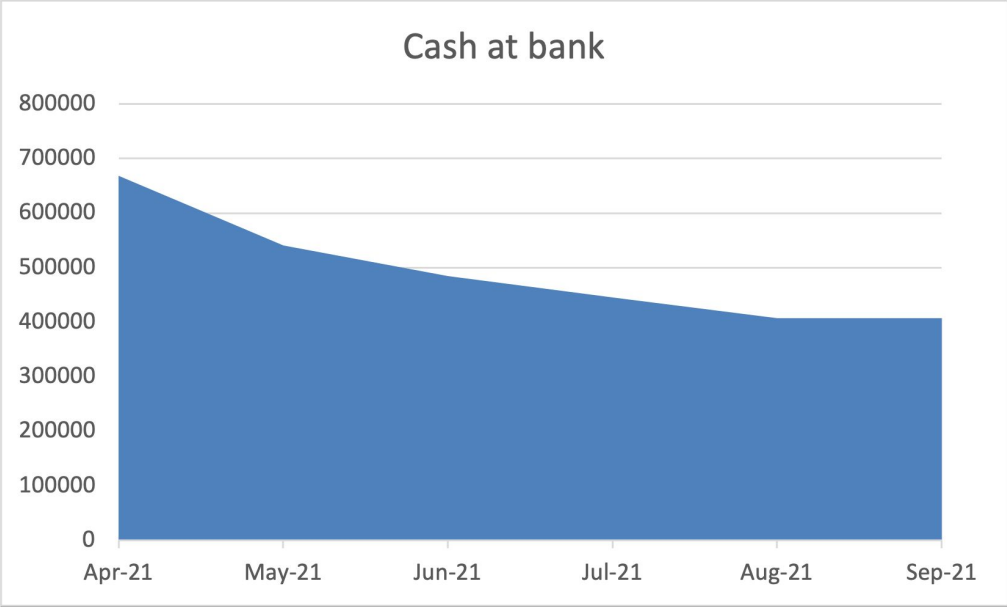
CASH AT BANK
(end of Sept 2021)

**8.8
months**

RUNWAY
(6 month average)

\$160,000*

PROJECTED
REVENUE
*Oct-Dec 2021



Satisfaction Survey



54

SURVEYS SENT

39.68%

RESPONSE
RATE

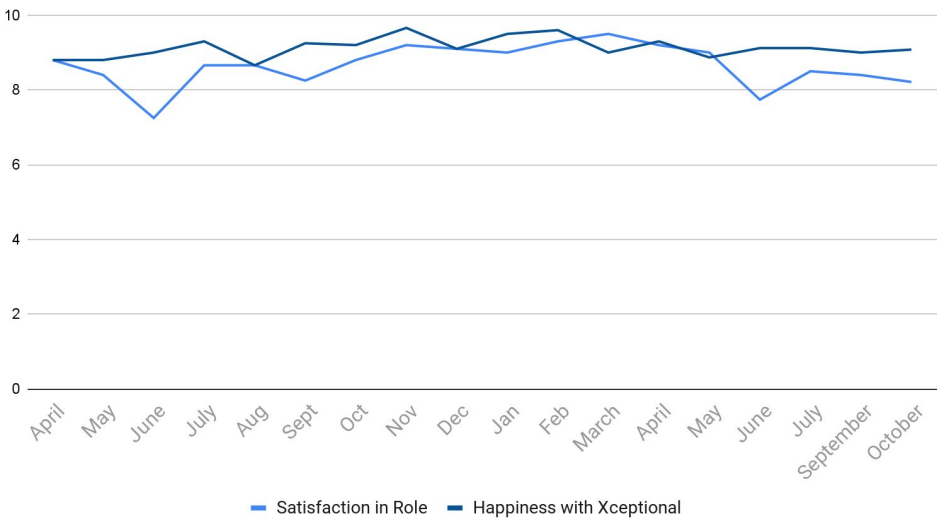
8.2/10

JOB SATISFACTION

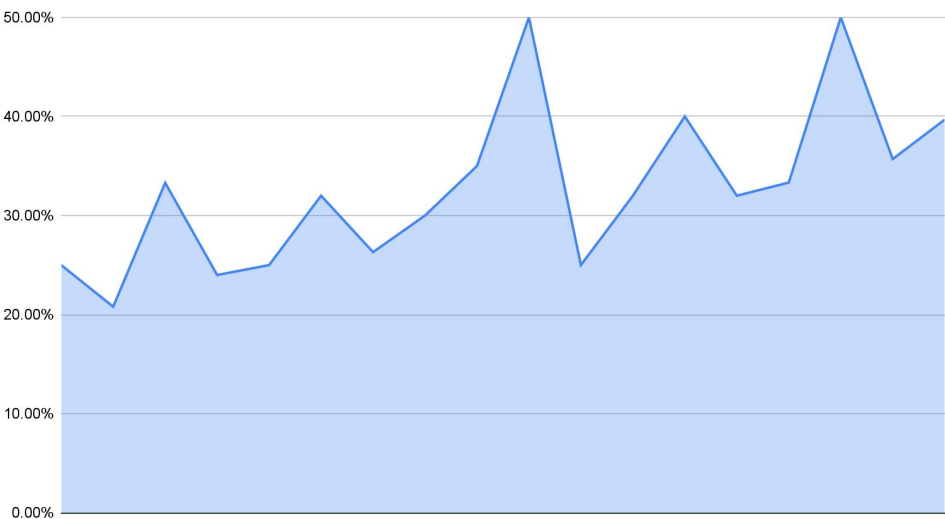
9.1/10

HAPPINESS WITH
XCEPTIONAL
ENGAGEMENT

Survey Monthly Results for 2020/21



Response Rate 2020/2021



Help us make the Xceptional, ordinary

