



29th April 2020

## **Xref Integrates with Greenhouse to Meet Growing Demand in North America**

- Xref reference checks now available directly from the Greenhouse platform
- Addresses demand for best-of-breed candidate verification in North America
- Becomes Xref's 28th live platform integration

Xref Limited (**ASX: XF1**), the human resources technology company and hiring software company, [Greenhouse](#), have announced the live launch of their integration.

Greenhouse helps businesses become great at hiring through their powerful hiring approach, complete suite of software and services, and large partner ecosystem. Greenhouse hiring software supports more than 4,000 customers, including some of the world's most successful companies. The launch of this integration allows Greenhouse users to request and monitor the progress of Xref reference checks directly from their Greenhouse Recruiting dashboard.

All integrations developed by Xref are driven by client demand and a need for the combined solution offered by two platforms. Greenhouse is headquartered in North America, and it has an impressive client portfolio. This partnership comes as a result of demand for a best-of-breed solution to all candidate verification requirements in Greenhouse's market and it presents another great opportunity for Xref to grow its presence in the region.

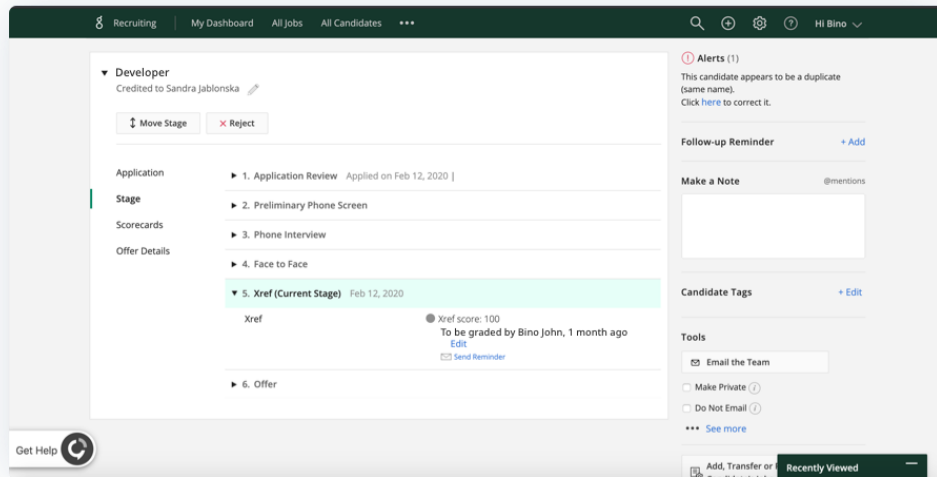
The integration allows users to make an informed hiring decision backed by Xref insights, without leaving the Greenhouse platform. It addresses a real need, given current market conditions, to streamline business applications. Since Xref is incorporated into the platform's assessment component, reference notifications can be sent directly to allocated company graders, enabling them to review the feedback and provide their thoughts directly within the Greenhouse scorecard.

**Jon Stross, President and Co-founder, Greenhouse, said:** *"As the recruiting industry continues to evolve, there has been an increase in demand for new technologies that aid sourcing and hiring efficiency. Partnering with Xref offers our mutual customers a fast-track process to gather high-quality candidate insights and make educated hiring decisions in a fraction of the time."*

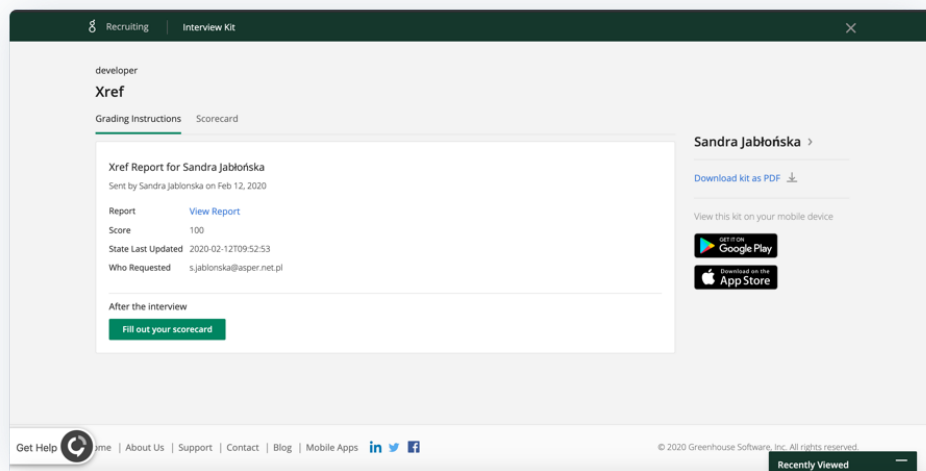
**Macey Barton, Group Talent Lead, WPP AUNZ, said:** *"As longstanding users of both Xref and Greenhouse, we're so excited to see this integration come to life. Both platforms already offer us efficiency and consistency in our recruitment and enable us to meet the standards expected by our global organisation. Combined, they will bring even greater ease and speed to the critical processes we must make sure we're completing for every hire."*

## Integration in action

Monitor the progress of an Xref request from within the Greenhouse platform.



Access and review the full Xref report directly from the Greenhouse account.



## Management Comments:

**Executive director / CEO Lee-Martin Seymour said:** *"The release of the Greenhouse integration is testament to our desire to continue to innovate despite current market conditions. This integration presents another fantastic opportunity for us to increase our presence in the North American region. We're delighted to work with the Greenhouse team to offer a best-of-breed candidate verification solution, which fits seamlessly into the Greenhouse platform, and are excited about the convenience and confidence the partnership will offer integrated clients."*

**Executive director / CSO Tim Griffiths said:** *"Partnering with smart, leading software platforms continues to be a major strategic focus for Xref and integrating with big industry names, like*

*Greenhouse, is always a huge achievement for us. Our teams have worked exceptionally well together to produce an integration that is truly seamless and will offer the best user experience."*

**Investor and media enquiries:**

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Release Authorised by: Lee-Martin Seymour, CEO & Co-founder

| Key points about Xref            |                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>First mover advantage</b>     | Xref provided the first automated solution for the candidate referencing process and it is capitalising on its first-mover advantage by focusing on and investing for international growth.                                                                                                                                                                                                 |
| <b>Business model</b>            | Under Xref's business model, when clients purchase credits (credit sales) to use the candidate referencing platform, the value of their purchases is recognised as unearned income. When they pay for the credits, the cash is recognised as cash receipts. Once the credits are used by the client (usage), Xref recognises the value of the credits used as revenue (recognised revenue). |
| <b>Global addressable market</b> | Xref's addressable market includes more than 180 million employees in North America, 120 million employees in Europe and 15 million employees in Australia and New Zealand.                                                                                                                                                                                                                 |

**About Greenhouse:**

Greenhouse is the hiring software company. We help businesses become great at hiring through our powerful hiring approach, complete suite of software and services, and large partner ecosystem – so businesses can hire for what's next.

Based in New York City with offices in San Francisco, Denver and Dublin, Greenhouse Software has nearly 4,000 customers. Some of the smartest and most successful companies like HubSpot, Cisco Meraki, BuzzFeed, J.D. Power and Warby Parker use the Greenhouse hiring software platform to improve all aspects of hiring, helping them to attract top talent.

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