

**Sales assistant**  
★★★★★

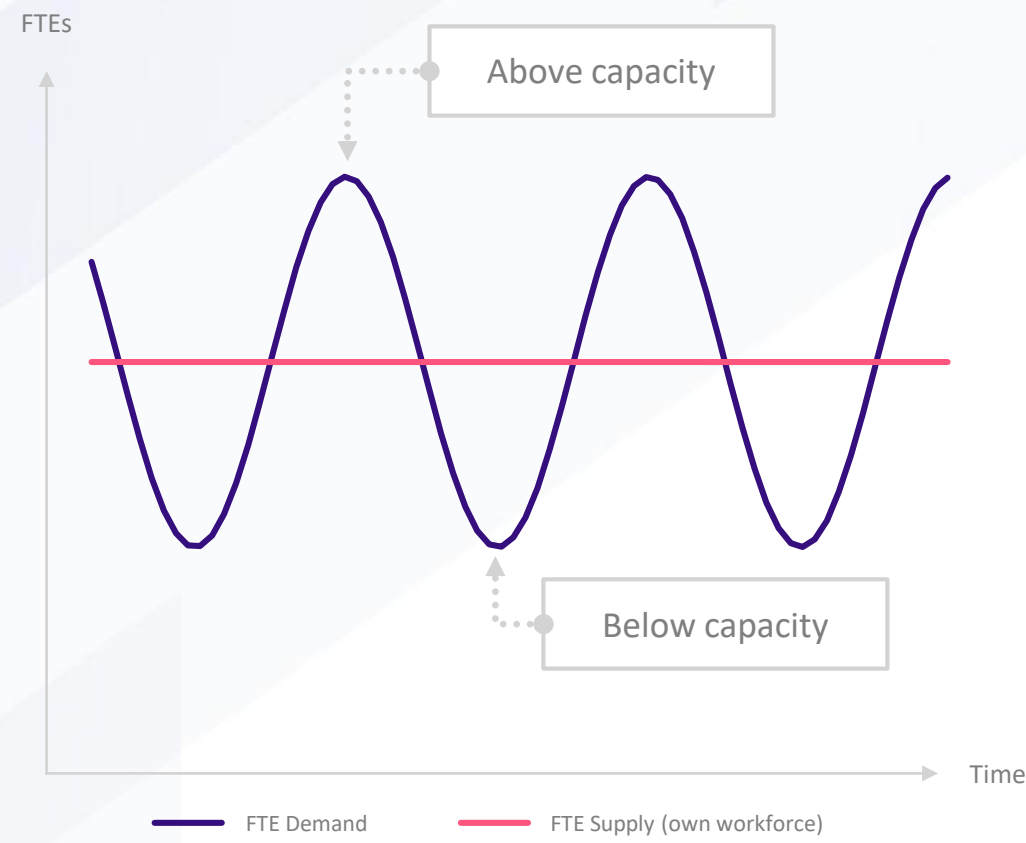
Request Staff

On-Demand Staffing







# Businesses are struggling to staff shifts quickly, flexibly and efficiently

FTE demand & supply

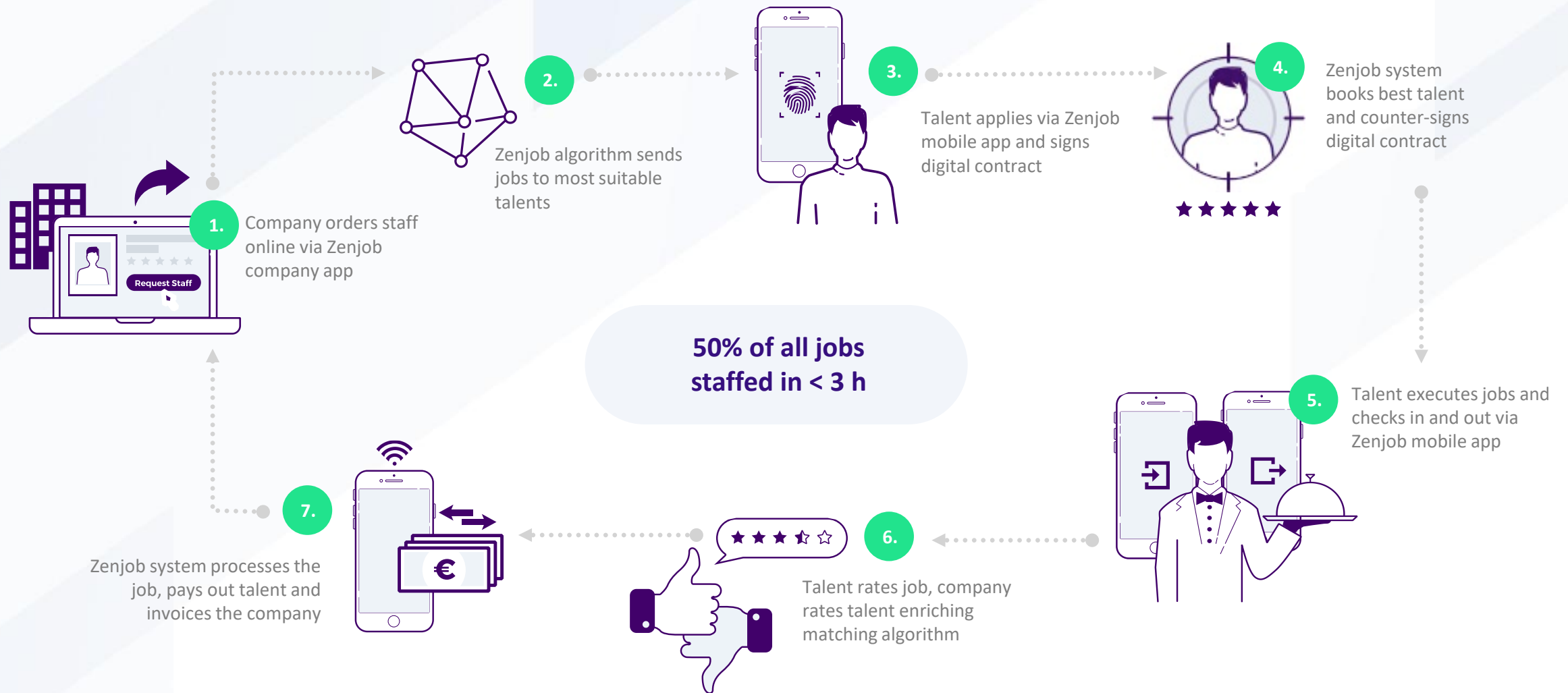


Pain points

-  Predictability of required workforce
-  Unable to find workers on short notice
-  Unable to hire workers for just a few days
-  High costs for planning and managing flexible workforce

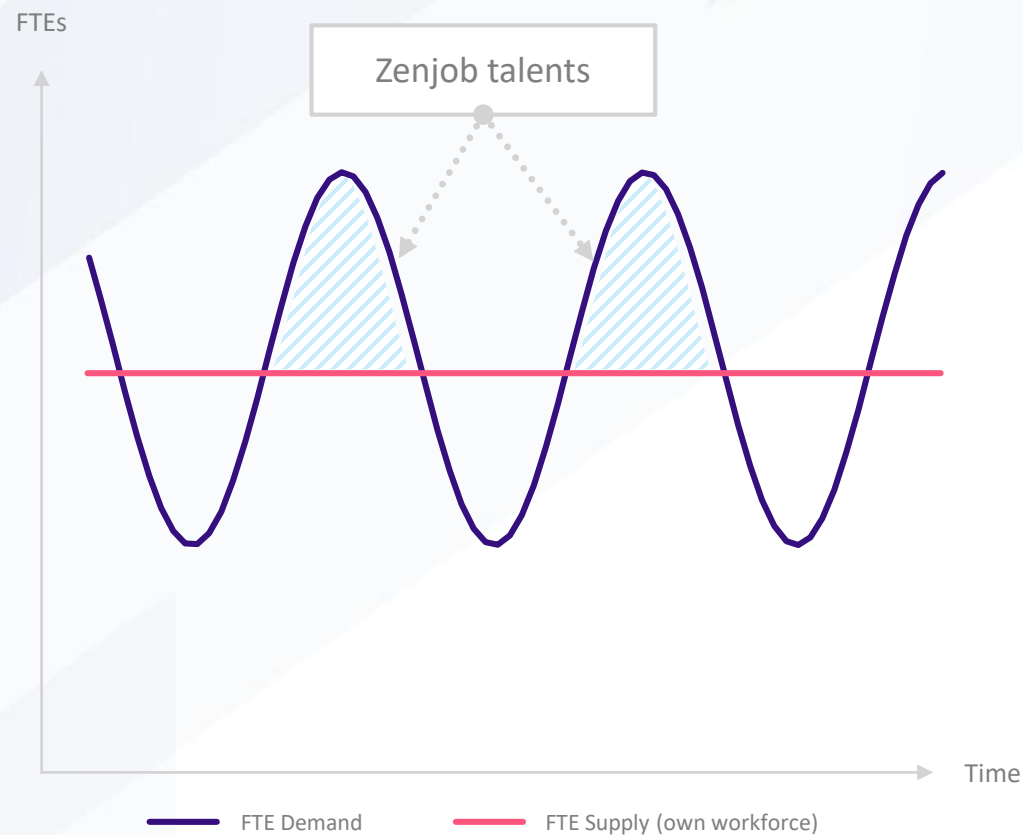
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# Zenjob provides a fully automated end-to-end staffing solution...







## ...offering quick and convenient access to temporary workforce

FTE demand & supply

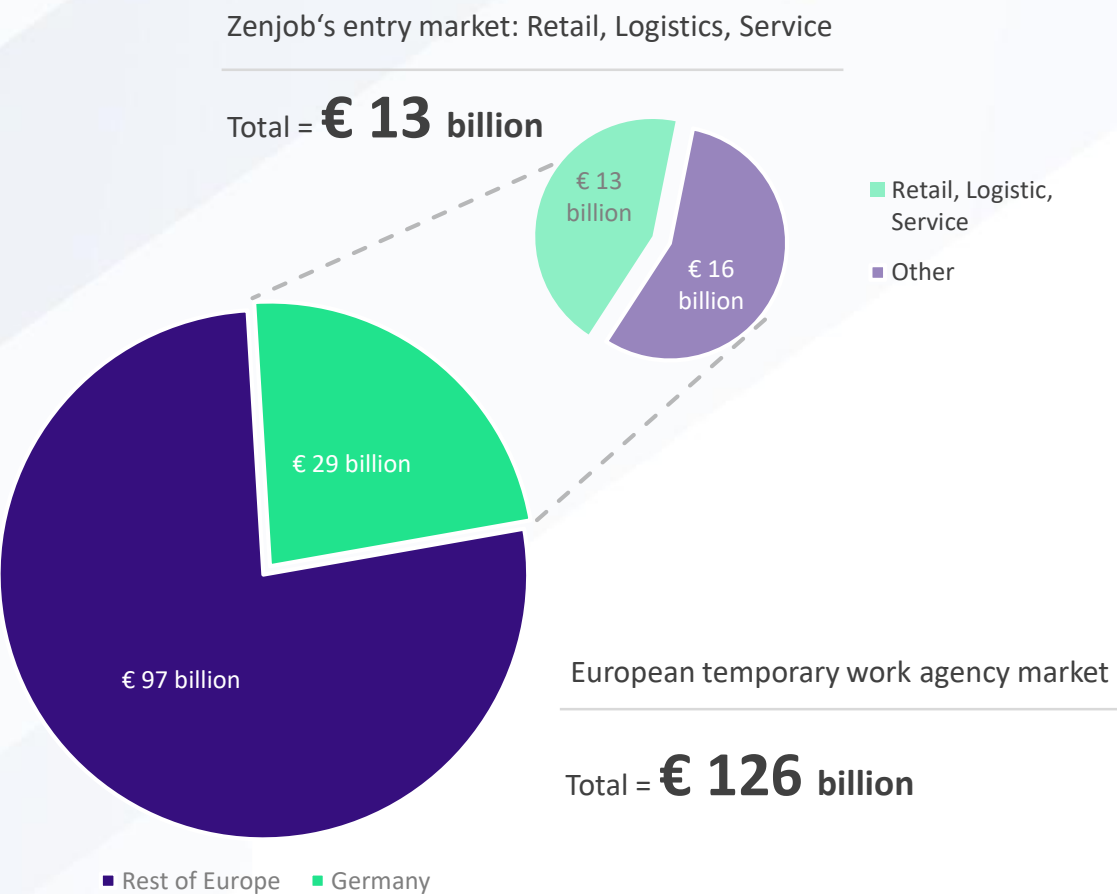


Zenjob enables businesses to

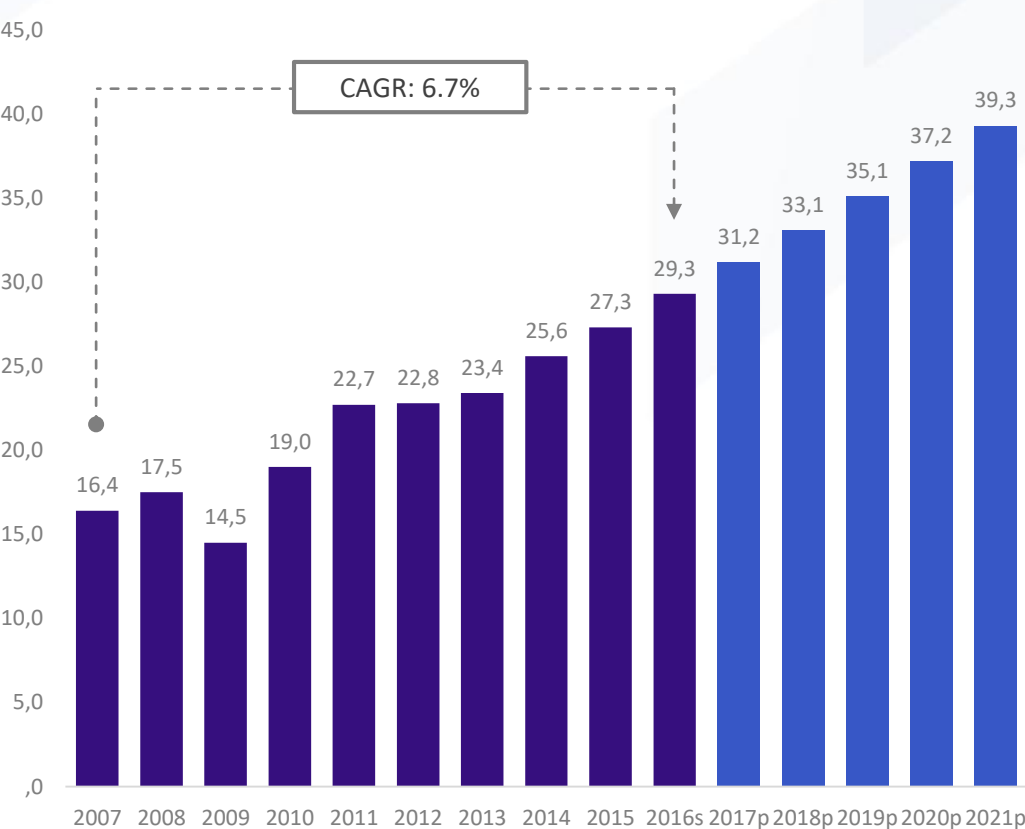
-  Book exactly what they need
-  Order staff for the same day
-  Order 100% flexibly, for a day or a month
-  Save costs for planning and organizing the workforce

# The temporary work agency market is huge and constantly growing

European & German temporary work agency market [2016]



German temporary work agency market [€ bn, €2007-2021]

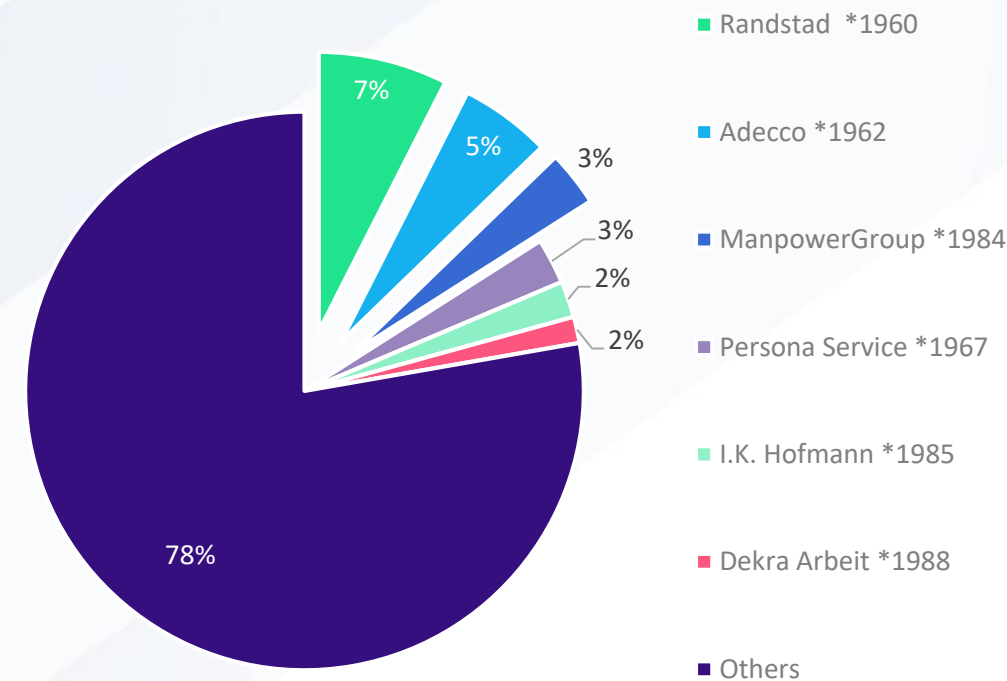


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# Biggest players are old incubents relying on manpower, not technology

Market share of biggest temporary work agencies in Germany [2017]



Revenue and number of employees of market leaders



- Revenue (Global): € 23.3bn
- Revenue (Germany): € 2.3bn
- Employees (Germany): 2.700



- Revenue (Global): € 23.7bn
- Revenue (Germany): € 1.6bn
- Employees (Germany): 2.300

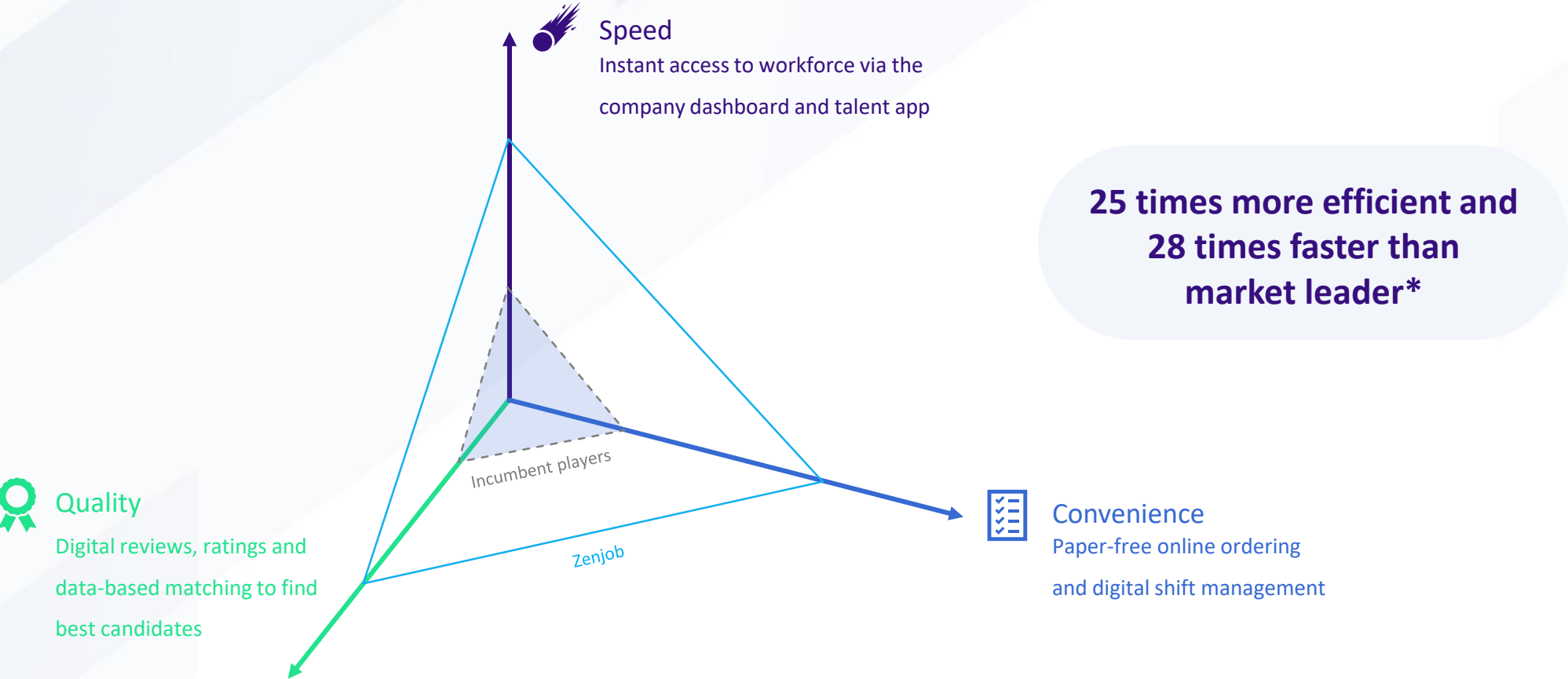


- Revenue (Global): € 21.0bn
- Revenue (Germany): € 1.0bn
- Employees (Germany): 2.000

\* Founded

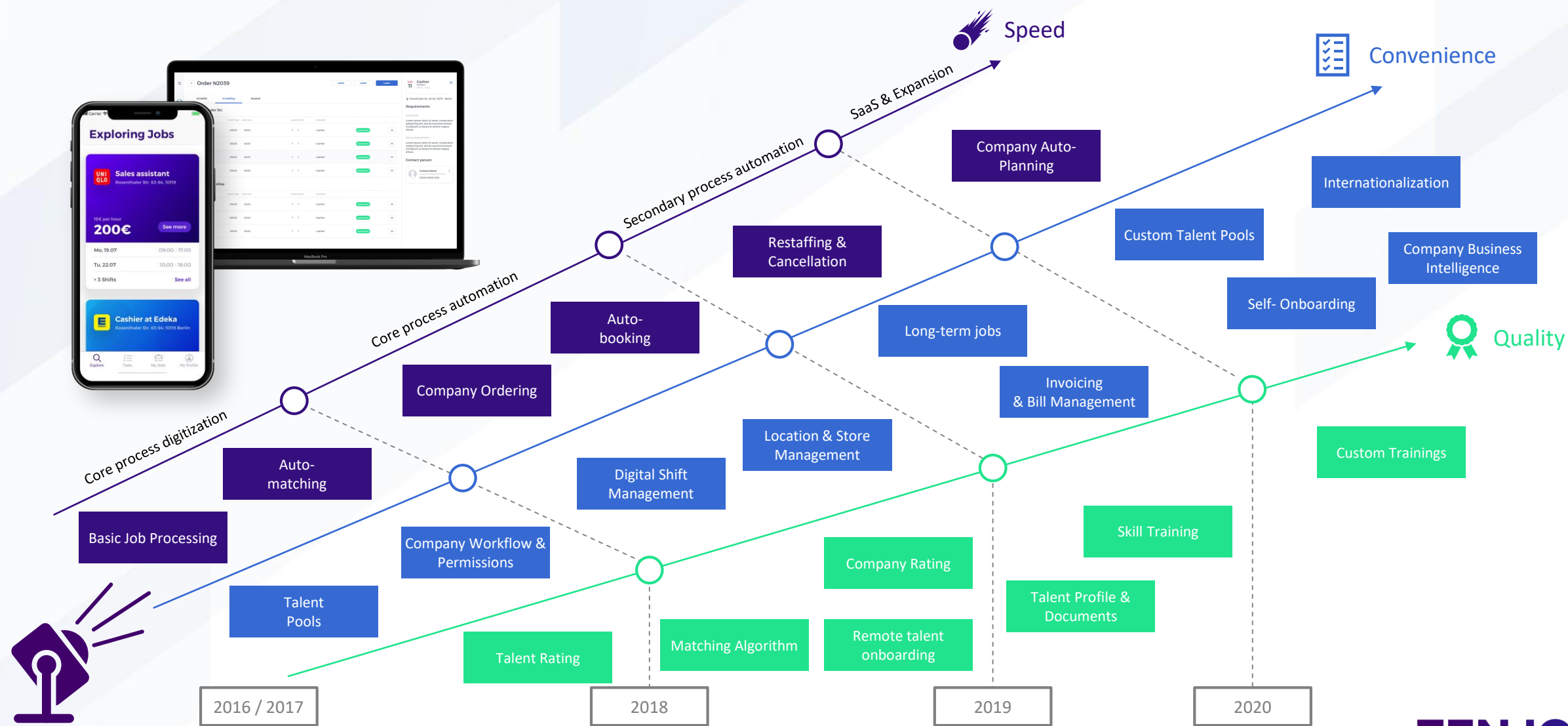
# Zenjob disrupts the temporary work agency business on three dimensions

Zenjob's competitive advantages



\*Placements / FTE: 18:1      Average lead time 2-3 weeks (est.) - Randstad  
Placements / FTE: 450:1      Average lead time: 18 hours - Zenjob

# We are championing a new working world through technology



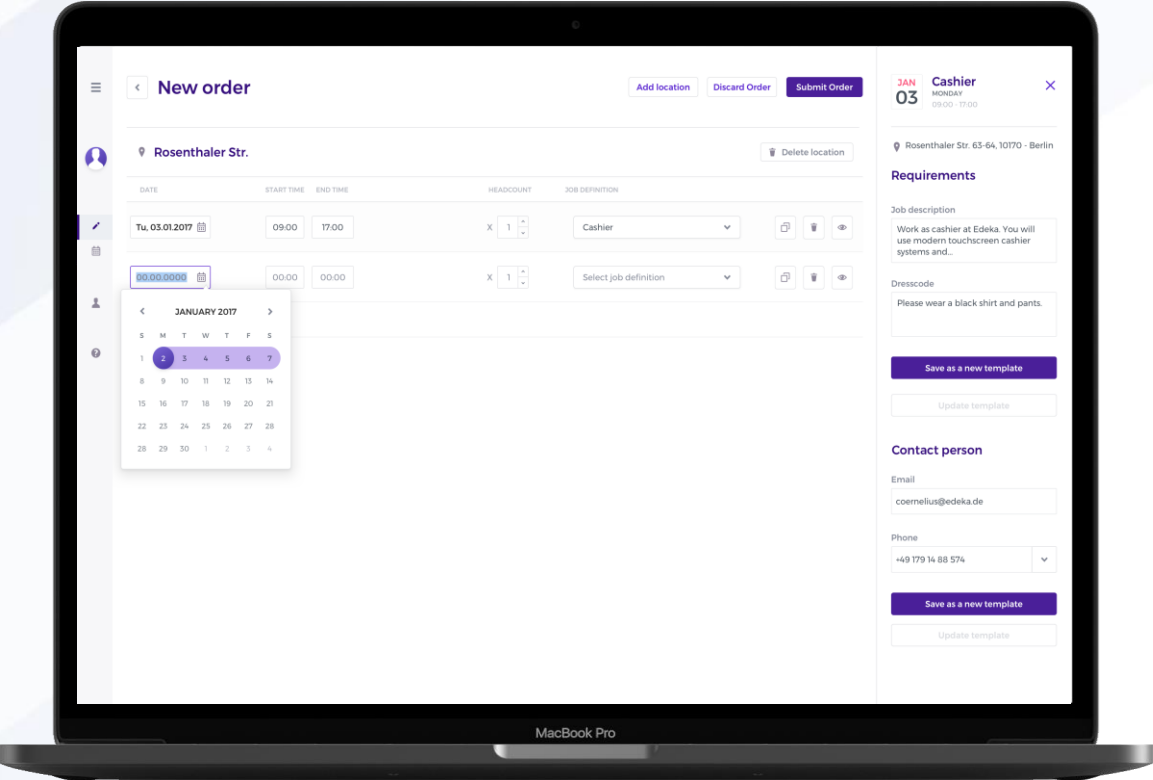
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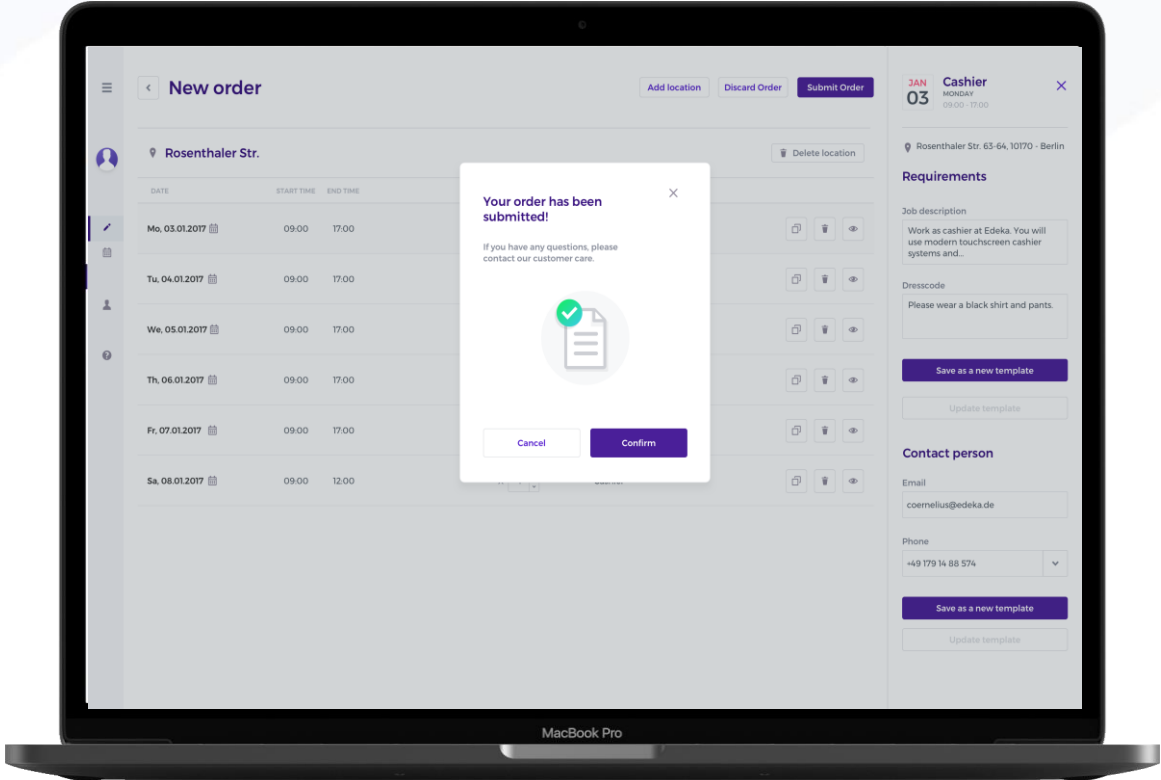
# Product overview (1/3) – Company ordering talents

## Company App

1 Company orders via the Zenjob company app...



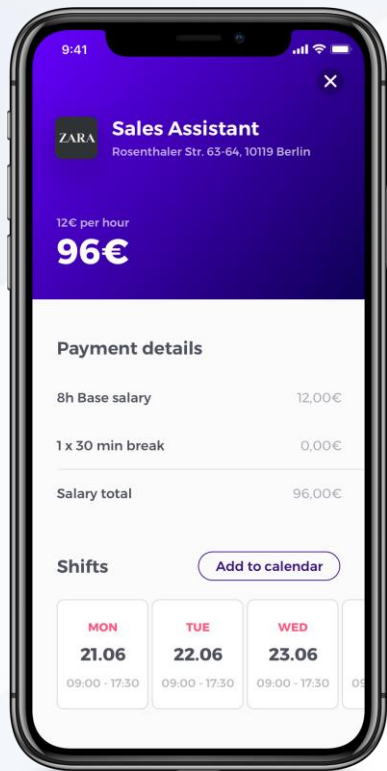
2 ...and receives a booking confirmation



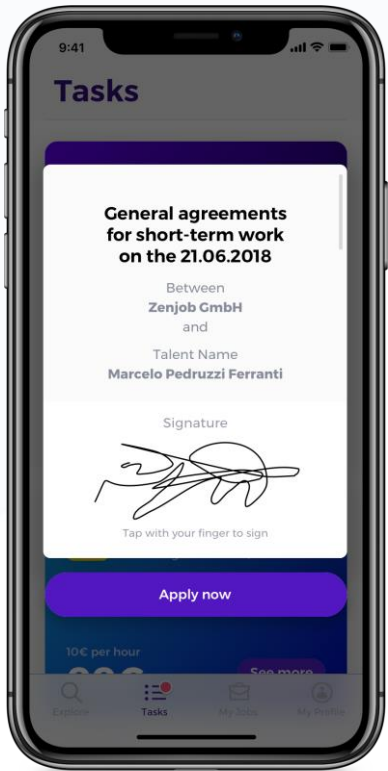
# Product overview (2/3) – Talents applying, entering shift times and giving feedback

## Talent App

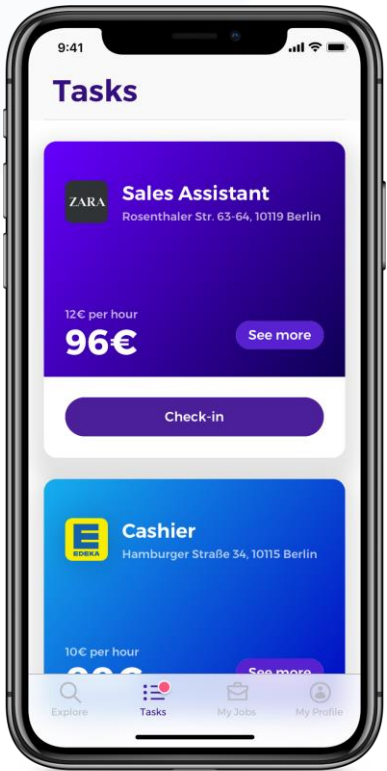
3 Talent discovers the job...



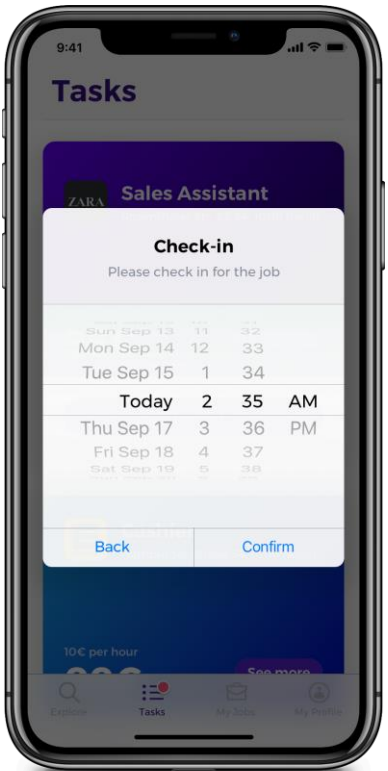
4 ...applies for the job



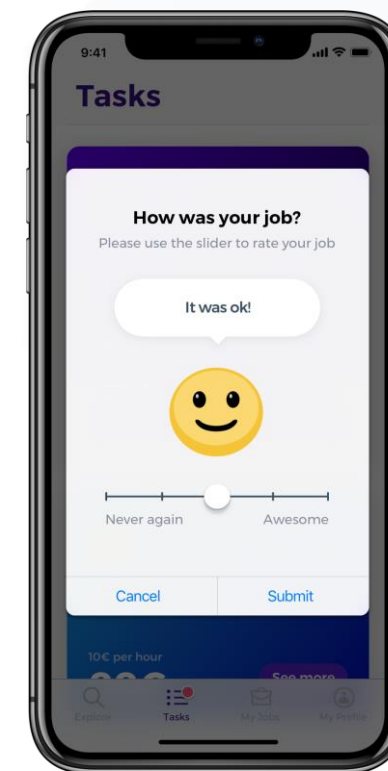
5 ...checks in and out



5 ... enters the shift times



6 ... and rates the job

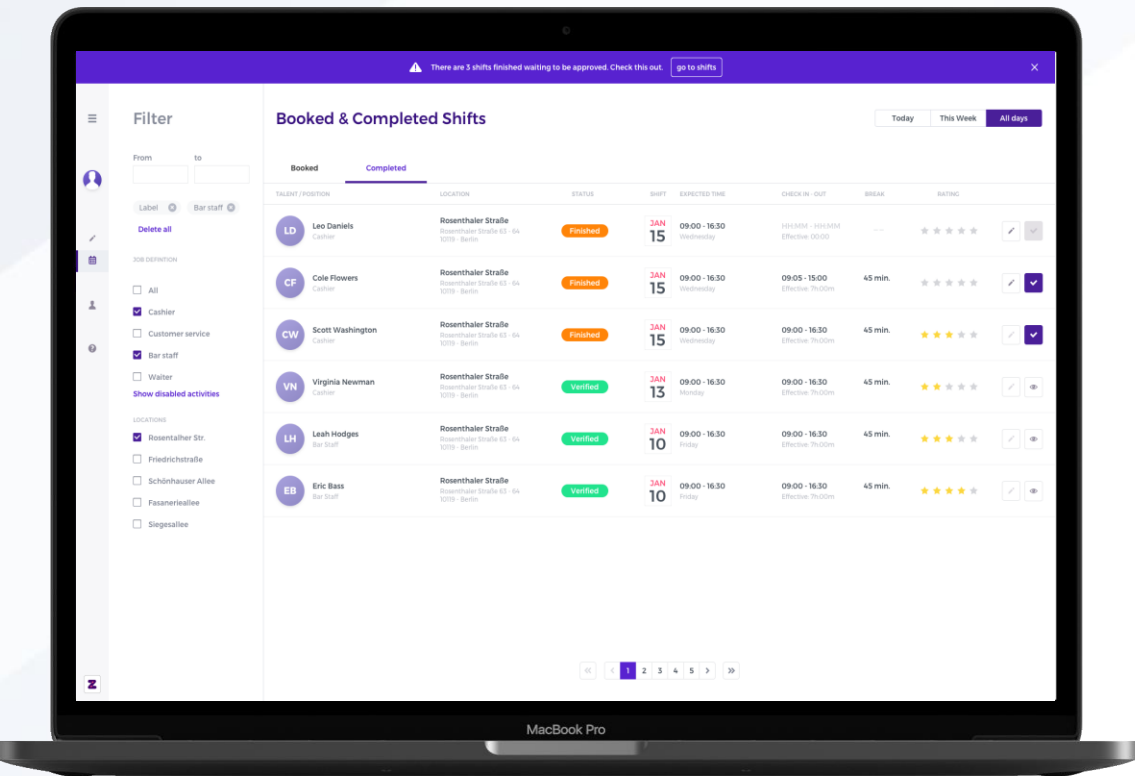


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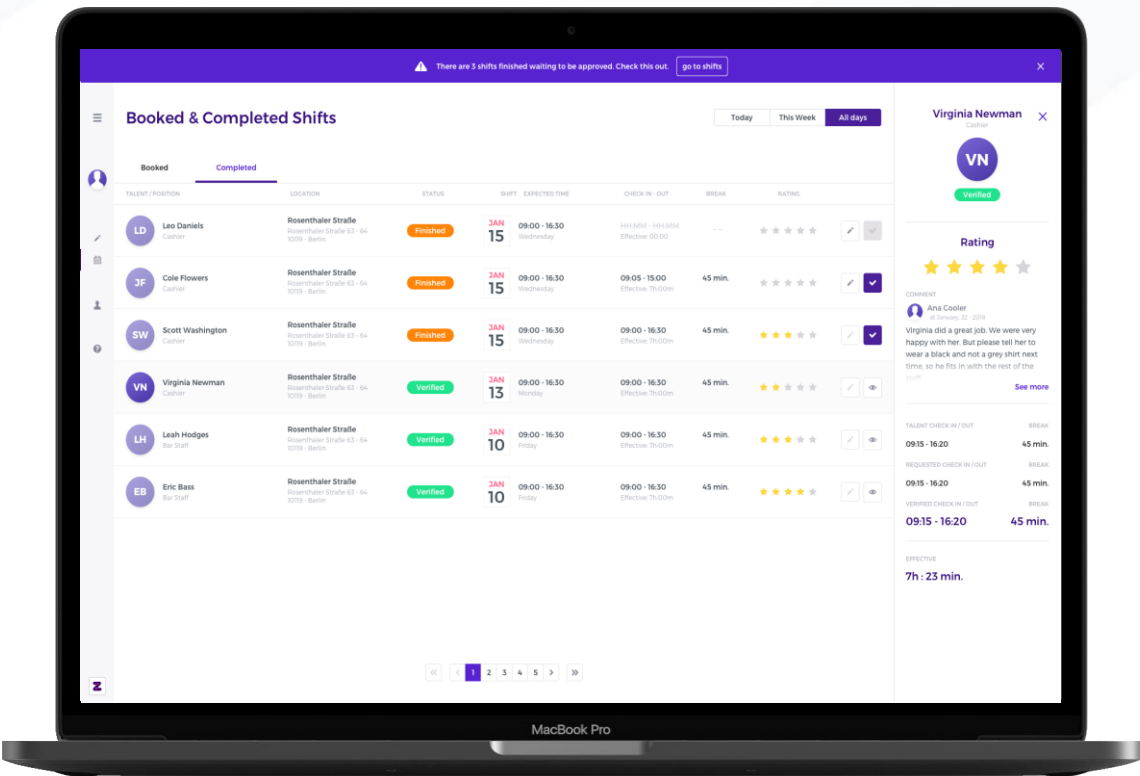
# Product overview (3/3) – Company confirming times and providing feedback

## Company App

7 Company confirms the shift timings...



8 ... and rates the talent



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# Students are the perfect match for Zenjob

## Why we focus on students

### Early adopters

- Tech-savvy
- High smartphone penetration
- Open for new innovations

### High need for money

- 70% work next to their studies (13 h / week)
- 56% depend on work to finance their studies

### Fast learners

- Open to learn new tasks
- Quick apprehension
- Highly motivated to learn

### Easy to target

- Easy to locate: campus, student dorms, student bars, lecture halls, etc.

### High need for flexibility

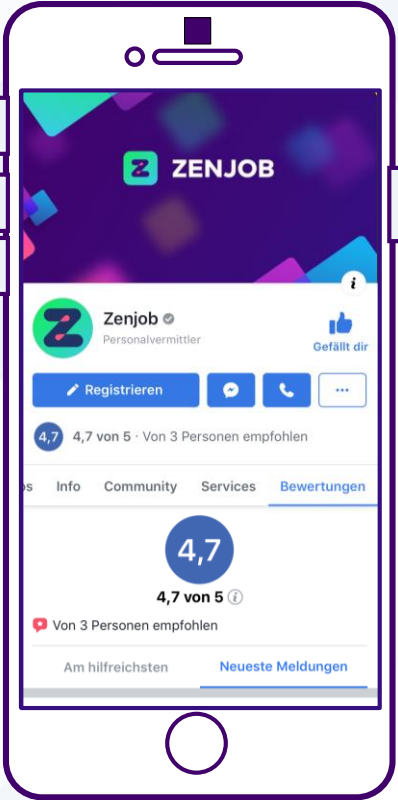
- Weekly changing lecture plans, homework assignments, etc.
- Varying availability (semester break vs exam period)

### Easy to trigger referral

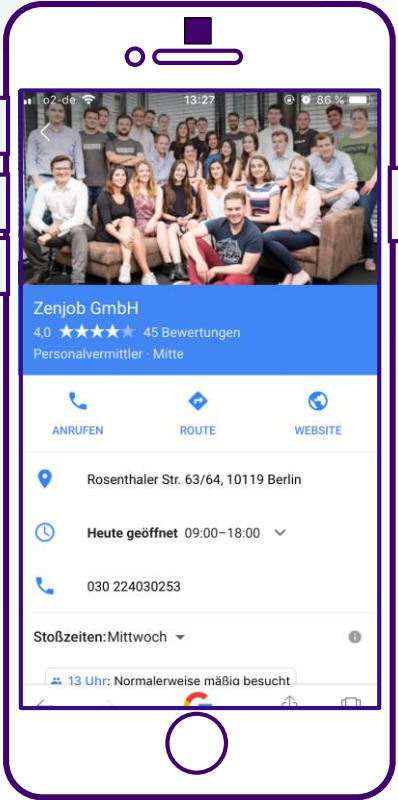
- Where to find good work is one of the most discussed student topics
- Usually well connected (fellow students)
- High referral rate (if you find a good job, you share it)

# Our talents love the Zenjob app...

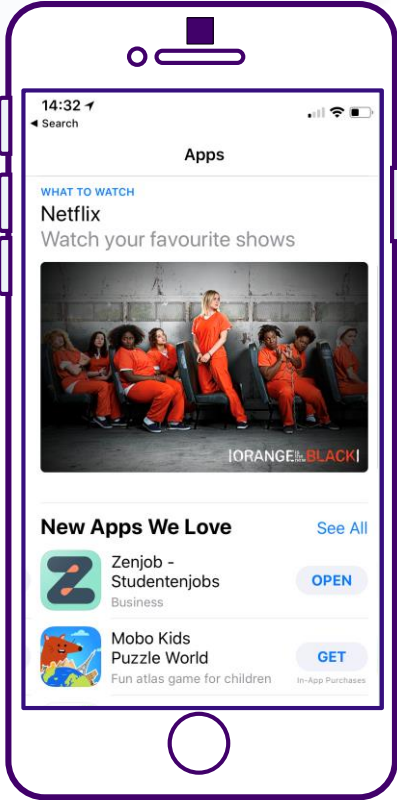
Zenjob ratings on Facebook, Google, App Store & Kununu



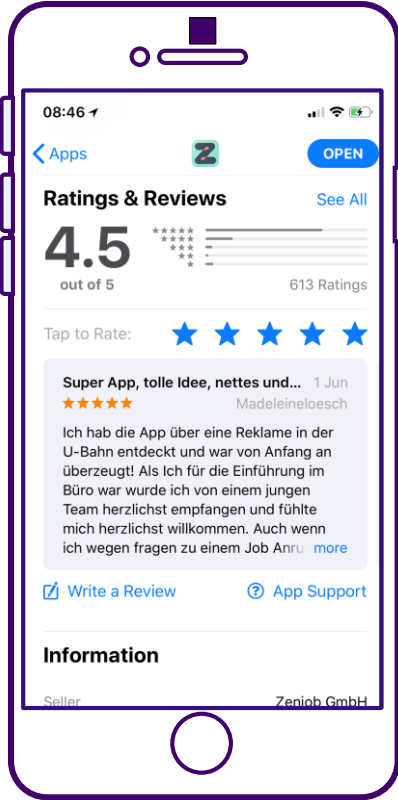
Facebook  
4.7 out of 5 stars  
89 ratings



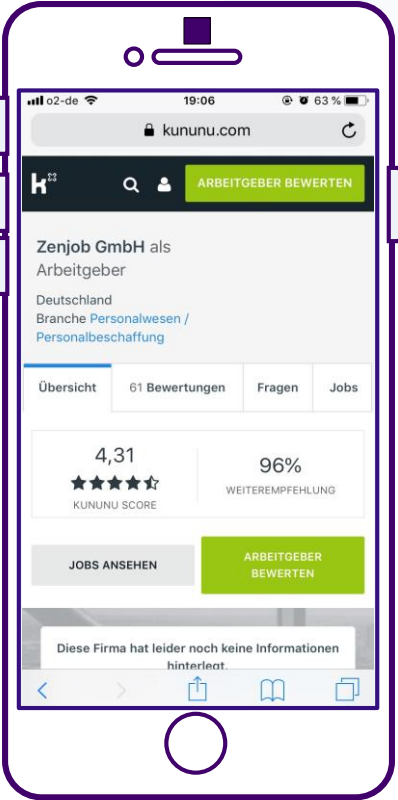
Google  
4.0 out of 5 stars  
45 ratings



Featured in the App Store under  
"New Apps We Love"  
since July 2018



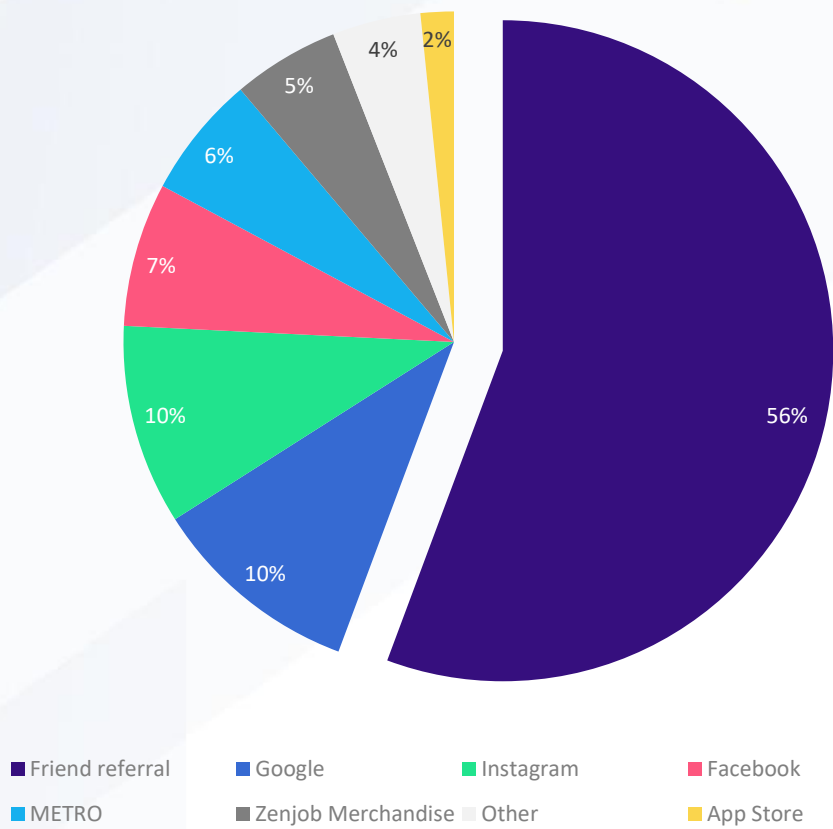
App Store  
4.5 out of 5 stars  
613 ratings



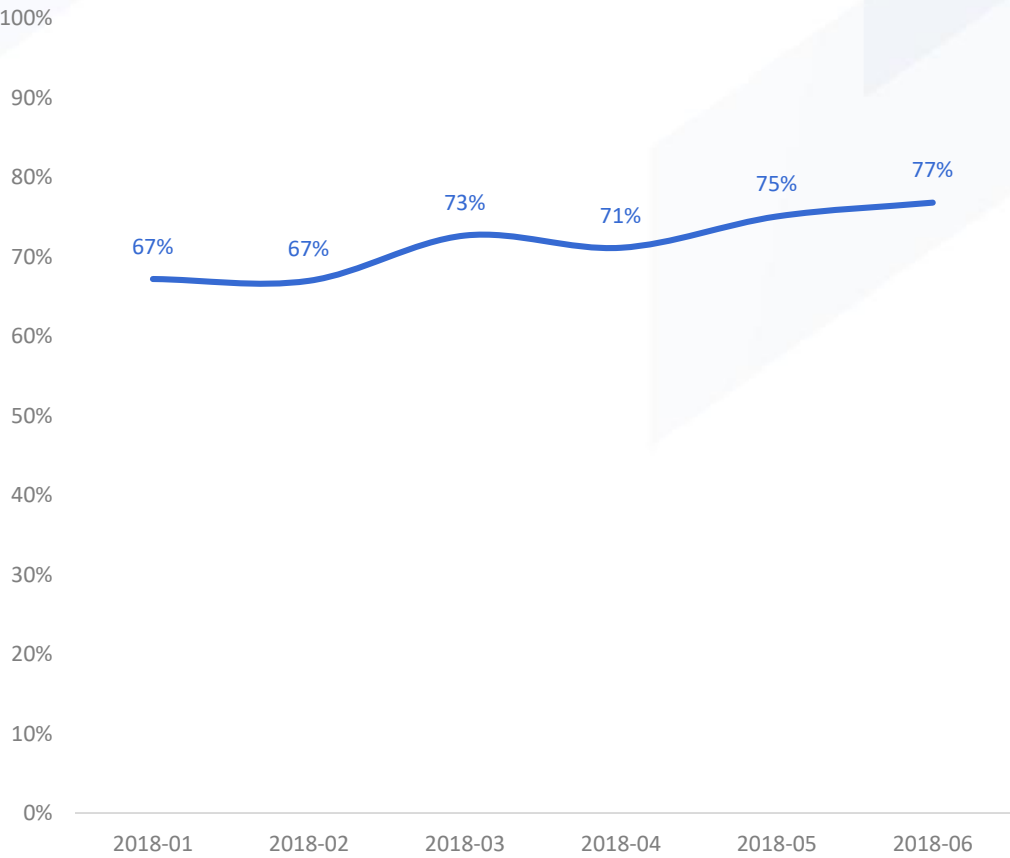
Kununu  
4.3 out of 5 stars  
61 ratings

# We acquire talents via a mix of on- and offline channels – most important one: friend referral

Talents by acquisition channel [January-June 2018, %]



Development of referral channel in Berlin [% friend referrals]



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# Many offline activities are done by “ambassadors” inside the universities, dorms or libraries

Placements inside big universities



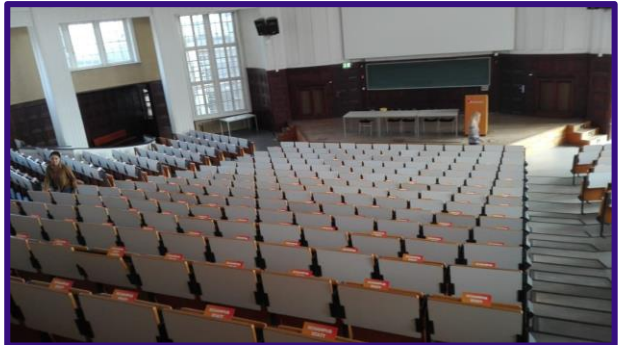
Ads in metros towards universities



Posters in student dorms



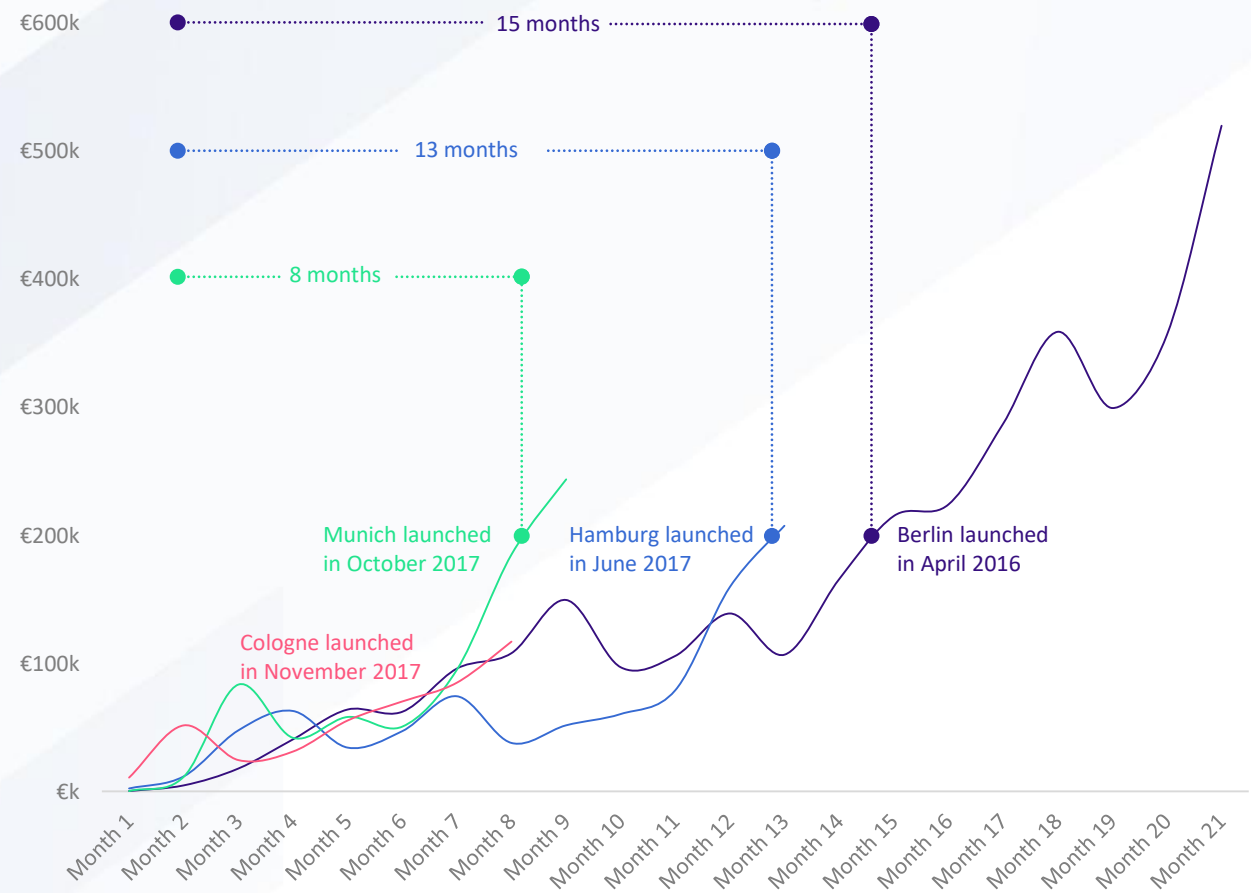
Flying in lecture halls



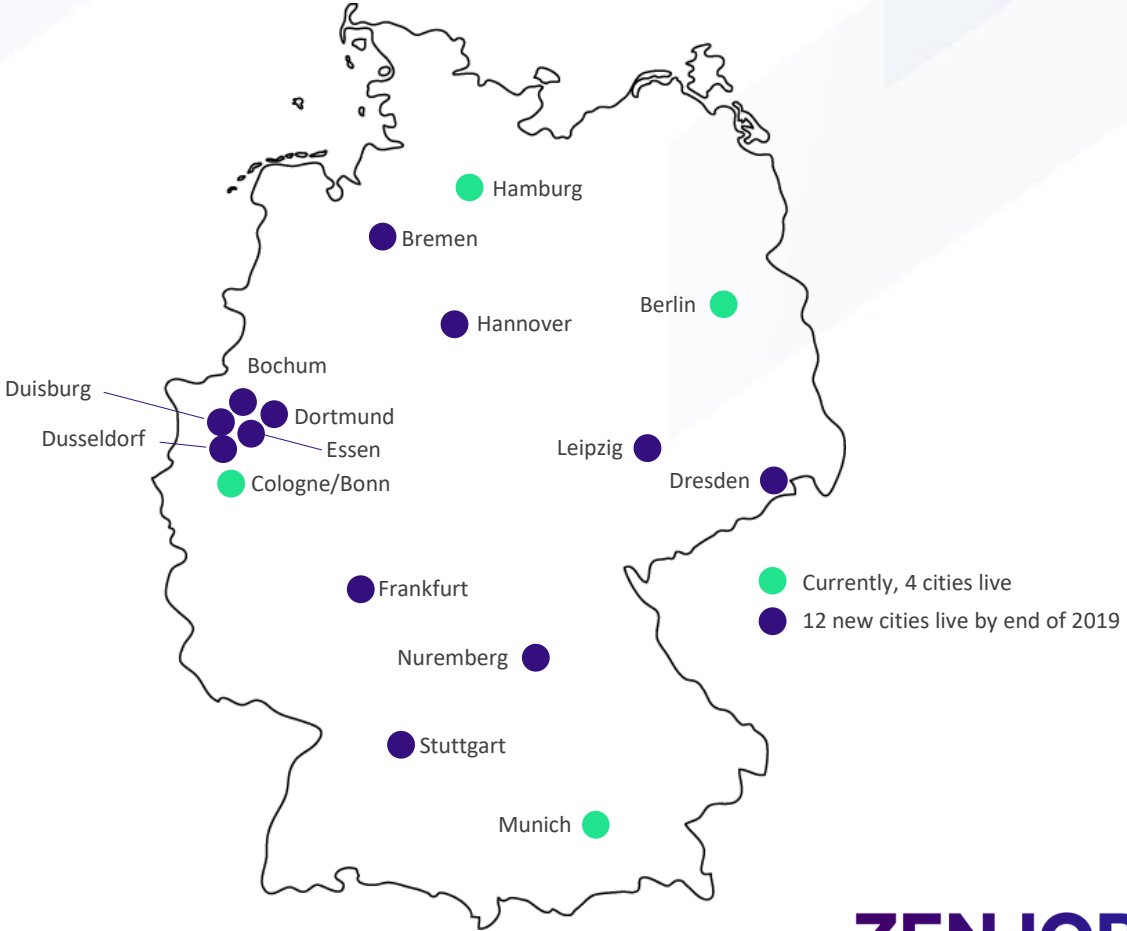
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# We scale faster with every new city we launch...

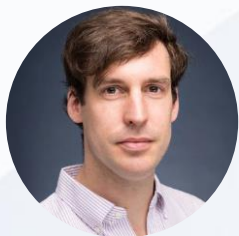
Time to operating break-even (200k monthly revenue)



City launch plan 2019



# Our team consists of strong, experienced and complementary experts



**Fritz Trott (CEO)**

Marketing & Sales

- Expert in market place development & Marketing with 7+ years of experience
- Head of Marketing at Treatwell (Exit to Recruit in 2015); Head of SEO & CRM at Foodpanda (Rocket Internet)



**David (VP Product)**

- 10+ years of experience in Product Development
- Senior Product Lead at Native Instruments



**Cihan Aksakal (CTO)**

Product & Engineering

- Track record of building scalable tech companies with 12+ years of experience
- Founder & MD of kaufDA.de; Responsible for Product (Exit to Axel Springer in 2011);



**Arnaud (VP Engineering)**

- 11+ years of experience in Engineering
- Head of Architecture at Delivery Hero; CTO Salonmeister (acquired by Treatwell)



**Cornelius Rantzau (COO)**

Operations

- Operations and Business Intelligence expert at Rocket Internet with 7+ years of experience
- Head of Operations at Foodpanda (Exit to Delivery Hero in 2016)



**Balpreet (VP Growth)**

- 10+ years of experience in Digital Marketing
- Director Marketing at Treatwell



**Arvid Seeberg-Elverfeldt (CFO)**

Finance

- 7+ years of cross-sectional financial experience
- Co-founder & CFO of GRIPS Energy AG; Associate, Corporate Finance at Deutsche Bank, Frankfurt



**Heidi (VP Brand)**

- 10+ years of experience in Brand Management
- Executive Manager Brand & Communication at Saatchi & Saatchi

SAATCHI & SAATCHI



**Frederik Fahning (CLO)**

Legal

- 3+ years of in-depth research of the temp employment market
- HR consultant at Atlantic Labs portfolio companies



**Chris (VP People & Culture)**

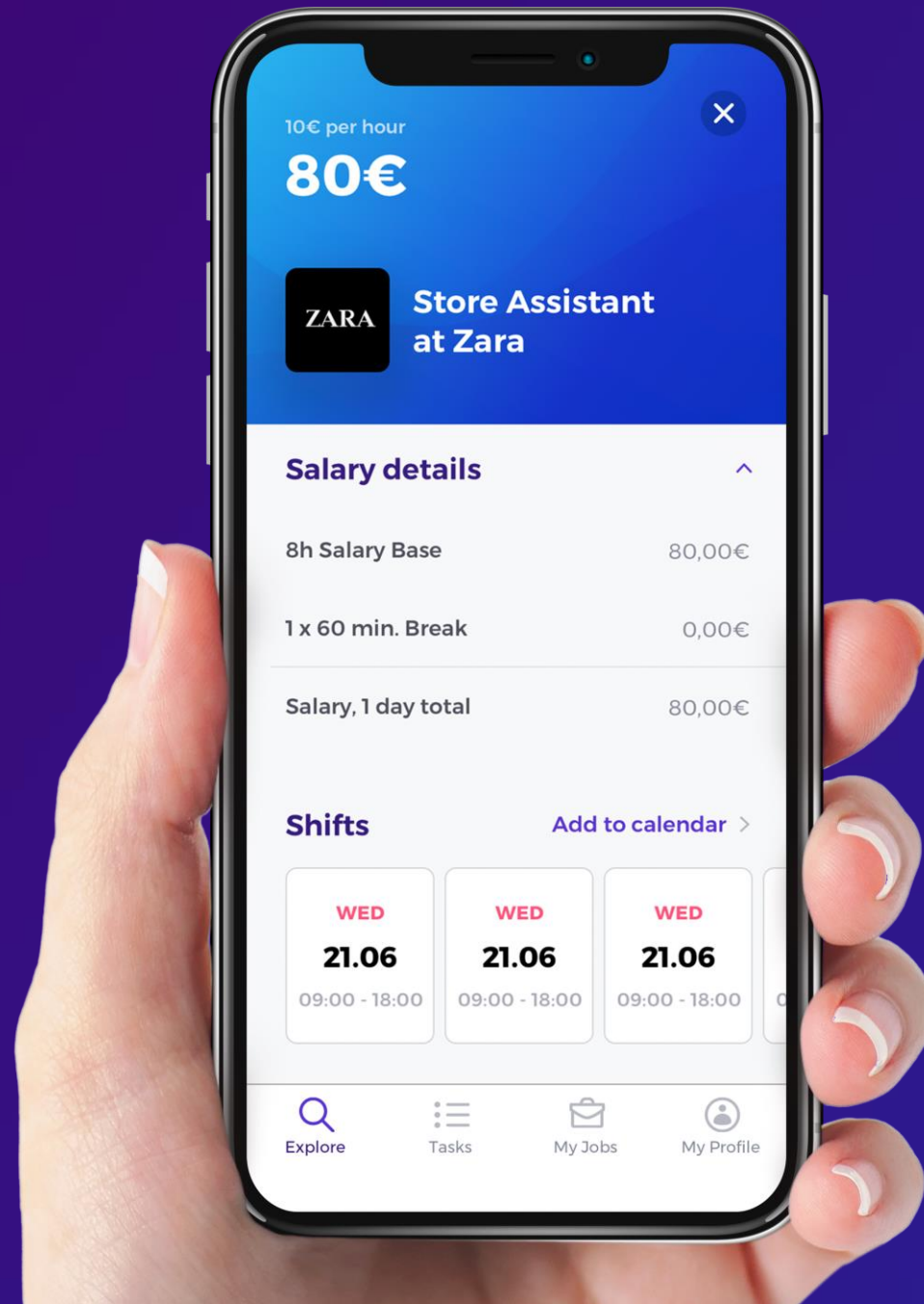
- 6+ years of experience in People Management
- Head of Employee Experience at N26; Senior HR Lead at SoundCloud



# ZENJOB



Revolutionizing the  
future of work



ZENJOB