



InterStaff Recruitment Ltd

(ACN: 119 436 083)

2009 Presentation to Annual General Meeting

November 2009



Business Overview

InterStaff's current, developing and proposed business services:

Visa and
Migration
Advisory
Services

*Current
Service*

International
Contract
Management

*Current
Service*

Skilled
Worker
Placement

Future Service

Contracts
Management
and Other
Services

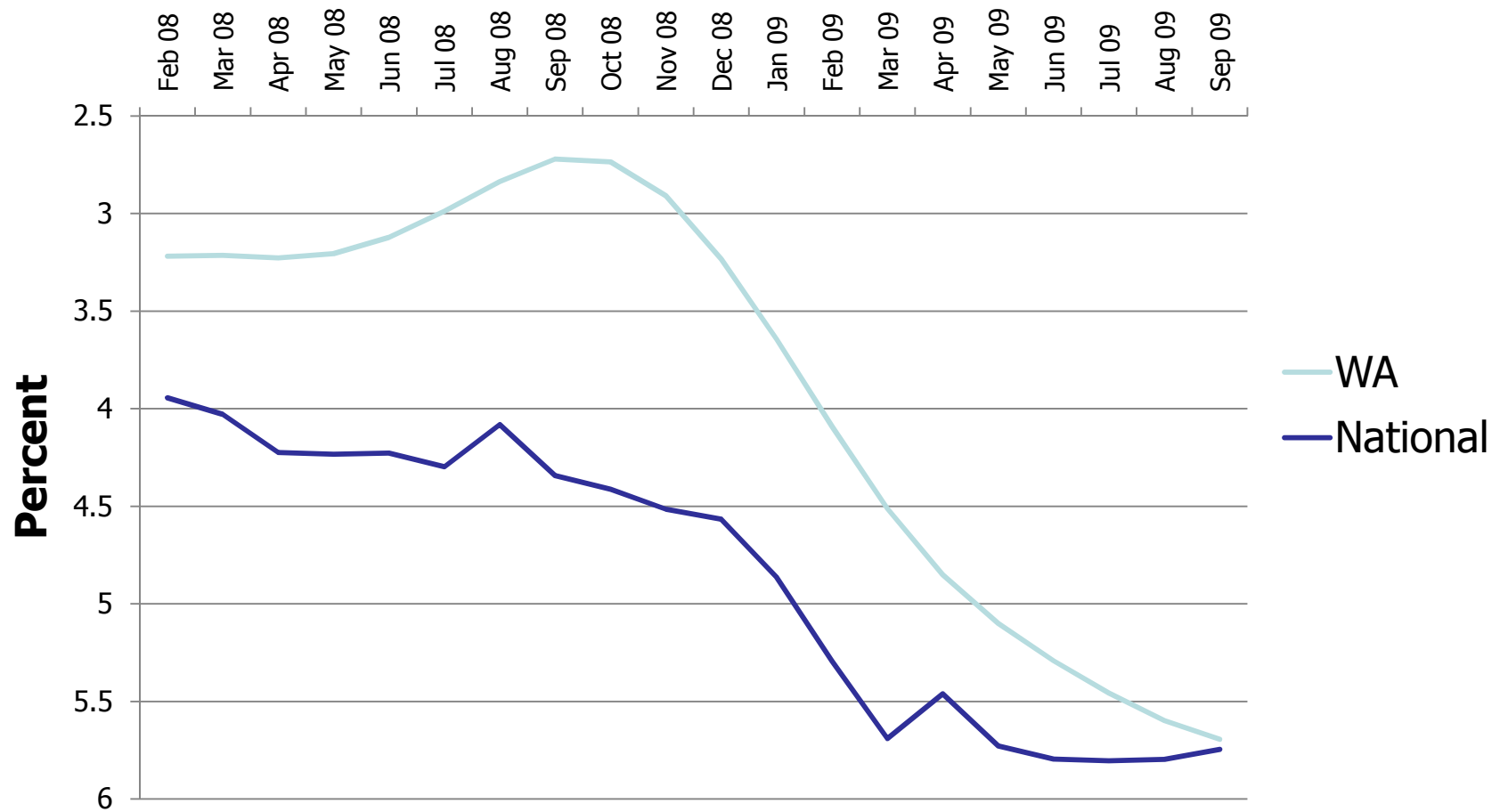
*Proposed
Services*

Skills
Training,
Assessment,
development

*Proposed
Services*



Deteriorating Labour Market





Changing market

- The rapidly changing economic environment required a review of:
 - business focus.
 - staffing needs.
 - expenditure.



Further Immigration Law Changes

- [Changes to lodgement and processing arrangements for Occupational Trainee visas](#) – 26 October 2009
- [Impact of Worker Protection Regulations commencing on 14 September 2009 on overseas based standard business sponsors](#) – 14 September 2009
- [Subclass 457 Visa Reforms – 14 September changes](#) – 8 October 2009
- [Updated: Subclass 457 – Worker Protection Legislative and Policy Document Updates - legislative instruments added](#) – 23 September 2009
- [New priority processing directions for certain skilled migration visas](#) – 23 September 2009
- [Subclass 457 – Market Salary Rates](#) – 7 September 2009
- [Sponsorship Obligations and Sanctions](#) – 31 August 2009
- [Temporary Residence Visa Reforms](#) – 2 July 2009
- [Indexation of the Minimum Salary Level under the Employer Nomination Scheme](#) – 1 July 2009
- [Changes to Subclass 457 visa program](#) – 1 July 2009
- [Subclass 457 – Business \(Long Stay\) sponsor attestation – Frequently asked Questions](#) – 22 June 2009
- [Subclass 457 Visa Reforms](#) – 11 June 2009
- [Changes to Subclass 457 Occupations](#) – 15 May 2009
- [General Skilled Migration \(GSM\) Reforms](#) – 12 May 2009
- [Legislative Changes Effective 28 March 2009](#) – 18 March 2009
- [Legislative Changes Effective 15 March 2009](#) – 16 March 2009
- [Subclass 457 - Business \(Long Stay\) – Policy update](#) – 24 February 2009



Achievements

- Establishment of a legal and complex unit.
- Contract Management Service
- Managing the downside of economic decline.
- Graduate Trainee Program.
- Acquisition of Advance Australia Visas.
- Scholarships Program.



Swan TAFE Scholarships

- Ongoing relationship with Swan TAFE.
- 15 Scholarships awarded.
- Total value around \$6000
- Scholarships provided to financially disadvantaged students through Swan TAFE.





InterStaff's Business Drivers

- An integrated immigration advisory agency and related services consultancy.
- Memorandum of Understanding with global education provider Navitas to extend InterStaff Group's international network.
- Capitalise on acquisitive growth opportunities
- Capitalise on the shift towards internationalisation and ageing of the Australian labour force.



Industry Drivers

- Australia has a ageing population and workforce
- Significant lag between supply (education & training gearing towards long-term solutions) and demand (demand for skills in several sectors)
- Globalisation of workforce creates opportunities to transfer the expertise and resources to markets of demand
- Australian immigration regulations are becoming more complex and requires specialist expertise to understand the commercial opportunities.
- **The recent changes to the global financial environment have not changed the long term fundamentals.**
- **Skill shortages may return in 12 to 18 months according to industry reports (AFR 13 October 2009).**



Themes for 2010

- Investment in our People
- Commitment to our Clients
- Dedication to building cash reserves.



Investment in our People

- Expertise, professionalism and integrity remain key to the success of InterStaff.
- Our excellent reputation, dynamism and service demonstrate that InterStaff is a very attractive company to work with moving forward.



Commitment to our Clients

- In this new environment, it is even more critical to listen to our clients about their plans and their needs in order for us to better respond and adapt.
- The success of companies depends more than ever on service providers, like InterStaff, that are technically and financially robust and that have a reputation to deliver quality and effective solutions.



Preserve Cash Reserves

- Preserving our cash position and building positive cash flow is a priority.
- InterStaff will continue to monitor costs carefully, implement all potential savings and focus on essential expenditures.



Outlook

InterStaff	Immigration Advice, International and Domestic Recruitment, Contract Management
Industry	<ul style="list-style-type: none">• Long term growth in this sector is assured through the underlying changes to demographics and government policies.• Ongoing changes to Australia's immigration laws is beneficial to the InterStaff core business.
Demand	<ul style="list-style-type: none">• Key occupations across various sectors will continue to be in demand in Australia and globally.
Acquisitions	<ul style="list-style-type: none">• Small migration firms and recruitment businesses provide acquisition opportunities in the current environment.
Capital Structure	<ul style="list-style-type: none">• Strong Balance sheet with majority of first round of capital raising held as cash (\$3M).
Diversified	<ul style="list-style-type: none">• InterStaff's business model is diversified across a number of sectors.