



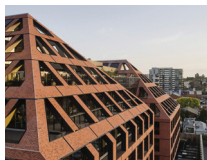
# Contents

3

Message from  
the CFO

4

About SEEK



7

Governance and  
Tax Strategy



8

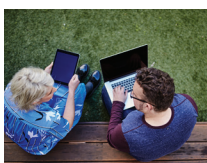
International  
Related Party  
Dealings

9

Income Taxes  
for Continuing  
Operations

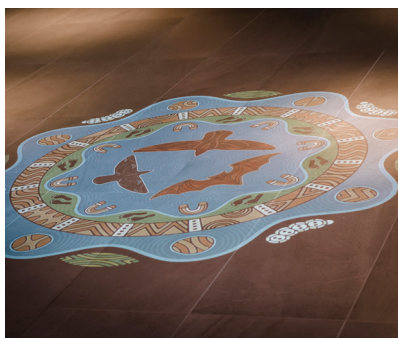
11

Tax Contribution



12

ATO Public  
Disclosures



## ACKNOWLEDGEMENT OF COUNTRY

### Cabbe melemungil! (a Woi-wurrung word for “greetings”)

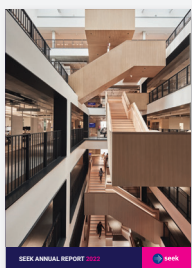
SEEK respectfully acknowledges the Traditional Owners of the lands on which it operates.

We acknowledge Australia’s Aboriginal and Torres Strait Islander people as Australia’s First Peoples, paying respects to their rich cultures, to their Elders past, present and future, and their continuing custodianship of the land, waterways and community on which we all rely. We extend that respect to all Aboriginal and Torres Strait Islander people.

We recognise and value the ongoing contribution of Aboriginal and Torres Strait Islander people and communities to Australian life and how this enriches us all.

Unless otherwise noted, this report covers SEEK Limited and its controlled entities (collectively referred to as SEEK).  
SEEK’s Tax Transparency Report is published on a voluntary basis as part of our ongoing commitment to greater transparency.

The information in this report should be read in conjunction with our SEEK Limited 2022 Annual Report (2022 Annual Report) and SEEK Limited 2022 Sustainability Report (2022 Sustainability Report).



2022 Annual Report



2022 Sustainability Report

All ASX Announcements, reports, presentations and other information are available at our Investor Centre on our website at

[www.seek.com.au/about/investors/](http://www.seek.com.au/about/investors/).

## Our purpose

We help people live more fulfilling and productive working lives and help organisations succeed.



# Message from the CFO



Kate Koch, Chief Financial Officer

I am pleased to present the 2022 Tax Transparency Report (Report) for SEEK. The Report provides information about our tax activities and outlines our global tax contributions which were A\$401.8 million for the year ended 30 June 2022.

## Our purpose

Since its inception SEEK has been guided by its purpose; to help people live more fulfilling and productive working lives and help organisations succeed. We strive to think and act with long-term goals in mind. Thinking long-term also requires us to consider our impact on the communities in which we operate, and that includes paying the right amount of tax in the countries in which we operate.

## Our tax strategy

Our tax strategy is to maintain an appropriate and sustainable effective tax rate through the adoption of tax positions that are well-grounded in tax law, supportable and aligned to commercial outcomes.

We support countries having taxation rights commensurate with value creation. Accordingly, we support the Organisation for Economic Co-operation and Development's (OECD) work to develop a global solution to address the tax challenges arising from the digitalisation of the economy. We are monitoring the Two-Pillar Solution proposed by the OECD and how countries around the world implement these rules.

## Our tax governance

SEEK maintains a strong commitment to governance and fully supports the Australian Government's Voluntary Tax Transparency Code (the Voluntary Code). The Voluntary Code recommends additional tax information be publicly disclosed to help educate the public and other interested parties about the corporate sector's compliance with Australia's tax laws.

SEEK was one of the first signatures to the Voluntary Code and has released the recommended tax disclosures for an entity of its size since the financial year ended 30 June 2016. The disclosures have been made in the Annual Report and supplemented in this Report (as required).

This Report outlines our approach to tax governance and strategy, provides information about our effective tax rate and details of our consolidated group's tax contributions for the financial year ended 30 June 2022 (FY2022).

## Our tax contribution

During FY2022, SEEK paid, collected and remitted A\$401.8 million (\$398.1 million in FY2021) in taxes globally.

SEEK's FY2021 tax contributions included \$158.7 million associated with our Zhaopin business comprising of:

- \$88 million of Chinese tax payable on the sell down of SEEK's controlling interest in Zhaopin; and
- \$70.7 million in taxes from Zhaopin's business operations.

If the impact of Zhaopin taxes are excluded from the FY2021 comparison, given it is no longer a member of the SEEK consolidated group, there has been a \$162.4 million increase in taxes paid in FY2022. This increase reflects record job ad volumes in the Asia-Pacific (APAC) region and continued recovery in other countries.

## Our future commitment

We are committed to conducting our operations in a transparent and responsible manner that complies with our legal and regulatory obligations. This commitment is balanced with protecting our strategic objectives and commercial priorities.

We have responsibilities to the communities in which we operate and SEEK's sustainability reporting provides transparency on our performance across key environmental, social and governance (ESG) risks and opportunities.

Our aim is to further build trust with investors, customers and the community about how SEEK manages its ESG risks. This Report is just one of the ways in which we continue to enhance transparency and engage with our stakeholders on ESG matters.

Yours sincerely,

**Kate Koch**  
Chief Financial Officer

## About SEEK

- A market leader in online employment marketplaces with deep and rich insights into the future of work
- A multinational presence including Australia, New Zealand, Hong Kong, South East Asia, Brazil and Mexico. In addition, SEEK has minority investments in China, Korea and a number of other countries
- Leverages data and technology to create innovative solutions for candidates and hirers
- Employs 3,500+ people across Australia, New Zealand, Asia and Latin America
- Creates a culture of innovation, empowerment and collaboration
- Australian listed with headquarters in Melbourne, Victoria



Approximately

**55m**

candidate  
relationships



Approximately

**400k**

hirer  
relationships

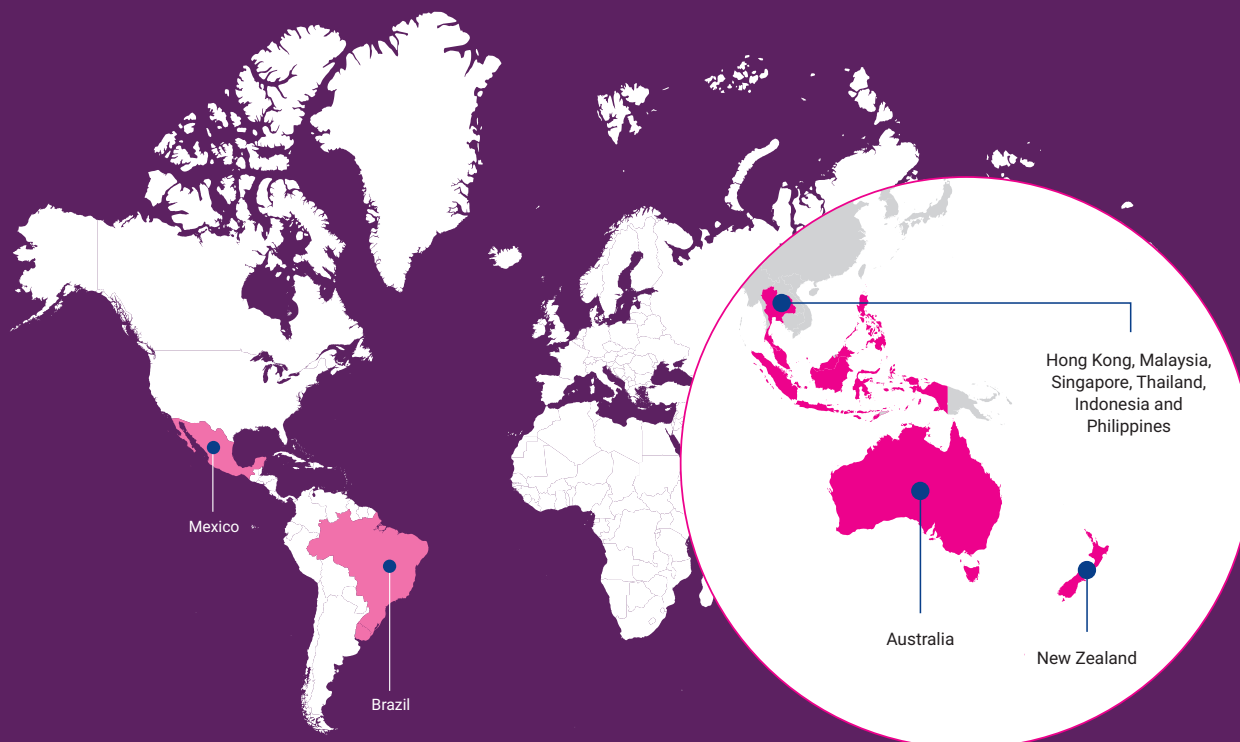


Approximately

**900m**

population  
exposure

## Our operations



Geographical coverage represents the countries of operation of SEEK's controlled online employment marketplaces.

## About SEEK

### SEEK evolution

#### Focus on Australia and New Zealand (ANZ) online marketplace

SEEK was founded in Melbourne, Australia in 1997. It began as a disruptive, online employment marketplace at a time when internet access and usage levels, and access to data and technology, were on the incline. Leveraging these conditions, SEEK was built to become a low-cost, highly effective online employment marketplace. Over the years, SEEK's ANZ online marketplace has evolved to be a market leader on key metrics such as monthly visits, brand awareness and placement share.

#### Expansion into international online marketplaces

SEEK expanded into the international employment marketplace in 2005, with a focus on acquiring and operating international online employment marketplaces. SEEK has been successful in growing its footprint and creating value historically mainly via mergers and acquisitions (M&A) and strategic support.

This includes the acquisition of JobsDB and JobStreet which were subsequently merged to form SEEK Asia.

#### Product and technology focus

SEEK has evolved its online employment marketplaces, with an increased focus on personalised data and technology, to deliver the most effective search and matching experience and outcomes for candidates and hirers. Investment in artificial intelligence – coupled with SEEK's strong brand, its ability to establish deep relationships and generate unique data – has enabled the delivery of innovative products.

These products connect candidates with relevant, personalised job opportunities, and help hirers to find candidates and streamline their recruitment processes.

#### New structure to enable growth

In August 2021, SEEK announced a change in structure, which included the establishment of SEEK Growth Fund (the Fund). The new structure enables SEEK to focus on the significant growth opportunities within its core businesses. The Fund has greater independence and the ability to access external capital to invest more aggressively.

#### Platform Unification to underpin future growth

Following the structural changes (including the creation of the Fund), SEEK has committed to a large-scale program to unify SEEK's core online employment marketplaces across APAC.

The unification of SEEK's APAC platforms is a core enabler to accelerating growth and unlocking a larger opportunity across the APAC region. The goal is to have one, unified platform across ANZ and Asia by the end of FY2024. This investment will enable new products and enhancements to be deployed at scale across all markets. It will also enable rapid innovation and will improve reliability and security.

### Assets owned and managed by SEEK

#### SEEK ANZ



#### SEEK Asia



#### Brasil Online



#### OCC



#### Platform support



### Assets and interests owned by SEEK and managed by SEEK Growth Fund's Manager<sup>(2)(3)</sup>

#### Zhaopin



#### Platform support



(plus other ESVs)

#### SEEK Growth Fund

(1) SEEK has a minority interest in JobKorea.

(2) SEEK retains a 23.5% equity accounted investment in Zhaopin.

(3) Since FY2021 when the Fund was created, SEEK's results have been presented on a Continuing Operations basis for statutory reporting purposes and the results of the Fund have been reported within Discontinued Operations in the SEEK consolidated group. In H1 FY2023 SEEK determined that it no longer controlled the Fund and the results of which have been deconsolidated as at 19 December 2022.

## About SEEK

### Presentation of Income Tax Expense and Tax Contribution

In FY2021 SEEK created the Fund and sold 37.6% of the equity of Zhaopin. In accordance with the Australian Accounting Standards Board, both events required a change to the way in which SEEK's results are presented going forward and accordingly, the information included in SEEK's Tax Transparency Report.

As was the case in FY2021, SEEK's FY2022 income tax expense reconciliation is presented on a continuing operations basis.

Continuing operations includes:

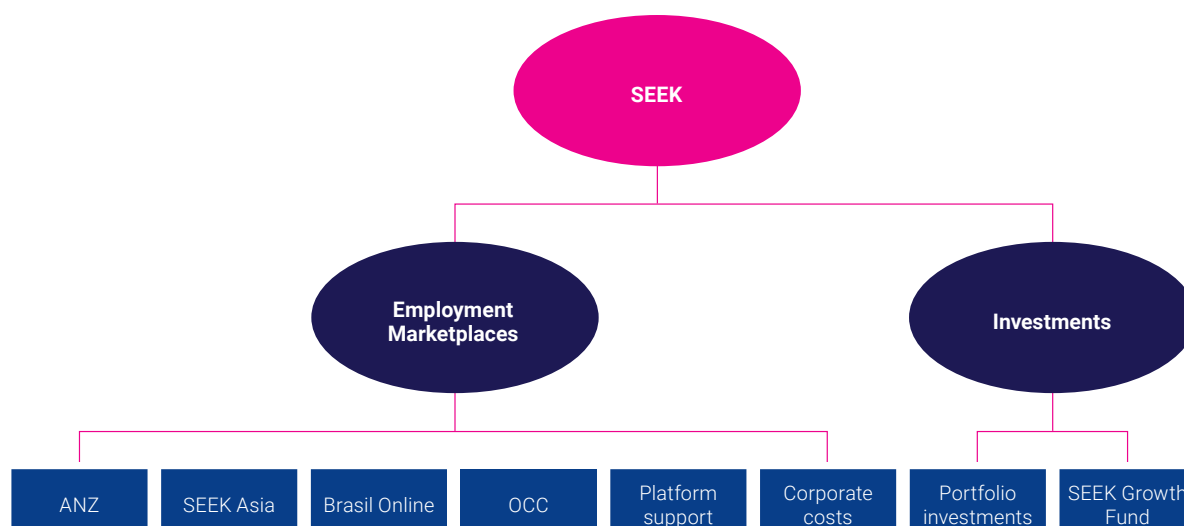
- SEEK's employment marketplaces and select portfolio investments that will continue to be owned by SEEK.
- SEEK's share of profit after tax from the 23.5% retained interest in the equity accounted investment in Zhaopin for the 12 months to 30 June 2022.

SEEK's 2021 Tax Transparency Report also included Zhaopin's tax contribution for the ten months to April 2021. Zhaopin was deconsolidated from 30 April 2021 and as such, its tax contributions are no longer disclosed.

Given the Voluntary Code recommends disclosure of tax contributions for a taxpayer's entire consolidated group, the Tax Contribution disclosure also includes consolidated entities within discontinued operations (the Fund, Online Education Services (OES) and Sidekicker).

### Segment information

The operating segments of the continuing operations are as described below.



Operating segment	Nature of operations	Primary source of revenue	Geographical location
<b>ANZ</b>	Online employment marketplace services	Job advertising	Australia and New Zealand
<b>SEEK Asia</b>	Online employment marketplace services	Job advertising	Six countries across South East Asia
<b>Brasil Online</b>	Online employment marketplace services	Candidate services and job advertising	Brazil
<b>OCC</b>	Online employment marketplace services	Job advertising	Mexico
<b>Platform support</b>	A portfolio of investments that complement and/or have synergies with the core SEEK operating platform	Various	Various
<b>Portfolio investments<sup>(1)</sup></b>	A portfolio of investments which are managed as standalone entities	Various	Various
<b>SEEK Growth Fund</b>	A managed investment scheme in relation to a portfolio of investments	Various	Various

(1) In addition to its ownership interest in Zhaopin, SEEK continues to maintain ownership interests in a small portfolio of ESVs that were not transferred to SEEK Growth Fund. The results of these portfolio investments have been reported within continuing operations.

# Governance and Tax Strategy

SEEK is committed to strong and effective governance frameworks and considers high standards of corporate governance a cornerstone to creating long-term and sustainable shareholder value. SEEK understands and supports the view that effective tax risk management is crucial to good corporate governance and, by extension, part of being a good corporate citizen.

The Board sets SEEK's appetite and tolerance for risk, taking into account SEEK's strategic objectives and other factors including regulatory and legal requirements, shareholder expectations, its financial position and organisational culture. The Board, through the Audit and Risk Management Committee (ARMC), is responsible for ensuring there are adequate procedures in place in relation to risk management, compliance and internal control systems. Management is responsible for embedding procedures, systems and practices across the SEEK business and reporting the effectiveness of these periodically to the ARMC.

SEEK's overall approach to risk management is to identify and minimise the potential for loss, whilst also maximising strategic opportunities for growth. For SEEK, understanding and effectively managing business risk is a continual process and an integral part of the management and corporate governance of the business.

SEEK's Corporate Governance Statement, in addition to its corporate governance policies, are available in the Investors section of the SEEK website at <https://www.seek.com.au/about/investors/corporate-governance/>.

## Tax governance and risk management

Tax is a commercial risk managed under the oversight of the ARMC. Accordingly, SEEK's overarching approach to risk management sets the context for SEEK's approach to tax risks, governance and planning.

SEEK's tax affairs are managed according to the Tax Governance and Risk Management Framework (the Framework), which is approved by the ARMC. The Framework helps define SEEK's overall tax risk appetite, including the use of appropriate management and operating controls to adequately identify and manage tax risks. In relation to tax compliance, SEEK has a low appetite for risk that would lead to any breaches of our legal obligations.

Material tax risks are reviewed by management, advisors, external auditors and the ARMC. SEEK continues to enhance its tax control environment. Periodic testing of controls is carried out, having regard to the Tax Risk Management and Governance Review Guide and GST Governance, Data Testing and Transaction Testing Guide published by the Australian Taxation Office (ATO) and other global best practice standards.

SEEK adopts tax positions that are well-grounded in tax law, supportable and aligned to commercial outcomes. SEEK does not engage in aggressive tax planning. As part of historic acquisitions, SEEK's corporate structure includes several companies incorporated in low-tax jurisdictions. As with all SEEK's subsidiaries, these companies are subject to Australia's controlled foreign company and other Australian anti-avoidance tax rules.

## Tax strategy

SEEK's tax strategy determines how tax is managed. The key objectives of our tax strategy are to:

- Pay taxes in the countries in which SEEK operates, and ensure we maintain a sustainable and appropriate effective tax rate by utilising local tax incentives and concessions as and when available to us;
- Adopt tax positions that are aligned with the commercial objectives of the business, well-grounded and considered based upon our tax risk appetite; and
- Contribute to shaping tax policy and reform and maintain co-operative relationships with revenue authorities.

## Engagement with revenue authorities

In line with the guiding principles of SEEK's tax strategy, we act in good faith to maintain open, co-operative and transparent relationships with all revenue authorities in the countries in which we operate. Honesty and transparency are paramount in all dealings with the revenue authorities and other relevant bodies. SEEK has engagement with revenue authorities through periodic reviews.

# International Related Party Dealings

SEEK Limited is the parent entity of the SEEK Group. As an Australian company with outbound international operations and investments, SEEK Limited, together with its wholly owned Australian subsidiaries (together 'SEEK Australia'), had the following material dealings with its international related parties during FY2022:

## Product development

In realising SEEK's large-scale program to unify operations across APAC, product and technology team members from SEEK ANZ and SEEK Asia were brought together under one banner as the Product and Technology (P&T) Team. The combined P&T Team is developing a unified online marketplace platform (leveraging from SEEK Australia's platform), a single client relationship management system and a single enterprise resource planning and HR system for the APAC business. SEEK Australia has ownership and will bear the cost of these new products. SEEK Asia will be charged for use based on the appropriate transfer pricing methodology once these products go-live.

The costs of jointly developed new global products and initiatives continue to be shared amongst the participants under arm's length principles via a cost contribution arrangement.

## Licensing of intellectual property (IP)

SEEK Australia provides use of its brand and certain website products to SEEK (NZ) Limited.

In addition, from FY2022, SEEK Australia provides SEEK Asia's operating entities use of its brand to facilitate its operations in those markets.

## Management, technical and administrative services

SEEK Australia provides management services to some of its international related parties. In addition, SEEK Australia provides and/or receives technical services and other administrative services to/from its international related parties.

## Financing

As a large global business, loans and other financing transactions between SEEK Australia and its international related parties are an ordinary function of the commercial cash management strategy and operational funding requirements.

## Dividends

SEEK receives dividends from its various overseas subsidiaries.



Dealings between international related parties within SEEK follow commercial arm's length principles in accordance with global transfer pricing laws and OECD guidance.



Details of SEEK's international related party dealings are also disclosed to various global revenue authorities through lodgement in Australia of an annual country-by-country reporting statement which is shared with foreign revenue authorities. This information provides revenue authorities with details of our business operations, legal and management structure, international related party dealings and other relevant information across the jurisdictions in which we operate.

# Income Taxes for Continuing Operations

Income tax expense and related disclosures in the SEEK 2022 Annual Report are prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and recommendations in the Voluntary Code. The reconciliations provided below are drawn from the 2022 Annual Report and in accordance with the above mentioned accounting requirements, relate to SEEK's continuing operations.

For further information regarding income tax expense and other related disclosures for SEEK's discontinued operations, please refer to the 2022 Annual Report. The 2022 Annual Report can be found in the Investors section of the SEEK website at <https://www.seek.com.au/about/investors/reports-presentations/#page=1>.

All amounts are shown in Australian dollars (AUD).

## Reconciliation of accounting profit to income tax expense

Income tax expense of \$101.1 million is disclosed in Note 6 of the 2022 Annual Report and represents 30% (Australian corporate tax rate) of profit before tax, adjusted for amounts which are not assessable or deductible for tax purposes.

	2022 \$m
<b>Profit before income tax expense from continuing operations</b>	<b>341.9</b>
Income tax calculated @ 30% (2021: 30%)	102.6
<b>Increase/(decrease) in income tax expense due to:</b>	
Tax losses and temporary differences	12.6
Post-tax share of results of equity accounted investments	(1.6)
Research and development incentive	(4.6)
Overseas tax rate differential	(7.4)
Over provision in prior years	(5.9)
Other	5.4
<b>Income tax expense in the Consolidated Income Statement</b>	<b>101.1</b>

## Reconciliation of income tax expense to income tax payable

There is a difference between the calculation of income tax expense and the amount of income tax paid or payable in respect of the same income year. This is due mainly to the timing of corporate income tax instalment payments and differences in timing between when a transaction is recognised in the accounts and when it is assessable or deductible for tax purposes. These differences are referred to as temporary differences. Temporary differences do not impact how much tax is paid on profits (i.e. income tax expense), but they do impact the timing of income tax payments and give rise to deferred tax assets and liabilities. This can therefore impact the income tax cash payable in any one particular year.

	2022 \$m
<b>Income tax expense in the Consolidated Income Statement</b>	<b>101.1</b>
Subtract:	
Deferred tax assets (charged) to income	(1.7)
Deferred tax liabilities (charged) to income	(0.4)
<b>Current tax included in income tax expense</b>	<b>99.0</b>
Add/(subtract):	
Net opening balance carried forward	63.2
Tax payments made to tax authorities	(112.9)
Current tax recognised directly in equity	(1.9)
Foreign exchange	0.3
Transfer to discontinued operations	(3.5)
<b>Net current tax liabilities</b>	<b>44.2</b>

## Income Taxes for Continuing Operations (continued)

### Effective tax rates

The effective tax rate (ETR) is calculated as income tax expense divided by profit before income tax, adjusted for post-tax share of results of equity accounted investments.

This is to ensure the ETR accurately reflects the actual tax payable on SEEK's profit.

	SEEK	Australian operations <sup>(1)</sup>
	2022 \$m	2022 \$m
Profit before income tax expense	341.9	320.2
(Subtract)/add: Post-tax share of results of equity accounted investments	(5.3)	0.3
(A) Adjusted profit before income tax expense	336.6	320.5
(B) Income tax expense	101.1	85.2
<b>Effective tax rate (B/A)</b>	<b>30.0%</b>	<b>26.6%</b>

(1) Excludes intra-group dividends within SEEK.

### Australian operations ETR

Australian operations are comprised of SEEK Limited and its Australian controlled-entities and equity accounted investments. This is broader than the SEEK Limited income tax consolidated group. The Australian operations ETR for FY2022 was 26.6% primarily due to the research and development incentives utilised and the recognition of losses.

# Tax Contribution Summary

In accordance with the requirements outlined in the Voluntary Code, provided below is a summary of the total tax contributions made by SEEK and its controlled entities (irrespective of whether the entities have been classified as part of continuing or discontinued operations) to revenue authorities around the world. Tax payments and collections are presented on a cash basis and exclude payments or collections made by those entities that are accounted for as equity accounted investments within the SEEK consolidated financial statements. All amounts are shown in Australian dollars (AUD).

If the taxes related to Zhaopin disposal and business are excluded from the FY2021 comparison, there has been a \$162.4 million increase in tax payments in the APAC region. This is due to record job ad volumes as businesses in all our markets sought to rebuild or to reinstate growth plans post the COVID-19 pandemic.

\$m	Australia	Asia & NZ	Latin America	Rest of World	Total
<b>Taxes paid</b>					
Corporate income tax <sup>(1)</sup>	109.2	11.7	11.0	4.6	136.5
Employer/payroll taxes <sup>(2)</sup>	22.8	–	2.1	0.1	25.0
Other <sup>(3)</sup>	–	6.2	5.8	–	12.0
<b>Taxes collected on behalf of others<sup>(4)</sup></b>					
Net GST/VAT <sup>(5)</sup>	74.2	17.0	5.0	1.7	97.9
PAYG/PAYE/salary withholding <sup>(6)</sup>	105.5	10.1	8.3	5.9	129.8
Other	–	0.3	0.3	–	0.6
<b>Total tax contributions</b>	<b>311.7</b>	<b>45.3</b>	<b>32.5</b>	<b>12.3</b>	<b>401.8</b>

(1) Includes taxes of \$14.5 million on the transfer of assets to the SEEK Growth Fund.

(2) Includes Australian Fringe Benefits Tax (FBT) for the year ended 31 March 2022.

(3) Includes sales & services taxes, social welfare taxes, property taxes, stamp duty and other taxes.

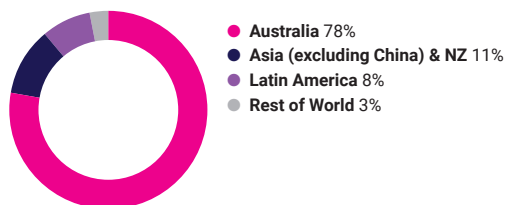
(4) These are taxes SEEK has an obligation to collect and remit to revenue authorities on behalf of others.

(5) Net Goods & Services Tax (GST) / Value Added Tax (VAT) collections represent the difference between the GST/VAT SEEK charges customers on sales and the GST/VAT SEEK pays on its purchases.

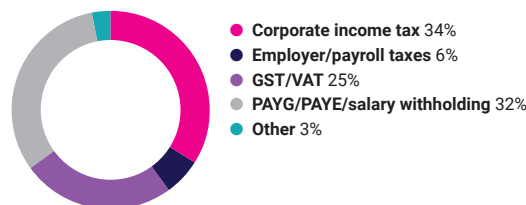
(6) Pay As You Go (PAYG)/Pay As You Earn (PAYE)/salary withholding is the personal income tax SEEK withholds, on behalf of global revenue authorities from salary and wages paid to its employees.

## Tax contributions by geographic region and tax type

Geographic region



Tax type



## Revenue by geographic region

	Australia	Asia & NZ	Latin America	Rest of World	Total
Sales revenue (\$m)	1,056.8	297.1	57.6	26.9	1,438.4
Percentage of sales revenue (%)	73.5%	20.6%	4.0%	1.9%	100.0%

This includes sales revenue from both continuing and discontinued operations. Further details can be obtained in the 2022 Annual Report.

# ATO Public Disclosures

The ATO has a legislative duty to publicly report information about Australian public and foreign owned corporate tax entities with total income of \$100 million or more (and certain other entities).

On 3 November 2022, the ATO publicly disclosed the following specific information about SEEK Limited, as reported in the SEEK Limited Australian income tax consolidated return for the financial year ended 30 June 2021:

## SEEK Limited Australian income tax consolidated group

Tax year	2021
Australian Business Number (ABN)	46 080 075 314
Total Income	A\$1,230,518,996
Taxable income	A\$407,045,161
<b>Income tax payable</b>	<b>A\$85,847,875</b>

## Why is 'Taxable income' less than 'Total income'?

Taxable income is calculated based on accounting profit, being total income (as reported above) less total expenses, adjusted for allowable tax differences provided for under Australian tax law.

## How is 'Income tax payable' calculated?

Income tax payable is prima facie calculated as 30% (being the current Australian corporate tax rate) of the taxable income of the SEEK Limited Australian income tax consolidated group. Under Australian tax laws, this amount is further reduced by available tax offsets (e.g. franking credit offset, Research & Development (R&D) tax incentive offset and foreign income tax offset).

The table below illustrates how the final income tax payable as disclosed is calculated from taxable income:

SEEK Limited Australian income tax consolidated group	2021 A\$m
Taxable income	407.1
Prima-facie income tax payable @ 30%	122.1
<b>Adjusted for:</b>	
R&D tax incentive offset	(14.3)
Foreign income tax offset <sup>(1)</sup>	(22.0)
<b>Income tax payable</b>	<b>85.8</b>

(1) To prevent double taxation, an offset is allowed in recognition for foreign income tax already paid on foreign sourced income which is also subject to Australian tax.

# Corporate Directory

## Directors

Graham B Goldsmith  
*Chairman*

Ian M Narev  
*Managing Director and Chief Executive Officer*

Andrew R Bassat

Julie A Fahey

Leigh M Jasper

Linda J Kristjanson

Michael H Wachtel

Vanessa M Wallace

Rachel Agnew  
*Secretary*

## Principal registered office in Australia

60 Cremorne Street  
CREMORNE VIC 3121  
AUSTRALIA  
Ph: +61 3 8517 4100

## Share register

Computershare Investor  
Services Pty Ltd  
452 Johnston Street  
ABBOTSFORD VIC 3067  
Ph: +61 3 9415 4000

## Auditor

PricewaterhouseCoopers  
2 Riverside Quay  
SOUTHBANK VIC 3006

## Stock exchange listing

SEEK Limited shares are listed on the  
Australian Securities Exchange (Listing code: SEK)

## Website

[www.seek.com.au](http://www.seek.com.au)

## ABN

46 080 075 314

[seek.com.au](http://seek.com.au)  
[seek.co.nz](http://seek.co.nz)  
[seekbusiness.com.au](http://seekbusiness.com.au)  
[seek.com.au/learning](http://seek.com.au/learning)  
[volunteer.com.au](http://volunteer.com.au)  
[au.gradconnection.com](http://au.gradconnection.com)  
[certsy.com](http://certsy.com)  
[sourcr.com](http://sourcr.com)  
[jobsdb.com](http://jobsdb.com)  
[jobstreet.com](http://jobstreet.com)  
[catho.com.br](http://catho.com.br)  
[occ.com.mx](http://occ.com.mx)  
[zhaopin.com](http://zhaopin.com)  
[jobadder.com](http://jobadder.com)  
[jobkorea.co.kr](http://jobkorea.co.kr)