



About Taleo

TALEO PROFILE

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

\$128M Revenue TTM*

1,500 Customers

650 Employees

40 Partners

1,000,000 Users

78,000,000 Candidates

190 Countries/Territories

25 Languages

95% Satisfaction

99.9% Availability

100% On Demand

* Trailing Twelve Months (TTM) ended Dec. 31, 2007.

The Taleo Difference

- **Leading customers.** Taleo counts Fortune 100 leaders, Global 2000 companies, and more than 1,500 innovative organizations as customers.
- **Real-world best practices.** Implementation, assessment, and benchmarking services are built on years of experience with hundreds of customers around the world.
- **Excellent service.** Award-winning service achieved 95% customer satisfaction in 2007.
- **Superior technology.** Anytime, anywhere on demand service is built on Java and Internet standard technologies.
- **Proven scalability.** One of the largest multitenant on demand providers in the world. Achieved 99.9% uptime while supporting more than 5.2 billion transactions and 1.2 million hires in 2007.
- **Comprehensive solutions.** A 360-degree workforce view for all hire types: professional, hourly, and contingent.
- **Usability.** Recruiters give Taleo high marks for the intuitive user interface. Customers rank usability #2 in their top three reasons for choosing Taleo.
- **Global deployment.** More than 1,000,000 users processing 78 million candidates from more than 190 countries/territories.
- **Single source of information.** Unique centralized talent master file by individual for internal mobility, learning, and performance management.
- **Open environment.** Works with leading hardware, software, and operating systems.
- **100% implementation success.** Service oriented approach gets customers operational in days or weeks, not months.
- **Configure versus customize.** Configurable features and workflow on a single code line mean no costly recoding of customizations during an upgrade.
- **Lower cost of operation.** With on demand service, there is no additional hardware or software for the IT department to maintain or purchase — just a web browser.
- **Industry solutions.** Customer input tailors the solutions to meet the specific needs of industries.
- **Integration capabilities.** Connect to HRMS, background screening, tax credit, or assessment processes with delivered APIs or Web Services.
- **Innovation.** Taleo pioneered profile-based screening, configurable workflow, a native assessment platform, and the Talent Master.

Talent Management

“Today, the last differentiator in a world of product, service, marketing, and information commoditization is talent. The true DNA of any organization is the culture, the people—the talent. Talent is the sole source of sustained innovation—historically the foundation of competitive differentiation, performance, and value creation.”

Michael Gregoire
President and CEO
Taleo Corporation

Why Talent Management?

Talent is the most critical asset as we transition into a knowledge economy. Talent is what ultimately drives success and creates business value. Managers at leading organizations view human capital as their most valuable asset—while yesterday’s managers saw people only as a labor expense.

Taleo integrates technology, best practices, and services so organizations can manage human capital as a portfolio of talent assets to drive better business performance. Using talent management, organizations achieve a higher return on their human capital.

Why Taleo?

Taleo is a worldwide talent management leader with experience serving organizations of all sizes. Taleo successfully configures talent solutions for specific business needs to dramatically improve business performance.



Align your workforce with business goals to drive better performance using the Taleo suite of talent management solutions.

Single Source of Global Talent Information

Taleo aggregates and delivers a unified view of an organization’s global talent pool with:

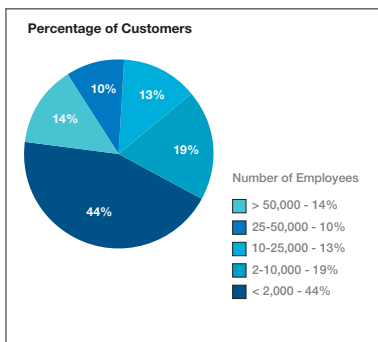
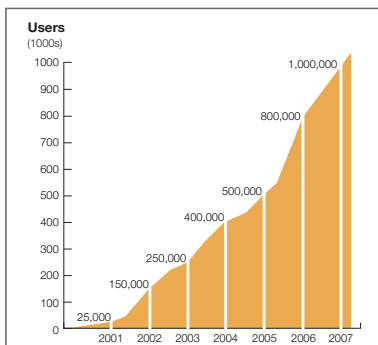
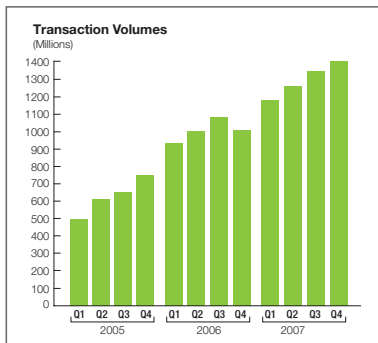
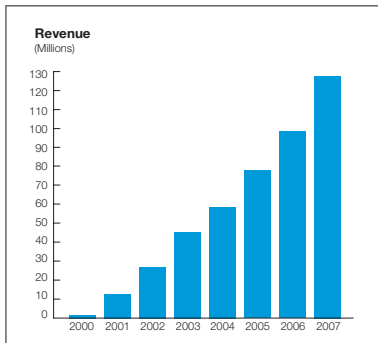
- A 360-degree view of professional, hourly, and contingent workforce resources.
- Drill down access to the individual talent profile level with our unique Talent Master approach.
- A proven record for global deployment excellence with 65% of our enterprise customers using our solutions across country borders. Our users can operate worldwide in multiple languages and currencies.
- Architecture that supports dynamic adjustments to workflow, user interface, and data collection based on the local requirements of candidates, recruiters, or managers.

Proven On Demand Experience

Taleo is dedicated to a user experience second to none.

- On demand service model provides 24x7 availability from two world class data centers.
- Service excellence enables high customer satisfaction and renewal rates.
- Rapid implementation methods are based on years of staffing knowledge and experience.
- Configuration — not customization — results in hassle free upgrades.
- Intuitive user interface for recruiters, managers, and applicants means anytime, anywhere access to talent information over the Internet.

Taleo in the Marketplace



Dedication to Customer Success

Quantifiable results through process efficiency, consistency, and personalized support are our first priority. Taleo is committed to:

- Continuous improvement with support personnel dedicated to customer success and long term relationships.
- Integrated training, optimization, and consulting services for customer convenience.
- Easy to implement enhancements and upgrades developed in partnership with our customers.

Taleo Customer Profile

Taleo meets the talent needs of more than 1,500 leading organizations — from large global enterprises to small local businesses.

- **Hundreds of employees.** Fast growing businesses and staffing agencies take advantage of the easily configurable, self-service Taleo Business Edition™.
- **Thousands of employees.** Fortune 100 corporations, leading companies with thousands of employees, and global organizations run Taleo Enterprise Edition™.
- **Large contingent workforce.** Organizations that need to attract, manage, and control temporary workers use Taleo Contingent.
- **Hourly workforce.** Companies with high turnover or many hourly workers rely on Taleo Hourly and Taleo Hourly Express to hire best fit candidates.
- **Industry leaders.** Employers of choice choose Taleo.

Talent Management Improves Performance

Taleo people believe that there is no better measurement of success than creating value. Here are three examples:

- BMW reduced staffing costs by \$2.7 million and recognized an earnings impact of \$4.9 million.
- Mosaic achieved nearly \$6 million in reduced turnover and staffing costs.
- UnitedHealth Group cut advertising spending by \$2 million and agency fees by nearly \$5 million.

Select Taleo Customers



Taleo Solutions

Award-Winning Solutions

Taleo has earned significant accolades for products and solutions:

- Software 500 Award
—*Software Magazine*
- Top HR Product of the Year Award for Taleo Reporting and Analytics
—*HR Executive Magazine*
- Most Innovative Solution Provider
—hrGOV Conference
- Recruiting & Staffing Best-in-Class Award for Taleo Contingent
—International Quality and Productivity Center (IQPC)
- Top HR Product of the Year Award for Taleo Assessment—*HR Executive Magazine*
- Codie Award Finalist—Best Human Resources Product for Taleo Business Edition—Software & Information Industry Association (SIIA)
- Top HR Product of the Year Award for Application Service—*HR Executive Magazine*
- HR Technology Excellence Award for Taleo Enterprise Staffing Management Suite—International Quality and Productivity Center (IQPC)
- TechHR Award for Staffing Process and Content Delivery Technologies—IDC and TechHR
- Industry's Leading Staffing Solution—HR.com Buyers Guide
- Best Response Time—RPK Group
- ASP of Distinction—VARBusiness
- Leading ERM Vendor of Staffing Management—CIBC World Markets

Talent Management Solutions

Leading organizations worldwide use Taleo talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

Taleo Enterprise Edition meets the talent management needs of the world's largest and most demanding enterprises with global consistency and local flexibility. Customers manage salaried professionals, hourly employees, and contingent workers from a single integrated on demand platform.

Taleo Business Edition enables organizations with hundreds or thousands of employees to set up a career site in hours, configure in minutes, and process applicants immediately on a custom self-service system.

Taleo Enterprise Edition

Taleo Enterprise Edition offers three solution sets for large enterprises to manage talent initiatives for professional, hourly, and contingent hiring. Consistent enterprise business rules tailored by industry reduce process variance, improve quality, increase productivity, and drive higher business performance.

Solutions

Taleo Professional™ includes a comprehensive set of features that enables organizations to manage the complete lifecycle of professional talent management activities, including:

- Career site management for an unlimited number and variety of custom sites.
- Interactive career portal with self-service interview scheduling and status updates.
- Full sourcing and requisition management.
- Abilities, Certifications, and Experience (ACE) prescreening to dynamically identify and rank top candidates.
- Skills database and competency modeling.
- Multiple candidate search and auto-match options with conceptual search.
- Detailed applicant tracking history and robust reporting.
- Unlimited configurable workflows.
- Complete offer management.
- Onboarding tools for rapid productivity.
- Skills matching against role requirements.
- Candidate relationship management.
- Regulatory and diversity features to increase compliance and reduce risk exposure.



Award-Winning Achievements

Taleo has earned recognition for technology and sustained growth:

- Best Talent Management Software—Sift Media
- InfoWorld 100 Award—*InfoWorld Magazine*
- 50 Fastest Growing Software Companies—*Baseline Magazine*
- Enterprise All-Star Award—*Network World Magazine*
- CIO 100 Award—*CIO Magazine*
- HR Technology Award for Creative & Innovative Development of HR Technology—IQPC
- 11th Fastest Growing Technology Company—Deloitte Technology Fast 500
- 7th Fastest Growing Technology Company in Silicon Valley—Deloitte Fast 50
- Three-time recipient of the Software 500 Award—*Software Magazine's World's Foremost Software and Services Leaders*
- Top 100 Places to Work—*MacLean's Magazine*
- Best Overall Customer Satisfaction—ERE Research
- Founding Member—HR-XML Consortium

Taleo Hourly™ provides a constant flow of prescreened candidates to line managers for improved quality of hire, featuring:

- Configurable online applications to engage hourly candidates.
- Ability to sort candidates that do not meet minimum qualifications from the manager view.
- Integrated tax credit screening and background checking.
- Candidate pooling across locations.
- Kiosks and interactive voice response (IVR) to capture candidates anytime, anywhere.
- Customized and fully validated behavioral assessment content proven to reduce turnover and improve performance.
- Simplified selection workflows to guide managers through the process.
- Automated forms population for hiring and onboarding.
- Regulatory and diversity features to increase compliance and reduce risk.
- Self-service scheduling for mass hiring and other events.

Taleo Contingent™ improves sourcing of contingent labor and drives reduced labor spend across the organization with:

- Multilanguage and multicurrency global contingent sourcing capabilities.
- Enforcement of standardized contractor rates.
- Supplier order routing and online candidate submittal.
- Advanced reporting to identify and measure supplier performance.
- Intuitive interfaces for easier use and faster adoption.

Taleo Performance™ changes the way organizations align, develop, and motivate talent. This unique combination of intuitive usability, unified view of talent, and integration with common productivity tools transforms performance management from an annual administrative event into a powerful solution for improving business results. Strategic performance management modules include:

- Taleo Performance Management™
- Taleo Goals Management™
- Taleo Career Management™
- Taleo Succession Planning™



Taleo Enterprise Solutions

“In the past, our recruiters were operating in the traditional and reactive way. Today, the Taleo solution enables us to select the top profiles in a few seconds thanks to the pre-screening questions and processes we put in place, based on our business needs and our culture.”

Andreas Kuhlen
i-HR Project Manager,
Global Talent Sourcing
Roche

“We are more agile with the way we are working with the hiring leaders. We’ve had feedback from the hiring leaders about how the system has made their lives easier.”

Rob James
Resourcing Leader
Lion Nathan

“After a detailed selection process, we selected Taleo for its global HR and talent management best practices and proven ability to help other global organizations successfully grow their business with the right talent.”

Akbar Al Baker
CEO
Qatar Airways

Product Modules

Optional product modules extend performance with assessments, workforce mobility, campus recruiting, agencies, onboarding, analytics, voice response, scheduling, background screening, and compliance.

Taleo Assessment™ turns employment assessments into a consistent part of the hiring process and systematically improves quality of hire by identifying the candidates most likely to be successful, featuring:

- Strategically integrated assessments on a single talent management platform for less cost and effort.
- The only assessment platform designed to support multiple providers with the necessary flexibility to use the most appropriate content for each job.
- The only assessment platform with an authoring tool designed specifically for do-it-yourself assessment experts.
- Custom content by job, industry, and desired outcome.
- Online and offline kiosk assessment delivery options.
- Instantly available and easily comparable assessment results.
- Selection process acceleration with automated candidate rejection or progression based on results.

Taleo Workforce Mobility™ effectively aligns workforce to business goals by matching the key elements of employee capabilities, training, and future career preferences to job requirements, featuring:

- A central source of career preference management information.
- Deep understanding into not only employee skills, but also career plans.
- Self-service employee access to profiles and open position notices.
- Connection to organizational opportunities through internal career sites.

Taleo Agency™ directly links organizations with staffing agencies, so pre-approved third-party recruiters can directly submit candidates to the Taleo skills-based platform — saving significant time and cost, featuring:

- Single system for recruiters and hiring managers.
- Comparison of agency candidates with the database.
- Elimination of duplication disputes and associated fees.



Industry Analyst Reports

Taleo achieved 95% customer satisfaction.

—CedarCrestone *Taleo Value and Customer Satisfaction Study, 2007*

Taleo positioned in E-Recruitment Leaders Quadrant.

—Gartner *2006 E-Recruitment Magic Quadrant*

Taleo ranked #1 in Worldwide eRecruiting Revenue by Vendor, 2005.

—IDC *Competitive Analysis, 2006*

Taleo ranked #1 in Worldwide HCM Subscription Revenue by Vendor, 2005.

—IDC *Competitive Analysis, 2006*

Taleo Ranks

#1 in Overall Performance

#1 in Training & Support

#1 in Operations

#1 in Problem Resolution

—Staffing.org

Recruiting Metrics and Performance Benchmark Report, 2007

Taleo Campus™ automates the logistical and administrative burden of campus recruitment programs with candidate categorization and workflow, featuring:

- Better attraction and student relationship building with targeted career sites.
- Campus-specific selection workflows to identify top students faster.
- Correspondence focused on students.
- Categorization of candidates by school or program.
- Searching by school, GPA, graduation date, or other factors.
- Tracking of competitive offers for higher acceptance rates.

Taleo Onboarding™ speeds the transition from candidate to productive employee, featuring:

- Task lists, document libraries, and correspondence templates to ensure consistency.
- Automated requests and reminders to ensure tasks are completed in a timely way.
- A drag and drop form builder that recreates onboarding paperwork online.
- Customizable new hire portal that incorporates payroll forms, benefit packages, employee handbooks, legal consents, and more to streamline new hire interactions and eliminate costly welcome mailings.
- New hire exports to ERP, payroll, and other systems with field level validation.
- Centralized dashboard to monitor onboarding progress for selected or all new hires.

Taleo Compliance™ reduces risk exposure, enforces controls, and satisfies reporting requirements by using proven compliance processes, featuring:

- Data capture and analysis to meet EEO, OFCCP, Affirmative Action, and Sarbanes-Oxley reporting requirements.
- Consistent, scalable, and legally defensible staffing processes to enforce best practices and reduce risk.
- SAS 70 Type II audited and certified compliance processes.

Taleo Enterprise Solutions

“We needed a solution that would allow us to quickly, accurately and cost effectively conduct background checks and ongoing screening. Since Taleo Verify is directly integrated with Taleo, we are able to further streamline our talent management processes and drive additional value and business performance.”

Janet O'Connor
HRIS Project Manager
YRC Worldwide

Taleo Scheduling Center™ automates scheduling for single or recurring hiring events to accelerate the process, featuring:

- Quick and accurate scheduling across thousands of appointments.
- Prescreening to facilitate candidate advancement to appointment scheduling.
- Automatic appointment confirmation and reminders by personalized email.
- Online self-service candidate rescheduling or cancellation.
- Recruiter and hiring manager visibility into schedules and timeslots.

Taleo Verify™ delivers built-in background screening for more comprehensive, faster checks to reduce workplace violence, theft, and fraud, featuring:

- Comprehensive screening services.
- Improved results to reduce risks.
- Integrated direct hiring process connection.
- Cost-effective ongoing workforce screening.
- Process time savings of up to 40%.

Talent Management Platform

The Taleo Talent Management Platform is the foundation for all Enterprise Edition solutions and product modules. Customers can configure their Taleo solution with agility and control to build a high performance workforce.

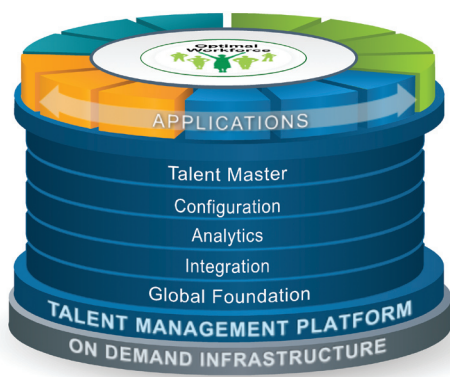
Talent Master

Talent Master makes Taleo the system of record for all talent information from both demand and supply side perspectives.

This structured definition of job requirements and candidate attributes resides in a single location. Taleo then automatically matches job requirements and talent attributes without extensive user searching. Immediate access to top candidates saves time and effort.

Configuration

Enterprise Administration enables self-service mapping of organizational structure to the Taleo solution through a single administrator portal or webtop. Customers can change their environment without custom programming. This decreases costs, increases control, and makes change happen faster.





“With Taleo Reporting and Analytics, we will be able to access important metrics and analysis, such as Recruiter Performance, for immediate insight into our workforce, allowing us to make fast and insightful decisions about our talent management strategies.”

Manager, Staffing Technology
ARAMARK

“The new Taleo Connect self-service tools are a quantum leap forward in integrating talent management systems. We see unlimited potential to streamline our integrations, reduce our costs and provide innovative new services to our internal and external customers.”

HRIS Production Lead
Intermountain Healthcare

Analytics

Taleo provides intelligent data analysis capabilities that enable customers to make continuous improvements in their staffing processes.

Taleo Benchmarking Scorecard™ reveals a strategic view of enterprise staffing initiatives so customers can:

- Benefit from Taleo experience with many of the largest and most successful companies in the world, spanning nearly every industry.
- Benchmark against other best-in-class companies.
- Employ staffing scorecards with key performance indicators (KPIs).

Taleo Reporting and Analytics™ transforms data into information to manage talent processes so customers can:

- Measure, analyze, and optimize staffing and deployment processes.
- Design and build custom reports to capture specific metrics.
- Allocate staffing and sourcing funds.
- Identify bottlenecks and measure ROI.
- Generate specialized reports in real time.
- Analyze talent management processes and results.
- Accurately measure and continuously improve processes.

Integration

Taleo offers two proven methods to connect Taleo with internal and external talent management systems:

Taleo Passport™ enables pre-integrated, turnkey staffing services with leading solution partners including background checking, tax credit, and assessment.

Taleo Connect™ provides proven integration with any human resource management system (HRMS).



Taleo Business Solutions

“As a rapidly expanding high growth firm in the very competitive high tech government contracting sector, Taleo Business Edition provides us with a robust and cost effective solution to one of our greatest challenges, the ongoing battle for hiring top talent.”

Joe Huffman
Corporate Recruiter
ProLogic, Inc.

“With [Taleo Hourly Express], we had our most successful new opening ever. In six months, we hired more than 2,500 team members for the grand opening of Red Rock Casino, Resort and Spa. When we needed to hire several hundred more, we tapped into our applicant database and were able to set up interviews very quickly.”

Heather Ripley
Corporate Director of Human Resources
Station Casinos

Taleo Business Edition

Taleo Business Edition is a leading on demand eRecruiting solution for small to medium organizations. Three upgradeable service levels offer flexibility for recruiters with hundreds of employees, standalone departments, company divisions, or staffing agencies. Users can set up this online subscription service in an hour, configure in minutes, launch a career site, and then process applicants immediately from a custom system.

With a free 30-day trial, Taleo Business Edition offers role-based, self-service features to build a custom eRecruiting system with careers website, requisition, candidate, contact, and interview management, including:

- On demand Internet access with no software to buy, install, or maintain.
- Easily configurable fields, layouts, views, workflow, reports, and integration.
- Fast setup, online configuration, and immediate productivity.
- Prescreening, ranking, approval, employee referral, and communication.
- Reporting campaign by email, task lists, calendar tools, and more.
- Optional Taleo consulting, integration, and process review support.
- Taleo Smart Sourcing™ option with Premium Service.

Standard

Complete eRecruiting with a hosted career website, standard and custom reporting, and multilanguage support for individual recruiters. Extended interview management and agency access features for recruiting departments and teams.

Plus

Multiple career site postings, career websites, application forms, additional reporting capabilities, multilingual support, and enterprise scalability.

Premium

Unlimited reports and websites, custom fields, deep integration, global features, web APIs, integration links, seamless upgrades.

Taleo Hourly Express

Taleo Hourly Express™ provides a complete bilingual web and phone-based hiring solution that makes it easier for a broader range of qualified job seekers to apply for jobs. Automated application, pre-screening, scheduling, and onboarding processes help rapidly growing and seasonal businesses in the retail, restaurant, hospitality, gaming, security, manufacturing, and service industries hire better candidates faster.

Taleo Partners and Services

Selected Partnerships

- **Accurate Background**—Background and drug screening.
- **AIRS**—Sourcing tools, techniques and training programs.
- **Alexander Mann Solutions**—Recruitment process outsourcing.
- **Batrus Hollweg International (BHI)**—Assessments for restaurant, hospitality, and service industries.
- **CARCO**—Background screening.
- **ChoicePoint**—Employment screening.
- **Development Dimensions International (DDI)**—Assessments, skills training, and consulting.
- **eQuest**—Global job posting and distribution.
- **HRchitect**—HCM system consulting.
- **HireRight**—Web-based background, I-9, and drug screening.
- **Kroll**—Background screening, drug testing, and identity theft restoration.
- **NAS**—Recruitment advertising.
- **The Newman Group**—Strategic business process and technology consulting.
- **Premier Results**—Background screening.
- **PreVisor**—Screening, selection, and interview solutions.
- **Shaker Consulting Group**—Success measurement evaluation methods and tools.
- **SHL**—Assessments, questionnaires, and tools.
- **SkillSurvey**—Web-based reference checking.
- **Sterling Testing**—Background screening.
- **Talent Technology**—Resume capture, processing.
- **USIS**—Screening, drug testing, and background investigations.
- **Verifications**—Screening, drug testing, and applicant management.
- **Verified Person**—Pre-hire and ongoing background checks.
- **Worldwide Compensation**—Integrated global compensation solution.

Services for Success

Taleo employees collaborate as a team across all departments to focus on customer success. Consulting, support, and optimization specialists work together to implement solutions, integrate systems, and optimize performance.

Support Service

Our 24x7 global customer care organization delivers our multilingual technical assistance via telephone, email, and our web-based customer care portal. Because our customers have unique needs, processes, and environments, Taleo assigns a personal service representative to each customer as the primary contact for support, coordination, user adoption, and optimization.

Consulting Services

Our consulting, optimization, and training experts focus on client success. They deliver technical and infrastructure services along with packaged solutions to get clients up and running fast and develop new ways to optimize talent processes and create value.

- **Implementation.** Experience with hundreds of talent management implementations and industry expertise delivers the most effective results.
- **Integration.** Connect silos of information using integration tools and services while streamlining processes to establish a talent system of record.
- **Optimization.** Experts align talent practices closer to organizational goals through review, process improvement, new content, training, and adoption.
- **Education and training.** Taleo University provides users and administrators with the education they need to maximize performance.
- **Talent initiatives.** Taleo offers proven strategies to extend value in workforce planning, mobility, recruiting, development, performance, and more.

Research and Knowledge

To advance the science of talent management, Taleo Research analyzes the practical economics of talent processes. Experienced consultants use an unparalleled information repository to develop and benchmark best practices, financial models, and metrics for measuring business improvement.

User Communities

Taleo provides many opportunities for customers to network, share best practices, and execute successful talent strategies as a community of users. Regional User Groups, Special Interest Groups, and the online Taleo User Forum provide structured settings to exchange ideas. The annual Taleo WORLD Conference gathers users from around the world to focus on talent management.

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Talent Drives Performance

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ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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