



## About Taleo

Taleo (NASDAQ: TLEO) is the leader in on demand unified talent management solutions that empower organizations of all sizes, around the world to assess, acquire, develop and align their workforce for improved business performance. More than 1,700 organizations use Taleo, including 35 of the Fortune 100, for talent acquisition and performance management, with over 1.2 million users hiring 3.6 million employees from 86 million candidates in more than 190 countries and territories. Known for its strong configurability and usability, Taleo's talent management platform runs on a world-class infrastructure and offers 99.9% availability.

## Investment Highlights

- Talent management is a large and rapidly growing industry with a total addressable market expected to reach 10 billion by 2011.
- Pure on demand subscription model provides revenue predictability and visibility.
- Taleo is the clear market leader with over 1,700 customers, including 35 of the Fortune 100.
- Taleo offers a truly global solution with more than 1.2 million users processing 86 million candidates from over 190 countries and territories.
- Robust on demand infrastructure processes more than 20 million transactions/day with 99.9% availability.

## First Quarter Business Highlights

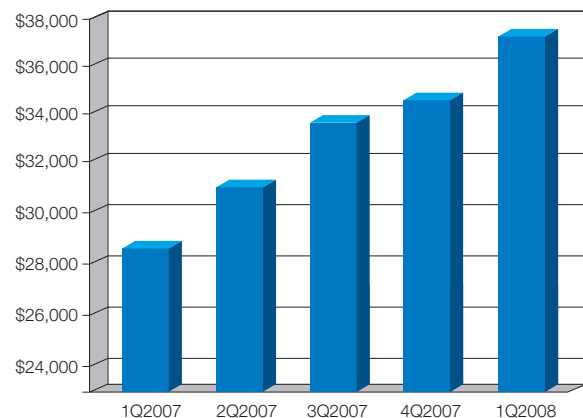
- Acquired 197 new customers. Corporate demand for Taleo's talent management solutions continued with the company signing 197 new customers in Q1 bringing Taleo's customer base to over 1,700 organizations around the world. New customers included Burns & McDonnell, CIBER, InfoPrint Solutions Company and Vail Resorts.
- Achieved significant international growth. International revenues grew by 52% over the same period last year and represented 11% of total revenues. New international customers included Merck KGaA, Renault SA and TuV SuD Asia Pacific Pte Ltd.
- Launched Taleo Performance™. This revolutionary new Performance Management solution was declared generally available, and Freeport-McMoRan Copper & Gold Inc. and TeleTech Holdings Inc. both went live on the solution. Also, Children's Healthcare of Atlanta purchased Taleo Performance in early April of 2008 to align their workforce with corporate objectives and achieve higher retention and workforce productivity.
- Expanded SMB Reach. Taleo Business Edition™, a recruiting solution targeted at companies with less than 3,000 employees, grew revenues by 145% over last year, further establishing Taleo as the leader for SMB Recruiting. New customers included Columbia Sportswear, Reunion.com, EntertainmentCruises.com, City of Evanston, IL, BJETS India Private Limited and URS Australia.
- Expanded User Base. Taleo grew its global presence by adding more than 170,000 new users to bring the total number of users to over 1.2 million worldwide, working with candidates in 25 languages and 190 countries and territories.
- Demonstrable Unsurpassed Scale and Stability. During Q1, Taleo processed more than 340,000 hires, from over 8.9 million applicants through its on demand platform.

## Financial Highlights: NASDAQ: TLEO

Market Cap <sup>1</sup> (06/09/08) .....	<b>\$524.0 million</b>
Fully Diluted Weighted Average	
Shares Out (03/31/08) .....	<b>28.9 million</b>
Q108 Revenues.....	<b>\$32.2 million</b>
Q108 Non-GAAP EPS .....	<b>\$0.14</b>
TTM Revenues .....	<b>\$136.5 million</b>
TTM Non-GAAP EPS <sup>2</sup> .....	<b>\$0.52</b>

1 Based on 25.08M shares outstanding and 30 day avg. share price (02/26/08).  
2 Excludes share-based compensation expense pursuant to SFAS 123(R), amortization of acquired intangibles, and non-cash income tax and tax valuation adjustments.

## Revenue by Quarter (thousands)



## Customers

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

Financial	Manufacturing	Technology	Retail	Healthcare/ Life Services
         	         	         	         	        

## Products

**Taleo Enterprise Edition** meets the talent management needs of medium to large enterprises with thousands of employees. The solution empowers corporations with a scalable, adaptable platform to manage talent and performance across multiple countries, organizations, brands, divisions, and hire types.

**Taleo Business Edition** enables small and medium organizations to set up a career site in an hour, configure in minutes, and process applicants immediately from a custom system. Equally flexible and accessible for hundreds or thousands of employees, the solution can be customized for standalone departments, company divisions, small businesses, or staffing companies.

**Taleo Performance Management** combines innovative goals, performance, career, and succession management with the industry's leading on demand talent management platform so you can achieve improved performance across your workforce.

## Sell-Side Coverage

### Firm

Brean, Murray, Carret  
 Deutsche Bank  
 Ferris Baker Watts  
 Friedman Billings Ramsey  
 Goldman Sachs  
 KeyBanc Capital Markets  
 Lime Lock/Soleil Securities  
 Maxim Group  
 Merrill Lynch  
 MKM Partners  
 Oppenheimer & Company  
 Pacific Crest Securities  
 RBC Capital Markets  
 RW Baird  
 Susquehanna Financial Group  
 ThinkPanmure Partners  
 Wedbush Morgan Securities

### Analyst

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