



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. Following its acquisition of Vurv, more than 3,600 organizations use Taleo, including 47 of the Fortune 100 and over 150 of the Fortune 500, for talent acquisition and performance management, in 200 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 — Q2 2008

- Record revenues of \$38.8 million for the second quarter of 2008, an increase of 25% year-over-year.
- Signed over 225 new customers, an all-time high.
- Signed definitive agreement to acquire Vurv.
- GAAP net income of \$1.1 million, or \$0.04 per fully diluted share.
- Non-GAAP net income of \$4.2 million, or \$0.15 per fully diluted share.
- Customer base grew to over 1,900 customers with more than 1.5 million users.

Second Quarter Business Highlights

- **Acquired 25 New Taleo Enterprise Edition™ Customers.** Demand for Taleo's talent management solutions continued with the Company signing 25 new enterprise customers bringing Taleo's customer base to over 350 organizations around the world. New Taleo Enterprise Edition™ customers in North America included AT&T, Adobe, Allergan, Avanade, Blue Cross Blue Shield of Michigan, CSX Transportation, Cymer, Enterprise Product Partners, Harris Teeter, Herbalife, Manpower, Plantronics, The Nielsen Company and US Foodservice.
- **Achieved Significant International Growth.** Revenues from outside of North America grew by 83% over the same period last year and represented 13% of total revenues. New international customers included Cargotec, Veolia, AirFrance, Baloise, Eiffage, Manpower and Vic Roads.
- **Momentum in Performance Management.** Just one quarter after the general availability of Taleo Performance™, the Company closed enterprise deals in North America and Europe, including InterContinental Hotels Group, Children's Healthcare of Atlanta, and North Shore Long Island Jewish Health System.
- **Signed Record Number of New SMB Customers.** Taleo Business Edition™, a recruiting solution targeted at companies with less than 3,000 employees, welcomed over 200 new customers further establishing Taleo as the leader for SMB Recruiting. New TBE customers include Eclipse Aviation Corp, RAND Worldwide, RightNow Technologies, Pearl Izumi, Masimo Corporation, Verified Person, Conklin Cars, Yelp, Inc., First Guaranty Bank, Taco Johns, Wolfgang Puck Express, Red Bull Australia, SABMiller (makers of MillerCoors), and the Abu Dhabi Audit Authority.
- **Launched Taleo Edge.** Taleo Edge is a tailored offering of Taleo Enterprise for mid-market companies with between 2,500 and 10,000 employees. During the quarter, Taleo closed its first Taleo Edge deal with NetJets.
- **Expanded User Community.** Taleo grew its global presence by adding more than 116,000 new users to bring the total number of users to over 1.5 million worldwide, working with candidates in 25 languages and more than 190 countries and territories.
- **Recognized as Breakaway Leader.** Taleo was positioned by Gartner, Inc. as the clear leader within the Leaders' Quadrant in Gartner's "Magic Quadrant for E-Recruitment Software, 2008" report.
- **Demonstrated Industry Leading Scale and Stability.** Taleo processed more than 394,000 hires, from over 9.3 million applicants through its unified on demand platform.

Financial Highlights: NASDAQ: TLEO

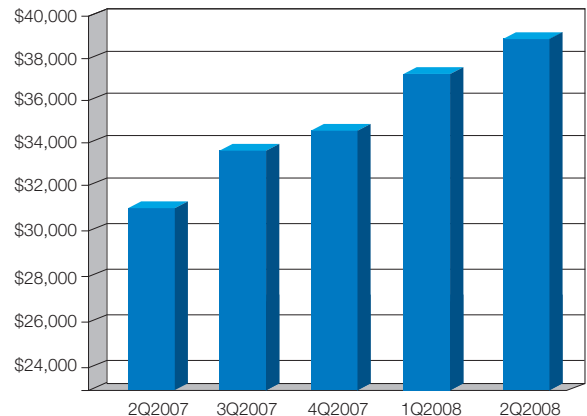
Market Cap ¹ (09/02/08)	\$732.38 million
Fully Diluted Weighted Average	
Shares Out (06/30/08)	29.1 million
Q208 Revenues.....	\$38.8 million
Q208 Non-GAAP EPS ²	\$0.15
TTM Revenues	\$144.31 million
TTM Non-GAAP EPS ³	\$0.23

¹ Based on 30.61M shares outstanding and 30 day avg. share price (9/2/08).

² Excludes share-based compensation expense (SFAS 123(R)), amortization of acquired intangibles and restructuring expense.

³ Excludes share-based compensation expense (SFAS 123(R)), amortization of acquired intangibles, restructuring expense, non-cash income tax reserve and non-cash 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
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

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Andrey Glukhov
Tom Ernst, Jr.
David Hilal
Sasa Zorovich
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