

Overview and Frequently Asked Questions

Overview

Oracle Buys Taleo

Adds Leading Talent Management Cloud Offering to the Oracle Public Cloud

On February 9, 2012, Oracle announced that it entered into an agreement to acquire Taleo Corporation, a leading provider of cloud-based talent management.

The transaction has closed.

Taleo's Talent Management Cloud helps organizations attract, develop, motivate and retain human capital to improve performance and drive growth. Taleo's industry leading talent management cloud is expected to be an important addition to the Oracle Public Cloud. Together, Oracle and Taleo expect to create a comprehensive cloud offering for organizations to manage their Human Resource operations and employees' careers. The combination is expected to empower employees and managers to effectively manage careers throughout their entire employment, enable organizations to retain talent and optimize costs, and improve the employee experience through faster on-boarding and better collaboration with team members via social media.

Why did Oracle select Taleo?

Taleo is a leader in cloud-based recruiting and talent management, and its products are highly complementary to Oracle's cloud-based Human Capital Management (HCM) capabilities. The combination is expected to help organizations find and develop the best people, align, promote and reward them, and provide embedded business intelligence, social and mobile capabilities to help managers make the right decisions quickly and effectively. The combination is expected to deliver a comprehensive and modern cloud-based human capital management and talent management suite that offers best-in-class capabilities for recruiting and on-boarding, learning and development, and performance management.

Taleo also adds more scale to Oracle's HCM cloud business. Taleo's leading cloud-based talent management solutions have helped over 5,000 customers across many industries attract, hire, manage, develop and reward their employees to ensure they have the right people in the right place to help drive business. Taleo's customers include some of the largest companies in the world and its cloud manages 15 percent of all US hires.

How will Taleo contribute to Oracle's Human Capital Management and Cloud Product Strategy?

Taleo's talent management offerings are highly complementary to Oracle. Talent management is a key driver of business performance, and as companies have become leaner, the ability to manage people, costs and skills across global regions is becoming more critical. For over a decade Taleo has helped companies attract, hire, manage, develop and reward employees by offering leading talent management products. Oracle is a leader in HCM. Oracle plans to offer integrated HCM and Talent Management and expects it will be the only vendor that can offer the full suite as an on-premise and a cloud-based offering.

Will customers still be able to purchase Taleo's applications as independent modules?

Yes. Customers will be able to purchase the entire suite or the individual modules.

What is the impact of the Taleo acquisition on the Oracle Fusion Human Capital Management (HCM) products?

Oracle's and Taleo's offerings are complementary, and Oracle is committed to Taleo and Oracle Fusion HCM's products. Oracle's product strategy has not changed and the company plans to invest aggressively in this area.

What is the impact on Taleo's Performance Management?

Oracle and Taleo offerings have complementary performance management capabilities. Oracle intends to combine Taleo and Oracle Fusion performance management capabilities into a unified Performance Management product. Oracle expects to provide a seamless upgrade to the unified product once it is available.

What are the plans for Taleo Business Edition and Enterprise Edition?

Oracle plans to increase R&D investment in Taleo products and continue to offer the Taleo Enterprise Edition and Business Edition.

How does this proposed transaction benefit partners?

The combination will provide customers the broadest HCM and Talent Management capabilities and enable partners to deliver more complete solutions to their customers.

Can I still purchase Taleo products?

Yes. Please contact your existing Taleo sales representative to assist you, or visit www.taleo.com for contact information.

Should Taleo customers continue to contact Taleo for ongoing support?

Yes, Taleo customers should continue to rely on their existing relationships. Taleo customers should continue to use existing Taleo contacts for support, professional services and sales to address immediate and ongoing needs.

Should Taleo partners continue to call Taleo?

Yes. Taleo partners should continue to use existing Taleo contacts to address immediate and ongoing needs. Oracle partners may also use their existing Oracle channels to answer any questions.

Will Taleo World 2012 in Chicago be held?

Yes. Oracle is pleased to host this important event again this year. Learn more about this exciting event being held in Chicago, September 11-14 2012 at <http://www.taleoworld.com/2012/>.

Where can I find out more information about the Oracle and Taleo combination?

For more information, please visit oracle.com/taleo.

Oracle is currently reviewing the existing Taleo product roadmap and will be providing guidance to customers in accordance with Oracle's standard product communication policies. Any resulting features and timing of release of such features as determined by Oracle's review of Taleo's product roadmap are at the sole discretion of Oracle. All product roadmap information, whether communicated by Taleo or by Oracle, does not represent a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decision. It is intended for information purposes only, and may not be incorporated into any contract.

Cautionary Statement Regarding Forward-Looking Statements

This document contains certain forward-looking statements about Oracle and Taleo, including statements that involve risks and uncertainties concerning Oracle's acquisition of Taleo, anticipated customer benefits and general business outlook. When used in this presentation, the words "anticipates", "can", "will", "look forward to", "expected" and similar expressions and any other statements that are not historical facts are intended to identify those assertions as forward-looking statements. Any such statement may be influenced by a variety of factors, many of which are beyond the control of Oracle or Taleo, that could cause actual outcomes and results to be materially different from those projected, described, expressed or implied in this document due to a number of risks and uncertainties. Potential risks and uncertainties include, among others, the possibility that the anticipated synergies of the combined companies may not be achieved, the combined operations may not be successfully integrated in a timely manner, if at all, general economic conditions in regions in which either company does business may adversely affect either company, and the possibility that Oracle or Taleo may be adversely affected by other economic, business, and/or competitive factors. Accordingly, no assurances can be given that any of the events anticipated by the forward-looking statements will transpire or occur, or if any of them do so, what impact they will have on the results of operations or financial condition of Oracle or Taleo.

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