Oracle Buys Taleo
Adds Leading Talent Management Cloud Offering to the Oracle Public Cloud
April 5, 2012
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What We Are Announcing

• Oracle buys Taleo
  • Adds leading talent management cloud offering to the Oracle Public Cloud
  • The transaction has closed

• About Taleo
  • Taleo is a leading provider of cloud-based talent management software that helps organizations attract, develop, motivate and retain human capital to improve business performance and drive growth
  • Headquartered in Dublin, CA, with over 1,400 employees worldwide
  • Over 5,000 enterprises of all sizes rely on Taleo across many industries
  • Taleo’s cloud manages 15% of all US hires and is one of the world’s largest cloud deployments with nearly 16 billion transactions per year

• Combination creates a comprehensive cloud offering for organizations to manage their Human Resource operations and employee careers
  • Empowers employees and managers to effectively manage careers throughout their entire employment – including planning and budgeting, recruiting and on-boarding, administration of benefits and payroll, and career development and transition
  • Enables organizations to retain talent and optimize costs, establish and align employee goals, streamline hiring processes, and accelerate leadership development
  • Improves employee experience through faster on-boarding and better collaboration with team members via social media
Oracle Adds Taleo’s Talent Management Cloud to the Oracle Public Cloud
Taleo’s Talent Management Cloud
Delivers Unified Talent Management

Taleo Recruiting and On-Boarding
• Identify qualified applicants by connecting candidate performance and retention data with sourcing and recruitment requirements
• Reduce new employee on-boarding cycle time from days to minutes

Taleo Performance and Goals
• Real-time intelligence to drive performance assessment and set career goals
• Provide employees with regular and timely feedback and coaching

Taleo Compensation
• Provides managers with real-time insight into organizational budget
• Reward and retain high performers and make better investment in key talent

Taleo Succession
• Evaluate experience and skills to identify and develop future company leaders

Taleo Learning and Development
• Design and deliver curriculum and learning events
• Track training to meet compliance needs
Oracle and Taleo

Creates Comprehensive Cloud Offering to Manage HR Operations and Employee Careers

**Effective Management**
- Staff, align and incent teams to ensure productivity and results
- Plan, with a consolidated view of headcount, budgets and costs
- Make better decisions with complete workforce visibility and business intelligence

**Company Value**
- Find the right new job, quickly get on board and up-to-speed
- Develop a career path and enhance skills for new roles
- Build relationships across the organization to enhance productivity

**Employee Value**
- Collaborate with employees to provide better service delivery with social media capabilities
- Effective, compliant actions with complete employee information
- Drive better talent practices throughout the organization

**Empowered HR Team**
Oracle and Taleo
Delivering Great Experiences Throughout the Employee Lifecycle

Creates a comprehensive cloud offering to manage Human Resources and employee careers

- Provides managers complete knowledge of internal capabilities and skills needed to grow the company
- Provides visibility into employee profiles and access to talent pools to source ideal candidates
- Increases employee retention rates by better aligning candidates to business requirements, and the right compensation and growth opportunities

Improves employee experience

- Simplifies on-boarding by streamlining new hire paperwork
- Quickly aligns employees to company goals
- Empowers employees with access to learning and career management tools

Delivers powerful intelligence and a complete social experience

- Develop career opportunities with ongoing job performance and goal assessment
- Collaborate between teams and HR using social networks to gain insight about the company, key projects and how to get involved
**Taleo’s Customers Include Leaders Across Industries**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Customers</th>
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</thead>
<tbody>
<tr>
<td>Retail &amp; Hospitality</td>
<td>Starbucks, Hyatt, Best Buy, Toys R Us</td>
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<tr>
<td>Financial Services</td>
<td>Comerica, Banque Nationale du Canada, JPMorgan Chase, Fidelity Investments</td>
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<tr>
<td>Technology</td>
<td>Acxiom, Dell, Ericsson, HP</td>
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<tr>
<td>Media &amp; Entertainment</td>
<td>Activision, Thomson, Condé Nast, IAC</td>
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<tr>
<td>Travel</td>
<td>American Airlines, Air Canada, United, AirTran</td>
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<tr>
<td>Energy &amp; Mining</td>
<td>Rio Tinto, Tesoro</td>
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<tr>
<td>Healthcare</td>
<td>Sutter Health, Health Net, Blue Cross Blue Shield Association</td>
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**Complexity Solved With Taleo**
- Simplified hiring, faster on-boarding and training for seasonal workforces
- Competitive business environment requires advanced career management programs to retain top talent
- Tap into contingent workforces (contractors, temps, outsourcers) for recruiting efforts
- Manage, recruit and develop global workforce under local guidelines and languages
- Ongoing training helps reduce potential workplace safety incidents

* Customer Information and Logos Provided by Taleo
Taleo Success Story: Hyatt
Easily Identify Top Candidates, Improving Productivity By 50%

COMPANY OVERVIEW:
• Hyatt is a leading global hospitality company with 478 properties in 45 countries and more than 75,000 employees

CHALLENGES:
• Needed to assess cultural fit, customer service values and work ethic, when selecting best candidates for entry level positions

TALEO PROVIDES:
• Recruiting

RESULTS:
• Integrated prescreening tools and behavioral assessments focus managers on high quality candidates
• Recruiters are able to access the Taleo system via mobile devices to quickly make offers on open positions
• Fills thousands of jobs annually while cutting costs and turnover, reducing advertising expenses by 50%, and increasing productivity by 50%

* Customer Information and Logos Provided by Taleo
Oracle and Taleo
Complementary Talent Management and Human Capital Management Solutions

Taleo brings complementary solutions to the Oracle Public Cloud
- Taleo brings leading Talent Management solutions to the Oracle Public Cloud
- Oracle’s BI and Middleware can offer value to Taleo’s customers
- Oracle’s and Taleo’s solutions together enable enterprises to establish best practices across all Human Capital activities, accelerate adoption, and quickly create value

Taleo is a leading provider of cloud-based talent management solutions
- 15% of all US hires flow through Taleo, processing up to 74 million transactions per day
- Nearly half of the top 30 career sites in the world are powered by Taleo
- 240 million candidates are on Taleo Talent Exchange, a marketplace for sourcing candidates
- Experienced team with specialized skills for developing, selling, servicing, operating and supporting talent management cloud solutions