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Taleo Research-Sponsored Valentine's Survey Finds Most Americans Don't Love Their Jobs

Young and Single Employees Most Inclined To Have Wandering Eyes

Dublin, CA – February 14, 2008 – Taleo Corporation (Nasdaq: TLEO), the leading provider of on demand talent management solutions, today announced the results of a study sponsored by Taleo Research and conducted by Harris Interactive. The survey asked 1,215 adults aged 18 and over who are employed full or part time how they would feel about their job if it were to come to life as a person. According to the findings, less than 10% of respondents love their job enough to marry it.

Respondents were asked to describe their affection for their current position based on the following responses: I like my job so much I'd marry it; I like my job enough, I'd date it seriously; It's ok, I'd date it casually; I don't like it, it won't last long; or I hate it, I want to break up with it immediately. Key findings show that employees lack deep affection for their current position:

- Only 9% of all survey respondents said they love their job so much they would marry it.
- Conversely, 14% of respondents either hate their job so much they want to break up or they don't like it and it won't last for long.

The survey shows that the majority of respondents are lukewarm on their current position, with four out of 10 categories -- age, income, region and marital status -- having significant influence on a person's level of attraction for their job. Findings include:

- **Employees Are Looking for Love.** Only 9% of respondents said they love their job so much they would marry it. Approximately one-third (34%) said they like it while half of respondents either think it's ok (43%), don't like it (9%) or hate it (5%).
- **Older Employees Feel More Love.** Those over 55 years of age are more likely to love or like their job (53%), compared to 18-34 year olds (37%). More 18-34 year olds said their job is ok (44%), compared to 55+ year olds (39%). And nearly a fifth of 18-34 year olds (19%) said they don't like or hate their job, compared to less than a tenth of 55+ year olds (7%).
- **More Money, More Love.** Nearly half of respondents earning more than \$75k per household (49%) said they love or like their job, compared to roughly one-third of respondents who earned

less than \$35k per household (36%). Nearly half (48%) who earned less than \$35k per household said their job is ok, compared to a little over one-third of those with household income greater than \$75k (38%). More of those who earned less than \$35k per household said they don't like or hate their job (16%), compared to 13% with household income greater than \$75k.

- **Geography Matters.** Respondents who live in the West are more likely to like or love their job (48%), compared to those in the Northeast (39%). Those in the Northeast are more likely to be ambivalent about their job, with 49% saying they think its ok, compared to 36% of those in the West. 16% of respondents who live in the West said they don't like or hate their job, compared to 12% who live in the Northeast.
- **Job and Marriage Love Connection.** Respondents who are married are much more likely to love or like their job (50%), than those who are single or have never been married (29%). 47% of married respondents said their job is ok, compared to 41% of never been married respondents. 9% of married respondents said they don't like or hate their job and want to break-up with it immediately, compared to 24% of single respondents who have never been married.

“It’s no secret that many Americans spend more time at work than with their significant others. Even on the holiday created in the name of love, millions of people will dedicate at least eight hours of their day to a date with their employer as opposed to a date with their spouse,” said Alice Snell, vice president of Taleo Research. “Still, we are finding that the time spent at work isn’t causing workers to fully engage with their jobs in ways that increase job satisfaction and productivity. Some of the ways we suggest companies help employees find and ignite their passion for work are by better understanding and supporting their career goals, providing regular feedback, offering mentoring and rewarding strong performers.”

Taleo [recently announced](#) the availability of Taleo Performance™, which can help organizations better inspire, motivate and reward employees. For more information, visit www.taleo.com

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 1,500 organizations use Taleo, including 37 of the Fortune 100, for talent acquisition and performance management, with over 1 million users hiring 3.2 million employees from 78 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.

Survey Methodology

Harris Interactive® fielded the study on behalf of Taleo from January 30 - February 1, 2008 via its QuickQuerySM online omnibus service, interviewing a nationwide sample of 1,215 U.S. adults aged 18 years and older who are employed full/part time. Data were weighted using propensity score weighting to be representative of the total U.S. adult population on the basis of region, age within gender, education, household income, race/ethnicity, and propensity to be online.

No estimates of theoretical sampling error can be calculated; a full methodology is available.

About Harris Interactive

Harris Interactive is one of the largest and fastest-growing market research firms in the world. The company provides innovative research, insights and strategic advice to help its clients make more

confident decisions which lead to measurable and enduring improvements in performance. Harris Interactive is widely known for The Harris Poll, one of the longest running, independent opinion polls and for pioneering online market research methods. The company has built what it believes to be the world's largest panel of survey respondents, the Harris Poll Online. Harris Interactive serves clients worldwide through its North American, European and Asian offices, and through a global network of independent market research firms. More information about Harris Interactive may be obtained at www.harrisinteractive.com.

Forward-looking Statements

This release contains forward-looking statements, including statements regarding results from use of Taleo's solutions. Any forward-looking statements contained in this press release are based upon Taleo's historical performance and its current plans, estimates and expectations and are not a representation that such plans, estimates, or expectations will be achieved. These forward-looking statements represent Taleo's expectations as of the date of this press announcement. Subsequent events may cause these expectations to change, and Taleo disclaims any obligation to update the forward-looking statements in the future. These forward-looking statements are subject to known and unknown risks and uncertainties that may cause actual results to differ materially. Further information on potential factors that could affect actual results is included in Part I, Item 1A of Taleo's Annual Report on Form 10-K, as filed with the SEC on March 16, 2007, in Part II, Item 1A of Taleo Quarterly Report on Form 10-Q, as filed with the SEC on November 9, 2007, and in other reports filed by Taleo with the SEC.

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