

December 5, 2007



# Paychex and Taleo Join Forces to Offer Small, Mid-Sized Businesses Integrated, Best-in-Class HR Solution

## Newly formed alliance helps SMBs qualify and retain top talent

ROCHESTER, N.Y.--(BUSINESS WIRE)--

Paychex, Inc. (NASDAQ: PAYX), a leading provider of payroll and human resource services, and Taleo Corporation (NASDAQ: TLEO), the leading provider of on-demand talent management solutions, today announced a strategic alliance to allow small and medium-sized businesses (SMBs) to compete in the recruiting and retention of top talent. Under the terms of the alliance agreement, Paychex will market Taleo's online recruiting and hiring management tool, Taleo Business Edition(TM), to businesses. The integrated solutions will empower small businesses by providing an easy, efficient way to build a company career site, manage open positions, attract and track applicants, complete the hiring process and manage payroll services - with the 24/7 accessibility of the Internet.

"Paychex's alliance with Taleo strengthens the software-as-a-service solution that we offer to meet our clients' administrative HR and payroll needs, in every step of the employee life cycle," said Brad Flipse, vice president of sales for Paychex Major Market Services. "In today's competitive market, companies often struggle to find and hire top talent, but with Taleo, our clients have an easy and affordable solution that helps them hire and retain their number one asset - their employees."

Small and medium-sized businesses today face a number of challenges including the impending retirement of the baby boomer generation, appealing to a new generation of workers, and increased competition from multi-nationals for qualified talent. With this strategic alliance, organizations will now have a comprehensive online recruiting and hiring management tool to complement their payroll and administrative HR solution.

"Recruiting and retaining talent is the number one challenge for SMBs, and job boards, Excel spreadsheets and Outlook fall short when it comes to competing for superior candidates," said Jason Blessing, group vice president and general manager, SMB, Taleo. "With this alliance, Taleo and Paychex are empowering SMBs with a compelling and high-value offering that will allow them to better source and retain passive and active candidates and then easily feed all new hire information into the Paychex Preview payroll system."

For more information about online hiring solutions, Paychex clients can call 1-800-322-7292 or visit [www.paychex.com](http://www.paychex.com).

About Paychex

Paychex, Inc. (NASDAQ:PAYX) is a leading national provider of payroll, human resource, and benefits outsourcing solutions for small- to medium-sized businesses. The company offers comprehensive payroll services, including payroll processing, payroll tax administration, and employee pay services, including direct deposit, check signing, and Readychex(R). Human resource and benefits outsourcing services include 401(k) plan recordkeeping, health insurance, workers' compensation administration, section 125 plans, a professional employer organization, time and attendance solutions, and other administrative services for business. Paychex was founded in 1971. With headquarters in Rochester, New York, the company has more than 100 offices and serves approximately 561,000 payroll clients nationwide. For more information about Paychex and our products, visit [www.paychex.com](http://www.paychex.com).

## About Taleo

Taleo (NASDAQ: TLEO) is the leader in on demand, web-based 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 1,380 organizations use Taleo, including 35 of the Fortune 100, for talent acquisition and performance management, with over 1 million users processing 71 million candidates from over 100 countries. Requiring no capital investment, Taleo's software as a service and on demand delivery offers 99.9% availability.

## Forward-looking Statements

This release contains forward-looking statements, including statements regarding the demand for Taleo's solutions, results from use of Taleo's solutions and general business conditions. 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 Item 1A of Taleo's Annual Report on Form 10-K, as filed with the SEC on March 16, 2007, in Item 1A of Taleo's 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.

Source: Paychex, Inc.