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## **TALEO IMPROVES FORECASTING AND PLANNING WITH IMPLEMENTATION OF HYPERION PLANNING VIA TOPDOWN CONSULTING**

*Talent Management Software Company Drives New Level of Agility with More Dynamic Budgets, Forecasts and Plans*

**SAN FRANCISCO, Calif., February 22, 2010** —TopDown Consulting, Inc., a recognized leader in the implementation of high-quality Performance Management and Business Intelligence solutions, today announced that Taleo, (NASDAQ: TLEO) the leader in on-demand unified talent management solutions, has improved its forecasting, planning and strategic modeling by leveraging TopDown consulting to implement Oracle's Hyperion Planning.

"In working with TopDown Consulting, the implementation of our Hyperion Planning solution was seamless," said Rob Gordon, director of finance for Taleo, "TopDown's expertise helped us determine what our system should look like and prompted us to think about things outside of our radar. We were up and running in a matter of weeks without a hiccup."

### **Business Agility Found Through Improved Forecasting, Planning and Modeling**

Taleo's formal forecasting and planning process entails using Hyperion Planning to create a more dynamic budget and plan where forecasts can be adjusted on a monthly basis. The modeling capabilities in Hyperion Planning enable Taleo to model different business scenarios based on the company's monthly re-forecasts. This enables Taleo to make business decisions more quickly and proactively determine the best course of action.

### **Time is Money**

Taleo evaluated several implementation options and selected TopDown Consulting due to their ten years of dedicated experience in implementing Hyperion technologies. TopDown's consultant coordinated a kick-off meeting to ensure all stakeholders were clear on the process, project and timeline. A detailed solution was designed and implemented in just under 12-weeks.

### **New Confidence in the Integrity of the Data**

By alleviating the usage of Excel spreadsheets for planning and forecasting, Taleo now has complete confidence in the integrity of its data for financial reporting of profit and loss by business unit and product line. Detailed calculations created by TopDown Consulting have enabled Taleo to experience a more dynamic budgeting and planning process which includes monthly re-forecasts. With Hyperion Planning's ability to model different business scenarios, Taleo can ensure it is heading in the right direction or course correct with complete confidence. In addition, Taleo is using Hyperion Planning to deliver timely, detailed reports to different business units and executives across the organization.

“In today's challenging economy, companies of all sizes need to find ways to become more agile and utilizing software and services that enable better planning, forecasting and modeling offer compelling business value,” said Tom Fortunato, vice president of sales for TopDown Consulting. “Taleo illustrates the impact that improved forecasting and planning can have on the bottom line.”

#### **About TopDown Consulting, Inc.**

TopDown Consulting, Inc. specializes in delivering real world experience and personalized expertise to ensure that clients achieve measurable success from their Performance Management and Business Intelligence solutions. A recognized industry leader, TopDown works with companies worldwide to create strategic vision, define goals, implement solutions, develop client experts, and quantify the success of every project.

TopDown consultants are renowned for their depth of financial and business process experience, and the pride they take in making clients successful. Services include business strategy, project management, implementation, optimization, technical strategy, training, and support. With TopDown's proven Project Success Methodology, clients receive tangible benefits and realize the best possible return on their investment.

For more information, please visit [www.topdownconsulting.com](http://www.topdownconsulting.com).