

Taleo for Financial Services

The Challenge: Grow market share and revenues while you reduce costs, satisfy regulatory requirements, and update technology.

A constantly changing regulatory environment, rapidly evolving technology, intense competition, risk, and market volatility are just some of the strategic challenges facing financial services. But with these challenges also come great opportunities.

Agile financial services companies can capitalize on these variables and gain a competitive advantage. The one constant is the asset value of top talent and human capital potential to drive innovation and adapt to change. With the right people, in the right jobs at the right time, your most critical initiatives have a better chance of success.

Whether your goal is to reduce costs with a shared services model, support an offshoring initiative, focus on enterprise risk management, or simply capture greater revenues and market share through expansion into emerging markets, people drive your business. Taleo's business is enabling you to effectively manage your global talent pool to support critical corporate initiatives.

Meeting Your Challenges with Taleo

- ▶ **Improve operating leverage.** Reduce talent management costs across the board by applying six sigma principles to eliminate process defects.
- ▶ **Diversify product lines.** Growing market share requires deploying your workforce with agility into new dynamic team organizations.
- ▶ **Find local talent in a global market.** Find the people with local expertise around the world that can drive successful strategies in your emerging markets.
- ▶ **Mitigate risk.** Inconsistent hiring processes increase the risks of regulatory exposure and lawsuits.
- ▶ **Improve productivity.** Your management staff will spend less time on staffing tasks and more time adding value to the bottom line.
- ▶ **Reduce staffing cycle times.** Staff your projects with better candidates more quickly by reducing cycle times up to 70 percent.

The Solution: A secure, scalable, and reliable talent management suite for workforce mobility, retail branch hiring, and contingent labor management.

Many of the world's largest and most demanding financial services organizations use Taleo. Whether your organization needs to manage a contingent workforce, hire tellers for retail branches, or find the right people to support the launch of a new product or service—Taleo has the right talent management solution to support your global corporate initiatives.

"A lot of companies profess that their solution was designed to meet your needs and claim that they can deliver it, but not that many companies can really do this. From the very beginning, Taleo's company vision was in line with our business objectives."

Louise Desjardins
Director of Recruitment



Taleo—the Talent Management Solution You Can Bank On

- ▶ **Proven technology platform.** A secure, scalable, and reliable on demand computing infrastructure audited by third parties.
- ▶ **A global perspective.** Global language, currency, workflows, and organization modeler support offshoring strategies and emerging market expansion.
- ▶ **Hiring solutions for branch environments.** Support decentralized hiring at retail branches while empowering local managers.
- ▶ **Support for enterprise risk management.** Centrally manage EEO/AA compliance and reduce vendor management and co-employment risks.
- ▶ **Workforce mobility.** Support mergers and acquisitions and improve your agility in assigning the right people to important new business initiatives.
- ▶ **Contingent workforce management.** Smooth your cyclical business and talent demand curves with integrated contract and temporary workforce tools.
- ▶ **Robust screening and assessment tools.** Ensure you hire the best candidates, shorten the time to contribution, and increase retention.
- ▶ **Enterprise talent management platform.** Establish a common foundation with consistent business rules for constant process improvement.

See the results. Realize the value.

Many of the largest financial services companies in commercial banking, insurance, securities, and investment have chosen Taleo for its global capabilities, comprehensive solutions, and flexibility. Taleo has delivered proven results to its financial services clients, including:

- ▶ Millions of dollars in recruitment advertising savings.
- ▶ Millions of dollars in reduced staffing agency fees.
- ▶ Increased client satisfaction.
- ▶ Increased employee satisfaction and retention.
- ▶ Increased hiring manager satisfaction.
- ▶ Increased workforce productivity through higher quality hires.
- ▶ Reductions in time to hire by 50-70 percent.
- ▶ Reduced exposure to legal and regulatory risk.
- ▶ Talent management support for mergers and acquisitions.
- ▶ Reductions in contingent labor costs by 4-20 percent.
- ▶ Support for employee growth with a static staffing resources level.

To learn more about Taleo's talent management solutions for financial services contact your Taleo Account Executive today.

"Overall, Taleo has provided us with invaluable data that has, for the first time, given us an unprecedented view and understanding of our business. We believe that this insight consistently provides us with opportunities to make more strategic decisions to further improve our contingent management program."

Denny Clark

Vice President and Director of Human Resources Recruiting Services



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