



BIRT Helps Taleo Bridge the Talent Intelligence Gap

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— Leonid Igolnik, Vice President, Engineering at Taleo

Over 85% of companies struggle to link their human resource strategies to their business objectives. As a leading SaaS talent management solutions provider, Taleo helps customers grow their businesses by gaining a better understanding of their most critical asset—their talent.

Challenge

However, Taleo customers needed more than the homegrown reporting offered in Taleo Business Edition (TBE), and began demanding greater scalability, dashboards, analytics and ease of use.

“As our business grew to over 4,000 customers, Taleo needed to deliver a more sophisticated analytics component that could meet the requirements of customers with over 2,000 employees,” states Kevin Nanney, vice president, TBE products at Taleo. “With more sophisticated product requirements, we knew we needed an industry-leading, third party solution that would integrate into and support a SaaS delivery model!”

Taleo’s key internal challenges were finding an experienced OEM vendor that could adapt to its SaaS multitenancy model and offered rapid time to market, ease of integration, and an open architecture.

Solution

After considering several other BI vendors, Taleo selected Actuate and BIRT for the analytic and reporting component of its TBE Insight module, based on the following criteria:

- Engaging user experience through BIRT Interactive Viewer
- Proven scalability with large customers
- Open architecture and Java APIs
- Professional Services capabilities
- Solid OEM track record

“The architecture match was significant; open source-based BIRT technology platform, APIs and XML rolling up in an extensible open architecture—the technology roadmap and scaling are key,” recalls Leonid Igolnik, vice

> **COMPANY PROFILE**
Leading provider of on-demand talent management solutions

> **INDUSTRY**
Software/High Technology

> **APPLICATION**
Human Resource Management

> **CHALLENGES**

- *Customer demand for enhanced analytics, more data sources*
- *Rapid growth pushed limits of scalability*
- *Integrate OEM BI solution into multitenancy SaaS model*

> **SOLUTION**

- *Open, interactive and scalable BI solution*
- *Ease of integration, development flexibility*

> **BENEFITS**

- *Incredibly fast time to market, saving money*
- *Drive customer satisfaction, empower users with self-service performance insight*
- *Expand new market opportunities*



president of engineering at Taleo. “It was an excellent fit for us actually—and Actuate was extremely supportive in helping us do the prototype.”

The BIRT-based Insight module in TBE enables clients to access reports, analytics, and dashboards from any TBE module. Managers can use TBE Insight to access intelligence on candidates, requisitions compliance, performance metrics, on-boarding, compensation and more.

TBE Insight is delivered as a seamless, branded analytics component of the overall TBE solution. “Our users don’t know where Actuate begins and Taleo ends and vice versa,” says Igolnik. “Actuate Professional Services delivered a custom consulting engagement tailored exactly to our integration needs. And that was one of the fundamental reasons for the successful launch and deployment of TBE Insight in under 120 days.”

Benefits

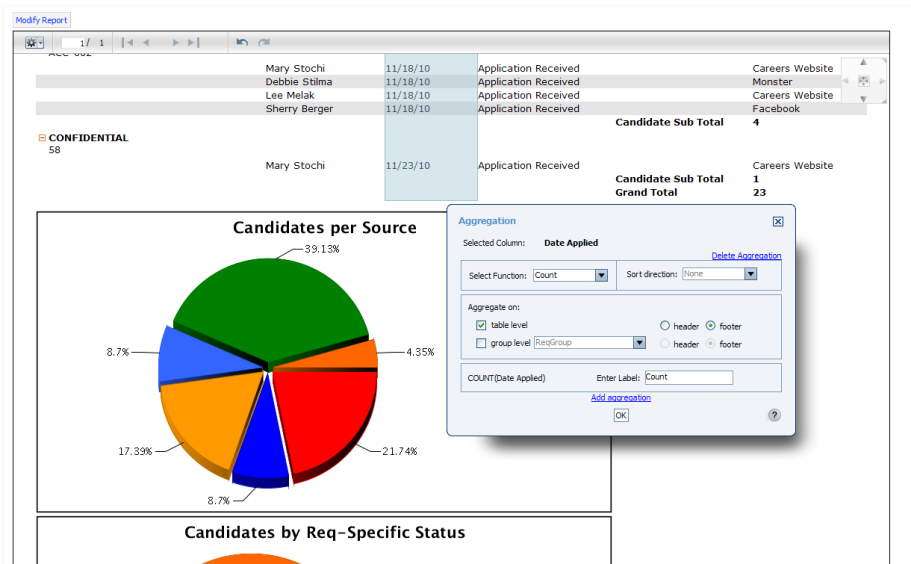
Enjoy incredibly fast time to market, save money by leveraging the BIRT open architecture and Java APIs. Taleo can now react quickly to changing market demands and customer needs by delivering new

functionality—fast. Not only does the Actuate architecture make it easy to innovate and integrate, but it provides powerful tools for troubleshooting and debugging.

According to Igolnik, “Actuate has enabled us to deliver complex functionality in far less time. Faster time to market results in cost savings, revenue growth potential and higher customer retention as well.”

Drive customer satisfaction, empower users with self-service performance information insight. TBE Insight puts performance measurement intelligence at the human resources user’s fingertips – from the time the employee was hired, to how they are doing today and discovering where they want to go tomorrow. “Having this information changes everything for a human resource employee or recruiter,” declares Nanney.

Managers can now run their own queries and easily share information with colleagues. “The Interactive Viewer was the number one reason we chose Actuate; it helps us to deliver an interactive experience to our customers. Feedback has been super positive—ease of use, things they couldn’t do before like moving data, sharing information,” states Igolnik.



Open new market opportunities by delivering industry-leading talent performance intelligence to the market. Actuate BIRT has brought new functionality and helps enable Taleo to sell to larger prospects. "Actuate provides us with capabilities that can drive revenue year-to-year," says Nanney. "We now have new opportunities and potentially new markets because of the strength of our interactivity and analytics offering."

About Taleo

Taleo combines leading on-demand talent management solutions with the industry's largest ecosystem of customers, partners and candidates. Taleo's solutions and ecosystem together provide businesses of all sizes the Talent Intelligence necessary to better know their people and grow their businesses. More than 5,100 organizations use Taleo for talent acquisition, performance and compensation management, including 49 of the Fortune 100, across 200 countries and territories. In addition, with Taleo's Talent Grid, you have instant access to the world's largest talent management network of over 200 million candidates, 140 partner solutions and 5,100 customers. Taleo runs on a world-class cloud infrastructure and offers 99.9% availability.

Actuate - the people behind BIRT

Actuate founded and co-leads the Eclipse BIRT open source project. ActuateOne is a unified suite of products for rapidly developing and deploying BIRT-based custom Business Intelligence applications and information applications. Applications built with ActuateOne provide one user experience regardless of task or skill level; are supported by one server for any deployment including cloud and are built with one BIRT design that can access and integrate any data source - including high volume print streams. ActuateOne adds rich data visualizations, including interactivity, dashboards, analytics, and deployment options to web and mobile BIRT applications, helping organizations drive revenue through higher customer satisfaction and improved operational performance.

Actuate has over 4,600 customers globally in a diverse range of business areas including financial services and the public sector. Founded in 1993, Actuate is headquartered in San Mateo, California, with offices worldwide. Actuate is listed on NASDAQ under the symbol BIRT. For more information, visit the company's web site at www.actuate.com or visit the BIRT community at www.birt-exchange.com.