



## Taleo TalentReach

### Why Taleo and AIRS?

With Taleo TalentReach powered by AIRS, you can reach the best talent anywhere in the world—regardless of whether they are active job seekers or passive contacts. Start using the combined power of the leading sourcing and talent management solutions to:

- Reach the best talent anywhere on the Internet.
- Build your talent pipeline with advanced CRM tools.
- Invite candidates to visit your corporate career site.
- Seamlessly match candidates to your open positions.
- Import candidates directly into Taleo.

### Candidate relationship management, search, and sourcing tools to reach the right people faster.


Top talent is hard to find. More than 40 percent of CEOs surveyed by Deloitte Consulting said that finding, hiring, and retaining qualified employees is their biggest operational challenge. And 81 percent of line managers said finding the right candidate was problematic according to CareerBuilder and Robert Half. So how do you gain the upper hand?

Taleo TalentReach™ combines the power of AIRS SourcePoint candidate relationship management (CRM) and sourcing tools with Taleo's industry leading talent management suite to give you the edge. Recognized as an industry leader, AIRS provides advanced people finder and Internet search tools combined with CRM and world class training. Now you can get the extended reach you need to find the talent you want.

### One Click for Faster Results

When competing for the best people, you are working against the clock. You need to find the right candidates fast. That's why we integrated key features of AIRS SourcePoint™ into the Taleo Enterprise Edition™ solution suite. The TotalView Search Engine enables you to simultaneously search external, active, and passive resume databases with a single click.

This consolidated search technology speeds your recruiting process and enables busy recruiters to search the web for passive candidates, view qualified candidates from major and niche job boards, and review previous contacts from the Engage CRM contact management database—all on a consolidated list.



**Consolidated search technology  
for a faster recruiting process.**

- Engage CRM
- TotalView Search Engine
- PeopleSearch Database
- SearchBuilder
- OFCCP Reporting

The SearchBuilder module in TalentReach automatically creates searches from your requisition or job description. Then you can set the DeepWeb search agent to do your sourcing 24x7—automatically. Save candidates to a folder for your review, email an invitation to apply, or export directly into Taleo. Taleo TalentReach enables you to:

- Combine the power of leading talent management and sourcing solutions.
- Connect advanced automated sourcing tools directly into your hiring process.
- Build and conduct searches automatically 24x7.
- Accept candidates from AIRS in real time—right on your Taleo Staffing WebTop™.
- Reach hard to find talent and build your talent pipeline.

**More Candidates for Hard to Fill Positions**

With business data and detailed contact information for more than 40 million people from 650,000 companies, the PeopleSearch database delivers the candidates you need to fill your toughest open positions. Searchable by name, title, industry, company, revenue, number of employees, keywords, and geography, PeopleSearch delivers the contact and biographical information you need—making it one of the most powerful passive candidate databases on the planet.

**Reach, Engage, and Hire Top Talent**

Manage your passive candidates, employment eMarketing, data exchange with Taleo, and proactive networking activities with the simple, flexible, and powerful Engage CRM module. Sophisticated open and click tracking and campaign management tools enable a new level of job seeker marketing. Combined with Taleo's innovative new candidate portal technology, you can run successful employment marketing campaigns with an engaging candidate experience. Deploy the marketing advantage you need to recruit top talent.

**Engage CRM Contact Management**

- Preconfigured, recruiter-focused contact management.
- Automatic source code tracking.
- Email, phone, and address de-duplication.
- Unlimited user-defined fields.
- Enterprise workgroup collaboration.
- Group permission levels.
- Ability to attach up to eight resumes to each record.
- Tight integration with Taleo through Taleo Passport™.



### **Engage CRM Campaign Management**

- Industry leading email engine with full-field merge and multimedia support.
- Full open and click tracking.
- Fire and forget multi-email campaigns.
- Free and reward-based email referral and networking engine.
- Enterprise CAN-SPAM compliance engine.

### **Search Multiple Sources, Consolidate Compliance**

Offload your data retention burden using the OFCCP Reporting module. It's the industry's first and only external resume database recordkeeping solution that works across your enterprise so you can search multiple sources and consolidate your search criteria and results in one place.

Gone are the days of worrying about tracking hundreds of searches from dozens of different job boards and sources. You won't find yourself downloading search logs from every recruiter's computer and integrating them with data feeds from multiple job boards.

Get long-term secure recordkeeping peace of mind by automatically logging your external search activity, recording candidate resumes that meet basic qualifications, and driving candidates to the Taleo Candidate Portal to fill out an EEO self-identification questionnaire. Easy to deploy, the OFCCP Compliance module enables your talent acquisition team to focus on recruiting—not tracking hundreds or thousands of resume database searches and results.

### **Employ New Ideas and Next Practices in Sourcing**

With more than 55,000 alumni and 300 annual events, AIRS is the world's leading recruitment training company. From Internet sourcing to cold calling and diversity recruiting best practices, AIRS learning solutions offer transformational tools and skills for your recruiting and hiring teams. Taleo has partnered with AIRS to offer two program subscriptions and certification courses: AIRS Recruiter Academy™ and the AIRS Online Training 4-Pack™.

- **AIRS Recruiter Academy** – Offers more than 110 hours of cutting-edge workshops, online seminars, and expert webinars that deliver the new ideas and next practices you can use to improve your recruiting.
- **AIRS Online Training 4-Pack** – Enables you to bundle your favorite online training at a fraction of the cost! A three-month subscription gives subscribers access to one full-day and three half-day courses from the AIRS arsenal.

All training and certification programs are delivered directly through AIRS. Through this partnership, you can provide your staff with the professional skills they need to optimize not only their use of Taleo but also their influence and expertise in the industry.

**Take Your Recruiting Strategies to the Next Level**

Sophisticated job seekers, advanced technologies, and innovative strategies have changed sourcing forever. That's why Taleo has assembled a powerful collection of tools and partnerships to align your sourcing with your needs, target talent anywhere in the world, market your employment brand, and develop a stronger talent pipeline. Take your recruiting and hiring efforts to the next level with Taleo and AIRS.

To learn more about Taleo TalentReach, contact your Taleo representative today.



**CONTACT**

www.taleo.com – info@taleo.com  
1.888.836.3669 – U.S.  
1.888.922.5665 – International  
1.888.561.5665 – Customer Service

**ABOUT TALEO**

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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