

Release date: Saturday December 9th, 2006

- **Resume Mirror:** The custom parsing engine used to process Word, RTF, PDF and HTML resumes uploaded using the Import tool in the Candidates tab has been removed and replaced with the industry-leading Resume Mirror engine -- the same high performance, high intelligence resume extraction tool used today by Taleo Enterprise Edition. Now candidate records created from imported resumes will have much greater accuracy in terms of automated field recognition and population. In addition, Resume Mirror eliminates the problem international customers have experienced with automatic conversion of phone numbers to a North American format.
- **Req-Specific Candidate Workflow:** Prior to this release a single candidate workflow was used to manage candidate Main Status as well as Requisition-Specific Status. To better support organizations which require different workflows at the main and req-specific levels, TBE 7.5 includes a new workflow called Req-Specific Candidate Workflow which controls the Req-Specific Candidate Status field and is separate from Main Status. The original Candidate Workflow is now only tied to the Main Status field. For existing customers, when your system is upgraded to 7.5 the new Req-Specific Candidate Workflow will match your original Candidate Workflow. From this point forward they will be entirely separate workflows – any changes made to one will not affect the other.
- **Req-Specific Candidate Ranking:** Prior to this release a single rank value could be automatically assigned to candidates when they applied based on answers to pre-screening questions and other application criteria. Now in TBE 7.5, when a candidate applies to more than one position they will be assigned a rank value for each requisition they apply to. In addition, the new Requisition-specific candidate Rank field is now available in custom candidate reports and is automatically shown in the Requisitions related list on the Candidate View page.
- **Location-Specific Careers Sites:** Many organizations use Taleo Business Edition to recruit in multiple locations globally. When deploying careers sites designed for different geographies and regions, it is important to be able to narrow candidate's job search criteria to only those requisitions relevant to the locations the careers site is designed for. Now in TBE 7.5, administrators can explicitly specify which locations a careers site is designed for. Only requisitions assigned to one of those locations can be posted on that careers site, and candidates will only see requisitions associated with those locations.
- **RSS job feeds:** RSS (Real Simple Syndication) is rapidly becoming the standard by which information is subscribed to and syndicated online. Today's latest browsers such as Internet Explorer 7 and Firefox include support for RSS by default, and hundreds if not thousands of RSS reader software is available to view information syndicated in this form, including readers built into Yahoo Email, Google, and Microsoft Office Live among others. Now in TBE 7.5, RSS has been enabled on all careers site job search results pages. In this way candidates can subscribe to specific job

search criteria and always be kept up to date on openings of interest at your organization. For example, a search for Sales positions in Santa Clara, CA may return 2 results today. A candidate can click on the new “RSS” link to subscribe to this job search and see any new openings in their RSS reader as they appear in the future.

- **Rich-text Editor for Requisition Descriptions:** TBE 7.5 includes a new rich text editor designed to change adding and editing requisition descriptions in formatted HTML from a manual programming experience to a WYSIWYG (what you see is what you get) experience. Now when working on a requisition description you can switch between an HTML design view and a code view, depending on your preference.
- **Referral Notification & Multilingual Referral Forms:** Administrators can now specify one or more email addresses to receive notification when a candidate referral is submitted. In addition, by specifying a language parameter in the referral form URL, the candidate referral form can be displayed in any language supported by TBE (currently English, French (Canadian), Spanish and German).
- **Navigation Improvement:** “Previous” and “Next”: Previously in TBE when viewing a candidate a user would need click “Back to List” and then click on the next candidate in the list to move through the list. Now in TBE 7.5 the candidate view screen includes new links called “Previous” and “Next” to move backwards and forwards respectively through the the list of candidate records they came from without having to return to the list itself.
- **Attachments in Email Templates:** Any number of attachments can now be added to Email Template definitions. When an email template is used to send an email to one or more recipients, all attached documents associated with that template will be included in the email. Note that attachments are not attached as part of the template add or edit process. Instead, you must “View” a template and in this view screen you will see an Attachments section where attachments can be added, edited and removed as necessary for that template.
- **Mass Email Limit increased to 500 and Attachments enabled:** Now users can send emails to up to 500 candidates from an internal candidates search results list (previously this limit was 100). In addition, now up to three attachments can be added to an outgoing email [not including any attachments associated with an email template if one is used].
- **Partial ZIP code search:** Now in TBE 7.5 users can search the candidates database for partial zip codes to find candidates in similar zip codes. In this way an ad-hoc proximity search can be performed. For example, searching the candidate database using “95” in the ZIP code field will return all candidates with zip code that starts with 95, thus limiting your search to candidates located in the California bay area.
- **New Custom Report Types:** TBE 7.5 includes new custom reports types Expenses by Candidate and Expenses by Requisition to allow more detailed access to candidate and requisition expense information.
- **Careers Site Search Results Default Sorting Column:** Now in TBE 7.5, administrators can specify which column of the job search results table jobs are sorted on by default, and whether this sort is ascending or descending.
- **Customizable Returning Applicant Status Table:** The main screen returning candidates are taken to shows all of the requisitions they have applied to, their candidate-facing status for each requisition, and a set of actions allowing the candidate to send the req description to a friend or remove themselves from consideration for any of the reqs. Now in 7.5 administrators can hide the candidate-facing status or actions information by editing this placeholder in the Returning Applicant page layout.

- **0-minute Interview Time Slots:** Many organizations schedule interviews involving multiple simultaneous interviewers. To handle this scenario TBE 7.5 includes a new 0-minute value for the interviewer's time slot when creating an interview. In this way when an Outlook Calendar file is sent to the interviewers they will each be booked for the same time slot.
- **Candidate auto-reply for each Job Addition:** Now in TBE 7.5, by default candidates will receive an email confirming their application whenever they add themselves to another requisition (previously this only happened when the candidate first applied but now when adding subsequent jobs to their cart).
- **Requisition Merge fields for Contacts:** Now when creating email templates for Contacts requisition merge fields can be used and a requisition can be selected in the Send An Email screen. In this way, relevant requisition information can be included when communicating with specific contacts from within TBE.
- **OFFCP report filtering enhancement:** The OFFCP report can now be filtered by the requisition Location field allowing more fine-grained views into OFFCP tracking data.
- **Sorting by Req-Specific Candidate Status:** In TBE 7.5 sorting has now been enabled for the req-specific candidate status field in the Candidates by Requisition list view.
- **General navigation improvement:** Now when users delete any object from a list of objects, they will be taken back to the page in the list they came from rather than the beginning of the list.
- **Locations are now localized:** Location definitions can now be translated for any languages TBE supports (currently English, French (Canadian), Spanish and German).
- **Web Services API:** Users of the TBE Web API can now benefit from a new method for retrieving requisition-specific candidate status information as well as several improvements in candidate update methods. In addition the Taleo Connect Client product now includes full support for the TBE Web API and a suite of services offerings is available for any integration projects (contact your sales representative for more information).

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