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**SuccessFactors/PDI Partnership Turbo Charges Customers' Global Performance and Talent Management Initiatives; Increases Ability to Achieve Business Results**

***Joint solution combines industry-leading, on-demand technology with behavior research expertise and proven business change management consulting***

**Minneapolis (Oct. 3, 2006)** – SuccessFactors, Inc., the leader in on-demand performance and talent management solutions, and Personnel Decisions International (PDI), a global leader in human resources consulting, have partnered to deliver talent management initiatives that measurably drive corporate business goals and results by blending market-leading, on-demand technology with the world's premier integrated competency architecture. For the partnership's initial offering, Performance Framework, SuccessFactors Edition (SFE), PDI specifically tailored its content to be utilized most effectively within SuccessFactors' technology. This offering includes pre-packaged, level-specific models that reflect organizational roles ranging from individual contributor through senior executive. Performance Framework<sub>SFE</sub> incorporates performance measurement and fuels development across all levels of an organization, enabling customers to quickly and effectively implement talent management initiatives, aligning employee efforts with corporate goals.

A customer already benefiting from the partnership is The Reynolds and Reynolds Company. The company leveraged an existing relationship with PDI, complemented by its decision to adopt SuccessFactors' on-demand technology for its performance management initiative. Reynolds was able to design, develop and implement a global performance and talent management initiative for its 4,700 associates in less than four months.

"Reynolds was committed to applying rigor and a well-thought-out strategy to helping all of our associates understand what their roles were within our organization and how they could most effectively help the company meet its goals," said Mary Kynkor, director of organizational development and effectiveness, Reynolds and Reynolds. "The result was a strong performance and talent management initiative that fused process and the technology."

The SuccessFactors Performance and Talent Management Suite is delivered as a service, enabling organizations to rapidly align, develop, motivate and maintain a high-performance workforce, while providing visibility, accountability and results for the customer. Built on industry-standard architecture, the suite is composed of distinct capabilities, all of which are fully integrated. Its ease-of-use and rapid deployment features allow customers to address business needs by getting to productive events in record time. The entire suite is highly scalable and modular, allowing customers to add new modules when they are ready – “on demand.”

“Global competition continues to pressure organizations both large and small to align all employee efforts behind corporate goals,” said Roger Goulart, SuccessFactors vice president of alliances. “SuccessFactors’ alliance with PDI provides proven documented processes, best practices around change management and world-class, on-demand technology; enabling customers to quickly and comprehensively engage their entire workforces’ efforts towards driving business results.”

“Our partnership with SuccessFactors will bring a tremendous advantage to our mutual customers,” said R.J. Heckman, Ph.D., general manager and vice president for Personnel Decisions International. “By uniting the wide range of best practice offerings from PDI including strategy, succession, and performance, our customers can move beyond efficiencies to aligning their talent decisions with business strategy, delivering results that CEOs care about.”

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#### **About PDI**

Personnel Decisions International (PDI) is a global human resources consulting firm with distinctive expertise in building leadership talent that provides real competitive advantage. With more than 700 team members in 28 offices around the globe, we partner with the world’s leading organizations, enabling them to make consistently effective decisions about leaders. Using field-tested strategies, systems, and tools that are unique in the industry — we help clients identify, develop, and deploy superior leaders. Our aim is simple — the well placed confidence that our clients current and future leaders are distinctively stronger than the competition, resulting in sustained, superior performance. For more information, contact PDI client relations at 800.633.4410 and ask for Marilyn Pearson Hendricks or visit PDI’s Web site at <http://www.personneldecisions.com>.

### **About SuccessFactors**

SuccessFactors delivers performance and talent excellence, on demand. The company's software promotes visibility, accountability, and results, enabling organizations to eliminate the politics that destroy motivation and impede performance. Fueled by the industry's highest renewal rate, SuccessFactors has grown to support more than 708 customers and 1.8 million users in 134 countries around the world. Customers include MasterCard Worldwide, British Telecom, Textron, Salesforce.com, Cooper Tire & Rubber Company, Volkswagen of North America, Reebok, Pep Boys, Lancaster General Hospital and Grant Thornton. The company has achieved a global industry leading, scalable and secure hosting operation. Founded in 2001, SuccessFactors has multiple worldwide offices collaborating for strong local support of customers. For more information, visit <http://www.successfactors.com> (<http://www.successfactors.com>) or call +1 800 809-9920.