

SuccessFactors and HR Solutions Announce Alliance

SAN MATEO, Calif., June 27, 2008 -- SuccessFactors, Inc. (NASDAQ:SFSF), [the global leader in on-demand performance and talent management solutions](#), and HR Solutions Inc., a leading provider of Employee Engagement Survey instruments, today announced an alliance to provide organizations with the tools they need to increase employee performance, engagement and loyalty.

The partnership enables the SuccessFactors and HR Solutions products to work together side by side, giving customers the ability to link and leverage employee engagement data with performance management systems. The combination of the two vendors provides an opportunity for joint customers to accelerate employee engagement levels, attract and retain employees, boost productivity and advance business results. A [recent survey](#) showed SuccessFactors' customers have both stronger revenue and net income growth as compared to industry peers.

Claire St. Louis, Director of Talent Acquisition and Development with United Water, one of the nation's largest water services companies, said, "United Water's commitment to conduct regular employee surveys aligns with our need to grow and sustain our business by ensuring an engaged and motivated workforce. Working with HR Solutions has enabled us to leverage their vast normative database so that we can benchmark against best-in-class companies, and their technology-based solution to surveying our employees has made the process efficient and effective. As a SuccessFactors customer, we are introducing a robust, on-demand system to track our goal setting, performance and compensation management, with succession planning to identify future leaders. This partnership gives us the tools to energize our talent and reach a higher level of performance."

SuccessFactors provides a suite of applications including Performance Management, Goal Management, 360 Degree Reviews, Succession Management, Compensation Management, Learning and Development, Recruiting Management, and Analytics and Reporting, which collectively create a company-wide network of information related to employee performance. This enables companies to make better, more informed decisions about how to promote, recruit, compensate, reward and manage their entire employee base. HR Solutions, an international Human Capital Management Consulting firm, empowers organizations to increase their Employee Engagement and loyalty by providing results-oriented survey instruments and actionable management consulting. The firm helps organizations measure, obtain, and sustain Employee Engagement by conducting employee surveys and creating meaningful action plans.

About HR Solutions, Inc.

Noted for its comprehensive research and actionable data, HR Solutions, Inc. is an international Human Capital Management Consulting firm located in downtown Chicago, IL specializing in Employee Engagement and Exit Survey design and analysis. For more information, please visit our website at www.hrsolutionsinc.com, or call 312-236-7170.

About SuccessFactors

SuccessFactors is the leading provider of on-demand employee performance and talent management solutions that enable organizations of every size, across every industry and geography, to achieve high-performing workforces by enabling goal alignment and execution, talent development and planning, and pay-for-performance initiatives. SuccessFactors currently has more than 1,950 customers across more than 60 industries, with more than 3.7 million end users in over 185 countries using the application in 22 languages. Founded in 2001 with offices around the world, the company employs more than 700 people,

all passionately focused on revolutionizing the future of work. For more information, visit:
<http://www.successfactors.com>.

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