



**FOR IMMEDIATE RELEASE**

**SuccessFactors Extends Professional Employer Organization (PEO) Network; Signs Alliance with EMPO**

*Leading, Regional Human Resources Outsourcer to Offer SuccessFactors' Performance and Talent Management Suite to Small and Medium-Sized Businesses*

**SAN MATEO, CALIFORNIA, December 5, 2008**—SuccessFactors, Inc. (NASDAQ: SFSF), the global leader in on-demand performance and talent management solutions, today announced that it has signed an agreement with EMPO Corporation, a leading Minnesota Human Resource Outsourcing (HRO) and Professional Employer Organization (PEO). EMPO will resell, distribute, and configure SuccessFactors' Professional Edition performance and talent management solution, specifically designed for businesses with 10–500 employees. SuccessFactors continues to partner with PEOs of all sizes, working together to deliver easy-to-use, highly-configurable solutions that drive business results for organizations across all industries.

A recent recipient of the 2008 Best of Minneapolis Award in the Employment Service category by the U.S. Local Business Association (USLBA), EMPO aims to serve as Human Resources Director for each of its clients, working to understand the complexity of each business, and being more involved than just advancing transaction-based processes. A minority-owned business with more than 130 client companies (approximately 2,800 employees), EMPO services all markets with specialties in the manufacturing, professional services and nonprofit sectors. To complement its core services, such as payroll administration, benefits, and human resources consulting, EMPO saw an opportunity to provide additional value to clients by packaging and delivering a employee performance management solution.

Alan Reid, president and chief executive officer for EMPO, said, "This is a customer-driven partnership, as many of our clients are looking for new and innovative ways to get the most of their people. We conducted a pretty extensive search for a solution worthy of our clients, and feel great about our decision to partner with SuccessFactors. Simply put, SuccessFactors knows how to partner; they have experience in working with PEOs, provide a solid product that's easy to use, and share our commitment to delivering maximum value to our clients. We believe this partnership will help us continue to differentiate ourselves in this highly-competitive market."

Paul Albright, chief marketing officer and general manager for small and mid-sized businesses at SuccessFactors, said, "SuccessFactors has built a dominant position in the SMB market in delivering rapidly-deployable solutions that help companies save costs, grow revenue and focus on developing and rewarding employees. Relationships with vendors like EMPO expand our reach, and enable small businesses to gain immediate value from our execution platform, optimizing the productivity of their people."

SuccessFactors' SMB offerings—Professional Edition for organizations up to 500 employees and SuccessPractices for organizations with up to 2,500 employees—bring enterprise-class best practices to small and mid-size businesses. The Web-based, Software-as-a-Service technology model enables SMBs in all industries to cost-effectively implement the technology without the need for extensive IT support. By providing real-time, company-wide visibility into such critical performance data, companies are able to make better, more informed decisions about how to promote, recruit, compensate, reward and manage their employee base.



#### **ABOUT EMPO CORPORATION**

Founded in 1999, EMPO Corporation is a leading Minnesota Human Resource Outsourcing (HRO) and Professional Employer Organization (PEO). EMPO has over 130 client companies (approximately 2,800 employees), and EMPO services all markets with specialties in the manufacturing, professional services and nonprofit sectors.

#### **ABOUT SUCCESSFACTORS, INC.**

SuccessFactors is one of the fastest growing public software companies and the leading provider of on-demand employee performance and talent management solutions. The company enables organizations of every size, and across every industry and geography, to achieve high-performing workforces through goal alignment and execution, talent development and planning, and pay-for-performance initiatives. From 92 customers and approximately 282,000 end users in 2003 to more than 2,360 customers and 4 million end users today, SuccessFactors' solutions are widely deployed across 60 industries in over 185 countries in 31 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>.

Contact:

SuccessFactors

Dominic Paschel, 650-645-4474 (Investor Relations)

[dpaschel@successfactors.com](mailto:dpaschel@successfactors.com)

Jesse Odell, 415-625-8555 (Public Relations)

[successfactors@launchsquad.com](mailto:successfactors@launchsquad.com)

EMPO Corporation

Terri Swanson, Vice President Sales & Marketing

612-285-8707

[tswanson@empocorp.com](mailto:tswanson@empocorp.com)

###