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in the world.

Jupiter Release

FAQs

Galileo Jupiter Frequently Asked Questions

Question	Answer
I already have Galileo. What's new with Jupiter for me?	▪ The Jupiter Release is the most significant product update in Galileo's history — and if you're an existing user, you benefit from it immediately. At its core, the entire Galileo Corpus has been fundamentally re-engineered using a new proprietary architecture called ARC (Agent Ready Corpus). This means the knowledge base you already rely on is now faster, more accurate, and more predictable in its responses. ARC eliminates the limitations that come with how traditional AI reads content — instead of processing large documents as a blurry, averaged-out blob, the Galileo Corpus is now segmented, labeled, and contextually mapped so the AI can find the right information faster and use it more reliably. ▪ Beyond the corpus upgrade, Galileo Jupiter marks the first time Galileo has been made broadly available as an enterprise intelligence layer — not just an HR tool. This means Galileo can now connect to and enhance the AI platforms your organization is already using, including Microsoft Copilot, HiBob, Gloat, ServiceNow, Workday, and any agent you use through MCP server. The result: wherever your managers, employees, and HR teams are working, Galileo's 30+ years of trusted research can be right there with them. Your original Galileo access through the Sana platform remains fully intact and continues to be the most prescriptively tuned Galileo experience available.
Is Galileo's Jupiter Release a new product?	▪ No. The Jupiter Release is not a new product — it is a major update to Galileo, following the same naming convention as previous releases (Mercury, Venus, Mars). Think of it like a significant operating system update: the platform you know is the same, but it has been substantially re-engineered under the hood and extended with powerful new capabilities. ▪ Through MCP server and named Galileo Inside integrations, it is a best-in-class, platform-agnostic HR intelligence layer that can be embedded into the enterprise systems your workforce already uses.
What is Agent Ready Corpus (ARC)?	▪ ARC — Agent Ready Corpus — is the proprietary content architecture that powers Galileo Jupiter. It represents a complete re-engineering of how The Josh Bersin Company's research, data, and trusted content partner insights are structured, organized, and made accessible to AI. ▪ ARC is also the foundational architecture that makes Galileo's MCP server capability possible — because the corpus is now structured for any LLM to access it intelligently, regardless of the platform. ▪ ARC solves a fundamental challenge: large language models cannot reliably read traditional content formats like PDFs or large data files. Without

	proper engineering, the AI is left to guess about content meaning, leading to hallucinations, inaccurate outputs, and diminished trust. ARC solves this by using semantic and contextual chunking combined with deep metadata tagging, creating a framework that tells the AI precisely what each piece of content means and how it should be used.
What is the benefit of an Agent Ready Corpus (ARC)?	- Traditional content is difficult for AI models to interpret accurately. ARC is engineered for high-token efficiency and accuracy, significantly reducing the "noise" and hallucinations found in generic AI tools while ensuring that your AI agents reason from a verified, expert corpus. - By improving the accessibility and contextualization of the content, ARC provides responses and deliverables that are: 1. More accurate — Better retrieval of the right information and context helps deliver more relevant, reliable responses. 2. More productive — AI can find and use the most relevant information more efficiently, helping people reach better-informed decisions and take action faster. 3. More efficient — Galileo gets to the right information with less processing, delivering high-quality output more quickly and at lower token cost.
What is a Galileo Inside named integration?	- Galileo Inside integrations are purpose-built, technically aligned solutions that bring the Galileo Corpus natively into specific HCM and enterprise AI environments, so that users can access Galileo's trusted intelligence directly within the tools they already use every day — without needing to navigate to a separate platform. - The Jupiter Release includes named Galileo Inside integrations with a select group of enterprise partners, including Microsoft Copilot, Workday, HiBob, Gloat, and ServiceNow. - Each Galileo Inside integration is a unique, out-of-the-box solution with its own user experience, use cases, and purchasing pathway specific to that platform.
What is an MCP server, and how do I access Galileo through MCP?	- MCP stands for Model Context Protocol, an open standard created by Anthropic that enables AI models to securely connect to external data sources and tools. It functions as a universal digital plug, allowing any compatible AI platform to call on Galileo's corpus for trusted HR, management, and leadership intelligence without having to ingest or replicate that content. - In practical terms, Galileo's MCP server works by loading the ARC-structured Galileo Corpus onto a server, which partner AI platforms can then query through APIs. When a user asks a question in their platform of choice, the MCP routing logic determines which responses should be grounded in Galileo's expertise, and retrieves the right content.
How does Galileo Jupiter handle data governance?	Data governance is a foundational design principle of Galileo, and the Jupiter Release strengthens this in several important ways.

1. Through ARC, the Galileo Corpus is now precision-engineered with semantic tagging and deep metadata labeling, which means the AI is given explicitly defined intent for every piece of content. This dramatically reduces AI drift, hallucination, and the risk of misrepresented information reaching end users.
 2. The MCP architecture preserves a strict separation between Galileo's content and your organization's enterprise data — the two work together contextually, but Galileo's proprietary research remains entirely within our control and is never stored or replicated in the integrated environments.
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How secure is Galileo's enterprise solution?

- Galileo is built from the ground up as an enterprise-grade, secure platform adhering to internationally recognized data privacy and security standards.
 - For tenant-level deployments through named integrations like Workday and Microsoft Copilot, enterprise administrators retain control over access permissions within their organization, ensuring that Galileo's intelligence is available only to those employees intended to receive it.
 - Enterprise security vetting, compliance documentation, and technical architecture details are available for organizations undergoing formal procurement and security review processes.
 - The Josh Bersin Company has achieved ISO/IEC 27001:2022 certification for its Information Security Management System (ISMS). ISO 27001 is a globally recognized standard for information security management.
 - In addition, The Josh Bersin Company has successfully completed a SOC 2® Type II examination. SOC 2 reports evaluate controls relevant to security, availability, processing integrity, confidentiality, and privacy.
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What is a Trusted Content Partner, and how is Equilar involved?

- Through exclusive partnerships with world-class HR technology providers, Galileo users gain unprecedented access to verified data, frameworks, models, and content used by Josh Bersin Company analysts.
 - **Equilar** is the newest addition to the Galileo Trusted Content Partner roster, joining in the Jupiter Release. Equilar is a leading data company focused on **executive compensation and board intelligence**, providing comprehensive benchmarks on C-suite and senior leadership pay that are refreshed on a quarterly basis. Their addition to the Galileo Corpus addresses a meaningful gap that CHROs, total rewards leaders, and compensation teams have consistently sought: access to trusted, current, and authoritative data on executive pay.
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How does the Jupiter Release impact our existing AI strategy?

- The Jupiter Release is designed to **enhance**, not disrupt, your existing AI ecosystem. Rather than asking organizations to abandon the platforms and agents they have invested in, Galileo Jupiter is built to bring trusted HR and leadership intelligence into those environments — grounding them with 30+ years of Josh Bersin Company research wherever your employees are already working.
- For organizations at various stages of AI maturity, this release offers a meaningful on-ramp: whether you are running Microsoft Copilot, evaluating agentic HR platforms, or building your own enterprise AI architecture, Galileo can now connect through MCP as an intelligence layer — providing contextual expertise without requiring a separate procurement process or tool. The strategic narrative of this release aligns with what JBC research frames as the **HR 2030** vision: enterprise AI that is embedded into daily workflows, redesigning work around intelligence rather than adding tools on top of existing processes.
- For organizations already using Galileo natively through Sana, the Jupiter Release brings ARC-powered accuracy and efficiency improvements immediately, and opens up new pathways for enterprise-wide deployment across teams that extend beyond HR.

What is the role of the CHRO in this Galileo Release?

- The Jupiter Release arrives at a moment when the CHRO role is undergoing its most consequential transformation in a generation. A recent survey of nearly 200 CHROs found that 100% believe their role is fundamentally changing — from running HR processes and ensuring compliance to serving as an enterprise strategist and transformation leader. Enterprise AI excellence has become the most consequential new responsibility for the CHRO, sitting squarely at the intersection of workforce readiness, workflow integration, governance maturity, and technology adoption.
- For the CHRO, Galileo Jupiter is both a tool and a signal. As a tool, it extends trusted HR intelligence beyond the HR function itself — making it available to managers, employees, and leaders across the business in the platforms they already use. This directly supports the CHRO's mandate to democratize people expertise, reduce reliance on fragmented external consulting, and bring data-driven decision-making into the flow of daily work for every leader in the organization.
- As a signal, the Jupiter Release reinforces what JBC research makes clear: the CHRO must now act as the integrator of enterprise AI — aligning the priorities of the CEO, CIO, CFO, and COO into a coherent enterprise agenda and ensuring that strategy, technology, and operations converge through people. Galileo Jupiter is designed to support that agenda — providing the research infrastructure, workflow integration, and governance architecture that CHROs need to lead AI transformation with confidence and credibility.