



Press Release

Varicent and HCL Technologies in partnership to deliver Sales Performance Management solutions

- *To provide world class Sales Performance Management (SPM) solutions for global customers across verticals*
- *As per a leading analyst, Sales force effectiveness improvement will be a USD 8.2 billion opportunity by 2010*

Toronto, ON/Noida – October. 20th, 2009 – Varicent Software Incorporated, an industry innovator and provider of the most comprehensive Sales Performance Management solutions and HCL Technologies Limited ('HCL'), a leading global IT services provider today announced their global partnership. This partnership would enable HCL to build upon its existing strengths in Microsoft Dynamics which forms a strategic part of HCL's Enterprise Application Services (EAS) practice.

HCL as a global partner of Varicent will provide clients with systems integration expertise, delivering Varicent SPM solutions throughout the Asia-Pacific region, and implementing Varicent for Microsoft Dynamics CRM throughout North America. The partnership will help HCL offer their existing clients an additional application suite to further improve sales performance in their organizations. Its vast business benefits include improved sales analytics, visibility, and forecasting capabilities.

"In today's competitive world, sales performance management is increasingly becoming the key decisive factor in influencing the sales force to impact the business performance." says Ram Krishna, Senior Corporate Vice President & Head of Enterprise Application Services, HCL Technologies. "We are pleased to partner with Varicent and offer SPM solutions to our global enterprise customers. The solutions will enhance our service offerings, create differentiators and add tremendous value to our Microsoft Dynamics capabilities." he further added.



HCL's best of breed implementation services, with Varient's sales performance management system embedded within Microsoft's Dynamics CRM platform will benefit clients by providing:

- Improved sales analytics, visibility, and forecasting capabilities helping connect pipeline to actual payout and providing increased performance insight
- Eliminating shadow accounting by providing personalized commission statements with transaction details
- The ability to boost sales productivity and provide salespeople more time to sell by automating compensation processes
- Helping drive important sales behaviors and meeting corporate objectives through effective management of sales quotas and territories

HCL is a Gold Certified Partner of Microsoft and has built solutions on the Microsoft platform to deliver vertical services in focused areas providing solutions for significant business issues. HCL has built capabilities on two key Microsoft Dynamics product lines i.e. Microsoft Dynamics AX (formerly Microsoft Axapta) and Microsoft CRM. These best-of-breed solutions leverage Microsoft products to address industry pain points and compliance standards. Varient's Incentive Compensation and Sales Performance Management solution is a natural extension to Microsoft Dynamics CRM services and will act as prime differentiator for HCL Technologies.

"The partnership with HCL Technologies will bring our global customers significant benefit," said Mark Girvan, Vice President Business Development for Varient. "HCL has a proven track record in delivering value to their customers, and in implementing Microsoft Dynamics CRM. Combining this with Varient's world class solution provides the market a very cohesive yet affordable solution."



“We are excited that two of our valued partners have entered into their own partnership,” said Susan Hauser, vice president, Worldwide Financial Services Sector and acting vice president of Worldwide Industry & Global Accounts, Microsoft. “Microsoft has the broadest, most comprehensive ecosystem of partners in the IT industry, with the ability to provide customized solutions across all verticals. This newly formed alliance provides an excellent example of the power of our partner ecosystem because it will enable all of us to more easily work together and continue to effectively and efficiently deliver increasing value and better ROI for our customers.”

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About Varicent Software Incorporated

Varicent Software Incorporated delivers the most innovative sales performance management solution addressing the needs of business professionals across the entire enterprise. High performing companies relying on Varicent for better visibility and control of their complex variable compensation programs, automating the assignment of territories, the collection and approval of quotas, and reporting and analyzing sales performance include Waste Management, Convoy Financial Group, Sherwin-Williams, Manpower, Autodesk, Getty Images, Starwood Hotels, Sun Hung Kai Financial, and many others. www.varicent.com

About HCL Enterprise

HCL is a \$5 billion leading global Technology and IT Enterprise that comprises two companies listed in India – HCL Technologies & HCL Infosystems. Founded in 1976, HCL is one of India's original IT garage startups, a pioneer of modern computing, and a global transformational enterprise today. Its range of offerings spans Product Engineering, Custom & Package Applications, BPO, IT Infrastructure Services, IT Hardware, Systems Integration, and distribution of ICT products across a wide range of focused industry verticals. The HCL team comprises over 60,000 professionals of diverse nationalities, who operate from 23 countries including over 500 points of presence in India. HCL has global partnerships with several leading Fortune 1000 firms, including leading IT and Technology firms. For more information, please visit www.hcl.in

About HCL Technologies

HCL Technologies is a leading global IT services company, working with clients in the areas that impact and redefine the core of their businesses. Since its inception into the global landscape after its IPO in 1999, HCL focuses on „transformational outsourcing“, underlined by innovation and value creation, and offers integrated portfolio of services including software-led IT solutions, remote infrastructure management, engineering and R&D services and BPO. HCL leverages its extensive global offshore infrastructure and network of offices in 20 countries to provide holistic, multi-service delivery in key industry verticals including Financial Services, Manufacturing, Aerospace & Defense, Telecom, Retail & CPG, Life Sciences & Healthcare, Media & Entertainment, Travel, Transportation & Logistics, Automotive, Government, Energy & Utilities. HCL takes pride in its philosophy of „Employee First“ which empowers our 54,216 transformers to create a real value for the customers. HCL Technologies, along with its subsidiaries, had consolidated revenues of US\$ 2.2 billion (Rs. 10,591 crore), as on 30th June 2009. For more information, please visit www.hcltech.com

Forward Looking Statements

Certain statements in this release are forward-looking statements, which involve a number of risks, uncertainties, assumptions and other factors that could cause actual results to differ materially from those in such forward-looking statements. All statements, other than statements of historical fact are statements that could be deemed forward looking statements, including but not limited to the statements containing the words 'planned', 'expects', 'believes', 'strategy', 'opportunity', 'anticipates', 'hopes' or other similar words. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties regarding impact of pending regulatory proceedings, fluctuations in earnings, our ability to manage growth, intense competition in IT services, Business Process Outsourcing and consulting services including those factors which may affect our cost advantage, wage increases in India, customer acceptances of our services, products and fee structures, our ability to attract and retain highly skilled professionals, our ability to integrate acquired assets in a cost effective and timely manner, time and cost overruns on fixed-price, fixed-time frame contracts, client concentration, restrictions on immigration, our ability to manage our international operations, reduced demand for technology in our key focus areas, disruptions in telecommunication networks, our ability to successfully complete and integrate potential acquisitions, the success of our brand development efforts, liability for damages on our service contracts, the success of the

companies / entities in which we have made strategic investments, withdrawal of governmental fiscal incentives, political instability, legal restrictions on raising capital or acquiring companies outside India, and unauthorized use of our intellectual property, other risks, uncertainties and general economic conditions affecting our industry. There can be no assurance that the forward looking statements made herein will prove to be accurate, and issuance of such forward looking statements should not be regarded as a representation by the Company, or any other person, that the objective and plans of the Company will be achieved. All forward looking statements made herein are based on information presently available to the management of the Company and the Company does not undertake to update any forward-looking statement that may be made from time to time by or on behalf of the Company.

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