

## HCL named “Best Employers” in Asia and ranked No: 1 in India by Hewitt in its 2009 Study

- HCL completes full circle of world-wide recognition for its Employee First philosophy with Hewitt Best Employer award in India and Asia; CRF 2008 Award in UK; Optimas and Global Services 100 Survey in the U.S.

**Noida/Sunnyvale/London/Sydney, April 7, 2009** - HCL Technologies Ltd. (HCL), a leading global IT services provider, today announced that it has been named as one of the 25 “Best Employers” in Asia and ranked No. 1 “Best Employer” in India by Hewitt in its 2009 Study. Hewitt, the global human resources services company, recognized HCL as an organization focused on refining its human capital programs, empowering its employees and efficiently delivering HR services and processes with fewer resources.

HCL has been selected for “its remarkable consistency in its day-to-day business and when they respond to difficult times.”

Acknowledging the award, **D.K. Srivastava, Global HR Head, HCL Technologies said**, “It is an honour to be chosen as the Best Employer by Hewitt in India and Asia. This recognition is a testimony to our strong employee-centric culture and the spirit of innovation. I would like to pass on the credit for this award to each of the 55,000 empowered HCLites who have made it happen.”

**Mr. Ajay Soni, Practice Lead, Hewitt Best Employers in India 2009, said**, “The Best Employers differentiate themselves by making their employees a part of their growth story. HCL Technologies is one such example. It provides great opportunities for growth and development by creating an environment that empowers employees to lead from the front. As a result, they are seeing stronger business results and stand out as a place where people want to work.”

This recognition from Hewitt is the latest in the growing dossier of awards and recognitions for HCL Technologies from across geographies in the past one year. The global acknowledgement comprises “Leader of Human Capital Development” by Global Services 100 Survey for 2009, Optimas Award for HR Innovation in the US, Reader’s Award at FT ArcelorMittal Boldness in Business Award in Europe and CRF Award for “Top Employers UK 2008”. Adding to the list, HCL also won four award categories in the Asia-Pacific HRD Congress - Global HR Excellence awards 2008 and recognized for its contribution in Global Training and Development at 2008 Employer Branding Award.

HCL’s unique management philosophy of “Employee First” has been recognized worldwide for empowering employees to become the drivers of growth. This approach puts employees on top of the organizational pyramid with the belief that the real value gets created in the interface between customer and employees, and has made the whole organization accountable to the person who has the potential to create this value - the employee.

Employee First follows a five fold approach that gives employees whatever they need to succeed - be it space to grow, time to think, or tools to use. Through various unique initiatives like Career Power, Employee First Councils and iLearn, the endeavor is to create an organization that nurtures leaders and gives employee the freedom to chart their career path.

“Employee First is the guiding philosophy at HCL. We truly believe that it is the employees who deliver real value to the organization and customers, and our focus is on maximizing the value created in that zone of interface. The success that HCL is seeing is due to the commitment that our employees have shown in us, especially in these challenging times. It is the value that they create, the pride with which they work and their level of engagement with the organization that has reflected in these recognitions,” **Mr. Srivastava added.**

The Hewitt ***Best Employers in Asia and India 2009 study*** is conducted by Hewitt Associates. The study provides a definitive benchmark against which an organization can measure the effectiveness of the workplace it provides to engage the intellectual and emotional commitment of its employees.

#### **About HCLT ISD**

HCLT ISD is a leading IT services company and a subsidiary of HCL Technologies Ltd. (also known as HCL Comnet in the domestic market). A focused player in the IT services arena, HCLT ISD seeks to provide simplified infrastructure solutions through delivering high-performance management services for complex, distributed infrastructure environments encompassing the Internet, Client and legacy based infrastructures. HCLT ISD addresses the growing demand for the cost-effective management of technology infrastructure across geographically dispersed locations. With a mission to develop innovative solutions for enterprises worldwide, the company has developed a unique model for Remote IT infrastructure management that enables customer organizations to achieve superior infrastructure performance and significantly reduced costs through a global delivery model. For more information, please visit

#### **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 19 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 and Energies & Utilities. HCL takes pride in its philosophy of ‘Employee First’ which empowers our 52,957 transformers to create a real value for the customers. HCL Technologies, along with its subsidiaries, had last twelve months revenues of US\$ 2.0 billion (Rs. 8974 crores), as on 31st December 2008. For more information, please visit [www.hcltech.com](http://www.hcltech.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. The 3-decade-old Enterprise, founded in 1976, is one of India's original IT garage start-ups. Its range of offerings spans Product Engineering, Custom & Package Applications, BPO, IT Infrastructure Services, IT Hardware, Systems Integration, and distribution of ICT products. The HCL team comprises over 59,000 professionals of diverse nationalities, who operate from 20 countries including 360 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](http://www.hcl.in)

#### **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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## **For details, contact**

### **Geetanjali Bhatia**

HCL Technologies

Mobile: 9811987765

Email: [geetanjali.bhatia@hcl.in](mailto:geetanjali.bhatia@hcl.in)

### **Abhishek Gulyani**

Genesis Burson-Marsteller

Mobile: 9899045766

Email: [abhishek.gulyani@bm.com](mailto:abhishek.gulyani@bm.com)