



FocusFrame Inc. – A Hexaware Company

February 21, 2008
Analyst Meeting, Mumbai

Agenda

FocusFrame Overview

Review of 2007

2008 Outlook

Integration Update

Questions?

FocusFrame Overview

- Award winning global provider of Business Technology Optimization (BTO) services
- Recently elevated to “Platinum” Partner status with HP Software
- Gold level partner with SAP in US, Canada, and Europe
- Focus on large multi-million dollar engagements by building BTO Center of Excellence for large corporations
- Proven methodology around test automation
- Intellectual property (IP) around major ERP and CRM applications like SAP, Oracle, PeopleSoft, Siebel, and .Net applications
- Delivery capabilities onsite, near-shore (Mexico) and offshore (India)

FocusFrame BTO

Understand Customer Business Drivers and Align with Key IT Initiatives

Strategy	Manual Testing	Automated Testing & System Monitoring	Project Portfolio Management
<p>QA Strategy Assessment and Roadmap</p> <ul style="list-style-type: none"> Analyzes and optimizes QA development and processes for comprehensive IT strategy <p>QA Centers of Excellence</p> <ul style="list-style-type: none"> Provides centralized testing organization utilizing shared methodologies, tools, training, and best practices 	<p>Offshore or Outsourcing</p> <ul style="list-style-type: none"> Lowers TCO of testing initiatives <p>Onsite or Nearshore Options</p> <ul style="list-style-type: none"> Provides choice of delivery location based on customer preference <p>Custom or Packaged Solutions</p> <ul style="list-style-type: none"> Offers flexibility and scale to meet customer needs 	<p>Accelerated Functional Testing</p> <ul style="list-style-type: none"> Proprietary methodology and solution to accelerate testing efforts <p>Performance Testing</p> <ul style="list-style-type: none"> Provide a suite of performance tests, diagnoses and benchmarking to ensure optimal application and system performance <p>System Monitoring (Pre- and Post-Production)</p> <ul style="list-style-type: none"> Provide real-time metrics to 	<p>IT Demand and Portfolio Management</p> <ul style="list-style-type: none"> Provide visibility and control over IT demands and deployment of application changes at the enterprise level <p>IT Change Management</p> <ul style="list-style-type: none"> Delivers integrated solutions for managing changes and risks throughout the change lifecycle
<p style="text-align: center;">Expert end-to-end services and solutions</p> <p style="text-align: center;">Flexible delivery options and approaches</p> <p style="text-align: center;">for monitoring and tracking</p>			
<p style="text-align: center;">Business Technology Optimization Services Consulting</p>			

Review of 2007

- **SAP relationship flourished**
- **Successfully grew despite hardships in 2007**
 - Sub-prime crisis in the US led to the loss of top two accounts
 - Mercury acquisition by HP reduced the deal pipeline
- **Loss in revenue because of the sub-prime crisis was around \$8M (Top two strategic accounts)**
- **Billed 6 new multi-million dollar accounts in 2007**
- **Delivery for 5 accounts commenced in India during Q4 2007**

Review of 2007 (cont.)

- **Added 13 promising clients in 2007**
- **Average Revenue per person increased over 30% as a result of**
 - Rates on SAP engagements in the US
 - Increase in billing rates in Europe
- **Client rates in 2007 range from \$ 120 - \$ 200 / hr**
 - Depends on the service offerings
 - Depends on the geographic locations

2008 Outlook

- **Expect to bill > \$1M (USD) revenue in 12 different accounts in 2008**
- **SAP revenue will more than double in 2008**
 - SAP GDC Relationship to expand significantly in 2008
- **Significant growth in India offshore (>200 resources) and Mexico near-shore delivery team (>200 resources)**
- **Doubling Global Sales Team with dedicated sales force to focus on Account Expansion and Channel Sales**
- **Focus would remain on Anchor Accounts and on leveraging Strategic Alliances**

Integration Update

- **Able to sell higher value business with higher rates in existing Hexaware accounts**
- **Able to sell higher rate offshore work in existing FocusFrame accounts**
- **Leveraging near-shore Mexico resources for existing Hexaware accounts**
- **Joint event participation at shows like Sapphire and HP Software**
- **Both sales teams have been cross trained and well-versed in respective offerings from FocusFrame and Hexaware**

Q&A



CALIBER POINT BPO Arm of Hexaware Technologies

Jewel
in the
Crown



Introducing Caliber Point

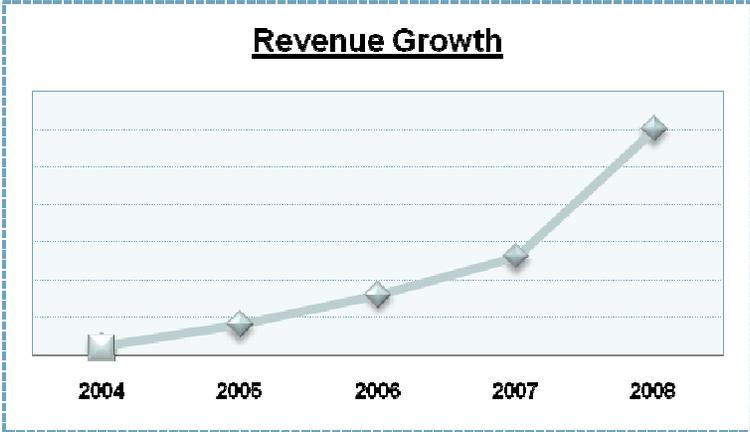
The company started its operations from August 22, 2004

Focused transaction service provider in HRO

Impressive customer base across geographies

Strong business growth plans with infrastructure to scale

Widely recognized by industry experts

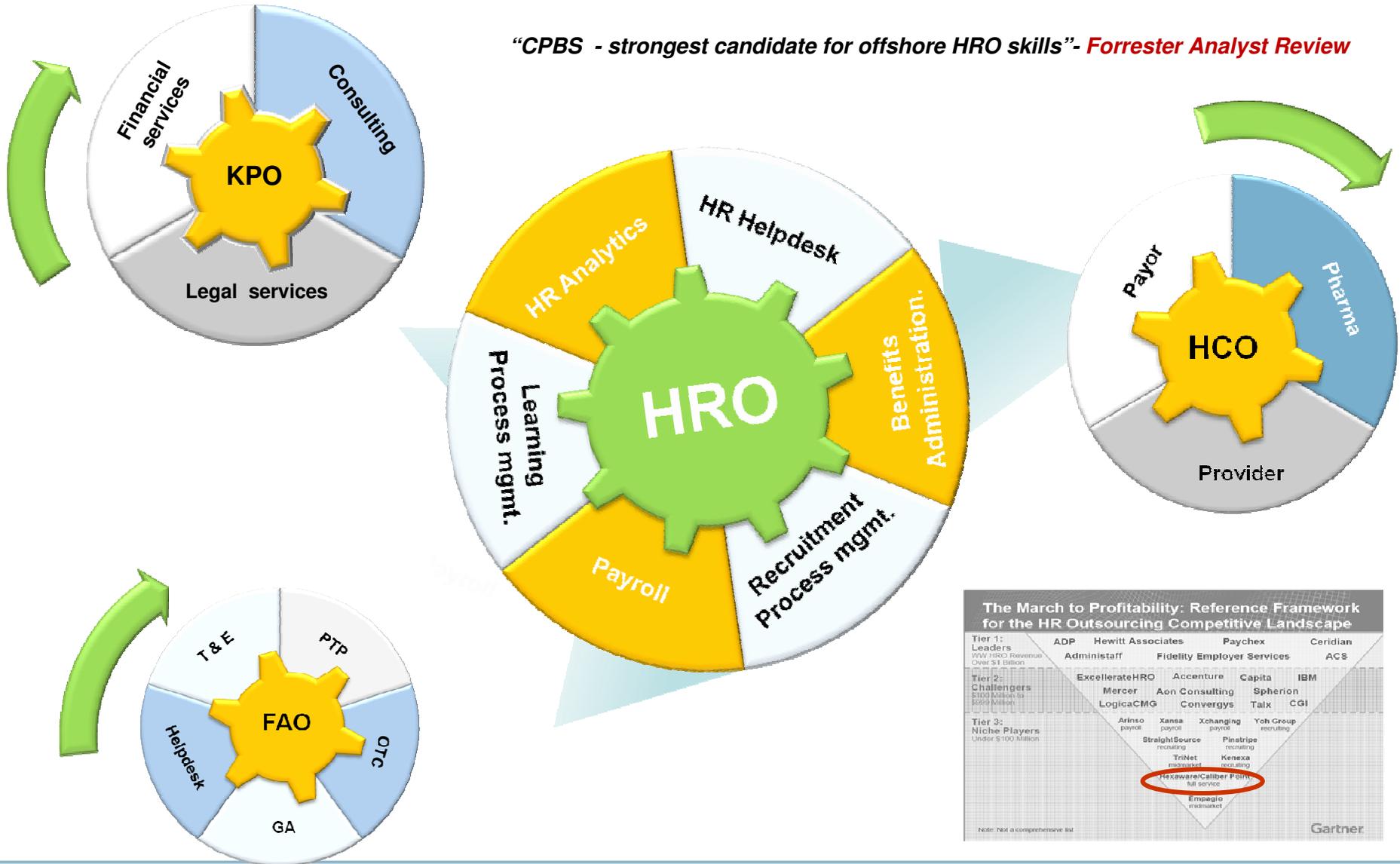


	2004	2005	2006	2007*	2008**
Revenue	Consistently growing faster than overall industry growth rate				
Profitability	Profitable from first day of operation and continues to be cash positive				
# Employees	Growing at an accelerated rate and expect to reach 3000+ people by 2008				
# Delivery location	1	1	1	2	3

No other BPO company has achieved our kind of growth & profit at the minimal investment level

Our Focus

"CPBS - strongest candidate for offshore HRO skills"- Forrester Analyst Review



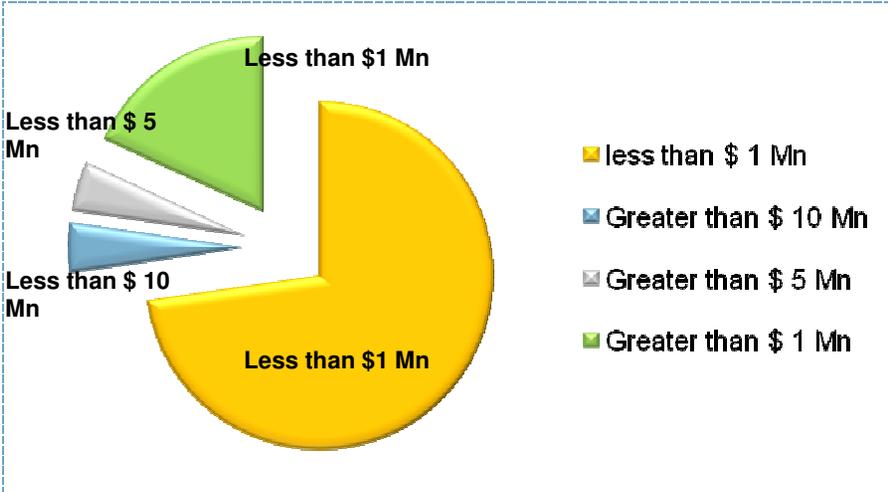
The March to Profitability: Reference Framework for the HR Outsourcing Competitive Landscape

Tier	Company	Company	Company	Company
Tier 1: Leaders \$1B+ HRO Revenue Over \$1 Billion	ADP	Hewitt Associates	Paychex	Ceridian
	Administrastaff	Fidelity	Employer Services	ACS
Tier 2: Challengers \$500 Million to \$999 Million	ExcellerateHRO	Accenture	Capita	IBM
	Mercer	Aon Consulting	Spherion	Talx
	LogicaCMG	Convergys	Talx	CGI
Tier 3: Niche Players Under \$500 Million	Arisco payroll	Xansa payroll	Xchanging payroll	Yoh Group recruiting
	StraightSource recruiting	TriNet recruiting	Kenesa recruiting	Pinalripe recruiting
	Hexaware/Caliber Point HR services	Emploia	manpower	

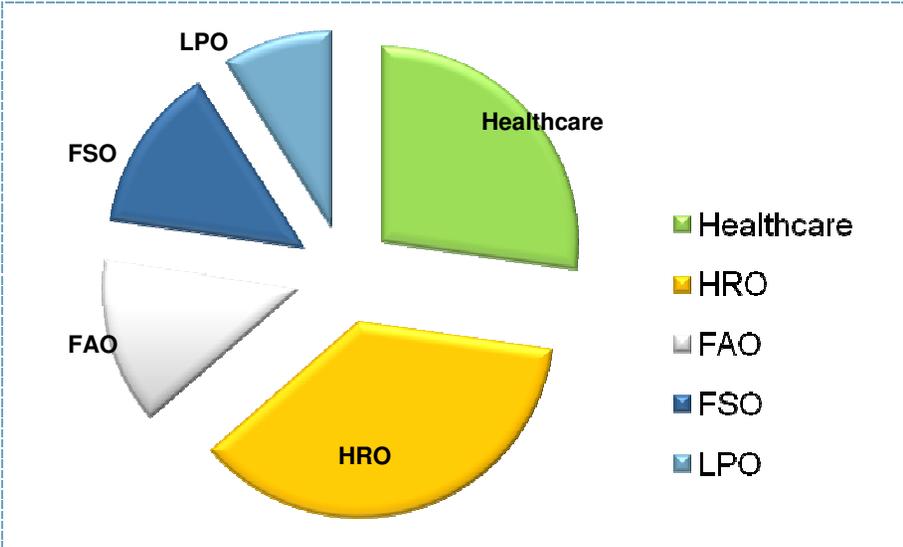
Note: Not a comprehensive list

Gartner

Our Customer Profile



- Top 5 customers will account for 88% of the revenue
- Heavy growth potential in many of the accounts
- New clients and new processes have higher average billing rates; testimony of our journey up the value chain



- HRO will overtake healthcare as the largest LOB contributing to almost 47% of the revenue
- Healthcare will contribute 40% of our overall revenue; increasing momentum in pharma / life sciences and provider sub-domains
- Newer LOB's with higher billing rates such as FSO and LPO will contribute more to our bottom line

Business Growth Plans

Organic Growth

- Growth will be at least 5% higher than industry average growth
- Our current growth rate is multiple times higher than the overall industry growth rate (projected to grow at 24% in 2008)

Inorganic Growth

- Hunt will continue for securing “Philips” type investment driven business acquisition; assured business, established delivery, and domain expertise
- Acquire complimenting business in HRO and niche provider in healthcare; local BPOs not targeted due to high valuations

Vertical Growth

- HRO will be our flagship identify; leverage the premier positioning and first mover advantage
- Penetrate into provider and pharma / life-sciences sub-verticals within healthcare domain
- Push newer growth engines such as FSO and LPO

Geography based growth

- Increased thrust on EURO and non-dollar based businesses
- New regional sales hires planned for 2008; expect these investments to yield results in 2009

Infrastructure Plan

CENTER	CAPACITY		TYPE	
	Production	Other Staff	Own	Rented
MUMBAI	600	100	<input checked="" type="checkbox"/> STPI	
CHENNAI	300	50		<input checked="" type="checkbox"/> STPI
NAGPUR	900	75	<input checked="" type="checkbox"/> SEZ	
MADURAI	0	0	<input checked="" type="checkbox"/> SEZ	



Industry Recognition

KEY CERTIFICATIONS / RECOGNITIONS

ISO 9001:2000



HRO Superstar
2006 | 2007

ISO 27001



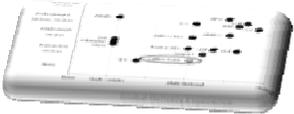
Global Services 100
2005 | 2006 | 2007

EquaTerra: European HRO Player on the Move [2007]



IAOP Global Top 100
2007

TPI: Multinational HRO Player [2006]



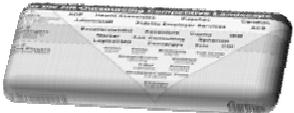
Black Book of Outsourcing
– Top 50
2006 | 2007

HROA – Asia Pacific Founding Member



FAO Superstar
2007

Gartner: Full Service HRO Niche Player [2007]



GAP: Best-of-Breed
(Mark Dzialga in HRO Today)
2007

What makes us different?

“Caliber Point Business Solutions is 100% BPO subsidiary of Hexaware Technologies”



NICHE HRO SERVICES PROVIDER

- We are a niche Human Resource Outsourcing (HRO) services provider, delivering enterprise level transaction capabilities in HR and allied area



CONSISTENTLY PROFITABLE AND GROWING

- Since starting in August 2004, we have grown higher than industry average, while being profitable from the Day 1.



VERTICAL SPECIALIZATION IN HEALTHCARE

- Our skill sets span PhDs, Practicing Medical Doctors, Registered Nurses (USA), pharma graduates and statisticians

Creating a Winning Partnership!!

Caliber Point Business Solutions

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