



# FocusFrame Integration

**Nurturing Relationships  
Enhancing Value**

# Integration Overview

- Operations Integration
  - Founding Team, Executive Management & Key Employees
  - Mexico Development Center
  - Joint Project Execution & Technology Integration
  - Control Functions ( Finance & Accounting, HR, IT) Integration
- Market-Side Integration
  - Partner Communication
  - Key Client Communication
  - Unified Service Definition
  - Market Analyst Communication
  - Sales Team Integration
    - Joint Pursuits

# Operations Integration

- **Founding Team, Executive Management & Key Employees**
  - Hexaware Employment & Compensation Contracts
  - Retention Plan signed off
  - No Attrition
  - Employee Crossovers planned for 2007
- **Mexico Development Center**
  - On Board – 1 resignation immediately post- announcement
  - Focus Frame Ramp up plans signed off and underway
  - Hexaware Mexico Development Center – underway for Q2 operations
- **Joint Project Execution & Technology Integration**
  - First joint project execution ( from India center) underway
  - Peoplesoft Accelerator /2<sup>nd</sup> Tier Product Accelerators ( Eagle/SAP HR) Planned 2007
- **Finance & Accounting, HR and IT functions integrated**
  - High Cost employees replaced with Hexaware managers
  - Office locations unified
  - Network & Communication infrastructure unification ( Ahead of schedule)

# Market Side Integration

- Partner Relationship
  - Mercury and SAP on board
  - SAP committing to enhancing scope of partnership to incorporate Hexaware
  - Joint participation in HP Software World and SAP FKOM
- Key Client Communication
  - No client attrition
  - Client road shows planned for unified service message
  - Joint Services incorporated into all Hexaware Testing pursuits
- Unified Service Definition
  - 4 stacks of services – Manual, Automation, Strategy & Governance
  - Planned Launch March 2007
  - Market Analysts Gartner & Forrester briefed
- Sales Team Collaboration
  - Sales Training completed
  - Joint Pursuits underway – first joint deal signed, 11 joint pursuits underway

# Continuing Integration Plan

- Full Integration to be completed by end FY 2007
  - Unified Brand
  - Global Partner Relationships
  - Combined Global Service Delivery
    - India
    - Mexico
    - E Europe
    - US
  - Employee Crossovers
  - Unified Sales Organization