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Message from the Chairman

It was stable and strong performance that the Indian IT-ITES sector logged in during 2004. With the memories of the global economic downturn receding, the industry moved resolutely down the path of growth and maturity.

As far as both Indian and MNC players within the market were concerned, the big got bigger and even the smaller companies focused on stepping up momentum. The industry, as a whole, showed tremendous solidarity, with the larger IT-ITES organizations coming forward to share their success stories with emerging companies, under the umbrella of special SME initiatives. The same togetherness and commonality of goals found a reflection during the Tsunami crisis, when the entire ICT sector came forward to help in the relief and rehabilitation of the people impact by the killer tidal waves. NASSCOM, along with its members, contributed significantly towards Tsunami aid and helping in the rebuilding process.

One of the most noteworthy initiatives that the IT-ITES sector unveiled last year, however, was related to the area of security. Recognizing the importance of security to the continued growth of the software and services industry, NASSCOM and its member worked actively towards "future-proofing" the sector and building India into a trusted sourcing destination.

The IT industry, which had pledged to "take the security bull by the horns" at the NASSCOM 2004 India Leadership Forum, came good on its promises, by placing the issue of security at the center of its annual agenda.

NASSCOM designed a 4-E framework to successfully ward off the challenges and risks posed by an insecure IT-ITES market. The framework, which acknowledged the need for a robust legal and enforcement environment, the importance of adhering to specific country and vertical laws, and the requirement to improve security infrastructure and the availability of quality manpower, was centered around four phases.

It talked about how the IT-ITES industry could looking Engaging, Educating, Enacting and Enforcing, to create a robust security set up.

During 2004, a National Advisory Board (NAB) on security, supported by NASSCOM and the Government of India, was also put in place. The NAB will work towards identifying gaps in the legal scenario and recommending amendments to policies, establishing the Security Framework Maturity Model (SFMM) program for member companies, laying down security standards and obtaining buy-ins from the government to institutionalize and propagate the program across companies within different vertical industry sectors.

A secure IT-ITES sector means higher, stepped trade with global customers, especially those located in Western geos and the strengthening of India's credentials as a secure offshore outsourcing destination.

This initiative, I believe, will remain a priority for the IT-ITES sector and NASSCOM as we move into 2005.

We are looking forward to yet another year of strong industry and Government initiatives, that will further catalyze the momentum of the Indian IT-ITES segment and establish its leadership in the global markets.

Mr. Jerry Rao
Chairman, NASSCOM

Message from the President

The year 2003-04 has been a positive period for the Indian IT-ITES sector. Marked by high growth—the Indian IT services and software segment grossed US$ 12.8 billion in revenue—the industry is expected to achieve a turnover of around US$ 16.5 billion by the end of the current fiscal. Exports were US$9.2 billion and expected to touch US$12.2 billion this year. In addition, the ITES/BPO segment is expected to grow from US$3.9 billion to US$5.7 billion, with exports of US$3.6 billion and US$5.1 billion.

Besides exceeding revenue and growth expectations, the Indian IT-ITES industry has also shown signs of increasing consolidation and maturity. Today, we have three companies in the billion dollar club, even as several players have crossed the million dollar revenue mark.

IT-ITES companies—including MNCs that stepped up their investments during 2004 and scaled existing operations—not only grew bigger, they also got better in terms of the product and services offerings and their quality orientation. The Indian IT-ITES industry moved up the value chain, going beyond the traditional custom application development services and foraying the higher-margin service domains covering network consulting and integration, infrastructure management and systems integration.

Last year was also a time for the Indian IT-ITES sector to bag long-term engagements and attract repeat business from existing customers. We saw many more million dollar contracts being realized and an increasing number of Indian IT-ITES organizations competing with global Tier One solutions providers.

What was most encouraging however, was the significant movement that was witnessed at the level of the Small and Medium level companies with the IT-ITES markets. This segment logged in rapid growth, with the number of companies with revenues of less than US$ 11 million expanding within the 2003-04 phase.

Defying some pessimistic predictions, these companies performed well in the market, proving beyond doubt that scale alone is not the key determinant of success. The fact that some of these young, entrepreneurial ventures flourished during the year, showed clearly the significance of innovation and the ability to spot market opportunities rapidly.

Innovation, in fact, remained at the core of the success of the Indian IT-ITES engine, particularly the SME sector. During the year, NASSCOM vigorously promoted the concept of innovation, positioning it as a major driver and differentiator for small and medium companies.

NASSCOM'S Innovation Initiative, unveiled by the association in 2004 and targeted primarily at the SME segment, was one of the most high-impact strategies to be rolled out by India's premier chamber of commerce.

During the year, NASSCOM launched a major drive to identify and applaud smaller companies that had managed to stay ahead of the pack, based on their innovative products and services, breakthrough market positioning and out-of-the-box customer strategies.

Across India, NASSCOM scouted for emerging IT-ITES talent, as part of its "Spot the Stars" program, felicitating and spotlighting the companies that had made the grade.

Going forward, NASSCOM's SME initiative is likely to create an even bigger revolution within the IT-ITES market. Not only will it encourage and enable smaller players to get on to the growth path, it will make innovation a key strategy for the industry as a whole.

During 2004-05, NASSCOM also found itself focusing on areas such as the domestic Indian market, indigenously developed product software and MNCs, among others. It did so by launching a range of activities, including seminars, workshops and market studies, for each of these segments.

The year 2005 is expected to bring even more stability to India's IT-ITES environment. All round growth is on the cards, and the hope is the sector will once again distinguish itself in both the domestic and global markets. In the year ahead, NASSCOM will continue to work towards this.

Kiran Karnik
President, NASSCOM

NASSCOM™

Executive Council (2003 - 2005)

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Deputy Chairman & MD
Zensar Technologies Limited

ASSOCIATION
OVERVIEW

ABOUT NASSCOM

NASSCOM is India's National Association of Software and Service Companies, the premier trade body and the chamber of commerce of the IT software and services industry in India. NASSCOM is a truly global trade body with around 900 members, of which nearly 160 are global companies from the US, UK, EU, Japan and China. NASSCOM's member companies are in the business of software development, software services, and IT-enabled/BPO services.

NASSCOM was set up to facilitate business and trade in software and services and to encourage advancement of research in software technology. It is a not-for-profit organization, (funded entirely by its members) registered under the Societies Act, 1986.

NASSCOM has been the strongest proponent of global free trade in India. NASSCOM is committed to work proactively to encourage its members to adopt world class management practices, build and uphold highest quality standards and become globally competitive.

In India and around the world, NASSCOM members are participants in the new global economy and are reputed for their cutting-edge business practices and social initiatives.

NASSCOM'S VISION

NASSCOM's vision is to establish India as the 21st century's software powerhouse and position the country as the global sourcing hub for software and services.

NASSCOM MEMBERSHIP

NASSCOM welcomes as members, companies and firms that are incorporated and/or are registered in India, which have made and will make positive contributions to the IT software and services industry in India and globally. Member companies are expected to comply with the association's code of conduct. NASSCOM membership covers members and associate members' categories. Members are entitled to hold office and vote at any meeting of the association. Associate members enjoy all membership benefits, but are not entitled to vote at any meeting.

AIMS AND OBJECTIVES

The primary objective of NASSCOM is to act as a catalyst for the growth of the software driven IT industry in India. Other goals include facilitation of trade and business in software and services, encouragement and advancement of research, propagation of education and employment, enabling the growth of the Indian economy and provide compelling business benefits to global economies by global sourcing.

NASSCOM also endeavors to leverage IT and narrow the digital divide in India and enable her citizens to enjoy the benefits of IT.

NASSCOM is achieving its objectives by following a seven fold strategy:

- Partner the Government of India and State Governments in formulating IT policies and legislation. Partner with global stakeholders for promoting the industry in global markets.

- Strive for a thought leadership position and deliver world-class research and strategic inputs for the industry and its stakeholders.

- Encourage members to uphold world class quality standards.

- Strive to uphold Intellectual Property Rights of its members.

- Strengthen the brand equity of India as a premier global sourcing destination

- Expand the quantity and quality of the talent pool in India

- Continuous engagement with all member companies and stakeholders to devise strategies to achieve shared aspirations for the industry and the country.

PARTNERSHIP WITH THE GOVERNMENT

NASSCOM acts as an advisor, consultant and coordinating body for the software and services industry in India.

NASSCOM has representatives in various committees in the Government of India including the Ministry of Information Technology, Ministry of Commerce, the Ministry of Finance, Department of Telecommunication, Ministry of Human Resources Development, Ministry of Labor and and the Ministry of External Affairs. NASSCOM also acts as a consulting body for various State Governments in India.

NASSCOM has played a key role in enabling the government in India to develop industry friendly policies. NASSCOM has been a proponent of free trade, arguing for zero tariff protection, strong intellectual property and data protection laws, deregulation of the telecom market and the creation of software technology parks and private sector participation in the education system – measures which have resulted in significant growth of the industry.

NASSCOM has also been engaged with various governments overseas, to promote a win-win partnership via global sourcing. NASSCOM also plays a role in engaging with global alliances on software quality standards, immigration policies, WTO and free trade in services, and next-generation best practices in global sourcing of services.

GLOBAL PARTNERSHIPS

NASSCOM plays an active role in the international software community. NASSCOM is a member of the Asian Oceanian Computing Industry Organization (ASOCIO). ASOCIO is a group of computing industry associations from the Asian Oceanian Region and comprises representatives from 18 countries. NASSCOM is also a founder member of the World Information Technology and Services Alliances (WITSA). This forum comprises member associations from 37 countries. Additionally, NASSCOM actively works with overseas governments and trade bodies in the US, UK, Japan, Germany, France, Scandinavia, China, Australia, South Africa and Israel.

RESEARCH AND THOUGHT LEADERSHIP

NASSCOM undertakes research on the ICT industry in India and the world in order to continuously educate its members of new business opportunities, business practices in global markets, potential threats to industry growth and attract additional investments in India. NASSCOM's research is currently the most credible in the country and is increasingly respected in global markets. It is backed by strong methodology, proprietary analytical tools and processes, and partnerships with best-of-breed companies in various areas of business, technology and strategic research and consulting.

QUALITY OF PRODUCTS AND SERVICES

NASSCOM encourages high standards of conduct to develop public confidence and respect for its members and the industry. All the members maintain this by abiding by the formulated code of conduct.

NASSCOM strongly believes in encouraging its members to provide global quality products and services. The association provides assistance to its members in achieving international quality certifications by organizing seminars and related programs on quality standards and disseminating relevant information.

INTELLECTUAL PROPERTY RIGHTS

NASSCOM is an ardent supporter of strong intellectual property laws in India. In 1990, NASSCOM began an active public awareness campaign to educate users about the lawful use of software. NASSCOM also launched the country's first anti-piracy hotline and India's first anti-piracy toll-free hotline. NASSCOM has also successfully facilitated enforcement laws against software piracy in India and helped introduce Cyber Laws. NASSCOM continuously engages with the Government of India for required changes in the IPR laws, keeping in line with WIPO and other International Laws and treaties. NASSCOM also works closely with the Business Software Alliance (BSA) to enforce copyright laws.

MEMBER SERVICES AND BENEFITS

NASSCOM provides value-added services to its members to grow their business and create an ecosystem which promotes growth and profitability.

THESE INCLUDE:

- Forums for making business connections and share best practices (SME Forum, ITES BPO Forum, Products Forum and MNC Forum)

- Participation in seminars and conferences (in India and abroad) with customer delegations

- Access to world-class research and market intelligence services; and counsel from leading analysts and think tanks and consultants

- Access to knowledge of global business practices (taxation, legislation, immigration policies, recruitment and branding)
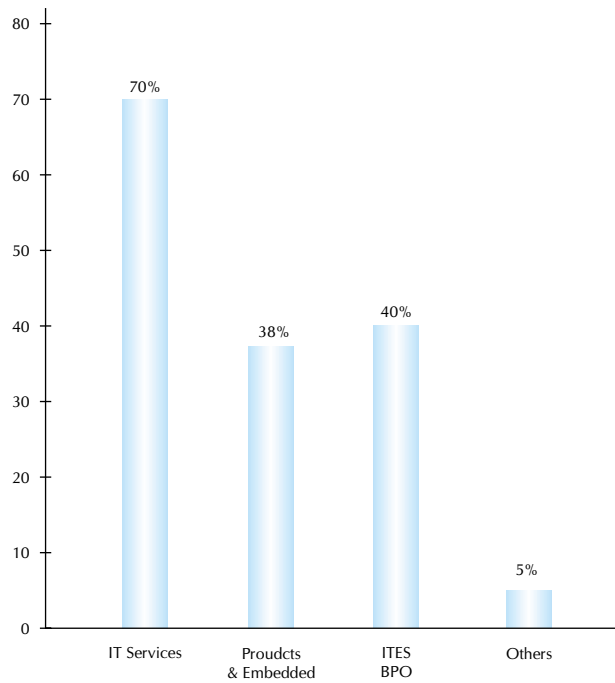
- Opportunity to "give back" to the society by participation in NASSCOM Foundation and other digital divide initiatives

- Contribute to development of global standards and thought leadership in areas of IP creation, security, data protection, and next-generation software quality standards
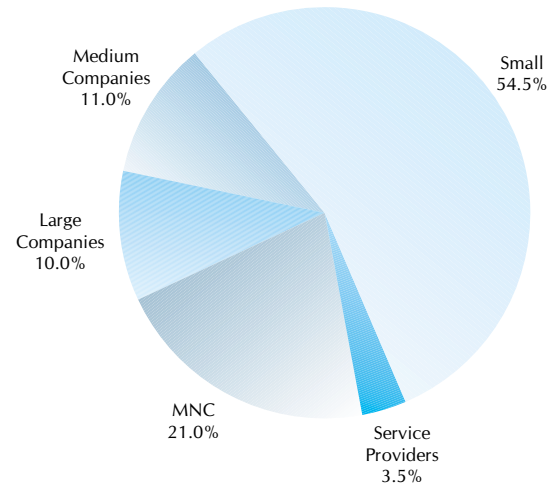
MEMBERSHIP STRENGTH

The membership of NASSCOM has been steadily increasing. In 1988, NASSCOM had 38 members, who together contributed close to 65 percent of the revenue of the software industry.

Within a short span of fifteen years, the membership of NASSCOM has grown multifold to touch 900 members as of 31st December 2004. These members currently account for over 95 percent of the revenues of the software industry in India.
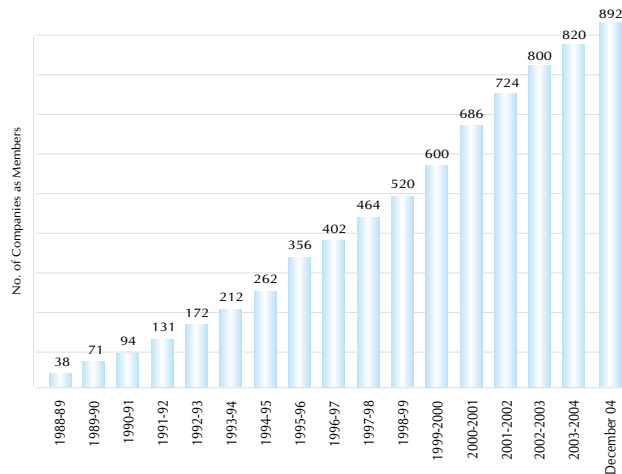
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Profile of Membership Companies

Bar chart showing:
- IT Services: 70%
- Products & Embedded: 38%
- ITES BPO: 40%
- Others: 5%

Distribution by Size and Ownership

Pie chart showing:
- Small 54.5%
- MNC 21.0%
- Medium Companies 11.0%
- Large Companies 10.0%
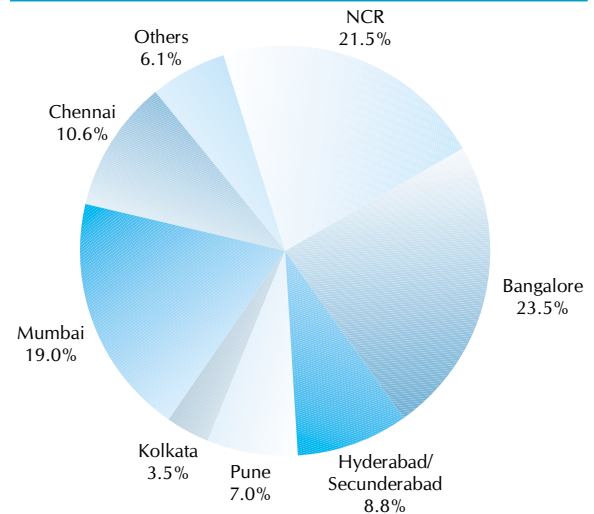- Service Providers 3.5%

Companies have been identified as:
- ❑ large companies with gross revenue of over Rs. 100 Crore
- ❑ medium size companies with gross revenues between Rs. 50 - 100 Crore
- ❑ small companies with gross revenue of less than Rs. 50 Crore

Membership Strength

Bar chart, No. of Companies as Members:
- 1988-89: 38
- 1989-90: 71
- 1990-91: 94
- 1991-92: 131
- 1992-93: 172
- 1993-94: 212
- 1994-95: 262
- 1995-96: 356
- 1996-97: 402
- 1997-98: 464
- 1998-99: 520
- 1999-2000: 600
- 2000-2001: 686
- 2001-2002: 724
- 2002-2003: 800
- 2003-2004: 820
- December 04: 892

Citywise Spread of Membership

Pie chart showing:
- NCR 21.5%
- Bangalore 23.5%
- Hyderabad/Secunderabad 8.8%
- Pune 7.0%
- Kolkata 3.5%
- Mumbai 19.0%
- Chennai 10.6%
- Others 6.1%

THE YEAR IN
REVIEW

PUBLIC POLICY

During the year, NASSCOM continued its focus on working closely with the government on all issues related to the IT industry. The focus during the year was further simplification of procedures, efforts to boost the domestic market, international policy efforts, education and infrastructure.

With the formation of the new government at the centre in June, NASSCOM organized meeting with the Minister for Communication and Information Technology, Finance Minister, Commerce and Industry Minister. The objective of the meeting was to provide an overview of India's IT sector as also present the NASSCOM pre-budget memorandum.

The Union Budget Proposals were presented on 5 July 2004 and activities post the budget included follow-up with Ministry of Finance on various direct, indirect taxation including legal and regulatory issues.

Various representations, interactions, interfaces with government during the year included the following:

- Taxation on foreign companies outsourcing to India (CBDT Circular No. 1/2004 dated 2 January 2004.
- Representation on Apprentice Act, 1961 to Ministry of HRD asking for exempting IT software industry from application of this Act.
- Representation on RNOR issue requesting Ministry of Finance to restore the definition of RNOR as it stood prior to the amendment vides Finance Act, 2003.
- Representation on Accounting Standard AS11 to ICAI for cash flow hedge accounting system:
- Representations and consultative meetings with Ministry of Finance on issues of Japan Tax
- Representation to Reserve Bank of India on hedging of forward contract.

- Representation to Karnataka State government on the hike in sales tax and imposition of entry tax.
- Worked with Ministry of Commerce on SEZ notification for infrastructure parks.
- Representations on doing away with customs bonding in Software Technology parks.
- Worked with the ministries on the Comprehensive Economic Cooperation Agreement proposed to be signed between India and Singapore and provided inputs from an IT software perspective.
- Worked with Ministry of Commerce and IT to provide inputs on services to finalize the agenda of Core Group on Economic Matters
- Organized consultative discussion with Secretary DoT to resolve the issue of "sharing of common infrastructure".
- Worked with the Ministry of Defense and Kelkar Committee on government procurement.
- Data Protection legislation: Significant progress has been made on this issue and necessary changes are being recommended to the Ministry.

Important announcements during the year included:

- Exemption from Custom duty on donation of second hand computers and computer peripherals. Government issued a notification exempting second hand computers and computer peripherals from the whole of duty and additional duty of customs leviable, when received donation by Government run School or other non-commercial organizations subject to the condition that the said organization undertakes to observe the procedure prescribed in the notification.
- Exemption from Declaration of Export of Goods and Software. To further liberalise and simplify the procedures for exports, the limit for declaration of goods/software being submitted by exporters in lieu of furnishing a Declaration in

GR/SDF/PP/Softex Form of exports of goods and software of value not exceeding Rs 25,000 was revised upwards to USD 25,000 or its equivalent.

- Debonding of EOU/EHTP/STP units. CBEC has notified that EOU unit should not be denied permission to debond merely because some show cause notice or confirmed dues is pending against the unit.

- Clarification regarding provisions of section 80HHE of the income tax act, 1961. Central board of direct taxes issued a clarificatory circular that would assist the software industry in reducing litigation on the issue of applicability of the explanation to years prior to its insertion i.e. Whether the explanation is applicable from April 1, 2001 or April 1, 1991.

- External Commercial Borrowings for Overseas Direct Investment/ Mergers and Acquisitions. The Government enlarged the end use of external commercial borrowings to include overseas direct investment in joint ventures and wholly owned subsidiaries.

- Use of common infrastructure for domestic as well as international call center. NASSCOM had taken up this issue in December last year with the Department of Telecommunications (DoT) to boost opportunities in the domestic call center market and provide greater Return on Investment (ROI) for companies that had invested in international call centers and could use these facilities only during night shifts due to predominantly USA clientele. This has since been accepted.

- Haryana and Maharashtra State Government notifications for simplification of procedures for IT/ITES industry. Haryana Government announced the Consent Management Rules for IT/ITES in Haryana and Maharashtra State Government has simplified procedure for Grant of Letter of Intent/Registration to IT Software Units.

- Changes in the Companies Act regarding disclosing income of overseas employees. The Department of Company Affairs, Government of India has exempted IT companies from disclosing the remuneration particulars of their employees posted overseas that was earlier required under Section 217 (2A) of Companies Act 1956 to be provided in their auditor's report.

SECURITY FORUM

Information Security had been identified as a key focus during the year and position India as a Trusted Sourcing destination. NASSCOM completed significant media activity, in India and in the US around this activity including a detailed research report on the Information Security environment in India. NASSCOM also hosted think tanks from US to conduct privacy survey of the Indian industry. A 4E (Engage, Educate, Enact and Enforce) Framework has been adopted by NASSCOM to enable an environment for Trusted Sourcing. Major activities undertaken as a part of the above initiative include the following:

- NASSCOM in discussion with its members has put together a proposal to create a National Registry of employees. NSDL is working with NASSCOM to conceptualise and enable this framework.

- National Advisory Board has been set up comprising of key officials from industry, government, consulting companies and academicians.

- Data Protection legislation: A gap analysis was conducted on data protection between India and US and has been submitted to the government.

- First India-US Information Security Summit organized in Delhi attracted good visibility and a Delhi Declaration on Cyber Security was signed between NASSCOM and ITAA for continued activity.

- Regular interactions were organized with members on issued related to security awareness

- NASSCOM participated in the India-US Cyber security Conference organized by the Government of India and US in Washington. This is a government-to-government forum and for the first time private sector participation was invited.

GLOBAL TRADE DEVELOPMENT PROGRAM

During the period under review, NASSCOM was engaged in major outreach program to counter the 'outsourcing' and privacy related issues emerging as a result of elections that were held in USA. Some of the major activities include the following:

- A range of high-level meetings in Washington DC to spread the message on security and privacy were organized for NASSCOM office-bearers. The message about the 'Economics of Outsourcing' was communicated through a range of studies undertaken with different allies.

- NASSCOM liaised with its allies on security issues in an effort to ensure buy-in from the customers in US and UK helping to drive our initiatives further in India.

- NASSCOM commenced formal engagement with six think tanks in the US - Heritage Foundation, Cato Institute, National Foundation for American Policy, Center for Strategic and International Studies, Brookings Institution, and New America Foundation.

- Meetings were organized in the US (for NASSCOM's representatives) with NASSCOM allies including US Chamber of Commerce, US India Business Council, ITAA, Immigration Sub-committee, India caucus, US Department of Commerce, Department of Treasury and Embassy of India.

- Regular meetings of the UK Chapter of NASSCOM were organized at London and addressed by different officials.

- The US presidential elections getting completed and the passage of the visa legislation raised hopes that much of the fervor around the outsourcing issue has died down. However, NASSCOM continues to work with its allies to allay concerns on emerging issues.

- In the UK, the upcoming national elections raise some, albeit minor, concerns around change in their political leadership, and its consequent impact on the stand of UK politicians towards global sourcing. NASSCOM's engagement with the Information Commissioner, trade unions, think tanks and media continues. NASSCOM is also evaluating a possible EU engagement in 2005.

- NASSCOM delegations regularly visited US and UK to meet with think tanks, policy makers, industry associations and editorial board.

- In the US, the next session of the HTCG (High tech Cooperation Group) was held in Washington and the data privacy was one of the key focus areas. NASSCOM was also invited to speak and participate at the BITS Financial Services Roundtable.

VISITING DELEGATIONS

During the year, NASSCOM played host to a number of visiting delegations.

- NASSCOM hosted a US Congressional delegation led by Mr. David Dreier, Congressman from the State of California, and Chairman of the US Congressional delegation. Mr. Dreier is well known for his positive views on India, particularly related to security and trade issues. A strong supporter of open markets and free flow of goods across global borders, Mr. Dreier has been credited with the introduction of legislation on H-1Bs, to increase the cap on visas given to highly skilled workers.

- NASSCOM organized an interactive session with a group of senior Israeli Venture Capitalists led by Mr. Simon Peres. The interactive session included presentations on the IT industry in both countries as also discussions around potential areas of collaboration.

- A delegation of civil servants led by the CEO of Infocom Development Authority (IDA), Singapore visited NASSCOM and was briefed extensively on the Indian IT industry, relationship with government, NASSCOM's role etc. The delegation was a part of the visit of the Singapore Prime Minister to India.

- A 15 member Chinese IT delegation led by the Mayor of DaLian Province, China visited Mumbai on the 16th of February 2004 with a two-fold objective to explore investment opportunities in India and to promote the Dalian Software Park to

Indian IT companies. A networking meeting was organized by NASSCOM that received members' participation.

- A delegation led by the French Finance Minister for Industries visited NASSCOM as a part of Indo-French Forum. Participants of the delegation included leading French companies including Dassaut, Alcatel, media and other influencers. The delegation focused on more initiatives to build more India-French ICT collaborations as also identify a framework for SME to SME business between the two economies.

- NASSCOM played host to three senior delegations from Taiwan that visited India. Meetings were organized for the delegation with members and government.

- A delegation of MPs from Conservative Parliamentary Friend's of India visited NASSCOM to understand more about India-UK IT trade.

- A delegation from Bahrain Economic Development Board met with NASSCOM and its members to increase business alliances with the region.

- Delegations from Japan including AOTS (Association of Overseas Technical Scholarships); Japan IT Promotion Agency; Japan Bank for International Cooperation; business heads of different provinces in Japan visited NASSCOM and were briefed about the IT collaboration between India and Japan. A high level delegation from the Japanese semi-conductor industry visited Bangalore and interaction was undertaken by NASSCOM Bangalore along with ISA on providing the current status of the semi-conductor industry in India and opportunities for collaboration.

- A high level delegation led by Mr. Helge Sander, Minister of Science, Technology & Innovation, Denmark visited New Delhi and Bangalore on 25 October and 27 October respectively. Seminars on Indo-Danish cooperation in the IT sector were organized in association with NASSCOM and the Denmark Embassy. One-to-one meetings were also facilitated with the delegation.

- A high level delegation led by Mr. Lars - Olof Lindgren, Director General of International Trade, Sweden visited Bangalore on 27 October 2004. A focussed India-Sweden IT seminar was organised at Bangalore with special focus on the one-to-one networking meetings.

- The Korean IT minister accompanying the Prime Minister of Korea visited the NASSCOM office on 5 October 2004 to identify possibilities of collaboration between India and Korea. The meeting was attended by senior representatives from industry.

- A business delegation from the Mauritius Chamber of Commerce visited NASSCOM with the objective of expanding collaboration in the IT sector between India and Mauritius.

- A business delegation from Philippines visited NASSCOM on the 18th October. The delegation was a part of the India-ASEAN summit being held at Delhi. The delegation met with NASSCOM along with representatives of some companies to discuss business collaboration.

- NASSCOM Mumbai organized an interactive session with the Premier of New South Wales – Mr. Bob Carr and the delegation from Australia on 5 November 2004. The focus of the discussion was IT cooperation between India and Australia. An MOU was also signed between NASSCOM Western Regional and AIIA, NSW

INTERNATIONAL EVENTS

Participation at international events and conducting focused road shows and conferences was one of the key activities during the year. Apart from target markets of USA, and UK, NAASCOM also initiated activities in some emerging markets.

- IT trade delegation to Hong Kong and Taiwan aims at boosting trade with these destinations: NASSCOM sent an IT trade delegation to Hong Kong and Taiwan, as part of an on-going initiative to enhance trade cooperation with both the geos. The delegation included Indian ICT companies on the look out for alliances and direct business from industries and Government institutions in these regions. Delegates, apart from one-on-one business meetings at both Hong Kong and Taiwan,

also participated in the seminar and business matching events. While the India-Hong Kong ICT seminar, co-organized by CITB, the Indian Consulate General in Hong Kong, NASSCOM and HKITF, included company presentations, networking among members and a company visit, the seminar in Hsin-Chu and Taipei featured a talk by NASSCOM, and one-on-one business meetings.

- ASOCIO Meetings: The ASOCIO Officers' Meeting was held at Dhaka from 5-7 July. NASSCOM presented an SME collaboration proposal at this meeting. The ASOCIO Officers' also requested NASSCOM to take on the additional responsibility of editing and publishing the ASOCIO 20th Anniversary Publication as well as help make the ASOCIO ICT Summit a must attend for every country. The ASOCIO ICT Summit 2004 was held at Colombo in December.

- **India-Korea IT Summit**: NASSCOM in association with the Federation of the Korean Information Industries (FKII) organized an India-Korea IT Summit on 24 November 2004 at Seoul. NASSCOM led a delegation of 12 Indian companies to Korea from 23-25 November. Apart from the summit, specific meetings were organized with some of the largest Korean companies.

- **NASSCOM-Intellect Offshore Security Dinner**: NASSCOM in association with Intellect, UK organized an 'Offshore Security Dinner' on 16 November 2004 at London. The event focused on a panel discussion and presentations on security issues around off shoring. This was well received by delegates and customers that attended the event.

- **NASSCOM – FT Outsourcing to India Conference:** The fourth annual NASSCOM-FT 'Outsourcing to India' conference was held on 17 November at London. The focus of the event was 'Transforming Value and Shifting Expectations'. The event attracted 38 participants from India and approximately 100 delegates from UK. The conference had a good mix of customers and vendors who highlighted the experiences of outsourcing to India as also challenges that the industry faces. One to one meetings were organized in the post lunch session for the delegates.

- **NASSCOM IT Delegation to Pakistan**: NASSCOM in association with the Pakistan Software Houses Association organized the first Indian IT delegation to Pakistan from 15-18 December 2004. The delegation comprised of 20 leading Indian companies and visited Lahore, Karachi and Islamabad. Meetings were organized with industry and government officials in Pakistan during the three days.

DOMESTIC EVENTS

During the year NASSCOM organised a series of events within the country. These focused on developing domestic market, round tables, vertical industry issues, HR, quality etc.

- **NASSCOM 2004: India Leadership Forum, Mumbai (3-6 February 2004).** The NASSCOM annual event was held in Mumbai from 3-6 February 2004 and was very successful in terms of participation from sponsors, delegates, country delegations, international speakers and the media. Over 1000 delegates participated in the event across four tracks that focused on IT services, BPO, globalization, technology forum, e-governance and country alliances.

- **EuroIndia 2004, New Delhi (26-28 March 2004).** NASSCOM supported and participated in the event EuroIndia 2004, 'Co-operation Forum on the Information Society Technologies' that was organized by European Commission and was held from 26-28 March 2004 in New Delhi. This was the fourth international co-operation events of EU, to showcase the European vision on Information Society Technologies (IST) and enrich it further through international cooperation. Besides receiving a rich and varied mix of delegates from R&D, Business, Academia, Public Authorities and Institutions, EuroIndia2004 offered a pan-European dimension with participants from over 40 countries including many SMEs, which shared their innovations, technologies, applications and products.

- NASSCOM-DLF organizes Night Golf

Tournament for the IT industry: The first ever CEO's Night Golf Tournament was organized by NASSCOM and real estate developer DLF. Attended by over 100 CEOs from IT industry and other sectors, senior government officials, the event provided a god opportunity for networking. A Golf academy for beginners was also organized as a part of this event.

- **NASSCOM at Chandigarh**: As part of NASSCOM's initiative to increase activity in Tier II cities, a focused seminar was organized in Chandigarh on "Business Opportunities and Challenges in ITES-BPO & IT - Mantras for Success". The conference, which was kicked off by Mr. Kiran Karnik featured talks by Jaswinder Ghumman, Convergys; Vivek Atray, Director - IT, UT of Chandigarh; Hemant Krishnan, Sapient; Anita Perumbilavil, Wipro Spectramind; Joyditya Gupta, PWC; Anuj Kumar, CSC, and Rajeev Shukla, Quark Media House (India) Private Limited. The speakers deliberated on business opportunities and challenges existing across the IT consulting, ITES-BPO and human resource domains.

- **NASSCOM-Economic Times CIO Summit:** This was the first major CIO summit that was organized by NASSCOM in association with ET. There were five focus tracks – BFSI, Manufacturing, Healthcare, Telecom, Energy & Utilities. The speakers included a healthy mix of CEOs, CIOs and vendors.

- **IT User Awards:** the IT User Awards function was attended by over 250 people that included a good mix of members and non-members.

- **NASSCOM HR Summit:** NASSCOM's first HR Summit was held at Chennai on 2 September 2004. Over 350 people including HR managers and senior professionals from the industry participated at this summit. The Summit provided a framework for discussing key issues facing the industry including the need for certification, best practices and constant interface with the academia. This event was later replicated at Kolkata, Pune and Hyderabad.

- **NASSCOM Quality Summit**: Held in association with the ISBSG of Australia the NASSCOM Quality Summit drew participation from over 375 delegates including quality heads of IT and BPO companies, consultants and technology vendors. The ISBSG team that visited India was highly impressed with the high quality practices being followed in India and discussed initiative on how they can associate with India in terms of benchmarking.

- **India-US Information Security Summit 2004**: The first India-US Information Security Summit 2004 was organized in Delhi on the 12-13 October 2004. The event was inaugurated by Mr. Kapil Sibal, Minister for Science and Technology and Mr. Ken Juster, Under Secretary of State. The event attracted participation from 350 delegates that included a good mix of industry, government and media. It has been decided to organize this on an annual basis.

- **Opportunity Nagpur** – A two day IT conference focusing on the ITES-BPO Sector, Animation, HR practices and Venture Capital was held at Hotel Tuli International, Nagpur on the 15th and 16th. The event was organized in association with the Vidharba Economic Development Council and drew good participation from the local industry.

- **Succeeding in Japan** - Workshop with India-Japan Foundation: This event was organized in association with the India-Japan Foundation on 18 October at Delhi. The focus of the event was to help Indian companies enter the Japanese market with better understanding of cultural, social and business skills. There was also a special focus on tax laws related to Japan.

- **Bangalore IT.com**: NASSCOM organized its 'IT Innovation in India' event at Bangalore IT.com on 3 December 2004. The event included presentations by the short listed companies of the Southern region as also panel discussions and keynote sessions.

- **Infocom 2004:** NASSCOM in association with the ABP Group organized the 3rd annual Infocomm 2004 at Kolkatta from 1-5 December 2004. The event drew good participation from the industry and was widely covered in the media. A special meeting with the Chief Minister of West Bengal was also organized for the

Executive Council members attending the event

- **Government Leaders Conference with Steve Balmer, CEO, Microsoft**: NASSCOM in association with Microsoft organized a Government Leaders Conference with Steve Balmer, CEO, Microsoft on 16 November 2004 at Delhi. The conference was also addressed by Mr. Dayanidhi Maran, IT Minister and focused on 'Digital Inclusion'. The event was attended by over 100 government functionaries. NASSCOM also partnered with Microsoft for a Developer Forum with Mr. Steve Balmer at Bangalore on 14 November 2004.

- **NASSCOM-NASDAQ Meet**: NASSCOM organized an interactive session on the "Roadmap to NASDAQ" in Bangalore last month. The event featured the long range planning required to achieve the listing and the regulatory, accounting and governance standards and processes needed to be attained to achieve the NASDAQ listing.

- **NASSCOM Animation India 2005**. NASSCOM, in association with Department of IT&C, Government of Andhra Pradesh organised a two day seminar at Hyderabad on 11-12 January 2005. Dr.Y.S.Rajasekhara Reddy, Hon'ble Chief Minister of Andhra Pradesh inaugurated the event. The aim of the event was to highlight the opportunities and challenges presented by the global animation and gaming industry. Issues such as building industry demand, increasing outsourcing, providing access to venture capital funding and creating relevant and skilled manpower to meet the market demand were discussed.

- **NASSCOM – Harvard Business School Symposium**: NASSCOM in association with Harvard Business School organized a Symposium for a group of 100 visiting students from the prestigious institute. The focus of the event was the changing face of the Indian IT industry with increased focus on globalization and the entrepreneurship opportunity in India.

- **Information Security and the Global Legal Environment.** The NASSCOM Mumbai office organized a seminar on information security and related legal issues. The response to the event was overwhelming with about 140 delegates attending the event. Almost all the concerned stakeholders were present in equal numbers – The delegates primarily consisted of, Senior Management and Security Officers of IT and BPO Companies, Security Officers from the IT user community, Security Consultants and Academicians.

- UP Calling 2004, supported by NASSCOM, Kanpur. NASSCOM supported the TiECON UP Calling 2004 and coordinated its key IT & BPO session. The session speakers discussed issues facing the IT & BPO segment and presented how the state of UP can leverage these opportunities. The event focused on Retail, IT services and specific infrastructure requirements of IT services sector.

- **Software Asset Management Seminar, held at New Delhi, Hyderabad, Chennai, Bangalore, Mumbai and Pune.** NASSCOM, in association with Microsoft organized a series of Software Asset Management seminars in New Delhi, Hyderabad, Chennai, Bangalore, Mumbai and Pune from 16-21 February 2004. This educated IT and non-IT companies about streamlining processes, reduce costs and enhance reliability and security. It emphasized that while software inventory and tracking are integral parts of SAM, so are the policies, procedures, technologies, procurement, delivery, deployment and support of the company's software assets. Industry experts, consultants and CIOs from vertical segment provided the valuable insights on making business simpler with Software Asset Management (SAM)

- **Address by Norman J. Ornstein:** Norman J. Ornstein, prominent research scholar and director of the Transition to Government project (associated with the US-based think tank the American Enterprise Institute for Public Policy), addressed a gathering of NASSCOM members in New Delhi this month. A part of the NASSCOM Speakers Club series, the talk focused on the US political scenario, the upcoming Presidential elections and how they related to economics, trade and foreign policy.

- **Interactive session with CTO of Sun Microsystems:** NASSCOM Bangalore organized an interactive session with Mr. Gosling, CTO of Sun Microsystems and the brains behind the Java phenomenon. The session provided insights on the technology and spent time interacting with Indian software developers, technical heads, system consultants, software engineers and research analysts, who attended the program.

- **IT Influencers Session with Steve Mills, Vice President, IBM Software Group:** NASSCOM in association with IBM organized an IT Influencers Session on 8 November 2004 at Bangalore. The focus of the session was 'Open Source: An enabler for e-governance'. The event was attended by IT secretaries and senior government officials.

- **Talk by Mr. Francis Sermet, CEO, Development Economic, Western Switzerland, Mumbai.** NASSCOM organized a talk by Mr. Francis Sermet, CEO, Development Economic, Western Switzerland with a purpose to educate the Indian IT companies that are keen on entering Europe. The members learnt about the viability of the Cantons of Vaud, Valais and Neuchatel in western Switzerland as an ideal, low-cost, tax-effective location for setting up subsidiary companies.

- **Meeting with Chief strategist of Silicon Valley Bank**. NASSCOM hosted a special meeting with the Chief Strategist of Silicon Valley Bank. The focus of the meeting was on trends in the Indian IT & BPO industry and how the member companies can work with the Silicon Valley Bank on innovation funding models.

- **Infinite Possibilities Book Launch with UK Trade and Investment:** UK Trade and Investment in association with NASSCOM has released a book 'Infinite Possibilities'. This book provides a roadmap to help Indian companies that wish to set up operations in the UK. Book launch functions in association with UKTI were organized in Delhi on the 19th October, Mumbai on the 25th October and Bangalore on 2 December.

- **Roundtable with Mr Cris Caine, Worldwide Head-Government Affairs, IBM Inc.** NASSCOM in association with IBM organized a Roundtable meeting with senior officials from the Government of India and industry with Mr Cris Canes, Worldwide Head-Government Affairs, IBM inc. The discussion focused around strategies for e-governance and the anti-outsourcing strategies.

RESEARCH & REPORTS

Research continues to be a key focus at NASSCOM. During the year, NASSCOM in partnership with international agencies published reports / survey on various issues of relevance to the industry. These include the following:

- **Indian ITES-BPO Services Providers Directory 2004.** This contains more than 170 comprehensive company profiles (contact details, area of specialisation, applications, quality certification, markets, financial figures, turnover in India and overseas, etc.). The Indian ITES-BPO Service Providers Directory 2004 is a comprehensive overview of the ITES-BPO market in India, providing details on ITES-BPO players operating in this segment, which are registered with NASSCOM. The Directory is targeted at global and domestic companies interested in outsourcing to India, and who are seeking partners for the same.

- **The IT Industry in India –Strategic Review 2004.** NASSCOM's annual ICT industry study, Strategic Review, provides comprehensive analyses on the performance of the sector across various market segments during the year. Strategic Review focuses on providing a macro and micro view of the ICT sector, statistically evaluates the ICT industry during the year, makes key recommendations for the companies operating within this market and the country's Central and State Governments.

- **NASSCOM-KPMG report on Human Resource requirement of the IT industry.** As a part of Department of Information Technology Task Force on the Human Resource requirements for the Indian IT industry, NASSCOM in association with KPMG published a detailed report on the manpower requirement of Indian IT and BPO industry and outlines the strategies that needs to be initiated to ensure the availability of sufficient quality and quantity of IT professionals in the industry.

- **FY04 results and FY05 forecasts**: These were announced in June 2004 through a press conference in Delhi.

- **Services Trade Research**: Research study initiated with ICRIER and with inputs from CSI. For the first time ever, NASSCOM collaborated with key services associations from around the world and submitted a joint letter to Dr. Supachai of the WTO.

- IMRB completed the CSMM survey to assess effectiveness of NASSCOM. For the 2nd year in a row, NASSCOM continues to be rated higher than any other industry association in the country.

- KPMG completed the Location Attractiveness Study for NASSCOM

- Hewitt embarked and completed the 3rd Total Rewards Study for NASSCOM

- Bandwidth study was completed and recommendations submitted to TRAI.

- Market Intelligence Service has been re-launched for SME Members

- Research reports on RFID and Nanotechnology

CEO FORUMS

NASSCOM hosted a series of CEO forums across the country with key CEO's visiting the country. These included:

- **Leadership talk by Microsoft CFO**: Bangalore was the venue for yet another important event. NASSCOM played host to Mr. John Connors, Chief Financial Officer, Microsoft Corp. "IT DOES MATTER" was the theme of the session, which brought together some of the well known members of the Indian software community. The talk highlighted how use of IT is today less about building an IT advantage and more about building an Information advantage.

- **NASSCOM CEO Forum with Michael Marks, CEO, Flextronics**: This was done in association with HSS at Bangalore. The focus of the talk was the changing face of software.

- **NASSCOM CEO Forum with Mr. Ben Veryaawen, CEO, BT** was organized in Bangalore

and Delhi on 7 and 8 September. Both events attracted high participation and have been appreciated by members.

- **CEO Dinner with Chennai members:** To launch the NASSCOM office at Chennai, a CEO networking dinner was organized at Chennai on the 4th October 2004. Over 80 members attended the event and were appreciative of NASSCOM's decision to start operations in Chennai.

- **CEO Forum with Senator Larry Pressler**: This was organized in Delhi on the 8th October and focused on 'US elections: Implications on Offshoring and Climate post election'. Over 80 people attended including large sections of media

- **CEO Forum with Lloyds Bank Chairman:** This was organized in Delhi on the 19 October 2004. Mr. Maarten Van de Bergh, Chairman, Lloyds focused on the globalization of the economy, changes in the financial services industry and issues for IT industry.

- **CEO Forum with Harris Miller, President, ITAA** in Mumbai, Hyderabad and Chennai. CEO Forums were organized with Mr. Harris Miller, President, Information Technology Association of America (ITAA) in Mumbai (11 October), Hyderabad (14 October) and Chennai (15 October). Mr. Miller focused his presentations on 'Getting to WOW: Is Information technology realizing its potential'. The presentations were well received in the three cities. Meetings for Mr. Miller were also organized with the Chief Minister of Andhra Pradesh, Indian School of Business and member companies of NASSCOM / ITAA.

- **Luncheon meeting with Prime Minister of New Zealand**. A luncheon meeting of CEOs was organized with the Prime Minister of New Zealand – Helen Clark during her visit to India at Bangalore on 18 October 2004. The discussions focused on the IT collaboration opportunities between India and New Zealand and the new media innovation taking place in New Zealand.

- **Luncheon Roundtable with Sam Palmisano, Chairman, IBM**. A luncheon meeting with select members from government and industry was

organized in Delhi on the 28th October with Mr. Sam Palmisano. He spoke on the subject of 'Innovation Ecosystem in Developing economies' and the role IBM could play in facilitating this in India

- **NASSCOM CEO Forum – Richard Granger**: NASSCOM Chennai organized a CEO Roundtable with Mr. Richard Granger, CIO, National Health Services, UK on 2 November 2004.

- **CEO Forum with Mr. Craig Barrett, CEO, Intel**: NASSCOM organized a CEO Breakfast forum with Dr Craig Barrett, CEO, Intel on 19 November 2004 at Bangalore. The CEO forum discussions focused on 'Corporate Governance' and was attended by over 150 senior officials.

ITES-BPO FORUM ACTIVITIES

NASSCOM ITES-BPO Forum during the year focused on key issues facing the industry with a focus on HR, process excellence and promoting India as a destination for BPO. The activities included:

- **NASSCOM ITES-BPO Strategy Summit 2004:** NASSCOM's annual ITES-BPO Strategy Summit 2004 was held at Bangalore on 9-10 June 2004. The summit was well attended with over 500 delegates, 23 sponsors and 45 speakers. The recently appointed Chief Minister of Karnataka – Mr. Dharam Singh also addressed the event and reassured the IT industry on the state government's support.

- **Certification Program for BPO employees:** Details have been worked out with Hewitt Associates to roll out a certification program for BPO employees. This will serve to expand the 'employable population' from 3-4% to 20-25% of the total graduate population. The program is platform independent and NASSCOM will own the IP on the certification which will be licensed to test providers, training agencies and testing agencies.

- **BPO Employee Awards:** NASSCOM has initiated this with E&Y – timed for June 2005. This will drive the demand side of the labor market. Concomitant with a low-key awareness drive, it will serve to dispel myths of employment in the

BPO industry and demonstrate success stories of long-term career in the industry.

- **Rankings of ITES BPO companies** This was completed in June 2004 and was extensively published in the media.

- **BPO HR Forum:** Regular meetings of the BPO HR Forum are being held in different cities e.g. New Delhi, Mumbai, Bangalore, Hyderabad and Chennai. These meetings are useful to highlight common issues and collaborate in areas such as no-poaching pacts, relieving letters etc.

- **Study on Operational Excellence for ITES-BPO industry with QAI**: NASSCOM –QAI released the research study on 'Key operational excellence challenges for the ITES-BPO industry'.

- NASSCOM supported the Underwriter Laboratory in organizing seminars on 'e-SCM' framework at Delhi, Mumbai, Bangalore and Chennai.

- NASSCOM conducted a pilot training workshop for industry's middle managers. The pilot was designed and executed by QAI India. This pilot programme was held at Mumbai from 22-27 November 2004. The courses conducted were; CBTL – Certified BPO Team Leader, first-level and CBQL – Certified BPO Quality Analyst.

SME FORUM ACTIVITIES

Quality Workshop for SMEs: A special session for SME companies on achieving quality certifications was organized in Chennai. The idea was to create a guide for the small and medium players on how they could go for key quality accreditations. Over 110 SME representatives participated in the session which included an interactive panel discussion with three groups of speakers: Beneficiary (heads of organizations); Certifiers (Certification/ Assessment bodies) and Enablers (Consultants).

SME Forum focuses on quality practices: NASSCOM's SME Forum (West) played host to seminars in Pune and Mumbai that were focused on the role of process quality in achievement of High Performance Organization goals. The Topics covered at the seminar were - India Inc. Quality Journey, Current Quality Practices, CMM/CMMI/PCMM, HPO Goals- Vision, Value System and Strategy.

Quality Cluster for SMEs in the Northern Region: A quality cluster as been initiated in Delhi to offer a discounted price for SME members to go in for Quality certification - CMMi - Level 3.

IFPUG Examination. NASSCOM organized the IFPUG Examination at Bangalore. 60 candidates took the examination on 6 August 2004. 2 proctors from IBM Australia conducted the examination.

Talk on Effective Commercialization of Technology at Hyderabad. Over 85 delegates participated in a talk for SMEs organized by NASSCOM in Hyderabad. Hosted in association with the Indian School of Business (ISB), the talk was centered around "Effective commercialization of Technology". Ms. Padmasree Warrior, Senior Vice President and Chief Technology Officer, Motorola Inc. made a strong case for technology making business sense for a company. In her presentation, Ms. Warrior highlighted the ways of creating value from intellectual property, guiding creative research from innovation through early-stage commercialization and influencing standards and roadmaps.

SME Collaboration: The NASSCOM Hyderabad SME Forum organised a presentation by Mr. Ganesh Natarajan, Deputy Chairman and Managing Director, Zensar Technologies. The Forum's agenda was on Global Outsourcing Trends and opportunities for SMEs. He emphasized on collaboration as a route to SME success.

Meeting with the Chief Minister: An interactive session was organized with the Chief Minister of Andhra Pradesh – Dr Y. S. R. Reddy and the IT industry at Hyderabad on 2 July. During the session, Dr Reddy, reassured the industry of the state government's support and commitment.

NASSCOM Hyderabad organized a SME focus seminar on Embedded Software - Opportunities and strategies: Speakers included CEOs from Pinexe, Adaptech, Analog Devices and Qualcom.

Human Capital Management – Key resource for knowledge based industry. A panel discussion on HCM-Key resource in KB industry was organized under NASSCOM SME Forum at Hyderabad on 29 September 2004. The panel consisted of speakers from Kenexa Technologies, Nipuna Services,

Convergys Information Management and Pinexe.

HR Networking Forum 'Retention in the IT Services and ITES / BPO Services Industry', Hyderabad. NASSCOM organised HR networking forum under its SME initiative program to debate people and business related problems that impact the direction of the Indian software service/ BPO industry at large. Ideas on how the industry worldwide retains their people; tips from practitioners in the software services / BPO industry known for their outstanding people environment, and an opportunity to meet and network with fellow people development professionals were debated.

Round table on 'Running IT like a business', Hyderabad. NASSCOM organised round table conference under its SME initiative program on 9 March 2004 on 'Running IT like a business' to address the importance and benefits of IT and business overall as also how IT needs to be aligned with business expectations and IT goals in terms of cost, productivity and quality of service.

SME forum focuses for financing SME growing businesses, Delhi. The SME event focused on financing strategies for SME businesses. Speakers, including Mr. Ajay Relan of Citigroup and Mr. Subinder Khurana of MarketRx addressed the issues of VC and private equity funding in 2004 and the strengths VCs looked for, when investing in an SME company. A focus was also provided by Mr. Paritosh Gupta, SIDBI, on financing growing SME businesses. Dr. A.K. Sengputa, Managing Director, Foundation for Innovation and Technology Transfer spoke on incubations for technology startups.

A roundtable with SME members was organized in Delhi on the subject of 'Changing Face of IT Consulting'. This was led by Mr. Arjun Malhotra, Chairman of Headstrong who detailed the changes driving IT consulting.

NASSCOM SME Forum, Delhi organized a two day workshop on "Disciplined Framework for addressing Growth Challenges".

Code of ethics, Addressing HR issues, Delhi. NASSCOM organized a meeting on 'Code of ethics, addressing HR issues. It was decided that as industry needs to continuously evolve a strong manpower

development strategy centered around Best Practices in the area of HR management, the sector can maintain growth momentum and remain a major platform of employment for young Indians by focusing on the areas of recruitment, retention and retraining (re-skilling).

"Outsourcing agreements and M&A, New Delhi. NASSCOM and TiE Delhi organized a lecture by Mr Stephen D.Gillespie, a partner in the Intellectual Property Transactions Group of Fenwick & West LLP, a premier Silicon Valley law firm specializing in high technology matterson. He addressed the topic "What U.S .Lawyers Look for in Outsourcing Agreements with Indian Companies, and Why?" Followed by his presentation, a panel of experts from the industry discussed Outsourcing and Mergers & Acquisitions.

Western region SME companies launch speakers' club: The Western launched the Speakers' Club for SME companies with a focus on "Building a global brand the Indian way," Mr. Herald Horgen, CEO of the York Group talked on SMEs making a global entry and building a profitable international channel.

NASSCOM Speakers' Club, Western Region hosted a talk by Mr. Ralph Linsalata, Sr. Vice- President, Corporate Planning and Development, Novell Ventures. The topic of the discussion was "Opportunities in Open Source".

NASSCOM Speakers Club for the Western Region hosted a talk by Prof. Michael Cusumano on "The Business of Software". Michael A. Cusumano is the Sloan Management Review Distinguished Professor at the Massachusetts Institute of Technology's Sloan School of Management.

NASSCOM Speakers Club, Western Region organized a talk on PLM (Product Life Cycle) Management at Pune with James Heppelmann, the Executive Vice President of Software Products and CTO of PTC

NASSCOM Speakers Club Bangalore hosts IBM's Mark Hanny: The Bangalore Speakers Club, an hosted a talk by Mr. Mark Hanny, Worldwide VP, ISV Alliances and Go-To-Market, ISV & Developer relations, IBM. In his talk titled "Partnering for Growth," Mr. Hanny spoke about his experiences

in the ISV segment and shared with attendees the changing "wants and needs" of ISV partners. He also provided insights on the changes IBM has made in its ISV Partner program, based on feedback from partners across the world.

NASSCOM Speakers Club at Bangalore hosted a CEO Roundtable with Mr. Nick Donofrio, Senior Vice President, Manufacturing and Technolgy, IBM Corporation.

NASSCOM Speaker Club at Hyderabad hosted a talk by Alan Jebson, Group COO, HSBC on 'Global Outsourcing'.

The NASSCOM Speakers Club at Hyderabad hosted a talk by Mr Yogesh Gupta, CTO of Computer Associates on the 'Age of management Software'.

NASSCOM Speakers Club, Hyderabad: Talk on "The Next Wave of offshore outsourcing by Innovative Technology / Intellectual Property based product and services companies" by Sanjay Anandaram, Founding partner Jumpstart was organized on 6 August 2004.

NASSCOM SME Forum, Bangalore: Seminar on "Best Practices in Software Marketing" was organized in association with IBM.

IT Innovation in India: The 'IT Innovation in India' roll-out was extensively conducted across the country and more than 95 companies sent in nominations. The nominations were duly scrutinized forwarded to the panelists, conference calls organized to discuss finalists in each city and events were planned in the three regions. The Northern region 'IT Innovation in India' event was held in Delhi on the 28 October 2004. The event was attended by over 80 members and was greatly appreciated by all the emerging companies. The IT Innovation in India Mumbai session took place on 1 November 2004. The event was attended by over 100 people. The Bangalore session was held on 3 November along with Bangalore IT.com.

Exclusive interaction with Nokia designers and technologists: A meeting was organized for SME companies in the wireless space with a team of visiting Nokia designers and technologists. The focus of the meeting was to identify opportunities for the SME companies to work with Nokia for content /

application development.

NASSCOM HR Forum: A seminar for HR managers of SME companies was organized on 25 November 2004 at CSC, Noida. The seminar focused on 'Execution: How companies can move there strategies to action' and was addressed by Dale Carnegie, CSC and Birlasoft.

Retention in the Software Services Industry, New Delhi. Under its SME Forum activities, NASSCOM organized a HR Networking event to address the issue of retention in the software services industry on 24 February 2004 in New Delhi. The event aimed towards establishing a network of HR professionals from SME and large software companies to debate people and business related problems that impact the direction of the Indian software service industry at large. The issues of retention of talented employees and acquiring of new employees were also discussed.

PRODUCT FORUM

Product Growth Strategies - Mentoring for SMEs, New Delhi. A Session 'Doubling my Product Sales in 12 - 24 months' was organized in New Delhi on 5 March 2004. The event had three SME speakers who shared their experience about their Product growth strategies and panel of six members provided detailed feedback to the panelists.

"Building up Scale in Product Business", New Delhi. The event had speakers from Subex, Compulink, Ramco & I-Flex. The event was well attended and was appreciated by members.

NASSCOM Product Forum meeting. A seminar on Building scale in product business was organized in Hyderabad on 25 November 2004. . Mr. B.V.R.Mohan Reddy chaired the meeting. Mr.Subash Menon (Subex), Mr.Vishnu Dusad (Nucleus) and Mr.Vishwas Mahajan (Compulink) spoke at the event which was attended by 68 delegates, mostly from product companies.

A product roundtable was organized in Delhi and Bangalore on the subject of getting value from your product development lifecycle. Senior speakers from British Telecom – Steve Davey and Julian Nolan addressed this roundtable.

Seminar on Offshore Product Development: The NASSCOM Deli office organized a panel discussion on Offshore Product Development which had speakers from Aspire Systems, Aditi Technologies, Persistent Systems & Symphony Services. The event was well attended and got excellent feedback from industry. The NASSCOM Chennai office followed this up with a seminar on the subject that again drew a good response from Chennai members.

IT WORKFORCE INITIATIVE

To promote greater interaction between the industry and the academia, NASSCOM launched the IT Workforce initiative during the year. The activities amongst others, included the following:

- Industry – Academia partnership seminar was organized by Government of West Bengal in association with NASSCOM and CII on 27 August.

- Prof Nigvekar, Chairman, UGC made a presentation to the NASSCOM Executive Council and suggested an MOU between NASSCOM and UGC as also setting up of Entrepreneurship development Cells. Draft MOU is being discussed with UGC.

- Proposal on Faculty Development Program initiated with UGC

- Supported the Industry-Academia seminar organized by Kalzoom in Pune

- Industry – Academia Roundtable on 1 September 2004 at Chennai. This was attended by over 50 people including VC of Anna University and other leading academicians

- The HR Summit was organized under this initiative and is being made into a regular forum.

- Roundtable on 'E-Learning policy for India' was organized in Delhi on 27 September alongwith Marcelo Romano of IBM. This was attended by industry and academia.

- An Industry-Academia meet was organized in Pune on 29 September at the University of Pune. The focus was on identify specific opportunities for building alliances between industry and academia. Over 40 people attended this meeting.

- A brainstorm session of key Academic heads of IT companies was organized in Delhi on 30 November 2004. The focus of the session was to identify activities under the NASSCOM IT Workforce initiative and also assign specific roles to interested members. Dr Narayanan of TCS was appointed as overall convenor of this initiative.

- **Industry Academia HR meet – 7 December 2004**. An industry – academia HR workshop was organized by NASSCOM is association with University of Hyderabad. The aim of the workshop was to get the IT industry, government and academia on one platform to discuss common issues / concerns, facilitate exchange of information on emerging technologies and share perspectives on HR trends and practices. 120 delegates including VC's from Nagarjuna, Osmania and JNTU, Dean ISB and heads of Engineering colleges / management institutes from all over AP and IT companies attended the event.

MUMBAI CYBER LAB

NASSCOM and Mumbai Police joint initiative, the Mumbai Cyber Lab was launched on 8 March 2004 to ensure the safety of the connected world. The Lab is set to promote collaboration among the Mumbai Police, IT industry, academia and concerned citizens to address cyber crime. The Lab, housed at the Worli Police Station was inaugurated by the commissioner of Police Shri. A.N. Roy.

As a part of the Mumbai Cyber Lab initiative to spread awareness and educate Internet and computer users about Cyber Safety and Cyber Crime, NASSCOM and Mumbai Police organized a series of activities under this initiative including:

- Suraksha Setu**:** A Suraksha Setu- Meeting of Minds was held to discuss the Cyber Safety Week.

- Curtain Raiser to the Cyber Safety Week 2004. Digital Video Conference on 'Cyber Terrorism' at the American Center auditorium

- Inauguration of the Cyber Safety Week 2004 at NCPA Auditorium addressed by Mr Damodaran and Mr Anand Mahindra

- Launch of 'eSecurity Club' at SNDT College, Churchgate

- Seminars at Colleges in Mumbai

- Seminar with IBA on 'Making Money Transactions Safe on the Internet'

- Internet Relay Chat of Ethical Hackers

- Opportunities and Challenges for the Chartered Accountants in the e-Security Space Seminar with the WRIC-ICAI

- Seminar on 'Cyber Laws for the Public Prosecutors

- Seminar for CIOs

- Seminar on eSecurity Challenges for Sr. Police Officers

- Seminar on Careers in the eSecurity World

- Conference on Technology, Regulation and Cyber Safety for the Financial Community

- Panel discussion on Financial Institutions and Technology in the 21st Century

- "Internet Piracy and revenue losses" a discussion with the entertainment industry

- Seminar on "How to protect your child from the pornography on the net

- White Paper Contest on Cyber Laws

- Seminar on ATM Frauds

- Seminar on IPR for Police

- Seminar on "Experiences with Cyber Crime"

- Discussion on the Digital Shield for Maharashtra

- Seminar for All India Heads of Cyber Crime Cells – "Sharing of Thoughts"

- Valedictory Function with Mr Nandan Nilekani and Mr Jerry Rao

- A joint initiative of the Mumbai Police and NASSCOM, eSecurity Clubs were launched in 2 colleges during the month- At National College, Bandra (W) on the 11th of September 2004 and at SNDT College, Matunga on the 15th of September.

- A meeting was organized with the Bar Association and the Technology Law Forum at the Bombay High Court on 5 October. The meeting focused on how the IT industry and the legal community can work together to strengthen the legal framework for IT and cyber related offences

- Meeting with the Maharashtra Police Academy

Director, Mr. Sanjeev Dayal, IPS and other senior officials was organized on 6 October. The purpose of the meeting was to discuss how the Mumbai Cyber Lab initiative can be extended on a state wide basis and to assess the feasibility of conducting cyber training for the Maharashtra Police personnel at the Academy

- Meeting with the Commissioner of Police, Pune, Mr. D. N. Jadhav, IPS was organized on 21 October to initiate the Cyber Safety Initiative in Pune.

- Meeting with the DCP (D.E.) Pune, Mr. Sunil Phulari, IPS to lay the roadmap for initiating the Cyber Security initiative with the Pune Police and launching Cyber Training for Pune Police Personnel.

- **Launch of be-secure:** The Commissioner of Police, Mumbai, Mr. A. N. Roy, IPS launched 'be-secure', a newsletter for spreading the eSecurity Initiative.

MISCELLANEOUS

Steering Committee member of WITSA: At the World Congress on Information Technology 2004 held at Athens, Greece in May 2004, NASSCOM was admitted as a Steering Committee member of WITSA (World Information Technology and Services Alliance).

Online Company Search beta version launched: This is the version which allows the users to make queries on different type of members based on their skillsets/specialization. A sneak preview of the functionality will be provided to members around 20th Oct.

International Olympiad in Informatics 2004. Since 2003, NASSCOM has been partly funding the travel for the Indian students for the International Olympiad in Informatics. The 2004 event was held in Athens, Greece.

India won three medals at the International Olympiad in Informatics 2004 (IOI-2004), which was held in Athens, Greece last week. Harpreet Singh from Noida won a silver medal while R. Shreevatsa from Bangalore and Kshitij Bansal from Noida both won bronze medals. About 300 participants from 75 countries participated in IOI-2004.

The Indian team to IOI-2004 was selected and trained by the Indian Association for Research in Computing Science (IARCS), in collaboration with CBSE. Major funding for the activity was provided by NASSCOM and Sasken.

A meeting was organized with the winners of the Informatics Olympiad with the President of India – Shri APJ Abdul Kalam on 14 November (children's day). The President spent some time with the award winners and gave some encouraging advice.

ASOCIO 20th anniversary awards. ASOCIO, Asian Oceanian Computing Industry Organisation is celebrating its 20th anniversary this year at the ASOCIO annual summit at Colombo from 1-3 December 2004. At this event, ASOCIO recognized individuals and organizations that have made a special contribution to ASOCIO. From India, Mr Ashank Desai and the Late Dewang Mehta were given these awards. Mr F. C. Kohli as the Past President of ASOCIO was also felicitated at this event.

NASSCOM selected as one of the seven finalist for the 2004 Petersberg Prize. NASSCOM had filed its nomination for the 2004 Petersberg Prize initiated by the Development Gateway Foundation. Out of the 200 submissions worldwide, an independent panel of jurors, led by Jorge Quirogo, former President of Bolivia, selected NASSCOM as one of the seven finalists for the award. NASSCOM's work was recognized for propelling the software industry in India and stimulating a new economic sector for the country. The final award was given to the Grameen Bank Village Phone, Bangladesh for excellence in the use of ICT for social and economic development.

MEMBER
COMPANIES

The following is listing on NASSCOM members as on 31 December 2004

- 24/7 Customer.com Pvt. Ltd.
- 3D PLM Software Solutions Ltd.
- 3i Infotech Ltd.
- A G Technologies Pvt. Ltd.
- Abhishek Infotech Pvt. Ltd.
- ABM Knowledgeware Ltd.
- ABO Software Pvt. Ltd.
- ACCEL Software and Technologies Ltd.
- AccelTree Software Pvt. Ltd.
- Accenture Services Pvt. Ltd.
- ACCPAC India Pvt. Ltd.
- Accurum India Pvt. Ltd.
- Ace Software Exports Ltd.
- ACES Infotech Pvt. Ltd.
- Acumen Software Technologies Ltd.
- ADCC Research & Computing Centre Ltd.
- Adea International Pvt. Ltd.
- Aditi Technologies Pvt. Ltd.
- ADP India Dealer Services Pvt. Ltd.
- ADP Pvt. Ltd.
- Advent Software Ltd.
- Adventity BPO India Pvt. Ltd.
- AdventNet Development Centre (India) Pvt. Ltd.
- Affiliated Computer Services of India (P) Ltd. (ACS)
- Affinity Software
- Agarwal Management Consultants Pvt. Ltd.
- Agere Systems India Pvt. Ltd.
- Airline Financial Support Services (I) Pvt. Ltd.
- Aithent Technologies Pvt. Ltd.
- Ajax.com Pvt. Ltd.
- Ajuba Solutions (India) Pvt. Ltd.
- Alcatel Development Centre Chennai (P) Ltd.
- Alcatel India Ltd.
- Alden Prepress Services Pvt. Ltd.
- Algorithms Software Pvt. Ltd.

- All e Technologies (P) Ltd.
- All India Society For Electronics & Computer Technology (AISECT)
- Alliance IT Consulting India Pvt. Ltd.
- Allsec Technologies Ltd.
- Alphabetics Computer Services Pvt. Ltd.
- ALSTOM Projects India Ltd.
- Altair Engineering India Pvt. Ltd.
- Amadeus India Pvt. Ltd.
- America Online Member Services India Pvt. Ltd.
- American Express (India) Pvt. Ltd.
- American Megatrends (India) Pvt. Ltd.
- Annik Systems Pvt. Ltd.
- Antares Systems Pvt. Ltd.
- ANZ Information Technology Pvt. Ltd.
- Apex Computer & Engineering Services
- AppLabs Technologies Pvt. Ltd.
- Applied Software Pvt. Ltd.
- Appulse Retail Software Solutions (P) Ltd.
- Apt Software Avenues Pvt. Ltd.
- Aptech Ltd.
- Are Technologies Ltd.
- Aress Software & Education Technologies (P) Ltd.
- Ariba India Pvt. Ltd.
- Arya Communications & Electronics Services Ltd.
- Aryabhatta Solutions Ltd.
- Ascendas (India) Pvt. Ltd.
- Ashtech Infotech Pvt. Ltd.
- Ashurst
- Aspinwall Technologies Ltd.
- Aspire Systems (India) Pvt. Ltd.
- Astron Document Management Pvt. Ltd.
- Astute Systems Technology Pvt. Ltd.
- Atari Informatics Ltd.
- Atos Origin India Private Limited
- Autodesk India Pvt. Ltd.
- Avani Cimcon Technologies Ltd.

- Avaya GlobalConnect Ltd.
- Aver Software Technologies Ltd.
- Aviation Software Development Consultancy India Ltd.
- Avocent Networking Products Pvt. Ltd. (Avocent India)
- AXA Business Services Pvt. Ltd.
- Axes Technologies (I) Pvt. Ltd.
- Aztec Software & Technology Services Ltd.

- B2B Software Technologies Ltd.
- Baazee.com India Pvt. Ltd.
- BAeHAL Software Limited
- Bahwan CyberTek Pvt. Ltd.
- Bangalore Softsell Ltd.
- Barry-Wehmiller International Resources Pvt. Ltd.
- Baypackets Technologies Pvt. Ltd.
- BD Innoware Pvt. Ltd.
- BEA Systems India Pvt. Ltd.
- Bechtel India Pvt. Ltd.
- Beehive Systems Ltd.
- Bells Softech Limited
- Bentley Systems India Pvt. Ltd.
- Bersoft Infotech Pvt. Ltd.
- Bertelsmann Marketing Services
- Bharti Telesoft Ltd.
- BillJunction Payments Limited
- Bindview India Private Limited
- Birlasoft Limited
- Bitplus Information Technologies Pvt. Ltd.
- Blue Chip Computer Consultants Pvt. Ltd.
- Blue Star Infotech Ltd.
- BMC Software India Pvt. Ltd.
- Borland India Pvt. Ltd.
- Botree Software International Ltd
- BPB Publications
- BPL Telecom Ltd.
- BrainRoots Solutions Private Limited
- Brainstorming Company (International) Pvt. Ltd.

- Brainvisa Technologies Ltd.
- BrickRed Technologies Pvt. Ltd.
- Brigade Corporation India Pvt. Ltd.
- British Deputy High Commission
- BSEL Information Systems Limited
- BT India Pvt. Ltd.
- Business Process Outsourcing (India) Pvt. Ltd.
- Busy Infotech Pvt. Ltd.

- CA Computer Associates India Pvt. Ltd.
- Cable and Wireless
- Cadence Design Systems India Pvt. Ltd.
- CalSoft Private Limited
- Camellia Infotech Ltd.
- Canbank Computer Services Ltd.
- Canon India Pvt. Ltd.
- Capgemini Consulting India Pvt. Ltd.
- Capital One Services Inc
- CapMark Overseas Processing India Pvt. Ltd.
- Caresoft Inc. India
- Caritor (India) Private Limited
- CashTech Solutions India Pvt. Ltd.
- CA-TCG Software Pvt. Ltd.
- CB Richard Ellis South Asia Pvt. Ltd.
- CDS International Ltd.
- CE Info Systems Pvt. Ltd.
- Cedar Consulting Pvt. Ltd.
- Celcius Technologies Pvt. Ltd.
- CellExchange (India) Pvt. Ltd.
- Cellnext Solutions Ltd.
- Celstream Technologies Pvt. Ltd.
- Centre for Development of Advanced Computing (C - DAC)
- CG Maersk Information Technologies Pvt. Ltd.
- CGI Information Systems and Management Consultants Pvt. Ltd.
- CG-Smith Software Pvt. Ltd.
- Chakkilam Infotech Ltd.
- Champion Voyager Designers Pvt. Ltd.
- Chandigarh Infotech Centre Ltd.
- Changepond Technologies Pvt. Ltd.
- Cherrysoft Technologies Ltd.
- Choudhary International Pvt. Ltd.
- Churchill India Pvt. Ltd.
- CI.COM (P) Ltd.
- Cisco Systems (India) Pvt. Ltd.

- CISTEMS (Software) Ltd.
- Citibank N.A.
- Citrix Systems India Pvt. Ltd.
- CLI3L e-Services Limited
- CMC Limited
- Codelinks Data Services Pvt. Ltd.
- Cognizant Technology Solutions India Pvt. Ltd.
- CollabNet Software Pvt. Ltd.
- Colwell & Salmon Communications (India) Ltd.
- Comat Technologies (P) Ltd.
- Compare Infobase Pvt. Ltd.
- Compulink Systems Ltd.
- Computech Enterprise Solutions Pvt. Ltd.
- Computer Sciences Corporation India Pvt. Ltd.
- Concen Tek Pvt. Ltd.
- Congruent Solutions Pvt. Ltd.
- Consolidated Cybernetics Co. Pvt. Ltd.
- Consulting Engineering Services (I) Ltd.
- Continuum Solutions Pvt. Ltd.
- Continuum Systems Pvt. Ltd.
- Convergys India Services Pvt. Ltd.
- Convergys Information Management (India) Pvt. Ltd.
- Corbus (India) Private Limited
- Cordiant Technologies (P) Ltd.
- CoreObjects India Pvt. Ltd.
- Corpus Software Pvt. Ltd.
- Covansys India Ltd.
- CP Ships IT Services Pvt. Ltd.
- Cranes Software International Ltd.
- Creative Business Solutions
- Crest Animation Studios Ltd.
- CrimsonLogic India Pvt. Ltd.
- Crossdomain Solutions Pvt. Ltd.
- Cybage Software Pvt. Ltd.
- CyberQ Consulting Pvt. Ltd.
- Cybertech Systems and Software Ltd.
- Cygnus Software Pvt. Ltd.
- Cymbal Information Services Pvt. Ltd.
- Cyrca Data Security Solutions (P) Ltd.

- D E Shaw India Software Pvt. Ltd.
- Daffodil Software Ltd.
- Daksh eServices Pvt. Ltd.
- Damco Solutions (P) Ltd.
- Danlaw Technologies India Ltd.

- Data Infosys Limited
- Data Software Research Company International Ltd.
- Datacons Pvt. Ltd.
- Data-Core (India) Ltd.
- Datacraft India Ltd.
- Datamatics Financial Software & Services Ltd.
- Datamatics Ltd.
- Datamatics Technologies Pvt. Ltd.
- Dawn Consulting
- DCM Datasystems Ltd.
- DCM Technologies Limited
- Deccan Infotech (P) Limited
- DecisionCraft Analytics Limited
- Dell Computer India Pvt. Ltd.
- Deloitte Consulting India (P) Ltd.
- Delta Services (India) Pvt. Ltd.
- DESS Technologies
- Deutsche Network Services (P) Ltd.
- Dewsoft Solution Pvt. Ltd.
- Dharma Systems Pvt. Ltd.
- Differential Technologies Limited
- DigitalThink (India) Pvt. Ltd.
- Digite Infotech Pvt. Ltd.
- Disha Technologies (I) Pvt. Ltd.
- Divas Offshore Software Technologies (P) Ltd
- DPS Technologies India Pvt. Ltd.
- DSL Software Ltd
- Dsoft Infotech Pvt. Ltd.
- DX Technologies Pvt. Ltd.
- Dynamics Logistics Pvt. Ltd.

- e Three R Info Systems Pvt. Ltd.
- E2E Serviz Solutions Pvt. Ltd.
- e4e Labs Pvt. Ltd.
- Earnest John Technologies Ltd
- Eastern Software Systems Ltd
- Eclipse Systems Pvt. Ltd.
- EDS - Electronic Data Systems (India) Pvt. Ltd.
- Eduquity Career Technologies Pvt. Ltd.
- Edurite Technologies
- e-Emphasys Infotech Pvt. Ltd.
- e-enable Technologies Pvt. Ltd.
- eFORCE India Pvt. Ltd.
- eFunds International Private Limited
- e-Infochips Ltd
- Electronics and Computers India Ltd

- Elgi Software and Technologies Ltd
- EMC Data Storage Systems (India) Private Limited
- Emerson Network Power (India) Pvt. Ltd.
- Empower Works Ltd
- eMR Technology Ventures Pvt. Ltd.
- Enam Financial Consultants Pvt. Ltd.
- Enlink Infotech Pvt. Ltd.
- Enterprise System Solutions Pvt. Ltd.
- Ephinay India Private Limited
- Epicenter Technologies Pvt. Ltd.
- e-Serve International Ltd
- eServices Symphony Private Limited
- ESN Technologies (I) Pvt. Ltd.
- Essar Information Technology Ltd
- Estel Technologies Pvt. Ltd.
- Etisbew.com Pvt. Ltd.
- Euclid India Limited
- Exa Infotech Pvt. Ltd.
- Exevo India Limited
- Eximsoft Technologies Pvt. Ltd.

- ExlService.Com (I) Pvt. Ltd.
- Exult Client Services (I) Pvt. Ltd.
- e-Zest Solutions Pvt. Ltd.

- FCG Software Services (India) Pvt. Ltd.
- Fidelity Information Systems Company India Pvt. Ltd.
- Fil - Flan Systems
- Financial Engineering Solutions Pvt. Ltd.
- Financial Technologies (India) Ltd
- First Indian Corporation Pvt. Ltd.
- Firstware Software Solutions
- Focus Infosys (India) Pvt. Ltd.
- Force Computers (India) Pvt. Ltd.
- Ford Business Service Center Private limited
- Fortune Infotech Ltd
- Four Soft Limited
- Franklin Templeton International Services (India) Pvt. Ltd.
- Friendly Advanced Software Technology (P) Ltd
- Fulcrum Logic
- Fusion Technologies (India) Pvt. Ltd.
- Future Focus Infotech Pvt. Ltd.
- Future Software Limited

- Gausa India Ltd

- GAVS Information Services Private Limited
- GE Capital Services India
- GE India Business Center
- Geine Technologies India Pvt. Ltd.
- Gemco Technologies Pvt. Ltd.
- General Atlantic Partners Pvt. Ltd.
- Genesis Infotech Solutions Pvt. Ltd.
- Genisys Integrating Systems (I) Pvt. Ltd.
- Geodesic Information Systems Ltd
- Geometric Software Solutions Company Ltd
- Global Business Technology Services Pvt. Ltd.
- Global Edge Software Ltd
- Global Energy Consulting Engineers
- Global Enterprise Infotech Solutions
- Global Vantedge Pvt. Ltd.
- Globalsoft Pvt. Ltd.
- GlobalTech (India) Pvt. Ltd.
- GlobeSpan India Pvt. Ltd.
- Globsyn Technologies Ltd
- GNET Infotech
- Godrej Infotech Ltd
- Goldshield Services Pvt. Ltd.
- Google Online India Pvt. Ltd.
- GoToBavaria
- Granada Services Ltd (iEnergizer Inc.)
- GrapeCity India Pvt. Ltd.
- GreenPoint Business Processing Services Private Limited
- GTL Limited
- Gujarat Informatics Limited
- Gujarat Narmada Valley Fertilizer Company
- Gujarat Venture Finance Ltd
- Gurukulonline Learning Solutions (P) Ltd
- GXS India Technology Centre Pvt. Ltd.

- Hallmark Foundations Ltd
- Hamilton Research & Technology Pvt. Ltd.
- Harbinger Techaxes Pvt. Ltd.
- Harita Infoserve Ltd
- Hartron Communications Ltd
- HCC Infotech Ltd
- HCL Corporation Ltd
- HCL Technologies BPO Services Ltd
- HCL Technologies Ltd
- Healthscribe India Pvt. Ltd.

- Heartland Delhi Transcription & Services Pvt. Ltd.
- Helios & Matheson Information Technology Ltd
- Hero Corporate Service Ltd
- Hero Global Design
- Hewitt Outsourcing Services India Ltd
- Hewlett Packard India Ltd
- Hewlett-Packard GlobalSoft Ltd
- Hexaware Technologies Limited
- Hinduja TMT Ltd
- HOLOOL India Limited
- Honeywell Automation India Ltd
- Honeywell India Software Operations Pvt. Ltd.
- House of Code (India) Pvt. Ltd.
- HSBC Electronic Data Processing India Pvt. Ltd.
- HSBC Software Development (India) Pvt. Ltd.
- HTC Global Services (India) Pvt. Ltd.
- Huawei Technologies India Pvt. Ltd.
- Hughes Software Systems Ltd
- Human Base India Inc.
- Hurix Systems Pvt. Ltd.

- i2 Technologies India Pvt. Ltd.
- IBILT Technologies Ltd
- IBM Global Services India Pvt. Ltd.
- IBS Software Services (P) Ltd
- iCelerate Technologies Private Limited
- ICICI OneSource Limited
- iCOPE Technologies Private Limited
- IDEB Construction Projects (P) Ltd
- IDS Infotech Limited
- i-flex Solutions Ltd
- iGATE Global Solutions Limited (Formerly known as Mascot Systems Ltd)
- I-Labs Ltd
- Immaculate Interactions (India) Ltd
- Impact Systems
- Impetus Infotech (I) Pvt. Ltd.
- Inaltus (India) Pvt. Ltd.
- iNautix Technologies India Private Limited
- Indecomm Global Services
- India Software Group - ISG
- Indigo Lever Shared Services Limited
- Indo-Japan Trade Centre Pvt. Ltd.
- Indo-Pacific Software & Entertainment Ltd
- Indus Asuka Software Pvt. Ltd.

- Indus Business Systems Ltd
- Indusa Infotech Services Pvt. Ltd.
- Infineon Technologies India Pvt. Ltd.
- Infinite Computer Solutions (India) Pvt. Ltd.
- Infinity Infotech Parks Limited
- Infogain India (P) Ltd
- Infomart (India) Pvt. Ltd.
- Infopro India Pvt. Ltd.
- Information Technology Park Ltd
- Infosys Technologies Ltd
- Infotech Enterprises Ltd
- Infotech Solutions Pvt. Ltd.
- Infovision Software Pvt. Ltd.
- Infozech Software Ltd
- InfraSoft Technologies Limited
- InKnowTech Private Limited
- Innodata Information Technologies Pvt. Ltd.
- Inox Global Services Ltd
- Insilica Semi Conductors India Pvt. Ltd.
- Insoft.com Pvt. Ltd.
- Institute for Development and Research in Banking Technology
- Intech Systems Pvt. Ltd.
- Integra Software Services Private Limited
- Integrated Property Management & Services Ltd
- Integrated Software Solutions (India) Pvt. Ltd.
- Intel Technology India Pvt. Ltd.
- Intelenet Global Services Ltd
- Intellicom Contact Centers
- Intelligroup Asia Pvt. Ltd.
- Intentia South Asia Pvt. Ltd.
- Interglobe Technologies Pvt. Ltd.
- Intergraph Consulting Private Limited
- International Institute of Information Technology
- International SOS Services (I) Pvt. Ltd.
- Internet Trends (India) Pvt. Ltd.
- Interpro Global Pvt. Ltd.
- Interra Information Technologies (India) Pvt. Ltd.
- IntersoftKK (India) Pvt. Ltd.
- Intertech Resources Ltd
- Intoto Software (I) Pvt. Ltd.
- Intrasoft Technologies Pvt. Ltd.
- Investment Research & Information Services Ltd
- IonIdea Enterprise Solutions Pvt. Ltd.

- iSeva Systems Pvt. Ltd.
- iSmart International Limited
- iSOFT R&D Pvt. Ltd.
- iSoftel Telecommunications
- iSpace Software Technologies Limited
- IT Cube Solutions Pvt. Ltd.
- IT Elite Systems Pvt. Ltd.
- IT Microsystems (India) Ltd
- IT&T Limited
- ITC Infotech India Ltd
- ITenable India Ltd
- Itreya Technologies Pvt. Ltd.
- ITTI Limited
- i-Vantage India Private Limited
- Ivega Corporation Pvt. Ltd.
- IVL India Pvt. Ltd.
- Ivory Properties and Hotels Pvt. Ltd.
- Ivy Comptech (P) Ltd

- J. Sagar Associates
- J235 Software India Pvt. Ltd.
- Java Softech Private Limited
- JK Technosoft Ltd
- Jopasana Software & Systems Pvt. Ltd.
- JP Mobile (India) Limited
- JP Morgan Services India Pvt. Ltd.
- JumpStartUp Fund Advisors (P) Ltd

- K Raheja Constructions Pvt. Ltd.
- Kaavian Systems Pvt. Ltd.
- Kale Consultants Ltd
- Kalzoom Technologies Pvt. Ltd.
- Kanbay Software (India) Pvt. Ltd.
- Karvy Consultants Ltd
- Katwa Infotech Limited
- KCP Technologies Ltd
- Keane India Ltd
- Keane Worldzen India Pvt. Ltd.
- Kenexa Technologies Pvt. Ltd.
- Kernex Micro Systems (India) Ltd
- KMG Infotech Pvt. Ltd.
- Knack Systems & Services (P) Ltd
- Knoah Solutions Pvt. Ltd.
- Kolam Information Services Pvt. Ltd. (A unit of SPI Technologies (Inc.))
- Kosmic Technology Solutions
- KPIT Cummins Infosystems Ltd
- KPMG
- KPMG Advisory Services Private Limited

- L and T Infocity Limited
- L&T Infocity - Ascendas Ltd
- Labvantage Solutions Pvt. Ltd.
- Lakshay Software Solutions
- Lambent Technologies Pvt. Ltd.
- Lanco Global Systems Ltd
- Lapiz Digital Services
- Larsen & Toubro Infotech Limited
- Laser Soft Infosystems Ltd
- Lason India Ltd
- Lauren Software Pvt. Ltd.
- Lawkim Ltd (ITES Division)
- Lexmark International (India) Private Limited
- Lexsite.com Limited
- LG CNS Global Pvt. Ltd.
- LG Soft India Pvt. Ltd.
- Lifetree Convergence Ltd
- Lighthouse Systems Pvt. Ltd.
- Linc Software Services Pvt. Ltd.
- Lipi Infosoft Limited
- Liqwid Krystal India Pvt. Ltd.
- Lloyds TSB Global Services Pvt. Ltd.
- LogicaCMG
- Login Infotech Private Limited
- Lucent Technologies Hindustan Pvt. Ltd.
- Lumenare Networks India Pvt. Ltd.

- Ma Foi Outsourcing Solutions Ltd
- Macmillan India Ltd
- Madhya Pradesh Agency for Promotion of Information Technology
- Madhya Pradesh State Electronics Development Corporation Ltd
- Magic Software Pvt. Ltd.
- Maharashtra Industrial Development Corporation
- Mahindra British Telecom Ltd
- Mahindra Consulting Ltd
- Maintec Technologies Pvt. Ltd.
- Majoris Systems Pvt. Ltd.
- Manhattan Associates (India) Development Centre Pvt. Ltd.
- Manisha Infocom Services Pvt. Ltd.
- Manjushree Infotech
- Manpower Services India Pvt. Ltd.
- Manthan Software Services Pvt. Ltd.
- Maq India Pvt. Ltd.
- Mascon Global Ltd

- MASTEK Ltd
- McKinsey & Company Inc.
- McKinsey Knowledge Centre India Private Limited
- Media Lab Asia
- Medicom Solutions (P) Ltd
- Megasoft Limited
- Melstar Information Technologies Ltd
- Metalearn Services Pvt. Ltd.
- MetalJunction.com Private Limited
- Micro Technologies (India) Ltd
- Micronet Software Services Ltd
- Microsoft Corporation (I) Pvt. Ltd.
- Microsoft India (R&D) Pvt. Ltd.
- MIEL e-Security Pvt. Ltd.
- Milestone Interactive Software Ltd
- MindCraft Software Pvt. Ltd.
- Mindfire Solutions
- Mindteck (India) Ltd
- MindTree Consulting Pvt. Ltd.
- Mistral Software Pvt. Ltd.
- Misys International Financial Systems Pvt. Ltd.
- Modi Measurement Systems Pvt. Ltd.
- Momentum India Private Limited
- Monster.com India Pvt. Ltd.
- MoTech Software Pvt. Ltd.
- MothersonSumi Infotech & Designs Ltd
- Motif India Infotech Pvt. Ltd.
- Motorola India Electronics Pvt. Ltd.
- Mphasis BFL Ltd
- MphasiS BPO Services (Formerly MsourcE)
- Mukesh & Associates
- MultiTech Software Systems India Pvt Limited
- N Y Dox Services Ltd
- Nagarro Software Pvt. Ltd.
- NAGSOFT Solutions Private Limited
- Nalli Soft Solutions
- NatureSoft Private Limited
- Navayuga Infotech Pvt. Ltd.
- Navision Software India Pvt. Ltd.
- NEC Business Coordination Centre (Singapore) Pte Ltd
- NeilSoft Limited
- Nelito Systems Limited
- neoIT.Com Pvt. Ltd.
- Neosoft Technologies Pvt. Ltd.
- Ness Technologies (India) Ltd

- Net Edge Computing Solutions Pvt. Ltd.
- Net Solutions
- Net Vigil Software Pvt. Ltd.
- Net Vision Cybertech Pvt. Ltd.
- Netaquila Solutions Pvt. Ltd.
- NetBusiness Solutions (India) Ltd
- netCustomer India Pvt. Ltd.
- NetraScribe Pvt. Ltd.
- Network Programs (India) Ltd
- Network Systems & Technologies (P) Ltd
- Newgen Imaging Systems (P) Ltd
- Newgen Software Technologies Ltd
- NexGenix (India) Pvt. Ltd.
- Next Link (P) Ltd
- NextBrick Solutions Limited
- Nihilent Technologies Pvt. Ltd.
- NIIT Smartserve Limited
- NIIT Technologies Ltd
- Nipuna Services Limited
- Nokia India Pvt. Ltd.
- Nous Infosystems Pvt. Ltd.
- Novell Software Development (I) Private Ltd
- Novellus Systems (India) Pvt. Ltd.
- NSE.IT Ltd
- Nt5 Software Solutions (India) Pvt. Ltd.
- NTrust Infotech Pvt. Ltd.
- Nucleus Netsoft & GIS India Ltd
- Nucleus Software Exports Ltd
- NuMark Software Pvt. Ltd.
- NuNet Technologies Pvt. Ltd.

- Oberoi Contact Centre
- Ocimum Biosolutions Ltd
- OCL Infomatics Ltd
- Ocwen Financial Solutions Pvt. Ltd.
- OfficeTiger Database Systems India Private Limited
- OKS Span Tech Pvt. Ltd.
- Olive E-Business Pvt. Ltd.
- Olive Technology Limited
- Omega Interactive Technologies Ltd
- Omnesys Technologies Pvt. Ltd.
- one two three india.com
- Ontrack Systems Limited
- Onward Novell Software (I) Ltd
- Onward Technologies Limited
- Optimus Outsourcing Company Ltd
- Oracle India Private Limited.

- P J Softwares Limited
- Pace Soft Silicon Pvt. Ltd.
- Paharpur Business Centre
- Pan Business Lists Pvt. Ltd.
- PAR Computer Sciences (Intl.) Ltd
- Parabola Technologies Pvt. Ltd.
- Patni Computer Systems Ltd
- PC Technowledge Center Pvt. Ltd.
- Pentamedia Graphics Ltd
- People Interactive (I) Pvt. Ltd.
- Perot Systems TSI (India) Ltd
- Persistent Systems Pvt. Ltd.
- Philips Software Centre Pvt. Ltd.
- Phoenix Global Solutions (India) Pvt. Ltd.
- Phoenix IT Solutions Ltd
- Picopeta Simputers Pvt. Ltd.
- Pie Computer & Investments Pvt. Ltd.
- PINEXE Systems Pvt. Ltd.
- Pinnacle Infotech Solutions
- Planet PCI Infotech Ltd
- Polaris Software Lab Ltd
- Polyplex Infotech Pvt. Ltd.
- Pradot Technologies Pvt. Ltd.
- Pramati Technologies (P) Limited
- Premier Technology Group Pvt. Ltd.
- Present Infotech Private Limited
- PricewaterhouseCoopers Pvt. Ltd.
- Progeon Ltd
- Progressivexperts Infolabs India Pvt. Ltd.
- Prologic First India Pvt. Ltd.
- Prologix Software Solutions Pvt. Ltd.
- Protechsoft Systems Pvt. Ltd.
- PSI Data Systems Ltd
- PTC Software (India) Pvt. Ltd.
- Punjab Communications Ltd
- Punjab Information & Communication Technology Corporation Limited
- Pyramid IT Consulting Pvt. Ltd.

- QAI (India) Limited
- QMed Services Pvt. Ltd.
- Quadrant Infotech India Pvt. Ltd.
- Qualcomm India Pvt. Ltd.
- Quark Media House (India) Pvt. Ltd.
- Quexst Associates
- Quintegra Solutions Ltd

- R S Software (India) Ltd
- R Systems International Limited

- Rabo India Finance Pvt. Ltd.
- Rai University
- Ram Informatics Ltd
- Ramco Systems Ltd
- Ramtech Corporation Limited
- Rapidigm (India) Limited
- Rave Technologies (India) Pvt. Ltd.
- Reach Sewn Technologies & Consulting Pvt. Ltd.
- Ready Test Go Pvt. Ltd.
- Real Soft (Intl) Pvt. Ltd.
- Red Hat India Pvt. Ltd.
- rediff.com India Limited
- Reliance Infostreams Pvt. Ltd.
- RelQ Software Pvt. Ltd.
- Relsys India Pvt. Ltd.
- Repro India Ltd
- Research Engineers Pvt. Ltd.
- Reservation Data Maintenance (India) Pvt. Ltd.
- RICO Softech Ltd
- Rishabh Software Pvt. Ltd.
- RM Education Solutions India Pvt. Ltd.
- RMSI Private Limited
- Robert BOSCH India Limited
- Robosoft Technologies
- Rolta India Ltd
- Rose I.T. Solutions (P) Ltd
- Ruksun Software Technologies Pvt. Ltd.
- Rx Solutions Pvt. Ltd.

- S G Martin Infoway Ltd
- S. P. Jain Institute of Management & Research
- Saama Technologies (India) Pvt. Ltd.
- Saba Software India Pvt. Ltd.
- Safenet Infotech Pvt. Ltd.
- Saffron Global Limited
- Sage Design Systems (India) Pvt. Ltd.
- Saigun Technologies Pvt. Ltd.
- Saksoft Limited
- Sampatti.com Limited
- Sampoorna Matchjobs.com Pvt. Ltd.
- Samsung Electronics India Software Operations (SISO)
- Samsung SDS Co Ltd
- Samyak Infotech Pvt. Ltd.
- Sankhya Technologies Private Limited
- SAP India Pvt. Ltd.
- SAP Labs India Pvt. Ltd.

- Sapient Corporation Pvt. Ltd.
- Sar Softech Pvt. Ltd.
- Sara Infotech Pvt. Ltd.
- Sarla Technologies
- Sasken Communication Technologies Limited
- Satyam Computer Services Ltd
- SC IT Enabled Services (India) Pvt. Ltd.
- Scicom Infotech Pvt. Ltd.
- SCM Microsystems (India) Pvt. Ltd.
- SCO Software (India) Pvt. Ltd.
- Score Information Technologies Ltd
- SDG Software India Pvt. Ltd.
- SDG Software Technologies Pvt. Ltd.
- Search Engine Ranking System Consultants Pvt. Ltd.
- Searchlight India Ltd
- Seaton India IT Pvt. Ltd.
- Secova eServices Pvt. Ltd.
- SeE Consulting Pvt. Ltd.
- SEEC Technologies Asia Pvt. Ltd.
- Selectica India Pvt. Ltd.
- Servion Global Solutions Ltd
- SG Software Asia Pvt. Ltd.
- Shradha HRD Private Limited
- Shreema Software Solutions Pvt. Ltd.
- Shreyas Business Solutions Pvt. Ltd.
- Siemens Information Systems Ltd
- Siemens Public Communications Networks (Pvt) Ltd
- Siemens Shared Services India Pvt. Ltd.
- Sierra Atlantic Software Services Limited
- Sify Limited
- SIP Technologies & Exports Ltd
- Siri Technologies Pvt. Ltd.
- SIS Software (India) Pvt. Ltd.
- Sitel India Ltd
- SKP Cross Border Consulting Pvt. Ltd.
- Skyline e-tech
- SkyTECH Solutions Pvt. Ltd.
- Skyworks Solutions India Pvt. Ltd.
- SlashSupport India Pvt. Ltd.
- SLK Software Services Pvt. Ltd.
- Smart Chip Limited
- Smile Multimedia Pvt. Ltd.
- Sobha Renaissance Information Technology Pvt. Ltd.
- Softcell Systems Pvt. Ltd.
- SoftDEL Systems Ltd

- Softek Pvt. Ltd.
- SoftProjex (India) Ltd
- Software AG India Pvt. Ltd.
- Software Paradigms (India) Pvt. Ltd.
- Software Quality Center Pvt. Ltd.
- Software Technology Parks Of India
- Solidcore Techsoft Systems India Pvt. Ltd.
- Solix Technologies Ltd
- SolutionNET India (Pvt) Ltd
- Solutions Infosystems Pvt. Ltd.
- Solutions Integrated Marketing Services Pvt. Ltd.
- Sona e-Design and Technologies Ltd
- Sonata Software Limited
- Source Quest AP Consulting Pvt. Ltd.
- Spanco Telesystems and Solutions Limited
- Speck Systems Limited
- Sprintlink India Pvt. Ltd.
- Srishti Software Private Limited
- Starnet Software (India) Limited
- Strategic Career Networks Pvt. Ltd.
- Stream International Services Pvt. Ltd.
- Subex Systems Ltd
- Suma Soft Pvt. Ltd.
- Summit Information Technologies Ltd
- Sun Microsystems India Pvt. Ltd.
- Sundaram Business Services (A Division of Sundaram Finance Ltd)
- Sundaram Infotech Solutions (A Division of Sundaram Finance Ltd)
- Suntec Business Solutions Pvt. Ltd.
- Supersight Ceequence Technologies Ltd
- SupportSoft India Pvt. Ltd.
- Sutherland Global Services
- Sword Global (India) Pvt. Ltd.
- Sybase Software (India) Pvt. Ltd.
- Sykes Enterprises (India) Private Limited
- Symbol Technologies India Pvt. Ltd.
- Symco Software Pvt. Ltd.
- Symphony Services Corp. (I) Pvt. Ltd.
- Symphony Technologies Pvt. Ltd.
- Synopsys (India) Private Limited
- Syntax Soft-Tech India Pvt. Ltd.
- Syntel (India) Ltd
- Systems and Software
- Systems Plus (Pvt) Ltd
- Systime Computer Systems (I) Pvt. Ltd.

- Talisma Corporation Pvt. Ltd.
- Tally Solutions Pvt. Ltd.
- Tarang Software Technologies Pvt. Ltd.
- Tasaa Netcom Private Limited
- Tata Autocomp Systems Ltd
- Tata Consultancy Services Ltd
- Tata Elxsi Ltd
- Tata Infotech Ltd
- Tata Interactive Systems
- Tata Johnson Controls Automotive Limited
- Tata Technologies Limited
- Tavant Technologies India Pvt. Ltd.
- TCIL BellSouth Ltd
- TeamLease Services Pvt. Ltd.
- TechBooks International Pvt. Ltd.
- TECHNOPARK
- TechSpan India Ltd
- Tecnovate eSolutions Pvt. Ltd.
- Tektronix Engineering Development (I) Ltd
- Tele Atlas India Pvt. Ltd.
- Telecommunications Consultants India Ltd
- Telelogic India Pvt. Ltd.
- Teleperformance India
- Telesis Global Solutions Ltd
- TeleTech Services (India) Ltd
- Telserra India Pvt. Ltd.
- Temenos India Pvt. Ltd.
- Tenneco India Engineering & Shared Services Pvt. Ltd.
- Texas Instruments India Ltd
- Texcity Software Parks Ltd
- The British Midlands (Advantage West Midlands)
- The World Bank (IBRD)
- Think Ahead
- Thinking Minds.com (I) Pvt. Ltd.
- Thinksoft Global Services (P) Ltd
- Thirdware Solution Ltd
- Thomson Corporation (International) Pvt. Ltd.
- Thomson Digital
- Thoughtworks Technologies India Pvt. Ltd.
- ThyssenKrupp Industries India
- Timken Engineering and Research India Pvt. Ltd.
- TopSource Infotech Solutions
- Tracmail India Pvt. Ltd.

- Transfleet Global Services Pvt. Ltd. (TESCO India)
- Transwitch India Pvt. Ltd.
- TransWorks Information Services Pvt. Ltd.
- Trianz Consulting Pvt. Ltd.
- Tricom India Ltd
- Trigent Software Ltd
- Trilegal
- Trilogy E-business Software India Ltd
- Trinity Business Process Management Pvt. Ltd.
- Tripta Computer Services
- Trisoft Systems (P) Ltd
- TUV Rheinland (India) Pvt. Ltd.

- Uberall Solutions (I) Ltd
- UBICS Enterprise Solutions Pvt. Ltd.
- UGAM Solutions Pvt. Ltd.
- UL India Pvt. Ltd.
- Unisoft Infotech Pvt. Ltd.
- Unisys Global Services - India (STP Division of Unisys India Pvt. Ltd.)
- United Systems Infotech Pvt. Ltd.
- Universal Software
- UPTEC Computer Consultancy Ltd
- UshaComm India Pvt. Ltd.
- UTL Technologies Ltd

- V2 Infotech (India) Pvt. Ltd.
- Valdel Xtent Outsourcing Solutions Pvt. Ltd.
- Valtech India Technology Solutions Pvt. Ltd.
- ValueLabs (India)
- ValueMomentum Software Services Pvt. Ltd.
- Vanguard Info-Solution Ltd
- vCustomer Services India Pvt. Ltd.
- Vedika Software Pvt. Ltd.
- Vee Technologies Pvt. Ltd.
- Venire IT Ltd
- Venture Infotek Global Pvt. Ltd.
- Veritas Software India Pvt. Ltd.
- Verizon Data Services India Pvt. Ltd.
- Vertex
- Vertex Software Pvt. Ltd.
- VGL Softech Limited
- Vicisoft Technologies Private Limited

- Vigneshwara E-biz Pvt. Ltd.
- Vijay Mukhi's Computer Institute
- Vijaywada Guntur Tenali Mangalagiri Urban Development Authority
- Vinciti Networks Pvt. Ltd.
- Virinchi Technologies Limited
- Virtusa (India) Pvt. Ltd.
- Vision Comptech Ltd
- Vision Healthsource (I) Pvt. Ltd.
- VisualSoft Technologies Ltd
- Viteos Technologies Ltd
- vMoksha Technologies Pvt. Ltd.
- VServe Solution
- vSplash TechWorks Pvt. Ltd.
- Vulcan Infotech
- VXL eTech Ltd

- WBCP Advisors Pvt. Ltd.
- Webdunia.com (India) Pvt. Ltd.
- Webify Services (India) Private Limited
- West Bengal Electronics Industry Development Corporation Ltd
- Whizlabs Software Private Limited
- Wind River Systems, Inc
- Winfoware Technologies Pvt. Ltd.
- Wipro Technologies (Wipro Ltd)
- Wisdomleaf IT Technologies Pvt. Ltd.
- WNS Global Services (P) Ltd
- Wonder Software Technologies Pvt. Ltd.

- Xansa (India) Ltd
- Xchanging Technology Services (India) Pvt. Ltd.
- Xerox Modicorp Limited
- Xoriant Solutions Pvt. Ltd.
- Xyka Software Pvt. Ltd.

- Yahoo Software Development India Pvt. Ltd.
- YM Infotech Pvt. Ltd.
- Yojana Systems Pvt. Ltd.

- Zen Technologies Ltd
- Zenith Infotech Ltd
- Zenith Software Limited
- Zensar Technologies Limited
- Zenta Ltd