

Biographies of the Presenters:

Martin E. Abrams, Senior Policy Advisor and Executive Director, Center for Information Policy Leadership, Hunton Williams

Martin Abrams leads The Center for information Policy Leadership located at Hunton & Williams LLP, a global law firm. The corporate supported Center develops solutions to information security and privacy issues that impact public trust in an information age. The Center also conducts seminars for policy makers on the balance between privacy and security and robust information use. Mr. Abrams has been deeply involved in the development of the Asia Pacific Economic Cooperation ("APEC") Privacy Framework as a private sector member of the US Government delegation. This framework establishes the foundation for the trans border data flows that facilitate distributed business processes. Mr. Abrams also leads projects on privacy notices, the evolving US privacy framework, valuing data more effectively in information security systems, and government use of private sector data.

Before joining Hunton & Williams, Mr. Abrams was Vice President Information Policy and Privacy at Experian North America, Director Information Policy at TRW, and Assistant Vice President and Community Affairs Officer for the Federal Reserve Bank of Cleveland. Mr. Abrams has been a consumer policy leader for twenty five years and an information policy leader for the past fifteen. Mr. Abrams, an Anthropologist, is a graduate of the University of Illinois Springfield and the State University of New York at Stony Brook.

Pat Adamiak, Vice President, Strategy, Technology Solutions Group, Hewlett-Packard Company

Pat Adamiak leads the development of global strategy for HP's Technology Solutions Group, which develops products, services and solutions for HP's enterprise, public sector, and small and medium business customers. Before that, he held a similar position leading global strategy development for HP's Managed Services business unit, one of HP's fastest growing businesses.

Previously Pat spent 15 years in marketing leadership roles in HP's product businesses, including assignments in product management, strategic planning, alliance management, and channel management.

Before joining HP, Pat spent several years in manufacturing and information systems at GE. He holds a bachelor's degree in electrical engineering from Penn State and a master's in business administration from Carnegie-Mellon.

Hasnain Aslam, Executive Vice President - Head of Investments

Prior to co-founding TRG, Mr. Aslam was Director of Business Development at Align Technology, where he was responsible for mergers & acquisitions as well as the development and expansion of Align's offshore operations. Prior to Align, Mr. Aslam worked for J.P. Morgan's Telecommunications, Media & Technology Investment Banking Group. After successfully concluding a variety of strategic advisory mandates for leading Telecom and Media clients out of J.P. Morgan's Wall Street headquarters, Mr. Aslam helped launch the firm's West Coast Technology M&A practice in San Francisco where he advised a number of Technology companies on acquisitions, dispositions, joint ventures and other corporate development initiatives.

During his tenure at J.P. Morgan, Mr. Aslam completed numerous merger and acquisition transactions with an aggregate value of over \$25 billion, and various equity and debt financings with a total value of over \$30 billion.

Mr. Aslam received his AB with honors in Economics from Harvard University.

Mr. Aslam is a member of the Board of Directors of TeleSpectrum, Inc., iSKY, Inc., Alert Communications, Inc., Central Voice, LLC and Centratel, LLC.

Akshaya Bhargava, Managing Director and Chief Executive Officer, Progeon

Akshaya has spent over 22 years with Citigroup in a very wide variety of senior roles ranging from Operations, Relationship Management, Product Management and Profit center management at a country as well as at a regional level. In his years with Citigroup, Akshaya has held positions like Global Product Manager for the Emerging Local Corporate Business of Citibank in 18 Emerging Markets countries, Chairman and Country

Manager for Citibank A.S., Czech Republic and Regional Business Head for Citibank's Transaction services business in 27 CEEMEA countries. Akshaya pioneered the creation of Citibank's BPO captive in India in 1991, which was probably the first instance of end-to-end process outsourcing by a major multinational in India – several years before the BPO trend gained greater currency in the country. The success of this early initiative is evidenced in the Citibank BPO captive (“e-serve International Ltd”) servicing Citibank in over 25 countries today.

Akshaya joined Progeon as Managing Director and CEO in 2002 from Citigroup, London. Since its incorporation in 2002, Progeon has had a single-minded focus on understanding the customer's business and on offering end-to-end BPO and IT services to its target segments, jointly with Infosys. This strategy is validated in Progeon's 400% growth last year.

Akshaya is a graduate in Economics from Ferguson College, Pune and has an MBA from the Indian Institute of Management, Calcutta.

Ayan Chatterjee, *President, ICICI OneSource, North America*

Ayan Chatterjee is President of ICICI OneSource in North America, which is one of the leading business process outsourcing (BPO) companies with over 6,500 people, a roster of Fortune 500 clients, and a strong global delivery offering in analytics, contact centers, back office, transaction processing, and collections. In his role, Ayan is responsible for leading ICICI OneSource's business expansion in North America through organic growth, acquisitions, alliances and market development.

Prior to ICICI OneSource, Ayan was senior vice president and head of sales and relationship management for Syntel, a U.S.-based, NASDAQ-listed company focused on offshore outsourcing. Before this he spent five years at Infosys where he was the head of the western Americas and a member of the Infosys senior management council. He played a key role in Infosys growth from a sub \$100 million company to a billion dollar-global consulting leader. He has also spent several years with Accenture in a variety of strategy and process consulting roles.

Ayan's success comes from leveraging his deep experience in strategic planning and business process management, IT and people sensitivity and applying them to various business situations. He is a frequent speaker in the areas of global sourcing strategies in IT and business processes. He has been a speaker in several leading business schools.

Chatterjee holds a bachelor's degree in economics from St. Stephen's College, Delhi and a master's degree in business administration from the Indian Institute of Management (IIM) in Ahmedabad.

Michael T. Clark, *Chief Executive Officer, GTL Limited*

Dr. Clark has overall charge of GTL's worldwide business operations, strategy, and marketing, including activities supported from the company's principal global offices.

With more than twenty-five years of international policy and regulatory experience, Dr. Clark brings a seasoned perspective on a wide range of issues influencing the growth of communications markets. His understanding of the importance of emerging business models for distributed business processes - many of which have been pioneered in the Indo-U.S. space - is the key input for GTL's aggressive growth strategy in services markets, and for deepening GTL's existing and new technology partnerships.

Before joining GTL, Dr Clark was Executive Director of the U.S.-India Business Council, an association of 100 large U.S. companies with significant business interests in India. During Dr Clark's tenure, the USIBC emerged as a leading voice of American business on policy issues concerning bilateral trade and investment.

Dr Clark's 25-year career includes: professor of international relations at Johns Hopkins University; Wendy and Emery Reves Scholar in Residence at the College of William and Mary; managing editor of Johns Hopkins Foreign Policy Institute; and adviser to four Central American ambassadors.

Dr Clark holds a PhD in international relations from the Johns Hopkins University School of advanced International Studies (SAIS); an MA in Latin American studies and international economics from SAIS; and an AB in government (cum laude general studies) from Harvard University.

Som Das, Co-Founder, President and CEO of e4e, Inc.,

e4e is a global technology holding company and full-service operating enterprise. Prior to founding e4e, Som was a general partner with Walden International where he specialized in Semiconductor, Software, IT Service and Internet Infrastructure markets. While at Walden, he created a portfolio of service companies including Mind Tree Consulting, Techspan, Sierra Atlantic, WebEx, and Unimobile.com. He also established the Walden India Nikko Fund in 1998, the first technology focused VC fund in India.

Som currently serves on the Board of Directors of Aztec and WebEx. Som has over twelve years of management experience in the US Semiconductor Industry and was actively involved in establishing Malaysia's first commercial silicon wafer foundry. Prior to joining Walden, he was Director for Worldwide Business Development at VLSI Technology, Inc. and was previously an Officer in the Indian Administrative Services in India.

Ashish Dixit, Vice President, Hardware Engineering, Tensilica, Inc.

Ashish Dixit is Vice President of Hardware Engineering at Tensilica. He joined Tensilica in early 1998. Previously he held numerous positions ranging from design engineer to director of engineering at Silicon Graphics, working on MIPS VLSI chip development. From 1983 to 1989 Ashish was a processor design engineer at Intel Corporation. He has a BS in Electrical Engineering from BITS, Pilani, India and an MS in Computer Engineering from UC, Santa Barbara.

Rafiq Dossani, APARC Senior Research Scholar; Director of the South Asia Initiative

Rafiq Dossani is a senior research scholar at APARC, responsible for developing and directing the South Asia Initiative. His research interests include financial, technology, and energy-sector reform in India. He is currently undertaking projects on business process outsourcing (with the support of the Sloan Foundation), innovation and entrepreneurship in information technology in India, the institutional phasing-in of power-sector reform in Andhra Pradesh, and security in the Indian subcontinent. He serves as an advisor to India's Securities and Exchange Board in the area of venture capital reform. His most recent book is *Telecommunications Reform in India*, published in spring 2002 by Greenwood Press.

Dossani earlier worked for the Robert Fleming Investment Banking group, first as CEO of its India operations and later as head of its San Francisco operations. He has also been the chairman and CEO of a stockbroking firm on the OTCEI exchange in India, the deputy editor of *Business India Weekly*, and a professor of finance at Pennsylvania State University. He holds a B.A. in economics from St. Stephen's College, New Delhi, India; an M.B.A. from the Indian Institute of Management, Calcutta, India; and a Ph.D. in finance from Northwestern University.

Cyrill Eltschinger, CEO, IT United, Beijing

A multicultural entrepreneur educated in Switzerland and the United States, Cyrill Eltschinger has nearly a full decade of experience working in the China market. Prior to I.T. UNITED, he spent eight years with Electronic Data Systems (EDS) on various assignments in Europe, the United States, and Asia Pacific. He was eventually posted to China to establish and lead the country-wide information and communications technical infrastructure of General Motors.

Anticipating the trend towards global I.T. outsourcing, he identified China as a major player in this fast-growing industry. In 1998, he and a group of former EDS colleagues started I.T. UNITED (www.ituc.com), a global enterprise with technology development centers in China. Since then, the company has built long-lasting partnerships with a wide range of organizations by delivering cost-effective I.T. solutions that make technology easier, smarter, and more productive.

Before joining the private sector, Cyrill served in the military for two years as a First Lieutenant in an elite unit of the Swiss Special Forces. He holds a Bachelor of Arts in Finance from Texas A&M University and a certificate in Systems Engineering Development from EDS.

Away from the office, Cyrill serves as the President of the Swiss Chinese Chamber of Commerce Beijing (SwissCham) and as a Governor of the Board at the Capital Club, Beijing's premier private business club. He also is an enthusiastic aviator and holds the first private pilot's license issued to a foreigner in China since 1949.

Danial Faizullabhoj, *Managing Director, USA, Walden International Investment Group*

Danial Faizullabhoj has been a Managing Director with Walden International since 1997. The WIIG partnership manages \$1.2B in venture related private equity investment on a global basis, with 8 offices in Asia. Danial focuses on early stage investments in communications, internet and semiconductor industries and is active on the boards of: Broadlogic, Infravio, Virtual Silicon, Sierra Atlantic, Matisse and Airtight Networks.

Prior to Walden International, he was Vice President and General Manager at Adaptec, Inc., where he was responsible for the Mass Storage Business unit with total revenues at \$240M with strategic planning, marketing and business development of semiconductor peripheral hard disk, target silicon and firmware solutions.

He holds a Masters Degree in Business Administration with emphasis in Finance/Marketing, from Santa Clara University and a Bachelors of Science in Electrical Engineering, with a Computer Science minor, from Norwich University.

John Hagel, *independent management consultant*

John Hagel is a management consultant and author. He works with senior management of large enterprises around the world to shape business strategies and improve business performance. His experience includes senior management positions in technology businesses and sixteen years as a consultant with McKinsey & Co. He continues to serve as Senior Advisor to McKinsey & Co.

Harvard Business School Press has just published his new book, *The Only Sustainable Edge*, co-authored with John Seely Brown. He is also the author of the best-selling business books, *Net Gain* and *Net Worth* and *Out of the Box*. John has also received two awards for best articles published in the Harvard Business Review.

John received his M.B.A. from Harvard Business School, a J.D. from Harvard Law School, a graduate degree (B.Phil.) in Modern Middle Eastern Studies from Oxford University and a B.A. in economic history from Wesleyan University.

More information is available on his web site www.johnhagel.com and he can be contacted at john@johnhagel.com.

Martin Kenney, *Professor, Department of Human and Community Development University of California, Senior Project Director, Berkeley Roundtable on the International Economy, University of California, Berkeley*

Martin Kenney is a Professor in the Department of Human and Community Development at the University of California, Davis and a Senior Project Director at the Berkeley Roundtable on the International Economy. His interests are in the history and development of Silicon Valley and venture capital. He is also studying the globalization of high-technology industries and venture capital and the movement of services to India (with Rafiq Dossani). He edited the book *Locating Global Advantage* (Stanford 2004) and *Understanding Silicon Valley* (Stanford 2000). Professor Kenney is the author or editor of five books and has published over 100 scholarly articles. He has been an invited visiting professor at Hitotsubashi University, Osaka City University, Kobe University, University of Tokyo, and Copenhagen Business School, and was an Arthur Anderson Distinguished Visitor at Cambridge University.

Anita Manwani, *Formerly Vice President & General Manager, Global Sourcing Agilent Technologies*

Anita Manwani is now pursuing her own venture. At Agilent she was responsible for global procurement of Indirect Materials and Agilent's operations in India. She has held a variety of management positions including Vice President of Business Strategy for Agilent. She was responsible for Agilent's strategy for an increased

presence in India and the formation of a new entity, Agilent Technologies International, to provide R&D and IT enabled services to Agilent Entities worldwide. Anita was also the General Manager of the NetMetrix Division in the Communication Solutions Group.

Prior to joining Agilent Technologies, Anita was with Hewlett Packard. With over 15 years of experience in the software industry, Anita has successfully led many of Hewlett Packard's software technology initiatives in distributed computing, high availability and systems for telecommunications. She also led its 64-bit operating systems/server R&D and VAR programs. In the early nineties, Anita was responsible for the growth of Hewlett Packard's India software operations in Bangalore with a business model, which allowed HP to take the services of the India Software Operation to its external customers.

Anita has also worked at NASA Ames Research Center (Moffet Field, CA), leading the development of distributed computing system for the Numerical Aerodynamic Simulation Program.

Anita was one of 80 U.S. women selected as a "Technology All Star" for National Women of Color for her executive leadership in technology in 2002. She also received the YWCA TWIN award for executive leadership and impact in 2003. She is an active community volunteer including being on the board for the Los Altos Education Foundation and is on the Board for Girls for a Change. Anita attended the University of Cincinnati pursuing a PhD (ABD) and holds Masters and Bachelors degrees, from Bombay University.

Butch Meily, Former Vice President, Philippine Long Distance Telephone Company

Butch Meily currently serves as Adviser to the Philippine Ambassador to the United States. In that position, he is responsible for developing and implementing a PR and marketing strategy for the Philippines as an outsourcing destination. He was assigned to the post by the Philippine Long Distance Telephone Company (PLDT), the country's dominant telecom provider, where he was previously vice president and special assistant to the CEO.

Prior to joining PLDT, Mr. Meily served for eleven years as vice president of communications of TLC Beatrice International, a multinational food company headquartered in New York and Paris. During a long career in public relations, he has worked with Bank of America and a number of top New York PR firms, such as Burson Marsteller, Howard Rubenstein, GCI Group and Ruder, Finn and Rotman. His first job was with San Miguel Corporation in the Philippines.

Mr. Meily has an M.A. in journalism and communications from the University of Florida which bestowed on him the award of "Most Distinguished Alumnus" in 2000. He taught public relations classes at the University of Florida in 2003 as the school's Freedom Forum Distinguished Visiting Professor. He has a B.A. in communications from the Ateneo de Manila University.

Rajesh Nambiar, Head, Tata Consultancy Services, Hyderabad

Rajesh Nambiar has been with Tata Consultancy Services (TCS) for over 16 years. He currently heads TCS' operations in the Hyderabad region which has over 3200 consultants who support the Global Operations of the company. As part of the Corporate Think Tank, he assists the organization with strategic thinking and contributes by being a member of several strategic committees that are formed by the CEO from time to time. He also serves as a Director on the board of AP-Online Ltd, a joint venture between TCS and the State of AP, India.

During 1998, he pioneered TCS' operations in the upper midwest region of the United States from Minneapolis, Minnesota. This region is now one of the largest regions for TCS. During his tenure in Minnesota, Rajesh has played the leading role in building successful relationships for TCS with Fortune 500 companies like Target, Best Buy, Northwest Airlines and American Express Financial Advisors. He was also responsible for starting TCS' operations in Montana working with the State government. He also headed TCS' Global Retail and CPG practice for over two years.

Rajesh also designs and delivers executive development programmes for TCS in the areas of Sales/Relationship management and Leadership. He teaches "Negotiation" and "Managing Customer profitability" within TCS as well as outside for Business Leaders.

He holds a Master's Degree in Statistics from the Indian Statistical Institute, Calcutta. Rajesh is married to Anu and has two sons, Prashanth and Sanjay.

Anuradha Parthasarathy (Anu), Founder, Global Executive Talent

Anuradha (Anu) Parthasarathy is the Founder and CEO of Global Executive Talent, a senior executive search firm finding leadership talent for US-based companies going offshore and Asia-based companies making forays into the US market. Global Executive Talent is based in Menlo Park, CA.

Anu is an industry veteran in cross-border executive search and offshoring, and has helped build leadership teams for several successful companies in the US and India. She brings to her clients a deep knowledge of the local markets, a strong rolodex of contacts, and sound judgment in the selection and hiring process.

In the 1990s Anu founded and built Nexus Search Consultants as the No.1 Search Firm for the Technology Sector, out of Bangalore, India. Her clients at Nexus included technology giants such as Autodesk, Cadence, Compaq, CA, 3COM, Cisco, Epson, HP, IBM, Sanyo, SUN and Siemens, as also start ups such as Aspect, Aztec, Entevo, IDEA, Silicon Automation, Sierra and Talisma.

In 2000 Anu co-founded e4e in the US. e4e provides business process and engineering outsourcing services through its portfolio companies. As the Vice President HR at e4e, she helped find senior executive talent for e4e portfolio companies including Aztec, iSeva, iCelerate, Vinciti and Vigyanix.

Prior to founding Nexus, Anu was the Head of Marketing for Wipro's International Operations Division.

Anu is a management graduate from BITS-Pilani, India. She enjoys reading, and also spends time advising people in companies facing the offshore challenge. Anu lives in the San Francisco bay area with her husband and two sons.

Mari Sako, P&O Professor of Management Studies, Oxford University

Mari Sako is P&O Professor of Management Studies (International Business) at the Said Business School, University of Oxford. After reading PPE (philosophy, politics, and economics) at the University of Oxford, she studied for her MSc in economics at the London School of Economics, MA in economics at Johns Hopkins University, and PhD in economics at the University of London. She also taught at the London School of Economics, and was a visiting scholar at Kyoto University, Tokyo University, REITI (Research Institute of the Ministry of Economics Trade and Industry in Tokyo), and Ecole Polytechnique, Paris.

Sako has published numerous books and articles on comparative business systems and human resources. Since 1993, she has been a principal researcher of the MIT International Motor Vehicle Program (IMVP) which funded her research on outsourcing, modularity, and supplier parks in the globally auto industry. Since 2003, Sako has been a fellow at the ESRC-EPSC Advanced Institute of Management Research (AIM) in Britain. Her research focus has been on the implications of outsourcing/offshoring of business services on business strategy and national competitiveness.

Manuel Serapio, Associate Professor of International Business and Management, University of Colorado at Denver

Serapio also serves as faculty director for faculty development programs at CU Denver's Center for International Business Education and Research (CIBER). He received his PhD in international business from the University of Illinois at Urbana-Champaign. His research interests are foreign direct investments, the internationalization of R&D, international alliances and cross-cultural management.

Raj Shah, Vice President of Engineering, Katera

As Vice President of Engineering, Raj Shah is responsible for Katera's worldwide research development and quality assurance activities for its on demand Spend Management service. Raj Shah has over 24 years of

experience in building teams to deliver high quality products and services in a networking, database, middleware and on demand application areas.

Prior to joining Ketera, Raj was founder and CEO of 123Signup, a leading provider of on demand event registration and membership management services. In 1994 Raj joined Informix to create and manage its India Development Center. Raj was a pioneer in the Build-Operate-Transfer model for this operation, which grew rapidly and became an integral extension of headquarter R&D. Raj was also VP of Engineering at Independence Technologies, which pioneered the three-process Online Transaction Processing (OLTP) model and commercialized Tuxedo. He has also worked in leadership roles at GRiD Systems and Intel.

Raj holds a Bachelors degree in Engineering from the Indian Institute of Technology (IIT), Bombay, and a Masters degree in Computer Science from the University of Wisconsin, Madison. He is a Charter Member of The Indus Entrepreneurs (TiE).

Bijesh Thakker, *Founder and Managing Partner of Thakker & Thakker*

Bijesh Thakker is the Managing Partner of the Indian law-firm Thakker & Thakker. Bijesh is a qualified Solicitor of the Supreme Court of England and the Bombay Incorporated Law Society. Bijesh studied law at Kings College at London. He articulated with city firm, Wilde Sapte (now Denton Wilde Sapte).

Bijesh founded the law firm Thakker & Thakker in 1990 together with J.V. Thakker who has been practicing law for over 45 years. Today, Thakker & Thakker is a full-service Indian law firm with 45 lawyers and 100 members, with over 700 multinationals as its clients and offices at Mumbai, Bangalore, Delhi and Hyderabad. Who's Who Legal has once again ranked Thakker & Thakker as the best in TMT practice in India in 2005.

Bijesh has been practicing technology laws since 1985 and specializes in information technology laws; telecommunication laws; foreign investment and international trade laws; mergers and acquisitions; joint ventures and collaborations and intellectual property laws. Bijesh has assisted over 60 of the world's largest IT and telecommunication companies and represents over 65 of the Fortune's list of the Global 500 companies.

Bijesh is a member of the International Trademark Association and the Bombay Incorporated Law Society and is also a member of the Advisory Board of the Computer Law Association. Bijesh regularly contributes to several leading international publications including Lexis-Nexis, Butterworths, Matthew Bender, Sweet & Maxwell, Asia Law, Economic Intelligence Unit, CCH and several others.

"Tiger" Tyagarajan, *EVP and Global Head of Sales, Marketing and M & A Gecis Global*

Tiger's career has spanned 19 years across 3 global corporations GE, Citibank and Unilever. His functional experience has spanned Sales and Marketing, Risk Management, Operations and Technology, Global Outsourcing and P and L Leadership roles. His experience spans India, Europe, Asia and the US.

Tiger has just moved into the role above for Gecis Global based out of Connecticut. In this role Tiger as he is popularly called leads Gecis' charge into the third party outsourcing and off shoring business after its 60% ownership change from GE to private equity investors.

Prior to this he was SVP, Six Sigma and Global Operations GE Commercial Equipment Finance based in Danbury, Connecticut (a business with \$ 55 Bn in assets and \$ 1.0 Bn in Net Income for 2004). In addition, Tiger also had responsibility for new business Integrations and Global Sourcing efforts for the business.

Prior to joining GECF, Tiger served as CEO of GE Capital International Services (GECIS), which delivers business processes for several GE and GE Capital businesses globally. The strong focus and commitment of that business on delivering customer CTQs, driving productivity and implementing Six Sigma business-wide resulted in huge growth and success for GECIS operations -- increasing from 700 to over 9,000 people across multiple Centers of Excellence.

Tiger joined GE in 1994 as General Manager, Risk Management, of the Global Consumer Finance and Auto Financial Services Businesses in India and was later promoted to CEO of GE Capital's Global Consumer Finance and Auto Financial Services In India. Earlier in his career, Tiger served as Vice President and Auto Business

Director for the Global Consumer Banking division of Citibank and held sales and marketing roles in Unilever Group Bombay.

Tiger has a Mechanical Engineering degree from The Indian Institute of Technology and an MBA in Finance and Marketing from the Indian Institute of Management.

Pavan Vaish, Executive Vice President - Strategy & Transition, IBM Daksh Business Process Services

As Executive Vice – President, Strategy and Transition at IBM Daksh, Pavan is responsible for transitioning new projects and the company's expansion into diverse geographies. Pavan brings to the company an in-depth knowledge of the BPO sector, strong process orientation, great understanding of technology, training and people management skills.

Pavan, one of the co-founders of the erstwhile Daksh eServices (IBM acquired Daksh in April 2004), has extensive experience in running 24x7 operations. And this experience comes into play while serving demanding US customers with committed turnaround times and sensitizing the delivery teams to their requirements. Known as a truly hands on leader, Pavan leverages his vast experience and unique business insights to deliver breakthrough deliverables.

Prior to leading the strategic initiatives, Pavan played the role of CTO where he put in place a world-class data and voice infrastructure. He was also the Vice President and General Manager of the Telecom Voice Business Unit. Earlier, Pavan co-founded Quadrant Infotech - an offshore data capturing business focused on the US market.

Pavan holds a master's degree in Mechanical Engineering from Stanford University. He also completed an Undergraduate Engineering Program from the Indian Institute Technology, Kharagpur.

Aditya Watal, Principal, HCL Investment Banking Technology and Operations

Aditya Watal, 32, is a Principal at HCL IBTO*. He is currently responsible for Global Investment Banking Relationships and Investment Banking growth strategies and their implementation at HCL. For the last three years he was managing the largest investment banking relationship for HCL in the Americas.

Prior to joining HCL, Mr. Watal was with Ashok Leyland, from 1995-1997, holding positions in services, sales and marketing before becoming manager of Trade Finance at ABN AMRO Bank NV in 1999 where he was closely involved with the redesign and implementation of the Trade Finance services model.

He holds a bachelor's degree in Mechanical Engineering and a master's degree in International Business from leading technology and business schools in India.

*HCL Investment Banking Technology and Operations, formerly known as Deutsche Software, a 100% subsidiary of Deutsche Bank AG. It was acquired by India's number one PC maker HCL, a 2.2 Bn \$ Technology Group, in December of 2004