

For Immediate Release

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**Cadence Design Systems Implements viaPeople, Inc.'s
Performance Management Software**

Princeton, NJ – February 11, 2008 - viaPeople, Inc., a leading human asset management software and consulting services company, announced today the successful global enterprise-wide implementation of their performance management software solution at Cadence Design Systems, the leader in global electronic-design innovation.

"viaPeople's performance management software has completely automated our unique goal management and performance evaluation process, including the incorporation of multi-source feedback," says Tina Jones, Corporate Vice President of Human Resources at Cadence. "We chose viaPeople, Inc. as our technology partner because of their highly flexible technology, strong client support services, and the ability of their consulting team of I/O psychologists to advise us as we align our performance management process with our strategic goals," adds Jones.

"viaPeople worked closely with Cadence to launch a pilot group of 400 early adopters to test the online system thoroughly prior to the global rollout", says Amanda Seidler, Ph.D, Industrial Psychologist at viaPeople. The pilot implementation allowed Cadence to collect feedback on the new features and processes that were planned for release in the global rollout. "The Cadence performance management process is quite complex. We proved through the pilot implementation that the viaPeople software was easy to use, flexible and configurable, and could meet Cadence's strict requirements. Cadence has now implemented our solution throughout their entire organization providing single sign-on, an automated, highly secure SAP interface, search access through a powerful organizational charting tool, and many other features that were unique to the Cadence process," says Seidler.

viaPeople, Inc.'s innovative software platform has integrated critical performance information across the entire organization into one common database, including historical performance evaluations. "viaPeople enables us to create a comprehensive database on our human capital that will better facilitate talent planning and succession planning going forward." says Keith Orton, HR Group Director at Cadence.

About viaPeople, Inc.:

viaPeople, Inc. is a human asset management software and consulting services company. By combining the science of Industrial Organizational Psychology and an advanced fully integrated technology platform, viaPeople, Inc. offers the time savings and cost efficiency of online implementation, the flexibility to customize to a client's specific needs, and the

domain knowledge to help clients measure and improve the return on their investment in human capital. Visit viaPeople, Inc. at <http://www.viapeople.com>.

About Cadence Design Systems:

Cadence enables global electronic-design innovation and plays an essential role in the creation of today's integrated circuits and electronics. Customers use Cadence software and hardware, methodologies, and services to design and verify advanced semiconductors, consumer electronics, networking and telecommunications equipment, and computer systems. Cadence reported 2007 revenues of approximately \$1.62 billion, and has approximately 5,300 employees. The company is headquartered in San Jose, Calif., with sales offices, design centers, and research facilities around the world to serve the global electronics industry. More information about the company, its products, and services is available at www.cadence.com.