



For Immediate Release

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Cadence Design Systems Chooses viaPeople and Successfully Implements a Senior Executive Leadership Assessment and Development Program

Princeton, NJ – January 2, 2007 - viaPeople, Inc., a leading performance and talent management software and consulting services company, announced today the successful implementation of a senior executive assessment and development program for the 12 member Cadence Design System executive team.

Cadence Design Systems, Inc., the leader in global electronic-design innovation, selected viaPeople based upon the innovative features available in their 360-degree feedback software product and the depth and expertise of their Industrial Psychology consulting team. “viaPeople provided us with a complete assessment and development solution and had the expertise to work with our most senior leadership team to truly enhance the effectiveness of this critical group”, said Debi Muchow, Senior Vice President of Global Human Resources at Cadence. “At Cadence we understand the business impact of continually refining our skills at all levels within our organization and this process formed the foundation for ongoing executive development,” added Muchow.

The viaPeople psychologists worked with Cadence executives to develop a customized leadership assessment instrument reflecting their unique culture and industry-specific skills. Once the assessment information was collected, the viaPeople psychologists provided one-on-one and team-based feedback and coaching to fully utilize the valuable information gathered during the process. “viaPeople did an incredible job of fine tuning their leadership assessment to make it even more beneficial to Cadence. We have a very distinctive leadership philosophy and the viaPeople tool was highly compatible with our needs”, said Mike Fister, President and Chief Executive Officer at Cadence.

Cadence sought a solution that would provide a comprehensive leadership development assessment and which would provide feedback that senior executives can rarely ever obtain. viaPeople’s Industrial Psychology consulting team actually designs the viaPeople software products thereby providing features and assessment information that cannot be obtained from other products.

About viaPeople.:

viaPeople, is a performance and talent management software and consulting services company. They enable companies to identify their top performing employees, profile the behaviors that make these people successful and then reshape their existing workforce to significantly improve overall performance. viaPeople, offers the time savings and cost efficiency of hosted solutions, the flexibility to customize to a client's specific needs, and the domain knowledge to help clients measure and improve the return on investment in human capital. viaPeople's proprietary software is a fully integrated suite of software products that are; scalable, flexible and secure. Visit viaPeople 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 2005 revenues of approximately \$1.3 billion, and has approximately 5,200 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.