SVB Financial Group

SVB Global Releases In-Depth Compensation and Benefits Survey of Indian Companies

Report Highlights Lack of Experienced Middle Managers and Continued Cost Escalation as Key Challenges in Three Technology Centers

BANGALORE, INDIA and SANTA CLARA, Calif. — August 13, 2007 — SVB Global, the international arm of financial services company SVB Financial Group (Nasdaq: SIVB), announced its release of findings from a multi-company, five-month study of human resources trends and practices in India. The company's "Compensation and Benefits Industry Survey, 2007" is the result of a study conducted by leading Indian research and consulting firm, Zinnov, which surveyed the HR practices of 31 product development companies with operations in Bangalore, Pune and Hyderabad, India.

The study found that a lack of middle-management leadership, an overflow of entry-level and mid-level engineers and continued cost escalations for the top 20th percentile of the information technology talent pool are among the key workforce challenges that the Indian market faces. The study also reports that the average salary increase in 2006 was 14-16 percent, and the report suggests it could be as high as 17 percent in 2007. Of the three cities studied, Bangalore was found to have the deepest product development talent pool; however, Hyderabad offers the highest salaries.

The full 828-page report covers more than 40 components of benefits and compensation practices ranging from recruitment, stock options, retirement plans, bonuses, continuing education, vacation and employee perks. It examines these components for 33 unique employee positions, from technical support, engineers at all levels, system administrators, network specialists and product managers.

A complimentary 36-page preview of the report is available and contains some of the key research findings and provides a sample of what data can be expected in the complete report. For a copy of the preview, or to purchase the complete report, contact client services manager, Roma David, at rdavid@svb.com, or associate, Debashish Das Gupta, at ddasgupta@svb.com. The sales team can also be reached at +91-80-4112 8282.

About Zinnov
Founded in 2002, Zinnov is a leading research and consulting organization providing services in the area of offshore advisory, market research, competitor analysis, business research, data analytics and HR consulting to Fortune 1000 companies. More information about the company can be found at www.zinnov.com.

About SVB Global
Since the early 1990s, SVB Financial Group has been calling on international markets and building relationships with technology companies, entrepreneurs, venture capitalists and service providers worldwide. It helps technology companies and private equity firms navigate foreign markets and identify opportunities in those markets and the U.S. SVB Global assists clients with market intelligence and furthers the company's global strategy by developing business relationships through dedicated teams serving Asia, India, Israel and Europe, and through SVB Financial Group's 27 domestic and three international offices. SVB Global is a member of global financial services firm SVB Financial Group, with SVB Silicon Valley Bank, SVB Analytics, SVB Capital and SVB Private Client Services. More information about SVB Global can be found at www.svb.com.

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