

# Telstra Reaps Compensation Management Benefits from Callidus TrueComp Solution

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Callidus Software Streamlines Compensation Management for Australian Telecommunications Leader

Bracknell, Berkshire, UK – August 31, 2004 – Callidus Software, Inc. (Nasdaq: CALD), the industry leader in Enterprise Incentive Management (EIM), today announced that Telstra (ASX: TLS), Australia's leading telecommunications service provider, is using Callidus TrueComp to streamline and manage its sales compensation programmes. Telstra uses TrueComp to automate the design, administration, reporting and analysis of sales incentives and variable compensation for the organisation's dealers. By leveraging TrueComp, Telstra has partly consolidated its existing commission systems into a streamlined solution that reduces costs, improves sales, and provides visibility into performance.

"With TrueComp, we now have much greater ability to create and change compensation plans quickly. Further, we have the potential to align incentive compensation more closely to our sales channel objectives, thus, ultimately contributing to our overall goals of profitability and increased revenues," said Neville Threader, Telstra's Group Manager of Commission Payments.

In addition, following a recent version upgrade, Telstra has reduced the time spent in processing commissions and generating reports. By leveraging TrueComp's reporting capabilities, the company can display and easily communicate payments and results to its payees.

"Telstra joins a growing list of telecommunications companies that recognise that well managed compensation programs, when tied to corporate goals, contribute significantly to the bottom-line," said Christopher Cabrera, senior vice president at Callidus Software. "We will continue to work with Telstra to ensure that our TrueComp solution delivers strategic business value and compelling results."

## About Telstra

Telstra is Australia's leading telecommunications carrier and a world-class fully integrated, full service provider across wireline, ADSL, HFC, satellite and digital wireless networks and platforms. Telstra has more than 10 million household, business and wholesale customers. Telstra's BigPond" is Australia's leading ISP. Telstra has the most highly accessed family of internet portals and sites and provides entertainment and multimedia content over its broadband network and through its Pay-TV joint venture, FOXTEL. Telstra owns and operates one of the most technologically advanced networks, offering end-to-end solutions ranging from broadband, IP, mobile and intelligent network services, to voice and data network hubs, call centres, and advanced multimedia and e-commerce applications. It has business operations in the Asia-Pacific region, North America, the UK and Europe.

## About Callidus Software

Founded in 1996, Callidus Software ([www.CallidusSoftware.com](http://www.CallidusSoftware.com)) is the industry's leading enterprise incentive management (EIM) provider to global companies across multiple industries. Callidus' EIM systems allow enterprises to develop and manage incentive compensation linked to the achievement of strategic business objectives. Through its TrueComp@Grid architecture, Callidus delivers the

industry's only EIM solution that combines the power and scalability of grid computing with the flexibility of rules-based interface. Customers/Partners include AOL Time Warner Corporation, AT&T Wireless, BMC Software, CUNA Mutual, DIRECTV, Dun & Bradstreet, IBM, JP Morgan Chase & Co., Pennzoil-Quaker State Company, SBC Communications and Sun Microsystems. Callidus is publicly traded on the NASDAQ under the symbol CALD.

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