

Subsidiaries	Subsidiaries	Subsidiaries	Country oi Incorporation
	Denextep Spain Digital, S.L	Designit Colombia S A S	Spain Colombia
		Designit Peru SAC	Peru
Cel lent GmbH	Frontworx Informations technologie GmbH		Austria Austria
UPH Holdings Corp.	HealthPlan Services Insurance		USA USA
	Agency, Inc. HealthPlan Services, Inc.		 USA
Appirio, Inc.	Appirio, K.K 'I opcoder, Inc.  Appirio Ltd Appirio Singapore Pte Ltd	Appirio GmbH Apprio Ltd (UK)	USA  Japan  USA  Ireland  Germany  U.K.  Singapore