

## ***The Dallas Morning News Selects Siebel Incentive Compensation Management and eVerge Group Integration Expertise***

*Leading Newspaper Improves Compensation Processes*

**San Mateo, Calif. - Feb. 2, 2005** - Siebel Systems, Inc. (NASDAQ: SEBL), a leading provider of business applications software, and eVerge Group, a leading systems integrator, today announced that *The Dallas Morning News* has increased efficiencies and improved accuracy through its use of Siebel Incentive Compensation Management (ICM). *The Dallas Morning News* is one of the largest daily newspapers in the United States, serving the nation's eighth-largest city.

"We selected Siebel because their product was superior to those we reviewed, their solution was cost-effective, and they committed to helping us deploy on an aggressive time schedule," said Scott Messer, Vice President/Controller, *The Dallas Morning News*. "We have improved our compensation process, which will ultimately help us drive sales and increase profits."

Prior to implementing the Siebel solution, *The Dallas Morning News* manually processed monthly sales commissions for its 250-person sales team using printed reports and spreadsheets. *The Dallas Morning News* evaluated multiple software options, selecting the Siebel product for its flexibility, robust functionality, and ability to be deployed rapidly. Siebel ICM will also help *The Dallas Morning News* more efficiently manage Sarbanes-Oxley compliance.

*The Dallas Morning News* teamed with eVerge Group, a longstanding Siebel Consulting Partner, to deploy the ICM software within four months. "We chose eVerge for its experience with Siebel and ICM solutions," said Lorie Schrader, Vice President/Information Technology, *The Dallas Morning News*. "I was impressed with the quality of work performed by eVerge. Their team was responsive, dedicated, and highly skilled, and they went the extra mile to ensure the success of our project."

Companies are increasingly realizing the measurable value of implementing flexible and strategic compensation management to their organizations. When implemented correctly, ICM solutions can become a strategic tool for increasing market share, positively impacting top-line revenue, and delivering increased return on investment over most IT expenditures. Siebel ICM, a key component of the Siebel Sales suite of applications, enables companies to drive revenue and profits through the use of strategic incentive programs that align employee and partner behavior with corporate objectives. By ensuring that employee and partner behavior is properly focused, Siebel ICM empowers organizations to exceed revenue and profit objectives by improving sales effectiveness and partner performance.

## About eVerge Group

Founded in 1993, eVerge Group is a leading systems integrator focused on delivering Customer Relationship Management (CRM), Business Analytics, and Incentive Compensation Management (ICM) solutions from Siebel Systems, Inc. With longevity and focused expertise in the marketplace, eVerge Group is a valued partner of Siebel Systems and has implemented these solutions in leading organizations across the United States. For more information on eVerge Group, visit [www.evergegroup.com](http://www.evergegroup.com).

## About Siebel Systems

Siebel Systems, Inc. is a leading provider of business applications software, enabling corporations to sell to, market to, and serve customers across multiple channels and lines of business. With more than 4,000 customer deployments worldwide, Siebel Systems provides organizations with a proven set of industry-specific best practices, CRM applications, market-leading analytics products, and business processes, empowering them to consistently deliver superior customer experiences and establish more profitable customer relationships. Siebel Systems' sales and service facilities are located in more than 30 countries. For more information about Siebel Systems, Inc., please visit [www.siebel.com](http://www.siebel.com).

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For more information on Siebel Systems solutions and services, please visit our Web site:

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CRM Services - <http://www.siebel.com/crm-services>.

Except for the historical information contained herein, this press release contains forward-looking statements that involve risk or uncertainties. Future operating results of Siebel Systems may differ from the results discussed or forecasted in the forward-looking statements due to factors that include, but are not limited to, risks associated with customer relations, such as the availability of Siebel Systems' products and services, customer implementation of products and services, relationships with customers, third-party vendors and systems integrators, concentration of revenues in a relatively small number of customers, existence of errors or defects in products, ability to successfully manage growth, significant current and expected additional competition and the need to continue to expand product distribution and services offerings. Further information on potential factors that could affect the financial results of Siebel Systems are included in Siebel Systems' Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and its other filings with the Securities and Exchange Commission, which are available at [www.sec.gov](http://www.sec.gov). Siebel Systems assumes no obligation to update the information in this press release.