



FOR IMMEDIATE RELEASE

SYSTEMS ENGINEERING ANNOUNCES EMPLOYEE STOCK OWNERSHIP PLAN

Leading Information and Communications Technology Consulting Company Becomes First Employee Owned Provider in Maine

Portland, Maine, April 10, 2008 – Systems Engineering, the largest Maine-based information and communications technology consulting company, today announced the completion of an Employee Stock Ownership Plan, which effectively transfers ownership from a closely held company to a company owned by its employees. The plan, which was officially introduced to the company on March 14th, 2008 had been under development for 12 months.

There are no planned management or staffing changes that will result from the change in ownership.

The shift in ownership is designed to ensure that the company continues to operate successfully while providing additional incentives for each employee to consider the company's long-term success through day-to-day operations. Operating similar to an employee 401k or profit sharing program, funds will be deposited annually based on profitability of the company.

“Moving the company to an ESOP model will allow us to reward many of our long term employees for their hard work and dedication over the years, as well as attract new employees. Our team knows that to be successful, our clients need to be successful, too,” said Harry McMann, president of Systems Engineering. “I’m proud of what we’ve achieved over the last twenty years and look forward to even greater success in the future.”

The difference between an ESOP and other types of Employee Benefit Plans is that contributions are made entirely by the company with no additional investment required from the employee. Although Systems Engineering will now become one of only a handful of ESOP companies in Maine, the concept is well established elsewhere in the country.

Nationwide, Employee Stock Ownership Plans are estimated to hold more than half a trillion dollars in assets, and cover over 10 million U.S. employees. Additionally, companies that institute ESOP generally fair better than the national average in terms of employee satisfaction and profitability. Research has found that sales, employment and profitability was roughly 2.4% higher than companies without the plan. Further, 82% of companies said revenue increased and 72% indicated they saw an increase in profitability following the introduction of an ESOP.

Every Systems Engineering employee is automatically enrolled in the program, which is also expected to further increase employee retention, already well above industry averages, as well as help with the recruitment of new employees.

The investment firm Spinnaker Trust of Portland, ME will act as the trustee of the plan and Actuarial Designs & Solutions, Inc. of South Portland, ME will administer the plan.

About Systems Engineering:

Systems Engineering is the largest Maine-based information and communications technology consulting company with over sixty business technology professionals on staff. As Maine's IT strategy and services leader, our IT professionals have provided comprehensive business technology products and solutions to more than 500 companies and organizations throughout Northern New England since 1988.

Systems Engineering is 100% owned by the employees of the Company. For more information, visit <http://www.syseng.com> or call 207-772-3199

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