



Announcement

Uli Neubert elected new President and CEO of ICM America

Dear Friends and Colleagues

April of 2004 the unique opportunity presented itself for me to become a major shareholder of ICM America. With joy and enthusiasm I have accepted the leadership position at ICM America and dedicate myself to continue to focus on the excellence in SAP consulting that ICM America has come to represent.

Over the past years ICM America has been very successful here in the US. Our success has been based on our long-standing virtues: Ethical, reliable, fair to our customers and people. We stand by our business practices of following through on our commitments and to not over promise to our customers. Myself, and the management team here at ICM America, guarantee every customer that ICM America will always be committed to these principles.

With management changes and restructuring at ICM Germany, (ICM Americas former parent company), the new management team here at ICM America has taken over all of ICM Germany's interest in ICM America, which was the strongest entity in the group.

We also have the backing of a large German based consulting company: Ciber-Novasoft AG. Further partnerships will be announced shortly.

As the new president of ICM America and as a 20-year veteran in the SAP industry with 15 years here in the States and 10 years as an entrepreneur, I assure you that ICM America continues to be a strong company. We have a solid, knowledgeable base of consultants, we have strong partnerships, and we are financially strong and well positioned to embark on new focus areas.

Our focus will always be on our customers. We want to serve our customers better than our competition does, with stronger commitment, better knowledge and competitive rates.

ICM America is committed to the SAP market space.

- We continue to be an SAP Partner.
- To demonstrate our commitment we moved our offices closer to SAP.

ICM America is well prepared to continue to serve our customers in the areas that are our traditional strongholds:

- All SAP implementations, MySAP.com, MySAP-ERP and Enterprise
- ERP, Logistics and Supply Chain Management,
- Assessments on: Projects, TCO, Strategy and CBI (Continuous Business Improvement)
- Roll-Outs, Mergers, Migrations and Upgrades,
- Business Intelligence & BW.
- Basis system and help desk support

New areas that ICM America will focus on are Integration (EAI) and development and execution of strategies on collaboration and web enablement, with special consideration of NetWeaver and other tools.

As a midsize consulting Company, ICM America has also expanded from our traditional stronghold industries:

- Chemical and Pharmaceutical
- Automotive and High Tech
- Food, and CPG

Into niche markets and is also focusing on small and medium businesses.

The introduction of the new management team at ICM has been met with enthusiasm and received strong support from our partners and customers as we presented our vision and goals for the new company.

This is very encouraging and has already presented us with many new opportunities.

I see it as my duty to personally inform you about the details of the new developments and will be trying to schedule a brief telephone conference over the next few weeks.

Again, I would like to thank you for your continued support and we here at ICM America strive to provide the excellent quality consulting services everybody has come to expect from us.

Kind Regards,

Uli Neubert
President & CEO
ICM America