



FOR IMMEDIATE RELEASE

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Francis Investment Counsel Expands Research Capabilities
Edward McIlveen Joins Firm

January 17, 2005. Hartland, WI – Francis Investment Counsel today announced the addition of Edward C. McIlveen as Director of Performance Analytics and Research.

Edward has a Master's of Business Administration degree in finance from Marquette University and graduated Cum Laude with a Bachelor of Arts degree from Gustavus Adolphus College. He is also a Level One candidate for the Chartered Financial Analyst (CFA) designation, sponsored by the Association for Investment Management and Research (AIMR).

Francis Investment Counsel LLC (www.francisinvco.com) is a Registered Investment Advisor dedicated to providing independent investment consulting services to the qualified plan marketplace. The company provides investment advisory services to plan sponsors and also offers extensive education and individualized advice services to plan participants.

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