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**HK Systems selects Francis Investment Counsel LLC to Provide
Participant Education Services**
Company adds "hard asset" fund to employee savings plan

Hartland, WI, December 14, 2004. HK Systems, Milwaukee, has engaged Francis Investment Counsel LLC to provide participant education services for their 401(k) plan with assets in excess of \$54 million. The company employs 760 people in 7 states.

Francis currently serves as independent investment consultants to the HK systems 401(k) plan. This additional assignment was the result of the company's recent decision to add a "hard asset" option to its menu of 401(k) investment alternatives. The change to the plan requires additional employee education and communication.

Says Michael J. Francis, CEO of Francis Investment Counsel, "HK Systems is among a number of companies who have expanded their menu of 401(k) investment options to include a 'hard asset' fund in order to provide additional diversification opportunities to their employees. Importantly, the company plans to emphasize education to help employees understand proper asset allocation." The plan currently includes 13 investment choices and three lifecycle funds.

HK Systems is North America's leading automated material handling and supply chain execution software total solutions provider. The company develops, implements and supports integrated solutions for the management of enterprise-wide inventory, distribution, logistics management and automated material handling systems.

Francis Investment Counsel LLC (www.francisinvco.com) is a Registered Investment Advisor dedicated to providing independent investment consulting services to the qualified plan marketplace. Francis Investment Counsel currently consults to qualified plans representing assets exceeding \$1 billion. The company delivers conflict-free investment advisory services to plan sponsors and also offers extensive education and individualized advice services to plan participants.

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