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IE-ENGINE MAKES TWO STRATEGIC ADDITIONS TO MANAGEMENT TEAM

**Human Resource Cost Management leader
taps HR consulting veteran Paul Daoust as CEO;
experienced high-tech professional Michael Byers appointed COO**

Waltham, Mass. – February 14, 2005 – IE-Engine Inc., the leading provider of Human Resource Cost Management (HRCM) technology enabled services, today announced two strategic additions to its executive team and Board of Directors. Paul Daoust has been named CEO, bringing 36 years of experience in the HR consulting and technology markets. IE-Engine also announced that it has appointed high-tech industry veteran Michael Byers to the newly created position of chief operating officer.

As IE-Engine's CEO, Daoust will be responsible for leading the company through its next stage of growth. Daoust will oversee IE-Engine's strategic direction, including channel partnerships and new customer acquisition.

Daoust, a Fellow of the Society of Actuaries, spent almost 30 years with Watson Wyatt, one of the largest HR consultancies in the world. Daoust helped open and lead Watson Wyatt's Boston Office, which eventually became the largest HR consultancy in New England. Daoust later led the firm's regional offices in New York before becoming COO of Watson Wyatt, a position he held for five years. As COO, Daoust oversaw doubling revenues and tripling profits for global consulting operations, while cementing the worldwide alliance with the blue-chip UK Consultancy, R Watson & Sons.

Most recently, Daoust was the chairman and CEO of GRX Technologies, an early stage software company focused on supply chain management for the commercial insurance industry. In recent years, Daoust has also served on the Boards of Advisors and Directors of more than 10 early- and mid-stage technology companies.

"For several years, I've been well aware of the work being done at IE-Engine to bring transparency in purchasing processes to employers, consultants and brokers," said Daoust. "The company has made significant progress in developing and selling its technology and services to more than 60 Fortune 1000 customer sites, both through direct sales and channel partnerships. But we now have to accelerate our progress to become the industry standard for purchasing and managing health and welfare plans."

Byers appointed COO

As Chief Operating Officer, Mike Byers will run the day-to-day operations of IE-Engine, focusing on finance, executive recruiting, sales, strategic partnerships, services, engineering and marketing.

Byers has extensive experience in high technology and finance, a deep understanding of the technology market, and a record of growing profitable companies. Byers was previously President and CEO of Centive, a sales performance management solution provider in the HR space. He joined Centive as its chief financial officer, and was promoted to CEO shortly thereafter, responsible for raising in excess of \$70 million dollars from blue-chip venture capitalists and driving Centive to its leadership position in the Enterprise Incentive Management (EIM) category.

Prior to joining Centive, Byers served as CFO and VP Finance for NuMega Technologies, Inc., a \$20 million software tools vendor acquired by Compuware Corporation (NASDAQ: CPWR) in December, 1997. Before that, Byers served as corporate controller for SQA, Inc., where he was a key member of the group that orchestrated the software tool vendor's successful initial public offering for \$37 million. Previously, he was corporate controller for Object Design, Inc., and controller and chief accounting officer for Spinnaker Software Corp.

"With health care costs continuing to rise, it is critical that employers have a solution that gives them complete transparency into the process of purchasing and managing health and welfare products through consultants and brokers," said Byers. "IE-Engine is a company with the right technology at the right time. I am looking forward to using my experience in the technology and HR markets to help guide the company through its next growth stage."

"With long track records of success in the HR and technology markets, Paul Daoust and Mike Byers will be able to take IE-Engine to the next level," said Louis Volpe, managing partner at Kodiak Ventures. "This new executive team not only understands the unique problems in the HR and consulting fields, but also how to successfully apply technology to solving enterprise business problems. With these appointments, IE-Engine has never been in better position for significant growth."

About IE-Engine

For HR Executives and employee benefits consultants and brokers, IE-Engine (<http://www.ie-engine.com/>) is the leading provider of human resource cost management (HRCM) services and technology. Through its application of proprietary, HR-specific software applications and expertise, IE-Engine significantly improves the process, management and costs associated with purchasing and managing HR services for companies such as Ford, Staples, Lucent, Watson Wyatt, and Hilb, Rogal & Hobbs. Founded in 1999, IE-Engine is a privately-held company that is headquartered in Waltham, Mass.