

# 2005 International Business Awards

NuView Systems salutes these clients and their outstanding achievements:

## **Best Human Resources Team**

[APCO Worldwide](#), Washington, DC, U.S.A.

## **Best Executive**

[Thomas M. Nies](#), Founder, CEO and President,  
Cincom Systems, Cincinnati, Ohio, U.S.A.



### **APCO Worldwide**

Founded in 1984, APCO Worldwide is a global communication consultancy with offices throughout North America, Europe, Asia and Africa. APCO operates at the nexus of business, government and public opinion. Clients include corporations, industry associations, governments and non-profit organizations, as well as six of the top 10 companies on Fortune's Global 500.

“HR spent considerable time developing a strategy and communication documents for employees about upcoming changes, and providing counsel to the CEO on how to manage employee expectations. **HR also addressed several infrastructure issues by selecting and implementing a global HRIS and payroll vendor within a very short timeframe.** Benefit and retirement programs were also negotiated and implemented in the U.S., Canada and the UK. HR saw the buyout as an opportunity to bring several employee programs into alignment with the longer-term goals of the company. “

## **Cincom Systems, Cincinnati, Ohio**

Found in 1968, Cincom builds, sells, and supports software for data access and integration, process automation, manufacturing business solutions, and business communications. Cincom has over 850 employees in more than 30 offices worldwide. Led by the longest-serving CEO in the computer industry, Cincom has experienced its most profitable success in the last three years.

### **Best Executive: Thomas M. Nies, Founder, CEO and President**

Tom Nies started his software company, Cincom Systems, in 1968 with \$600, a card table, and an entrepreneurial dream that blossomed into a \$100 million plus global organization, now serving thousands of clients on six continents.

Twenty years later, in 2004, that entrepreneurial spirit still flourishes as Nies was recently selected as a regional Technology Winner of the Ernst & Young Entrepreneur of the Year® program and inducted into their Entrepreneur Hall of Fame.

As the longest-serving CEO in the computer industry, Nies still faces challenges. He purposely chooses to remain a private organization in an IPO-hungry industry. As a result, he doesn't have the infusion of cash of many of his competitors (yet he still manages his company with no debt).

Over the last three years, Nies has led Cincom through some of the most challenging economic conditions, especially in the post-bubble technology industry. Nies' leadership and commitment to delivering high value, low risk, and rapid ROI at low customer cost has led Cincom to impressive, record-setting financial results for 2002, 2003, and 2004.

In 2003, Cincom experienced:

- 47 percent increase in new sales
- 106.8 percent Return on Invested Capital (ROIC)
- record profit - more than double 2002's former record-profit year

Cincom's fiscal year 2004 financial performance was its second most profitable year ever in its 36-year history. (2003 was the most profitable.).

Cincom has generated over \$100 million dollars in revenue for 19 straight years, a record that is only matched by Microsoft in the software industry.

Because of the leadership and pioneering work of Cincom and Tom Nies, he is recognized in the Smithsonian institute alongside the likes of Bill Gates and Larry Ellison.

Relishing in his role as entrepreneur, Tom is now sharing the lessons he's learned as an entrepreneur to college students who are aspiring to run their own businesses.

For more information on these awards, visit:

[http://www.stevieawards.com/pubs/iba/awards/171\\_1829\\_11226.cfm](http://www.stevieawards.com/pubs/iba/awards/171_1829_11226.cfm)