

Daniel's formula for success: Balancing business and family

BY LISA ROSATO

When Reginald Daniel started his Annapolis Junction information technology company in 1996, he was confident that he had developed a corporate recipe for success.

But that feeling was never so real as when Daniel, who lives in Prince George's County, was named on June 26 the Information Technology Consulting Entrepreneur of the Year for the state of Maryland by the international accounting firm of Ernst & Young.

"It was definitely not expected," said Daniel, president, chief executive and founder of Scientific & Engineering Solutions.

"When I started [the company], it was with the intent of extending opportunities to every level of the organization. I felt it would be the most successful business model in the country, [but] it still gives my stomach butterflies to have that validated."

And the validation doesn't stop there. In August, Daniel was also named Information Technology Consulting Entrepreneur of the Year for the state of Maryland by the National Black Chamber of Commerce.

Deloitte and Touche, another "Big Five" accounting firm, has named Daniel's company to its Fast 50 list — the 50 fastest-growing companies in the Washington, D.C., area.

And along with national recognition, the firm has recently landed its biggest contract ever.

SES and 65 other subcontractors will share a \$500 million stake in a 10-year, \$2 billion National Security Agency contract granted to Computer Science Corp. and Northrop Grumman.

The company does Internet research to solve problems for its customers.

"If you need to find one word in an amount of data like that in the Library of Congress [and] get that information to someone to make a

decision on that information in 24 hours, we use the Internet to do that," Daniel said.

SES creates secure, efficient ways to get information to its clients via the Internet, Daniel said.

The company is also working with the Internal Revenue Service to develop a secure Web site that allows users to complete their tax returns over the Internet.

The company also dabbles in virtual reality, including projects like judging fuel efficiency in plane designs for the Naval Research Lab.

"We have a lot of fun," Daniel said with a laugh.

However, juggling corporate and family life can be a challenge, he said.

"I enjoy taking my daughter to swim lessons, dance lessons," said Daniel, a 42-year-old single parent. "I experience those family issues. As a parent it helps you understand the needs of moms and dads in the organization."

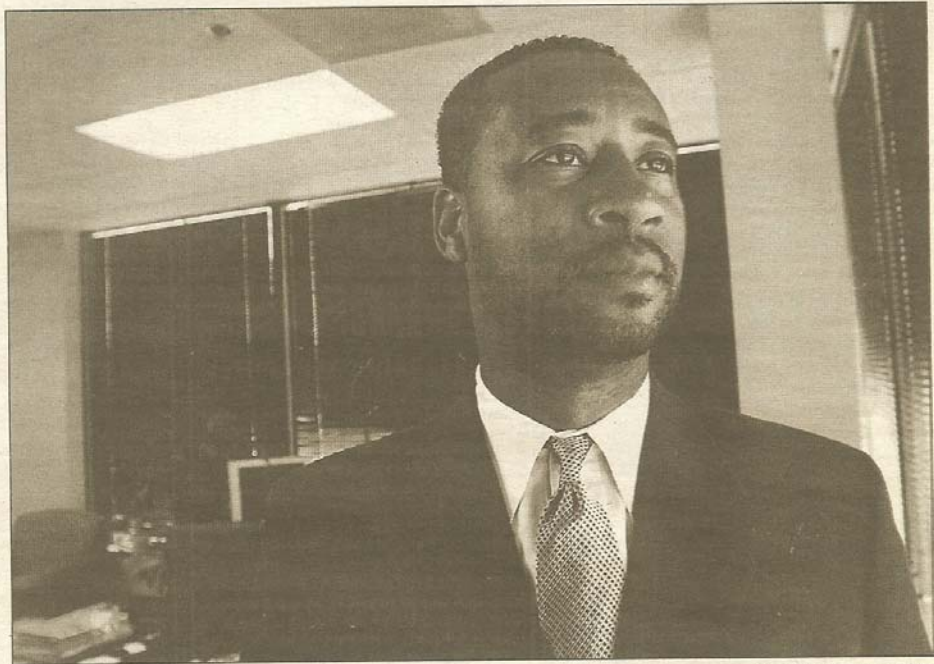
Daniel asked all 140 employees to develop a five-year plan outlining their hopes and dreams, in terms of both career and family. He says this individual development plan encourages employees to take ownership of their careers. In addition, it lets them know that they don't ever have to put their family second, he said.

"Our employees understand that they have a responsibility to do their job," Daniel said. "But I understand that ... they work to enhance their family life. We use flexibility first."

Daniel hopes to increase the company's employee base to about 700 in the next four to five years. And in the next three years Daniel plans for SES, which is employee-owned, to explore taking the company public.

"As it grows I want each employee to participate in the wealth," he said. "Don't you think that's how it should be?"

E-mail Lisa Rosato at lrosato@patuxent.com.



STAFF PHOTO BY SHERRY DIBARI

Reginald Daniel, CEO of Scientific & Engineering Solutions, has been named Information Technology Consulting Entrepreneur of the Year in Maryland by Ernst & Young and the National Black Chamber of Commerce.