



Damage Control Inc.

Restoration • Reconstruction

January 9, 2012

Dear Friends,

I am happy to announce the promotion of Paul Winter to President of Damage Control Inc.

Paul has been with the company for several years and has been my right hand man over the past few as he has taken on an increasing amount of responsibility so that I could focus on five, ten and fifteen year plans for Damage Control.

Paul's focus is our day to day operations of the business and implementation of these plans. Together we are ensuring a solid base for the years ahead, not only for our business, but for our staff and clients and their families.

2011 was a year of ups and downs and DCI was no exception. Words cannot express how much I appreciate your continuing support and well wishes. One of the positive outcomes of this chapter in my life is being given the opportunity to create a seamless transition in the daily leadership of DCI and knowing that I am preserving the legacy that is our family business, all while being able work in the business that I have created, built and continue to love. With all of the challenges, DCI posted one of our best years in 2011 under Paul's stewardship.

My sincerest thanks to Paul for stepping up to so many new challenges and to all of our friends for seeing us into a bright future.

Happy New Year!

Phil Isenhour, CEO

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