



Letter from President

To all, it has been a good year for Demark, and hopefully it has been a very good year for all of you. Demark continues to grow and continues to offer new opportunities for its employees. Despite the economy, Demark has continued to hire, and with few exceptions, keep the current workforce fully applied. We see no change for 2009.

I would personally like to say "Thank you" to all of Demark's employees, past and present. Without the great people of Demark there would be no Demark. Demark's Mission Statement is "Serving our people and clients, we will make the difference to ensure success for our projects." It's interesting that when we were developing this statement, I was criticized for putting "our people" before "clients". I heard from the marketing perspective, "clients are always #1". I heard the same from the management people. I even heard it from a few clients after the statement was finalized. I knew it was right when we proposed it, and I know it is right even more so today. By putting Demark's employees first, we have provided the very best service to our clients. Thank you again for your support and loyalty.

Happy Holidays to you and your family. Take some time off to smell the roses, enjoy family and friends. Personally, I will give thanks for a great 2008, and I hope you will too.

Mark Inserra

Recruiting Hitting New Highs & Lows

As you all know, resources continue to be a real issue for the nuclear power industry especially for engineering and major project work. We have seen a few nuclear power plant owners cut projects due to the economy, but we expect demand for our services to remain high. Demark has invested significant time in recruiting and resource management in 2008 and will see this effort increase in 2009. A major part of Demark's recruiting is via word of mouth from all of you, our current employee grapevine. Demark would like to thank all of you for your efforts to date and your future efforts with regard to recruiting. Keep passing on the good word.

On the low side of recruiting, a brief story that happened this year: Anna received a phone call from a person who identified herself as an INPO representative that was looking for technical papers to support an upcoming INPO SGRP symposium. This person had the names of several Demark employees but no contact information. She requested phone numbers for these individuals from Anna. Anna, being the street savvy person that she is, felt this was a bit odd and asked for her name and number so that Mark could call back with the applicable info. Mark was also quite surprised--INPO having a SGRP symposium after all these years! Well, Mark's return call was to a disconnected number. Anna contacted INPO afterward and was told that no one by that name worked for INPO! I guess some people will go to great lengths to steal Demark personnel. We should take this as a compliment.



Non-Nuclear Power Plant Services Contract

Demark was awarded a Power Plant Services Contract to support the non-nuclear major project organization of one of the nation's largest power producers. The award was based primarily on the excellent service that Demark provided the same utility in other service areas.

The contract provides for many new opportunities for Demark personnel as well as a growth area for Demark in general. The work is located primarily in eastern Pennsylvania but also includes Texas and a few other locations.

Nuclear Major Projects Contract

Demark's largest contract, The Project Management Contract (PMC), has had a very good 2008. This contract supports one of the nation's largest nuclear fleet's Major Project's Organization. Initially it was to provide only project management services. In 2008 it was officially expanded to include several new areas including engineering, construction oversight managers, field engineering and other project support personnel.

A recent meeting with the client resulted in very positive feedback, with only a follow up item as an area for improvement. This bodes very well for the relationship to continue for a long time. Thanks to all of the Demark personnel that support this contract.

Spring 2008 SGRO

One of Demark's largest SGRP roles to date completed the first of two replacement outages this recent spring. In general, the outage was a great success, personnel safety and radiation protection was in the top performing categories. Although the ultimate goal for duration was not met, in comparison to other US SGROs (total of 49 US SGRO's to date), this outage was one of only four first time replacements to finish below 70 days. Working together with the owner's and installer's team, we hope to see a record setting outage in the spring of 2009.

Thanks to all of the Demark personnel associated with this project.

New Hires

In the past we have listed all of our new hires. Because of the list being too long and the potential for competitors using it to recruit, we will no longer be carrying this section. For a complete phone listing of Demark personnel feel free to contact Anna Spacone or Lynn Phelan directly.

**HAPPY HOLIDAYS TO ALL AND
HAVE A GREAT 2009**