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### **ICM Document Solutions Appoints New CEO and President**

*Former President, Harrington, and Former VP of Sales, Smith, are Promoted to Further Growth of Company*

Phoenix, Arizona, October 29, 2009 -- The Board of Directors for ICM Document Solutions today announced the appointment of Phil R. Harrington to the position of Chief Executive Officer. Mr. Harrington, the founder of ICM, has served as President for 21 years. During that time, ICM Document Solutions has grown into an industry leader providing complete document solutions that include cutting-edge document management software products supported with a complete line of services.

As CEO, Mr. Harrington will concentrate on growing ICM's core industries, including major manufacturing and aerospace *Fortune* 500 companies. "This restructuring is part of an organizational plan to prepare the company for the next phase of business growth," said Harrington. "The plan includes providing document solutions on both a national and global scale for our current and future major accounts," Harrington added.

As part of the restructuring, Kevin Smith is promoted to President of ICM Document Solutions. Mr. Smith served as Vice President of Sales for ten years and was instrumental in the growth of ICM through the acquisition and development of major accounts. In his new position, Mr. Smith will oversee the daily operation of all departments within the company. He will work with Mr. Harrington on strategic issues, partnership building, and acquisitions to assure the company moves seamlessly to the next level of growth. "I look forward to taking ICM to the next level," remarked Smith. "We will continue to offer industry leading products and services, combined with unparalleled customer support, to achieve our growth goals," Smith concluded.

Mr. Harrington has over 40 years of experience in Information Technology (IT), telecommunications and high volume manufacturing. He has both large corporation management experience as well as the experience of taking a start-up IT company from scratch to a well-established leader in its field. Mr. Harrington holds an M.B.A from the University of Chicago, a B.S. in Electrical Engineering from the University of Illinois, and a B.A. in Math and Physics from Saint Joseph's College in Indiana.

Mr. Smith has more than 20 years of experience in the document management, imaging and conversion business, and has been with ICM for 18 years. Smith was instrumental in building ICM's product/service sales force into a team that helps customers realize the maximum benefits from digital documents and

web-based access. Smith was formerly responsible for product/service sales to major corporate accounts and governmental agencies. Mr. Smith has a B.S. in Systems Engineering from the University of Arizona.

### **About ICM Conversion, Inc.**

ICM Conversions, Inc. (ICM), d.b.a. ICM Document Solutions, is a national provider and leader in scanning and conversion services, engineering services, and Web-based document management solutions. For over 21 years, ICM has grown to provide a suite of products and services to create, convert, manage, and efficiently distribute documents. The ICM executive team has over 50 years of combined expertise in helping *Fortune* 500 companies and government organizations transition to paperless office environments. ICM offers document scanning, CAD services, technical publications, software development, and forms-processing services. In 2009, *Ranking Arizona* named ICM number one for scanning and imaging services and number three for Software Companies. State Contract: AD010070-002.

For more information: [www.icmdocs.com](http://www.icmdocs.com), or contact Joanie Hollabaugh at 602.678.1978.

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