



Advisor



Our sales team is constantly exploring new markets and industries where our services and extensive experience can be utilized. There are many examples happening right now that prove our ability to adapt and shift across a broad scope of industries.

In the region, we negotiated a full-time **Maintenance** contract at Imery's Performance Minerals which we estimate will grow in manpower as we continue to perform strongly. We have also seen maintenance growth at Sun Automation, Marquip Ward United, East Penn, and Manitowoc Crane in recent months.

High notes **Industrially** include work awarded at BAE Systems, Carlisle Construction Materials and American Colloid where we have faced stiff competition in the past. We are confident that we are in good standing for projects at Amphenol Intercon Systems (Plant relocation) and multiple projects at Kennametal. In addition, we recently completed the first round of meetings for a major relocation at SKF in Hanover that will include 5 phases happening between late 2016 and 2019.

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HR News Benefit Spotlight

Open Enrollment

Be on the lookout by mid-august for Open Enrollment Materials. We are still working on the details and at this time there is little to be shared, but we hope to be able to bring you some advantageous change details soon.

We do know that we will retain the same requirements to qualify for the Wellness Discount:

1. Both you and your spouse both must complete the on line wellness profile on the Highmark website.
2. You need to have a physical with blood work in the past 12 months, September 2015- August 2016.

There was a lot of confusion last year with the physical portion of these requirements. Note that our plan covers 100% of the cost for the wellness physical and blood work, so long as it been at least **12 months** since your last physical and blood work and your medical provider uses the codes as listed on the card below. If those are maintained, there is no cost to you other than the office visit. Additional costs only come into play if different or additional labs are run, it been less than 12 months since you have previously had the labs done, or your medical provider is seeing/treating you for something other than or in addition to your wellness exam during that visit.



ADULT PREVENTIVE SERVICES

WELLNESS EXAM (PHYSICAL): eligible 1 per year ages 19 and up
Codes: 99385/99386 (new patient); 99395/99396 (est'd patient)

CHOLESTEROL SCREEN: eligible 1 per year ages 19 and up
Codes: 82465/83718/84478/83721

LIPID PANEL: eligible 1 per year ages 19 and up
Code: 80061

BLOOD GLUCOSE SCREEN: eligible 1 per year ages 19 and up
Codes: 82947/82948

This is a good time to review your coverage, who is covered on your plans, and if you want to make any changes or additions to your Aflac options. Remember this is the only time a year you can make changes to your plan such as adding or dropping coverage of a family member. Please contact HR if you would like to make any changes to your plan or options, and get any questions you or a family member may have about your coverage.

Connect Care 3 is a program that has been part of our benefit package for several years now. Many of you may not be familiar, but its worthy of a look. Connect Care 3 is **a completely free** service to all AIS Highmark members. What is Connect Care 3? It is a health advocacy and nurse navigation service designed to



provide you with the best health care options available. CC3 is there to help you understand your diagnosis, help you get second opinions, research and provide you with top doctors to treat your diagnosis. They will provide support and even go to doctor's appointments with you to take notes and make sure you understand everything that is discussed. Many times when we are at the doctor we are overwhelmed with the information they are telling us. CC3 provides that support to have someone there to make sure all questions are being answered. Hearing any type of diagnosis is scary and overwhelming,

and hard to comprehend everything being said. Having a nurse navigator with you, will make sure the right questions are asked and answered and be there to take notes for you.

Recent Projects — everyone is working hard to ensure the customer is happy!



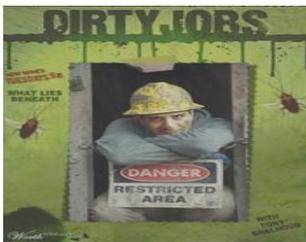
I appreciate your great efforts of your team, especially Paul. Thank You very much. Tak Uchiu –MHIA



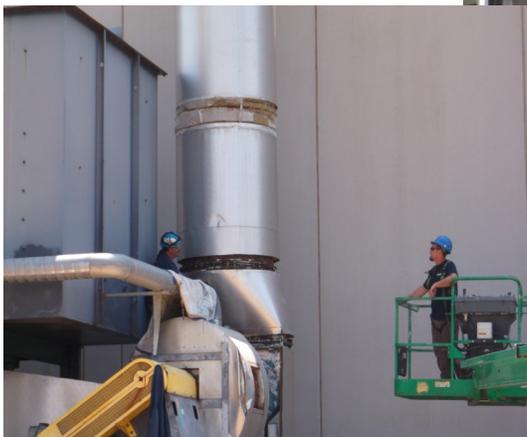
The project accounting and administrative team THANKS everyone who worked on the Woodstock project for running a very organized project . Constant communication and organized paperwork made everyone’s job easier. . . . Extra shout out to Joe Groft!



Big Shout out to Fab Shop, Don Beaver, Justin Leese and Cory McPherson, with this crane fabrication and installation.



I would like to thank your team for an excellent job this week. Everyone worked hard and efficiently. I think this job would qualify for an episode on “ Dirty Jobs”. Geoff Adamson (Goss) on RRD Danville



Quad– Martinsburg, WV

Sales and Marketing

Continued from page 1

In **Food and Beverage**, we have opportunities pending at Philadelphia Macaroni, Pinnacle Foods and Wolfgang Candy for the installation of a new chocolate pretzel line.

As highlighted in the last newsletter the **Packaging and Corrugated** industry has been a shining star which continues to show growth. We are currently wrapping up a major shutdown project for MHIA at WestRock (Lancaster, Pa). Other successful projects include Albea Americas (Woodstock IL), Paperworks (Baldwinsville, NY) and Bobst at CP Flexibles (Bristol, Pa).

Our **Graphics** division is performing strongly with major installations occurring for Goss (Fry, Valassis, Impact), Quad Graphics (Martinsburg, EG, Saratoga Springs), manroland (Freeport Press), and Komori throughout the country.

Our **Fabrication** shop continues to stay busy projects for Megtec (Duct work), Fry Communications (Ink Tank), Avery Dennison (duct work), and consistent projects for US Gypsum, Manitowoc, Volvo, and PPG.

Finally, to increase our local presence, we have expanded our sales department by welcoming Jared Haas as a Business Development Manager. Jared's focus is on new account development in York, Harrisburg, Carlisle, Chambersburg, and Western Maryland. Jared has a history of sales in the electrical industry (7 years) and most recently, industrial distributor sales (5 years). His hobbies include golf, volleyball, dirt track racing, and coaching youth sports. He has a wife, Liz, and two sons Drake and Ethan. Please welcome Jared to the team.



As always, thank you for all of your efforts.

Don't count the days, make the days count!

-Muhammed Ali

Sales, Marketing, and Project Management facts:

In the first half of 2016, our sales and support team completed:

An estimated 1,565 customer site visits.

Obtained 793 customer "Requests for Quotation" opportunities.

Negotiated 578 customer contracts !!!!!

Fleet News



The latest addition to our fleet is an XL Specialty double drop extendable trailer capable of carrying as much as 80,000 pounds. The trailer well extends from a 29' up to 50'-4". The trailer incorporates a built in weight scale. A detachable 3rd axle is available for overweight loads. This trailer will afford our customers more oversized transportation options and will

help capture additional revenue for AIS. It will also sever in transporting our heavy lifts, Versa-Lifts, and cranes without the challenges that accompany roll-back trailers.

Passenger Seat Belts in CMVs

In addition to existing company policy regarding seatbelts, passengers in Commercial Motor Vehicles will be required by the FMCSA to wear their seatbelts after August 8. Under the new regulation, both the carrier and the driver are responsible to ensure that passengers are buckled in. The FMCSA does say that drivers are not responsible to continuously monitor passengers but are expected to assure that passengers are belted in before operating a CMV. The driver is also expected to remind passengers to use their seatbelts if he notices they are unfastened.

Fab Shop



FAB SHOP HEAT'N UP!

By Greg Kyle, Fabrication Shop Supervisor

With summer temperatures rising up, so too is the work in the fabrication shop. The recent uptick has had us working at a feverish pace to keep up with the demands of our customers and our guys have been taking these challenges head-on. Whether it be as small as a clip needed or platforms, stacks and duct work, they are getting the jobs done!

Some of the orders have included shipping racks and platforms for Volvo, Goss Fry Stacks, paint carts for Manitowoc Grove, and numerous jobs for PPG. The fab shop is also looking forward to the opportunity to complete a large duct job for Avery Dennison within the next several weeks.

I would like to thank not only the fabrication workers, but all involved in making these jobs come together. As Supervisor of the Fabrication Shop, I want all to know that I have an open door policy and appreciate direct feedback, good or bad.

The entire fabrication shop is striving to achieve the best results and demonstrate its valuable contribution to the overall AIS team. In a world full chaos and mayhem, we are working hard to simplify our processes and find ways to further improve quality and speed.



**RESTRICTED
AREA
AUTHORIZED
PERSONNEL
ONLY**



**WELCOME
BACK
WALT SOULT**

**WELCOME
DOUG GOODLING
TYLER FELLOWS
CHAD PARSONS**



Safety

Safety is important to all of us here at AIS, we want to ensure you go home at the end of the day, as you arrived to work that morning, **WHOLE!**

As we have mentioned many times, our Modification Rate has been running higher than the industry average, we have lost many jobs due to this rate being high. The modification rate is calculated by the insurance company based on the number of working hours, accident, and injury rates. I am happy to report this year our rate has been calculated, and falls below: 1.0 which will open the door to more customers and projects, which will result in less downtime for everyone.

In continuing to show Safety is a **priority** we have scheduled all the Project Managers and many of our Foremen to complete an OSHA 30 hour course, over the next 6 months. Many who have completed the course have found it to be very informative and beneficial.

In April we started rolling out Weekly Tool Box Talks for the foreman to go over with their crew for that day. This is to get everyone talking about safety, especially those topics that don't come up all the time. Recently we did 6 weeks of talking about all aspects of confined space. The attendant's job is as important as the entrant doing the work in the confined space. You should always be aware of the entrant's condition. You should always remain at the area of the confined space until someone is there to relieve you. In case of a rescue situation, do not enter the space without property training or other help arriving. When working in a confined space on a client site, make sure you have communicated with the Project Manager to ensure we are following their permit process and are aware of their rescue procedures. There are many times when we will need to work with local emergency services to make them aware of the confined space work as they will be the primary rescue.

If you have suggestions for the safety department or something you want us to look into please contact Scott Trimmer or put your idea in the suggestion box outside of his office.

Work Anniversaries July-Sept

Thank you for all of your hard work. Your dedication helps to make AIS a successful company and a great place to work.



July

Larry Bunnell-27 years
Tom Beck- 26 years
Brent Appel-17 years
Tim Lamer- 16 years
Jared Myers-13 years
Justin Leese-13 years
Scott Trimmer-12 years
Don Roberts-12 years
John Fennell-10 years
Jeff Lockard-8 years
Steve Cline- 7 years
Bill Crumlich- 6 years
Mary Beth Maker-6 years
Lisa Ruppert-4 years
Tony Johnson- 4 years
Bill Dodson—1 year

August

Ed Toomey- 26 years
Bob Bond-22 years
Gus Ward- 22 years
John Schreiber -21 years
Jim Bortner-18 years
John Walsh- 17 years
Mike Jones-15 years
Jerry Ambrose-11 years
Dave Hoover-8 years
Rick Rohrbaugh- 6 years
Josh Newcomer-1 year
Chad Damen- 1 year

September

Bill Gehr -27 years
Virgilio Cardona -16 years
Dan Howden- 13 years
Steve Killion-11 years
Aaron Rugh- 10 years
Marvin Sholar- 9 years
Gerod Stanley- 8 years
Wayne Zimmerman—6 years
Scott McClung—3years
Jeremy Reed- 2 years
Rick Bear- 2 years
Caleb Kinard—1 year

Family Fun Page

SUMMER FUN FOR EVERYONE!

FRESH FRUIT LEMONADE POPSICLE!

1. 2 cups lemonade, homemade or store bought
2. 1 - 1½ cups fresh fruit, chopped
3. Popsicle molds

HOW TO:

Fill Popsicle molds with chopped fruit.

1. Pour lemonade into each mold, covering the fruit and leaving ¼ inch space at the top.
2. Insert Popsicle mold covers or sticks and freeze, for least 5 hours or overnight.
3. Run water over Popsicle mold to separate, pull popsicle out, and enjoy.



AWESOME FOR ALL AGES! WATER BLOB!



HOW TO:

1. Fold the plastic sheeting in half and tape the three open sides with duct tape. (It helps to have assistance!)
2. Insert the hose and fill the blob with water. When it's full, tape the small opening shut and let the kids loose.
3. If you like, you can add some blue food coloring just for that wow factor.

MAKE YOUR OWN WATER BOMBS!

HOW TO →→→→

It's ALWAYS sunny at AIS





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York, PA 17406