



# Advisor

## Sales

By Jenn Allen

### A Message from Jared Haas, President/COO

It has been an exciting few months here at AIS. The world is changing rapidly and we are doing everything we can as a company to be proactive of those changes. Amidst all of this, the start of this year has been good for our business in many ways. We are well poised for growth and scale in the years to come. We will continue to sharpen our strategy to increasingly become more customer centric. I strongly believe that our customer relationships is what differentiates us from our peers and we will continue to keep it as our prime focus for the coming years.

Those key relationships would mean nothing without each and every one of you and the hard work you put in each day. You are all the face of AIS and are the reason we are successful. We should all be proud of the opportunity we have to be the leaders in our industry!

We are working hard to communicate updates and talk about future projects with both new and existing customers, continuing to strengthen our relationships one customer at a time. Educating our customers on all of our services and understanding their needs helps us to discuss and provide additional services. Networking, communication, and follow up are a must and continue to set AIS apart. Active site visits have been very helpful in continuing to understand each industry by watching you in action. Getting to know you personally has been my pleasure and I will continue to plan these as we are a team. My focus is on local, long term, multi trade work and growing our food and pharma side of the business.

Just to name a few New Customers Shoutouts:

(Won projects)

PSPM – Marty Green

Torchbearer Sauces – Kyle Smith

S&W Metal – Mike Jennings

Atlas Rubber Stamp – Jon Mullins

Arbon – Kyle Smith

Allied Equipment Machine – Stephen Campbell

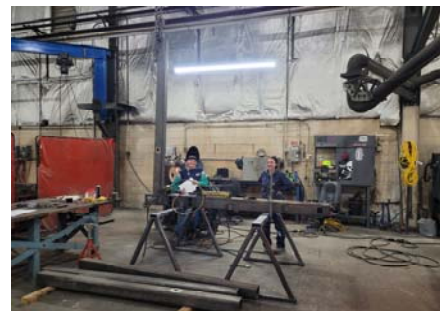
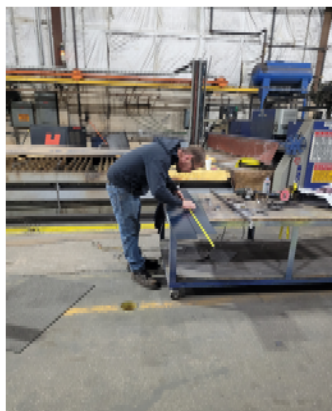
TE Connectivity – Walt Soult

## Fab Shop

By: Kyle Smith

The Fab shop has received an opportunity to have a consistent year's worth of work thanks to the relationship between Jared Haas and RG group. We are pushing through some growing of rearranging the shop and Devco in order to make this job happen. We are using our solid base of current high-level fabricators to train and work with new talent to work through this new opportunity. On the stainless side we are working on a lead, given by Aaron Hackman, to provide pharmaceutical quality work to our neighbor, Bio Tech, right down the road.

Please remember if you are asked to come into the shop to always have someone else check your work. A double check is less costly than a mistake. The team is happy to help you!



**Who is the face of AIS? Yes, you!**

When you hear who is the face of a company what comes to mind? President, Sales Team, Project Manager...? The answer is, all of us here at AIS are the face of the company, YES, you! Each of us has a role to play everyday walking onto the job site, meeting with customers, interviews, training, board meetings, zoom calls, phone calls, emails....this is how we interact and the first impression can be a lasting impression.

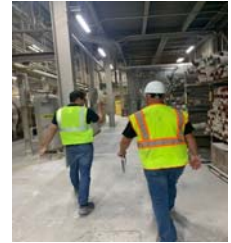
The foundation to any strong company who can set themselves apart from all the others is the relationship and that starts with each one of us on day one. We are moving the world, building, expanding, and your part in each project is meaningful and holds value. It means that even on the hard days we put in extra effort, going above and beyond to achieve our goals personally and professionally. Valuing the customer's time, greeting with a smile, being prepared, and ready to get the day started are all small but big keys to success in being the face of AIS.

So, yes, YOU are the face of AIS and you are appreciated for all you do each day as a team effort in making it happen! Thank you.

Looks like the factory!!! Nice Job, Rusty Browell Philly Mac  
Great Job Liz Grim!



The team (Tom Beck, Bill Crumlich) was amazing and really knew there stuff. Rick P Alpha Company



Randy and Sam did a great job and had a great attitude. Scot W Fry



Your guys have made a great impression on everyone here. The AIS reputation for professional, knowledgeable and hard working team members is well deserved.

Randy—Beta

**Thank you for all of your hard work and dedication**

**Years of Service**

**January-May**



**WELCOME TO THE TEAM:**

January 2022-March 2022

- |               |                      |
|---------------|----------------------|
| Boady Hatley  | Bud Yeater           |
| James Patin   | Daniel Habbert       |
| Anthony Terry | Luis Santiago Torres |
| Collin Aughey | Nathen Evans         |
| Jason Moore   | Suz Cullen           |
| Austin Allen  | Boady Hately         |
| Robert Paulus | Marissa Stine        |
| Jey Yeater    |                      |

**WELCOME BACK!**

- Roy Crumlich
- Rikk Drake

- |                    |                      |                       |                   |                       |
|--------------------|----------------------|-----------------------|-------------------|-----------------------|
| Marty Green - 36   | Kon Phommachanh - 19 | Jim Sipe - 11         | Blythe Pruitt - 7 | Ryan Mandl - 3        |
| Steve Hoffman - 28 | Bill Troup - 18      | Chris Crisafulli - 10 | Joe Dineley - 7   | Jared L Myers - 3     |
| Don Ruppert - 26   | Keith Anderson - 16  | Kath Orris - 10       | Tom Redifer - 6   | Joe Delgiudice Jr - 2 |
| Sam Patterson - 24 | Steve sanders - 15   | Corey Mepherston-10   | Walt Doty - 6     | Bill Kautz - 1        |
| Aaron Hackman - 24 | Jeff Cassell - 11    | Joe Groft - 9         | Jared Haas - 6    | Jon Witcher - 1       |
| Mike Holcomb - 22  | Jeremy Miller - 11   | Kelly Overmiller - 8  | Doug Goodling - 6 |                       |
| Craig Smith - 22   | Donald Roberts - 11  | Jake Myers - 7        | Fred Payne - 3    |                       |
| Mike Draba - 20    | Chad Troyer - 11     | Mark Kehoe - 7        |                   |                       |

## BENEFITS UPDATE

Those enrolled in AIS medical plans will be receiving new cards in the mail. Highmark is rolling out a more personalized customer service team. The only thing changing on your cards will be the new customer service number.

Well360 Clarity team will be dedicated to AIS and have a full understanding of AIS plan and culture. They will help you find in-network medical providers, schedule appointments, and answer questions about billing and coverages.

Call Well360 Clarity Team today at 844-745-3611. They are available M-F 8am-6pm

## Accounting

By Michelle Lebow

Last June, we switched paperwork and payroll processes by using Paycom and JotForm. Thank you all for learning with us and asking questions when you need help. We are always happy to provide refresher training on how to complete paperwork for payroll.

### Some friendly reminders:

- All payroll paperwork (including expense reports) are due by 10 AM each and every Monday.
- Dailies are due by 10 AM the day after the work was performed.
- Time punches should be done when you are on site and not entered as time punches requests later.
- All travel and per diem must be added to Paycom to be paid.
- Pay code, labor allocation, and job # must be selected in Paycom for all clock in, transfer, travel time, travel per diems, and per diems.
- Descriptions, equipment on site, and foreman signature in JotForm are all sections of the daily that need to be completed for each daily that is sent in. Customer signature when possible.



### New PPE Coming Soon!

We have invested significantly in upgrades to our PPE Program. All field employees will be receiving new hard hats, fall protection, safety glasses, and cut resistant gloves. We plan to start the roll out by the end of April/beginning of May. Watch your email for more information on the roll out soon.

Annual Safety Training: There are annual trainings that OSHA requires for all employees. Some of those programs are:

Bloodborne Pathogens	Hazardous Waste
Confined Space	Hearing
Fire Extinguisher	Respiratory Protection

We cover all these training in the weekly toolbox talks. If you miss the toolbox talk, you will need to complete the training on the HSI Safety training website.

