

Synergistic Software Solutions Sold To ScanCo



Notes from Char Jewell

MEGA Industries Achieves Certification Milestone

Anania & Associates Moves Offices to Marine Trade Center



Open Enrollment – Mandatory Meetings!

Open enrollment is the time of year when you can make changes to your benefit elections without the need for a qualifying change in status. If you are going to make changes, those need to be submitted to me by December 22 – forms MUST be completed – any changes received after that date will not be put into effect.

This year's sessions provided a great opportunity to ask the medical insurance providers questions in an in-person setting. Some of the items touched on in the meetings:

- There is a rate increase to both the PPO and HSA plans for 2018.
- There are a few plan design changes to the PPO.
- There are major changes to the HSA, including reduction in annual deductible and maximum out of pocket expenses. This plan can help you save money on your health care. HSA benefits include pretax paycheck deductions, tax-free earnings on money in the HSA, and tax-free withdrawals for qualifying health expenses (and, after age 65, you can withdraw from a HSA for any purpose).
- There are no changes to coverage for Vision, however, there is a 6% DECREASE in premiums for 2018!!
- There are no changes to rates or coverages for Dental or UNUM supplemental insurances.

Things to remember:

- If you receive a bill from a health provider and you're unsure if the bill is correct – CALL!! In a lot of cases it could save you money.
- Patient Advocates may be able to assist you with negotiating a lower amount for deductibles etc. with providers. – CALL!!
- If you need any procedures done such as a sleep study, surgery, cancer, neurosurgery/spinal surgery, joint replacement or non-emergency cardiac procedures – CALL!! In a lot of cases



Open Enrollment – Mandatory Meetings! (cont.)

it could save you money.

- If you have a question about how your prescription is covered or how you could save money on your prescription – CALL!! In a lot of cases it could save you money. We have options for mail order – which means 2 months of co-pay for 3 months of prescription and the Canadian Pharmacy – which means ZERO co-pay!
- If you are having any kind of testing performed or a MRI/CAT scan/X-ray etc. – CALL!! In a lot of cases it could save you money.
- You can make changes to your 401(k) election any time of year – you do not have to wait for a specific time of year.

I can be reached at 894-6638 or Patient Advocates 657-7733.

See you soon!

Char Jewell,
Human Resources Director

Synergistic Software Solutions Sold To ScanCo



In August, AAI announced the sale of portfolio company Synergistic Software Solutions to ScanCo Software. Synergistic developed JobOps, a management software suite for manufacturers.

"JobOps is an outstanding management software suite for manufacturers. With ScanCo's acquisition, I have no doubt that the company and their products will continue the tremendous growth it has seen in the last three years while under the ownership of Anania & Associates," said Mr. Anania in announcing the divestiture of Synergistic Software.



**AAI Chairman Peter V. Anania and
AAI Partner Scott Knoll**

In the three years that AAI owned Synergistic, the company has increased its revenue by 50% and grew its profits tenfold. The software was enhanced to the point where SAGE bought the exclusive rights to have JobOps labeled as SAGE Manufacturing. Also under AAI ownership, Synergistic enhanced/developed new programs such as Field Service Dispatch and Purchase Agent.

Synergistic is located in Edina, Minnesota and the company will continue to employ the same number of people, though ScanCo does plan to expand the company's salesforce.

The sale of Synergistic marked the second large divestiture of an AAI portfolio company in 2017. In June, AAI portfolio company Grow-Tech LLC was acquired by Dümmen Orange, an international leader in the horticultural industry.

MEGA Industries Achieves Certification Milestone



OBAL
Industrial.com
645-1232

MEGA RF Solutions

This October, nearly a year ahead of the required timeframe, MEGA Industries, LLC achieved AS9100D – ISO 9001:2015 Certification. In doing so, they meet the demanding requirements for the aviation, space, and defense industries. The new certification will open up new opportunities for MEGA to grow their business in these sectors while they maintain their excellent reputation for quality in the scientific market, where quality and precision are critical.

With a comprehensive Quality Management System (QMS) in place for the aviation, space and defense industries, MEGA is better able to increase customer satisfaction as goals and objectives take the customer needs into account. MEGA's well-defined and implemented QMS also provides the benefits of cost reduction through improved product reliability, process control and flow, increased employee awareness and engagement and reductions in scrap and rejections.

MEGA Industries has already seen tremendous growth in the last two years, posting record revenues in 2016 and increasing its workforce by 20% in 2017. Also in 2017, the company and landed major contracts with the European Spallation Source and the Stanford Linear Accelerator Laboratory.

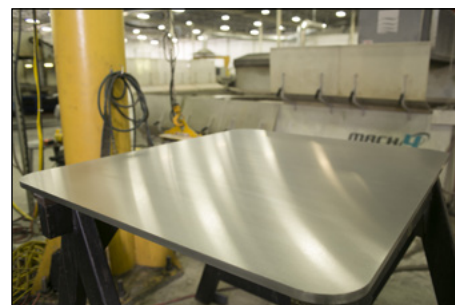
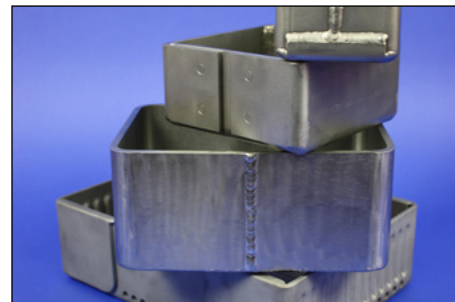


Elmet Hiring to Support Rapid Growth

With a robust product development pipeline and investments in R&D and equipment, Elmet is poised to grow well into the future. The company has several plant openings for precision machinists, fabricators, equipment operators, and technicians.

Elmet's business is growing rapidly into new applications and markets. You already are or will soon be using products and services driven by Elmet's technical metals – from spaceflight, to GPS locating, to your phone and/or TV screen, to surgical robots and many other exciting applications, Elmet's products and materials are helping drive today's new technologies into tomorrow's mainstream usage.

Check out their website at www.elmettechnologies.com to see the current openings and exciting products and technologies manufactured in Lewiston, Maine.



Anania & Associates Moves Offices to Marine Trade Center



Anania & Associates has moved! The new offices are located at Marine Trade Center at 2 Portland Fish Pier in Downtown Portland.

The move frees up space in the Windham office building, which will provide current tenant, Lighthouse Imaging, with the flexibility to expand, if desired.

