Breaking through the myths of blindness

pg 4

cannot work independently

total darkness

no useable vision

NAVIGATING BLINDNESS
The Bosma Visionary Opportunities Foundation is proud to welcome astronaut Dr. David Wolf to this year’s Hasbrook Luncheon. He will inspire you to reach the stars. His compelling message of excellence, along with the raw excitement of spaceflight, will energize you.

Don’t miss this amazing opportunity to hear from one of the country’s leading astronauts. Buy your tickets now at bosma.org/hasbrook.

Proceeds benefit the programs of Bosma Enterprises.

FEATURING: DR. DAVID A WOLF, ASTRONAUT

NOVEMBER 19, 2015
CROWNE PLAZA UNION STATION
INDIANAPOLIS, IN

bosma.org

For more about Dr Wolf: www.earthtomorrow.net
Dear friends,

With our fiscal year ending on June 30, it is a good time to reflect on the previous year. During this time of reflection, this quote from Colin Powell rang true to me. Bosma Enterprises’ year was filled with opportunities, challenges and milestones. As I look back, I am reminded that our mission doesn’t just happen—it requires determined action from all of our stakeholders.

We couldn’t realize this dream without your support of Bosma Enterprises. I am grateful for the continued interest you have taken in our work and the people’s lives affected by our mission. There is no magic related to our success. We could not do it without the hard work of our employees and your unwavering support. Last year, nearly 1,500 people received services from Bosma Enterprises and 250 people have jobs here. Together, we are making a difference in the lives of people who are blind or visually impaired.

Bosma Enterprises continues to evolve and provide solutions for our customers. We are able to quickly adapt our business to offer the best products and services, while propelling our mission forward. In order to better serve our partners in the disposable medical market, I am proud to announce a new sub-brand known as Bosma Medical. Look for the newly branded products over the next several months.

It is exciting to see such great things happening at the same time we marked 100 years. We had a grand birthday bash at Dining in the Dark and our employees celebrated the anniversary of the first day of work at the Board of Industrial Aid for the Blind on May 28, 1915. We have one last public celebration coming, an open house on September 23. Rep. Susan Brooks, one of Bosma Enterprises’ Champions in the U.S. House of Representatives, will speak at the event. I hope to see everyone there.

As you can see, the mission is moving forward, but there is still work to be done. There are more than 140,000 people who are blind in Indiana and 70 percent of them are not able to find employment. I believe misconceptions feed the myths about blindness and contribute to this staggering statistic. I hope this magazine will broaden your horizons to new possibilities and dispel the myths in our society.

Again, thank you for your support.

Sincerely,

Lou Moneymaker
President and CEO, Bosma Enterprises
Proud partners in growing efforts to empower people who are blind or visually impaired through employment, advocacy, and training.
CONTENTS

4// Breaking through the myths of blindness
Myths abound surrounding blindness. People who are blind can do anything anyone else can do; they just have to do it differently. Hear from those who overcame these myths.

8// From calamity to serenity
Dennis Anness was successful and climbing the corporate ladder. He lost his sight and had to learn to live life again. He now owns a business and is showing others how they can reach new heights.

11// Opportunity makes a difference
Don Green did not let vision loss hold him back. He has worked hard to become a supervisor at Bosma Enterprises.

13// Advocacy that creates opportunities
Bosma sent a team of advocates to Capitol Hill to speak with Indiana’s congressional delegation about the challenges faced by people who are blind or visually impaired.

14// 100th anniversary recognized by community leaders
Bosma Enterprises received accolades on the U.S. House and Senate floors for its long history of serving Hoosiers who are blind.

15// Bosma Enterprises introduces new name for product line
Bosma Enterprises launches new brand, Bosma Medical, for its biggest product line, bringing uniformity and clarity to the company’s customers.

16// Toastmasters speak out
In an effort to grow and develop employees, Bosma Enterprises holds a bimonthly Toastmasters International meeting to build speaking and leadership skills.

17// Volunteers make the difference
Volunteers make a huge impact at Bosma Enterprises. Volunteers are critical to the success of the programs and services offered.

19// Business Honor Roll wraps up a successful year
The Bosma Visionary Opportunities Foundation’s corporate giving program, Business Honor Roll, has grown over the past year. These companies are helping secure the future of the programs at Bosma Enterprises.
Myths abound surrounding blindness. These misconceptions and stereotypes feed the 70 percent unemployment rate among people who are blind or visually impaired. At Bosma Enterprises, we work to dispel these myths. People who are blind or visually impaired are able to do just about anything a person with sight can do—they just do it differently.
What is blindness?

When a person hears “blind,” the word often conjures up thoughts of total darkness. The reality is, according to the Iowa Department for the Blind, only 18 percent of people who are visually impaired are totally blind. A majority have some sort of visual acuity, from tunnel vision to differentiating between light and dark.

According to the Social Security Administration, the definition of “legally blind” is when a person’s corrected vision is less than 20/200 in the better eye or their field of vision is 20 percent or less. Therefore, the definition of blind is wide and varied. People who are visually impaired adapt to their usable vision and use it to function in their daily lives. People with vision loss learn new techniques and ways to do the same things as people with sight.

Can people who are blind function in today’s society effectively?

Lise Pace is the senior manager of marketing at Bosma Enterprises. She manages the day-to-day operations of the marketing department. Lise is legally blind. “I have strong central vision and no peripheral vision. I see as though I am looking through straws,” she said.

Lise has learned to adapt to her vision loss. She uses accessible technology found in devices like iPhones and iPads and software that enlarges the images on her computer screen. She has also learned to navigate unfamiliar places using a white cane. She uses these adaptations to succeed in her life and at work. She started as a volunteer and worked her way to senior manager. She also recently earned her MBA, opening doors to other opportunities she, at one time, never thought possible.

“When people hear Lise is a marketing manager who is blind, they can’t fathom how she does her job,” said Heather Quigley-Allen, vice president for marketing and resource development. “Through hard work, perseverance and ingenuity she has been able to find the best way to do her job and take our marketing program to new heights.”

People who are blind or visually impaired are able to do just about anything a person with sight can do—they just do it differently.
“Given the opportunity, people who are blind can do anything,” Lise said. “With the skills I have learned at Bosma Enterprises, I could work anywhere. I am here because I believe in the mission and I want to effect change in my community.”

Bosma Enterprises is a thriving company that employs nearly 250 people, of which almost 60 percent are blind or visually impaired. People with vision loss are employed at all levels of the company, from the production lines to executive leadership. Bosma is proof that employing people who are blind works.

**How do I interact with a person who is blind?**

The short answer: The same way you would with anyone else.

“Don’t be afraid to offer assistance,” said Kurt Deichmann, Bosma’s rehabilitation center manager. “You are not going to offend me by offering to lend an arm or share some simple directions.”

Many people imagine some of the most difficult things to overcome for people who are blind are tied to everyday tasks like counting money. “What really is most challenging is to get others as comfortable with my disability as I am,” Kurt said. “It seems to be a lack of understanding or familiarity with the techniques taught to allow people with vision loss to function effectively in an environment built for people with vision.”

Sarita has worked at Bosma Enterprises for nearly 10 years, and is one of the fastest packers on the glove line, packaging nearly 92 cases a day. Sarita enjoys working at Bosma because it gives her the opportunity to socialize with others, work independently and earn her own money.

Sarita dispels blind & deaf myths

Sarita is a devoted, driven and ambitious person. No matter the obstacles she faces, she always has a positive attitude. Sarita is deaf and blind. Her work performance definitively dispels any myths or misconceptions.

“Sarita’s spirit just beams throughout the entire production department,” said Brian Petraits.

“Many people with sight believe that blindness is the end of a full and rich life. However, due in part to the life-changing programs at Bosma Enterprises, people with vision loss can live an independent life,” Lise said.

Bosma Enterprises works with the community to spread awareness about the abilities of people who are blind. Bosma’s vision is, one day, there is equality for people who are blind and there is no longer a need for the employment programs it provides.
Sarita Martin with Brian Petraits, senior manager of industries. “Her work ethic and engaging personality is contagious.”

Sarita is always looking for new challenges. She takes advantage of opportunities to work in other departments and to grow her skills.

“One of my biggest challenges at work is communicating with others,” Sarita said.

She is able to identify who she is talking to by the way a person touches her on her shoulder, holds her hand or the way they sign with her. She also uses adaptive devices such as text telephone (TTY) with braille display and viber call, which is a vibrating system. It sits on her belt and vibrates for phone calls, doorbells and acts as a fire alarm.

Deaf since birth, Sarita began losing her vision at the age of four, due to glaucoma.

From kindergarten to age 10, she attended the Indiana School for the Deaf and then transferred to the Indiana School for the Blind & Visually Impaired.

She finished her education at the Helen Keller School for the Blind in New York. Sarita took additional education courses before being referred back to Bosma Enterprises Center-Based Services for additional training.

In her spare time, she enjoys learning grade-two Braille, reading, exercising, shopping and cooking. She is making plans to get a dog guide to be more independent. She also would eventually like to move into a house on her own.
This story begins on Nov. 4, 2013. I was the head of marketing for a company where I had a nice office, company vehicle, and a decent salary including bonuses and commission. My wife and I had a plan for our family, which included our three children ages two, four and seven. That plan included working my way up the corporate ladder.

On the morning of Nov. 5, 2013, I awoke with no sight in my left eye, and I was very concerned. I went to work hoping I had slept on it wrong or simply injured it somehow. I was sent by the owner of the company to an occupational health
My friends and family rallied around us during this time of calamity and helped me face the cards that were dealt. Thanks to great support, both financially and spiritually, we made it through the next several months and our family had a wonderful Christmas.

The support network I have is truly a blessing. I was set up with an appointment with a great vocational rehabilitation counselor, and a tour of Bosma Enterprises’ rehabilitation center was arranged. On July 29, 2014, I started the rehab program at Bosma and my miracle began. They taught me life-changing skills, including how to get around and perform tasks around the house. I built a computer and learned how to use it using assistive technology software.

I graduated from Bosma Enterprises exactly one year to the day of losing my sight, Nov. 14, 2014. Since completing the program, I have had some great accomplishments including teaching a self-defense class, competing in powerlifting, winning three gold medals, and, what I am most excited about, starting my own company, Blind Worx Media, LLC, www.blindworxmedia.com.
Bosma Enterprises’ innovative Orientation and Mobility Trail continues to bring in awards for its design and function. The trail received an outstanding achievement from the Indiana Chapter of the American Concrete Institute. The award was presented to J&S Concrete, the contractor that built the trail.

The Orientation and Mobility Trail is a unique training tool for our rehabilitation instructors. The trail goes around Bosma Enterprises’ Zionsville Road facility and provides a series of varied and uneven surfaces one might find while out walking. This tool allows instructors to train people with vision loss to navigate these surfaces in a safe environment.
Don Green was a stay-at-home dad. He wanted to be there for his twins and help raise them. After a few years though, it was time to go back to work. He had no idea how hard that was going to be. After placing almost 200 applications for employment, he was ready to give up his search. “It was pretty disheartening,” he said.

Don has retinitis pigmentosa. This degenerative disease has left him totally blind. During his job search, he found that many potential employers didn’t understand his capabilities.

After hearing from a friend about Bosma Enterprises and the opportunities they provide, Don was still reluctant to apply, based on his past experiences. However, he was talked into applying and got a job as a material handler in the warehouse. He, his wife and two kids moved to Indianapolis so Don could take the job.

Bosma Enterprises was able to offer Don a job because of its contracts through the AbilityOne Program. Through this important program, Bosma provides exam and surgical gloves to VA hospitals across the country, which has created nearly 100 jobs for people who are blind or visually impaired in Indiana.

Just six years later, Don’s strong work ethic and skills have allowed him to move up in the company. He is now the exam room supervisor, managing 40 people working on the exam glove lines.

Don enjoys spending time with his wife, Stephani, and their twins, Blaise and Shalyn. His family is now looking towards the future as they build their first home. “It means everything to be able to have a job,” Don said. “I am so glad that I am able to take care of my family and give them a better life.”

Link to Don’s video: https://youtu.be/Ea9b30n6jPY or scan

Don takes a computer class at Bosma Enterprises.
We are proud to support Bosma Enterprises

We’ll soon serve Hoosier Care Connect!
This is Indiana’s new program for the aged, blind, and disabled.

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Advocacy that creates opportunities

Bosma Enterprises is committed to issues impacting people who are blind or visually impaired in the state of Indiana and across the nation. As the Hoosier state’s largest employer and provider of services focused on people who have lost their eyesight, performing advocacy is critical to our mission. Bosma Enterprises does this in several ways, from making voting easy for our employees to educating city, state and national legislators about current issues facing people who are blind.

For the past several years, Bosma Enterprises has offered qualifying clients and employees the opportunity to register and vote onsite. To date, Bosma Enterprises has had more than 30 clients and employees vote for the first time because of these “get out the vote” initiatives.

Bosma Enterprises encourages people who are blind to be self advocates. Every year, the organization solicits applications from employees to participate in its annual public policy trip to Washington, DC to visit Indiana’s congressional delegation. This year, Anthony Scott, communications specialist; Heather Quigley-Allen, VP of marketing and resource development; Lise Pace, senior manager of marketing; and Preston Richardson, account manager visited each office. For Preston, who lost his vision due to retinitis pigmentosa (RP), this trip empowered him to be a stronger advocate.

“Being able to tell my story and how Bosma Enterprises has made a difference in my life is extraordinary,” said Preston.

For Lise, who has RP and whose job responsibilities include advocacy, the trip to Washington as well as her public policy work closer to home is exciting. “Bosma Enterprises is extremely fortunate to have great relationships and strong support at every level of government,” said Lise. “All aspects of advocacy are exciting for me from personally thanking our AbilityOne Champions for their support to helping someone get registered to vote for the first time.”

Preston Richardson and Heather Quigley-Allen make the rounds in Washington D.C. discussing public policy.
With Bosma Enterprises’ 100-year celebration a little more than half over, the organization has been overwhelmed with the recognition it has received acknowledging this important milestone. The company received accolades on the U.S. House and Senate floors for its long history of serving Hoosiers who are blind. Rep. Todd Young (IN-9) and Sen. Joe Donnelly both read statements into the Congressional Record. Bosma Enterprises has also been acknowledged by the Indiana General Assembly, Indianapolis Mayor Greg Ballard and the City-County Council. The organization has also been presented a flag from Rep. Susan Brooks’ office, which was flown above the U.S. Capitol on May 28, 2015, the 100-year anniversary of the day Bosma employed its first worker.

A group of employees representing Bosma Enterprises was recognized on the floor of the Indiana General Assembly for the 100th anniversary of the company. (L to R) Anthony Scott; Lise Pace; Santa Martin; Brian Bosma, Speaker of the House; Mike Lundy; Abby Villines; James Michaels; Lou Moneymaker.

Indianapolis Mayor Greg Ballard and the City-County Council. The organization has also been presented a flag from Rep. Susan Brooks’ office, which was flown above the U.S. Capitol on May 28, 2015, the 100-year anniversary of the day Bosma employed its first worker.

Medline is proud to support Bosma Enterprises

Our mission is to provide quality medical products with superior value to healthcare providers and end users, improving patient and resident care and the quality of people’s lives.

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Bosma Enterprises has a new name for its medical product line that better defines our products and specialties.

Bosma Medical, a division of Bosma Enterprises, encompasses all of the current medical supplies and devices Bosma sells, as well as many new products that we hope to bring to market.

Bosma Enterprises is working to launch several new products under the Bosma Medical brand. These products will create new jobs for people who are blind or visually impaired. Bosma Enterprises is always seeking solutions to meet the needs of our customers.

“With the launch of Bosma Medical, we are able to clearly identify who we are and how we can provide solutions to our customers in the medical field,” said Lou Moneymaker, Bosma Enterprises president and CEO.

Bosma Enterprises introduces new name for product line

**Health & Safety Products**

- **Accelerate•OR**
  A disposable kit that allows for faster turnover of an operating room suite

- **Disposable Gloves**
  - Exam
  - Surgical
  - Industrial

- **Ambulance Pack**
  A disposable kit that creates a faster turnover of an ambulance or transport vehicle

- **Shelter-in-Place Kit**
  Provides the basic supplies needed for any emergency situation
Toastmasters speak out

Toastmasters International is a non-profit educational organization that teaches public speaking and leadership skills through a worldwide network of clubs. Bosma Enterprises has a club where interested participants come to build their skills. Bosma Toastmasters is open to everyone in the company and it welcomes visitors.

Since its inception, the club has experienced tremendous growth in membership and is comprised of employees from every department. It provides a supportive and positive learning environment where members are empowered to develop communication and leadership skills, resulting in greater self-confidence and personal growth.

Last year, the club had several members participate in outside speech competitions and obtain their Competent Leader and Competent Communicator certificates. For the second consecutive year, the group reached Distinguished Club status, which means all educational and membership goals were met.

“I have witnessed shy people become confident public speakers,” said Raymond Montgomery, past president.
Volunteers make the difference

Bosma Enterprises’ volunteers provided many hours of dedicated service during the past year. Routine volunteers continue to support Bosma Enterprises, donating their time performing a variety of important tasks and providing transportation for our employees and clients.

Corporate groups continue to give their time and talents to Bosma Enterprises. These valuable community partners participate in one-day projects ranging from landscaping to interactive activities with clients.

On June 25, Bosma Enterprises recognized all of its volunteers at the annual Volunteer Appreciation Breakfast. Corporate and Individual Volunteers of the Year were honored at the event.

**UPS wins award**

UPS was honored with the Corporate Volunteer Award. UPS has a long-standing relationship with Bosma Enterprises that spans 10 years and includes nearly $30,000 in donations.

These funds were used to build out and equip the Bosma employee fitness and wellness center at Bosma Enterprises and support the Cruise-In for Vision Car Show.

UPS has volunteered many times over the course of this partnership. UPS employees have helped with landscaping projects and donated and planted several trees on their most recent day of service.

If you are interested in volunteering with Bosma Enterprises, contact Bernadine Wilmer at bernadinew@bosma.org or 317.824.5794.

“Volunteering makes life worthwhile, especially when you are able to help other people.”

—Pat Thomas

This year’s individual Volunteer of the Year was awarded to Pat Thomas. Pat has volunteered for more than 10 years as a routine volunteer with Center-Based Services.

Volunteer Award Winner

(Left) UPS volunteers improve the grounds at Bosma Enterprises.

(Below left) UPS was the Corporate Volunteer of the Year Award winner for 2015. (Left to right) Arvetta Jideonwo, Eugene Bingham Jr. and Janese Wilson.

Left to right: Bernadine Wilmer, Pat Thomas and Paige De Icaza. Pat Thomas proudly accepted his Volunteer of the Year Award.

If you are interested in volunteering with Bosma Enterprises, contact Bernadine Wilmer at bernadinew@bosma.org or 317.824.5794.
Dear friends and supporters,

The Bosma Visionary Opportunities Foundation experienced a banner year. The Charles E. Bosma Legacy Fund grew to more than $2 million. We completed the Dean and Barbara White matching gift program and more corporations are engaged with Bosma than ever before. To cap it all off, Dining in the Dark experienced record numbers! Your support has been instrumental in funding Bosma Enterprises’ programs to help more people this year, and we had a considerable increase in the number of clients served because of you.

Just over a year ago, Dean and Barbara White pledged $1 million to the Bosma Visionary Opportunities Foundation. This gift included a $500,000 dollar-for-dollar match. We were able to leverage that match and raise another $500,000. I can’t thank the Whites enough for their generosity and I am grateful for the support of everyone who made a gift allowing this match to reach its full potential.

The Business Honor Roll program (BHR) has performed better than we ever expected. Nearly 50 corporations have engaged with Bosma Enterprises through this enterprising program. These businesses not only sponsor our great events, but a portion of their BHR membership dollars are used to fund certain Bosma Enterprises initiatives chosen by the BHR representatives.

This year was headlined by the outstanding results of Dining in the Dark. There were nearly 700 people in attendance. I was amazed, standing on the stage and looking out over that crowd. When I think back to the first Dining in the Dark, I realize how far we have come in just six short years. We raised nearly $120,000, which is almost a 20 percent increase from last year.

I can’t thank you enough for your support of the Foundation. If you are able, please consider a $100 gift to celebrate the 100th anniversary of Bosma Enterprises and help us secure the financial future of our programs for the next 100 years!

Sincerely,

Heather Quigley-Allen
Executive Director, Bosma Visionary Opportunities Foundation
The purpose of the Business Honor Roll program (BHR) is to provide high impact funding to support Bosma’s most critical, mission-centered programs. The unique corporate partnership format combines traditional event sponsorship support with program support to raise funds for The Bosma Vision Opportunities Foundation. The donations collectively fund a one-time annual grant to one of the following programs: Center-Based Services, Community-Based Services, Employment Services and Student Training and Employment Program (STEP).

BHR celebrated its inaugural program year by raising nearly $200,000 through Bosma Visionary Opportunities Foundation events: Dining in the Dark, Thomas C. Hasbrook Award Luncheon and Cruise-In for Vision Car Show. In addition, the program grew its membership to nearly 50 companies. At the Sept. 2 BHR Annual Meeting, member companies will vote to provide a $15,000 grant to one of Bosma’s rehabilitation programs.

Join today! We are currently recruiting new BHR members for the 2015-2016 program year. If your business or company has an interest in joining the Business Honor Roll, please contact Arvetta L. Jideonwo, director of development at 317.871.2176 or arvettaj@bosma.org.
2015 Dining in the Dark - Hollywood Style
A look back

[Images of event participants and highlights]
Save the Date

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DINING IN THE DARK

Make a difference in the lives of people who are blind or visually impaired.

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Proceeds benefit the programs of Bosma Enterprises.
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The blue, granular ice melt has a special coating that promotes superior melting. This coating contains powerful corrosion inhibitors that reduce damage to ferrous metals.

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To conclude our yearlong celebration, Bosma will host our final 100-year event on Sept. 23, 2015, with a community open house. The celebration will include a special presentation from Rep. Susan Brooks and other public policy figures at 1:30 p.m. During the open house, participants will have the opportunity to tour Bosma Enterprises’ facility from noon to 1 p.m. and 2:30 - 3:30 p.m.

12-1 PM | Reception and Facility Tours
1:30-2:30 PM | Presentation
2:30-3:30 PM | Reception and Facility Tours

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In partnering with BOSMA Enterprises, Walmart makes a difference in the lives of people who are blind or visually impaired.
Setting the standard in glove protection

Proven success, proven durability

Surgical glove suppliers differ substantially when comparing their in-use failure rate performance. A surgical staff-based observational research study comprised of five facilities from across the United States was implemented to analyze glove performance during surgical procedures to uncover in-use failure rates of surgical gloves. The results were statistically significant concluding, competitive surgical gloves were at least 3.5 times as likely to fail in-use compared to Biogel® gloves.¹

References:
¹ MUC Study #C09 003

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Bosma Enterprises is Indiana’s largest employer of people who are vision impaired, offering a diverse line of products and services. To help them grow in the market place, they chose their logistics partner that shares their vision. Langham Logistics. Anything you can ship, we can ship better.

Bosma Enterprises believes anything is possible when you try. So does their logistics partner.

Acuitas Financial Group is proud to sponsor Bosma Visionary Opportunities Foundation.

We’re pleased to support Bosma Enterprises in their mission to create opportunities for individuals who are blind or visually impaired.

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