

FACILITY SOLUTIONS GROUP

PSE WIRE

EMPLOYEE NEWSLETTER



2024 Q1: JANUARY - MARCH

FSG Wire is an internal newsletter published quarterly by the FSG Marketing & Communications team.

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ON THE COVER:
FSG El Paso Technicians retrofit arena lighting in Pan American Center in Las Cruces, NM on the campus of New Mexico State University.

CHARGED AND READY

In 2023, we had a record-breaking \$800 million year. We also solidified our position as one of the Top 50 Electrical Contractors in the nation and one of the Top 150 Electrical Distributors. We also expanded our footprint and bolstered our capabilities with the acquisition of West-Lite Supply and Lighting Management, Inc.

As we start 2024, I hope you are recharged and ready to take on the opportunities and challenges that lie ahead with anticipation and determination. This year promises to be an exciting chapter in our ongoing success and we all have a vital part to play.

Your stories, the successes and challenges of FSG employees and projects, are the heartbeat of our institution. If you have a story to share, a winning moment, or a project that deserves recognition, please reach out. Let's continue to inspire each other and showcase the incredible stories that make FSG the thriving institution it is.

Here's to 2024!

Scott Delony
Communications Manager

LETTER FROM THE EDITOR

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SETTING THE COURSE

Bill Graham | Chief Executive Officer

The Institution is Established. God is the Architect.

As we start a new year filled with the promise of even more success and growth, I find myself reflecting on the incredible journey we've undertaken together over the past 41 years. First and foremost, I want to express my deep gratitude to each and every one of you. Our success is rooted in the strength and dedication of our people—you are the heart and soul of FSG.

41 years ago, two guys set out to sell light bulbs, blissfully unaware of the divine plans that awaited us. In the long early morning commutes from Austin to San Antonio, we listened to sermons and faith became our foundation as we tried to achieve our only business plan—survival. Looking back, it's clear that survival was only the beginning; a grander vision was unfolding, with God as the Architect and us as the builders of the FSG Institution.

The FSG vision and mission, crafted 41 years ago, has stood the test of time. The mission, to contribute generously to the quality of life for all, remains unchanged, a testament to our unwavering commitment. And now we get to see the greatest achievement of our vision—the institution. **It is established. It is built!** FSG is no longer one person's company or a couple of people's company. It's now an institution led by a group of trustees who have a responsibility to steward this amazing gift that God preordained and had the vision for long before we did.

To put it simply, the success of the past four decades paved the way for us to invest and build an institution that, by God's plan, will contribute to the quality of life for all for the next 40 years and more. Our institution is more than just a company—it's a legacy.

But the responsibility doesn't just lie with the trustees and executive board. This institution-building project is a group effort for all FSG employees. We recognize the power and wisdom in the abundance of counselors and collaborators and invite each of you to be an institution-builder with us. Our institution will teach us never to go it alone.

The Institution revolves around six core tenets—**Life, Family, Community, Faith, Entrepreneurship, and Investment**. These pillars, inspired by God's wisdom, work not individually, but collectively to fulfill our mission: to willingly contribute to the quality of life for all. These tenets ensure a true quality of life.

Protecting this institution is our collective responsibility, and one timeless truth remains. It's a deal maker and it's a deal breaker—**do not take God out**. The hard work of our employees, the unity of our executive board, the investment in new talent, and the expansion into diverse communities have all contributed to our shared success, but we have always, and must always continue to keep God at the forefront of this institution.

If you have not watched the [2023 Christmas Video](#), I encourage you to do so. It tells the story of FSG's beginning in 1982, the drafting of our constitution and our mission in 1983, and delves into the six core tenets that make up our institution.

In closing, I want you to know the FSG institution is strong. The Institution is Profitable. Our 41 years of profitability are a gift from God and a testament to our responsible leadership, and we remain vigilant as we enter what promises to be another year of prosperity. I encourage each of you to count your blessings, cherish your relationships, and enjoy the journey. Our institution is a gift from God, and we will continue to reinvest our profits in it, growing returns, multiplying its impact, and keeping Christ at the center of it. Our ultimate hope is that one day, all of our employees will hear from God, "Well done, good and faithful servant."

Thank you for your hard work and dedication to this institution. Here's to another year of shared success and abundant blessings.

FSG SON LIGHT

The real reason we do what we do

At FSG, our mission is to increase the quality of life of our employees and everyone we come into contact with. There are many factors that increase quality of life, but none is more important than a relationship with Jesus Christ, which leads to eternal life.

If you don't know Jesus, the message is easy! You don't have to clean yourself up to meet Jesus, you only have to believe he is the Son of God and invite him into your heart. It's that easy to begin a personal relationship with him that leads to salvation and life transformation!

We encourage you to read the Bible passages below to help you start to understand the amazing gift that is salvation in Jesus Christ. **If you don't have a Bible, we'd love to send you one.** Fill out [THIS FORM](#) and we will send you one free of charge as our gift to you.

We also encourage all employees to [SIGN UP](#) for our Son Light emails! Each morning, Deon Snider, Director of Construction Development sends out a daily devotional and shares prayer requests from Son Light subscribers.

CREATION (Genesis 1:1)

God created all things beautiful to display his love. God created man to share His love and respond to His love. There is nothing other than goodness in God's creation.

FALL (Romans 3:23)

Man choose self over God. Sin entered and distorts man's relationship with God, self, and others. Brokenness entered into all things and effects everything in God's creation.

WORKS (Ephesians 2:8-9)

Man attempts to repair relationship with God by his own works. But sinful man cannot repair or reconcile himself to a holy God. Man is hopeless without God's gracious intervention.

INCARNATION (Titus 2:11)

God loves all he created so He entered creation in the flesh, born as a baby, like us, so he can substitute Himself in our place. Man can't get to God, so God came to man.

CRUCIFICTION (2 Corinthians 5:21)

Since God loves the world, He sent his own Son, God in the flesh, to stand in as a substitute for the sin of man. Jesus suffered because we suffer. And Jesus died because we die.

RESURRECTION (1 Corinthians 5:21)

Life is more powerful than death! God resurrected from death by His own power, to overcome the power of death from all who will receive His resurrection on their behalf.

SALVATION (Romans 10:9)

Jesus repaired man's broken relationship with God and gives His Spirit to live in His people. Belief in Jesus begins a new life empowered by His Spirit, eternal life!

RETURN (1 Thessalonians 4:14-18)

Jesus will return to complete our salvation and restore all things to their original state before sin entered the world. We grow in following Jesus, looking ahead to His return!

INSTITUTION GROWTH

FSG Acquires Greenleaf Energy Solutions



As we continue our mission to expand and grow as an institution, we are pleased to announce the acquisition of Greenleaf Energy Solutions. Greenleaf will effectively serve as the solar arm of FSG and represents a significant step in enhancing our expertise and broadening our service offerings in solar and renewable energy solutions.

Greenleaf was founded in 2001 as a lighting company, but as they became aware of the evolving environmental landscape and committed themselves to sustainable practices, they strategically shifted their focus to becoming a leading provider of commercial solar services. Over the last 20 years, Greenleaf has emerged as a leader in the renewable energy sector.

“It became clear very early on in our discussions that Kevin and the Greenleaf team shared much of the same vision that I and our executive team had when it came to growing the business, caring for people, and making an impact with the sale of energy efficiency products and services,” says Bill Graham, FSG President. “As Kevin sought a next-generation solution for his company, this union made a perfect plan for next-generation growth combining resources to tackle more projects and serve more customers.”

Kevin Siebrecht, former President and Founder of Greenleaf Energy Solutions, now VP of FSG’s Solar Division, expressed his excitement, stating, “The team is thrilled that Facility Solutions Group’s acquisition of Greenleaf further expands our capabilities and reach to existing customers while providing turnkey solar and renewable energy solutions to the FSG family of national clients.”

We will provide more information about how Greenleaf’s acquisition will enhance our solutions offerings and introduce you to the team in a future issue of *FSG Wire*, but we wanted to take the opportunity now to welcome them to FSG. We’re excited about the future and the opportunities that will unfold as a result of this strategic investment.



HR INSIGHTS

Taking Action on Your Feedback

EMPLOYEE ENGAGEMENT SURVEY UPDATE:

In September, you were asked to complete an employee engagement survey. The input we received from each of you has been invaluable, and we want you to know that we've been actively working on addressing your feedback. In the spirit of transparency and inclusivity, we want to update you on the process.

After all of the data was compiled by our third-party survey administrator, Qualtrics, we sent it to our Executive Board for review. For the last few months, Division VPs and the COOs, along with the Executive Board, have spent considerable time analyzing the survey results, looking for areas to improve. They've also made sure to "go beyond the numbers" by engaging in roundtable discussions not only amongst themselves but also with employees. Between the engagement survey responses and these roundtables, your insights have played a crucial role in shaping the direction of our action plans.

Division leaders are wrapping up action plans tailored to focus on key areas of feedback from the survey. These action plans will be reviewed to ensure alignment with the goals of the FSG institution.

You will be pleased to know that division leaders will be sharing their action plans with you by mid-February. This timeline allows us to fine-tune our strategies to ensure they are compatible with the unique dynamics of each division. To be clear, **this is not a one-size-fits-all approach**. We want to make sure these action plans are division-specific.

We understand the importance of timely communication and want to assure you that **your voices have been heard**. FSG Leadership is committed to creating a workplace that reflects the needs and aspirations of our incredible team.

If you have any questions or thoughts you'd like to share, please don't hesitate to reach out to the [HR department](#) or your HR Generalist. We want you to know that you always have an open line of communication with us. Your continued feedback is instrumental as we work toward building an even better work environment at FSG.

HR INSIGHTS

Taking Action on Your Feedback

Welcome, Oscar Montes!

DIRECTOR OF PURCHASING

We are excited to announce the hiring of Oscar Montes as Director of Purchasing!



"I am looking forward to the opportunity to contribute my skills and expertise in this role to drive innovation, create meaningful impact, and together, shape a brighter future at FSG."

-Oscar Montes

Oscar brings 14 years of experience in corporate purchasing and ERP implementation and oversight to FSG. He also serves on the board of the Houston chapter of the Gulf Coast Plumbing, Heating, & Cooling Contractors Association and is an active member of the Houston chapters of both Associated Builders & Contractors and Associated General Contractors.

Oscar will report to FSG President, Bill Graham, and will be responsible for developing a purchasing strategy for FSG. He will also work on aligning distribution partners across all FSG electrical operations and collaborating with all FSG Purchasing Managers to ensure pricing consistency from all distribution partners. Additionally, Oscar will be responsible for negotiating corporate agreements that will ultimately provide FSG with better pricing and service.

Oscar holds a Bachelor's Degree in Mechanical Engineering and is currently pursuing another degree in Supply Chain Management. He possesses certifications in Supply Chain Management, Effective Negotiation, and Organization management.

HR INSIGHTS

Taking Action on Your Feedback

Welcome, Chris Wemmert!

DIRECTOR OF FINANCIAL PLANNING & ANALYSIS

We are excited to announce the hiring of Chris Wemmert, Director of Financial Planning and Analysis!



"I am grateful to join an organization that is led with conviction, aims high, and is committed to achieving another 40 years of success and achievements."

- Chris Wemmert



As the Director of Financial Planning and Analysis, Chris will be responsible for leading the development and implementation of financial strategies, policies, and procedures that will deliver better business decisions and outcomes that will help FSG continue to achieve financial success.

Chris holds a Finance and Energy Commerce degree from Texas Tech University and brings to FSG more than a decade of business consulting experience leveraging his financial and operational expertise to effectuate change, improve performance, and capture value for corporations and private equity firms. He specializes in commercial, financial, and operational due diligence, enterprise transformation, mergers and acquisitions, integration planning and execution, and business plan strategy and development.

While Chris is new to FSG, he is familiar with the institution. He is married to FSG Accounts Receivable Manager, Tara Visker, who has been with the company for nearly 9 years.

BENEFITS HIGHLIGHT

FREE General Medical & Mental Health Calls



We are proud to provide all of our employees and dependents with unlimited **FREE, 24/7** Teladoc General Medical and Mental Health calls! You **DO NOT** need to be enrolled in any of our FSG-Offered health plans to take advantage of this benefit.

GENERAL MEDICAL CALLS

Get same-day appointments with a certified clinician from wherever you are. They will diagnose, treat, and prescribe medication as needed.

- Allergies
- Bronchitis
- Flu
- COVID-19
- Pink Eye
- Rashes
- Sinus Infections
- Sore Throat
- and more

MENTAL HEALTH CALLS

Choose a therapist, psychologist or psychiatrist who fits your needs and schedule visits 7 days a week from wherever you're most comfortable.

- Anxiety and depression
- Sleep issues
- Relationship Conflicts
- Trauma and PTSD
- Medication management
- and more

Download the Teladoc Health app to get started today! **Your employee code is: FSG**

You can also setup your Teladoc Health account by visiting:
<https://www.teladoc.com> or by calling 1-800-TELADOC (800-835-2362).



EDUCATION CORNER

In this issue, the FSG Learning & Development Team has curated a list of personal and professional development courses to assist with your New Year's resolutions.

Click on a course below to open it in on our [LMS website](#)

PERSONAL DEVELOPMENT

- [Goal Setting and Getting Things Done](#)
- [Taking Initiative](#)
- [Improving Self Awareness](#)
- [Increase Your Happiness](#)
- [Work-Life Balance](#)
- [Stress Management](#)
- [Assertiveness and Self Confidence](#)
- [Appreciative Inquiry](#)
- [Trust Building and Resilience Development](#)

PROFESSIONAL DEVELOPMENT

- [Ergonomics in the Workplace](#)
- [Basic Lighting & Electrical Terms](#)
- [Internal & External Communication Basics](#)
- [Vendor Relations Department Overview](#)
- [Office Safety](#)
- [Accountability in the Workplace](#)
- [Preventing Sexual Harassment - Employee](#)
- [Preventing Sexual Harassment - Manager](#)
- [Preventing Sexual Harassment - Manager \(Spanish\)](#)
- [Preventing Sexual Harassment - Bystander](#)
- [Preventing Sexual Harassment - Bystander \(Spanish\)](#)

PROFESSIONAL DEVELOPMENT

ATTENTION EMPLOYEES IN CA, IL, NY, and NJ!

The 2024 schedule of virtual Sexual Harassment training sessions is now available. We're committed to creating a safe and respectful work environment for all employees. We've organized live training sessions designed to raise awareness about sexual harassment and to promote a culture of respect and inclusion.

[CLICK HERE](#) for the schedule.

INSIDE THE DIVISION

DIVISION 97 – PROPEL PREFAB

Located in San Antonio, Texas, Propel Prefabrication is committed to eliminating risk in our projects by addressing two critical areas: *manpower shortages* and *aggressive job schedules*. When you use Propel Prefab, you get the power of a well-trained crew, led by a Master Electrician, that can seamlessly integrate into your project as needed. Because we're offsite, our crew is labor that the field team doesn't spend time managing. We handle all of their safety, time-keeping, material and tool needs, freeing up your field crew to work on other tasks. Speaking of tools, [click here](#) to enter a drawing for a Milwaukee two-piece Drill/Driver kit valued at \$250.

Prefabrication can be a driving force to keep your projects on schedule. When you order wall rough assemblies, as soon as walls start getting framed, your crews can follow right behind the framers and push the GC to match your pace. These assemblies take 5-10 components (4s box, mud ring, ground pigtail, mounting bracket, connector, MC cable, device, etc.) and combine them into one assembly ready for installation. Not only does installation time decrease, but material handling, management time on site, and skill level required to install are all reduced.

“**We've made a lot of progress growing FSG's utilization of Prefab in several markets. Dallas is definitely our frequent flyer, but we're getting more and more requests from our other Divisions across the nation as well.**”

We're always innovating at Propel Prefab and we've developed a Foreman Cart that's decked out with everything a crew leader needs to stay on site, right where the work is happening. When questions arise during rough-in, your foreman no longer has to waste time walking to an office trailer to reference the latest drawings in Procore. Our cart is a fully-mobile office that allows them to pull up drawings and quickly relay information back and forth with crew and site management. Even better, our Foreman Cart costs a fraction of alternatives.



While I have many ideas to enhance Prefab, my current priorities that align with our institutional goals are as follows: The first is to create a LEAN atmosphere in our Prefab shop. We work with the crew each day with the aim of eliminating waste from our day. *Each member of the crew has a voice*, and we listen. We track their LEAN ideas and implement them in our processes so at year end, we can look back on the improvements we've made in our work environment.

As for more measurable goals: I want to see an increase in Prefab utilization. I would like to see 50,000 billable man-hours per year from our shop, and I would like to see each and every division of FSG utilizing Propel Prefab in some way.

INSIDE THE DIVISION

DIVISION 97 - PROPEL PREFAB

I would like for everyone in the company to think of Propel Prefab when they need help with a problem. While we are a "controlled environment manufacturing facility," I really want us to be the first person you call when you need a creative solution for a problem.

"I can't find enough good help, how am I going to keep up with this schedule?"

Call Propel.

"I have a unique situation and I need some good ideas on how to get it accomplished."

Call Propel.

"I have hundreds of fixtures to install! How can I reduce the number of trips up and down a ladder my crew has to make?"

Call Propel.

If you're interested in learning more about Propel Prefab, please reach out! I would love to hear from leaders around the company who want to bring their team to Propel for a tour. We are excited to show off our new facility, what we're working on, and our LEAN processes!

Andrew Layman
VP, Propel Prefabrication



MEET THE RECRUITING TEAM

FSG's Recruiting Team is passionate about connecting talented professionals with the right careers. Their expertise is tailored to specific FSG divisions and regions to ensure high-quality job placements.



JUNIOR GOMEZ

Director of Talent Acquisition

Junior is dedicated to focusing on creating a workplace culture that fosters growth and excellence. Outside of work, he enjoys philanthropy, spending time with family, travel, and a myriad of hobbies including martial arts, 3D printing, and more.



PATRICK CASELLA

Senior Talent Acquisition Leader

Patrick Casella is our expert in Electrical Construction and Corporate positions. In his free time, he enjoys a good cigar, spending time with family, and working out.



YESENIA SALAZAR

Talent Acquisition Specialist

Yesenia guides our Finance and Smart Buildings candidates through their career options. In her free time, she enjoys the outdoors, fitness, and being with her son.



JUAN VILLARREAL

Director of Field Recruiting

Juan ensures that new recruiters and recruitment support staff are hired and trained appropriately. In his spare time, he enjoys spending time with family, traveling, and watching his favorite DFW sports teams.



PAUL SHY

Senior Field Recruiter

Paul supports recruiting operations in CA, AZ, NV, FL, NM, NY, NJ, and CO. He works with the local VP and Operations to identify the manpower needs and works intensively to attract and hire the best talent in the local industry.

MEET THE RECRUITING TEAM

FSG's Recruiting Team is passionate about connecting talented professionals with the right careers. Their expertise is tailored to specific FSG divisions and regions to ensure high-quality job placements.



BROOKE McCOY

Talent Acquisition Leader

Brook McCoy oversees our Field and Office hiring in Kansas, Chicago, and Indianapolis. In her free time, she enjoys spending time with her children and dogs.



JASON FIGUEROA

Recruiting Specialist

Jason Figueroa is the Field Recruiter supporting our New York City Construction division. He works with VPs, Directors, and Superintendents to identify and fill manpower needs in the most efficient and effective way possible.



AMELIA BUENROSTRO

Recruiting Specialist

Amelia is the field recruiter for Austin, TX. She supports field needs for FSG Electric, FSG Smart Building, FSG Signs, and Telecom. In her free time, she enjoys spending time with her family, working out, and traveling.



CHRIS WATSON

Regional Recruiter

Chris is charged with all low-voltage recruiting across the nation and electrical recruiting in Houston. In his spare time, he enjoys spending time with family, training dogs, and coaching his kids' sports teams.

EMPLOYEE SPOTLIGHT



[WATCH MIA'S STORY](#)

Mia Ferguson

Manager of Spec, Quotes, & Design



This quarter, we're spotlighting Mia Ferguson, NAC Manager of Spec, Quotes, and Design. With an impressive 18-year career in the lighting business, she has navigated through many facets of the industry, shaping her into the seasoned professional she is today.

Mia's journey began with diverse roles, ranging from a representative agency and manufacturer to both non-national and national account distributors. She has been with FSG for the past eight years where she uses her expertise to oversee the sales process, from quoting and designing to customer interaction.

"At FSG, we take the information from sales opportunities, quote it, and then take care of the entire process — design, fixture layout, and specifications tailored to the customer's needs," Mia explains. "My goal is always to exceed customer expectations by addressing aspects they may not have considered in their lighting projects."

Having worked across various segments of the industry, Mia brings a unique understanding of the overall picture, allowing her to integrate her insights into different project areas.

"I have been able to make a name for myself, and that's important to me because it has allowed me to create a reputation that I'm proud of, and that whatever company I represent can stand behind as well," Mia shares.

Mia's longterm goal at FSG is to work at the executive level and to be a part of representing FSG as a leader in the lighting world.

SOCIAL MEDIA RECAP

Here's a look back at some of our most popular social media posts from last quarter. Click on an image below to see the full post on LinkedIn.

FSG Facility Solutions Group Facilities Services

IKEA needed reliable backup power at their Baytown, Texas, distribution center to avoid costly shutdowns during potential outages. FSG Houston won the project, committing to complete the installation during a single Centerpoint shutdown to minimize downtime. The catch? The tight schedule only allowed for installation during the distribution center's Thanksgiving break.

A big thank you to our hardworking team: Joe Bryant, Johnny Schooler, Jerry Rodriguez, Jaime Rodriguez, Thomas O'Boyle, Jose Reyes, Francisco Regalado, Rene Salazar, Jose Regalado, Rony Canales, Luis Larios, Royce Robertson, Mike Sasser, Anthony DeLaGarza, Brian Harrison, Alexis Canales, Nick Nicoletti, and Allyn Bostick



IKEA Distribution Center

BAYTOWN, TEXAS

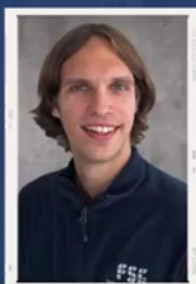
FSG Facility Solutions Group Facilities Services

We are excited to share that two more outstanding FSG team members have recently earned their Project Management Professional (PMP) certifications: **Stephan Clark, PMP** and Matthew Erickson.



Stephan Clark, PMP

FSG
Celebrates
Two New PMP
Certifications!



Matthew Erickson, PMP

FSG Facility Solutions Group Facilities Services

FSG Stories is a video series showcasing what makes FSG great - our people. In this series, our employees share the trials and triumphs of their journey to and through FSG in their own words.

Today, we spotlight Mia Ferguson, National Accounts Quotations, Specifications, and Design Manager!



FSG Facility Solutions Group Facilities Services

Our Chief People Officer, **Rudy Alanis**, was recently featured in an article for Hispanic Executive.

Congratulations, Rudy! Thank you for all you do for FSG!

<https://lnkd.in/gPkrbzmX>



SOCIAL MEDIA RECAP

Here's a look back at some of our most popular social media posts from last quarter. Click on an image below to see the full post on LinkedIn.



SOCIAL MEDIA RECAP

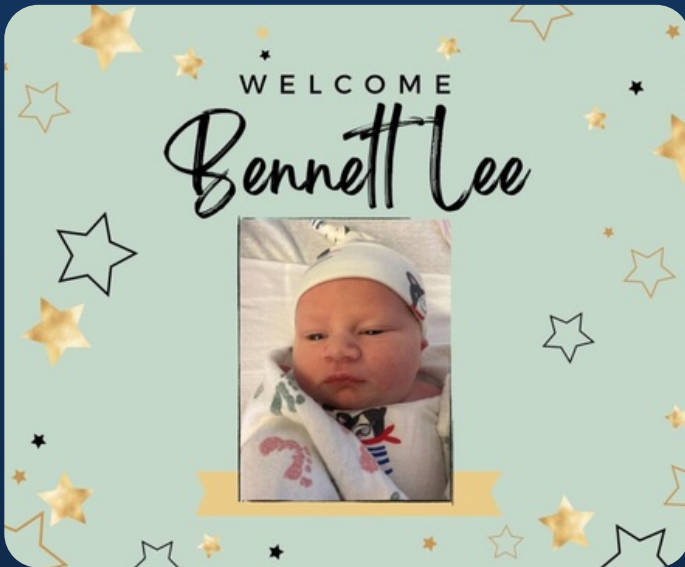
Here's a look back at some of our most popular social media posts from last quarter. Click on an image below to see the full post on LinkedIn.



FSG CELEBRATIONS

Babies!

We are excited to welcome
Five babies into the FSG
family this quarter!



FSG CELEBRATIONS

Congratulations to FSG Signs team member, Osmani Rives, who recently earned his US citizenship! Osmani has been a part of the FSG Signs fabrication team for over four years.

[Read more on FSG Resources](#)



FSG CELEBRATIONS

We know how to throw a Christmas party at FSG!



DIV 99 - CONROE



DIV 40 - HOUSTON



DIV 30 - DALLAS



DIV 40 - HOUSTON



DIV 40 - HOUSTON



DIV 30 - DALLAS



DIV 930 - IRVING



Life | Family | Community | Faith | Entrepreneurship | Investment

