

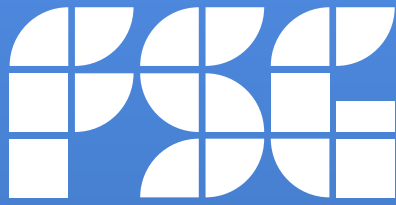
FACILITY SOLUTIONS GROUP

FSG WIRE

EMPLOYEE NEWSLETTER



2024 Q3: JULY - SEPT



ON THE COVER

At the topping out ceremony for 1522 First Ave. in New York City, Foreman **Marco Parcor** and Electrical Superintendent **Brian Favillo** were presented with prestigious Hammer Awards by the Construction Manager, Lend Lease, for their exemplary hard work and dedication. Very few of these awards are given out on a job site like this where hundreds of tradesmen and women are working, so this is a huge honor for Marco, Brian, and FSG.

You can read more about this project on our [LinkedIn](#).

FROM THE EDITOR

YOUR stories are important to this institution. Whether it's a job highlight, a project breakthrough, a learning moment, or a creative solution to a problem in your area of expertise, your stories are the backbone of our success and I want to share them with FSG and the world! Please [reach out to me with your stories](#) so I can share them to inspire and encourage us all.

Scott Delony
Communications Manager

IN THIS ISSUE

SON LIGHT

Deon Snider offers a message about why we do what we do. The Gospel.

HR INSIGHTS

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EMPLOYEE SPOTLIGHT

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BENEFITS HIGHLIGHT

Learn about our FREE Teladoc mental health benefits work and how to set up an appointment.

LEARNING CORNER

Learn about new courses, our new LMS, and new programs we're beta testing.

INSIDE THE DIVISION

Cameron Jones, Director of Benefits and Compensation, shares insights on his division.

PURCHASING PULSE

NEW!

Director of Purchasing, Oscar Montes, provides updates on all things procurement.

PREFAB UPDATES

In this new section, Andrew Layman provides updates on what's going on at FSG Prefab.

FSG CELEBRATES

This quarter we celebrated a new baby and a new marriage!

SOCIAL MEDIA RECAP

Employee appreciation, retirements, employee and project spotlights, and more.

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

Editor:

Scott Delony

Contributing Writers:

Andrew Layman

Oscar Montes

Deon Snider

Contributing Photographers:

Corey Lackey

Graphic Design & Layout:

Raine Robinson

FSG SON LIGHT

Biblical Perspectives for Wise Living by Deon Snider

Biblical Perspective on Work

Most people spend 40-60% of their waking hours at work. As believers, we should allow Scripture to influence how we perceive this gift God has given us. Yes, the gift of work! Work is not a curse but a gift! Adam and Eve were given the task of tending the garden prior to the Fall. God's plan has always been for man to be able to develop and use their skills, talents, time, and energy to serve others and provide for their own needs. When done with the right heart, work is an act of service and worship, which is pleasing to Him.

Work as an Expression of Worship

The Bible instructs us to offer ourselves "as a living sacrifice" which is an "act of worship" to God. This act of worship is not limited to Sundays at church, or when we are reading our Bibles and praying. It's a daily, continual, and perpetual offering to the Lord. Everything we do, including how we work, is part of spiritual worship, which we are called to offer to God.

Therefore, I urge you, brethren, by the mercies of God, to present your bodies a living and holy sacrifice, acceptable to God, which is your spiritual service of worship. - Romans 12:1

We're also reminded that we should work as if it is done for the Lord. If Christ were to supervise or inspect your work ethic, dedication, loyalty, diligence, determination, and accuracy, would it change how you perform today? Most of us are quick to recognize that God sees all and knows all, but do we actually let that impact our performance at work?

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving. - Colossians 3:23

Work as a Means of Sanctification

Make no mistake; our work includes hardship. We live in a corrupt world full of trials as a result of the Fall. Our jobs are filled with difficult and broken people, processes, tools, and challenges. However, if we choose to view these trials from His perspective, the Lord has promised to use "trials of many kinds" as tools to grow and mature us, ultimately shaping us into His image. He is producing wisdom, strength, perseverance, character, and spiritual maturity in us that we wouldn't have if we did not encounter hardship. The next time you face an unwanted trial, remember to view the circumstance as God's gift, which will help you grow. Ask Him to help you learn what He's trying to teach you.

Consider it all joy, my brethren, when you encounter various trials, knowing that the testing of your faith produces endurance. And let endurance have its perfect result, so that you may be perfect and complete, lacking in nothing - James 1:2-3.

Work as an Opportunity for Evangelism

Someone once said, "Our lives may be the only Bible others ever read." At work, we get to put this Biblical perspective of work on display. Our work ethic, kindness, perseverance, and patience create opportunities to demonstrate Christ's love and speak about His work on the cross and how He's changed us. Do others see a difference in you?

Let your light so shine before men, that they may see your good works and glorify your Father in heaven. - Matthew 5:16

Urge bondslaves to be subject to their own masters in everything, to be well-pleasing, not argumentative, not pilfering, but showing all good faith so that they will adorn the doctrine of God our Savior in every respect. - Titus 2:9-10

We all fail in many ways and are all works in progress. But let's strive to grow and develop a Biblical perspective on work. Now's the time for self-reflection. Regarding motivation, do we see work as service and worship to the Lord? Do we work wholeheartedly, with honor, our best skills, effort, determination, accuracy, and diligence? Are we kind to one another, joyful, generous, and patient? To quote a line from the movie *The Patriot*, "You serve me - and the manner in which you serve me reflects on me." What a great expression of how we should perceive our jobs! Let's be truly grateful for God's gift of work!

If you don't have a Bible, we'd love to send you one! Fill out [THIS FORM](#) and we will mail you a Bible free of charge as our gift to you. We also encourage you to [sign up](#) for our daily Son Light emails.

HR INSIGHTS

Eco Engineering Joins FSG

As FSG continues its mission to expand and grow as a company, we are excited to welcome the employees of Eco Engineering to the FSG Institution. This merger of talent and capability only serves to strengthen and solidify FSG's position in the marketplace as a leader in energy efficiency solutions for facilities large and small.

The Eco Engineering team, 80 strong, brings a rich history of lighting retrofit experience, energy services solutions, and commercial solar installations.



"I am thrilled about this merger. FSG shares values similar to ours, and I am impressed by how much they prioritize taking care of their people. We are joining a great institution, and I am eager to see what we can accomplish as part of FSG."

- Bill Brunette, VP



The Integration Team at FSG has been hard at work with the existing clients of Eco Engineering to establish go-forward plans on contracts and projects. Sales teams are evaluating the pipeline and backlog of Eco Engineering and identifying the right strategies for execution.

FSG's HR team has been working with Eco Engineering employees to help in their transition to becoming true FSG'ians.

We are excited to welcome Eco Engineering to FSG and look forward to the many new opportunities created by this joining of talent and vision.

HR INSIGHTS

Engagement Events

Your FSG Human Resources Generalists (HRGs) have been busy planning and hosting employee appreciation and engagement events at branches across the country to show you how thankful we are for you and the hard work you do!



Appreciation
Breakfasts



Appreciation
Breakfasts

HR INSIGHTS

Engagement Events

Your FSG Human Resources Generalists (HRGs) have been busy planning and hosting employee appreciation and engagement events at branches across the country to show you how thankful we are for you and the hard work you do!



Appreciation Lunches



Appreciation Lunches



Appreciation Lunches

HR INSIGHTS

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NAC 90's Theme



NAC 90's Theme Day!

HR INSIGHTS

FSG El Paso and New Mexico Branch Promotions

Justin Curry has been promoted to Operations Manager of FSG El Paso and New Mexico. Starting in inside sales, moving to Sales Solutions Team Lead, and now stepping into the position of Operations Manager, Justin has consistently demonstrated an ability to innovate and lead effectively.

His knack for anticipating industry trends and his strategic mindset have been instrumental in driving our success.



"I'm thrilled to congratulate Justin Curry on his promotion to Operations Manager! This milestone reflects his dedication, hard work, and exceptional forward-thinking abilities. I'm also excited to congratulate Sara on her well-deserved promotion to Service Manager. This achievement is a testament of the hard work, dedication, and exceptional leadership skills she brings to FSG."

- Jerrod Kew, VP, FSG El Paso & New Mexico



Sara Kew has been promoted to Service Manager of both FSG El Paso and New Mexico. Since joining FSG in 2016, she has demonstrated a commitment to excellence and a passion for service. With this promotion, she now steps into the role of Service Manager for two key locations.

Her ability to lead with integrity and her unwavering focus on delivering outstanding service have made a significant impact on our team and our customers.

Join us as we congratulate Justin and Sara on their well-earned promotions!

EMPLOYEE SPOTLIGHT



WATCH AARON'S STORY



Aaron Schrader

National Accounts Service Manager

Aaron Schrader has had a remarkable career at FSG. He was hired in 2007 as a warehouse employee in Dallas. He soon began to help run the warehouse in Fort Worth and then moved to Inside Sales. In 2009, he became the Service Parts Coordinator at FSG Dallas. From 2013 to January of this year, he served as a team lead in our National Accounts division. In January of this year, he was promoted to Assistant National Accounts Service Manager and in May, Aaron was promoted once again to National Accounts Service Manager.

Aaron will report to FSG President, Bill Graham, and will be responsible for continuing to develop the service department at National Accounts. He will direct actions across the organization and assist Team Leads to improve efficiency and create more consistency in the service department. He will accomplish this by being one of many liaisons within the National Accounts branch, Electrical / Lighting branches, and all other FSG departments including Sales, Business Development, and Marketing.



"I'm excited and blessed for the opportunity to step up to the plate in this new role as I work to make a difference one day at a time.

I'm looking forward to being part of this great group of driven minds and hearts helping to build a stronger, faster, and bigger FSG future as we look to the next 40 years of the institution."

- Aaron Schrader

Aaron is passionate about growing the people he manages to their full potential, even if they don't realize what they're capable of. Last year, when Aaron was still a Team Lead at NAC, we spotlighted him in a video that will let you get to know him a little better and see for yourself his passion for leadership. Click the button at the top of this page to watch it.



BENEFITS HIGHLIGHT

Teladoc Mental Health



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. You can setup your Teladoc Health account by visiting: teladoc.com, calling (800) 835-2362, or downloading the Teladoc App today!

FREE Mental Health Calls:

June was mental health awareness month and it's a great time to check in with yourself. No matter what you face, certified therapists are available by phone or video with Teladoc. Get the confidential support you need for depression, anxiety, stress, relationship conflict, trauma, and other challenges.

How it Works:

1. Set up your account and fill out a brief medical history.
2. Scroll through biographies to choose the expert who best fits your needs.
3. Schedule your confidential visit at a time that works best for you

Find your therapist today!

Visit [Teladoc.com](https://teladoc.com)

Call 1-800-TELADOC or download the app.





LEARNING CORNER

MANAGER AND FRONTLINE MANAGER TRAINING PROGRAM

FSG Learning & Development is gearing up for our new training program for managers and frontline managers!

Starting in July, tenured managers selected by leadership will beta test each module to ensure all participants receive the most valuable insights and knowledge.

Stay tuned for more information!



FSG UNIVERSITY UPDATE

The initial beta group for the new FSG learning management system (LMS), FSG University, will be launched in mid to late July. Get ready, the company-wide rollout is coming soon!

*FSG-Learning.com will continue to be your LMS until FSG University is rolled out to your division.

NEW LMS COURSES

Whether you are looking to advance your managerial skills, enhance teamwork, or refine your client relationships, these courses are designed to empower you.

2750 TEAM BUILDING FOR MANAGERS

Equip yourself with essential strategies and tools to lead and unify your team effectively. This course is tailored for managers aiming to foster a collaborative and motivated work environment.

2805 TEAM BUILDING FOR EMPLOYEES

Strengthen your teamwork skills and learn how to contribute effectively within a team. Ideal for all employees who are committed to enhancing their collaborative abilities

0855 VOID JOB INVOICE *UPDATED*

Updated with the latest changes in voiding job invoices to ensure accuracy and compliance.

0650 INTRODUCTION TO SELLING

Explore the 7 Steps of the Sale to excel in your role and grow your skills in selling.

3005 RELATIONSHIP MANAGEMENT

Master the art of building and maintaining strong relationships with clients, colleagues, and stakeholders.

INSIDE THE DIVISION

Payroll & Benefits

Our Payroll and Benefits team is comprised of Cameron Jones, Director of Compensation and Benefits, Mary Payne, Benefits Administrator, and Amy Guerrero, Payroll Manager. Together, they play a crucial role in ensuring that you, our valuable employees, are well taken care of and fairly compensated for your hard work. After all, it's our mission to willingly contribute to the quality of life for all of our employees. Your paycheck and benefits are vital to your quality of life. Together, this team manages a variety of responsibilities that are vital to FSG's success and employee satisfaction.

The benefits management aspect of their work involves evaluating, selecting, creating, managing, and enrolling employees into various benefits programs including health insurance, retirement plans, vacation time, and paid time off. Mary works hard to ensure FSG offers a comprehensive benefits package that helps retain loyal employees and attract new talent.

Enrollment and communication are also key areas where the benefits team excels. During hiring and enrollment periods, they ensure that employees understand their benefits options and assist them in enrolling. Clear communication about benefits is essential, so the team works with the marketing department to explain everything thoroughly, providing well-organized benefit guides, handbooks, and FAQs to make the information easily accessible.

Cost management is a critical responsibility for the benefits team. They shop for health insurance plans, retirement plans, and other benefits to find options that meet employees' needs while being cost-effective for both the company and employees. They regularly review health insurance plans to ensure comprehensive coverage at competitive rates and are always looking for services to add like our most recent benefit, FREE medical and mental health calls through Teladoc. They also negotiate Employee Assistance Programs (EAPs) to offer confidential counseling services for personal and work-related issues, to help support employees during challenging times. The team also benchmarks our benefits against industry standards to ensure FSG remains competitive and fair.

On the compensation side, Cameron leads efforts to develop and maintain a competitive pay structure. This includes conducting salary surveys and market analysis to keep our pay scales competitive. By comparing our salaries with industry benchmarks, they ensure that we attract and retain top talent. They are responsible for overseeing salary reviews and adjustments and that job descriptions align with market standards. Compliance and reporting are essential, so Cameron ensures that our compensation practices meet both federal and state regulations. The team also works hard to set appropriate salary levels for each position, ensuring internal equity.

Payroll management ensures that employees are paid accurately and on time. Amy handles everything from processing paychecks to managing tax withholdings and deductions, ensuring compliance with all relevant laws and regulations. She provides support to employees with payroll-related questions and issues, helping resolve discrepancies and ensuring that everyone understands their pay and benefits.

At FSG, our Payroll and Benefits team works tirelessly to ensure that you are well-compensated for your work and have access to a variety of quality benefits options. They make a huge contribution to this Institution and our mission to willingly contribute to the quality of life for all of our employees.

MEET THE TEAM

Payroll & Benefits

Whether shopping for the best healthcare plan, finding new benefits to offer like **FREE** medical and mental health calls with Teladoc, making sure your paychecks arrive on time, or determining a fair salary for each job description, the Payroll and Benefits team are a prime example of how FSG willingly contributes to the quality of life for all of our employees.



Cameron Jones, a native of Austin, has been with FSG for 12 years and is currently the Director of Compensation & Benefits. Throughout his tenure, Cameron has played a pivotal role in enhancing employee well-being and ensuring competitive compensation packages that attract and retain top talent. Outside of work, Cameron cherishes his role as a family man. His wife is an accomplished graphic designer and they are raising two boys in the heart of Austin.



Mary Payne joined FSG in 2012 as a Construction Admin for FSG Austin, but quickly became the go-to for everything from OnBoarding to benefits to payroll to whatever was needed at the branch. In 2021, she smoothly transitioned to Benefits Administrator, drawing on her insurance agent background to educate and support FSG employees on their benefits. Before FSG, Mary and her husband Chris (FSG Safety Coordinator) ran a martial arts studio for 18 years—she's a 4th degree blackbelt in Tae Kwon Do - and shared their passion for martial arts with their community. Mary values FSG's commitment to integrating faith into the workplace, and appreciates the opportunity to openly pray for and with her colleagues. Outside of work, Mary and Chris enjoy their busy home life with three children and a variety of animals, including chickens, goats, cats, and dogs.



Amy Guerrero joined FSG in 2015 and worked as a corporate office Account Manager. Her responsibilities were unpaid invoice collection, sending lien intention notices, and maintaining good relationships with customers. In 2020, she was recommended for the Payroll/Benefits Administrator and has since moved into the role she has today as Payroll Manager. Amy enjoys the people she is surrounded by at work and the new and challenging opportunities the job provides.

Supply Chain Updates and Challenges

We have seen significant price fluctuations in commodities and services due to recent supply chain disruptions. Copper prices, in particular, have been volatile, influenced by global economic impacts, high demand, and labor shortages. Copper peaked at \$5.12 per pound in May and has since stabilized around \$4.05 per pound, which is higher than last year's average and the highest since mid-2022. As copper prices remain elevated, aluminum prices have followed suit, averaging \$1.20 per pound. Meanwhile, export steel suppliers are dealing with a surplus, leading to lower prices in global markets, now at \$38.66 per cwt. PVC resin prices continue to rise but are still average below previous years. After a few increases in May to account for inflation, PVC conduit prices are expected to remain steady.

Oscar's Watchlist

Stay up to date with all things purchasing by bookmarking [Oscar's Watchlist](#).
Stay up to date with commodity pricing by bookmarking our [Commodity Hot Sheets](#).

Mitigation Strategies

Implementing mitigation strategies can help stabilize and manage costs for your projects more effectively and ensure continued operations despite market uncertainties. Here are a few strategies:

Expand Your Supplier Base: Reduce dependency on a single supplier by identifying competitive resources that support each market. This secures critical commodities and protects against cost increases and supply chain disruptions. Our strategic suppliers include vendors with both national presence and regional support.

Long-Term Contracts and Price Locking: Our partnerships consistently allow for long-term contract pricing and price locking with preferred distributors. This minimizes the impacts of price fluctuations and reduces the risk of volatility.

Bundling and Forecasting: Consider bundling your forecasted commodity needs when negotiating with suppliers. This can optimize planning strategies and can secure better pricing on multiple projects.

Sustainable Storage Solutions: Prioritize vendors who can provide sustainable storage solutions and price protection when buying ahead.

Don't forget, we have established pricing and rebate programs with several preferred vendors in multiple areas. These partnerships help ensure cost stability and reliable supply to help you effectively navigate market uncertainties.

Key Partnerships

Preferred Strategic Electrical Distributors

- CED
- Cooper Electric
- Crawford Electric
- Elliot Electric
- Graybar
- Lonestar Electric Supply
- Rexel
- The Home Depot
- The Reynolds Co.

Preferred Rental Companies

- [HERC Rentals](#)
- Holt CAT
- [Sunstate Equipment](#)
- [Texas First Rentals](#)
- [United Rentals](#)

Tools and Safety Partnerships:

- [Burndy](#)
- [Caddy](#)
- [DeWalt](#)
- [Fluke Corp.](#)
- [Greenlee](#)
- [Hilti](#)
- [Husky](#)
- [Klein](#)
- [Louisville](#)
- [Makita](#)
- [Milwaukee](#)
- [Rigid](#)
- [Werner](#)

Preferred Strategic Lighting Vendors

Acuity Brands - Amerlux Lighting Solutions - Axis Lighting - Cooper Lighting LLC
 CREE Lighting - Current Lighting - Focal Point LLC - Keystone Technologies LLC
 Ledra Brands Inc - Ledvance/Sylvania - Lumenwerx - Lumini - Lutron - Maxlite
 RAB Lighting Inc - SELF Electronics - Signify/Philips - WattStopper Legrand

Rate our Vendor Performance

To maintain a high standard of strategic vendors, it is crucial to evaluate their performance and reliability, especially noting those that have been particularly resilient during supply chain disruptions. To capture the end user's perspective, we encourage you to fill out this survey to rate specific vendors for any division or department. The results will be discussed collaboratively with key stakeholders, purchasing teams, and vendor representatives. These evaluations will help us reset expectations, identify areas for improvement, and celebrate outstanding vendor performance.

Your Feedback Matters.

We ask that you rate our vendors and provide as much feedback for your specific division and department. Please use [THIS FORM](#) as many times as needed. And if you'd like to enter to win a Milwaukee packout rolling toolbox, [click here](#).

Stakeholder Engagement

I am encouraged by our leaders' feedback and their willingness to share their department's experiences with ongoing purchasing efforts, processes, and daily challenges. As we navigate these opportunities and procurement initiatives, let's work towards cross-collaboration to streamline purchasing and enhance overall efficiency.

Oscar Montes
 Director of Purchasing



PREFAB UPDATES

Highlighted Project: **Amazon AUS 20 Div 20**

Contract: \$8.3 Million
Duration: 10 Months



Stephen Varnell and the team at the Amazon AUS20 job reached out to FSG Prefabrication in October to see if we could bundle home run spools. We had purchased a wire spooling machine in 2023 as part of a shop upgrade for this exact kind of work. In many of my introductions with FSG Construction Departments across the country, I was asked about home run spooling, so we acted on the needs of our field teams and set up our prefab shop to answer the call. The Propel team quickly familiarized themselves with the machine and set to work. They utilized a PDCA (**Plan. Do. Check. Act.**) systematic approach to continually refine their process. This led to a 43.5% decrease in labor over the course of the job.

There are several benefits to utilizing prefabricated home run spools. For one, combining circuits onto one spool simplifies the pulling process and makes a significant impact on real estate required for onsite setup. As you can see from our setup photo, we combined 21 separate spools needed for a pull into a single prefabricated spool. Risk is also dramatically reduced because using a prefabricated home run spool eliminates the need to maneuver and lift multiple 80-pound spools on the job site. Wire pulling crews can now safely complete their mission with more efficiency.



[Click here to see our Prefab Catalog for Home Run Spooling.](#)

Andrew Layman and Jobsite Superintendent, David Dye, spoke about the project and the value FSG Prefab was able to provide. David said the home run spools made a big impact on labor savings and made a great impression on the general contractor as well. Reduced material handling and the much smaller footprint required to complete the pulling work contributed to major savings on the project. David said this 260,000 sq ft job covers 9 floors over 9 months. Utilizing the prefabricated home run spools meant they only needed 1 spool per home run rather than more than 20!

That's a lot of reduced Motion, Inventory, and Extra Processing (WASTE)!



PREFAB UPDATES

MEET AMANDA KALLAI

Procurement and Logistics Manager



HOW LONG HAVE YOU BEEN WITH THE COMPANY?

I started 10 years ago.

WHAT LEAD YOU DOWN THIS CAREER PATH?

I handled logistics while in the Air Force and grew to love the warehouse environment and the attention to detail it requires.

WHAT IS YOUR FAVORITE THING ABOUT THE TRADE?

I enjoy the set schedule and routine. I also like the opportunity to grow within the company.

WHAT DO YOU ENJOY MOST ABOUT WORKING HERE?

Great camaraderie. It feels like coming to work with close friends and family every day.

WHO HAS BEEN YOUR BIGGEST INFLUENCE AND WHY?

There have been many influences throughout the different stages of my life. My Air Force supervisors had the biggest impact on my career and my athletic coaches helped define the kind of person I am today.

WHAT IS ONE PIECE OF ADVICE YOU WOULD GIVE TO A HIGH SCHOOL STUDENT THINKING ABOUT WORKING IN THIS FIELD?

It's very rewarding to know you make an impact on the real world. What we do matters.

WHAT ARE YOUR CAREER GOALS?

To continue to learn and grow.

WHAT IS YOUR FAVORITE BOOK?

Charlotte's Web.

TELL ME ABOUT A LEAN IDEA YOU CAME UP WITH AND HOW IT WAS IMPLEMENTED.

We implemented a color-coded flag system to show stock levels at a glance. When inventory starts getting low, the flag color is changed and inventory is reordered.

IF YOU COULD HAVE DINNER WITH ANYONE, WHO WOULD YOU TAKE?

My Grandpa Larry. And we would play some Gin Rummy after dinner.

WHAT'S SOMETHING VALUABLE YOU'VE LEARNED IN YOUR CAREER?

Don't be afraid to fail. I'm still working on this one ...

WHAT DOES THE PERFECT DAY LOOK LIKE TO YOU?

A Saturday surrounded by friends and family. BBQ, music, talking, and playing cornhole.



PREFAB UPDATES

Prefab's LEAN Journey

Understanding the Eight Deadly Wastes and how to identify them.

There are many acronyms to help remember the different kinds of waste that exist on a jobsite, in a prefab shop, and even in an office setting. We chose to use **DOWNTIME**.

It's an easy way to identify different forms of waste and to work to mitigate them.

Let's look at some examples of waste in our Prefab shop and how we work to eliminate it.

D: Defects. If our end product doesn't meet the customer spec (you), it was wasteful. If we don't receive accurate drawings, waste is incurred. We mitigate this waste with our best-in-class QA/QC process and high-level communication with the field.

T: Transportation. With delivery turnaround to Dallas at 10-12 hours, we want to ensure we're not wasting a trip! We work with our Divisions and Jobsites to coordinate delivery times, bundle our stops, and optimize our delivery schedule.

W: Waiting. Often this comes in the form of waiting on information, drawings, or materials. This time lost can't be recovered, so we must all work together to defeat this time waster by understanding each other's constraints and working as a team towards a common goal.

These are just a couple of examples. Remember, waste is everywhere if you're looking for it. Finding it and eliminating it can be rewarding!



FSG CELEBRATIONS

We're excited to welcome one new baby into the FSG family and celebrate a wedding this quarter!



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
18,235 followers
6h · 🌐

Celebrating a Milestone: FSG NY's 55-Story Topping Out Ceremony

Yesterday, FSG NY celebrated a major milestone with the topping out ceremony of a 55-story building in New York City. This significant achievement marks a key step forward in our ongoing project with Rockrose, one of New York's most esteemed clients.

A topping out ceremony is a cherished construction tradition, signifying the placement of the last beam atop a building. It celebrates the structure's completion and recognizes the hard work of everyone involved. This tradition also symbolizes good luck and prosperity for the future occupants of the building and serves as a way to thank the construction team for their dedication and effort.


In honor of this occasion, FSG provided gift bags for all on-site employees and the PA system for the ceremony speeches. We were thrilled to celebrate the dedication and effort of our entire team, who have worked tirelessly to maintain the demanding 2-3 day pour cycle.

To everyone working on this project, your hard work and perseverance have been nothing short of champion-like, and we are excited about the progress made. As we look forward to completing the second half of this project, we are confident in our team's ability to continue delivering excellence.

Special thanks to some key team members who have played pivotal roles: Super Dave S., Foreman Mike Holter, Project Executive Jay Mackel, Project Manager George Atzelis, and Assistant Project Manager Justin Nagano. Your leadership and commitment have been invaluable.

We are proud to be building such a prestigious project in NYC!

#FSG #TeamFSG #Construction #Milestone #Teamwork #NYC #FSGNY #BuildingTheFuture #ToppingOutCeremony



FSG Facility Solutions Group
18,235 followers
1mo · 🌐

🏗️ Celebrating Safety Success During Construction Safety Week! 🏗️

It's the start of Construction Safety Week and we're shining a spotlight on what makes FSG stand out from the pack.

At FSG, safety isn't just a priority, it's a core commitment. Thanks to rigorous training and proactive safety measures, we've achieved outstanding safety ratings that keep our employees protected and cut down on costs!

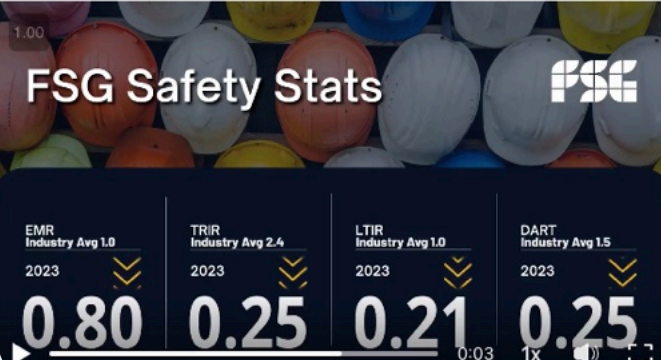
Why Our Ratings Matter:

- EMR (Experience Modification Rate):** At 0.80, we're well below the industry average. This means we're not only ensuring safety but also enjoying lower insurance premiums.
- TRIR (Total Recordable Incident Rate):** With a TRIR of 0.25, our incident rate is much lower than the industry average, showcasing our superior safety standards.
- LTIR (Lost Time Incident Rate):** Our rate of 0.21 highlights fewer lost workdays due to injuries, emphasizing efficient safety management.
- DART (Days Away, Restricted or Transferred):** At 0.25, our DART rate is significantly lower than the average, proving the effectiveness of our safety measures.

Our low rates in EMR, TRIR, LTIR, and DART not only protect our team but also position FSG as a leader in construction safety, attracting more business and establishing trust with clients.

Thank You, Team FSG!
Your dedication to safety is why we can celebrate such success this week!

#FSG #TeamFSG



Metric	2023 Value	Industry Avg
EMR	0.80	1.0
TRIR	0.25	2.4
LTIR	0.21	1.0
DART	0.25	1.5

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.

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1mo · 🌐


📍 Project Spotlight: 1522 First Ave., NYC

FSG celebrated a key milestone at the site of a new 30-story medical office building, 1522 First Ave., with a topping-out ceremony on April 25th. This building will boast 400,000 sq ft of office and retail space on the ground floor and cellar levels, and The Hospital for Special Surgery will occupy 200,000 sq ft on the first eight floors. FSG is the electrical contractor driving the project forward. The facility will serve as a state-of-the-art center for musculoskeletal care, featuring advanced ventilation and filtration systems, space for the Department of Health, and room for both ambulatory care and surgical facilities.

A topping-out ceremony is a tradition when the tallest and last beam or equivalent is placed on a project. It marks a major milestone for everyone on the project. At the topping out ceremony, prestigious Hammer Awards were given to Foreman Marco Parcor and Electrical Superintendent Brian Favillo. Very few of these awards are given by Lend Lease on a site like this with hundreds of tradesmen and women, so this was a huge honor.

Join us in congratulating Marco, Brian, [Ricky Tripodo](#), and the entire FSG NY team for a job well done, as they drive this project toward completion!

#FSG #TeamFSG



1.00

PROJECT SPOTLIGHT

1522 First Ave
New York City, NY

0:19 1x 🔊 🗄

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Project Spotlight: Maple Hall at CSUN

FSG California played a major role in the recent construction of Maple Hall, the first new academic classroom building at California State University Northridge in 15 years!

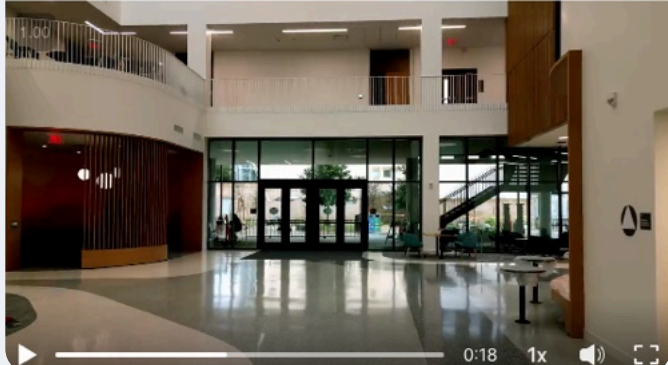
Despite significant obstacles including difficult lead times, weather challenges, and coordinating power shutdowns on an active college campus, FSG managed all of the electrical construction and non-A/V low-voltage work, including:

- Structured cabling
- Access control and CCTV
- Gunshot detection system
- Duress Alarm
- Rescue Assistance System and more.

Hats off to Project Manager [Kevin Joseph](#) and the entire FSG California team for their dedication and hard work.

🔗 Read more about the new building on CSUN
Today: <https://ow.ly/vEqM50RszQp>

#FSG #TeamFSG #CSUN #ProjectManagement #Innovation #EngineeringExcellence



1.00

0:18 1x 🔊 🗄

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📍 FSG Celebrates Administrative Professionals Day

Administrative Professionals Day is a day we shine a spotlight on the incredible individuals who are the backbone of our operations.

Administrative professionals truly are the backbone of FSG. We have an exceptional team of administrative professionals at our different branches across the nation. They often work behind the scenes, keeping things running smoothly, our schedules organized, our communications clear, and our operations running without a hitch. Their hard work and skills are vital to our success.

To all our administrative professionals, thank you for everything you do. Your exceptional dedication brings brightness to our workplace every day! 🌟

#AdministrativeProfessionalsDay #TeamFSG #FSG

**TO OUR HARD-WORKING
ADMINISTRATIVE TEAM,
HAPPY ADMIN PROFESSIONALS DAY!**



0:08 1x 🔊 🗄



FSG | Institution

Life | Family | Community | Faith | Entrepreneurship | Investment
