

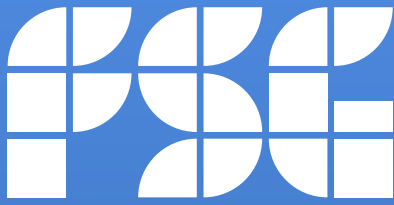
FACILITY SOLUTIONS GROUP

PSE WIRE

EMPLOYEE NEWSLETTER



2024 Q4: OCTOBER - DECEMBER



ON THE COVER

Look out below! **Eddie Ramirez**, one of FSG's elite rappelling electricians, practices his technique on the roof of the FSG National Accounts building in Dallas, Texas. Eddie started as a warehouse worker, but soon after, joined the apprenticeship program and earned his license through on-the-job training.

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! Please [reach out to me with your stories](#) so I can share them to inspire and encourage us all.

Scott Delony
Communications Manager

FROM THE EDITOR

IN THIS ISSUE

SON LIGHT

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

HR INSIGHTS

Engagement events, tenure awards, and more.

EMPLOYEE SPOTLIGHT

Meet recent retiree Donnie Zvonek and learn about his tenure at FSG.

BENEFITS HIGHLIGHT

It's that time of year again. Benefits Enrollment is upon us! Learn more here.

LEARNING CORNER

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

INSIDE THE DIVISION

This quarter, learn more about FSG's Telecommunications Division, led by Jimmy Foster.

PURCHASING PULSE

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 joining FSG!

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.

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FSG SON LIGHT

Biblical Perspectives for Wise Living by Deon Snider

Biblical Perspective on Trials

No one relishes the thought of going through trials. We work hard to avoid pain, difficulties, and hardships. These trials often come in the form of health, finances, relationships, and persecution. We live in a world flawed with broken people, governments, and systems and the trials we can encounter are limitless.

Can you identify with any of these common responses to trials: anger, frustration, disappointment, depression, or self pity? We can all identify with these emotions. It's natural to recoil and run from trials because they're painful, burdensome, and frustrating. However, if we pause for a moment to consider what God says about our trials, we may be able to cultivate a different perspective on these menacing events.

What is the purpose of our trials?

Some people think if they strive to live a Godly life, God is *obligated* to give them health, wealth, and freedom from trials. If they encounter any trials, then they think, "God is not being fair," or, "I don't deserve this," or even, "God is punishing me." These are natural but sinful responses of our selfish flesh. They focus on self-gratification, self-pleasure, and have no biblical basis. We're all familiar with the following passages, but when actually put to the test, how often do we respond poorly when life's trials come our way?

*"Consider it joy, my brothers and sisters, when you encounter various trials, knowing 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 1:2-4*

*"Beloved, do not be surprised at the fiery ordeal among you, which comes upon you for your testing, as though something strange were happening to you; but to the degree that you share the sufferings of Christ, keep on rejoicing, so that at the revelation of His glory you may also rejoice and be overjoyed."
1 Peter 4:12-13.*

*"... but we also exult in our tribulations, knowing that tribulation brings about perseverance; and perseverance, proven character; and proven character, hope; and hope does not disappoint, because the love of God has been poured out within our hearts through the Holy Spirit who was given to us."
Romans 5:3-5*

So, why does God let these valleys to come into our lives? For one, **we learn lessons in the valleys that we could never learn on the mountaintops.** Do you think David could have written the Psalms if hadn't known trials in the valley? How could he have written, "Even though I walk through the valley of the shadow of death, I will fear no evil, for I know that you are with me," if he hadn't gone through the valley himself? If Jeremiah hadn't gone through the terrible valley that made him the Weeping Prophet, could he have written, "His compassions never fail; they are new every morning; great is your faithfulness," in Lamentations?

Not only this, **we grow in character in the valleys.** Great Christians are made by great trials. A man doesn't become patient by reading a book on patience or praying a prayer. He becomes patient by going through trials. Faith is cultivated in the darkness of the valley. God may teach us in the light, but he tests us in the darkness. This is why Paul wrote, "But we had the sentence of death in ourselves, that we should not trust in ourselves, but in God who raises the dead." Our Christian graces are developed as we walk through the valley.

There are many examples in the Bible of men and women who encountered trials that are far worse than anything we will ever face. They were put in the crucible and came out a more refined and polished reflection of Christ. Let's challenge ourselves to not grumble and ask WHY we are facing trials, but rather HOW the Lord is using them to remove impurities from our life and growing us to be more like Him. Ask Him how you can trust Him more in your trials. After all, that's His ultimate desire - that He would be glorified through our trials that result in our holiness!

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

Retirement Celebration for Donnie Zvonek

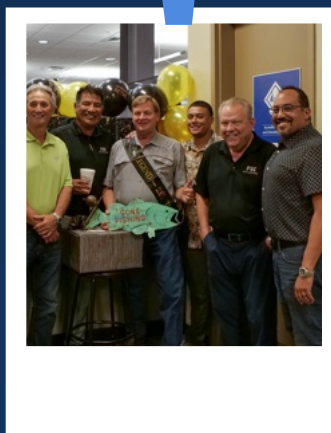
In August, we celebrated Donnie Zvonek, who retired after 32 incredible years with FSG. FSG San Antonio held a luncheon for Donnie where his colleagues could come congratulate him and share memories of his time at FSG.

In honor of Donnie's dedication to FSG, he received our 30+ year retirement tenure award of a \$10,000 voucher to apply towards the dream vacation of a lifetime.

This award isn't cash in hand, but rather a set amount to cover the first \$10,000 of a well-deserved giveaway. Not only that, but we have a concierge vacation service available to help him plan!

Congratulations, Donnie! Thank you for everything you've done for FSG.

Read more about Donnie on this issue's [Employee Spotlight](#) page.



HR INSIGHTS

Tenure Awards

We're excited to announce enhancements to our recognition program! FSG HR has introduced new 1-year and 3-year work anniversary certificates available through the FSG store.

We recognized that our previous program needed a boost to better honor our dedicated employees, and after some adjustments with Brand Outfitters, we've made it happen. These certificates are now sent out directly from Brand Outfitters during the week of the employee's anniversary. If you started with us in 2023 or 2021 and haven't received your certificate, please reach out to HR Operations Manager Amanda Rogers at amanda.rogers@fsg.com for assistance.

We've also added a special recognition for those who reach the incredible milestone of retiring after 30+ years with FSG. We're thrilled to offer a \$10,000 travel certificate for a dream vacation, with planning support from our dedicated concierge service, xCeleration. This is a remarkable way for us to honor decades of exceptional service.



Our tenure program includes:

- **1 & 3 Years:** Gift Certificates to the FSG Brand Store
- **5 Years:** A sleek Mont Blanc pen
- **10, 15, & 20 Years:** A substantial glass trophy
- **25 Years:** A show-stopping Rolex Submariner
- **30+ Years:** A \$10,000 dream vacation upon retirement

To our newest team members, welcome aboard! We look forward to celebrating your milestones in the future. And for those approaching these significant anniversaries, keep up the great work – many more celebrations await! Even if it's not your anniversary, you can click [here](#) to enter a drawing for a Milwaukee Packout combo.

Thank you for your continued dedication and contributions to FSG.

EMPLOYEE SPOTLIGHT



WATCH DONNIE'S STORY



Donnie Zvonek
Service Estimator, FSG San Antonio

Donnie Zvonek has been a cornerstone of FSG San Antonio for over three decades. He began his journey in 1992 as a service technician. In his early days, Donnie drove a van and was one of only two service techs managing service calls in the San Antonio area. Over the years, his role evolved as he took on dispatching responsibilities for six years before being asked to meet with customers directly, providing pricing and securing jobs.

As Donnie reflects on his 32-year career while preparing to retire, he can't help but highlight the rewarding relationships he built with coworkers and customers who were the key to his job satisfaction. Even as FSG grew into the institution it is today, Donnie feels that it has maintained its personal touch and culture of fostering meaningful connections.

Donnie takes pride in several significant projects during his tenure but one really stands out to him. His work on the Pyramid Building in San Antonio. Donnie worked with Dennis Luster to install color kinetics lights enabling the building to change colors.



"FSG takes care of their people and they try very hard to do that. And there's a lot of perks in there that you won't find in other companies. Give it your all and they will give you the tools to make your job easy and make your career a success."

- Donnie Zvonek

As Donnie prepares to retire, he encourages future FSG employees to give their all. Looking back, Donnie attributes his success at FSG to his willingness to do what was necessary to accomplish tasks and help others achieve their goals.

Donnie, your decades of service will leave a lasting legacy at FSG. Thank you!

OPEN ENROLLMENT

Mark your calendar for November 11th and watch your email for important updates!

Open enrollment is right around the corner, which means it's almost time to make important decisions about your benefits for the upcoming year.

What to Expect

You'll be receiving important updates and instructions from Cameron Jones, Mary Payne, and the rest of the Benefits team in the coming weeks. They're here to guide you through the enrollment process, answer any questions you may have, and help you choose the benefits package that best suits your needs. Keep an eye out for emails with detailed information about any changes to our plans, coverage options, and key dates for the enrollment period.

Why It Matters

Open enrollment is your annual opportunity to review and update your benefits. It's a great time to assess your current coverage and ensure it aligns with your health and financial needs for the coming year. Whether it's health, dental, vision, or other benefits, choosing the right coverage can have a big impact on your well-being and financial security.

How to Prepare

To make the most of this open enrollment period:

- **Review your current benefits:** Look at your existing coverage and decide if any changes are necessary.
- **Evaluate your needs:** Have your healthcare or financial needs changed since last year? Are you planning any major life events, such as a move, marriage, or the birth of a child?
- **Stay informed:** Read all communications from the Benefits team thoroughly, as they will contain vital information on plan changes, new offerings, and deadlines.

We're Here to Help

The Benefits team is committed to making this process as smooth as possible for you. They will be available to assist you, ensuring that you have all the information you need to make informed choices about your benefits. If you have any questions or concerns along the way, don't hesitate to email them at benefits@fsgi.com.



LEARNING CORNER

MANAGER & FRONT LINE MANAGER TRAINING PROGRAM UPDATE

FSG Learning & Development is deep into the beta test of the new Manager & Front Line Manager program. Development for this new course is almost done and it is slated to go live in November.



FSG UNIVERSITY UPDATE

FSG UNIVERSITY ROLLOUT IS IN PROGRESS

We are currently rolling out FSG University across the institution. All branches should be on FSG University by the end of November!

This will be your one-stop-shop for Training & Education created by FSG's in-house Learning & Development Team.

NEW FSG UNIVERSITY COURSES

0021 Intro to Sales and Marketing Resources

Master tools to create case studies and info packets, explore key site features, and streamline your workflow.

0350 Purchasing Introduction and Basics

Learn the purchasing workflow, the importance of Purchase Orders, and their role in ensuring smooth transactions and accurate record-keeping.

0883-0883.11 Parspec Courses

Learn all about Parspec's product selection and pricing technology. Bid more and win more.

0020 Admin Setup Credit Card Allocation

This course has been updated with the most recent information on admin setup for credit card allocations.

0257 Branch Deposits

Learn about depositing customer checks at the branch level!

0055 Understanding Neurodiversity

Gain an understanding of neurodiversity, explore communication differences, and learn practical strategies to foster better collaboration.



INSIDE THE DIVISION

FSG Telecom

Led by Jimmy Foster, FSG Telecom's mission is to provide the highest quality service by understanding customer needs and solving their challenges with integrity, innovation, professionalism, and safety. The FSG Telecom team consists of 31 employees - 5 office staff and 26 field staff, all working together to deliver top-notch telecommunications services. Their work spans across network construction, fiber installations, and 5G small cell node construction.

What Does FSG Telecom Do?

In a nutshell, FSG Telecom provides a range of services to support telecommunications providers. This includes:

- 1. Civil and Underground Construction:** FSG Telecom installs and maintains utility services at ground level and underground, including telecommunications and electrical infrastructure. This involves techniques like excavation, trenching, tunneling, and boring to minimize surface disruption.
- 2. Network Design and Engineering:** The team provides small cell node construction design, site surveys, traffic control planning, permitting services, and engineering support. These services are critical for both telecommunications providers and internal FSG divisions, ensuring smooth and safe project implementation.
- 3. Directional Drilling and Excavation:** With a fleet of seven bore rigs, ranging from small to large sizes, FSG Telecom is equipped for diverse drilling tasks with bore sizes up to 30" in diameter. Their hydro-excavation tools support utility locating, and they have trenching and rock saw equipment for open excavations.

Recent Project Highlights

FSG Telecom has successfully completed several impressive projects, including:

- **Aerial Fiber Optic Infrastructure at Mustang Ridge** (Completed Nov 2023): Partnering with OSP Technologies/Spectrum, the team delivered a 174,000 linear foot fiber optic project valued at \$239k. FSG Telecom stepped in when a previous subcontractor fell through, meeting the completion deadline and delivering at a profit.
- **Light GIG Fiber Optic Infrastructure at Mason Creek** (Completed Sep 2024): This \$530k project for ADB Companies involved installing a fiber optic network for AT&T within a residential area. Residential work can be particularly challenging, but the team completed the 16,000 linear foot project on time with minimal disruption to residents.
- **Aerial & Underground Fiber Optic Network for the City of Laredo** (Completed Sep 2024): In partnership with FSG Technology San Antonio, FSG Telecom built a fiber network connecting a fire station and recreation center, setting up future expansion capabilities. With a value of \$150k and spanning 20,000 linear feet, this project required precise coordination among FSG Telecom, aerial partners, and FSG Technology San Antonio to ensure successful execution.

The FSG Telecom team is proud to be an integral part of this institution and is deeply grateful for the chance to serve their customers and fellow FSG partners.



FSG PURCHASING PULSE

As we enter the final quarter of 2024, the electrical, lighting, and construction industries continue to face challenges shaped by ongoing market fluctuations and supply chain disruptions. Here's a look at the key updates.

Supply Chain Updates and Challenges

The volatility of commodity prices continues to impact procurement strategies, particularly with raw materials critical to the industry. Copper prices have stabilized at around \$4.50 per pound. This marks a significant increase from last year's average, maintaining the highest levels since mid-2022. Global economic conditions, and ongoing supply chain issues, including [Ports Strikes](#) at US East Coast and Gulf ports, labor shortages at mining sites and logistical bottlenecks, will continue to influence copper availability. These factors are likely to maintain upward pressure on prices as the industry works through these challenges.

Year-End Price Projections

Heading into Q4 copper prices are projected to hover between \$4.50 and \$4.75 per pound. Aluminum prices will remain in the \$1.15 to \$1.25 per pound range. Export steel suppliers are dealing with a surplus, which has driven global market prices down to provide some relief for contractors, though the long-term outlook is uncertain as manufacturers adjust to fluctuating demand. PVC resin prices remain on the rise, but still below previous years' averages. After a few increases in May driven by inflation, PVC conduit prices are expected to hold steady for the rest of the year. This provides some predictability for project planning, though inflationary pressures may still play a role in future pricing.

While we don't anticipate the extreme highs seen earlier in the year, sustained demand and supply chain constraints will prevent any significant drop in prices. These commodities will probably close out the year above 2023 levels.

Stay tuned for further updates as we continue to monitor the evolving landscape. Check out these resources in my watchlist for up-to-date updates and market insights.

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](#).

Check out the following links for more information.

[Copper Futures Overview](#)

[Daily Metal Prices](#)

[Weekly Steel Prices](#)

[Plastic Resin Price Index](#)



FSG PURCHASING PULSE

Mitigation Strategies

Implementing mitigation strategies can help stabilize and manage costs for your projects more effectively and ensure continued operations despite market uncertainties. Here's 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.

Key Partnerships: We have established pricing and rebate programs with several preferred vendors in multiple areas. These partnerships help ensure cost stability and reliable supply.

Our preferred **Strategic Distributor** accounts include distributors such as: Graybar, Lonestar Electric Supply, CED, The Reynolds Co., Crawford Electric, Cooper Electric, Rexel, Elliot Electric, and The Home Depot. Our **rental company partners** are: United Rentals, Sunstate Equipment, Sunbelt Rentals, Texas First Rentals, Holt CAT, and HERC Rentals. For **Tools and Safety**, we have: Milwaukee, DeWalt, Klein, Greenlee, Rigid, Werner, Hilti, Husky, Louisville, Makita Fluke Corp., Burndy, and Caddy.

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.

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

FSG PREFAB UPDATES

Highlighted Project: **180 Ashland – Div. 24**

Contract: \$20.6 Million
Duration: 37 Months



Jay Mackel and his team at 180 Ashland in Brooklyn, New York partnered with FSG Prefab to effectively integrate prefabrication into their project, despite several logistical challenges. The project site was located 1,829 miles from the prefab shop, and the site itself had very limited space for storing materials. To navigate these constraints, the teams maintained closed communication and followed the PDCA (Plan, Do, Check, Adjust) process to ensure continuous improvement and efficiency throughout the project.

PLAN:

The field team provided detailed layout drawings for Prefab to create assemblies. Prefab visited the site to understand delivery constraints, and they started with the first five of 49 floors, using the PDCA cycle to refine the process.

DO:

Materials for the first five floors were ordered, and FSG Prefab built assemblies for each condo unit, packaged as a “room in a box” with layout drawings to guide the field installers. The first deliveries exceeded expectations, arriving ahead of schedule with only one minor issue involving a carrier.



CHECK:

FSG Prefab visited the site after delivery to review the assemblies with the PM and foreman. Adjustments were made, some scope was added, and other elements were removed. Communication was smooth, with changes documented and priced so management could make informed decisions.

ADJUST:

Change orders were incorporated into the next round of production and new assemblies were delivered. With each batch, improvements were made, and adjustments were easily handled through ongoing communication. Jay Mackel expressed satisfaction with the process and plans to explore more FSG Prefab opportunities on future projects.

FSG PREFAB UPDATES

MEET JASON KING

Warehouse and Delivery Driver



HOW LONG HAVE YOU WORKED FOR FSG PREFAB?

A little over three months now.

WHO HAS BEEN YOUR BIGGEST INFLUENCE?

Amanda Kallai. She has taught me so much, and each day she helps me to become better.

WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?

Learning so much about construction and how much goes into each job we're building. The equipment, the people, and the materials.

WHAT'S ONE SKILL YOU'RE CURRENTLY TRYING TO IMPROVE, AND WHAT STEPS ARE YOU TAKING TO GET BETTER AT IT?

Becoming a better equipment operator. Familiarizing myself with the different varieties of forklifts, and getting as much operating experience as I can. Also, studying a lot of maps to always know alternate routes should I need them.

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 SOME VALUABLE ADVICE YOU'VE LEARNED IN LIFE?

Set goals for yourself and set them early in life.

DO YOU PREFER MUSIC, PODCASTS, OR AUDIOBOOKS?

Definitely music. Mowtown, Funk, or maybe some Gospel.

WHAT IS YOUR FAVORITE BOOK?

The Bible, and also the Bruce Lee Biography.

WHAT KIND OF HOBBIES DO YOU ENJOY?

I love music and drawing.

DO YOU HAVE ANY SPECIAL TALENTS?

I'm good at graphic design and I also play drums at my church.

TELL ME SOMETHING YOU'RE PROUD OF THAT YOU DON'T GET TO BRAG ABOUT OFTEN?

Being a father! Having my daughter changed who I am as a person and made me better than I was.

DESCRIBE YOUR PERFECT SATURDAY.

Maybe tubing on the river and then dinner and a concert with my wife.

FSG PREFAB UPDATES

Prefab's LEAN Journey

P.D.C.A. (Plan. Do. Check. Adjust)

PDCA is a cycle of continuous improvement where we begin with our initial plan. We then move to enact our plan, and along the process, we check the results to the plan. The final step is to make the appropriate adjustments to improve the process. The cycle starts over again with the new and improved plan, and we continue the cycle of PDCA.

A common assembly you will see in most electrical prefab shops is the pre-wired panel or load center. These are popular with the project team, GCs, and customers because of their reduced install times, safety, and greatly improved long term maintenance. In the Prefab Shop we have the challenge of coming up with the most efficient, safest, and ergonomic means of building this. One method is to simply build a mounting rack and to start wiring. The easiest is to simply lay the panel on a work bench and get to it. The problem with both of these methods is they're horrible for ergonomics and safety. An 84 circuit panel with a junction box full of terminations above it that's mounted to a jig will require a worker to be on a ladder for the highest terminations, standing for those in the middle, and squatting or on a stool for the lowest. Having the panel laying on a workbench forces the worker to hunch over all day and will cause unnecessary strains, reducing productivity over time. Our solution to this was to build a wall mount jig that has the ability to adjust the working height. The Prefab Team first developed a "PLAN" for this panel wiring station. We then set this PLAN to action and moved in the "DO" phase. After implementing our original PLAN it was time to "CHECK" our process and look for room to improve. We noticed amongst other things that we didn't have the range of travel we initially desired, so we set out to "ADJUST" our original PLAN. Thus, the PDCA cycle continues. With each process we develop, we look to continuously improve upon it.



Improvement #1
Move unistrut winch
frame to top of trusses.

Improvement #2
Eliminate lifting strap
and attach winch
directly to jig.

These 2 improvements netted
us approximately 36" more
travel vertically.



FSG CELEBRATIONS

We were excited to welcome one new baby into the FSG family this quarter!



Congratulations to Pre-Construction Manager Patrick Ruane on the birth of Gianna Marie. She weighed 7lb 2oz and was 20 inches long. Welcome to the world, Gianna!

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
18,783 followers
1mo · 🌐


☀️ Fun in the Sun ☀️

FSG's Corpus Christi and Harlingen branches recently hosted an Employee Appreciation event at Padre Balli Beach. It was a beautiful day for the Summer Family Beach Party and employees and their families got a chance to unwind, enjoy the sun, and enjoy spending time together outside of the workplace.

It wouldn't be an FSG event without a cornhole tournament and tons of free food including hamburgers, hotdogs, and Kona Ice snow cones.

Corpus and Harlingen employees, thank you for all you do to make this institution great!

#FSG #TeamFSG



1:00

0:10 1x

FSG Facility Solutions Group
18,783 followers
2w · 🌐

Today, we celebrate Donnie Zvonek, who is retiring after 32 incredible years with FSG. From starting as a service tech in 1992 to leading some of our most memorable projects, Donnie's journey is truly remarkable.

In honor of his dedication, Donnie is the first FSGian to receive our retirement gift of a \$10,000 voucher to apply towards the dream vacation of a lifetime! This isn't cash in hand but a set amount to cover the first \$10K of his well-deserved getaway, with our concierge vacation service ready to help him plan. If Donnie wants to add more to his adventure, he's welcome to do so, but we've got the first \$10K covered!

Congratulations, Donnie! Thank you for everything you've done for FSG. Enjoy your trip and your retirement! ➡️🌴



Dan McLaughlin · 1st
Director of Sales - FSG
1w · 🌐

FSG Dallas is pleased to be a sponsor and supporter of the first BOMA Greater Dallas Engineer Olympics.




PROPEL Propel Career Academy
165 followers
1mo · 🌐

🎓 Congratulations to our amazing Electrical and Welding students who graduated this past Friday! Your hard work and dedication have truly paid off, and we couldn't be prouder of your achievements.

A huge shoutout to **Milwaukee Tool** for providing our graduates with fantastic graduation gifts. Your support means the world to us and to our students! 🛠️🔥

Here's to a bright future ahead—wishing you all success and fulfillment in your new careers! 🌟🚀

#careergoals #futureiselectric #FutureLeaders #electric #tradesman #propelcareeracademy #tradeschool #weldaddicts #weldernation #welding #education #weldlife #sanantonio



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 Smart Buildings
1,504 followers
2mo · 🌐

🌍❤️ Making a Difference Together! ❤️🌍

At **FSG Smart Buildings**, we believe in giving back to our community. Today, we're proud to highlight the incredible efforts of our team as they volunteered their time and energy to support the Adopt-A-Street program, by cleaning up local streets, their dedication is truly inspiring! 🌟

Thank you to all our employees who embody our values both in and out of the workplace. Your commitment to making a positive impact doesn't go unnoticed. Let's continue spreading kindness and making our community a better place for all! 🌈

[#employeeappreciation](#) [#bestemployees](#) [#fridayvibes](#) [#buildingautomation](#) [#smartbuildings](#) [#esg](#) [#fsg](#)



Junior Gomez · 1st
Director of Talent Acquisition @ FSG | Patriot Award
[View my services](#)
2mo · Edited · 🌐

We had an amazing time hosting the ice cream taco truck event at **FSG Smart Buildings** in Round Rock, Texas! It was a perfect way to celebrate our growing team and enjoy some delicious treats together. As we look ahead, we're excited for a prosperous 2024 and beyond. Here's to continued growth and success!

[Alejandra Zelaya](#) [Amelia Buenrostro](#) [Patrick Casella](#) [Michael Taylor](#)

[#SmartBuildings](#) [#TeamBuilding](#) [#Growth](#) [#2024AndBeyond](#)



Annette Mendoza · 1st
Human Resources Enthusiast | Servant Leader | Continual Improvement | Resili...
2d · 🌐


Very appreciative, Very servant leader, very thankful!

Grateful beyond words and deeply humbled by the incredible team at FSG.

A huge thank you to all our field employees who work tirelessly day in and day out. It was a privilege to show our appreciation with an on-site breakfast for the second weekend in a row. What made it even more special was seeing Alan (EVP) there, ready to roll up his sleeves and serve alongside us. His commitment to valuing every employee's contribution is truly inspiring.

I'm also incredibly thankful for the support and partnership from FSG's management team. As this significant project nears its completion, I can't wait to see where God leads FSG-SA next.

[#Grateful](#) [#ServantLeadership](#) [#TeamFSGSA](#) [#InGodsHand](#) [#Prayingforgreatness](#) [#Thankful](#)




Pedro Luis Salas Lares, PMP. · 1st
Adaptive Leader | Electrical Installation, Industrial Automation.
1mo · 🌐

Being part of the SOLUTIONS is a very satisfying lifestyle.

This is part of our team at FSG80 Indy!
[Facility Solutions Group](#)

[Hunter Kasten](#) [Jason Maiden](#) [Luke Bond](#)



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.


John Gonzalez · 1st
Business Development Manager at FSG | Lighting, Electrical & Tech Solution...
1mo · 🌐

Before & After Transformation: Hiffman National's Montecito Crossing Exterior LED Retrofit

We're excited to showcase the transformation for **Hiffman National** at Montecito Crossing in Las Vegas, where **Facility Solutions Group** has successfully upgraded 356 fixtures to high-efficiency LED lighting. This upgrade not only enhances the visual appeal of the parking lot but also significantly improves safety and reduces liability for the property.

Project Highlights:

- Total Fixtures Upgraded: 356
- kWh Reduced: 457,386 kWh
- Annual Utility Savings: \$48,025.57
- Annual Maintenance Savings: \$8,645.88
- Net Simple Payback: 0.85 years (with maintenance savings)
- Return on Investment: 117.5%



FSG Facility Solutions Group
18,783 followers
1w · 🌐

Fluorescent lighting bans are rolling out across the U.S., and your business could be impacted. Ready to find out what it means for you? Discover how switching to LED lighting can not only keep you compliant but also save on energy costs and improve lighting quality. Don't let these changes catch you off guard—stay ahead of the curve.

Learn more on FSG's blog: <https://ow.ly/JSIh50T9Rhx>



Andrew Layman · 1st
Vice President FSG Prefabrication
4h · 🌐

After some minor jobsite delay, these two temp power skids are headed out from San Antonio, TX to West Palm Beach, FL. We cleared the overhead doors by about 1" getting these out of the shop. The overall size and weight proved to be challenging to maneuver them, but we got creative and got them to the parking lot to be picked.

#Prefab #Electricians #Sparkys #FacilitySolutionsGroup



FSG Facility Solutions Group
18,783 followers
2w · 🌐

FSG New York - Electric celebrated another successful summer with their annual End-Of-The-Summer Bash At the famous Frying Pan NYC this week. It was a beautiful afternoon filled with laughter and genuine connection outside the workplace. We love hosting these appreciation events for our employees who make our success possible through their hard work every day!

#FSG #TeamFSG



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.


Ricky Tripodo • 1st
Executive Vice President at FSG Electric
5d • 🌐

Now that is a temporary service FSG style ! Great Job Team. This design build electrical service will serve the Olara site in West Palm Beach. Thank you SavCon and Gilbane for the partnership. Po Received service complete in 8 weeks total, built in traditional fashion in one week with the small crew of excellent electricians in Florida. Amazing stuff, we love bringing real, fast, and quality solutions to our clients wherever they might need us.



Walls are coming down, spaces are opening up, and that means one thing—wider LED light coverage is a must! 💡

#FSG helped support **Mike Hovis** of Hovis Electric in racetrack time! Delivering the lighting solutions needed to illuminate every corner. We're leading the way forward! #WiderSpaces
Facility Solutions Group



Andrew Layman • 1st
Vice President FSG Prefabrication
1w • Edited • 🌐

Our Prefab team is wrapping up these two monster temp services this week! These two 4000A services will be headed from San Antonio to West Palm Beach, FL to provide the temporary power for two new towers going up. Built to last and withstand anything that comes their way.

#prefab #facilitiesolutionsgroup



Luke Bond • 1st
Business Development Representative, Customer Success Manager, Solution...
Visit my website
6d • 🌐


They say a picture is worth a thousand words! 📸

Yesterday marked a significant milestone for **Facility Solutions Group** and the **Propel Career Academy** location Indy. The 12 men in this picture symbolize the future of our company and industry, showcasing the incredible progress FSG and Propel have made in the past 5 years.

Notably, the two young men seated up front are part of our 1st graduating class from **Propel Career Academy**. They will now be sharing their valuable knowledge, life experiences, and trade expertise while exploring the exciting possibilities for career advancement within the trade and at FSG over the next 9 months.

A special thank you to **Hunter Kasten** and **Julie Eddards** and everyone involved for the continued investment in the future of our trade.

#CareerDevelopment #IndustryFuture #FSG
#promotingfromwithin





FSG | Institution

Life | Family | Community | Faith | Entrepreneurship | Investment
