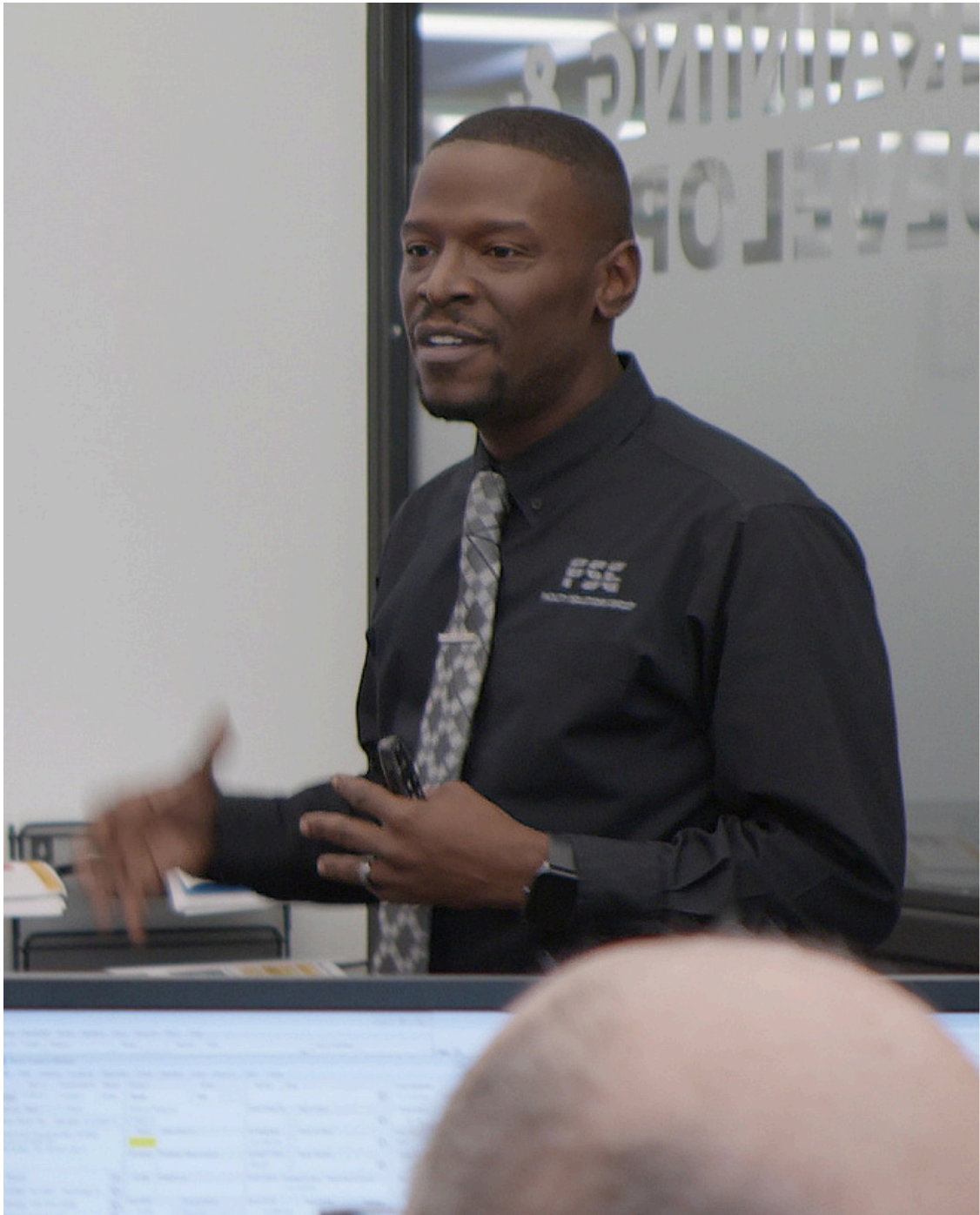


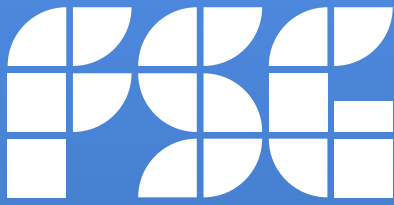
F A C I L I T Y   S O L U T I O N S   G R O U P

# FSE WIRE

EMPLOYEE NEWSLETTER



2025 Q1: JAN - MARCH



## ON THE COVER

Training Specialist **Antonio McMarron** leads a group of employees in his New Manager program in Dallas, Texas. Antonio has been a part of FSG's Learning and Development team since 2018.

## FROM THE EDITOR

As an FSG employee, **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 [send me your stories](#) so I can share them with the rest of the company to inspire and encourage us all.

Scott Delony  
Communications Manager

## IN THIS ISSUE

### EMPLOYEE SPOTLIGHT

Meet Karoline Sandvig, Junior Project Manager at FSG New Jersey.

### FSG BENEFITS

This quarter, learn about our travel assistance & beneficiary advocate services

### HR HIGHLIGHTS

Enjoy a look at some FSG Christmas parties from around the institution.

### LEARNING CORNER

Learn about New Manager Program and our new LMS.

### INSIDE THE DIVISION

This quarter, learn more about FSG's Solar Division.

### 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 3 new babies joining FSG!

### SON LIGHT

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

### SOCIAL MEDIA RECAP

Catch up on what you may have missed on our LinkedIn page.

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

#### Editor:

Scott Delony

#### Contributing Writers:

Andrew Layman

Oscar Montes

Michael Mastroiano

Deon Snider

#### Contributing Photographers:

Corey Lackey

#### Graphic Design & Layout:

Raine Robinson

# EMPLOYEE SPOTLIGHT



**WATCH KAROLINE'S STORY**

**Karoline Sandvig**  
Junior Project Manager



Meet Karoline Sandvig, a Junior Project Manager with FSG's electrical construction team in New Jersey. Karoline likes to joke that her first introduction to the electrical industry was a familiar memory for lots of us when we were growing up, holding a flashlight for her dad while he worked. Karoline's father is an electrician who is still working in the field today and that early exposure to his work sparked a lifelong interest in electrical work, but she never thought it would be her career.

Karoline earned her bachelor's degree in criminal justice and a master's degree in homeland security, but after college, decided to try being a project manager in electrical construction to see if she'd like it. She's loved it ever since. Even though her formal education doesn't exactly relate to electrical construction, her passion for learning has been a great asset for her success. So much so that she was recently named as one of EC&M's 2024 30 under 30: Electrical All-Stars.



*"Any chance I have to ask questions or learn something new, I take it. I believe being curious and willing to learn is key to success in any role."*

*- Karoline Sandvig*

Looking to the future, Karoline envisions herself as an experienced project manager, continuing to grow in the electrical construction field. With a passion for learning, an ability to adapt to the unexpected, and a supportive network of colleagues in New Jersey, Karoline is thriving in her role and FSG is grateful to have her on the team.



# BENEFITS

## Benefits Highlight: Travel Assistance & Beneficiary Advocate Services

At FSG, we believe in supporting our employees beyond the workplace. We're proud to offer two distinctive benefits designed to provide peace of mind in times of need.

### Travel Assistance Services

Whether you're on a personal vacation or a business trip, unforeseen issues can arise. Our Travel Assistance Services are available 24/7 to assist you and your immediate family members when traveling 100 or more miles from home. Key features include:

- **Emergency Medical Support:** Including evacuation, transportation, and telemedicine.
- **Travel Disruption:** Help with lost luggage or documents, interpretation services, and emergency cash transfers.
- **Pre-Trip Planning:** Get access to critical information before you travel.

With these services, you're never far from help, no matter where your travels take you. We recommend you add the number as a contact in your phone so you'll always have it when you're traveling. 855-847-2194 in the U.S. or 1-317-927-6881 from anywhere else in the world.

### Prudential Beneficiary Advocate Program

Coping with the loss of a loved one is challenging. Navigating legal and financial matters only adds to the strain. Our Beneficiary Advocate Program offers comprehensive support to employees and their beneficiaries including:

- **Grief Counseling:** Emotional support during difficult times.
- **Funeral and Estate Planning:** Assistance with logistics and preparations.
- **Identity Theft Restoration and Financial Planning:** Protect your family's future while addressing immediate needs.

These programs reflect our commitment to providing resources that help employees and their families handle life's unexpected challenges. Your FSG benefits team is here for you—wherever life takes you. For more information on the programs above, as well as our other benefits offerings, [CLICK HERE](#). If you have any questions or concerns about any of your FSG benefits, reach out to our benefits team at [benefits@fsg.com](mailto:benefits@fsg.com).



# HR Highlights

## FSG knows how to throw a party!

Here's a look at some of our holiday parties from last quarter.





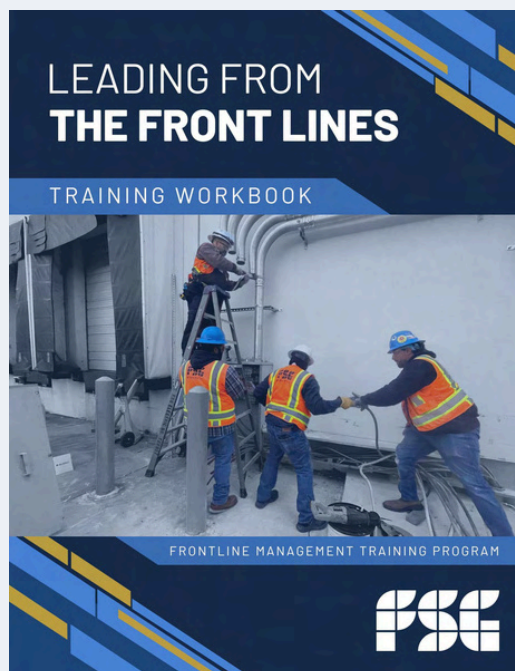
# LEARNING CORNER



## NEW MANAGER PROGRAM

**It's Alive!** We officially launched our New Manager Program this month with over 70 participants divided into six cohorts!

This program is designed to leverage our in-house talent to develop the future leaders of FSG.



## DON'T FORGET ABOUT OUR NEW LMS

Make sure to update your bookmarks. Our new LMS is live and located at <https://fsg-university.com>.

If you'd like to access a copy of the course catalog, you can find it on FSG Resources under the learning tab or by [clicking here](#).





# INSIDE THE DIVISION

## FSG Solar

Led by VP Michael Mastriano, FSG Solar (Division 37) is dedicated to delivering turnkey solar solutions with precision and expertise. From planning to installation, the team ensures every project meets the highest standards of quality and efficiency. With a focus on collaboration, innovation, and delivering exceptional customer experiences, FSG Solar is driving renewable energy solutions forward.

With headquarters in FL, FSG Solar has employees located in 6 states, reflecting the national reach of its projects. In 2024, the team completed projects in 11 states and Puerto Rico. Their team includes 11 core members with additional field support from other divisions. Key contributors include:

- **Solutions Team:** This four-member team led by Michael Cataline supports FSG internal sellers throughout the solar sales process.
- **Project Management Team:** This six-member team ensures successful project execution, with plans to expand as the division grows.

Field installations are supported by teams from Divisions 11, 15, and 19, enabling scalable project delivery, no matter the location.

### What Does FSG Solar Do?

FSG Solar provides end-to-end solar energy solutions, supporting projects from initial evaluation to construction and energization. Key steps in the process include:

- **Opportunity Evaluation and Proposal Development:** Using tools like PV Bid and Helioscope, the Solutions Team identifies opportunities and crafts tailored proposals.
- **Design and Engineering (D&E):** After project approval, the team conducts a thorough D&E phase to ensure system compatibility.
- **Construction and Energization:** Once agreements are finalized, the Project Management Team oversees construction through to energization with the utility provider.

This comprehensive approach ensures seamless execution from start to finish.

### Recent Project Highlights

- **Greenwood Corporate Plaza:** Four buildings with a combined 1 MW capacity. Despite challenges from prior customer experiences and a complex installation, FSG Solar collaborated with Division 15 to deliver the project on schedule.
- **Canadian Pacific Railroad, Kansas City:** Featured roof and ground-mounted installations totaling 374 kW. The project was signed in June and completed the same year thanks to Division 11's outstanding field team.
- **Upcoming Projects:** FSG Solar is set to complete seven additional projects by mid-February 2025, collectively generating 2.7 GWh of electricity with a capacity of 2 MW.

Although new to FSG, the Solar team brings the institution decades of solar installation experience across projects of all sizes and complexities. By leveraging interdepartmental collaboration and FSG's extensive network, FSG Solar is quickly scalable and poised to meet growing demands while delivering exceptional results.



As we step into 2025, the electrical, lighting, and construction industries continue to evolve amidst a dynamic economic landscape. Here's what you need to know moving forward.

## Supply Chain Updates and Challenges

The new year presents ongoing challenges shaped by fluctuating commodity prices and supply chain adjustments. Copper prices, while holding steady at around \$4.50 per pound through the end of 2024, are expected to trend upwards due to continued demand and supply constraints. Global economic pressures, labor shortages, and logistical inefficiencies remain key factors influencing raw material availability.

Key commodity price projections for Q1 2025 include:

- **Copper:** Expected to remain in the \$4.50 - \$4.80 per pound range.
- **Aluminum:** Projected at \$1.20 - \$1.30 per pound.
- **Steel:** A surplus in the global market has provided some price relief, but fluctuations in demand may lead to manufacturer readjustments.
- **PVC Resin:** Stable prices to begin the year, but inflation pressures may cause minor shifts.

While these projections offer some predictability, the broader market's volatility highlights the importance of agile procurement strategies.

## Strategic Partnership Spotlight

### AE ISD - Affiliated Distributors Strategic Partnerships



Starting January 1, 2025, FSG has officially transitioned to **AD Affiliated Distributors** as part of a strategic move to strengthen our supply chain and leverage enhanced partnerships. This shift comes as we depart from our prior affiliation with IMARK, embracing AD's broader capabilities to expand our purchasing power and achieve greater operational efficiency, capitalize on expanded supplier resources, and drive value across all divisions.

[CLICK HERE](#) to read the press release and stay tuned for more details about our integration with AD.

## New Partnership Announcements

### Staples Business Advantage

**STAPLES**

Business Advantage

We're excited to announce our new partnership with **Staples Business Advantage** as a preferred supplier starting February 3, 2025! This partnership brings a host of benefits tailored to our needs:

- Competitive, dynamic pricing at or better than competitor rates, with custom pricing on frequently purchased items.
- Easy-to-use account management tools, including the ability to add ship-to locations and unlimited users for free.
- A reporting dashboard for visibility into purchasing data and spending trends.
- Next-day delivery to over 98% of the U.S.
- Expert support for product recommendations, pricing questions, and more.
- Access to a wide range of products, including janitorial and cleaning supplies, furniture, print services, breakroom essentials, technology, office supplies, and promotional products.

Look for a welcome email on February 3rd, 2025 providing more details on accessing these benefits and getting started with Staples.

### National Agreement with Colony Hardware - Vendor #45153

**COLONY**  
Tools, Supplies and Safety Products for Contractors

[Colony Hardware Locations](#) | [Colony Hardware Brands](#)

We're pleased to announce a **National Account Agreement** with **Colony Hardware Corporation** effective January 1, 2025. This partnership is designed to enhance FSG's access to a wide range of products and services, leveraging Colony's strong geographic footprint, extensive inventory, and exceptional customer service.

**Key Product Offerings:** Colony Hardware provides a wide range of products and services for construction, industrial, and maintenance professionals, including tools, safety equipment, jobsite supplies, power tools, fasteners, ladders, lighting, and generators.

A core-focus category with additional incentives on strut, hangers, rod, and hardware: for FSG purchases.

This agreement aligns with our commitment to secure competitive pricing, improve supply chain resilience, and ensure reliable access to essential materials across all divisions.

## Milwaukee Tools Partnership and Innovation Training



We're excited to continue our strong partnership with **Milwaukee Tools**, a global leader in cordless technology and innovative solutions for the trades. Their comprehensive product lineup, including power tools, hand tools, storage solutions, and safety equipment, is tailored to meet the demands of our industry.

### Key Product Categories:

- Power Tools and Batteries (e.g., REDLITHIUM)
- Hand Tools and Storage Solutions (e.g., PACKOUT)
- Safety and PPE Solutions
  - [Type 2, Class E \(Electrical Rated\) – FSG Logo Helmet](#)  
price point average \$68.50
- Specialty Tools for Masonry, Concrete, and Drain Cleaning



### Key Product Categories:

Milwaukee will host **Innovation Training Sessions** across major FSG OpCos during Q1-Q2, offering valuable insights into the latest advancements in productivity, safety, and technology. These sessions are designed to help teams maximize efficiency on the job site, stay up-to-date with OSHA-aligned safety protocols, and gain hands-on experience with new product launches.

### Key Features of the Training:

- Power Tools 101 and Safety Practices
- Introduction to New Products and Technologies
- Health and Safety Protocols aligned with OSHA-30
- Local and National Field Support

This training is an excellent opportunity to empower our teams with knowledge and tools to enhance job site efficiency and safety. Stay tuned for specific dates and locations.

[Milwaukee Electrical Solutions Catalog - Fall 2024](#)  
[Milwaukee Innovation in the Trades Flyer](#)  
[Milwaukee Rep by Location](#)



## Regulatory Update: Fluorescent Lamp Bans in 2025

Starting this year, several states, including California, Colorado, Hawaii, Minnesota, Oregon, Rhode Island, and Vermont, are phasing out compact fluorescents (CFLs) and linear fluorescent lamps (T12, T8, and T5) as part of their sustainability initiatives.

### What FSG Has Done to Prepare

- **Vendor Substitutes:** A Google Doc lists recommended LED replacements from Current, Ledvance, and Signify. [Access Here.](#)
- **ICSEC Integration:** Substitution recommendations are preloaded into ICSEC for streamlined sourcing.
- **Educational Resources:** Energy-saving benefits and product lifespan details from a U.S. Department of Energy study.

### How You Can Prepare

- Review the Google Doc for replacements. [Access Here.](#)
- Plan and prioritize compliance in projects and inventories.
- Educate customers about LED upgrades, focusing on energy efficiency and cost savings.
- DOE EERE Upgrading Fluorescent to LED in Schools 2024-11. [Access Here.](#)

For questions or support, contact [Oscar Montes](#) or email [corpinventorycontrol@fsg.com](mailto:corpinventorycontrol@fsg.com).

### Share your Feedback

In 2025, our focus on vendor performance remains a priority. Use [this survey form](#) to provide vendor performance insights specific to your division or department to identify areas of opportunity and reset expectations where necessary.

### Stakeholder Engagement

As we enter the new year, I'm inspired by our leaders' dedication to improving procurement strategies. Through continued collaboration and shared insights, we aim to streamline purchasing processes, overcome challenges, and build on last year's achievements. For up-to-date resources and insights, explore [Oscar's Watchlist](#).

- [Copper Futures Overview - CME Group](#)
- [Steel Pricing Weekly Average](#)
- [Producer Price Index by Industry - FRED](#)
- [Commodity Updates](#)

I wish you all great success in 2025!

**Oscar Montes**  
Director of Purchasing

# FSG PREFAB UPDATES

## Highlighted Project: **Med Center Arlington Tower Expansion**

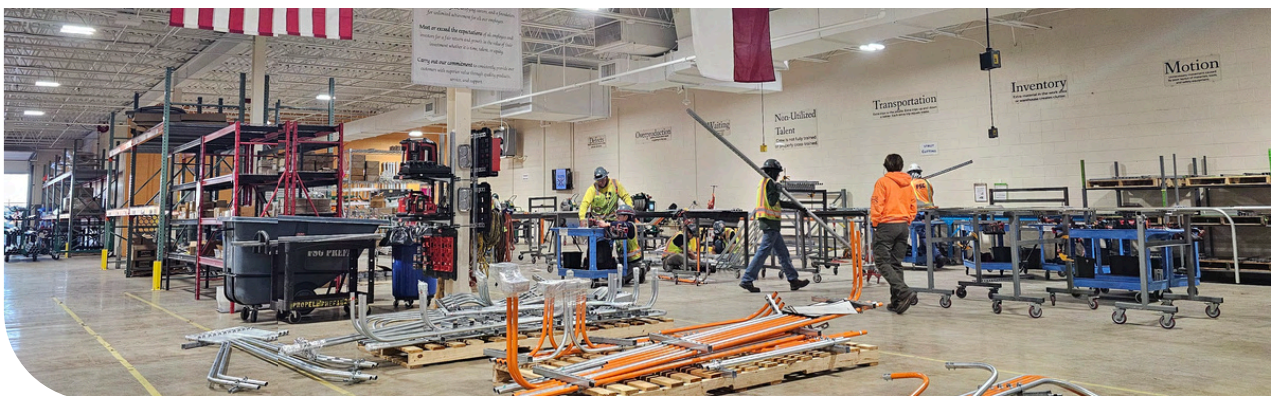
**Contract: \$16.3 Million**  
**Duration: 24 Months**  
**Senior PM: Steve Burgess**  
**Superintendent: Andy Kiefer**



We have another fine example of FSG teamwork to share from Med Center Arlington! Our construction team, led by Steve Burgess and Andy Kiefer, combined with BIM support from Clint Sutherland and the production crew at FSG Prefab, all joined forces to tackle overhead racking for the job.

Utilizing spool drawings provided by Clint and his BIM Team, the Prefab shop was able to accurately and efficiently construct the overhead racking with all conduit bends and j-boxes off-site and ahead of schedule. These racks are designed for both feeder and branch circuits. Andy and his on-site team are much further ahead than they would have been using traditional stick-build methods. He said they are completing an area in 1-2 days instead of 5. All in all, Andy reports that installation has been very smooth, and Prefab has been able to keep pace with the schedule. Andy concluded that he has been very pleased overall and, if given the choice, he would never go back to stick-building racks.

As FSG moves forward into 2025, it is critical that we share these best practices with all of our construction teams company-wide. Prefab now has some demo models built in our shop, and we can utilize these models to train your field leaders and installers on the best practices for installing these rack systems. Take advantage of our controlled environment to beat the learning curve!





# FSG PREFAB UPDATES

## MEET ISAAC GATCHET

**Prefab Team Lead Apprentice Electrician**



### **HOW LONG HAVE YOU WORKED FOR FSG PREFAB?**

About 10 months.

### **WHAT LEAD YOU DOWN THIS CAREER PATH?**

My grandpa was an electrician and I knew a couple of people already in the trade. I also wanted a career that would allow me to work with my hands

### **WHAT'S YOUR FAVORITE THING ABOUT THE TRADE?**

There's so much variety in what we do. There are a lot of different paths you can choose to follow in your career.

### **WHO'S BEEN YOUR BIGGEST INFLUENCE?**

I've had a lot of good leaders and mentors - too many to name. They've all been an influence on my life and career.

### **WHAT DO YOU ENJOY MOST ABOUT WORKING WITH FSG PREFAB?**

The comraderie! We have a real tight-knit team out there all working together.

### **WHAT'S ONE PIECE OF ADVICE YOU'D GIVE TO SOMEONE LOOKING TO JOIN THE TRADE?**

Be open-minded and learn from everyone. It's a career, not just a job. It's something you can build a life around.

### **WHAT INSPIRES YOU TO DO YOUR BEST EACH DAY?**

Being here for my team and not wanting to let others down.

### **WHAT ARE SOME OF YOUR HOBBIES?**

I like to hunt, fish, and be outdoors. I like working around the home doing home improvements too. And there's always sports with the kids.

### **WHAT SKILL ARE YOU TRYING TO IMPROVE? WHAT ARE YOU DOING TO IMPROVE IT?**

Managing the bigger picture of a project and staying out in front of my team. I'm improving by communicating and taking regular feedback from my shop foreman.

### **DO YOU PREFER AUDIOBOOKS, PODCASTS, OR MUSIC?**

Definitely podcasts. I like long-format discussions like Joe Rogan's show.



# FSG PREFAB UPDATES

## Prefab's LEAN Journey

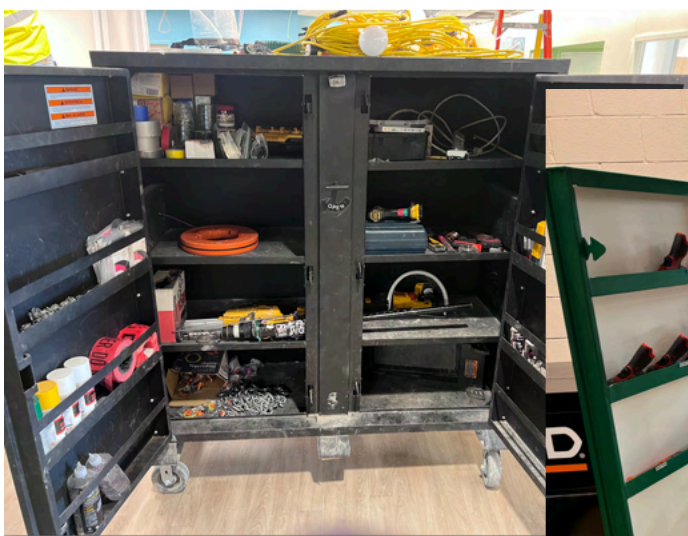
### Continued Efforts in 5S: The 5S Gang Box

One of our biggest risks in construction is the waste of valuable productive labor. We invest in our electricians to make them best in class: we train them, and we provide them with the tools and information they need to be successful every day. Their productivity directly correlates to the profitability of our projects. How many actual "productive" hours are you able to get out of your crew each day? How much of their time is lost to non-productive tasks—waiting for information, looking for materials, or searching for tools?

At FSG's Prefab Shop, we are laser-focused on eliminating waste in our daily operations. One way we leverage the tools of LEAN manufacturing is by implementing 5S principles in the organization of tools, materials, and clean-up processes. For example, we applied these principles to our gang box of tools to reduce the time crews spend searching for items like grinders, torque wrenches, or any other tools they need to complete their tasks.

The interior of the cabinet has been painted white to improve lighting and visibility. We also added lighting with an occupancy sensor for automatic control—open the doors, and voilà! Power is available inside for battery charging. Finally, the tools are sorted, and the shelves are labeled. The result is a gang box where tools are immediately visible and accessible, reducing wasted time and increasing productivity. [Click here for a chance to win a Milwaukee rolling tool box](#) so your personal tools will be accessible too!

Reducing lost productive hours directly increases profitability. What LEAN ideas can we take from Prefab to your job site?



# FSG CELEBRATIONS

We were excited to welcome three new babies into the FSG family last quarter!



Congratulations to Estimator Alyssa Cignarella and her husband Michael on the birth of their daughter, Luciana!



Congratulations to CCC Project Manager Jessica Almany on the birth of her son, Logan Wallace!



Congratulations to Instructional Designer Hannah Watt and her husband David on the birth of their daughter, Emery Rose!

# FSG SON LIGHT

Biblical Perspectives for Wise Living by Deon Snider

## A Biblical Perspective on The Bible

Once again, we've embarked on a New Year. Many of us have made resolutions or set goals to achieve in the upcoming year. These goals often include improving our physical health, finances, relationships, and more. Many of us also set goals for spiritual growth, often including our personal quiet time of prayer, meditation, and Bible Study.

This is what the Bible says about its authority and why we should study and heed what it says. When reading the Word, we should begin by asking God to use it to open our spiritual eyes and renew our minds. We should allow it to inform, change, and guide us.

***"Open my eyes, that I may behold wonderful things from Your Law."***

Psalm 119:18

***"All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness,  
so that the servant of God may be thoroughly equipped for every good work."***

2 Timothy 3:16-17

***"For the word of God is living and active and sharper than any two-edged sword, and piercing as far as the division of soul and spirit, of both joints and marrow and able to judge the thoughts and intentions of the heart..."***

Hebrews 4:12

What are the benefits and results of learning from, and meditating on the Bible, God's Word, the Law of the Lord? Let's take an in-depth look at Psalm 19: 7-11.

***"The law of the Lord is perfect, restoring the soul."***

**Perfect:** It's without error and is our prescriptive direction to navigate life. To live it, to enjoy it, and be transformed by it. It's comprehensive, complete, and full in its content. It's understandable to all and speaks to all people. It's flawless.

**It transforms and restores our soul:** It renews and repairs the damage done by our sins, our choices, and all the impacts of the fallen world we live in. It's God's instruction manual for clarity and recovery. It's the supernatural power of God to restore us and renew us in our souls.

***"The testimony of the Lord is sure, making wise the simple."***

**It is Sure:** It's reliable, it's eternal, unchanging. Psalm 119:89 says, "Forever, O Lord, Your word is settled in heaven."

**Makes Wise the Simple:** It gives us wisdom. It's pure wisdom from above. James 3:17 says, "But the wisdom that comes from heaven is first pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere."

**It is wisdom for knowing the best goals:** It's the divine perspective on where to and how to get where you need to be. It's wisdom from God that enables you to live life successfully. It must be sought after! Proverbs 2:1-6 reminds us to, "search for it as a hidden treasure."

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.



# FSG SON LIGHT

Biblical Perspectives for Wise Living by Deon Snider

## A Biblical Perspective on The Bible

*"The precepts of the Lord are right, rejoicing the heart."*

**The statutes of the Lord are right:** They're decrees made by an all-knowing and sovereign God.

**It gives joy to the heart:** It brings joy to our hearts and minds. This is the outcome of applying the concepts of His Word to our daily living. It's a fruitful joy produced by joyful living.

*"The commandment of the Lord is pure, enlightening the eyes."*

**The commandments of the Lord are pure:** They're uncorrupted, clear, and understandable. The Bible is one story that connects from beginning to end. There is no deception in it. It brings clarity to living and lasts forever. It's reliable and it gives us stability and comfort.

**It gives light to our eyes:** God gives us the right perspective on our circumstances like entering a dark room and turning on the light. God turns on the light in our understanding to see our circumstances and His word correctly. Ephesians 4:18 tells us, *"before we know the Lord, we are darkened in our understanding."*

*"The fear of the Lord is clean, enduring forever"*

**The fear of the Lord is clean:** It's untainted. There are no impurities or impure motives.

**This fear of the Lord is for the believer:** It's an appropriate reverence and sense of awe of Him. The Bible expresses the conduct of amazement, the description of how to worship God in fear of Him in response to His revealed character in His Word. It's our worship manual.

*"The judgments of the Lord are true; they are righteous altogether."*

**Judgments are true:** His verdicts on right and wrong, good and evil, and righteous and unrighteous behavior are always accurate.

**His judgments are true and righteous altogether:** They're 100% trustworthy and reliable. It represents what is true concerning all things. It produces righteousness in our lives.

*"They are more desirable than gold, yes, than much fine gold; sweeter also than honey and the drippings of the honeycomb."*

**It's to be desired more than much fine gold:** It satisfies our souls and is the most priceless commodity we'll ever know. It brings sweet joy and delight to the essence of life.

*"Moreover, by them Your servant is warned; In keeping them there is great reward."*

**It warns and rewards:** It explicitly warns of the dangers of sin. It informs you of dangerous temptations and places to avoid. It brings alarm when needed. It preserves and protects you from the consequences of your sin and ignoring God. Sin will take you farther than you want to go, keep you longer than you want to stay, and cost you more than you want to pay.

The Bible is God's self-revelation about who He is - Perfect, Holy, and Righteous - and who we are - fallen sinners who are deserving of and destined for hell. But it also tells of His incredible gift to us! **Jesus Christ, who enables us to be forgiven, know God, His attributes, His salvation, and how we may live a life that is pleasing to Him.**

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.

# 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 reposted this

**Propel Career Academy**  
184 followers  
2mo • 🌐

★ Propel Career Academy Visits Judson High School FFA! ★

We had an inspiring time connecting with future leaders, showcasing our hands-on welding and electrical programs. We're passionate about preparing students for success in high-demand industries and grateful to the FFA chapter for the warm welcome. Together, we're shaping the next generation of skilled professionals!

#PropelCareerAcademy #FutureSkilledWorkers #Welding #ElectricalCareers #FFA #HandsOnLearning #CareerPathways #JudsonHighSchool #careergoals #FutureLeaders #tradeschool




**FSG** Facility Solutions Group  
19,506 followers  
2mo • 🌐

Thank you.

#FSG #TeamFSG

Honoring All Who Served  
★ ★ ★  
THANK YOU FOR  
YOUR SERVICE  
AND SACRIFICE.  
★ ★ ★  
VETERANS DAY



**FSG** Facility Solutions Group  
19,506 followers  
3mo • 🌐

Project Spotlight: Bowen Technovation - Indianapolis, IN

FSG recently collaborated with Bowen Technovation, a leader in AV design and installation, to deliver a customized, energy-efficient lighting solution.


The Challenge: Bowen Technovation needed a lighting upgrade to enhance workspace functionality while reducing energy consumption.

The Solution: Our team provided a tailored package, including high-bay fixtures and sensor-controlled linear strips, strategically placed to optimize efficiency across their facility.

The Result: Bowen Technovation now enjoys an annual energy use reduction of 14,878 kWh, resulting in significant utility savings!

In the video below, FSG Account Manager [Brandon Kollar](#) sat down with owner John Barry to discuss a little about the project.

#ClientSuccess #EnergyEfficiency #LightingSolutions #AVIndustry #Sustainability #Partnership #FSG #TeamFSG



**FSG** Facility Solutions Group  
19,506 followers  
1mo • 🌐

Happy Thanksgiving from FSG!

**FSG**  
HAPPY  
Thanksgiving  
FROM ALL OF US AT FSG





# 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 reposted this



Michael Taylor • 1st

VP FSG Signs @ Facility Solutions Group | Industrial Engineer

[Visit my website](#)

2mo • Edited •

Snagged a few photos while walking around the shop this morning. The level of craftsmanship I see day in and day out from this team is unmatched by anything I have seen. We have come a long way in a very short period of time, big ...more



Facility Solutions Group

19,506 followers

2mo •

A big THANK YOU to our FSG Kansas City team! On September 20th, we celebrated our hardworking employees with a night out at the Royals game. It was great to see everyone come together, enjoy food and drinks, and of course, cheer on the Royals. We're so grateful for all the dedication and hard work of our employees that makes moments like this possible.

#EmployeeAppreciation #Teamwork #CompanyCulture #FSG #TeamFSG



Facility Solutions Group

19,506 followers

2mo •

👤 Recognizing Excellence in Safety 🏆

FSG's New Jersey branch is pleased to present Journeyman Electrician Nathanael Smith with the October Safety Award. Nathanael, who recently joined FSG, has already made a significant impact with his dedication to safety and attention to detail, aligning with FSG's exemplary safety record.

Stephen Malave, Vice President of FSG NJ, remarked:

"Nathanael has been a model employee since starting with FSG. He sets a great example for his coworkers by always making sure to do his tasks the right way. I'm grateful to have him as part of our team."

Paul Stevens, Regional Safety Manager, added:

"It was so refreshing to watch someone who takes safety so seriously."

Congratulations, Nathanael, on this well-deserved recognition!

#FSG #TeamFSG #SafetyLeadership #FSGStrong #SafetyExcellence  
#EmployeeRecognition #ElectricalSafety



Facility Solutions Group

19,506 followers

2mo •

Marines, Navy, and FSG—what's the connection?

This October, we joined forces at the Toughest Scout Challenge at Camp Karankawa, facing team-building, adventure, and 14 intense challenges. From canoe relays with pumpkins to tomahawk throws, our four FSG teams from across Texas pushed limits and placed strong among some of Texas' finest.

Huge thanks to Clint Sutherland and team for leading FSG Dallas to the finals, finishing with a proud second place. 🏆 We're already looking forward to next year!

#FSG #TeamFSG #TeamBuilding #CommunityImpact





# 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 reposted this



**Andrew Layman** • 1st

Vice President @ Facility Solutions Group | Prefabrication, Electrical Industry  
3mo • Edited •

FSG was well represented yesterday at the BSA Toughest Scout Challenge! We had teams from Corpus Christi, Dallas, San Antonio, and Prefab competing and working together as a team. It was a very well ran event and a great experience for ...more



FSG Facility Solutions Group reposted this



**Pamela Patten** • 1st

Prefabrication Quality Control @ FSG Prefab | UL Industrial Panel Shop MTR  
3mo •

Another load of feeder racks getting ready for Dallas. Look at those clean floors - zero slips, trips and falls.



**Facility Solutions Group**

19,506 followers  
2mo •

FSG Smart Buildings and FSG Austin recently joined forces to participate in the 2024 Blue Santa Round Rock Trunk or Treat or, in this case, "Bucket or Treat!"

Different FSG Divisions coming together as a team to support our local community is something we're incredibly proud of. It was a great evening with members of our HR Team and Smart Buildings Community Impact Committee filled with creativity, collaboration, and, plenty of candy for the kids!

A big thank you to FSG Austin's service department: Meghan Harwell and Sebastian Hurtado! Our Scare o' Bucket wouldn't have come to life without their help.

We look forward to more events where #FSG1 can continue making an impact in our local communities.

#FSG #TeamFSG



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FSG Facility Solutions Group reposted this



**Sara Kew** • 2nd  
Service Manager for El Paso and New Mexico at Facility Solutions Group  
4w • 🌐

Fsg El Paso is proud to be able to sponsor another family in need this year . Merry Christmas to our sponsor family !! 🌱  
Praises be to God for allowing us to be so blessed to be able to provide for those in need. Be safe and have a Merry Christmas from Fsg El Paso  
[Jerrod Kew Bill Graham Justin Curry, MBA](#)



FSG Facility Solutions Group reposted this



**Luke Bond** • 1st  
Business Development Representative, Customer Success Manager, Solutions Expe...  
[Visit my website](#)  
3w • 🌐

As we get ready to celebrate with friends and family, I wanted to take the time to wish everyone a very Merry Christmas.

AND of course post pictures of the [Facility Solutions Group](#) trucks this holiday season.



**Facility Solutions Group**  
19,506 followers  
3w • 🌐

Merry Christmas to you and yours from all of us at FSG!



**FSG Smart Buildings**

1,579 followers  
1mo • 🌐

🌱 Celebrating the Spirit of Giving with Round Rock Operation Blue Santa 🌱

We are incredibly proud to have participated once again in Round Rock ...more



**Round Rock Operation Blue Santa**

3h • 🌐

We want to give a huge shoutout to the wonderful people of FSGI for bringing in over 7 barr toys, diapers and wipes and helping us wrap! Thank you so much, we appreciate your support





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# FSG | Institution

Life | Family | Community | Faith | Entrepreneurship | Investment

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