

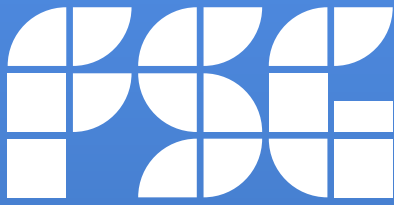
F A C I L I T Y   S O L U T I O N S   G R O U P

# PSE WIRE

EMPLOYEE NEWSLETTER



2025 Q2: APRIL - JUNE



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

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## ON THE COVER

A welder with FSG Signs demonstrates his skills to guests at the grand opening of their new facility in San Antonio, Texas.

## 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

FROM THE EDITOR

## IN THIS ISSUE

### EMPLOYEE SPOTLIGHT

Meet Andrew Culuris, Project Executive at FSG New York.

### FSG BENEFITS

This quarter, learn about free preventative care and Teladoc.

### HR HIGHLIGHTS

Celebrate the retirement and legacy of former FSG CMO, Bernie Erickson

### LEARNING CORNER

AI-Powered AP, Dispatcher Training, New Manager Program Updates, and more.

### INSIDE THE DIVISION

This quarter, learn more about FSG's Denver, CO Division.

### PURCHASING PULSE

Learn how FSG is dealing with the new tariffs.

### FSG PREFAB

Learn about what's going on at FSG Prefab.

### FSG CELEBRATES

This quarter we celebrated two 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.

# EMPLOYEE SPOTLIGHT



WATCH ANDREW'S STORY



## Andrew Culuris Project Executive, FSG New York

After 38 years as the CEO of his own company, Andrew Culuris had every reason to retire. He had built a business from the ground up, led it for nearly four decades, and reached a point where many would step away. But for Andrew, retirement wasn't the right fit. Instead, he found himself looking for a new challenge that would allow him to keep doing what he loved while continuing to grow. That search led him to FSG.

At FSG, Andrew quickly discovered an environment that aligned with his passion. FSG didn't just offer him a job, it provided him with the tools and support to keep building his career. For Andrew, that meant focusing on something he truly loved: medical work.



*"If you're in your 20s and working for a company, this could be the last company you ever work for," he says. "This is the place you want to be because you have the opportunity for unlimited growth."*

- Andrew Culuris

For those early in their careers, Andrew advises that FSG is a place where growth has no limits. Whether you're just starting out or looking for a new path, the opportunities here are endless. His advice is simple: find work you're passionate about, and it won't feel like work at all.

At FSG, Andrew Culuris has found more than just a job. He's found a renewed sense of purpose. His journey is proof that the right opportunities can come at any stage of life, and at FSG, those opportunities are **always** within reach.



# BENEFITS

## Benefits Highlight: Teladoc and Preventative Health Rewards

At FSG, we want to make it easy for you to take care of your health. Whether you need virtual medical care, mental health support, or preventive screenings, your benefits have you covered.

### Teladoc: \$0 Virtual Care for You & Your Family

With Teladoc, you and your family have access to 24/7 virtual healthcare at no cost. This benefit is separate from FSG's UHC medical plans, meaning you don't have to be enrolled in FSG medical insurance to use it. Even if you're on a High Deductible Health Plan (HDHP) with an HSA, you can still take advantage of Teladoc's services.

- General Medical: Get same-day virtual visits for non-urgent conditions like allergies, sinus infections, flu, and more.
- Mental Health (Ages 13+): Connect with a licensed therapist 7 days a week for anxiety, depression, PTSD, and more.

Access your Teladoc benefits from anywhere—by phone, video, or app.

Activate your benefit today: Visit [TELADOCHealth.com](https://www.teladoc.com) or call (800) 835-2362.

### Preventive Care is Covered With Your UHC Medical Plan

Annual checkups and preventive screenings help catch potential health issues early.

Routine preventive care visits, including recommended screenings and immunizations, are covered at \$0 out-of-pocket when using in-network providers through your UHC medical plan.

A preventive visit is a great way to establish care with a primary provider, so you have a trusted resource when future medical needs arise. [Learn more here.](#)

### Get Rewarded for Taking Care of Your Health

If you're enrolled in Critical Illness, Hospital Indemnity, or Accident Insurance, you're eligible for a Wellness Benefit just for completing certain health screenings. You could receive:

- \$100 for Accident Insurance
- \$100 for Critical Illness Insurance
- \$50 for Hospital Indemnity Insurance

Eligible screenings include routine checkups, mammograms, dental exams, and more. This benefit is available once per year, per covered person. [Click here for more information.](#)

Claim your benefit today: Visit [www.prudential.com/mybenefits](https://www.prudential.com/mybenefits) or call 844-455-1002.

These benefits are designed to help you stay proactive about your health. If you have any questions about your FSG benefits, contact the benefits team at [benefits@fsgi.com](mailto:benefits@fsgi.com).



# Bernie Erickson Retires

## A Legacy of Innovation and Mentorship



After decades of dedicated service and leadership, our beloved Chief Marketing Officer, Bernie Erickson, retired from FSG at the end of 2024. Bernie's journey with us has been remarkable, and he is leaving behind an indelible mark on our institution's culture and success.

Bernie's career in the electrical industry began in his early teens when he worked as an auctioneer, selling liquidated products. His natural talent for sales brought him to the electrical and lighting business, where he quickly rose to become the top salesperson for his company, before deciding to purchase the company when he was just 26 years old. When Bernie's company joined FSG, it proved to be a pivotal moment, allowing for exponential growth aligned with shared values and philosophy.

Bernie has always demonstrated his great intuition for both opportunity and innovation. From pioneering high bay fluorescent replacements, to establishing one of the first online stores to sell LED exit signs, Bernie consistently stayed ahead of market trends. He often successfully ventured into uncharted territories like retrofitting naval ships, developing disinfection products during the pandemic, and exploring EV charging technologies.

*"The greatest thing about FSG is they give flight to your ideas and ambitions. If something makes economic sense and you're willing to make the effort, they encourage you to give it a shot."*

- Bernie Erickson

Despite all of his business success, Bernie is most proud of the impact he's had on people. He believes his true legacy is what he's added to others' lives, helping them find themselves and succeed. His leadership philosophy centered on empowering team members to take on challenging tasks and grow through overcoming obstacles.

Enjoy your well-deserved retirement, Bernie!  
You will be missed!





# LEARNING CORNER

## NEW MANAGER PROGRAM UPDATE

The Learning and Development team is set to complete the first New Manager Training Program this summer! Over 70 employees from various management levels are enrolled.

Based on participant feedback, we've added a new Facilitator, Andy Rickord, and are reducing the size of cohorts to encourage more collaboration, engagement, and foster stronger leadership development.

In addition, a new landing page for the program is being created in FSG Resources, where all program information, forms, and documents will be stored - coming soon!

Due to the success of the first round, a new cohort set is scheduled to start in May, continuing L&D's commitment to equipping managers with the skills they need to succeed.



## CONTINUING PROFESSIONAL DEVELOPMENT

A request from Oscar Montes inspired us to add a new feature to FSG University that allows users to submit self-directed and externally awarded Continuing Professional Development (CPD) Continuing Education Units (CEUs).

Employees can track third-party seminars, training, books, and conferences attended. They can also log hours or credits and upload certifications. This enhancement ensures all training is recorded in one centralized location. The feature will roll out this quarter!

## UNIFIED DISPATCHER TRAINING

We're developing a unified training program for all employees responsible for dispatching technicians at FSG. Whether working in National Accounts dispatching affiliates or at a local branch, all dispatchers will receive the same standardized training. This initiative will enhance consistency, improve understanding of dispatch operations, and boost overall productivity.

# INSIDE THE DIVISION

## Division 15 – FSG Denver

### The Team Behind the Success

FSG Denver operates with a dedicated team of 38, including 12 office employees and 26 in the field. This small but mighty team has built a reputation for excellence in the Denver metro area. A standout member of the team is Matt Bischoff in inside sales. This year, Matt celebrates his 27th year with FSG – nearly three decades of dedication and expertise!

### A Journey of Growth and Evolution

FSG Denver has a unique origin story. In 2008, FSG acquired both Commercial Lighting and Electric (an electrical contractor) and Light Bulb Supply (a lighting distributor) and merged these operations to form what is now FSG Denver.

From humble beginnings focused primarily on electrical service work, the division has expanded its capabilities significantly. Over the years, they've developed specialized expertise in large lighting retrofits, particularly in the hospitality and higher education sectors.

*"Lighting Controls are a huge part of what we do today. Almost every lighting retrofit we complete now includes a lighting controls package."*

Scott Davis – VP, FSG Denver

This evolution reflects the team's ability to stay ahead of industry trends and technologies. In 2023, they officially launched a construction department, which is steadily building relationships and earning respect from general contractors throughout the Denver metro area.

### Notable Projects and Achievements

The Denver team was recently on the cover of LM&M Magazine for their work at Denver Health Medical Center. [Read the article here.](#)





# INSIDE THE DIVISION

## Division 15 – FSG Denver

### Overcoming Challenges Through Mentorship

Like many electrical contractors, FSG Denver struggles to find qualified journeyman electricians, particularly those who know their way around lighting. Their solution is both practical and forward-thinking. They overcome this through growing their apprentices by having experienced journeymen teach, coach, and mentor them. This approach helps with staffing and creates a workplace where knowledge is shared and people grow professionally.

### A Culture of Camaraderie

The Denver team describes themselves as "a very tight-knit group that respects one another and takes pride in what we do." This team spirit gets even stronger during their regular get-togethers. In what's become a favorite tradition, the warehouse team shows off their cooking skills by making street tacos for everyone throughout the year. "It's great to get the whole team together on a regular basis and enjoy a great meal," says the team leader. Sometimes it's the simple things – like sharing good food – that bring a team closer together.

### Community Connections

FSG Denver has built strong connections with local vendors and actively supports community initiatives. They sponsor several high school athletes in various sports, helping young people develop their talents.

They also roll up their sleeves for good causes, doing pro bono work for organizations like the American Legion and Habitat for Humanity – proof that they're committed to making Denver a better place.

### Looking to the Future

Looking ahead, FSG Denver aims to tackle "more challenging lighting projects where we have to think outside the box" while continuing to build up their construction department "to the next level." With their technical know-how, team spirit, and commitment to quality work, FSG Denver exemplifies the spirit of innovation and service that drives our company forward across all divisions.

### Recent Case Studies

Click below to learn more.



Denver Health



ACME Distribution



Falcon District 49

## Tariff Update: Stay Vigilant, Stay Prepared

As tariffs continue to shift, impacting steel, aluminum, and key imports such as copper, we must remain **proactive and prepared** when quoting jobs, and anticipating the price escalations. Vendor pricing changes are coming in waves, and while some suppliers are upfront about cost increases, others may use uncertainty as an opportunity to pad their numbers.

FSG's approach remains firm but strategic. We must challenge unnecessary hikes, negotiate where possible, and leverage our procurement channels to ensure the best outcomes. Trust but verify all vendor notices, and remember that we still have negotiating power in many cases.

To stay informed, refer to our [Tracking Workbook](#), which is updated as vendor notices are received. Remain active by working with your suppliers to mitigate costs, but it is critical that all teams verify any increases and push for reasonable terms.

### What it Means for FSG's Costs

With 25% tariffs on steel and aluminum and a 10% tariff increase on Chinese imports, commodity costs continue to rise and vendors are actively adjusting their pricing strategies. Tariff fatigue may have dulled market reactions, but for the electrical and lighting industry at FSG, the ripple effects remain significant.

A few of our vendors will pad their hikes with a little extra fluff, betting that customers will accept them without pushback. But many are open to negotiation, willing to share the burden to keep long-term partnerships intact. Others, interestingly, have reported no increases for the time being, either absorbing costs or waiting to see how the landscape unfolds. Do not accept a price increase without exploring alternatives or consulting with procurement resources.

Recent developments further complicate the landscape. On February 25, 2025, [President Trump signed an Executive Order](#) initiating a Section 232 investigation under the Trade Expansion Act of 1962 to assess the national security risks associated with the United States' increasing dependence on imported copper. The review highlights:

- The U.S. now imports 45% of its copper, compared to nearly 0% in 1991.
- Copper is essential for defense applications, infrastructure, and emerging technologies such as clean energy and electric vehicles.
- Global smelting and refining capacities are dominated by China, leaving the U.S. vulnerable.
- The investigation may lead to new trade measures, potentially increasing costs and supply chain constraints.

For the electrical and lighting industry, this could lead to higher material costs, supply chain disruptions, and a need to reassess procurement strategies. Supply chain shifts are in motion, where manufacturers are exploring production moves out of China, but these adjustments come with growing pains.

**For FSG, the playbook is clear:** Sharpen negotiations, challenge price adjustments where warranted, diversify suppliers, and build strategic alliances to keep costs in check. **The key is to stay proactive.** Control what we can and be ready to push back where it makes sense.

As part of our strategy and approach we are:

- **Monitoring Trade Policies:** FSG tracks tariff changes and potential impacts on pricing and supply chains.
- **Mitigating Cost Risks:** Uses strategic procurement and supplier negotiations to minimize cost fluctuations.
- **Reliable Supply Chain:** Focused on reducing disruptions and ensuring consistent product availability.
- **Secure Alternative:** Offers flexible, lower-risk solutions for businesses facing supplier uncertainty.
- **Customer Commitment:** Dedicated to quality, service, and support - encouraging open communication.

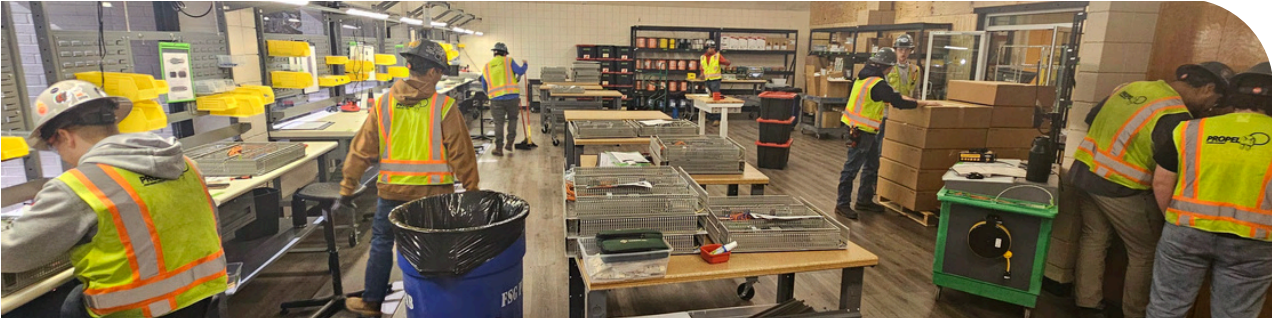
**Recommendation:** Under no circumstances should a price increase be accepted without at least 30 days' written notice of the effective date. This notice must be sent to the division leadership or procurement for review and approval. Any attempt to impose price increases outside of this requirement should be escalated immediately.

FSG will continue to assess the evolving tariff landscape, challenge unjustified price increases, and work with vendors to ensure the best outcomes for our customers. We encourage all stakeholders to **remain proactive** in discussions with suppliers and consider alternative sourcing strategies where necessary.

Let's continue working together to protect FSG's costs, maintain strong vendor relationships, and ensure strategic procurement decisions in this evolving landscape. For additional support or questions, please email FSG Director of Purchasing, [Oscar Montes](#).



# FSG PREFAB



## Project Highlight: **Wells Fargo Smart Buildings**

Did you know our FSG Prefab Shop carries a UL 508A Certification? What does that mean? UL 508A is the standard for constructing Industrial Control Panels (ICPs). It provides guidelines on several safety issues, including component selection, short circuit rating calculations, and proper wiring methods. Once an ICP shop is UL 508A certified, they can manufacture control panels bearing the UL 508A Listing mark – proof that the panel complies with nationally recognized safety standards.

How are we using this certification to bring value to FSG? FSG Prefab was tapped by FSG Smart Buildings to manufacture their building automation control panels. Manufacturing began in January, with production values scheduled to ramp up to 100 units per week by early February. Under the leadership of Manager **Nathaniel Kevresian** and Master Electrician **Pam Patten**, the Prefab team quickly scaled production to meet those requirements.

This was no easy feat. The team leaned heavily on our **LEAN** processes to develop an efficient set of work cells. Their core focus was creating a one-piece flow of materials through the assembly line and identifying and eliminating bottlenecks. Pam and her team instituted QA/QC checkpoints and used the **PDCA** cycle (**P**lan, **D**o, **C**heck, **A**ddjust) to improve throughput continuously. They also successfully implemented **5S** into each work cell to ensure the proper tools and materials were always on hand.

Next, the team set their sights on eliminating waste in our workflow. Pam and Team Lead **Jose Perez** used the **DOWNTIME** tool to identify areas for improvement. The QA/QC checkpoints spotted Defects, the one-piece flow limited Over-Production and Inventory, and our layout reduced wasted Motion. We're still battling some waste with Waiting for back-ordered material, but it hasn't had a major effect on deliverables.

*"FSG Prefab's commitment to quality and innovation has been key to Smart Buildings' success in the Wells Fargo BAS project. Their excellence is evident in every BAS kit they fabricate, ensuring precision, reliability, and efficiency. The experience has been transparent and collaborative, prioritizing trust and accountability. FSG Prefab embraced established fabrication methods, refining them through adaptive innovation. Their collaborative communication streamlined workflow and ensured smooth coordination. This partnership is a testament to the power of FSG ONE."*

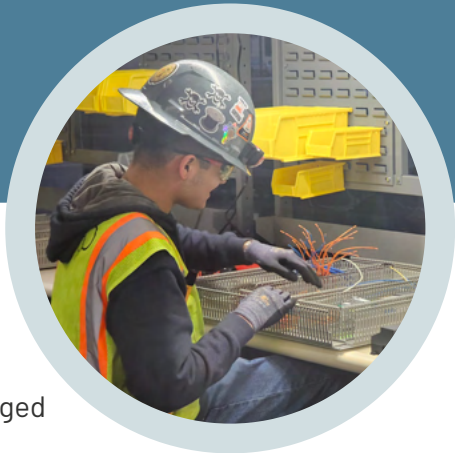
– Stacy Justice, VP, FSG Smart Buildings

Did you spot the LEAN processes we used to meet these schedule requirements? Could you apply some of them in your own daily work? If you'd like to learn more or consult with the Prefab team on LEAN, email us at [prefab@fsgi.com](mailto:prefab@fsgi.com).

# FSG PREFAB

## MEET JUAN HOLCOMBE

FSG Prefab Apprentice



### HOW LONG HAVE YOU BEEN WITH FSG PREFAB?

Almost a year now.

### WHAT LEAD YOU DOWN THIS CAREER PATH?

I've always been a hands-on learner, and my stepdad encouraged me to join a construction trade.

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

All of the people I've been able to meet, and the things I've been able to learn from all of them.

### 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 HAVE YOU ENJOYED MOST ABOUT YOUR TIME WITH FSG?

Working in Prefab because it allows us the perfect conditions, and there are so many controls in place.

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

Keep your head down and do the work. Listen and learn from everyone.

### WHERE DO YOU WANT YOUR CAREER TO TAKE YOU?

I want to take it step by step and learn as many different roles as I can.

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

My patience. I get frustrated easily when I'm learning something new, and I'm working on slowing down and allowing myself to learn in the moment.

### TELL ME ABOUT A LEAN IDEA OR CONCEPT YOU HAVE INSTITUTED?

In culinary classes, I learned about "Mise en place," a French term meaning "Putting in place." it's very similar to 5S. For me, it allows me to concentrate on having all of my tools and materials in place when I begin on a project

### HOW WOULD YOUR COWORKERS DESCRIBE YOU?

Positive and charismatic

### WHAT'S THE BIGGEST CHALLENGE YOU'VE FACED IN YOUR APPRENTICESHIP?

Trying not to stress about the future of my career, worrying too much about what's next, and not focusing on being in the moment.

### WHAT DOES A PERFECT SATURDAY LOOK LIKE TO YOU?

Wake up and go to the gym. Maybe spend time working on my truck, giving me that sense of accomplishment. Hanging out with some friends and enjoying a home-cooked meal.

# FSG PREFAB

## Prefab's LEAN Journey

### The 6 Tenets of LEAN

Have you been following along with Prefab's LEAN Journey? Have you wondered where to start on your own journey to become Lean? The 6 Tenets of Lean are a perfect place to start.

**1. It all starts with Respect for People.** This is the primary concept behind LEAN. Respect and trust for the people you work with is critical to realizing the value of what is being accomplished.

**2. Optimize the Whole.** Instead of focusing solely on one's own performance, we must focus on the project performance as a whole. This will reduce conflicts and create a more collaborative environment.

**3. Eliminate Waste.** We've learned about eight types of waste in our industry, **DOWNTIME**, and work as a team to eliminate them and create value.

**4. Focus on Flow.** Reducing disruptions to our process and mitigating delays and constraints to deliver on time.

**5. Generate Value.** Is what we're doing bringing value to the customer or other key stakeholders? Consistently check to ensure you're adding value, not impeding it.

**6. Continuous Improvement.** A consistent cycle of PDCA to address and improve processes.





# FSG CELEBRATIONS

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



Congratulations to NAC Co-Lead Alexis Coburn, on the birth of Novalee Bevelyn! She weighed 7lb 8oz and was 19.7" long. Welcome to the world!



Congratulations to FSG Dallas Administrative Assistant, Ashley Alvarado, on the birth of Grayson Nathaniel! He weighed 6lb 12oz and was 20" Long. Welcome to the world!

# FSG SON LIGHT

Biblical Perspectives for Wise Living by Deon Snider

## A Biblical Perspective on How We Live: The Sermons We See

All of us know how fallible we are, myself included. There's a constant battle raging within us against our own flesh, temptation, and sin. We stumble and fall way too often. The truth is, by our own strength or our own abilities, we can do nothing to fight this battle. But, as believers, Christ has given us a "new nature", He has made us a "new creation." 2 Corinthians 5:17 says: "Therefore if anyone is in Christ, he is a new creature; the old things passed away; behold, new things have come." Among those "new things" is not only the ability to win the battle over sin, but also that we are called to be Christ's Ambassadors. Yes, His very representatives! What a privilege! How we live is important. When we submit our lives to Christ and walk obediently by His Spirit, our lives can be the very tools He uses to reach others.

Galatians 5:22-23 tells us the "Fruit that the Spirit" God produces in the lives of those who live for Him is: "love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law." When we have God's Spirit living in us, we have the ability to resist our flesh and temptation and also live a fulfilling life full of purpose and joy. He uses our transformed lives and the fruit He produces in us to be His representatives.

**"Therefore, we are ambassadors for Christ, as though God were making an appeal through us; we beg you on behalf of Christ, be reconciled to God."**

2 Corinthians 5:20

An ambassador is defined as a person chosen or appointed to act or speak for another.

Someone once said, "Our lives may be the only Bible others will ever read." As followers of Christ, our lives, words, and actions might be the only Gospel some ever see and hear. This is a good reminder and encouragement that we should carefully consider our steps, lives, words, actions, and reactions. We should strive to live for Christ and magnify (be a reflection of) Him in our lives, asking Him to draw others to Himself through the testimonies of our lives. [Click here to enter the toolbox giveaway drawing!](#)

Joseph Stowell said, "Followers of Christ and many churches are doing amazing things to influence our culture in positive ways. Ways that are in sync with what Jesus would do, and ways we can be lights in the darkness. We'll meet many people who don't share our values and beliefs, but Jesus has shown us a better way to reach them. It's a way that transforms our attitudes and redirects our actions to positive outcomes in terms of influencing our culture. It's the way of compassion, truth, and wisdom. Put yourself in the other person's shoes. Try to see their need and offer alternatives with love, mercy, and most of all compassionate words that will draw curious observers to the hope found in Christ. Be willing to ask the Lord, 'What would You have me do, Lord?' or 'What would you have me say?'"

When it comes to influencing our culture for Christ, His ways will seem too soft to some. Too slow to turn the tables on our world for others. Like a skewed or watered-down gospel to others. Like a losing strategy to those who think we need to fight if we're to win. If left to our instincts, it'll be easy to resist His ways and do what we think is right. But if it's clearly what Jesus prescribed, the argument is with Him: the one who's the way, the truth and the life.

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

This perspective is conveyed very clearly by the 18th century poet, Edgar Guest.

Those of us who claim to be followers of Christ should consider it a privilege to be His Ambassadors. We should take seriously this privilege, honor, and responsibility to represent Him well. He alone is worthy! Jesus challenged many who said they believed in Him. "Why do you call Me, 'Lord, Lord,' and do not do what I say? Luke 6:46. He was talking to those who considered themselves believers, however there was no evidence or fruit in their lives of obedience. Let's be determined to live in obedience, walk by His Spirit, and allow His light to shine through us.

If you are reading this today, and don't know or believe in Christ, please be patient with those of us who strive to live for Him. We're fallen, frail, and imperfect people. But as much as we falter, He is perfect, holy, and righteous and has promised to perfect our imperfections. He's promised that His grace is sufficient, His mercies are new every morning, and he's patient when we are undeserving. Christians aren't perfect, but we're being perfected. Paul said:

"For I am confident of this very thing, that He who began a good work in you will perfect it until the day of Christ Jesus." Philippians 1:6. Know that Christ desires all people to come to Him for salvation, this includes you!

He's not only being patient with us, but is also patient with you. 2 Peter 3:9 says, "The Lord is not slow about His promise, as some count slowness, but is patient toward you, not wishing for any to perish but for all to come to repentance. Romans 10:30 promises, "whoever will call on the name of the Lord will be saved." This is an opportunity for each of us to repent of our sin, receive His forgiveness, and put our trust in Him for eternal salvation. Then, and only then, can we know and walk with our Creator, the One who chose to send His only Son to die in our place. He (Jesus) received the punishment we deserve for our sins. He who loves us is at work in us to transform our lives. This is offered for anyone who puts their faith in Him.

## Sermons We See

I'd rather see a sermon than hear one any day;  
I'd rather one should walk with me than merely tell the way.  
The eye's a better pupil and more willing than the ear,  
Fine counsel is confusing, but examples are always clear;  
And the best of all the preachers are the men who live their creeds,  
For to see good put in action is what everybody needs.

I soon can learn to do it if you'll let me see it done;  
I can watch your hands in action but your tongue too fast may run.  
And the lecture you deliver may be very wise and true,  
But I'd rather get my lessons by observing what you do;  
For I might misunderstand you and the high advice you give,  
But there's no misunderstanding how you act and how you live.

When I see a deed of kindness, I am eager to be kind.  
When a weaker brother stumbles and a strong man stays behind  
Just to see if he can help him, then the wish grows strong in me  
To become as big and thoughtful as I know that friend to be.  
And all travelers can witness that the best of guides today  
Is not the one who tells them, but the one who shows the way.

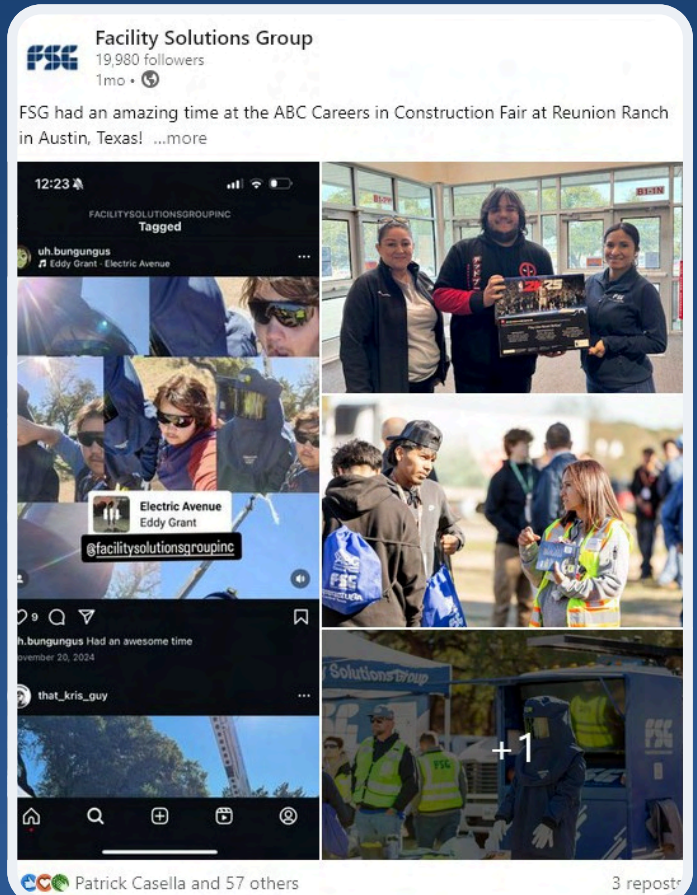
One good man teaches many, men believe what they behold;  
One deed of kindness noticed is worth forty that are told.  
Who stands with men of honor learns to hold his honor dear,  
For right living speaks a language which to everyone is clear.  
Though an able speaker charms me with his eloquence, I say,  
I'd rather see a sermon than to hear one, any day.

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.





# 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.


 **Facility Solutions Group**  
19,980 followers  
1mo • 🌐

We're proud to share that Leon Mowadia, FSG's COO of Distribution, and Brenda Puckett, VP of Sales for FSG California, were featured on the Get a Grip on Lighting podcast.


They discussed the success of FSG's acquisition of West-Lite Supply and shared insights on fostering collaboration, retaining talent, and growing as one team.

🎧 Listen to their story here: <https://ow.ly/xsc950UJKY>

#FSG #TeamFSG



#384 The Blend and the Dance - Get A Grip On Lighting - THE Lighting Podcast  
[ow.ly](https://ow.ly)

 Patrick Casella and 89 others

2 comments • 3 reposts


 19,980 followers  
1mo • 🌐

Bernie Erickson's impact on FSG goes far beyond marketing.


Throughout his career, he didn't just build campaigns, he built people. He ...more




1:00 0:50 1x

 **Andrew Layman** • 1st  
Vice President @ Facility Solutions Group | Prefabrication, Electrical Industry  
1mo • 🌐

A month ago, our Prefab Shop's "Special Assembly" room was just an oddball space off the main production floor, spanning 1600 square feet. The opportunity arose to manufacture control panels for FSG Smart Buildings, our building ...more



 Oscar L. Montes and 94 others

9 comments • 4 reposts

 **Facility Solutions Group**  
19,980 followers  
3w • 🌐


Happy Valentine's Day from FSG!



1:00 0:13 1x

 Oscar L. Montes and 35 others

2 reposts


 **Facility Solutions Group**  
19,980 followers  
3w • 🌐

Who is FSG?


We're a company built on one thing: people. ...more



1:00 0:11 1x

 **Propel Career Academy**  
200 followers  
1w • 🌐

A huge thank you to Steele High School for visiting Propel yesterday! 🎉 We had a great time showcasing our Welding, Electrical, and HVAC programs and chatting with you all about the exciting opportunities in skilled trades. 🔥 ⚡ ...more



+1

# 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 | Institution

Life | Family | Community | Faith | Entrepreneurship | Investment

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