

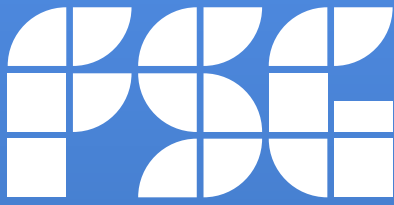
FACILITY SOLUTIONS GROUP

FSG WIRE

EMPLOYEE NEWSLETTER



2025 Q3: JULY - SEPT



ON THE COVER

FSG's construction departments are changing cityscapes across the nation. Click [here](#) to win the toolbox giveaway. In New York City, an FSG technician begins wiring a panel as part of a major expansion at the nation's largest animal hospital, AMC.

FROM THE EDITOR

As an FSG employee, **your stories matter**. Whether it's a job highlight, a project breakthrough, a learning moment, or a creative solution in your area of expertise, your experience contributes to our shared success, and I want to share your stories with the rest of the company to inspire and encourage us all. Email them to me at scott.delony@fsgi.com.

Scott Delony
Marketing & Communications Manager

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FSG BENEFITS

This quarter, learn about free financial guidance services.

PROPEL GRADUATIONS

See photos from Propel Career Academy Graduations.

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New FSG Driving Program, Training updates, and more.

INSIDE THE DIVISION

This quarter, learn more about the FSG Signs Division.

PURCHASING PULSE

Learn about our Fastenall partnership and tariff updates.

FSG PREFAB

Learn about what's going on at FSG Prefab.

FSG CELEBRATES

This quarter we celebrated four 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.

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EMPLOYEE SPOTLIGHT

Stephanie Cone
Guide Center Manager



Stephanie Cone began her career at FSG in 2019 as a Guide Center employee. Within a year, she stepped into the manager role as the team began to grow. Drawing on a diverse background in education and design, including work as a speech and debate teacher, elementary educator, volleyball coach, and interior designer, Stephanie brings a unique perspective to her leadership. She also holds a Master's degree in Administration.

Today, Stephanie leads the Guide Center team, which manages all incoming calls to FSG and routes each inquiry to the right person or division. Her team also handles outbound marketing efforts, helping generate new opportunities across the company. Under her leadership, the Guide Center has grown significantly, with eight new team members hired and trained for success.



"I'd rather help someone figure out an answer than just give them one. That approach has helped me build a team of independent thinkers who do great work and take ownership of their work."

- Stephanie Cone

Stephanie's approach to leadership is grounded in inclusion, problem-solving, and professional growth. She leads with a philosophy of empowerment: rather than hand out answers, she encourages her team to think through challenges and build confidence in their own solutions. Her vision of success includes a team that enjoys coming to work, a boss who trusts her, and a steady increase in the opportunities the Guide Center brings in.

Outside of work, Stephanie enjoys traveling, cooking, cross-stitching, and spending quality time with friends, family, and her niece and nephew.

LEADERSHIP UPDATES

Victor Williams Promoted to COO - Services

FSG is proud to share that Victor Williams has been promoted to Chief Operating Officer of Services, a role that reflects not just his professional experience, but the heart, humility, and leadership that have defined his nearly two-decade journey at FSG.



Victor joined FSG 18 years ago as a young husband and father working as a traveling electrician, doing everything he could to provide for his growing family while seeking something more solid. He wanted a job that offered purpose, stability, and the chance to be part of something bigger than himself. He found that something in Arizona, where FSG was building movie theaters and acquiring a small local company.

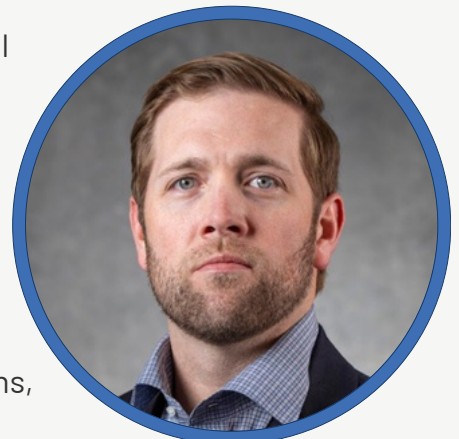
What caught Victor's attention about FSG wasn't just the work, it was the values, the mission, and the people. He applied for a job and was hired as a service electrician, running calls, closing out jobs, and showing up with consistency. Over time, Victor became a branch manager and helped build a strong, successful operation in Arizona. In 2015, Victor asked for the opportunity to start something new. He was given the chance to open an FSG division in Florida and just six months later, that branch was profitable. Under Victor's leadership, FSG Florida has steadily expanded across the Southeast while staying rooted in the same values that brought him to FSG in the first place.

In 2024, Victor was promoted to Vice President and elected to FSG's executive board. Through each step, Victor has remained committed to developing people, strengthening systems, and leading with quiet conviction. Now, he's taken his latest role of COO - Services.

Chris Wemmert Promoted to Chief Financial Officer (CFO)

FSG is excited to announce the promotion of Chris Wemmert to Chief Financial Officer. Since joining FSG as Director of Financial Planning and Analysis, Chris has led the charge in shaping and implementing financial strategies that drive organizational performance and support better decision-making. His focus on aligning financial practices with business outcomes has made a measurable impact, positioning FSG for continued growth and success.

His background includes extensive experience in commercial, financial, and operational due diligence, mergers and acquisitions, enterprise transformation, integration planning, and strategic business development.





BENEFITS

Benefits Highlight: Flagship Participant Services (Financial Health)

Flagship Participant Services offers employees personalized financial guidance to help prepare for retirement, manage investments, and achieve overall financial wellness. With access to dedicated professionals, employees can schedule 1-on-1 meetings to discuss income needs, savings, and financial planning. The team also provides tailored advice on cash flow, investment strategies, and tax planning to support both personal and business objectives. *Take advantage of this free resource to secure your financial future and preserve your lifestyle in retirement.*

The Flagship Participant Services team assists you by:

- Helping them understand your financial goals, needs, and retirement timeline
- Providing guidance to preserve your lifestyle and livelihood during retirement
- Offering personalized 1-on-1 meetings to discuss income needs, retirement savings, personal investments, and overall financial wellness.
- Collaborating with professionals to deliver tailored advice on financial planning, cash flow analysis, and investment and tax strategies.

Retirement Preparation: The team assists with:

- Understanding your goals, needs, and timeline
- Creating a legacy for your family
- Preserving your lifestyle during retirement

1-on-1 Meetings: You can schedule personalized meetings to discuss:

- Income needs (current and future)
- Retirement savings
- Personal investments
- Overall financial wellness

Professional Support: Collaborate with professionals to get tailored advice on:

- Financial planning
- Cash flow analysis
- Investment and tax planning

To learn more, email: flagship@ubs.com, call (888) 435-6930, or visit <https://advisors.ubs.com/flagshipparticipants>.

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@fsg.com.

PROPEL GRADUATIONS

This year, 24 apprentices from six FSG divisions graduated from Propel Career Academy. Graduation ceremonies were held in San Antonio, Austin, Dallas, Houston, New York, and Corpus Christi.

Houston



San Antonio



PROPEL GRADUATIONS

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Dallas



New York





LEARNING CORNER

NEW DRIVING LMS COURSE

FSG's Learning & Development team collaborated with the Safety Department to develop an internal Driving LMS Course.

This initiative will ensure employees receive high-quality training tailored to FSG's specific safety standards and operational needs.

The course will be mandatory for all FSG employees who operate an FSG vehicle or drive on behalf of FSG.

FSG Safety will be implementing this soon, so stay tuned!



STAYING AHEAD OF THE CURVE

Members of the L&D team recently attended the LearnUpon Connect conference and the ATD (Association for Talent Development) conference. These are two of the leading events in learning and training innovation.

These experiences offered fresh insights into the latest learning technologies and strategies. By bringing this knowledge back to FSG, the team is helping to ensure we stay ahead of the curve and continue driving excellence across the organization.



INSIDE THE DIVISION

Division 92 – FSG Signs

The Team Behind the Success

With around 90 employees split between its two locations, 50 in Austin and 40 in San Antonio, FSG Signs continues to grow its footprint and impact under the leadership of VP Michael Taylor. The team's most recent expansion is a second location in San Antonio off I-35 and Rittiman Road. This site was established to meet the needs of large-scale program work, particularly for national accounts, while the Austin facility remains focused on custom and one-off signage projects.

A Culture of Inclusion and Evolution

FSG Signs sets itself apart not just in what it produces, but in how it operates. In the last two years, the division has overhauled nearly every aspect of its business model, including the internal culture. Today, every employee has a voice and is heard. It's a tight-knit, inclusive environment that puts teamwork first. The new culture carries across both locations, with consistent values and regular team-building events and celebrations to recognize hard work and shared wins.

*"We're not the same company we were even two years ago.
We can literally build anything. If you can dream it, we can build it."*

Michael Taylor - VP, FSG Signs

Notable Projects and Achievements

Everyone knows FSG Signs created the signage for the Dallas Cowboys' AT&T Stadium, but the division is also behind standout projects for Valero, H-E-B, the City of Kyle, Viking Stadium, QT Stadium, UT Health, and Planet Fitness, to name a few.

Meeting Challenges with Ingenuity

Every project comes with its share of hurdles, and FSG Signs navigates them with expertise. Materials pricing and availability (especially under current tariff pressures) remain a constant challenge. To stay ahead, the team partners closely with vendors for buyouts and inventory planning. On the customer side, managing expectations often means educating clients about the complex permitting, engineering, and design processes behind even a "simple" sign.

Ahead of the Curve

To better serve customers who want "faster, cheaper, and better," FSG Signs has invested in new shop machinery, shortened lead times with stocked programs, and implemented value engineering solutions that deliver results without compromising quality. The division even offers industry-leading warranties—five years on parts and labor, and a lifetime warranty on LEDs.



As we approach the second half of the year, our teams across FSG continue navigating pricing volatility, supplier negotiations, and strategic partnerships. This update captures key changes, market movements, and vendor alignments that position us to finish strong in 2025.

[Read our email about the Temporary Tariff Reductions and Implications for FSG Sourcing](#)

Supply Chain Watch: Tariff Relief and Economic Signals

- The U.S. and China implemented a temporary 90-day tariff truce, effective May 12, 2025:
- U.S. tariffs on Chinese goods reduced from 145% → 30%
- China's tariffs on U.S. goods dropped from 125% → 10%

FSG Action Plan:

- Accelerate purchases of tariff-sensitive items like conduit, wire, and LED drivers.
- Revisit vendor pricing set during high-tariff periods.
- Leverage this window to sharpen project bids and material buyouts.

Reminder: Tariff Tracker and updated commodity indices are available on [Oscar's Watchlist](#).

STRATEGIC PARTNERSHIP SPOTLIGHT



Fastenal National Agreement

Effective Q2 2025, FSG signed a national supply agreement with Fastenal, unlocking operational and financial benefits across our MRO and construction supply categories.

[Find a Local Branch | Fastenal](#)

Key Highlights:

- Fixed pricing on core items and custom discounts via wholesale schedules.
- Access to FAST360° Analytics for real-time spend tracking and SKU performance.
- Access to specialists in:
 - Safety
 - Metalworking
 - Lean & Engineering
 - Site-specific rollout support
- 3-5 day standard delivery on most stocked products.
- FAST360° user access is available. [Reach out to Oscar](#) for login support.

Industry Recognition: Keystone + FSG Featured in tED Magazine

In case you missed it, FSG was recently featured in the May 2025 issue of tED Magazine, highlighting our collaboration with Keystone Technologies. [View the full article on page 34 of the digital issue.](#)

"This partnership reflects our shared commitment to innovation, product support, and lighting leadership across the nation."

– Oscar Montes, Corporate Director of Purchasing

Market Intelligence: Key Indicators (as of May 2025)

METRIC	VALUE/CHANGE
ISM Manufacturing PMI	48.7% (Contracting)
PPI (Tools, Fasteners, Safety)	+ 2-5% year-over-year
Diesel Prices	- 19% year-over-year
Ocean Freight Inferred Rates	+ 5.1% year-over-year
Softwood Lumber	+ 42% year-over-year
Consumer Confidence Index	86 (5 th straight monthly drop)

Demand planning and pricing reviews are recommended before a potential return to higher tariffs in August.

Share your Feedback

Your input helps us track vendor performance and identify areas for improvement. Please use the [Vendor Feedback Form](#) to share insights from your region or department.

Thank You

Thank you for your continued commitment to sourcing excellence. Let's continue collaborating across divisions to make the most of our partnerships, improve forecast accuracy, and navigate the changing market together.

For questions, support, or resources, contact [Oscar Montes](#).

FSG PREFAB



Project Highlight: **Top Golf - New Braunfels, TX**

FSG Electric in San Antonio joined forces with the FSG Prefabrication team to support the construction of the new Top Golf in New Braunfels, TX. Lead by Project Manager, Carlos De La Cruz and Foreman, Steven Pedraza. Early collaboration helped identify key opportunities to improve project margin, value, and schedule. Particularly in tackling the installation of two large-scale transformers in the main electric room.

This space required a 150 KVA transformer with a 112.5 KVA unit stacked directly above it. Maneuvering and lifting these heavy units on site posed a logistical challenge for the field team. That's where Prefab stepped in.

We shifted the build off-site to our fully equipped Fab Shop, where a custom steel rack was fabricated, and both transformers were securely mounted. From there, our team pre-wired the units, delivering them to the job site as a fully assembled and ready-to-install system.

"Coordination and communication were pretty smooth as the plan came together. We set up regular check-ins to keep everyone in the loop. It felt like a real team effort the whole way through." - Steven Pedraza, Site Foreman

The entire transformer assembly, over 2000 lbs, was safely offloaded from the Prefab flatbed and set directly into the future main electric room. This approach drastically reduced on-site labor and installation risk while improving safety, quality, and efficiency.



"The delivery was really smooth. Everything showed up on time and in great shape. The driver was careful and super helpful during the unloading, which made a big difference. They made sure everything was handled properly and placed exactly where it needed to go. It was one of the easiest parts of the entire process. The quality of Prefab's work was excellent. Everything was done with a lot of care and attention to detail. You could tell they really knew what they were doing, and the final results definitely showed it. We were really happy with how everything turned out."

What challenges are you facing in your current or upcoming project? Let FSG Prefab help you turn complexity into clarity with safer, faster, more efficient installs.

FSG PREFAB

MEET GARREN ROBINSON

FSG Prefab Apprentice



HOW LONG HAVE YOU BEEN WITH FSG PREFAB?

About 8 months.

WHAT LED YOU DOWN THIS CAREER PATH?

My mom motivated me to find a good career, something I could support a family with. She worked three jobs when raising our family.

WHAT'S YOUR FAVORITE THING ABOUT BEING AN APPRENTICE ELECTRICIAN?

I like working with my hands and building. I also enjoy the friends I have made.

WHO'S BEEN YOUR BIGGEST INFLUENCE?

Isaac Gatchet. He was my lead on the first projects I worked on, and he really helped mentor me. He answered my questions without making me feel like less for not knowing.

WHAT ADVICE DO YOU HAVE FOR A YOUNG APPRENTICE JUST STARTING?

Learn from your mistakes and ask a lot of questions.

WHAT ARE YOUR LONG-TERM GOALS WITH YOUR CAREER?

After I become a journeyman, I want to work to become a project manager.

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

My organization. I am trying to be better about cleaning up as I go and being more efficient.

DO YOU HAVE ANY HOBBIES OUTSIDE OF WORK?

I like playing basketball with my friends and hanging out with my family and dogs.

WHAT'S IN YOUR EARBUDS? MUSIC, PODCAST, OR AUDIOBOOKS?

Music! I have a wide range of music I enjoy. Michael Jackson, AC/DC, Rap, Country.

WHAT'S ONE TRAIT YOU VALUE MOST IN A TEAMMATE?

Accountability, knowing I can rely on them to be there.

FSG PREFAB

Prefab's LEAN Journey



At FSG Prefabrication, we've started hosting LEAN training sessions designed to highlight the value LEAN Manufacturing can bring to both FSG and the entire construction industry.

These sessions bring together diverse teams, from brand-new apprentices to seasoned executives, including one of our Chief Operating Officers. Regardless of their role or experience, everyone participates with the shared goal of learning and self-improvement.

Our *Introduction to LEAN* course strikes a balance between fun and impactful learning. One of the highlights is a hands-on simulation where teams run a "LEGO airplane" manufacturing business. In the first round, confidence runs high as teams estimate their production and sales. But they quickly discover how traditional inefficiencies can impact both their output and customer satisfaction.

As the exercise progresses, constraints are gradually removed, and teams adapt by improving processes, boosting production, and increasing profit margins. Through this experience, participants gain a firsthand understanding of how prefabrication, LEAN principles, and effective communication can come together to drive success and outperform the competition.



FSG CELEBRATIONS

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



Congratulations to CCC Team member, Lucas Gray, on the birth of Norah Elise! She weighed 8lb 2oz and was 19.5" Long. Welcome to the world!



Congratulations to Smart Buildings Team Lead, Will Marshall, on the birth of Willie Alvin! He weighed 9lb 3oz and was 21.5" Long. Welcome to the world!



Congratulations to FSG New Jersey Journeyman Electrician, Joshua Chavez, on the birth of Cruz! He weighed 7lb 3oz and was 19.5" Long. Welcome to the world!



Congratulations to FSG Houston Service Tech, Jose Reyes, and his wife, Samantha, on the birth of JIANNA! She weighed 7lb 1oz and was 21" Long. Welcome to the world!

FSG SON LIGHT

Biblical Perspectives for Wise Living by Deon Snider

A Biblical Perspective on Patiently Waiting

Patience and the willingness to wait are becoming rare in a culture obsessed with instant gratification. Technology and advertising feed this appetite: internet, texting, social media, AI, credit cards—all provide what we want, when we want it. Today, being patient may even be seen as a lack of ambition. The Bible encourages diligence, ambition, and hard work:

"The plans of the diligent lead surely to advantage, but everyone who is hasty comes surely to poverty."

Proverbs 21:5

"Poor is he who works with a negligent hand, but the hand of the diligent makes rich."

Proverbs 10:4

But when our desire for immediate results overrides obedience to the Lord or waiting on His timing, we're in dangerous territory. Scripture reminds us: God doesn't operate on our timetable. Our sinful nature pushes us to get what we want now ... even if it means bending rules. Impatience has become "a virtue," masked as drive or ambition.

As someone once said, "You want to make the Lord laugh? Tell Him your plans."

Scripture is filled with calls to wait on God, and with stories showing what happens when we don't. Here are a few:

- **Aaron & the Israelites:** After witnessing God's power and provision, they grew impatient when Moses delayed returning from the mountain. They said, "Make us a god," and formed a golden calf. The result? They missed the blessing of the Promised Land and wandered the wilderness for 40 years.
- **Abraham & Sarah:** Tired of waiting for God's promise of children, Abraham had a child with Hagar. Though God fulfilled His promise through Isaac, their decision created generational conflict, seen even today in the ongoing strife between Israel and the surrounding nations.
- **King Saul:** Facing battle and anxious about Samuel's delay, Saul offered the sacrifice himself ... against God's command. His impatience cost him the crown and God's favor.

So, what should we do?

- **Psalms 27:14:** "Wait for the Lord; Be strong and let your heart take courage."
- **Psalms 37:7:** "Be still before the Lord and wait patiently for him."
- **Isaiah 40:31:** "Those who wait for the Lord will gain new strength ..."

This isn't a passive "let go and let God" mindset. We are called to act with courage and obedience. But when clarity is lacking or trials come, we're to wait on Him. Joseph Stowell, in *Strength for the Journey*, writes:

"Patience is the skill of waiting well and yielding our timetables to the Lord ... It's about how much we trust God. The more antsy we become, the less we believe He's in control."

James, writing to persecuted believers, echoed this theme. Although he was Jesus' brother, he claimed no special privilege, only that of a "servant." His message wasn't escape, but maturity through patient endurance. **Waiting is never wasted.** It builds perseverance, dependence on God, and deepens our faith.

Are you facing unanswered prayers, rebellious loved ones, relational or financial strain?

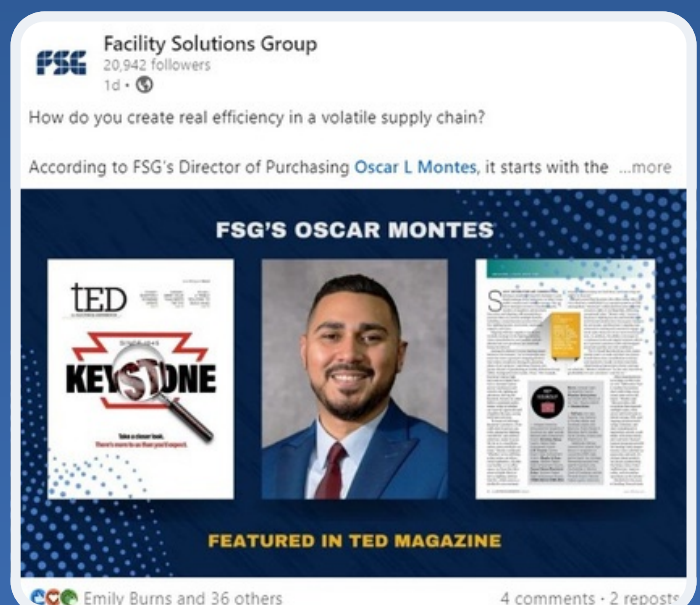
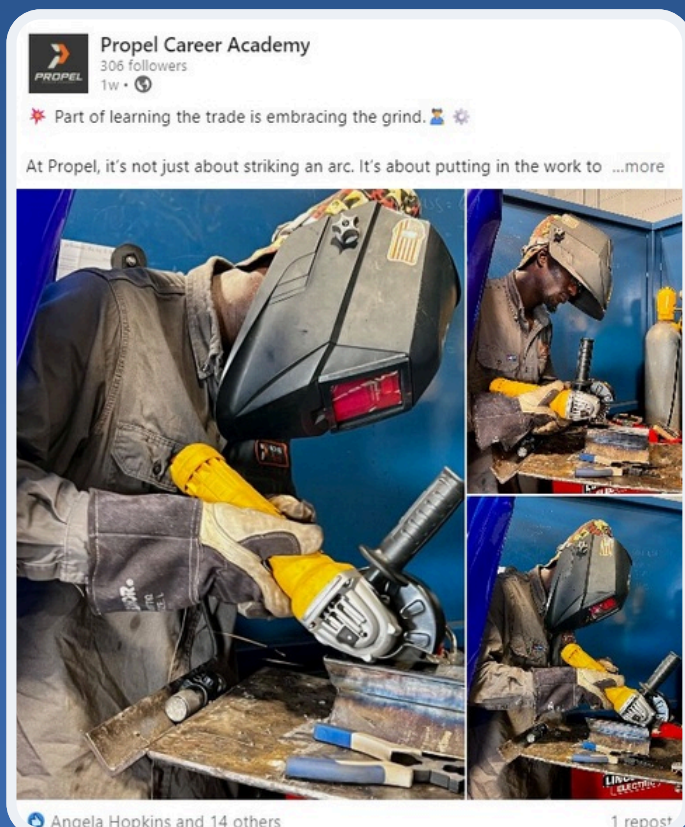
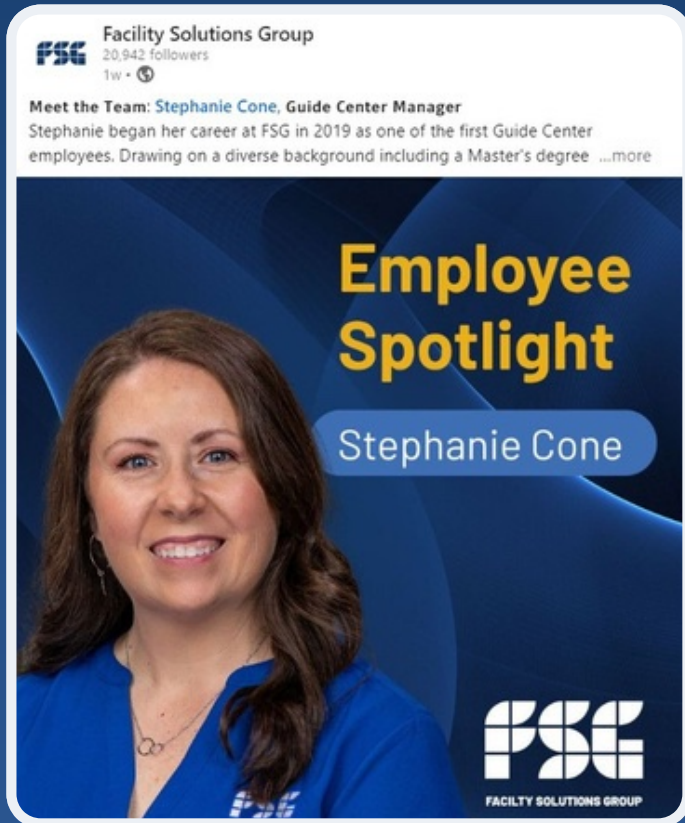
Are you consumed with "finding relief"?

Let's commit to obedient living and patiently wait on the Lord. His timing is always perfect.

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.

Propel Career Academy
306 followers
1mo • 🌐

🎉 We had a blast at Cornyval this past weekend! 🎉
Our team loved connecting with the community and sparking conversations about career paths in the trades — including welding, electrical, and safety. ...more



👤 Emily Burns and 12 others

2 reposts

Jamie Guillot 📍
Inside sales
3w • 🌐

FSG Crawfish Boil! What a great time with coworkers. The crawfish were spicy and delicious. I must have had 10 pounds. 🍤




👤 Emily Burns and 36 others

1 repost

FSG Facility Solutions Group
20,942 followers
1mo • 🌐

Safety isn't just a priority at FSG. It's a commitment.
During Construction Safety Week, we recognize the hard work and ...more



👤 Michelle Pepper and 21 others

1 repost

FSG Facility Solutions Group
20,942 followers
4w • 🌐

Bobby Graham, LC, LEED BDC, Caleigh Buchanan, and Michelle Pepper recently represented FSG at the JLL Trade Show in Houston. It was a great opportunity to connect, share insights, and explore new partnerships. ...more



👤 Oscar L Montes and 45 others


7 reposts

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.

Adrian Hernandez • 2nd
--Experienced Sign Industry Professional | Production Management | Scheduling &...
3w • 🌐

When we say "go big or go home," we mean it! 🚀 Our crew at FSG Signs just wrapped up installing the biggest sign in Manor, Texas. Massive shoutout to our install team and fabricators who made this monster come to life. Couldn't ...more



1.00

Play

0:18 1x

👤👤👤 Emily Burns and 86 others 5 comments • 8 reposts

Facility Solutions Group
20,942 followers
3w • Edited • 🌐

We're excited to announce that **Victor Williams** has been named Chief Operating Officer of Services at FSG. ...more



👤👤👤 Emily Burns and 191 others 26 comments • 3 reposts

Facility Solutions Group
20,942 followers
3w • 🌐

Thank you.



1.00

Play

0:57 1x

👤👤👤 Oscar L Montes and 84 others 1 comment • 9 reposts

FSG Smart Buildings
1,746 followers
4w • 🌐

Cyara Rodriguez, and **Kelsey Fehrenkamp** had an incredible time attending the NACDS Annual Meeting in West Palm Beach, connecting with some of the brightest minds in the pharmaceutical industry. ...more



1.00

Play

0:32 1x


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
1,746 followers
2w • 🌐

Making a Difference, One Block at a Time!

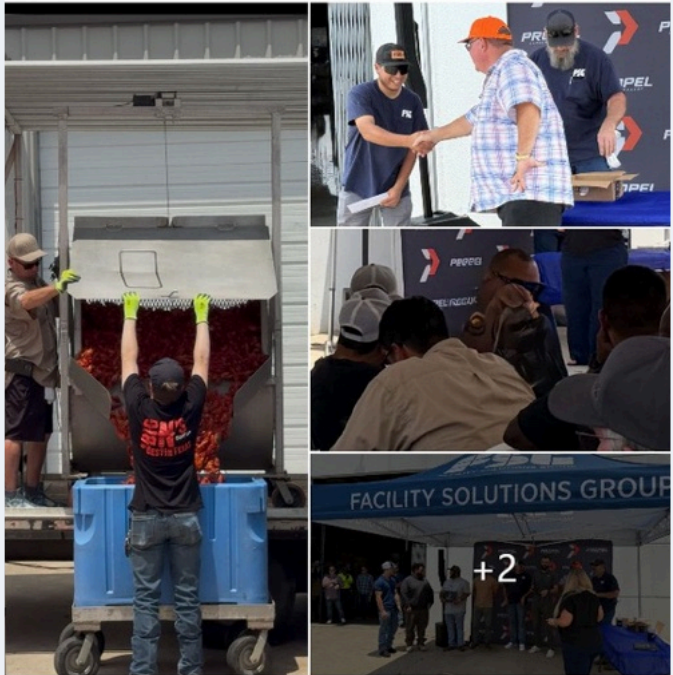
The FSG Smart Buildings team rolled up their sleeves and hit the street



👍❤️ Emily Burns and 53 others

Luke Bond • 1st
Business Development Manager | Customer Success Manager | Skilled Trades Adv...
[Visit my website](#)
3w • 🌐

The crew at [Facility Solutions Group-Houston](#) knocked it out of the park yesterday with their annual Crawfish Boil ...more



👍❤️ Emily Burns and 60 others

5 comments • 1 repost

Facility Solutions Group
20,942 followers
3w • 🌐

Power outages ⚡ can disrupt even the best-run commercial facilities. Learn why investing in reliable backup power systems is crucial for safety, compliance, and business continuity.



Why Backup Power Matters for Commercial Facilities

The Critical Role of Emergency Power in Commercial Buildings

Facility Solutions Group

👍❤️ Emily Burns and 23 others

2 comments • 6 reposts

Facility Solutions Group
20,942 followers
2w • 🌐

New Episode Alert: The FSG Podcast

In our latest episode, we delve into the evolving landscape of sports facility ...more



THE REAL ROI OF SPORTS LIGHTING UPGRADES

👍❤️ You and 29 others

1 comment • 5 reposts

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.





Life | Family | Community | Faith | Entrepreneurship | Investment

