



Total Solutions Group (TSG) began as an architectural firm called Keesee Associates in 1992. In 2002, they started their sister company, FDS Engineering, to provide a solution approach to their clients, which included many of the major home-building companies in the U.S. The two companies merged to form Total Solutions Group in 2018 and have since become 100% employee-owned.

Total Solutions Group, Maitland, Florida

**President/CEO:
Mike Keesee**

**Number of Employees:
78**

**FY '23 Sales:
13.4M**

- TSG's internal promotion rate is 43%. They believe that everyone should be training their replacement so they can move up.
- The 2024 year-to-date turnover rate is 6.4%, which is roughly half of the industry standard of 12%. In the last two years, their staff has increased by 32%.
- The creation of various committees have helped bridge the gap between associates and leadership regarding issues like PTO, health care costs, and the ESOP.