

2Q 2025
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EnergiSphere

Quarterly Newsletter
for the HPSH Group



EnergiSphere 2Q 2025

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Upcoming Cultural Events & Holidays

Keti Koti (NL)	Jul.1	Liberation Day (KOR)	Aug.15
Day Before Independence Day (USA)	Jul.3	Labor Day (USA)	Sep.1
Independence Day (USA)	Jul.4	Mouloud (UAE)	Sep.5
Constitution Day (KOR)	Jul.17	September Equinox	Sep.22

Hanwha Power Systems Launches Low-CO2 Compressor Line: SM100 Pro Series

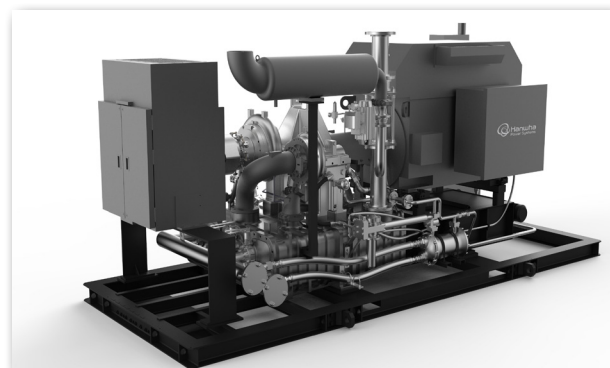
An introduction article for the new HPS compressor featured in a specialized equipment magazine. Check out the new compressor lineup along with the article!

Hanwha Power Systems launched a new compressor portfolio: the SM100 Pro Series, which includes models SM3100, SM4100, SM5100, SM6100, and SM7100. The upgraded series improves corrosion and rust resistance, thermal efficiency and scale blockage, and optimizes aerodynamics.

“The newly released SM100 Pro series is focused on improving efficiency, which is beneficial for the efficiency-critical air separation unit industry,” said Kihun Do, Vice President & General Manager, Equipment Business Division, Hanwha Power Systems. “Our turbo compressors apply to all industrial fields but are widely used in electronic manufacturing, such as semiconductors, batteries, home appliances, food, textile, glass, automobile, and tire manufacturing. Because of its advanced efficiency, it is an eco-friendly product that contributes to reducing carbon emissions. It is also 100% compatible with the existing Hanwha Power Systems SM100 series, so that it can replace aging equipment.”

The cooler-tube materials are upgraded with stainless steel 304, which is resistant to rust and corrosion. They increase thermal efficiency by securing more than 10% of the heat area. The tube’s scale-blockage phenomenon was also minimized by over 20% within the inner diameter’s cross-sectional area.

Compared to the previous compressors, the enhanced aerodynamic components increase efficiency and flow range by approximately 1 - 3% and 1.5 - 4%, respectively. The higher specific power (efficiency) rates vary by model, but all feature improved corrosion resistance and heat-exchanger efficiency in the superior turbine strike tube.



SM100 Pro Package

Its SM100 Pro Series fulfills various customer requirements, such as:

- Availability in outdoor operation
- Manufacturing combo compressors
- Supplying zinc-alloy-free solutions for secondary battery types
- Meeting the required discharge temperature conditions set by customers
- Approved to produce certified products for specific countries
- Operation for air separation unit customers

The company integrated long-term reliability, technology, and gas turbine experience data from its database, further improving the SM100 Pro Series’ equipment efficiency rate.

Scan the QR code to learn more...



Visit our website for more information — Just [Click!](#)

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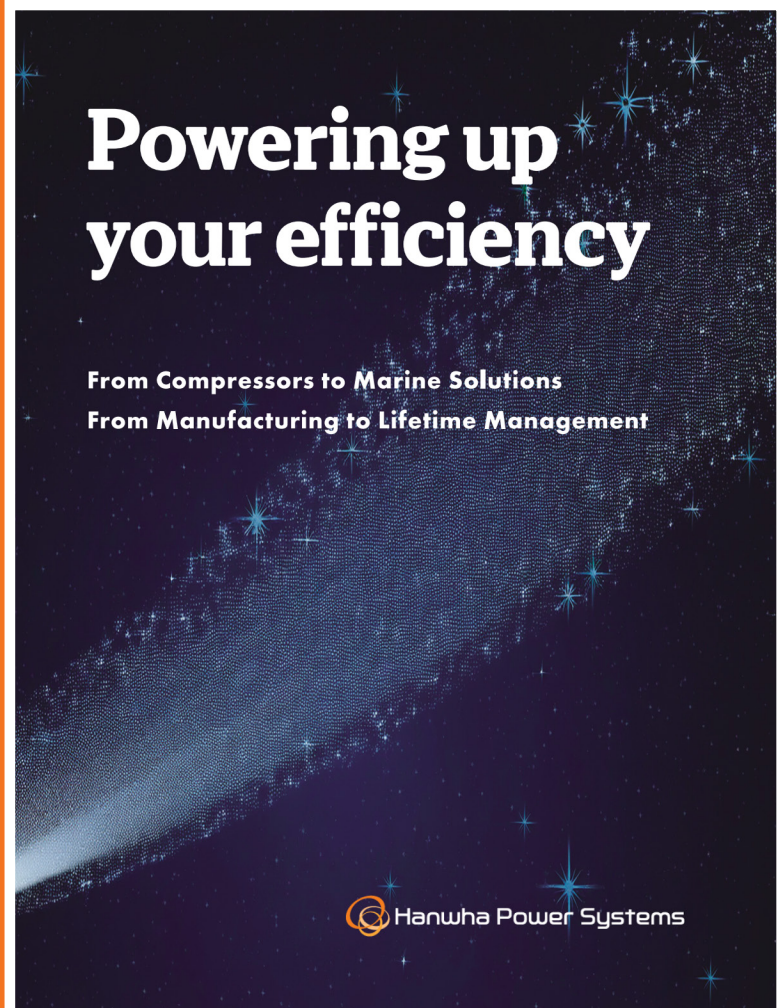
Hanwha Power Systems Launches Low-CO2 Compressor Line Continued...

"Through the database's accumulated analysis of the delivered/operated compressors, we have optimized the aerodynamic components, including the impeller and diffuser, to achieve improved equipment efficiency with high reliability," Kihun said.

Each turbocompressor manufacturer is currently focused on quality products, solutions tailored to each customer application, and installing "green" technology to fulfill international environmental requirements. Hanwha Power Systems is building a U.S.-based packaging and manufacturing facility by the end of 2025, with first production in early 2026 to meet these market standards.

"The compressor market is heavily influenced by recent international circumstances, such as the Russia-Ukraine War and U.S. tariffs, which significantly impact Hanwha Power Systems' many policies and decisions," said Daekyung Kim, Team Leader, Standard Compressor Sales Team, Equipment Business Division, Hanwha Power Systems. "We also operate various overseas aftermarket service centers to maintain and manage the compressors' lifetime quality. Furthermore, we strive to secure stable international supply chains by diversifying raw and subsidiary material partners."

In late November 2024, Hanwha Power Systems and TC Energy signed a memorandum of understanding to develop a supercritical CO₂ (sCO₂) waste heat recovery project to leverage the heat stream at a natural gas pipeline compressor station. An unspecified gas turbine OEM will also participate by verifying a combined power generation solution, integrating gas turbines with Hanwha's sCO₂ system.



HPS brand advertisement published in a magazine

Hanwha will install its sCO₂ power generation system at a compressor station owned and operated by TC Energy in West Virginia. The system will offer a lower-cost and carbon-free renewable generation solution, recovering unutilized waste-heat exhaust from a gas turbine compressor. According to Hanwha, the installation will reduce the carbon intensity of natural gas pipeline operations while producing clean, emissions-free electricity.

If you want to see the original article...

[Hanwha Power Systems Launches Low-CO₂ Compressor Line: SM100 Pro Series](#)

Hanwha Power Systems Successfully Holds the 3rd AMC KOREA

Introducing the latest technologies related to regeneration repair and long-term maintenance services to gas turbine operators

Hanwha Power Systems successfully concluded the AMC (Asset Managers Conference) 2025, a conference that shared the latest technologies related to gas turbine operation and maintenance.

Held on May 26-27 at Hanwha Resort Haeundae (Day 1) and Hanwha Power Systems Changwon Plant 1 (Day 2), the conference introduced the latest technologies for regeneration, repair, parts improvement, and long-term maintenance services to gas turbine operators, providing networking opportunities for domestic customers. A total of 212 officials from 54 companies attended the event.



Combined cycle power generation, which accounts for the second largest share (28%) of South Korea's total power generation (595.6 TWh) after nuclear power (32%), uses natural gas (NG) as fuel to produce electricity by turning a gas turbine and then uses the remaining heat to operate a steam turbine to generate additional electricity. Gas turbines are operated for 20 to 30 years after installation, so management through stable, long-term maintenance is as essential as product efficiency. According to *Turbomachinery*, a global machinery equipment magazine, a record high of about 500 industrial gas turbine units have been ordered worldwide in 2024 and orders this year are expected to increase by 7 to 10% compared to last year. The global gas turbine facility maintenance market is expected to reach a total of \$ 302 billion (approximately 400 trillion won) over the next decade.

AMC 2025 showcased Hanwha Power Systems' technologies and services, including gas turbine regeneration and localization technologies, specialized solutions, repair and maintenance cases, and long-term maintenance services. It introduced various technologies to domestic gas turbine users while also presenting reasonable total solutions, reinforcing the reputation for high customer satisfaction and reliability that Hanwha Power Systems has earned in the market.



PSM's gas turbine combustion technology was also introduced. On this day, PSM's Global Sales Vice President, Prakash Nair, gave an in-depth presentation on the topic of LTSA services, and Brian Micklos, who is responsible for strategy, drew attention by presenting PSM's technology development status and applicable models.

Hanwha Power Systems CEO Justin Lee said, "In addition to the aviation and industrial gas turbine repair and manufacturing technology accumulated for over 40 years, we will expand our long-term maintenance capabilities to provide the highest level of products and services to domestic and international customers."

Meanwhile, Hanwha Power Systems and PSM are leading the development of carbon-free gas turbines for ships as well as for land-based power generation systems. Starting this year, they are working with Hanwha Ocean and energy technology company Baker Hughes to develop a ship-based gas turbine capable of 100% ammonia combustion.

Shaping the Hydrogen Future: PSM at World Hydrogen North America 2025

From March 31 to April 2, 2025, PSM's Amir Shoraka, Product Manager for Clean Energy, joined over 1,000 hydrogen industry stakeholders at the World Hydrogen North America Conference in Houston, Texas. Representing PSM in the growing clean fuels dialogue, Amir participated in a fireside chat on the future role of gas turbines—highlighting their adaptability and importance in future-proofing power generation infrastructure during the energy transition.

Despite initial concerns over policy uncertainty, Amir found the conference atmosphere surprisingly optimistic. Factors contributing to this sentiment included the release of updated 45V guidance, rapid advancements in solar and wind energy, and growing momentum in hydrogen technologies.



A key theme was the emergence of ammonia as both a hydrogen carrier and a direct-use fuel, particularly for marine applications where IMO decarbonization targets are driving demand for low-emission alternatives.

This aligns with PSM's ongoing efforts to advance combustion technologies capable of handling hydrogen and ammonia blends, positioning the company at the forefront of flexible, low-carbon power solutions.

Another significant insight: the U.S. has a unique opportunity to leverage its low-cost energy resources to power domestic industries while exporting low-carbon fuels to international markets. This aligns with PSM's strategic vision of enabling customers to meet regional decarbonization goals through advanced gas turbine upgrades, retrofits, and hydrogen-capable solutions.

Amir's participation reaffirmed the critical role that PSM, PTG, and Thomassen Energy play in bridging current operational needs with future clean energy imperatives. As hydrogen adoption matures and markets evolve, PSM remains committed to engineering practical pathways to decarbonization—one upgrade at a time.



Our Power, Our Planet: Kids Take Over PSM for a Day of Discovery and Fun

Bring Your Kids to Work Day Combines Fun, Family & Earth Day Learning



On Thursday, April 24, 2025, PSM welcomed over 90 young innovators during our annual Bring Your Kids to Work Day—a record turnout. This year’s theme, “Our Power, Our Planet,” aligned with Earth Day, emphasizing the connection between clean energy, sustainability, and environmental stewardship.

Upon arrival, children received custom activity booklets and colorful sea creature templates destined to become part of a permanent display at the new PSM North facility. PSM President Alex Hoffs launched the day with an inspiring message about innovation and environmental protection.

Hands-On Learning Across PSM

Children rotated through six engaging activity stations designed to spark curiosity:

Microscope Fun and Hydro Waterpower: Led by Mike Pulver, kids examined preserved insects under industrial microscopes and explored hydropower through a scaled-down model engineered at PSM.

The World of Bees: Ruste Sinclair introduced children to real honeycombs and “Mr. Bee,” teaching them about honeybees’ role in ecosystems and agriculture.

Joys of Planting: Michelle Hargrett discussed the importance of plants and trees before helping kids plant cherry tomato kits. Each child received a certificate from One Tree Planted, representing a tree planted in their honor.

X-Ray Exploration: Josh Eads demonstrated how X-rays detect flaws in metal parts, allowing kids to watch live scans of components on screen.

Exciting Recycling: Dr. Gordon Brown led a recycling relay race, teaching proper waste sorting with assistance from BAK Middle School of the Arts volunteers.

Loggerhead Turtle Hospital: The Loggerhead Marinelife Center provided a hands-on “rescue to release” simulation with model turtles, educating kids about sea turtle conservation.



Outside, children enjoyed Kona Ice, cornhole games, and bonding with new friends and potential future engineers.

Continued on the next page...

Kids Take Over PSM for a Day of Discovery and Fun Continued...



Learning with Purpose

The event's environmental focus helped children understand how their parents' work at PSM contributes to a more sustainable world. As one child enthusiastically remarked, "I think this is the best place to have a Take Your Kid to Work Day because it's always really fun."

Learning with Purpose

We extend our gratitude to our event volunteers and group leaders: Allison Protos, Andrea Rowan, Ryan Griffin, Chris Varney, Lisa Jackson, Brandi Samuels, Dawn Ylipelkonen and Virginia Schaefer. Special thanks to Alison Levofsky (HR) for leading the event planning, and Laurie Bannister for ensuring smooth operations on the day.

Bring Your Kids to Work Day remains one of our most cherished traditions, bridging fun and learning while bringing our mission to life for the next generation.



Registration Volunteers: Brandi Samuels, Virginia Schaefer, Andrea Rowan, Lisa Jackson, & Dawn Ylipelkonen

PSM Attends ASME's "Optimism Engineered" Fundraiser

By William "Dave" Day



Pictured: Aprille Ericsson and Dave Day



Pictured: Dave Day and Ajei Gopal

On May 1st, I represented PSM at the ASME Foundation's 2025 fundraising gala, "Optimism Engineered." The inspiring evening celebrated leadership, innovation, and philanthropy to empower the next generation of engineers. Held in New York City, the event united industry leaders, educators, and advocates in support of STEM education, scholarship opportunities, technical resources for innovation, and exposure to launch tomorrow's engineering leaders.

The evening centered on a powerful theme: OPTIMISM. The program showcased how the ASME Foundation, with dedicated volunteer support, is changing lives by providing aspiring young people with access to engineering education, career-building resources, and support for their initial, transformative inventions. These innovators will shape a better tomorrow, and ASME is helping launch their journey. As innovation is one of PSM's core values, I left inspired by the community's energy and commitment.

Loni Love, an award-winning comedian, actress, author, and self-proclaimed "terrible" engineer, emceed the event with heart and humor.

This year's honorees included:

- **Dr. Aprille Ericsson**, recipient of the Hoover Medal for outstanding contributions to public service in science and engineering. Dr. Ericsson served in various roles at NASA over a 30-year career.
- **Ajei Gopal**, President and CEO of Ansys, received the Excellence in Industry Award for advancing digital engineering tools. Ansys supports future engineers by providing free simulation software licenses to students at all levels.
- **Jay Flores**, STEM advocate and host of "It's Not Magic, It's Science!", was honored with the Next-Gen Award for inspiring future engineers. Through his bilingual live science show, Jay uses engaging experiments disguised as magic tricks to spark curiosity in classrooms and communities nationwide.

The event reinforced that investing in future engineers is both essential and energizing. I was proud to represent PSM and support a mission aligned with our values and vision for the industry's future.

Powering Through Disruption: PSM Participates in 2025 PUF Edison Congress

By Jeff Benoit

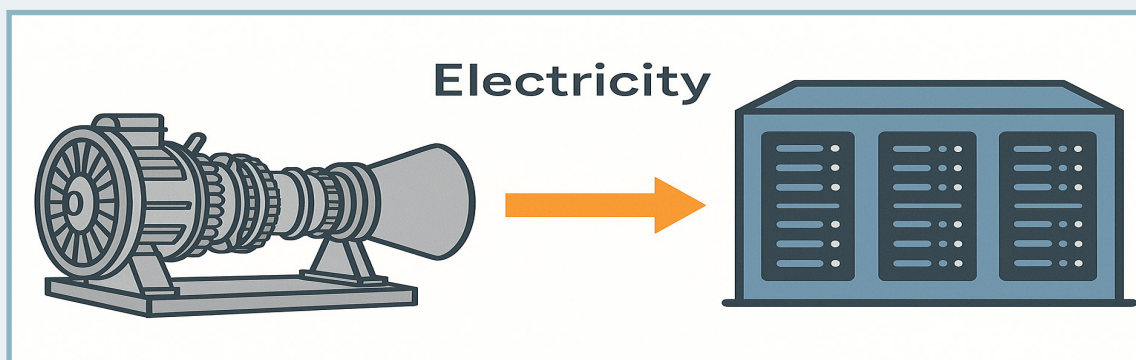


COO Panel: Ben Felton, COO, Portland General Electric; Jacob Tetlow, COO, Arizona Public Service; Jaclyn Cantler, VP Electric Operations, Exelon-Pepco Holdings; Paul Chodak, COO, Eversource; Moderator: Bob Yeager, CEO, Emerson.

The 2025 PUF Edison Congress, held May 13–15 at the historic Hotel Washington in D.C., convened senior executives from utilities, developers, and solution providers to address the power sector’s critical challenges: affordability, reliability, and resiliency.

PSM representatives Jeffrey Benoit, David Caggiani, and Tim Curran attended sessions focusing on utilities’ adaptation to rising demand driven by electrification and data center growth. A common theme emerged: many investor-owned utilities (IOUs), some over a century old, are navigating a rapidly shifting energy landscape without the clearest direction.

Amid regulatory uncertainty and debates over funding new generation and ensuring consumer affordability, performance-improving service upgrades—like those offered by PSM—remain crucial for the aging gas turbine fleet. These upgrades support grid stability, capacity markets, and demand response, particularly as power demand surges from AI-driven hyperscale data centers.



Discussions highlighted growing tensions between IOUs and independent developers as datacenters require seemingly boundless power demands, as well as innovative business models involving behind-the-meter generation and energy storage. PSM’s marketing materials, featured throughout the event, illustrated our position as a trusted partner in the energy transition.

As new capacity demands emerge and industry roles evolve, PSM remains committed to delivering flexible, reliable solutions that bridge current infrastructure to future needs.

Powering Progress: PSM Leads the Conversation at the 2025 7F Users Group Conference

May 19–23 | Birmingham, Alabama | Booth #07

PSM made a significant impact at this year's 7F Users Group Conference in Birmingham, Alabama. As a Platinum Sponsor, PSM showcased its role as a trusted technology leader and solutions provider for the 7F community.

The event began with a Vendor Fair on May 19, where customers interacted with us at our new, expanded booth display, which served as a warm-up for a user session the following morning, which focused on PSM.

During this session, our leadership shared insights on the 7F market and discussed our portfolio of improvements and solutions to address current and emerging customer needs.

PSM delivered a series of insightful presentations, highlighting our commitment to innovation, reliability, and performance:

2025 & Beyond: 7F Capabilities and Advancements

Katie Koch, Sr. Product Manager & Luis Rodriguez,
Director of Product Engineering

FlameSheet™ 10-Year Celebration & Operational Flexibility Through Hardware and Digital Retrofits

Hany Rizkalla, Director of Service Engineering

GTOP: Performance & Efficiency Upgrades

Kevin Powell, Sr. Manager, Airfoils, Upgrades & Engine Integration

7F Rotor Program: Extending Value Through Innovation

Brian Loucks, Manager, Airfoils, Upgrades & Engine Integration

The Vendor Fair resumed that evening, with continued networking on the putting green. PSM and Arnold Group co-hosted a well-attended Dinner Social at Texas de Brazil, providing a relaxed setting for further discussions.

During the conference, PSM's Sales Team held an internal meeting to review product updates, align on 2025 goals, and share strategic insights for the remainder of the year.

We extend our gratitude to all attendees, visitors, and contributors who made the week a success. The 7F Users Group Conference exemplifies the strength of our people, products, and partnerships.



Attendees listen to PSM team presentations during morning sessions



New PSM backlit booth drew lots of visitors for discussions and interaction with the PSM putting green.

Thomassen Energy Exchange: Bart Ruis and Ahmetcan Etyemez Join PSM for Collaborative Month

By Bart Ruis and Ahmetcan Etyemez

From April 21 to May 16, Thomassen Energy engineers Bart Ruis and Ahmetcan Etyemez participated in a cross-company exchange program with PSM in Florida. This initiative aimed to enhance collaboration, share technical expertise and foster lasting connections between the two organizations.

The PSM team warmly welcomed Bart and Ahmetcan, providing them with a dedicated workspace and quickly integrating them into the office environment. Both engineers promptly immersed themselves in their respective focus areas.

Ahmetcan concentrated on rotor lifetime extension analysis, gaining valuable experience with PSM's methodologies and deepening his understanding of long-term rotor health strategies. Bart focused on integrating new CFD software and familiarizing himself with PSM's flow testing equipment, expanding his technical capabilities, and cross-functional knowledge.

Beyond technical work, the visit facilitated personal relationship-building through office interactions, shared meals, and collaborative moments across departments. During their free time, Bart and Ahmetcan explored local attractions. A highlight of their stay included witnessing a Falcon 9 rocket launch and visiting the Kennedy Space Center, where they photographed themselves beneath the iconic Saturn V rocket.

This exchange underscores the importance of cross-company collaboration and demonstrates how learning extends beyond technical aspects. We extend our sincere gratitude to the PSM team for their hospitality and support throughout Bart and Ahmetcan's visit, ensuring every team member returns home unharmed.



PSM Thomassen Gulf Showcases Clean Energy Innovations at World Utilities Congress

From May 27 to 29, 2023, PSM Thomassen Gulf participated in the World Utilities Congress (WUC) held at the Abu Dhabi National Exhibition Centre (ADNEC). This global event gathered industry leaders to discuss the transformation of the utilities sector, focusing on energy transition, water security, and digitalization.

Khalid Oumejjoud, Managing Director of PSM Thomassen Gulf, served on the WUC Technical Committee. He co-chaired the session on “Flexible Power Generation & Clean Energy Solutions” alongside Dr. Corrado Sommariva, CEO of the Saudi Water Partnership Company (SWPC). Additionally, Mr. Oumejjoud presented during Session 11, titled “Hydrogen’s Role in Sustainable Utilities,” which was chaired by Secil Torun from ENGIE. His presentation focused on innovative strategies for future-proofing and decarbonizing energy assets to support a diversified generation capacity portfolio.

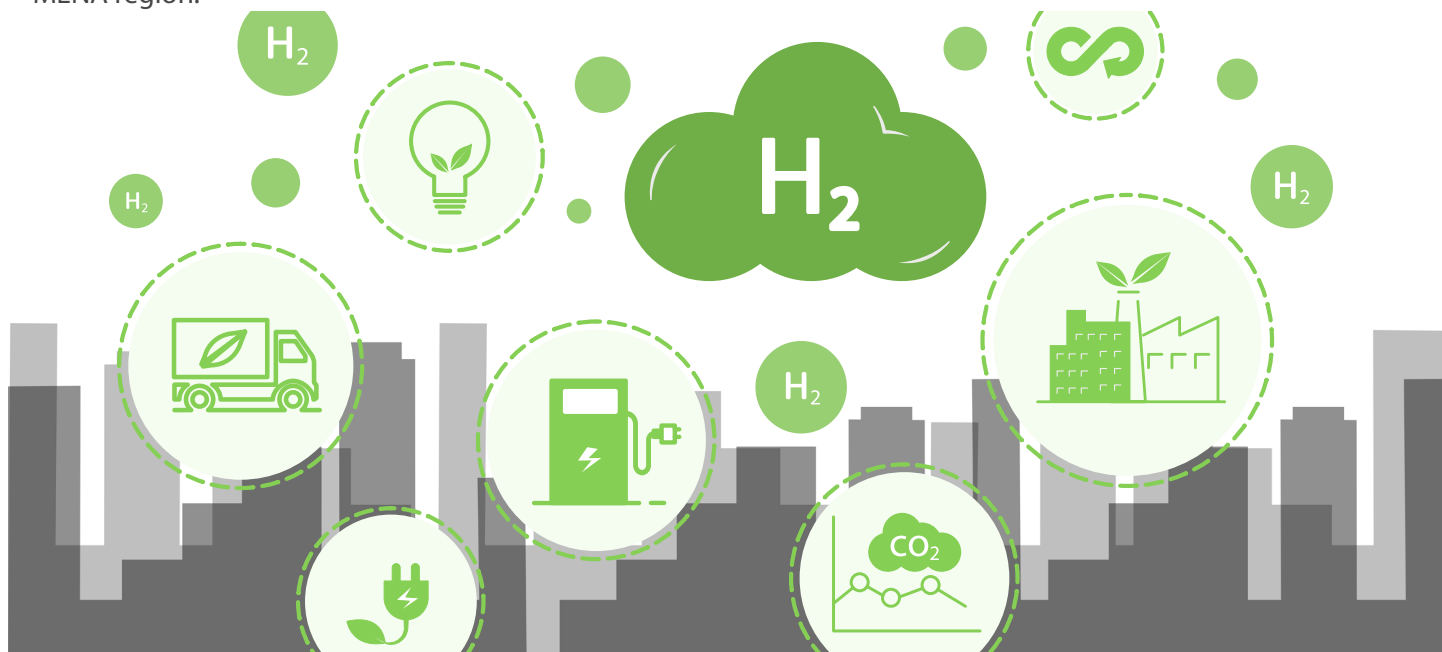


Khalid Oumejjoud's technical presentation to a fully attended session.



Dr. Corrado Sommariva and Khalid Oumejjoud during their session

PSM Thomassen Gulf's involvement underscores its commitment to advancing clean energy solutions, including hydrogen combustion, gas turbine retrofits, and digital optimization, all contributing to the energy transition in the MENA region.



Central Bank Paths Split in Q3 2025

Interest rate policies are diverging across major economies. The U.S. Fed is holding rates steady around 5%, citing sticky core inflation and strong domestic demand. Chair Powell warned that easing too soon could reignite inflation risks.

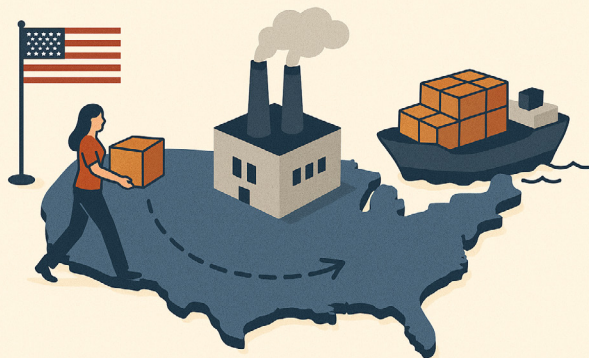
In contrast, the European Central Bank has begun cutting rates to support weak growth, especially as Germany's manufacturing slowdown deepens.

Asian central banks—including South Korea and Indonesia—are also shifting toward rate cuts amid export declines. With Japan cautiously tightening its rates, monetary policy is clearly no longer moving in sync, creating new challenges for global investors.



Reshoring Picks Up as Trade Risks Grow

RESHORING



More firms are accelerating their reshoring and friend-shoring plans in Q3 2025, aiming to reduce exposure to geopolitical risks and supply chain shocks. Production is shifting toward regions like Mexico, India, and Eastern Europe, backed by policy support and lower political risk.

In the U.S., new semiconductor and EV battery plants are opening under the CHIPS Act, reinforcing the trend. Companies are prioritizing supply chain stability over cost efficiency, redesigning logistics to reduce dependency on China and build long-term resilience.

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Emerging Asia Attracts Capital Amid Western Market Volatility



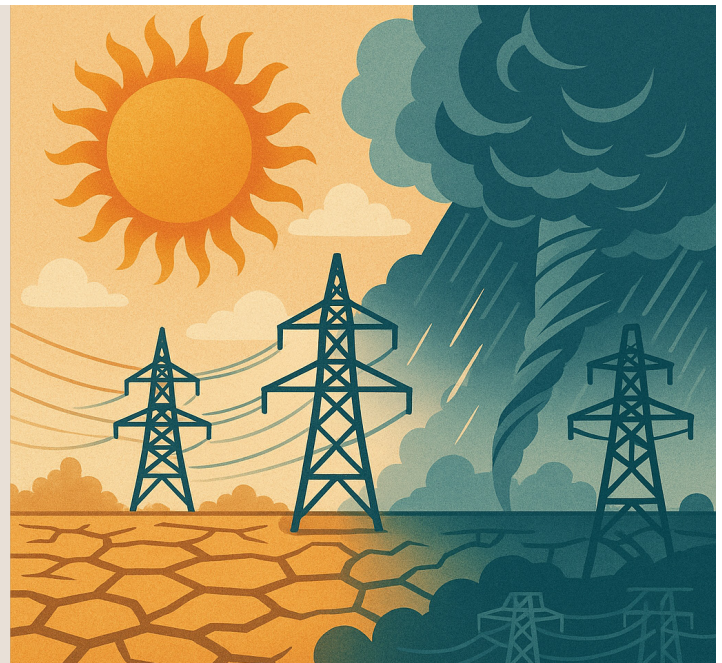
Emerging Asian economies are drawing increased investor attention in Q3 2025, as volatility and fiscal uncertainty in Western markets drive capital toward more stable growth regions. Countries like India, Vietnam, and Indonesia are benefiting from lower debt levels, declining bond yields, and strong domestic demand.

Institutional investors cite Asia's healthier economic fundamentals and favorable demographics as key reasons for reallocating funds. While Europe has traditionally attracted U.S. capital outflows during uncertainty, Asia now appears better positioned for long-term inflows. Equity markets in the region remain undervalued, and policy stability is reinforcing confidence among global asset managers.

Energy Prices Volatile as Climate Extremes Disrupt Supply

Energy markets are facing heightened instability in Q3 2025 as extreme climate conditions disrupt supply and alter demand patterns across regions. Record-breaking heatwaves in Europe and Asia are increasing electricity usage for cooling, while droughts in Latin America are severely limiting hydropower generation.

At the same time, storm activity in the Gulf of Mexico and typhoons in East Asia have delayed oil production and LNG shipments, further straining global supply chains. As climate-linked disruptions grow more frequent, energy firms are investing heavily in grid resilience and storage solutions. Volatility in oil, gas, and electricity prices is expected to persist throughout the quarter.

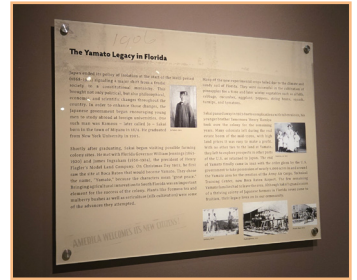


A Tranquil Day at the Morikami Museum and Japanese Gardens

On May 10th, I decided to take a short trip down south from home in search of a peaceful break. I had often seen signs for the Morikami Museum and Japanese Gardens while driving on the highway, and it had long piqued my curiosity. However, the museum is closed on Mondays and holidays, so I had missed several chances to visit. On my third attempt, I was finally able to step inside. The Morikami Museum is one of the few places in Florida where you can experience authentic Japanese culture. More than just a museum, it is a cultural landmark that preserves the legacy of early Japanese immigrants.

In the early 20th century, a group of Japanese settlers established a local community in the area called the Yamato Colony. George Morikami, the last surviving member of that community, donated his farmland to the public, and in 1977 the museum was founded in his honor.

The gardens are designed in traditional Japanese style, featuring serene ponds, carefully pruned trees, stone bridges, and winding gravel paths that seamlessly blend with the natural surroundings. Every corner of the garden exudes calm and harmony, inviting visitors to slow down and simply breathe. The gentle sound of flowing water and rustling bamboo added a meditative quality to the experience, as if time itself were passing more slowly.



I arrived around 11 a.m., and the parking lot was already quite full. Visitors were strolling leisurely, taking photos, and sitting on benches to enjoy the view. Inside the gallery, people browsed traditional Japanese artwork and crafts on display.

As I walked through the garden, I noticed various stone structures and sculptures. It made me wonder how these pieces had been transported and installed so far from Japan. I later found an explanation noting that many of these features were purchased through generous donations and funding from individuals and organizations. It was clear that this space had been carefully curated—not only to replicate a physical environment but to convey the spirit and philosophy of Japanese garden design.

The museum also houses the Cornell Café, which offers light Japanese meals with a view overlooking the gardens. As it was still early for lunch and I had come alone, I decided to skip the meal this time.

However, I made a mental note to return with friends someday, so we can enjoy a slow afternoon exploring the garden and dining together in such a calming setting. This visit turned out to be more than just a casual weekend outing.

In the midst of a fast-paced routine, I was reminded of the value of stillness and reflection. Sometimes, it's important to step away from the rush and give ourselves permission to move at our own pace. That quiet day at Morikami left me feeling grounded, refreshed, and a little more connected to the world around me.

Continued on the next page...

If you were in a Band... Which Instrument Would Be Yours?

Picture this: You're in a four-person band. Each member plays a different instrument, and each brings their own energy, rhythm, and personality. Just like in any great team, it's the mix that makes it work. Which role feels the most like you?

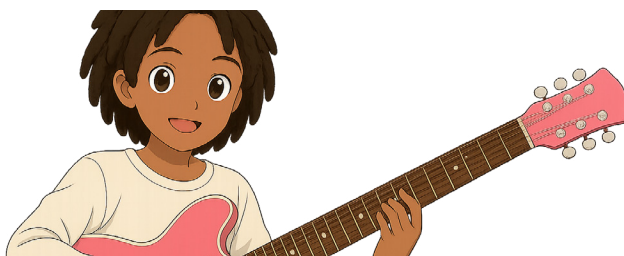
Lead Guitar – The Intuitive Creator

You're expressive and focused. You don't always speak up, but when you do, it sounds just right.

You might be this if you:

- Do your best when trusted to lead your own way
- Feel your way through problems
- Let your actions speak louder than your words

You guide the group with instinct, not volume.



Vocal and Rhythm Guitar – The Expressive Connector

You speak for the group. You bring emotion to motion, and words to feeling.

You might be this if you:

- Communicate with clarity and passion
- Inspire trust when you speak up
- Aren't afraid to be seen, even when you're unsure

You're not here to impress.

You're here to connect and move people.



So... which one would you play?

We all bring something to the band — or the team. Pick your part and let's PLAY!



Drums – The Steady Force

You're not here to perform. You're here to keep the team moving — always in motion, always on beat.

You might be this if you:

- Drive energy without needing credit
- Help others stay aligned and motivated
- Bring rhythm to chaos

You don't lead from the front.

You lead by helping others stay in sync.



Bass – The Quiet Integrator

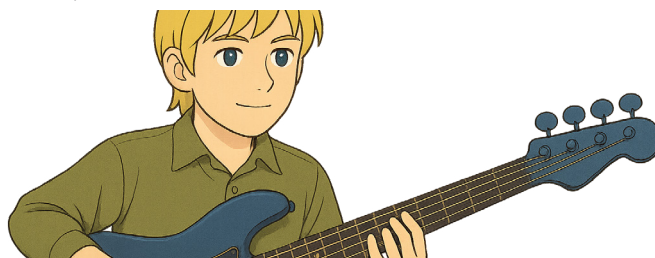
You don't just follow the rhythm. You connect what's in front of you with what's behind you and hold it all together.

You might be this if you:

- See how tasks and people fit together
- Prefer function over flair
- Create the flow so others can do their best

You don't just support — you unify.

That's your superpower.





Progress with Purpose

As we move into the second half of the year, it's a good time to pause and reflect—not just on what we've done, but on WHY we did it. Every task we take on, every challenge we overcome, and every idea we share brings us closer to the goals we believe in.

Purpose gives direction to our progress. It reminds us that even the small steps we take each day contribute to something bigger.

Whether it's supporting a colleague, finding a smarter way to work, or simply doing our best, each action matters.

Let's carry this sense of purpose with us as we take on new projects and opportunities. And let's not forget to recharge—stepping back now and then helps us return with clarity, energy, and inspiration.

Thank you for everything you bring to us. Here's to continued growth, renewed focus, and meaningful progress in the months ahead!

TIME TO REFLECT, RECHARGE, RECONNECT



EnergiSphere