



"I don't know where FSG would be today if Steve had not partnered with me 40 years ago, but I know we have our amazing and opportunity-filled FSG today because he did. Early morning commutes together and shared hotel rooms were our humble beginnings. We had very little, but it seemed like a whole lot the way we celebrated those early wins.

So many priceless memories and everchanging challenges inspired and contributed to our growth. Steve's significant contribution and service over his career earned him the top 1% status as a businessman and co-founder of FSG, meaning only 1% has done better.

Searching scripture for "retire" we find Numbers 8:25-26.

Thanks be to God, it's now Steve's joy to pass on these challenges to our younger generation. And it's his joy and honor to continue assisting our FSG Institution as a Board of Directors member.

Thank you Steve for 40 years of excellence in leadership and prayerfully many more as an elder advisor and mentor.

Congrats Steve!"

Bill Graham | Founder & CEO

Thank You, Steve Byrne





“When I think of Steve, it begins with knowing Steve was there from the start of what is now FSG.

He began serving on day one and has spent the last 40 years serving our various businesses as they were formed and developed. Steve will be remembered for his well-known smile, collaboration, and support, all without ever finding fault.

We can't replace a man like Steve, and I believe his legacy will be his consistent track record of meaningful contributions we will all remember and seek to mirror. Congratulations, Steve!”

**Bob Graham | Founder &
Chief Business Development Officer**

Thank You, Steve Byrne





"Steve Byrne has been a constant in my life for the last 33 years. Through the years, Steve mentored all of the sales force, making it enjoyable to come to work, and was consistently positive and encouraging. When I went into management, he helped me through many frustrations and accomplishments.

There are many other great things Steve and I enjoyed together, but the events outside of work were the most memorable...from a zero-degree Notre Dame versus Rutgers football game in South Bend to visiting a sports memorabilia shop in San Francisco where his boyhood hero quarterback Daryle Lamonica just happened to be there and Steve was like a little kid talking to him.

So I say to Steve, my friend, 'To all the days here and after, may they be filled with fond memories, happiness, and laughter.'"

Dave Thomas | FSG Corpus Christi

Thank You, Steve Byrne





"Mr. Byrne is one of the key reasons for my longevity with FSG. On top of him being one of the genuinely nicest people I've ever met, his calming demeanor and willingness to listen to all sides before helping work through issues have always been inspirational to me. Whenever I've felt frustrated or bogged down with a challenge, I've been able to talk things through with him and his guidance helps me overcome the issue. I'll definitely miss him and his wisdom."

Chris Wills | FSG National Accounts

Thank You, Steve Byrne

"It has been an amazing honor to have worked with Steve. His passion, loyalty, and willingness to always lead the lighting business in FSG have been remarkable! Steve has helped me in my career with consistent council and leadership. A true friend and mentor, many thanks, Steve!"

Brian Dwyer | FSG Houston





"Mr. Byrne is a very caring man. He is always interested in what is going on personally, as well as, with work. He is very easy to talk to and always makes you feel important.

Mr. Byrne always listens to what we have to say and works with us. He never told us to do things in a specific way. He would always take our input and then work with us for the best possible outcome for that individual circumstance.

Mr. Byrne is the best boss I could have asked for. He has made my 17 years here great and will truly be missed by me and all of MDC970. You could always tell he truly cared. He wants to know how you are doing and how you are feeling. He is not just asking because he feels he has to."

Chris Dembosz | FSG Chicago MDC

Thank You, Steve Byrne





“Perhaps one of the most important lessons Steve taught me is that in opportunity, there may be people and situations that will test my faith, and challenge my thought process.

As a leader for FSG, Steve taught me how to be steadfast and courageous in my endeavors and to see things from all sides. As we decided to move forward with Las Vegas Branch, Steve offered words of encouragement and was a valued resource of information. Steve was a trusted leader and I will miss his spirited words of encouragement. I wish him a joyful retirement and am grateful for all of the lessons.

Good on ya, Steve!”

Troy Boscia | FSG Las Vegas

Thank You, Steve Byrne





"I would have to thank him for creating the CCC group with Mark Condry and Courtney Fletcher and having the faith in me to come back and be a leader for the team.

He is admired by all of us. His ability to connect with people is pretty remarkable. He has a cool, collected way about him when approaching stressful situations. He is always relatable (personally and professionally) and the faith and confidence he shows he has in us are second to none.

I always come back to something he has always said to us, "I want other companies to want my people." I try to mimic that within my team. I want them to be the best at what they do and I want them to feel like the best place to do that is FSG.

I cherish our time spent together. Even though he is an owner of this company, he has always been so incredibly approachable, humble, and a friend.

My favorite memory, personally, is when I told him I was pregnant. I think he was just as excited as my parents were. I had shared that my husband and I struggled with getting pregnant with Steve in the past. He was always caring, supportive, and positive. It's comforting when someone you work for shares in those special moments that take place outside of the office. It makes it feel more like a family. Steve's always been amazing at cultivating that here in the CCC."

Lindsey Adami | FSG CCC

Thank You, Steve Byrne





"It all started for me in May of 1987, getting ready for my second interview with then American Light, when Steve Byrne walked into the room. The rest, as they say, is history.

It's hard to put into words how much Steve's mentorship and guidance have meant to me over the years. My happiest time was when I was working with Steve and grinding it out every day, learning and applying the wisdom from all of his experiences.

What a journey it's been, I believe Steve has always played a key role in the success of FSG and had a big hand in developing future talent. Talk about leaving a great legacy! Steve, you can check that one off your list.

I also will never forget some of the crazy times we had. I thought about this and wanted to relive a few...the first trip with GE to Acapulco...the Vegas trip with Dave Tolman...the Wedding gift you gave Pam and me (Spurs Tickets)...the Philips trip to New York when I first got to know Tom Riland...all the trips to LightFair...first time you Jacob and I went fishing and Jacob caught that huge Redfish... ALL of the fishing tournaments, and your huge support...the first trip we took to South Bend for ND versus TAMU, and Aarvig threw you in the lake... the ski trips to Crested Butte. And last but not least, all of the great conversations over a glass of Crown.

My brother, I wish you the best. I know it's been a long road, but a good one, and as you always say, "GOOD ON YA!" ND vs Navy... Dublin 2023, BABY!" - WB

Thank You, Steve Byrne

Wyatt Stevenson | FSG San Antonio





“When I think of Steve Byrne, I can tell you, first of all, the love & respect I have for him as a person, friend & co-worker over the years, is beyond words.

Steve's impact on my career at American Light/FSG has been big. In every position I was ever able to fill here, he played a big part in giving me that opportunity. I truly feel blessed for that.

There are several things I learned from Steve over the years. To pinpoint one is tough, but the one thing that I noticed is the example he sets daily & high character. His drive, work ethic & ability to lead are top-notch. I consider him one of the best.

I am so grateful to him for everything he has done for me & my family over the years. He has always had an open heart & listening ear when I went to him for help. In return, I wanted to always work as hard as I could for him to let him know how appreciative I was.”

Ron Dunn | FSG CCC

Thank You, Steve Byrne





"Steve was one of the first people I met from FSG before I came on board. He sold me on the idea of coming to work here and I am so thankful that I did! He has helped me out many times over the years and taken the time to get to know me. We are like-minded in a lot of ways so I always looked forward to our conversations! I am so blessed that our paths crossed and I had the opportunity to work with him. He is truly one of a kind!"

Kristin Brooks | FSG Arizona

Thank You, Steve Byrne

"I have worked with Steve Byrne for many years. Our relationship started as one of a boss and mentor to an employee. Over time and through all the projects we worked on together, that relationship grew and morphed into a great friendship, as well. I have great admiration for all Steve accomplished in helping to make FSG the success it is. Steve leaves an enduring footprint in the history of FSG. Thanks, Steve, for your confidence in me and for all the opportunities you encouraged me to pursue in my FSG career."

BILL PEARSON, FSG CORPORATE





"I first met Steve at a national lighting convention when I was 15. Little did I know that 35 years later he would have such an impact on my career.

Working with Steve during our transition into FSG 16 years ago, and throughout my various roles at FSG, Steve has been an intricate part of my growth and success. Steve has ingrained in me that you earn the client's trust through honest communication and transparency.

His knowledge of the overall lighting business and operations is more than anyone could gauge, so working closely with him over the years has been priceless. One of the most valuable lessons I've learned from Steve is that even in the hardest situations, to remove the emotion and address it analytically (being from New Jersey that's not easy to do!)

Overall, Steve has made me a better businessman and an honest, compassionate leader. The imprint that Steve has put on American Light & FSG spans thousands of employees and an unmeasurable amount of memories. I'm lucky and honored to be one of them, and have many of those memories to hold on to. Steve may be stepping down from the FSG Institution that he helped build, but his legacy and his lessons will live on for generations to come."

LEON MOWADIA | FSG CORPORATE



Thank You, Steve Byrne



"22 years ago, almost to the day, I had an interview with Steve Byrne with American Light Bulb and Supply in the Dallas showroom. I was in search of a new home after my family sold our lighting business in Fort Worth. I met Steve and immediately felt at ease talking with him. Steve and I agreed and I accepted the position in Fort Worth until the next best opportunity came around.

Little did I know that the person I was interviewing with would become my mentor, friend, role model, and leader for the next 22 years. As I look back at the outside opportunities that presented themselves and why I didn't accept them, it was due to the leader Steve was to me and still is today. Anytime I would entertain other opportunities, the Lord would shut those doors. Looking back now I can see clearly that the Lord did not want me to leave what has now grown to FSG, and the reason was because of the leader that everyone should wish they had.

You made me want to improve myself as a leader and as a person. You made following you easy and for that, I am blessed for what you have meant to me in so many ways. My prayer for you is that the Lord will bless your next chapter full of love, health, and family. Take time to relax and enjoy all those great things and know that we got this. I am grateful and blessed for you. And in your own words, 'good on ya!'"

Paul McCarthy | FSG Dallas MDC

Thank You, Steve Byrne





"A few years ago, in the CCC kick-off meeting, Steve ended by challenging us to 'do one more thing' before leaving each day, rather than pushing it off until tomorrow. That mindset and work ethic is who Steve is.

Steve's guidance and mentorship have been a true blessing in my life and career. His faith, 'glass half full' approach and passion for not only FSG, but the industry as a whole are just a few of the reasons why I and so many others look up to him. He sees greatness in everyone and pushes people to be their best.

Steve, thank you for all you've done for FSG and for always taking the time to 'teach a girl to fish.' You will be missed in so many ways, but I'm incredibly happy for you in this next chapter. Good on ya!"

Tara Visker | FSG Corporate

Thank You, Steve Byrne

"Listen to me!"

"Your guidance and confidence in me have helped me thrive at FSG. Thank you for always being there for me. It has been a comfort to know that you were always a phone call away when we needed help on the East Coast. Wishing you a long and happy retirement!"

Terry Sherwood | FSG New Jersey





“Steve believed in me which sounds simple, but meant a great deal to me. Being in a male-dominated industry, having the support and confidence of someone like Steve was like winning the lottery! He has always encouraged me to go with my gut (which he says is always right), speak my mind, and most importantly always believe in myself.

Steve has been my internal gauge when I am making a decision – I always ask myself, 'Is this how Steve would handle it?' or, 'Would Steve be good with this?'

He told me a story about someone who encouraged him to 'do one more thing before you leave.' To this day, whenever I go to log out, I hear Steve's voice telling me that, and do one more thing before I close out my day.

Had I not met Steve, I may not still be at FSG. He challenged me to think outside the box, pushed me outside my comfort zone, and to always put people first. To be led by someone who truly lives life with a servant's heart, who is honest, caring, supportive, and above all kind and fair is a rarity it seems these days, and I have had that blessing.

He and I shared an office and would spend hours collaborating, bouncing off ideas, and solving problems, but we also would talk about day-to-day life. It was during this year that I not only saw Steve as a boss and mentor but a friend. It's not often that your "boss" can quote Napoleon Dynamite or cite lyrics from Nelly, but Steve Byrne can!"

Courtney Fletcher, FSG CCC



Thank You, Steve Byrne



"I have always been taken aback by Steve's inherent goodness, decency, and compassion. Many great leaders evidence strong professional competency in their core discipline. Certainly, Steve had that in spades, as well as the respect of his peers in the industry.

But Steve's unwavering commitment to seeing what was possible in each employee was a standout trait. Whenever he visited the branch, he would always make time to seek out every employee and make note of one of their accomplishments, to engage them on a one-to-one basis, and to let them know they were valued.

Steve exuded infectious positive energy. Bill Graham used to say, 'You're not a leader if you don't have any followers.' Steve's followers are legion.

As Steve would say, 'Good on ya!'"

Eric Erickson, FSG New Jersey

Thank You, Steve Byrne

