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Prior to joining NRG, Steve served in the Minnesota Attorney General's office and was manager of the office's utility consumer advocate division. He also has worked at the law firm of Leonard, Street and Deinard and was an adjunct faculty member of the University of Minnesota's Humphrey Institute of Public Affairs. Earlier in his career, he operated a 600 acre family farm in Wisconsin for more than a decade.

Steve has a Master's degree in public affairs from the Humphrey Institute with a concentration in energy, environment and technology policy, and a Bachelor of Arts degree from St. John's College.