



**Steven F. Baue**  
President and Owner: ERC, Inc.



Steve Baue is the President and Owner of ERC, the premier Green Bay-based Employee Assistance Program and performance consulting company. ERC is recognized for its outstanding mental health counseling and strong reputation for organization and leadership development. ERC's mission is to help proactively prevent and address issues that affect productivity in the workplace.

Steve has more than 20 years of domestic and international experience in organizational development, human resources and executive-level leadership. His career path has taken him worldwide, including time living abroad in Sydney, Australia while working for the Milwaukee-based Joy Global Inc. Steve held a range of senior human resources positions for Joy, including Global Director of Organizational Effectiveness and Director of Human Resources for Joy Global's largest business unit, with 4,000 employees and \$1.5 billion in annual sales.

Prior to leading ERC, Steve was the Vice President of Human Resources and Public Affairs for Fincantieri Marine Group USA. In this role, Steve was responsible for the full HR operation, environmental health & safety, and corporate outreach activities for 3,000 employees and contractors of Marinette Marine Corporation (Marinette, WI), Bay Shipbuilding Company (Sturgeon Bay, WI), and ACE Marine (Green Bay, WI).

As an active participant in the Green Bay community, Steve currently serves on the Board of Directors for the Greater Green Bay Chamber, the Bay Area Workforce Development Board, and the Holy Family Site Advisory Committee. He formerly served on the Steering Committee for the Brown County Heroin Response Initiative and the ADVANCE: Green Bay Area Economic Development Board of Directors.

Steve is a native of Superior, Wisconsin and a graduate of Rice Lake High School and the University of Wisconsin-Whitewater. He earned a master of arts in communication from Marquette University.

Steve and his wife, Allyson, bought ERC in 2014. They have one daughter and live in Green Bay.