

BRAD H. CARMICHAEL

Areas of Expertise

- **Business Development.** Mr. Carmichael's experience in business development allows him to work with clients to develop and implement a strategic sales plan designed to optimize the growth of the business. At Utility Service Partners, Inc., Mr. Carmichael was responsible for building and leading a team of highly motivated sales managers. Over a six-year period, he and the team acquired over 350 municipal clients in the United States and Canada.
- **Government and Public Relations.** While at Utility Service Partners, Mr. Carmichael developed and managed the relationships with the National League of Cities, numerous state municipal leagues, and the Association of Municipalities of Ontario, Canada. His experience in nurturing these relationships was vital to the success of the service line warranty program. Mr. Carmichael assists clients in identifying key relationships and then leveraging those relationships to achieve desired results.
- **Change Management.** During his career at Consolidated Natural Gas, Mr. Carmichael had the opportunity to train with Don Harrison, President and Founder of Implementation Management Associates. He became accredited in Accelerating Implementation Methodology, which is a systematic and practical approach to predicting, managing and accelerating the rate of change in an organization. Rapid growth is very difficult to manage because it requires change and impacts the culture of an organization. Mr. Carmichael helps clients understand the importance of actively managing change by developing plans to recognize resistance and deal with it within the culture of the organization.
- **Process Improvement.** Continuous improvements in processes can help remove inefficiencies and ultimately improve the productivity of team members. During a period of rapid growth, it's imperative for an organization to have streamlined processes that measure results. Mr. Carmichael has experience working with organizations to enhance processes and evaluate performance metrics.

Professional Experience

- **Bearing Advisors, LLC**, Founding and Managing Member, 2020-present
- **Mountaineer Capital Partners**, Co-Founder and Managing Member, 2016-present
- **Utility Service Partners, Inc.**, Principal, Vice President of Business Development, 2003-2016
- **Energy Management Solutions, LLC**, Vice President, 2002-2003
- **Dominion Retail**, Project Manager – IT Services, 2000-2002
- **Consolidated Natural Gas Company**, Core Team Member Financial System Implementation, 1997-1999
- **CNG Transmission Corporation**, Senior Manager of Process Development, 1993-1996

Professional Licenses and Services, Awards, Recognition, and Certifications

- Six Sigma Black Belt, 2001
- *AIM* Methodology, 1997

Education

- Bachelor of Science, Business Administration, West Virginia University