

Carla Walker-Miller, CEO



Carla Walker-Miller is the Founder and CEO of Walker-Miller Energy Services (Walker-Miller), a values driven, B Corp certified company that changes lives through energy. Her high performing firm's efforts in energy efficiency and clean energy help decrease the energy burdens on local families and businesses, create sustainable jobs, diversify local energy workforces, and position small business owners to become sustainable suppliers in the clean energy economy.

In 2021, she led efforts to obtain the organization's Certified B Corporation status, awarded by the nonprofit B Lab, certifying its commitment to social and environmental performance, accountability, and transparency. Walker-Miller is the first Black owned company in Michigan to obtain a B Corporation Certification, making us part of a fairly exclusive global network of about 6000 Certified B Corporations in more than 70 countries – leaders in the global movement for an inclusive, equitable and regenerative economy. In keeping with their core value of “Boldly Go”, Walker-Miller received their ISO27001 and SOC II Type II certifications in late 2022.

Carla is a visionary who leads with both empathy and tenacity. Starting Walker-Miller after an 18-year corporate career in technical it has grown it into one of the largest African American and woman owned energy waste reduction companies in the country. From team member benefits and charitable giving to procurement practices, the B Corp Certification is the embodiment of Carla's leadership, asserting, “We are not just an employer, we are stewards of our diverse team.”

In 2018, Carla made three transformational decisions in the life of the company: instituting a \$15 an hour minimum wage – and recently increasing to \$18 an hour with a commitment to continued increases until reaching \$20+ an hour, resolving to only recruit team members who embrace the company's culture of kind excellence; and adopting second chance policies that give previously incarcerated citizens fair opportunities for employment.

A fierce advocate for Black people and people of color, women and historically marginalized communities, Carla operates Walker-Miller through an equity lens to drive

benefits of clean energy to all. With one of the most diverse teams in the industry, Walker-Miller designs programs, sources products, trains diverse workforces, researches and develops innovations that drive broad adoption of clean energy practices and behaviors, successfully engaging communities that have not traditionally participated in energy efficiency programs.

The transition to a new low carbon reality is happening right now, and Walker-Miller is positioning historically excluded communities to fully participate in the benefits of this transformation. This participation includes clean energy jobs, new business creation, and investments in healthier indoor and outdoor spaces. Equity absolutely must be at the center of our efforts.

Carla is a highly sought-after speaker and respected thought leader on entrepreneurship, diversity, equity and inclusion, clean energy, and workforce development to name a few. An alumnus of the 2014 Detroit Inaugural Goldman Sachs 10,000 Small Businesses Program (GS10KSB), Carla has twice shared the stage with Warren Buffet, representing GS10KSB alumni nationally. Her work has been highlighted by Black Enterprise, Essence Magazine, The Michigan Chronicle, Forbes, FORTUNE, Inc., MSNBC, CNBC, The Edison Electric Institute (EEI) Energy Perspectives and several other media outlets.

Carla's 2022 honors include the Max M. Fisher Award for Outstanding Philanthropist, the American Association of Blacks in Energy (AABE) Entrepreneur of the Year Award, the Midwest Energy Efficiency Alliance (MEEA) Inspiring Energy Efficiency award, the Tough Enough to be a Girls Scout award by the Girl Scouts of Southeast Michigan, the Women of Achievement and Courage Award by Michigan Women Forward (MWF) and the 2022 Eastside Community Network's Corporate Champion of the Year award. In 2021, she received the Woman Business Owner of the Year Award on behalf of NAWBO (National Association of Women Business Owners), and she was also recognized with an induction into the Wayne State University Ilitch School of Business Entrepreneurship and Innovation Hall of Fame. Other 2021 recognitions include the Junior Achievement Business Hall of Fame Award, and the Detroit Women's Leadership Network Woman of the Year Award. Previous recognitions include being a three-time Crain's Detroit Cool Places to Work winner, the 2020 Inc. Magazine Female Founders 100, 2019 Humanitarian of the Year by the Michigan Roundtable for Diversity and Inclusion, 2019 Michigan Energy Innovators Business Council's (MiEIBC) Business of the Year, 2019 Distinguished Business Leader awarded by the Women's Business Enterprise National Council (Great Lakes Chapter), and the 2017 EY Entrepreneur of the Year award for the Michigan and Northwest Ohio Region. Additionally, Walker-Miller received both the Small Business of the Year, and the Woman Owned Business of the Year award by the Michigan Small Business Administration in 2015.

Driven by her giving spirit, Carla founded the Water Access Volunteer Effort (WAVE) Fund in 2003, while serving as a Commissioner for the City of Detroit Water and Sewerage Department. The nonprofit has distributed more than \$2 million dollars to help nearly 10,000 vulnerable Detroit families maintain access to safe water and sewer services.

She is also very dedicated to several community efforts serving on the boards and/or committees to include the Executive Committee Chair for the Detroit Means Business Coalition, Building Performance Association (BPA), the Mayor of Detroit's Workforce Development Board, The Henry Ford, the Hudson-Webber Foundation Trustee Member, the Community Foundation for Southeast Michigan (CFSEM), BasBlue, the Neighborhood Defender Service (NDS) National Board, the AKA Foundation Board, the Autism Alliance of Michigan (AAoM), the Michigan Energy Innovation Business Council (MiEIBC), Michigan Chapter of the American Association of Blacks in Energy (AABE), among others.

Carla received her bachelor's degree in Civil Engineering from Tennessee State University. She is a member of Alpha Kappa Alpha Sorority, Inc.

John R. Boladian, Chief Operating Officer



John R. Boladian is Chief Operating Officer at Walker-Miller Energy Services, leading strategies related to program operations, Engineering, Business Development, Facilities, Outreach, and Electrification. A senior operations leader with an extensive background in energy and utility management, process integration design and implementation, cross-functional project leadership, customer service and marketing, John plays a key role in steering the tremendous growth Walker-Miller is experiencing.

Prior to joining the Walker-Miller team, John served as Director of Energy Efficiency at DTE Energy in Detroit, Michigan. Some of his accomplishments include organizational transformation with proven results generating increased efficiencies, and high quality, significant bottom-line improvements. In this role he was responsible for overseeing the

Energy Efficiency team which includes electric and gas programs that both educate and incentivize customers to purchase energy efficient technologies and services, as well as overseeing Demand Response for DTE.

John started with DTE Energy in the Marketing & Sales Organization in 1992 where he was acknowledged as one of their top performers. He had since held Supervisor and Manager positions within Customer Service and IT before accepting his role as Director in 2005. John has been awarded DTE's most prestigious Alex Dow Award for Improved Operations, as well as being the recipient of DTE Energy's 'Leader of the Year for Outstanding Engagement' award by the Gallup Organization in 2018.

Before joining DTE Energy, John held positions at various advertising and sales agencies, including Ross Roy Advertising and NBC/Mutual Broadcasting Company.

John earned a Bachelor of Business Administration degree with a Major in Marketing in 1994 from Michigan State University. He is the past Chairman of the Consortium for Energy Efficiency Board of Directors and served on the Michigan Saves Board of Directors. He currently serves on the Board of Directors for the Midwest Energy Efficiency Alliance.

Julie Hollensbe, Executive Vice President



Julie has nearly 20 years in the energy efficiency industry. Most recently, Julie held the position of Senior Manager, Residential Energy Efficiency Implementation with Commonwealth Edison (ComEd). For over seven years, Julie led the strategy, design, execution, and management of the residential and income eligible efficiency portfolio, including oversight of the portfolio budget (>\$160M annual), achievement of complex legislative goals and stakeholder commitments, and leadership of the program management team and implementation contractors. The residential portfolio included a wide range of program offerings including assessments, energy saving kits, incentives on home products, appliances, HVAC equipment and new construction, whole home retrofits, electrification and behavior programs that provided incentives, tools and services for ComEd's 3.4M residential customers to manage electric energy usage and adopt clean

energy solutions. Additionally, Julie led the development and oversight of the Business Operations team (2018-2021) which included the department's QAQC, supplier diversity, service provider network, department and contractor safety, contractor performance and process development.

Prior to this role, Julie held a variety of positions with ComEd where she led the development and administration of residential and business energy efficiency programs. Julie began her career with ComEd in 1995 in Tech Services supporting energy management for large C&I customers. After a 12-year hiatus from the workforce, Julie returned in 2010 to re-establish her career in energy efficiency at ComEd. Prior to her career at ComEd, Julie worked in energy efficiency consulting services supporting the US military. Julie graduated from Purdue University with a Bachelor of Science degree in Industrial Engineering.

IV Blackwell, Chief Financial Officer



IV is an accomplished and detail-oriented professional with a track record of leading all aspects of financial operations, spearheading successful rebranding initiatives, and driving substantial revenue growth for diverse corporate sectors. Her expertise lies in devising robust management strategies, overseeing complex financial operations, and executing seamless owner-exit plans. Throughout her career, she has utilized her skills to direct cross-functional projects, administer multi-million-dollar budgets, and optimize financial reporting. With a strategic mindset, she launched new products, reduced costs, improved operational efficacy, and achieved favorable financial outcomes. Employers recognized her for analyzing sales data, coordinating audits, managing profit/loss accountability, and supervising R/D programs. Known for implementing risk management strategies, transforming businesses into high-growth enterprises, and ensuring compliance with industry standards. She is also proficient in strategic planning, rebranding, forecasting, vendor negotiations, and cash flow management. Fluent in German and Afrikaans (Dutch dialect). Some of her key skills and expertise include: – Financial Operations Management – Risk Assessment & Management – Process Improvement Initiatives – Financial Planning & Analysis – Cost Flow Management – Budgeting & Forecasting – Sales & Variance

Analysis → Strategic Management → Revenue Optimization → Audit Management → Profit & Loss Accountability → Cross-Functional Collaboration

Brady Bedeker, VP of Business Development



Brady Bedeker is the Vice President of Business Development for Walker-Miller Energy Services. With a diverse professional background comprised of over twelve years of experience ranging in finance, operations, strategy, and policy, Brady is passionate about finding new and innovative energy solutions. His primary area of expertise includes go-to-market strategic solutions to increase sales and revenue.

Prior to joining Walker-Miller, Brady served as the Customer Solutions Manager of Business Operations at ComEd. In that role, he led a cross functional team that was responsible for developing and implementing business processes, overseeing vendor safety and program performance metrics, QA/QC, and contract management across Energy Efficiency and Demand Response portfolios. Brady also developed and oversaw Energy Efficiency Workforce Development Programs and worked closely with various partners to define a strategy to increase diversity, equity, and inclusion across the entire portfolio.

Brady earned his Master of Business Administration with a concentration on Finance and Operations from Florida Institute of Technology and a bachelor's degree in both Accounting and Finance from St. Ambrose University.

Jim Heffron, Director of Energy Efficiency Programs



Experienced senior leader in Demand Side Management, well versed in large scale portfolio administration and program implementation. Skilled at achieving multi-faceted goals within budget with an emphasis on developing program strategy to manage cost effectiveness, ensure effective measure design, and developing robust contingency planning, as well as supporting regulatory reporting and stakeholder management.

As team leader, he implemented portfolio standards and best practices to ensure high quality operations and consistent delivery to utility clients. Strategically executed implementation plans by continually focusing on team resourcing, utility collaboration, market insight, subcontractor management, financial rigor, trade ally partnerships, and continuous improvement.

Select Project Experience

- Led startup, program design, team development and successful goal achievement across multiple program types and customer segments for both gas and electric utilities, including:
 - **Single Family:** Home Energy Assessment, Whole Home Retrofit, Electrification
 - **Multi-Family:** One-stop shop of gas and electric measures covering HVAC, Lighting, Building Shell, Electrification, and Direct Install
 - **Product Distribution:** School Kits, Community Kits, Custom Kits, and Food Bank Distribution
 - **Small Business:** Standard and Custom, Agriculture, Telecommunications, Kits, and Partner Trade Ally
 - **Commercial & Industrial:** C&I, Public Sector, Gas Optimization, ASHRAE Facility Assessments

- **Solar:** Community Solar and Solar Renewable Energy Credit (SREC) programs
- Directed and supported company-wide initiatives in energy efficiency, electrification, demand response, solar, battery storage, technology, electric vehicles, and sustainability solutions.

Walker Miller Nature of Business:

Founded in 2000, Walker-Miller is a Certified B Corporation and trusted partner with deep roots in the energy industry. Through an equity lens, the company provides thought leadership to utilities, municipalities, businesses, and communities to help achieve energy reduction goals and drive the benefits of clean energy to all communities. With one of the most diverse teams in the industry, our team members design programs, source products, train inclusive workforces, and research and develop innovations that drive the broad adoption of energy efficient practices and behaviors. We have honed a special competency of successfully engaging marginalized communities that have not historically participated in energy efficiency programs. These efforts help decrease the energy burdens on local families and businesses, create jobs, diversify the local energy workforce, and serve the needs of asset limited income constrained families with compassion.

We are intentional about creating an energy workforce that reflects the rich diversity of this country, aggressively recruiting Black people and people of color, women, people within LGBTQIA+ communities, people living with disabilities, returning citizens, and veterans. As minorities and women are still woefully underrepresented in the energy industry, and even more so in the fastest growing segments, we place particular emphasis on both recruiting and developing talent from these underrepresented demographics, providing them an onramp to the energy industry.

Through implementing a wide range of energy efficiency programs, we understand the unique set of challenges income qualified families face that may limit their adoption of energy efficient behaviors and access to the associated benefits. We pride ourselves on meeting families where they are – without judgement – to take on the challenge of actively facilitating awareness first, followed by access and uptake of energy efficiency programs. Success in the income qualified customer segment requires innovative and solutions-driven methods for removing barriers. In energy efficiency program implementation efforts Walker-Miller leverages all resources, internal and external, to yield maximum benefits. We do not just engage the communities we serve; we are the community.



WALKMIL-01

MKINGMAN

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
2/13/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER License # 0019304-1 Hub International Midwest East 1591 Galbraith Ave SE Grand Rapids, MI 49546	CONTACT PHONE (A/C, No, Ext): (616) 233-4111		FAX (A/C, No): (616) 233-4110
	E-MAIL ADDRESS:		
INSURED Walker-Miller Energy Services LLC 8045 2nd Ave FL 2 Detroit, MI 48202	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Hartford Fire Insurance Company		19682
	INSURER B: Trumbull Insurance Company		27120
	INSURER C: Hartford Casualty Insurance Company		29424
	INSURER D: ACE American Insurance Company		22667
	INSURER E:		
INSURER F:			

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVR	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PER SUBJECT <input type="checkbox"/> LOC OTHER:			81UUNAU5F7G	2/15/2026	2/15/2027	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 EBL AGGREGATE \$ 2,000,000
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY			81UENBJ5F9V	2/15/2026	2/15/2027	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
C	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 10,000			81RHUAU6EHY	2/15/2026	2/15/2027	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER MEMBER EXCLUDED? (Mandatory in MI) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	81WEAN4NDU	2/15/2026	2/15/2027	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
D	Prof Liability			D9816070A	2/15/2026	2/15/2027	Aggregate 5,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks: Schedule, may be attached if more space is required)
Please email matthew.kingman@hubinternational.com if cert is no longer needed

Cyber/Privacy/Network
Carrier: Bowhead Specialty
Effective: 2/15/2026 Expiration 2/15/2027
Policy #: TBD
Limit: \$5,000,000 Occurrence/Aggregate

CERTIFICATE HOLDER Walker-Miller Energy Services LLC 8045 2nd Ave FL 2 Detroit, MI 48202	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE <i>Justin Dailey</i>

ACORD 25 (2016/03)

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Walker Miller Client List:

Comed, an Exelon Company

Consumers Energy

Evergy

Xcel Energy

PECO, an Exelon Company

Ameren Missouri

DTE Energy

A2 Zero

Nicor Gas

Ameren Illinois

City of Detroit

Georgia Power

CenterPoint Energy

Michigan Saves

State of Michigan

Walker Miller Core Competencies

Program Design & Delivery

- Single and Multifamily
- Large Business
- Electrification Transportation
- EV Infrastructure
- Product & Kit Distribution
- Contract Management
- Call Center Deployment & Support

Specialized Services

- Engineering
- Advising and Planning
- Field Services
- QA/QC
- Marketing and Outreach
- Customer Journey Mapping


Market Development Initiative


- Diverse Vendor Procurement
- Workforce Development Training
- Contractor Incubator Program
- BPI Training (Upskill & New)

Product Sales

- Energy Efficiency Products
- EV Chargers & Powerwall
- Transformers, Breakers, Capacitors

Walker Miller Certifications:





Standards version
1.6

Headquarters
Michigan, United States

Certified Since
March 2022

Industry
Other renewable energy installation


Sector
Service with Minor Environmental Footprint

Operates in
United States

Website
www.wmenergy.com

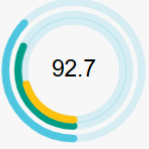
Walker-Miller Energy Services

Walker-Miller Energy Services is a trusted partner to communities and utilities on all parts of their energy efficiency paths. From material sourcing and procurement to workforce development, program design and implementation, and support services, Walker-Miller works with our partners to assist them in achieving energy reduction goals through an equity lens. These efforts help decrease the energy burdens on local families and businesses, create jobs, diversify the local energy workforce, and serve the needs of low- and moderate-income families with compassion.



Overall B Impact Score


Based on the B Impact assessment, Walker-Miller Energy Services earned an overall score of 92.7. The median score for ordinary businesses who complete the assessment is currently 50.9.



92.7

- 92.7 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

Certificate Number
M1607095



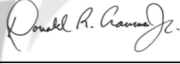
Advancing Economic Impact Together

This certificate attests that the below mentioned company is an NMSDC-Certified Minority Business Enterprise(MBE)

Walker-Miller Energy Services, LLC

01-07-2026
Issuance Date

01-31-2027
Expiration Date



Donald R. Cravins, Jr.
President and CEO
NMSDC

541690.423610.541611
NAICS Codes

81101516.86101602
UNSPSC Codes

Regional Affiliate: Michigan MSDC

BPI GoldStar Contractor

**Walker-Miller Energy Services LLC
(MI)**

Derrick Meeking
8045 Second Ave
Detroit, MI 48202



BA-T

BA-P

EA

MFBA

[\(313\) 366-8535](tel:3133668535) | [Website](#) | [Email](#)