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**November 20th 2015: Growth Brings Change:
Change Brings Challenges: Challenges Bring
Opportunities**

It is six months since my interview with David F. Shutler, President and CEO of Utility Systems Solutions – an energy conservation company - that was making that big leap from start-up to scale-up business. That big leap required a fundamental shift from the spontaneous, ad hoc, free-spirited enterprise he started to a more formally planned organized and disciplined business he is leading today. David will give us an update on the five challenges he faced during his company's growth spurt and the changes he had to make to keep it alive and well! Listen to his lessons learned and how he is built

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Featured Guest



David F. Shutler

David F. Shutler is President & CEO of Utility Systems Solutions, Inc. (US2), an energy savings company with \$12M annual revenue in retrofit construction projects. US2 is a federally certified Small Disadvantaged Business (8(a)/SDB) as well as a Service-Disabled Veteran Owned Small Business (SDVOSB).

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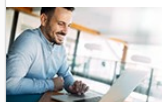
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