



Wade Bushman

FSRT, WRT

Chief Executive Officer

Department

Executive

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Locations

Nashville, TN

Biography

As CEO, Wade Bushman has led YA since 2018, running the full P&L inclusive of all practice areas and service lines. He is also a sitting member of the Board of Directors. Under Wade's leadership, the company has consistently exceeded top and bottom-line growth targets. Internally, Wade has played a leading role building out YA's centralized account management team that has continued to bring new products and service offerings to the company's core customer base – as well as newer adjoining industries. Externally, Wade has led the business through two private capital partnerships – transacting with CIVC Partners in 2021 and Thomas H. Lee Partners. In parallel to these partnerships, Wade architected and executed a successful inorganic growth strategy, completing more than five acquisitions from 2021-2025 that grew YA EBITDA more than 150%.

Before being named CEO in 2018, Wade ran YA's Southeast business, with full responsibility for all clients and go-to-market activities in the region. From 2012 to 2015, Wade grew revenue in the region 600% through strategic Partner hiring and a focus on expanding critical client accounts. Over the next three years from 2015 to 2018, Wade helped bring those best practices to other regions across YA's North American operation, while delivering another 300% of growth to the Southeast through new product introductions. Wade's involvement with YA leadership dates to 2010 when he had an accelerated path to management through the construction practice.

Prior to YA, Wade spent fifteen years in the design build engineering services space with other marquee firms including Denham-Blythe and Rose Integrated Services. He is a credentialed technician in areas including water damage restoration and fire smoke. Wade is an active presence in the engineering and insurance services industries. As CEO he continues to manage YA's key relationships and spearheads all new partnerships and acquisitions.

Credentials

- FSRT | IICRC - FSRT (Fire Smoke RT)
- WRT | IICRC - WRT (Water Damage Restoration Tech)

Representative Consulting Assignments

- Hotel/Hospitality/Golf Course | Hurricane | \$76M
- County Medical Center | Tornado | \$22M
- State Community College | Tornado | \$75M
- Military Base Housing | Hurricane | \$85M
- County Elementary School | Fire/Smoke | \$13.5M
- Military Bases | Hurricane | \$600M
- Housing Council Facility | Wind | \$2.3M
- County Municipal Building | Enviro - Water/Flood | \$15.5M
- Grain Mills | Enviro - Water/Flood | \$22M
- State Municipal Building | Wind | \$15M

Professional Experience

- 2011 - Current | Chief Executive Officer | YA Group
- 2006 - 2011 | Project Manager | Denham-Blythe Company LLC
- 2004 - 2006 | Project Manager | Rose Integrated Services
- 1994 - 2004 | General Contractor | Bushman Construction

Education

- Rutherford County - Leadership