

CANDIDATE QUESTIONNAIRE

NAME Michael A. Kaszubski COUNCIL DISTRICT 1

DATE 10/9/2012

ROCHESTER HILLS RESIDENT FOR 12 YEARS

OCCUPATION CEO - Managing Partner, ReGroup Advisors, Inc.

BOARDS/COMMISSIONS/COMMITTEES ON WHICH YOU WANT TO SERVE (please check up to five applicable boxes)

- | | | |
|---|---|--|
| <input type="checkbox"/> Advisory Traffic & Safety | <input type="checkbox"/> Economic Development | <input type="checkbox"/> Retiree Health Care Trust – Board of Trustees |
| <input type="checkbox"/> Board of Review | <input type="checkbox"/> Elections Commission | <input type="checkbox"/> Rochester Avon Recreation Authority |
| <input type="checkbox"/> Brownfield Redevelopment Authority | <input type="checkbox"/> Green Space Advisory Board | <input type="checkbox"/> Trailways Commission |
| <input type="checkbox"/> Building Authority | <input type="checkbox"/> Historic Districts Commission | <input type="checkbox"/> Water & Sewer Technical Review Committee |
| <input type="checkbox"/> Canvassing Board (must specify D or R) | <input type="checkbox"/> Historic Districts Study Committee | <input type="checkbox"/> Zoning/ Sign Board of Appeals |
| - <input type="checkbox"/> Democrat - <input type="checkbox"/> Republican | <input type="checkbox"/> Human Resources Technical Review Cmte | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Cemetery Citizen Advisory Technical Review | <input checked="" type="checkbox"/> Local Development Finance Authority | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Citizens Pathway Review Committee | <input type="checkbox"/> Older Persons Commission | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Construction/Fire Prevention Bd of Appeals | <input type="checkbox"/> Planning Commission | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Deer Management Advisory Committee | <input type="checkbox"/> Police & Road Funding Technical Rev Cmte | <input type="checkbox"/> _____ |

INTERESTS/REASONS/QUALIFICATIONS _____

See Attached - Document

BOARDS/COMMISSIONS/COMMITTEES ON WHICH YOU HAVE SERVED (LIST MUNICIPALITIES AND DATES)

See Attached Document

ELECTIVE OFFICES THAT YOU HAVE HELD _____

N/A

OTHER ORGANIZATIONS _____

See Attached Document

PERTINENT EDUCATION _____

See Attached Document

HOBBIES/INTERESTS _____

See Attached Document

ADDITIONAL INFORMATION _____

Please send completed form to: City of Rochester Hills, Clerk's Office, 1000 Rochester Hills Drive, Rochester Hills, MI 48309 or fax to 248.656.4744

THIS INFORMATION WILL BE KEPT ON FILE IN THE MAYOR'S/CLERK'S OFFICES AND IS NOT CONFIDENTIAL. QUESTIONNAIRES ARE REVIEWED BY THE MAYOR, CITY COUNCIL AND OTHER APPROPRIATE PERSONNEL AS VACANCIES OR OPENINGS OCCUR ON THE VARIOUS BOARDS, COMMISSIONS AND COMMITTEES.

Michael A. Kaszubski, CFE

Public Speaker, Board Member, Community Steward, Committee Member. MST & BBA credentials, American Arbitration Association – Arbitrator – Commercial Panel, Independent Neutral Mediator, Certified Fraud Examiner, Experienced Expert Witness

Professional Background

Michael is a visionary business leader with a record of accomplishment of success in healthcare, business strategy consulting, operations and financial management. He is experienced in contractual mediation, expert witness testimony, internal and fraud control system implementation, executive management, turnaround management, strategic planning, business merger & acquisition and organizational development.

He has significant change management experience through venture start-ups, transition and transformation team leadership and has successfully enhanced inefficient and unproductive environments into best-of-class organizations.

Additional industry knowledge encompasses financial services, retail, professional services, software development, facilities management and construction.

Internationally published and frequent speaker on organizational development, leadership, change management, behavior modification techniques, and financial control initiatives.

Professional Experience

Michael's career profile includes positions with:

- **ReGroup Advisors, Inc.** - Chief Executive Officer – Managing Partner
- **In-House Diagnostics** - Chief Financial Officer
- **Huron Consulting Group** – Turnaround Lead – Grand Park Health, Washington D.C., Director Patient Financial Services Quality – Harris County Health System, Houston
- **ReSourcing Services Co (PriceWaterhouseCoopers / Jacobs Engineering Joint Venture)** — Vice President
- **Beaumont Services Co.** — V.P. / Controller
- **William Beaumont Hospital** — Assistant Director Financial Operations

Education and Certification

Master of Taxation – Walsh College, Michigan

Bachelor of Science in Business Administration – Finance / Accounting – Walsh College, Michigan

American Arbitration Association – Commercial Panel Arbitrator

Association of Certified Fraud Examiners - Certified Fraud Examiner

Public Speaking Engagements

Numerous public speaking engagements on Strategic Planning, Operational Design, Financial Decision Support Methodologies, and Leadership/Change Management. Engagements - local, national and international levels. (See addendum for detailed listing)

Professional Affiliations & Accreditation

American Arbitration Association

Association of Certified Fraud Examiners

Financial Executives International

Healthcare Financial Management Association

Leadership Oakland – Class XIII

Skyline Club, Southfield, Michigan – Board of Directors & Membership Committee Chair

Mayors Business Council – Rochester Hills, Michigan

Building Authority / Liquor & Technical Review Committees – Rochester Hills, Michigan

2003 Volunteer of the year – Leadership Troy, Michigan

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Publications

IOMA: The Controller's Report – Dashboard Technology Case Study;

Journal of Facilities Management – Using Activity –Based Costing to Implement Behavioral Cost Initiatives Successfully;

The Informed Outlook – Beyond Traditional Continual Improvement Initiatives;

Detroit Magazine – Choosing the Right Business Entity – Greater Detroit Chamber of Commerce;

Troy Chamber of Commerce – Value Chain Analysis;

International Facilities Management Association – Activity Based Costing in a Facilities Environment;

Construction Financial Management Association – S-Corp vs. C-Corp vs. LLCs;

Bettermanagenet.com – How to Run Your Business Like a Fortune 500 Company;

Community Service / Committees / Boards

Numerous local, regional, and national participation. *(See addendum for detailed listing)*

Expert Witness Testimony

Testimony provided in Oakland, Macomb, Genesee and Wayne County Michigan.
(Detail case listing available upon request)

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PUBLIC SPEAKING ENGAGEMENTS

–Addendum–

International Facilities Management Association; World Workplace International Conference - *What is Leadership?*; - San Diego, CA

International Facilities Management Association – Grand Rapids Chapter - *Effective Networking, Its Not Just For Selling*

International Facilities Management Association; World Workplace International Conference – *Effective Networking, Its Not Just For Selling* – Salt Lake City, Utah

International Facilities Management Association; World Workplace International Conference– *Operational Strategy Improvements That Produce Results* — Dallas, Texas

Leadership Oakland Program – Leadership vs. Management, Oakland County Michigan

Leadership Troy – Networking Techniques; Troy Michigan

Detroit Renaissance Club – *Business After Hours: Effective Business Techniques – Understanding People's Personalities to be Effective*

Bettermanagement Live International Conference – *Innovative Business Strategies Using ABC and Value Chain Analysis* — Las Vegas, Nevada

International Facilities Management Association; Healthcare Forum – *Application of Strategic Cost Savings Initiatives* — Phoenix, Arizona

Michigan Society of Engineering Professionals – *Application of Strategic Cost Savings Initiatives*

Detroit Renaissance Club – *Business After Hours: Networking / Tips / Tools and Methods*

International Facilities Management Association – *Activity Based Costing in a Facilities Environment* — Toronto, Canada

Troy Michigan Chamber of Commerce Women's Business Forum – *Building Business Through Networking and Referrals* — Detroit, Michigan

Leadership Troy – *Business Strategies / Development / Execution* — Troy, Michigan

South East Michigan Association of Certified Public Accountants – *Outsourcing Relationships*

City of Troy Chamber of Commerce – *Team Building and Change* — Detroit, Michigan

South Lyon Michigan Chamber of Commerce 2001 Awards Banquet – *Change in Today's World* [Keynote Speaker] — Detroit, Michigan

Bettermanagement.com / ABC Technologies International User Conference – *BSC + ABC = Sky High Savings: Process Aligned Organizations and Activity Based Costing* — Orlando, Florida

Health Care Financial Management Association Detroit Chapter – *Activity Based Costing in a Process Aligned Organization* — Detroit, Michigan

Oakland Chamber Network – *Aspects of Change* — Detroit, Michigan

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COMMUNITY SERVICE / COMMITTEES / BOARDS –Addendum–

City of Rochester Hills Michigan, 2001 - Present

- Community Development and Economic Viability Committee 2001 - 2006
- Gateways Program Committee 2003 – 2004
- Mayor's Business Advisory Council 2006 – Present
- Building Authority 2007 - Present
- Liquor and Technical Review Committee 2007 – 2009
- Chairperson, Entrepreneurship & Innovation Committee, Mayor Business Council 2008 – Present

Financial Executives International, June 2010 - Present

- Private Company Roundtable
- Private Company Policy Committee – Washington, DC

North Woodward Community Foundation, 2000 - Present

- Board of Directors
- Chairman Strategic Planning Committee

City of Hope, 2003 - 2004

- Chairman Development Board and Executive Board Member

Construction Financial Management Association, 1998 - 2003

- National Tax and Legislative Affairs Committee

Detroit Regional Chamber, 2001 - 2004

- Advisory Board
- Business Policy Council – Business Development, Tax Subgroups

Macomb County Focus Macomb, 2007 – 2008

- Health and Wellness Advisory Group

Metropolitan Detroit Big Brother / Big Sister, 2001-2003

- Development Board of Directors

Royal Oak Chamber of Commerce, 2000 - 2003

- Business Development Committee

The Detroit Renaissance Club, / The Skyline Club, Southfield Michigan 2000 - Current

- Board of Governors Member
- Co-Chairman Re-Founders Committee
- Chairperson – Young Executive Committee – past member
- Ambassador Council Committee – past member

Troy Chamber of Commerce, 2001 - 2004

- Economic Development Committee
- Building Owners and Managers Roundtable
- Business and Education Roundtable