

# CANDIDATE QUESTIONNAIRE

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ROCHESTER HILLS RESIDENT FOR 6 YEARS

OCCUPATION CEO - EXTENSIVE HORIZONS, INC

### BOARDS/COMMISSIONS/COMMITTEES ON WHICH YOU WANT TO SERVE (please check all applicable boxes)

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Advisory Traffic & Safety                                    | <input type="checkbox"/> Economic Development                                 | <input type="checkbox"/> Local Development Finance Authority      |
| <input type="checkbox"/> Board of Review  | <input type="checkbox"/> Elections Commission                                 | <input type="checkbox"/> Older Persons Commission                 |
| <input type="checkbox"/> Brownfield Redevelopment Authority                           | <input type="checkbox"/> Green Space Advisory Board                           | <input type="checkbox"/> Planning Commission                      |
| <input checked="" type="checkbox"/> Building Authority                                | <input type="checkbox"/> Historic Districts Commission                        | <input type="checkbox"/> Rochester Avon Recreation Authority      |
| <input type="checkbox"/> Canvassing Board   | <input type="checkbox"/> Historic Districts Study Committee                   | <input type="checkbox"/> Trailways Commission                     |
| <input type="checkbox"/> Cemetery Citizen Advisory Technical Review                   | <input type="checkbox"/> Human Resources Technical Review Cmte                | <input type="checkbox"/> Water & Sewer Technical Review Committee |
| <input type="checkbox"/> Construction/Fire Prevention Bd of Appeals                   | <input checked="" type="checkbox"/> Liquor License Technical Review Committee | <input type="checkbox"/> Zoning / Sign Board of Appeals           |
| <input type="checkbox"/> Environmental Cleanup & Oversight Technical Review Committee |   |   |

INTERESTS/REASONS/QUALIFICATIONS Served on prior committee to R.H. prior executive role related to \$500M construction / facilities group. HAVE CONSULTED WITH A NUMBER OF BARS/CLUBS RELATING TO LIQUOR LICENSE ISSUES

BOARDS/COMMISSIONS/COMMITTEES ON WHICH YOU HAVE SERVED (LIST MUNICIPALITIES AND DATES)  
CDV - ROCH HILLS - 2000 - 2006  
See Resumé for ADDITIONAL BOARDS / COMMITTEES

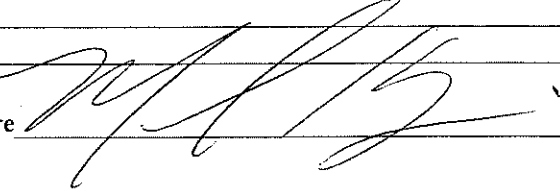
ELECTIVE OFFICES THAT YOU HAVE HELD N/A

OTHER ORGANIZATIONS See Resumé

PERTINENT EDUCATION Master - TAX, BA - BUS ADMIN / ACCT FIN.

HOBBIES/INTERESTS See Resumé

ADDITIONAL INFORMATION

Signature  Date 1/31/07

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

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## EXECUTIVE CAREER PROFILE

*Operational Architect • Startup & Turnaround Professional • Finance Manager • Entrepreneur*

Visionary business leader with track record of success in operations and financial management. Industry knowledge encompasses healthcare, financial services, retail, consumer products, professional services, restaurant, software development, food and durable goods distribution, facilities and construction. Strengths include executive operations, turnaround management, strategic planning, and consulting.

Entrepreneurial spirited risk-taker who has significant change management experience through venture startups, transition and transformation team leadership. Successfully enhanced inefficient and unproductive environments into best-of-class organizations. Competencies include:

- Strategic Planning, Development, Deployment
- Growth Strategies / Profitability Factors
- Financial Planning / Asset Management
- Startup & Turnaround Ventures
- Resources & Risk Management
- P&L & Budget Accountability / Forecasting

**Public Speaker, Board Member, Community Steward, Committee Member. MST & BBA credentials.**

## PROFESSIONAL EXPERIENCE

### *EXTENSIVE HORIZONS, INC*

**CEO, 2005 – Present**

Executive accountability for an entrepreneurial holding company that owns and operates a diverse family of 20 companies within several industries throughout the United States and Canada. Responsibilities include strategic growth in multiple geographical territories, strategic diversification of portfolio via acquisition of existing business entities or new start-up, and overall leadership and strategic vision for the entire portfolio of companies.

### *REGROUP ADVISORS, INC*

**CEO, 2003 – 2005**

Executive accountability for strategic direction and growth of an organization that specializes in operational and profit improvement solutions and turnaround management. Growth efforts resulted in client work in automotive (Tier 1), manufacturing, healthcare, public school systems, private school systems, and various mid-size privately owned businesses.

- Implemented market strategy and program delivery models resulting in \$2M in cost savings for engaged clients.
- Developed joint venture and strategic alliance partnerships resulting in several new business lines.
- Lead strategic growth of organization into Illinois market.

### *RESOURCING SERVICES COMPANY, LLC*

*An affiliated company of Jacobs Engineering and PricewaterhouseCoopers*

**Vice President, 2000-2003**

- Member of executive team that collaborated on a spin-off venture specializing in outsourcing strategy that structures non-core operations into for-profit business ventures for large organizations. P&L accountability; \$550 budget responsibility. Led new business and operational program growth strategy focus in various industries. Led client business assessments and new company due diligence to determine viability of creating the business. Valuation process included assessing client operations and business methodologies to determine efficiency gains and investment costs.
- Developed staff strategic savings and value chain reengineering. Tactics realized \$6M in savings.
- Created operational programs that resulted in an additional \$5M scope increase and additional responsibility.
- Spearheaded transition management and business process reengineering expertise to achieve a 20% cost savings and 10% quality increase while maintaining an average client satisfaction rating of 94%.

*Professional Experience (continued)*

- Fostered culture change, mobilization and startup of \$25M facilities company in Atlanta, Georgia.
- Implemented various employee focused programs resulting in a 81 percentile morale score from an independent rating agency.

**BEAUMONT SERVICES COMPANY LLC**

*An affiliated company of ReSourcing Services Company and William Beaumont Hospital*

**Vice President / Controller, 1998-2000**

Executive accountability and finance responsibility for \$400M facilities company providing maintenance, construction, design and construction management, and biomedical engineering services to William Beaumont Hospital (1,200 bed hospital enterprise with two major hospitals and 22 facilities in Oakland County, Michigan). Mobilized and led 293-employee organization.

- Headed employee workgroups in the development of strategic cost savings plans that generated over \$31M in reductions without layoffs; increased productivity by 20%.
- Created significant savings opportunities through sharing of workload and work processes across two disparate hospital organizations that resulted in 38 scope increases.
- Fostered culture change, mobilization, and startup of \$400M company in Royal Oak, Michigan.
- Developed financial department and implemented equipment maintenance program and mentoring program. Operational program initiatives resulted in permanent removal of \$10.4M in costs without employee layoffs.

**WILLIAM BEAUMONT HOSPITAL (1988-1998); Troy, Michigan**

*226-bed community and teaching hospital, ranked first in metro Detroit – seventh in the U.S. for inpatient admissions; first in the U.S. for total surgeries for hospitals under 350 beds*

**Assistant Director – Financial Operations, 1996-1998**

Managed \$75M medical billing and \$120M payroll departments. Held additional responsibilities for Beaumont Nursing Home corporate and exempt tax returns.

- Developed and implemented financial billing systems and operational processes resulting in a decrease of 30% in outstanding account receivable days.

**Special Projects Manager, 1988-1996**

Responsible for developing, directing and analyzing financial and operational information for various special projects. Managed due diligence for target projects, auditing operating results/procedures. Assisted in budgeting and other accounting projects. Responsible for \$115M payroll operation for 2,300 employees.

- Implemented automated payroll system, financial analysis and cost reduction initiatives that reduced payroll error rate from 6.4% down to a mere .02%. Implemented Medicare Electronic Billing system.
- Facilitated implementation and conversion of General Ledger processing between William Beaumont Hospital and Ceridian Employer Services.
- Developed all training and implementation programs.

**KASZUBSKI, AL-HASSAN & ASSOCIATES PC**

**Owner / Partner / Consultant, 1991 - 1997**

Privately owned tax and business consulting firm. Conceived and grew startup company from concept to a portfolio of almost 200 corporate clients.

- Developed and marketed software development division.
- Implemented cost reduction and revenue enhancement programs at various client venues that increased profits by \$7.3M cumulatively.
- Led startup, ownership and operational management of several businesses including restaurant, retail, food/durable goods distribution, and software development. Businesses were all profitable ventures.

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## **EDUCATION**

*WALSH COLLEGE OF ACCOUNTANCY AND BUSINESS ADMINISTRATION*; Troy, Michigan  
**Masters of Science in Taxation**, 1995  
**Bachelor of Business Administration**, 1989

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## **PROFESSIONAL AFFILIATIONS & ACCREDITATION**

National Society of Accountants  
National Association of Tax Practitioners  
Construction Financial Management Association – past member  
Troy Michigan Chamber of Commerce Speaker Bureau – Past member  
Accredited Tax Advisor - National Association of Tax Practitioners  
Leadership Oakland XIII

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## **PUBLIC SPEAKING ENGAGEMENTS**

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

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## **PUBLICATIONS**

### **— Addendum —**

Journal of Facilities Management – Using Activity –Based Costing to Implement Behavioral Cost Initiatives Successfully; October 2004

The Informed Outlook – Beyond Traditional Continual Improvement Initiatives; April 2004

Detroit Magazine – Choosing the Right Business Entity – Greater Detroit Chamber of Commerce; December 2002

Troy Chamber of Commerce – Value Chain Analysis; November 2002

International Facilities Management Association – Activity Based Costing in a Facilities Environment; October 2002

Construction Financial Management Association – S-Corp vs. C-Corp vs. LLCs; March 2002

Bettermanagenet.com – How to Run Your Business Like a Fortune 500 Company; December 2001

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## **COMMUNITY SERVICE / COMMITTEES / BOARDS**

City of Hope, 2003-2004

- Chairman Development Board and Executive Board Member

Detroit Regional Chamber, 2001-2004

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

Metropolitan Detroit Big Brother / Big Sister, 2001-2003

- Development Board of Directors

The Detroit Renaissance Club, 2000-Present

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

City of Rochester Hills Michigan, 2001-2006

- Community Development and Economic Viability Committee
- Gateways Program Committee

Troy Chamber of Commerce, 2001-2004

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

Royal Oak Chamber of Commerce, 2000-2003

- Business Development Committee

City of Troy Community Foundation, 2000-Present

- Board of Directors
- Chairman Strategic Planning Committee

Construction Financial Management Association, 1998-2003

- National Tax and Legislative Affairs Committee

### **PUBLIC SPEAKING ENGAGEMENTS**

#### **— Addendum —**

International Facilities Management Association; World Workplace International Conference - *What is Leadership?*; - San Diego, CA; October 2006

International Facilities Management Association – Grand Rapids Chapter - *Effective Networking, Its Not Just For Selling*; November 2004

International Facilities Management Association; World Workplace International Conference – *Effective Networking, Its Not Just For Selling* – Salt Lake City, Utah; October 2004

International Facilities Management Association: World Workplace International Conference– *Operational Strategy Improvements That Produce Results* — Dallas, Texas; October 2003

Leadership Oakland Program – Leadership vs. Management, Oakland County Michigan, September 2003

Leadership Troy – Networking Techniques; Troy Michigan July 2003

Detroit Renaissance Club – *Business After Hours: Effective Business Techniques – Understanding People's Personalities to be Effective*; May 2003

Bettermanagement Live International Conference – *Innovative Business Strategies Using ABC and Value Chain Analysis* — Las Vegas, Nevada; October 2003

International Facilities Management Association: Healthcare Forum – *Application of Strategic Cost Savings Initiatives* — Phoenix, Arizona; 2003

Michigan Society of Engineering Professionals – *Application of Strategic Cost Savings Initiatives*; 2003

Detroit Renaissance Club – *Business After Hours: Networking / Tips / Tools and Methods*; March 2003

International Facilities Management Association – *Activity Based Costing in a Facilities Environment* — Toronto, Canada; October 2002

Troy Michigan Chamber of Commerce Women's Business Forum – *Building Business Through Networking and Referrals* — Detroit, Michigan; October 2002

Leadership Troy – *Business Strategies / Development / Execution* — Troy, Michigan; July 2002

South East Michigan Association of Certified Public Accountants – *Outsourcing Relationships*, May 2002

City of Troy Chamber of Commerce – *Team Building and Change* — Detroit, Michigan; March 2002

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

Bettermanagement.com / ABC Technologies International User Conference – *BSC + ABC = Sky High Savings: Process Aligned Organizations and Activity Based Costing* — Orlando, Florida; October 2001

Health Care Financial Management Association Detroit Chapter – *Activity Based Costing in a Process Aligned Organization* — Detroit, Michigan; 2001

Oakland Chamber Network – *Aspects of Change* — Detroit, Michigan; 2001

Construction Financial Management Association – *Leadership* — Detroit, Michigan; 2001

Kronos International Healthcare User Conference – *Utilizing Labor Reporting Data as a Strategic Planning Tool* — Orlando, Florida; 1996

Kronos User Group – *Importance of Monitoring Cost Per Statistic Information Through the Automated Process* — Novi, Michigan; 1994

Kronos User Group – *Using the Kronos Data Manager in the Development of a Financial Tracking System* — Novi, Michigan; 1992

Kronos Incorporated User Group – *The Financial Importance of Statistical and Labor Tracking* — Detroit, Michigan; 1990

The American Payroll Association: Annual Health Care Payroll Conference Speaker / Conference Faculty Member — Cambridge, MA; November 3, 1989