

George J. Bashura III

November 11, 2021

Dr. Jerry Thacker
Superintendent
PHM School District
55900 Bittersweet RD, Mishawaka, IN 46545

Dear Dr. Thacker and Board of School Trustees,

Being a member of the Board of School Trustees is not about having a personal agenda, it is about making a personal commitment to a quality education for the students and families of the Penn Harris Madison School District.

For the past eleven years, I have had the incredible opportunity of participating in my daughter's education. Whether it was show and tell in her elementary school, chaperone on field trips in middle school, up to her sophomore year participating as a chaperone for the PHM Marching Kingsmen, and Vendor Coordinator for the 2021 Penn Carnival of Bands. It has been my goal to make sure I am active in my daughter's education and to help where I can.

Question 5 in the applicant handout states: "What are the roles and responsibilities of a Penn-Harris-Madison Board of School Trustee member?"

"The two most important duties of school board members are to set goals and establish policy for the school corporation, from which all board decisions should logically follow. A board member is expected to make decisions on a wide range of problems: some are routine, such as approving minutes of the last meeting; others are more complex, such as opening a new school; some are the result of many lesser decisions – such as employee health prevention benefits. Once a policy is adopted, the superintendent is responsible for its effective implementation. The board, in monitoring the impact of the policy, will need periodic reports."

"A board member also needs to be a skilled decision maker, but he or she must remember that decisions are to be made only by the board acting as a whole in an advertised public meeting. Individual opinions on matters being considered can and should be defended vigorously, but once a decision is reached, it should be accepted gracefully and implemented wholeheartedly. No individual school board member may unilaterally commit the whole board to a particular course of action." – Indiana School Boards Association (ISBA) statement."

In my current role with Honeywell Aerospace, and previous other positions in my past, these values are what I deal with daily. When a policy or procedure is not clear, there must be a review. The ambiguity needs be removed and replaced with a clear method of understanding for all to follow. People do not fail. Poorly written policies and procedures fail.

My ability to solve problems is my strongest asset and is a quality that can benefit the PHM School District. My resume clearly shows success in the following areas: improving efficiency, process creation and implementation, as well as, carefully solving customer problems. This is exactly what I do best and enjoy the most.

In my daily role, I am enthusiastic about helping value stream owners maximize their efficiency, satisfy their customers, and enrich their human capital through continuous improvement. When I am asked to assist a business sector, they know that I will deliver quantifiable, effective change.

Most recently, I was selected to sit on the Superintendents Advisory Committee for the 2021-2022 school year. I appreciate the opportunity Dr. Thacker. The ability to be partake in such a group was a terrific opportunity for me to get more involved within the school district. I have maintained a level of professionalism even when we did not agree completely on topics in the district. Having a difference of opinion is okay to have. It is the result that is most important. The PHM School District is the best district in the area. This is why we moved here. But, there is always room for improvement and that is what we need to continue to strive for in the district.

I am a believer in the PHM Triangle of Success, and the districts commitment to quality education and parental participation. I am excited about the opportunity to discuss specific ideas on how I may contribute to the continued success of our school district.

Dr. Thacker and members of the Board of School Trustees, Thank you for your time and consideration for the application appointment to the Board of School Trustees for the Penn District.

"Success on any major scale requires you to accept responsibility... in the final analysis, the one quality that all successful people have... is the ability to take on responsibility." -Michael Korda

Sincerely,

A handwritten signature in dark ink, appearing to read "George J. Bashura III", with a stylized flourish at the end.

George J Bashura III

Enclosure: Resume, Driver's License, Voter Registration, Proof of Residency

GEORGE BASHURA, M.S.

World class quality management skills combined with a demonstrated track record of success in controlling costs, boosting efficiencies, and providing decisive leadership in quality process creation, implementation and control. Expert in the evaluation of systems, data, products and technologies in accordance with multifaceted standards and then recommending cost-effective corrective actions or improvements in high-tempo operational environments. Core competencies:

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|-----------------------|------------------------------|---------------------------|
| ♦ Project Management | ♦ Superb Presentation Skills | ♦ Training & Mentoring |
| ♦ Root Cause Analysis | ♦ Quality Policy Development | ♦ Lean Manufacturing |
| ♦ Process Engineering | ♦ New Product Introduction | ♦ Excellent People Skills |

EDUCATION

UNIVERSITY OF NOTRE DAME MENDOZA COLLEGE OF BUSINESS, Notre Dame, Indiana
Executive Certificate in Management Program

NATIONAL GRADUATE SCHOOL OF QUALITY MANAGEMENT, Falmouth, Massachusetts
Master of Science, Quality Systems Management
Certifications: Six Sigma Black Belt, Juran Global

PROFESSIONAL EXPERIENCE

HONEYWELL AEROSPACE, South Bend, Indiana 2015 – Present
Senior Production Support Engineer (PSE) Launch Engineer

- Implement and coordinate Advanced Quality Planning (APQP), Production Part Approval Processes (PPAP) for Internal Production Development team.
- Provide quality control processes at launch sites in South Bend, Indiana, and Rocky Mount, North Carolina, while implementing the Flawless Launch process across new product development programs.
- Lead the APQP Council; implement internal APQP process change; continuously reinforce culture change through the use of Flawless Launch principles and APQP methodologies.

MEGGITT CONTROL SYSTEMS, North Hollywood, California 2012 – 2015
APQP / PPAP Quality Manager

- Implemented and coordinated APQP, PPAP and Continuous Improvement activities across three facilities in the United States and three facilities in the United Kingdom.
- Wrote the organization's APQP/PPAP procedures; developed and implemented APQP/PPAP training programs, including the creation of PPAP forms.
- Supported Meggitt PLC Regional Quality Managers in the creation of the corporate APQP Process QA_14, training materials, procedures and forms.
- Served as the organization's representative on the International Aerospace Quality Group writing team for APQP and PPAP Standard AS9145.
- "Go to" Subject Matter Expert on APQP/PPAP and AS9100 requirements throughout all Meggitt divisions globally.
- Key player in the development of the Meggitt Program Lifecycle Management and the Meggitt Industrial Process.

PROFESSIONAL EXPERIENCE (continued)

UNITED TECHNOLOGIES AEROSPACE SYSTEMS, Windsor Locks, Connecticut 2000 – 2012
Supplier Quality Engineer, 2007 – 2012

- Aggressively ensured that suppliers maintained compliance with AS9100 requirements and root cause investigations to guarantee effective and robust corrective actions.
- Managed onsite supplier visits, weekly CAB meetings, Technical Process Reviews and PPAP audits; aided in the development of PPAP policy as a member of PPAP Council.
- Developed the organization's standard procedures for PPAP, Design Process Failure Modes & Effects Analysis (DFMEA) and Process FMEA (PFMEA).
- Led creation of PPAP forms and training materials; managed training programs; served as an ITO University/Process Certification 201 Instructor and SQA Source Inspector.

Project Engineer, 2006 – 2007

- Led the Integrated Product Development Team in meeting or exceeding customer delivery schedules on the Boeing 787 Program; synchronized customer and supplier activities.
- Maintained status of internal and source control assembly drawings, financial budgeting, component testing and test reports.
- Implemented mistake proofing into the designs of the 787 program's NGS components.

Electrical Manufacturing Engineer, 2000 – 2006

- Conducted Root Cause and Corrective Action investigations on both internal and external actions including investigations of nonconforming hardware from suppliers.
- Wrote work instruction sheets for the assembly of electrical harnesses and sub assemblies; improved the Electro-Static Discharge policy and training programs.
- Successfully implemented numerous mistake proofing and cost reduction projects.

EDUCATION & TRAINING

Computer Skills: Visual IPI, PPAP; MS Office Suite (Word, PowerPoint, Excel, Access)

Technical Strengths: Failure Mode and Effects Analysis, Gauge R&R Studies, Lean Manufacturing, Manufacturing Process Control, Mistake Proofing, Process Flow Mapping, Process Auditing, Production Part Approval Process, Quality Clinics, Quality Control Analysis, Supplier Quality Development, Supply Chain Management, Systems Analysis, Troubleshooting, Time Studies, Value Stream Mapping

Professional Memberships: American Society of Quality; 2016, 2017, 2019 Chairman, American Society of Quality Michiana Section 1005 2019 Deputy Regional Director

REFERENCES

Excellent references furnished upon request.