

MINUTES OF THE SENATE FEDERAL AND STATE AFFAIRS COMMITTEE

The meeting was called to order by Chairperson Nancey Harrington at 10:45 a.m. on February 11, 2003 in Room 245-N of the Capitol.

All members were present except: Senator Vratil, excused
Senator Lyon, excused

Committee staff present: Russell Mills, Legislative Research Department
Dennis Hodgins, Legislative Research Department
Theresa Kiernan, Office of the Revisor
Nikki Kraus, Committee Secretary

Conferees appearing before the committee: Howard Fricke, Acting Secretary of Administration

Others attending: Please see attached.

Chairperson Harrington opened the public hearing:

Confirmation of Secretary of Administration, Howard Fricke

Mr. Fricke presented the committee with a packet of information entitled "Senate Confirmation Information Summary". (Attachment 1)

Mr. Fricke thanked the committee for adjusting its schedule. He stated that he sincerely appreciated it so that he can go fishing in South America. He stated that he was honored and excited at the chance to help the state government now that he has moved on from Security Benefit Insurance group to hopefully now Secretary of Administration. He stated that there were several areas in administration in which they were doing things right, but haven't sat back often enough to see if we were doing the right things. He stated that there were a number of areas at which he hoped to look with the help of a lot of good people to see if we can become more cost efficient and especially more customer focused. He stated that had been his career, and if that was not being done, you need to figure out a way to satisfy the needs and wants of the customer or stop doing it, one of the two; the customers are the people of the state of Kansas, and he will work to change that environment in the Department of Administration to be sure it is more responsive to the customer. He offered to answer any questions.

Chairperson Harrington stated that he had already taken the bull by the horns, and she had noticed a change in the stationary letterhead and it looks a lot better. She stated he was off to a good start.

Senator Teichman stated that he said that he was looking at things to make the department more efficient, and she would like more detail. Mr. Fricke responded that they have a division of printing, a division of purchasing, and a division of facilities management, and he feels that they can combine those under a single division head that will help coordinate and foster cooperation among divisions as opposed to three separate entities, and he had already taken steps toward that end. Additionally, he said this change would help with cross training and other helpful things that would come naturally. He stated that, although not fully explored yet, they were looking at a bill recently passed by Congress to make federal contracts available to states; he is reassessing if they can take advantage of the work that has already been done at the federal level.

Senator Brungardt stated that Mr. Fricke had a rich history of varied activity in both business and, uniquely, also in government in Illinois. Senator Brungardt asked Mr. Fricke to share with the committee some of the differences in private industry versus government.

Mr. Fricke stated that through his experience in Illinois, he had learned that government cannot be run exactly like a business, but that some things are applicable and he will try to bring those, although they are common

CONTINUATION SHEET

MINUTES OF THE SENATE FEDERAL AND STATE AFFAIRS COMMITTEE at 10:45 a.m. on February 11, 2003 in Room 245-N of the Capitol.

sense measures like energizing the workforce, making the employees feel like what they do is valuable, as are their opinions, and that we are all state workers without divisions.

Senator Gooch stated that he noticed Mr. Fricke came from a large business, and that his only connection to Security Benefit had been to go in the office and withdraw. He stated, though, that through this association, he had not gotten a chance to look at the whole makeup of people, but that in his experience, he never saw anyone of color in his organization and the level of people who he was with were not the upper level of employees. Senator Gooch stated that he wondered if Mr. Fricke had in business a diversity and, if not, will he be looking forward to doing what the Governor has said she wants in terms of the government representation looking like the whole of Kansas, and that he would imagine that would have to start with the people in the upper levels seeing that this happens. He stated that he would be interested to hear Mr. Fricke's perspective on what existed with his management and explain how he will carry out the request for diversity that the Governor had given.

Mr. Fricke stated that, with respect to Security Benefit, a Diversity Council had been created ten years ago and that minorities were represented in all aspects in percentages exceeding those of the population of Topeka at all levels. He stated that the last four to five years running they has won diversity awards and that there were financial benefits for those who were able to meet EEOC standards. He said that it was common sense for his organization to look like the people it served because that was good business. He stated that both Working Mother magazine and Fortune magazine recognized Security Benefit, and that they were the only company in Kansas to have received such an honor. Mr. Fricke assured Senator Gooch that he would pay attention to diversity.

Chairperson Harrington stated that she had two questions from Senators not on the committee. The first was how much time would he have to dedicate to his position as Secretary of Administration when, as he had stated, he was a member of 26 commissions and 20 boards.

Mr. Fricke replied that this would be his full-time job, just like his full-time job at Security Benefit had been chairman and CEO, yet he had maintained memberships on boards ranging from Payless Shoes to the Symphony. He stated that he felt it was important to stay involved with the community and he felt these memberships were an appropriate use of his time.

Chairperson Harrington stated that her other question was concerning what type of major changes Mr. Fricke was planning to implement in the state.

Mr. Fricke replied that primarily that referred to consolidation of the heads of the departments of printing, facilities management, and purchasing.

Chairperson Harrington asked Mr. Fricke what his policy was regarding laid off state employees.

Mr. Fricke replied that there was already a state-wide policy currently; if that job is no longer needed, then the state would either need to somehow add value to that service, or stop doing it. He stated that the state should implement what is just and humane, but that the state has limited funds and it is inappropriate to pay for unnecessary services.

Senator Gooch stated that because of the responses Mr. Fricke had given to his questions, he would make a motion. Senator Gooch made a motion to recommend the confirmation of Mr. Howard Fricke favorable for passage to the entire Senate. Senator Teichman seconded the motion. The motion passed.

Chairperson Harrington asked the committee for any bill introductions.

Senator Gilstrap asked the committee for the introduction that would add Wyandott County to the list of 11-12 other countries as a class D city.

Following committee discussion, Senator Gooch made a motion to introduce Sen. Gilstrap's bill. Senator O'Connor seconded the motion to introduce. The bill was introduced.

CONTINUATION SHEET

MINUTES OF THE SENATE FEDERAL AND STATE AFFAIRS COMMITTEE at 10:45 a.m. on February 11, 2003 in Room 245-N of the Capitol.

Senator O'Connor made a motion to introduce a bill concerning paycheck protection stating that the President of the Senate suggested that she introduce the idea into legislation, so she had basically taken his language in the bill. In response to a question from Senator Brungardt, Senator O'Connor stated that the bill would essentially keep union employees' dues from being used for political purposes.

Senator Brungardt made a motion to introduce Senator O'Connor's bill. Senator Barnett seconded the motion. The bill was introduced.

Chairperson Harrington stated that she had been asked by Senator Brownlee to introduce a bill, and Theresa Kiernan would explain it to the committee.

Ms. Kiernan stated that the bill sought to increase penalties for minors concerning the consumption of cereal malt beverages, and that it would take out the allowance for parents to provide it to minor children; it increases that penalty provision also.

In response to a question for more detail from Senator Teichman, Ms. Kiernan stated that it would suspend the driving privileges of underage consumers if consuming CMB or alcohol and also increases the fines and public service requirements they might be assigned.

Following additional discussion, Senator O'Connor made a motion to introduce the bill. Senator Barnett seconded the motion. The bill was introduced.

The meeting adjourned at 11:11 a.m. The next meeting will be at 10:45 a.m. on February 12, 2003 in Room 245-N.

Senate Confirmation Information Summary
Prepared and Submitted by the Office of Governor Kathleen Sebelius

Appointee: Howard Fricke

Position: Secretary of Administration

Appointment Date: January 13, 2003

Expiration Date: N/A

Term Length: Pleasure of the Governor

Statutory Authority: K.S.A. 75-3702a

Party Affiliation: Republican

⇒ Statutory geographic representation
Requirements (*insert any that apply*)

Congressional District:

County:

Size requirement (*if any*):

Other, specify:

⇒ Statutory party affiliation requirement: No more than ___ members from the same political party

⇒ Statutory industry or occupation requirements:

Salary: \$90,000

Predecessor: Joyce Glasscock

Board Composition Prior to Confirmation of New Appointee:

(SEE ATTACHED LIST)

N/A

Senate Fed & State
Date: 02 / 11 / 2003
Attachment # 1

[Home](#)[Bill Search](#) | [Current Happenings](#) | [Listen In Live!](#) | [Helpful Hints](#) | [Site Index](#)[Home](#) > [Kansas Statutes](#) > Kansas Statute No. 75-3702a

75-3702a

Chapter 75.--STATE DEPARTMENTS; PUBLIC OFFICERS AND EMPLOYEES Article 37.--DEPARTMENT OF ADMINISTRATION

75-3702a. Secretary of administration; appointment and confirmation; creation and administration of the department of administration; application of K-GOAL. (a) There is hereby created a department of administration, the head of which shall be the secretary of administration. The governor shall appoint the secretary of administration, subject to confirmation by the senate as provided in K.S.A. 75-4315b, and amendments thereto. The secretary of administration shall serve at the pleasure of the governor. The department of administration shall be administered under the direction and supervision of the secretary of administration. The secretary of administration shall receive an annual salary fixed by the governor.

(b) The provisions of the Kansas governmental operations accountability law apply to the department of administration, and the department is subject to audit, review and evaluation under such law.

History: L. 1972, ch. 332, § 1; L. 1982, ch. 347, § 55; L. 1990, ch. 314, § 1; L. 1992, ch. 116, § 42; L. 2001, ch. 86, § 8; April 12.

Kansas State Capitol - 300 SW 10th St. - Topeka, Kansas 66612

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Page Last Modified Saturday, January 11, 2003 12:04 PM

Howard R. Fricke
Biographical Information

As Secretary of the Kansas Department of Administration, the central service resource for Kansas government functions, Howard R. Fricke oversees many facets of state government. His ability to manage and thrive through challenging times is paramount as the department strives to refocus its attention to quality customer service and the efficient delivery of services.

While Fricke is new to his leadership role at the Kansas Department of Administration, he is no stranger to state service. He recently led the Infrastructure sub team, within Governor Sebelius' Kansas Budget Efficiency Savings Team (BEST). He also served as the Cabinet Secretary of Business and Economic Development for the state of Illinois in the early 1970s.

In 1988, Fricke joined the Security Benefit Group of Companies as CEO. His innovative leadership helped the company's assets grow from \$2 billion to over \$10 billion. Under his leadership, both Fortune magazine and Working Mother magazine selected Security Benefit as one of the Best Companies to Work for in America.

Fricke is also actively involved in the community. He serves on the Board of Directors of Stormont-Vail Health Care. He is on the Board of the Topeka Symphony, and is past Chairman of both the United Way of Greater Topeka and the Greater Topeka Chamber of Commerce.

Fricke is also a part of many financial services organizations. He is a Director and past-Chairman of Life Office Management Association and served on the Board of Directors of the American Council of Life Insurance. He is also a Director of the Kansas Insurance Education Foundation, which in 1998 inducted him into the Foundation's Hall of Fame. Fricke also serves as Chairman of the Board at Security Benefit and is on the Board of Directors at Payless Shoe Source Inc.

A graduate of Illinois Wesleyan University and the Harvard University Graduate School of Business, Advanced Management Program, Fricke is a registered principal of the National Association of Securities Dealers. He previously served as Chairman of the Board and Chief Executive Officer of the Anchor National Companies in Phoenix, Arizona.



KANSAS GOVERNMENTAL ETHICS COMMISSION

STATEMENT OF SUBSTANTIAL INTERESTS FORM

INSTRUCTIONS. This statement (pages 1 through 4) must be completed by individuals who are required to do so by law. Any individual who intentionally fails to file as required by law, or intentionally files a false statement, is subject to prosecution for a class B misdemeanor.

Please read the "Guide" and "Definition" section provided with this form for additional assistance in completing sections "C" through "G". If you have questions or wish assistance, please contact the Commission office at 109 West 9th, Topeka, KS or call 785-296-4219.

A. IDENTIFICATION: PLEASE TYPE OR PRINT

| | | |
|--|---------------------|--|
| Fricke | Howard | R. |
| _____ Last Name | _____ First Name | _____ MI |
| Sharon | | |
| _____ Spouse's Name | | |
| 2326 Mayfair Place | | |
| _____ Number & Street Name, Apartment Number, Rural Route, or P.O. Box Number | | |
| Topeka, KS 66611 | | |
| _____ City, State, Zip Code | | |
| 785-267-9111 | | 785-296-3011 |
| _____ Home Phone Number (include area code) | | _____ Business Phone Number (include area code) |

B. THIS FORM IS REQUIRED TO BE FILED BECAUSE YOU ARE:

(check one or more of the following)

- 1. State Elected Official (Governor, Lt. Governor, Attorney General, Commissioner of Insurance, State Treasurer, Secretary of State, State Senator, State Representative, Member of State Board of Education or District Attorney);
- 2. Appointed Member of a State Board, Council, Commission or Authority;
- 3. Appointed State Position is Subject to Senate Confirmation;
- 4. Employee of a State Agency or University;
- 5. General Counsel for a State Agency;
- 6. Candidate for State Office.
- 7. Other (Contractor / Member of Compact)

Department of Administration

List Name of Agency, Board, University or Elected Position (You may use abbreviations but not acronyms)

N/A

Secretary

Division if applicable (May use acronyms)

Position

* *The last four digits of your social security number will aid in identifying you from others with the same name on the computer list. This information is optional.*

| | | | |
|---|---|---|---|
| 7 | 7 | 4 | 2 |
|---|---|---|---|

C. **OWNERSHIP INTERESTS:** List any corporation, partnership, proprietorship, trust, joint venture and every other business interest, including land used for income, and specific stocks, mutual funds or retirement accounts in which either you or your spouse has owned within the preceding 12 months a legal or equitable interest exceeding \$5,000 or 5%, whichever is less. If you or your spouse own more than 5% of a business, you must disclose the percentage held. Please insert additional page if necessary to complete this section.

If you have nothing to report in Section "C", check here ____.

| | BUSINESS NAME AND ADDRESS | | TYPE OF BUSINESS | DESCRIPTION OF INTERESTS HELD | PERCENT OF OWNERSHIP INTERESTS | HELD BY WHOM |
|-----|---------------------------|--|------------------|-------------------------------|--------------------------------|--------------|
| 1. | See Exhibit I | | | | | |
| 2. | | | | | | |
| 3. | | | | | | |
| 4. | | | | | | |
| 5. | | | | | | |
| 6. | | | | | | |
| 7. | | | | | | |
| 8. | | | | | | |
| 9. | | | | | | |
| 10. | | | | | | |

D. **GIFTS OR HONORARIA:** List any person or business from whom you or your spouse either individually or collectively, have received gifts or honoraria having an aggregate value of \$500 or more in the preceding 12 months.

If you have nothing to report in Section "D", check here .

| | NAME OF PERSON OR BUSINESS FROM WHOM GIFT RECEIVED | ADDRESS | RECEIVED BY: |
|----|--|---------|--------------|
| 1. | | | |
| 2. | | | |
| 3. | | | |

E. RECEIPT OF COMPENSATION: List all places of employment in the last calendar year, and any other businesses from which you or your spouse received \$2,000 or more in compensation (salary, thing of value, or economic benefit conferred on in return for services rendered, or to be rendered), which was reportable as taxable income on your federal income tax returns.

1. YOUR PLACE(S) OF EMPLOYMENT OR OTHER BUSINESS IN THE PRECEDING CALENDAR YEAR. IF SAME AS SECTION "B", CHECK HERE ____.

If you have nothing to report in Section "E"1, check here ____.

| | NAME OF BUSINESS | ADDRESS | TYPE OF BUSINESS |
|----|------------------|---------|------------------|
| 1. | See Exhibit II | | |
| 2. | | | |

2. SPOUSE'S PLACE(S) OF EMPLOYMENT OR OTHER BUSINESS IN THE PRECEDING CALENDAR YEAR.

If you have nothing to report in Section "E"2, check here .

| | NAME OF BUSINESS | ADDRESS | TYPE OF BUSINESS |
|----|------------------|---------|------------------|
| 1. | NONE | | |
| 2. | | | |

F. OFFICER OR DIRECTOR OF AN ORGANIZATION OR BUSINESS: List any organization or business in which you or your spouse hold a position of officer, director, associate, partner or proprietor at the time of filing, irrespective of the amount of compensation received for holding such position. Please insert additional page if necessary to complete this section.

If you have nothing to report in Section "F", check here ____.

| | BUSINESS NAME AND ADDRESS | POSITION HELD | HELD BY WHOM |
|----|---------------------------|---------------|--------------|
| 1. | See Exhibit III | | |
| 2. | | | |
| 3. | | | |
| 4. | | | |
| 5. | | | |
| 6. | | | |
| 7. | | | |
| 8. | | | |

- G. RECEIPT OF FEES AND COMMISSIONS:** List each client or customer who pays fees or commissions to a business or combination of businesses from which fees or commissions you or your spouse received an aggregate of \$2,000 or more in the preceding calendar year. The phrase "client or customer" relates only to businesses or combination of businesses. In the case of a partnership, it is the partner's proportionate share of the business, and hence of the fee, which is significant, without regard to expenses of the partnership. An individual who receives a salary as opposed to portions of fees or commissions is generally not required to report under this provision. Please insert additional page if necessary to complete this section.

If you have nothing to report in Section "G", check here .

| | NAME OF CLIENT / CUSTOMER | ADDRESS | RECEIVED BY |
|-----|---------------------------|---------|-------------|
| 1. | | | |
| 2. | | | |
| 3. | | | |
| 4. | | | |
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| 6. | | | |
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| 8. | | | |
| 9. | | | |
| 10. | | | |
| 11. | | | |
| 12. | | | |
| 13. | | | |

H. DECLARATION:

I, Howard R. Fricke, declare that this statement of substantial interests (including any accompanying pages and statements) has been examined by me and to the best of my knowledge and belief is a true, correct and complete statement of all of my substantial interests and other matters required by law. I understand that the intentional failure to file this statement as required by law or intentionally filing a false statement is a class B misdemeanor.

Jan 29, 2003
Date

Howard R. Fricke
Signature of Person Making Statement

NUMBER OF ADDITIONAL PAGES 3.

Return your completed statement to the Secretary of State, Memorial Hall, First Floor, 120 SW 10th Ave., Topeka, Kansas 66612-1594.

C. Ownership Interests

Exhibit I

**Howard and Sharon L. Fricke
12/31/02**

ASSETS

Deferred Compensation

Payless ShoeSource (Stock Options) (Howard)

Real Estate

Farm (RR#1, Pawnee, IL) 25% (Sharon)

Retirement

IRA – Equity Fund (Howard)

IRA – Equity Fund (Sharon)

SGB 401(k) Profit Sharing (Howard)

SBG Variflex Annuity (Howard)

SBG Deferred Compensation Plan (Howard)

Equities

ONEOK (Howard)

Payless ShoeSource (Sharon)

UMB Bank (Howard)

Miscellaneous

SBG Mid Cap Growth MF (Howard)

Alvamar, Inc. (Howard)

Horace Mann Annuity (Howard)

E. Receipt of Compensation

Exhibit II

Howard Fricke

| <u>Type</u> | <u>Name of Business</u> | <u>Address</u> | <u>Type of Business</u> | <u>Howard or Sharon</u> |
|-------------------------|--------------------------------|---|------------------------------|-------------------------|
| Salary | Security Benefit Group | One Security Benefit Place Topeka, KS 66636-0001 | Insurance/Financial Services | Howard |
| Supplemental Retirement | Security Benefit Group | One Security Benefit Place Topeka, KS 66636-0001 | Insurance/Financial Services | Howard |
| Directors Fees | Payless ShoeSource | PO Box 1189 Topeka, KS 66601 | Retail | Howard |
| Retirement | Ceridian, Corp | PO Box 64716 St Paul, MN | Computer/Software | Howard |
| Retirement | Social Security Administration | Washington, DC | US Government | Howard |
| Retirement | Social Security Administration | Washington, DC | US Government | Sharon |
| Dividends | ONEOK, Inc. | 100 W Fifth Street Tulsa, OK 74103-4298 | Energy | Howard |
| Farm Income | Family farm | RR #1 Pawnee, IL | Farm | Sharon |

F. Officer or director of an organization or business

Exhibit III

Howard Fricke

Director – Kansas Life Association 1988 – Present

Director and Past Chairman – Life Office Management Association (LOMA) 1996 – Present

Director – Payless ShoeSource, Inc. 1996 – Present

Director – Stormont-Vail HealthCare, Inc. 1990 – Present

Director – Topeka Symphony 1997 – Present

Trustee and Past Chairman – Kansas Insurance Education Foundation 1988 - Present

Trustee – Menninger 1990 – Present

Trustee Emeritus – University of Kansas, School of Business Board of Advisors 1989 – Present

(for Appointments Office use only)

KBI Check: NA In Process Complete

KANSAS GOVERNOR SEBELIUS APPOINTMENT QUESTIONNAIRE

Position for which you are applying: Secretary of Administration

Full Name (please include title and middle name): Howard Rudolph Fricke

Home Address: 2326 Mayfair Place, Topeka, KS 66611 Shawnee County

Business Address: Curtis Building, 1000 SW Jackson, Suite 500, Topeka, KS 66612 Shawnee Co.

Business Name: Department of Administration

Position Title: Secretary of Administration

Home Phone: (785) 267-9111 Business Phone: (785) 296-3011 Cell Phone: (785) 224-0082

Facsimile No: (785) 296-2702 E-Mail Address: Howard.Fricke@da.state.ks.us

Driver's License No: 352-28-7742 Social Security No: 352-28-7742

Date of Birth: 2/15/36 Place of Birth: Petersburg, IL Kansas resident? Yes

Registered Voter? Yes Party Affiliation: Republican

Congressional District: 2nd Kansas Senate District: 20th Kansas Representative District: 54th

Do you have the legal right to live and work in the United States? Yes

Education: See Exhibit A

Employment Experience: See Exhibit B

Do you hold any professional licenses? If so, please provide numbers: Securities License, NASD, Series 7 & 26, #88617688. 1988 to present.

What special skills could you bring to this position? Over 40 years of experience in leadership positions of large, diverse businesses.

Previous government appointments: See Exhibit C

CONFLICTS OF INTEREST: (Yes answers require a detailed response. If necessary, use a separate sheet.)

12. **Relationship to governmental employees.** Are you or your spouse or other close family members related to any state governmental official or employee? If yes, please provide details. No Yes
13. **Compensation.** During the past five years have you or your spouse or other close family members received any compensation or been involved in any financial transaction with the State of Kansas? If yes, please explain. No Yes
14. **Business relationships.** Describe on a separate sheet any business relationship, dealing, or financial transaction which you have had during the last five years, whether for yourself, on behalf of a client, or acting as an agent, which you believe may constitute an appearance of impropriety or result in a potential conflict of interest in the position to which you want to be appointed. If none, please so state. None
15. **Transactions with officials.** During the past five years, have you or your spouse or other close family members received any compensation or been involved in any financial transaction with any state government official? If, yes, please explain on a separate sheet. No Yes
16. **Spouse or other family members.** If the nature of employment for your spouse or other close family member is related in any way to the position to which you want to be appointed, please indicate the employer, the position, and the length of time it has been held. If it is not, please so state. Not
17. **Lobbying activities.** Describe briefly on a separate sheet any lobbying activity during the past ten years in which you have engaged for the purpose of influencing the passage, defeat, or modification of any legislative or administrative action. Describe briefly any lobbying activity during the last ten years in which your spouse has engaged for the purpose of influencing the passage, defeat, or modification or any legislative or administrative action that is related in any way to the position to which you are seeking appointment. (Lobbying activity includes any activity performed as an individual or agent of another individual, or of any organization that involves direct communication with an official in the executive branch of state government, or any official of the legislative branch.) If none, please so state. Former registered lobbyist for Security Benefit Group of Companies.
18. **Regulated activities.** Describe on a separate sheet any interest that you, your spouse, or other close family member may have (whether as an officer, owner, director, trustee, or partner) in any corporation, firm, partnership, or other business enterprise and any non-profit organization or other institution that is regulated by or receives direct financial benefits from any department or agency of the State of Kansas. If none, please so state. Security Benefit Life is regulated by the Kansas Insurance Commission and the Kansas Securities Commission. David S. Fricke, Son, Senior Vice President and General Counsel, Commerce Bank & Trust, Topeka, Kansas.
19. **Other.** Please describe on a separate sheet any other matter in which you are involved that is or may be incompatible or in conflict with the discharge of the duties of the position to which you seek to be appointed or which may impair or tend to impair your independence of judgment or action in the performance of the duties of that position. If none, please so state. None

30. **Firings.** During the past ten years, have you been fired from a job for any reason? Did you quit after being told that you would be fired, or did you leave by mutual agreement because of specific problems? If yes, please provide details. No Yes
31. **Alimony and child support.** Are you now, or have you ever been delinquent in the payment of alimony or child support? If yes, please provide details. No Yes
32. **Consumption of alcohol.** Are you currently abusing alcohol? No Yes
33. **Controlled substances.** Are you currently engaged in the illegal use of a controlled substance or abusing the use of a prescribed controlled substance? If yes, please describe. No Yes
34. **Physical examination.** If you receive a conditional offer of appointment or employment, would you be willing to take a physical examination, which may include a drug test? No Yes
35. **Other.** Please provide any additional information, favorable or unfavorable, which you feel should be considered in connection with your appointment.

FINANCIAL MATTERS: (Yes answers require a detailed response. If necessary, use a separate sheet.)

36. **Delinquencies.** Are you delinquent on any federal, state, or local debt? (Include delinquencies for income, property, or other taxes; governmental loans; overpayment of benefits; required payments into or under governmental programs; and other debts or required payments to the government; plus any defaults on or under loans which are or were guaranteed, insured, or subsidized by any unit of government.) If yes, please provide details on a separate sheet of paper. No Yes

REFERENCES/SIGNIFICANT SUPPORTERS (elected officials, community leaders, friends, etc.)

Name: Bob Wheeler Relationship to you: Director of Security Benefit Group
Telephone: (785) 272-3213 (H) and (785) 368-5647 (W)

Name: Steve Douglass Relationship to you: Director of Security Benefit Group
Telephone: (785) 273-9191 (H) and (785) 295-6270 (W)

Name: John Hayes Relationship to you: Director of Security Benefit Group
Telephone: (727) 517-1000 (H)

Education

Exhibit A

Howard Fricke

Harvard Business School, Boston, MA
Advanced Management Program
1984-1985

Illinois Wesleyan University, Bloomington, IL
BS – 1956-1960

Bloomington High School, Bloomington, IL
College Prep – 1950-1954

Previous Government Appointments

Exhibit C

Howard Fricke

Kansas Performance Review Board 1998-2001

Reinventing Kansas Government Steering Committee (Phase I and II) 1993-1994

Kansas Children's Blueprint 1992

Secretary of Business & Economic Development, State of Illinois 1972-1974

Honors and Awards

Exhibit D

Howard Fricke

Distinguished Citizen Award – Boy Scouts of America, Jayhawk Area Council
Northeast Kansas Leadership Award – Washburn University
Hall of Fame – Kansas Insurance Education Foundation
Outstanding Alumni of the Year – Illinois Wesleyan University