

**HERNANDO COUNTY
BOARD OF COUNTY COMMISSIONERS
BOARD/COMMITTEE APPLICATION**

Please type or print clearly

Name of Board/Committee Department of Government Efficiency
Check one: ☒ **Full Member Position**
☐ **Alternate Member Position**

Name Douglas A. Huberts
(Your name must be listed as it appears on your voter registration card)

THE FOLLOWING INFORMATION IS REQUIRED FOR COUNTY RECORDS AND BECOMES PUBLIC RECORD UPON SUBMITTING THIS APPLICATION. IF YOU BELIEVE THAT YOU QUALIFY FOR AN EXEMPTION TO THE RELEASE OF THIS INFORMATION, PURSUANT TO F.S. 119.07, PLEASE STATE THE BASIS OF YOUR EXEMPTION. YOUR FAILURE TO ANSWER FULLY AND TRUTHFULLY ALL QUESTIONS COULD RESULT IN YOUR APPLICATION BEING DENIED OR YOUR SUBSEQUENT REMOVAL FROM ANY BOARD/COMMITTEE IF APPOINTED.

Address 14241 Cascora Court
City Spring Hill Zip 34609
Telephone 317-490-6253 (home) 317-490-6253 (business)
E-mail address hubluck@yahoo.com

Are you a resident of Hernando County? Yes

Voter Registration Number 132483416

Education MBA, BS (magna cum laude)
(Please include any certificates, awards, diplomas, degrees, professional license numbers, etc.)
Certified Fraud Examiner (881468), Licensed Realtor (SL3615538)

Employment History Eli Lilly and Company - 26 years, US Navy - 6 years - for additional details
(Attach a resume if available)
see attached resume

Licenses or Certificates Held Real Estate, Six Sigma Black Belt

Have you ever previously applied for a position on any County Board/Committee? No

If yes, please state the Board(s)/Committee(s) you applied for, when you applied, and whether you were appointed.
N/A

Have you ever been convicted, plead guilty or no contest, or entered into PTI for a felony or 1st/ 2nd degree misdemeanor? No
Answering yes does not automatically disqualify you for consideration.

If yes, what charges? N/A

Are you currently involved as a defendant in a criminal case? No

If yes, what charges? N/A

Have you ever been named as a defendant in a civil action suit? No

If yes, when and describe action. N/A

Please state your reasons for applying to this Board/Committee I am applying based on my extensive
experience in anti-corruption and as a Certified Fraud Examiner. My background in promoting transparency
and integrity as well as identifying and mitigating fraud risks will be a valuable asset to the committee.

Please list three character references of persons NOT related to, NOT an employer, NOT an employee of you or your company, and whom you have known at least one (1) year. Please include addresses and phone numbers.

1. Christopher Colangelo - 317-373-3663

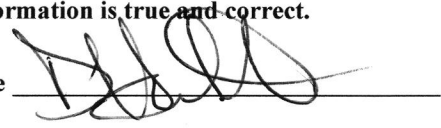
2. Michael Bridwell - 317-442-5686

3. Tanya Rines - 317-964-9495

I hereby request consideration as a committee/board appointee. It is my intention to familiarize myself to the duties and responsibilities of the office to which I may be appointed, and to fulfill the appointment to the best of my ability, exercising good judgement, fairness, impartiality, and faithful attendance. By my signature below, I hereby authorize Hernando County to check my references and my background, including, without limitation, obtaining a criminal history check. I also agree to file a Financial Disclosure form as required by State law, if applicable, and abide by provisions of the State Sunshine Law.

I hereby swear and affirm, under Penalty of Perjury, that the above information is true and correct.

Applicant's signature



(Please direct all inquiries to the County Attorney's Office at 754-4122.)

Completed applications may be submitted to the County Attorney's Office 20 N. Main Street, Room 462
Brooksville, Florida 34601, or email cao@co.hernando.fl.us.



Hernando County Background Consent / Release Form

As a volunteer applicant, I understand and acknowledge that an investigative report may be compiled on me. This report may include information regarding any criminal records, and from various public and private sources including law enforcement agencies at the Federal, State or County level, courts record repositories, sexual offender registries and any other source required to verify information that I have voluntarily provided.

PERSONAL INFORMATION

Legal Name: Douglas A Huberts

Date of Birth: 02/04/1969

Other Names Used: _____

(Legal Name) First M.I. Last

Dates Used (from/to): _____

Home Phone #: _____

Cell Phone #: 317-490-6253

E-mail Address: hubluck@yahoo.com

Are you 18 years of age or older? ☒ Yes ☐ No

GEOGRAPHIC INFORMATION

Current Address: 14241 Cascora Court

City, State, Zip : Spring Hill, FL, 34609

Time at this address: 1 Years Month

Previous Address: 500 91st Ave N.

City, State, Zip : St. Petersburg, FL, 33702

Time at this address 1 Years Month

By signing below, you hereby authorize, empower and release from all liability, without reservation, any agency contacted by Hernando County to furnish the above-mentioned information. You further authorize ongoing procurement of the above-mentioned information at any time during your relationship with Hernando County. You agree that a fax or photocopy of this authorization is to be considered and accepted with the same authority as the original.

Applicant's Signature

5/8/2025

Date

Douglas Huberts, CFE

Professional Summary

Professional leader with extensive experience in driving strategic initiatives and fostering effective team collaboration. Strong background in project management, budget oversight, and stakeholder engagement, ensuring organizational goals are met efficiently. Known for adaptability, reliability, and focus on achieving impactful results. Skilled in leveraging data-driven insights, optimizing processes, and mentoring teams to excel in dynamic environments.

Work History

Eli Lilly and Company - Associate Director – Lilly Grant Office

Indianapolis, Indiana

10/2022 - Current

- Ensured compliance with legal and regulatory standards for medical education, driving process improvements to meet evolving requirements.
- Spearheaded computer system validation for Lilly Grant Management System, achieving compliance with company and external regulations.
- Developed and executed IT strategies, enhancing operational efficiency and user satisfaction.
- Collaborated with cross-functional teams to translate business requirements into technical specifications, ensuring 100% on-time project delivery.
- Monitored system performance metrics and provided actionable insights, leading to improved system reliability.
- Managed third-party relationships, conducting business process reviews to ensure adherence to contractual obligations.
- Implemented change management strategies, facilitating smooth transitions during system upgrades and integrations.

Eli Lilly and Company - Third Party Risk Manager – Global Procurement

Indianapolis, Indiana

12/2019 - 10/2022

- Member of the core team tasked by the Board of Directors to design and implement an enterprise-wide third-party risk management program that identifies, evaluates, and provides mitigation actions for complex business and technology risks.

✉ hubluck@yahoo.com

☎ 3174906253

📍 Spring Hill, FL 34609

Skills

- Project management
- Strategic leadership
- Analytical thinking
- Coaching and mentoring
- Counterparty risk management
- Internal controls
- Problem-solving

Education

01/2023

University of Arizona Global

Phoenix, AZ

Master of Science: Criminal Justice – Cybercrime

01/2006

Indiana University – Kelley School of Business

Indianapolis, IN

MBA: Venture And Technology Management

01/1999

Purdue University – School of Veterinary Medicine

DVM: core medical sciences coursework completed

01/1997

- Led the selection, configuration, and implementation of an IT solution used enterprise wide as part of the Global Third-Party Risk Management Program including supporting business operations as well as ongoing process improvements and business requested process changes.
- Facilitated process walkthrough discussions to document end-to-end business processes and functional requirements.
- Managed organizational change activities for global affiliates, ensuring successful TPRM program implementation.
- Supervised a direct report to streamline change management processes, translating business needs into functional requirements.
- Influenced stakeholders at various levels of the organization to build awareness and buy-in for the TPRM program, including Procurement, Finance, R&D, Global Services, and other stakeholders.
- Executed strong workshop facilitation skills, understanding foundational business needs and driving teams towards a common vision, accountable actions, and timelines.

Eli Lilly and Company - Associate Director – Global Ethics and Compliance

Indianapolis, Indiana

06/2006 - 12/2019

- Developed and implemented a centralized model of conducting anti-corruption due diligence.
- Led design & global implementation of Lilly's anti-corruption program—ensuring FCPA compliance including the use of a centralized tool used globally for anti-corruption operations.
- Developed and implemented an effective anti-corruption monitoring methodology.
- Authored global policies & procedures as well as compliance risk-assessment methods & mitigations.
- Advised on the design & deployment of compliance training as well as potential compliance breaches.
- Led global training & alignment meetings regarding anti-corruption practices & compliance needs.
- Managed the world-wide operations of the global anti-corruption compliance program.
- Led the implementation and use of Fair Market Value principles outside the US.
- Assisted with Privileged and Confidential internal investigations.
- Participated in the Corporate Audit Team to conduct affiliate audits.
- Led the conflict-of-interest evaluation process including those for several high-level corporate hires.

Eli Lilly and Company - Six Sigma Black Belt (LSS / DFLSS) – Manufacturing Operations

Indianapolis, Indiana

02/2005 - 06/2009

- Directed Six Sigma projects that redefined parenteral operations

**University of Cincinnati—McMicken
College of Arts & Sciences**
Cincinnati, OH
Bachelor of Science: Biology – **magna cum laude**

Formal Training

- Certified Fraud Examiner
- Trace Anti-Bribery Specialist Accreditation (2016)
- Radiological Control Technician Qualified (US DOE)
- Quality Assurance Training Course
- OSHA Hazardous Material Training
- Naval Nuclear Power Program
- Nuclear Field A School, Machinist

- monitoring, saving \$2M annually, and reduced overtime costs by \$1M.
- Improved material and staff waste reduction by \$500K through optimized sampling and GMP practices.
- Enhanced Six Sigma benefits by mentoring green belts and leading 17 projects that yielded \$10M in annual savings.

Eli Lilly and Company - Project Manager – Manufacturing Operations

Indianapolis, Indiana

02/2003 - 02/2005

- Managed a 2.5-year analytical method revalidation project, ensuring compliance with FDA regulations, preventing manufacturing shutdown and delivering 40% under budget.
- Recruited as a Six Sigma Black Belt based on performance.

Eli Lilly and Company - Toxicologist – Animal Toxicology

Indianapolis, Indiana

08/1999 - 02/2003

- Supervised GLP audits, authored scientific reports for international submission, and developed SOPs for regulatory compliance.

Purdue Veterinary Supplies Association - Manager

01/1998 - 08/1999

- Managed day-to-day operations, including accounts payable, employee supervision, and supply chain coordination.

Fernald Environmental Management Corporation - Senior Radiological Control Technician

12/1992 - 08/1997

- Led radiological and safety assessments, quality assurance, and control protocols for high-radiation environments.

United States Navy - Engineering Laboratory Technician

01/1988 - 01/1992

- Analyzed water chemistry, implementing preventative measures to ensure appropriate chemistry.
- Executed corrective measures, as necessary, to return water chemistry to acceptable levels.

United States Navy - Training Supervisor

01/1991 - 01/1992

- Developed & delivered training programs and procedures for all personnel in all work assignments.
- Scheduled and monitored compliance of on-going training for thirty-four (34) employees.

United States Navy - Lead radiological control technician

- Accountability for all radioactive materials during assembly, disassembly, & repairs.
- Characterized high radiation areas via surveys, maintenance, & followed initial entry post-shut-down.
- Installed and removed temporary shielding.

United States Navy - Quality Control Inspector

01/1990 - 01/1992

- Coordinated Quality Assurance (QA) priorities with supervisors & defined completion milestones.
- Performed preventive and corrective QA inspections of critical control materials.
- Researched, identified, and wrote preventive maintenance procedures.