



## PAUL KASTES, CPM, LCAM /DBA PAULKASTES CPM LLC

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**Service of Process accepted by Brooksville office only**

Mr. Paul Kastes, CPM, LCAM

Is an experienced professional providing property management services, including consultation to corporations, private investors and homeowner associations, along with credible expert witness services to attorneys and insurance companies. Mr. Kastes has accumulated over 40 years of hands-on, real world experience in the Real Estate Management profession and continues to be actively involved with the property management industry.

Since 1998, Mr. Kastes has included Expert Witness services in his business portfolio. His clients include Defense Attorneys, Claims Representatives, and Plaintiff Attorneys in several States including Alabama, Arkansas, Florida, Georgia, Illinois, Kansas, Missouri, New Jersey, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Texas, Virginia, Wisconsin, and the District of Columbia. Mr. Kastes has the unique advantage of a view from the owner's, and the property manager's, perspective that continues to be a valuable asset to all of his clients.

### **SERVICES OFFERED**

As an active professional in the Real Estate Management Industry, Mr. Kastes is available to advise investors, and owner associations, with all types of property management issues. Mr. Kastes can assist attorneys and claims representatives in case development, advice, research, and if appropriate provide credible expert testimony in all aspects of real estate management including;

Property management, premises liability, operational procedures, resident relations, employee policies, vendor policies, risk assessments, slip and fall issues, access gates/ fences, security assessments, patrols, lighting, corporate policies, leases, maintenance policies, hiring policies, background checks, supervision, on site/ off site management.

References available on request.

### **PROFESSIONAL DESIGNATIONS**

**CPM** Certified Property Manager Institute of Real Estate Management IREM Key # 16057

**LCAM** Licensed Community Association Manager State of Florida

**PMG Security LLC PSC002088 Qualifier** State of Georgia Licensed Private Security Corporation.

**Security Officer** Georgia State Licensed Armed

**Security Officer** Florida State Licensed Armed (retired)

**Certified K-9 Handler** Tracking, Trailing, General Purpose

### **QUALIFICATIONS SUMMARY**

With over 40 years of experience managing a large portfolio of multifamily and commercial properties in the USA & Canada Paul Kastes has 20+ years of extensive expert witness analysis and testimony in a variety of cases involving the property management industry throughout the United States.

- Expert witness testimony with respect to the standard of care and skill normally exercised under the same or similar circumstances by managers of apartment complexes, Condominium/Home owner associations, office buildings, retail malls and other income producing commercial properties based on over 40 years of actual property management experience, training, education.
- Portfolios included apartment communities, office buildings, and single-family rentals.
- Operation responsibilities include assessing, implementation, supervision of all aspects of property management including, policies, staffing, security, maintenance, budgeting, etc.
- Management, consultation, experienced in all types of income producing properties.
- Operational analysis for shopping centers and strip malls.
- Track record of on-budget, on-time, turn-key management of renovation projects.
- Experience in historical building restorations.
- Effective as liaison between owners and regulatory agencies on environmental, permitting and zoning issues.
- Established reputation for cost-effective management of the older apartment community.

### **LISTING OF REPRESENTATIVE PROPERTIES**

**2014-Present:** **Investors Management Company - Valdosta Georgia**  
55 Apartment Communities  
200 million in assets

- Provide risk management consulting

**1990-Present:** **Meadows Apartments - St. Petersburg, FL**  
312-unit apartment community  
Current value: \$12 million

- Directed a **\$500,000 renovation** and provided complete asset management services

- Reduced operating costs by reorganizing and retraining staff
- Increased occupancy to a consistent 100%
- Effective 2020 targeted consulting services to the property

**1995-Present: 1444- I Street-Washington DC**  
11 Story Office Building  
Current value: \$14 million

- Provided targeted consulting services services
- Directed 475,000 building upgrade
- Tenants included National Lobby Organizations

**1995- 05 2017: Tycon one - Richmond, VA**  
Twin atrium office building  
Current value: \$14 million

- Provided complete asset management services.
- Directed a 3.6 million dollar-renovation
- Directed additional building entryway upgrades

**2012-2015: Gulf Harbor Yacht & Country Club**

1616 units, marina, golf course  
Premier residential community

- Advise the HOA Master Association Board in connection with the present and future site security systems.

**1990-2002: Cricket Hollow Apartments- Houston TX**  
200 units Apartment Community  
2002 Value: \$6 million

- Provided complete management services
- Maintained 98 % occupancy

**1991 - 1994: The Courtyards - Tampa, FL**  
120-unit apartment community

1994 value: \$1.8 million

- Directed a **\$150,000 renovation** and provided complete management services
- Increased value of property from \$1.2 million to \$1.8 million
- Increased occupancy to a consistent 100%

**1990-1995: Centennial Place on the River - Tampa, FL**

232-unit apartment community

1995 value: \$4.2 million

- Provided complete management services
- Improved operating efficiency and rebuilt a shattered image
- Upgraded resident profile
- Increased occupancy rate from 60% to 93+% in five months
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**1986-1998: Landmark-Tampa Bay, FL**

362 – Unit apartment community amenities included one of the largest private swimming pools in the USA (at that time) on 23 + acres

1996 value: \$12 million

- Provided complete management services
- Increased occupancy from below 50% to 94%
- Directed the conversion to condominiums

**1985: Park Tower - Lubbock, TX**

98-unit, 15-story, high-rise apartments

1985 Value: \$5.5 million

- Conducted a market analysis and provided comprehensive management services
- Reduced vacancy rate
- Increased N.O.I.

**1983 The Apartment Center - Fort Worth, TX**

692-unit apartment community

1983 Value: \$17 million

- Provided market analysis and consultation prior to purchase and complete onsite management during ownership transition

- Directed a **\$500,000 renovation**
- Reduced operating costs in all areas
- Cut maintenance costs by renegotiating all existing contracts
- Introduced a utilities cost-reduction program that resulted in monthly savings of \$7,000

**1979 - 1985:**

Provided property management and consultation services to a varied selection of income producing properties including:

- Apartment Communities
- Retail Centers
- Strip Malls
- Office Buildings
- Hotels
- Condominium and Home Owner Associations

**PROFESSIONAL AFFILIATIONS**

Institute of Real Estate Management (IREM)

- Year 2000 Risk Management National Committee nominee
- Chairperson education committee
- Co-chair Smart Partners
- Co-chair Candidate Assistance
- Year 2008 IREM Florida Guest Speaker
- Year 2008 IREM Advisory Board Best Practices
- Year 2009 IREM National Board Member Best Practices
- Year 2010 IREM National Board Member Best Practices
- Year 2011 IREM National Board Member Best Practices
- Year 2012 IREM National Board Member Best Practices
- Year 2013 IREM National Board Member Best Practices
- Year 2014 IREM National Education Committee Member
- Year 2014 IREM Georgia Education Committee Member
- Year 2015 IREM Georgia Education Committee Member
- Year 2015 IREM National Education Committee Member
- Year 2016 IREM National Education Committee Member
- Year 2016 IREM Course 402 Revisions Committee Member
- Year 2017 IREM National Education Committee Member
- Year 2018 IREM National Education Committee Member

- Year 2019 IREM Education Products Committee
- Year 2020 IREM Education Products Committee

Atlanta Apartment Association (AAA)

American Apartment Owners Association (AAOA)

American Society for Industrial Security (ASIS)

Bay Area Apartment Association (BAAA)

CIS Advisory Board Member

CIS save Our Youth Foundation - Board Member

Georgia Apartment Association (GAA)

Grace Hill Property Management Education

International Foundation for Protection Officers (IFPO)

KKPSecurity S2 Faculty State of Florida Security Guard trainer

National Apartment Association (NAA)

National Realtors Association (NAR)

Southeastern Affordable Housing Management Association (SAHMA)

PMG SECURITY LLC President

Claims and Litigation Management (CLM) Alliance

### **CIVIC ASSOCIATIONS**

Benefits Assisting Retiring K-9s Inc Non-Profit

- Board Member

Cross Pointe Home Owners Association

- Past Chairman Architectural Committee

Towns County Commissioner's Office

- Comprehensive Plan Committee Volunteer

Towns County Sheriff's Office

- Volunteer

### **Industry Continuing Education**

#### **2020**

IREM 2020 Best Practices publication review workgroup  
NAA Coronavirus Webinar series COVID-19  
COVID-19: Assessing Decisions on Performance and Exposure in Commercial Agreements and Credit Facilities  
IREM Institute of Real Estate Management Education Products Committee  
IREM Institute of Real Estate Management Knowledge Products Workgroup

#### **2019**

IREM Institute of Real Estate Management Education Products Committee  
IREM Institute of Real Estate Management Knowledge Products Workgroup  
IREM Institute of Real Estate Management exams review/content classification Committee  
IREM Institute of Real Estate Management Learning Management System (LMS)  
IREM Institute of Real Estate Management Active Shooter for property managers 2.0 CE  
IREM Institute of Real Estate Management Budget Spreadsheet Techniques 2.0 CE  
State of Georgia Security licensure required requalification

#### **2018**

IREM Institute of Real Estate Management Education Products Committee  
NAA National Apartment Association CAM Risk Management Course  
SAHMA SE Affordable Housing Management Association Fair Housing Training Update  
State of Florida Licensed Condo Assoc Manager 20 hours CE licensure requirement  
IREM Institute of Real Estate Management Asset Management (ASM) Review Committee  
IREM workgroup review/updating the IREM Best Practices  
SAHMA HUD Terminations in Subsidized Housing 1.0 CEU

#### **2017**

IREM Institute of Real Estate Management Education Review Committee Webinars  
IREM Institute of Real Estate Management Education Review Committee Seminars  
IREM Institute of Real Estate Management Education Products Committee Webinars

#### **2016**

State of Florida LCAM 20 hours CE licensure requirement  
State of Georgia annual recurrent Security Officer Armed Rule 509-3-.10  
IREM Institute of Real Estate Management Education Committee Workshops  
IREM Institute of Real Estate Management MNT 402 Revision Committee

#### **2015**

AAA Landlord Tenant Law CE updates 2015  
Towns County Citizens Law Enforcement update  
AAA The Road to Fair Housing Success 2015 certification  
Apartment and Residential Maintenance Operations  
IREM Apartment building maintenance and risk assessment operations

## **2014**

Towns County Citizens Law Enforcement training program  
IREM Introduction of Property Management  
ASIS Reducing Violence in the Workplace  
IREM Institute of Real Estate Management Education Committee Workshops  
State of Georgia Annual Security Officer requalification  
State of Florida LCAM 18-month CE licensure requirement

## **2013**

IREM Institute of Real Estate Management SFH201  
National Apartment Association NAA NAAEI Property Managers Disaster Course  
State of Georgia annual recurrent Security Officer Armed Rule 509-3-.10  
State of Georgia annual recurrent Security Officer Shotgun Rule 509-3-.10  
National Apartment Association CPO Certified Pool Operator NSPF  
GAA Georgia Apartment Association legal liability seminar updated  
State of Florida LCAM legal update CE required  
National Certified K-9 Handler general purpose, tracking and trailing

## **2012**

State of Florida LCAM licensing 18-month renewal Condominium and Homeowners Association  
International Crime Free Association Apartment Community Crime Reduction Training  
Certification Program  
State of Georgia security agency Qualifier licensure  
State of Georgia security officer training  
State of Georgia security officer armed training  
State of Georgia security officer shotgun training  
International Federation of Protection Officers CPOI recertification  
GAA Georgia Apartment Association legal liability seminar  
IREM Institute of Real Estate Management Risk Management CE seminar

## **1994-2011**

National Apartment Association risk management  
Grace Hill Georgia Apartment Association risk management  
Institute of Real Estate Management CPM 301 Management of Residential Properties  
Institute of Real Estate Management CPM 400 Managing Real Estate as an Investment  
Institute of Real Estate Management CPM 800 Ethics for the Real Estate Manager  
Institute of Real Estate Management CPM 500 Problem Solving for Property managers  
Institute of Real Estate Management CPM 599 Management Plans  
Institute of Real Estate Management CPM 402 Property maintenance Risk control  
State of Florida University of Tampa LCAM Licensed Condominium Association courses



State of Florida biannual required 20-hour renewal courses  
IFPO International Federation of Protection Officers certification  
IFPO International Federation of Protection Officer Instructor certification  
IREM Institute of Real Estate Management additional courses  
HUD Housing and Urban Development required fair housing  
TAA Tampa Apartment Association Workmen's Compensation  
National Mold Infestation Claims Course  
State of Florida licensed security officer required courses  
State of Florida licensed armed security officer required courses  
State of Florida licensed security officer recertification required courses  
State of Florida licensed armed security officer recertification required courses

**Property Management Industry Standards Board Member**

Institute of Real Estate Management IREM

Paul Kastes CPM is a past, appointed member of the IREM Industry Standards Advisory Board. Mr. Kastes was actively involved in reviewing and setting the standards for the property management industry 2008, 2009, 2010, 2011, 2012,2013, 2018.

The Institute of Real Estate Management (IREM®) is an international community of real estate managers, across all property types, dedicated to ethical business practices and maximizing the value of investment real estate. An affiliate of the National Association of Realtors®, IREM has been a trusted source for knowledge, advocacy and networking for the real estate management community for more than 77 years.

IREM is the only professional real estate management association serving both the multi-family and commercial real estate sectors and has 80 U.S. chapters, 13 international chapters, and several other partnerships around the globe. Worldwide membership includes nearly 18,000 individual members and over 535 corporate members. Collectively, CPM® Members in the United States manage nearly \$2 trillion in real estate assets, including 11.4 million residential units and 10.4 billion net square feet of commercial space.

IREM promotes ethical real estate management practices through its credentialed membership programs, including the Certified Property Manager® (CPM®) designation, the Accredited Residential Manager® (ARM®) certification, the Accredited Commercial Manager (ACoM) certification, and the Accredited Management Organization® (AMO®) accreditation. These esteemed credentials certify competence and professionalism for those engaged in real estate management. IREM also offers CPM® Candidate, Associate, Student, and Academic memberships. All members are bound by the strictly enforced IREM® Code of Professional Ethics.