

To Whom It May Concern,

I am excited for the opportunity to discuss my background and how it is aligned with the advertised position of City Manager in Palm Coast, Florida. This position would be a great opportunity to put the very best aspects of my professional experiences, business education and personal goals to use in a city that has incredible importance to my family since this is where I grew up and where my family currently resides. This significance was established when my family moved to Flagler Beach in 1989 and later to Palm Coast, where I would spend the subsequent 16 years. The city has remained in my life, however the birth of our second child has brought returning home to the forefront of our life goals.

I am currently the ETF Sales and Trading Desk Supervisor at Société Générale. Prior to this, I worked in many capacities for Deutsche Bank Securities in Jacksonville, FL and New York, NY. These roles have developed a comprehension understanding of the global marketplace and how a vast array of products fit into everyday retail and institutional interactions. Throughout my career, I have continually expanded my working knowledge to promote personal and professional growth. With this said; my aspirations to adjust my career path to a local municipality is the exact direction I strive to accomplish.

At both firms I have taken the initiative to produce on a day-to-day basis and work to expand our capabilities. In my current position at Société Générale, I researched, produced, and implemented a new ETF Business Plan, addressing technological issues, formatting a new overall team structure, and prioritizing our initiatives. At Deutsche Bank, I was able to work as a project manager in many capacities and some of my personal accomplishments and recommendations are seen in the banks global structure today. Working as a team, we successfully migrated the trading platform and back office product, which reduced cost and improved global efficiencies. The ETF desk was one of the first to adjust their risk management system, which effectively mapped a successful path for others to follow. I have written and implemented multiple processes for trading and operational support at both firms.

I have a proven track record to strategically plan and implement new initiatives and also re-evaluate legacy projects to promote efficient and effective business models. Personally, I take an energetic approach to dealing with challenges and can keep my focus on both long and short-term goals. In addition, the combination of my MBA degree and more than a decade of business and field experience has developed my communication skills to be both professional and personable. I appreciate the opportunity we have had to discuss the ways my background and skills would be an ideal fit for this position and will make myself available to speak in person at any time. The City Manger role presents a desirable opportunity to return home to our friends and family in Palm Coast, Florida.

Sincerely,

Ryan Bader

EXPERIENCE:

Société Générale, 245 Park Place, New York, New York

Supervisor – ETF Sales and Trading (December 2017-Present)

- Pitch current and new clients for ETF and indexation of markets
- Develop, negotiate, and implement ETF Sales and Trading Business Plan for upper management resulting in positive year on year growth
- Restructure sales and trading strategies for increased profitability
- Initiate Custom In-Kind Redemption business within Central Risk Book
- Negotiate an increased bank presence with Asset Managers, Issuers, and Pensions Funds
- Reduce cost through improved inventory and capital management
- Manage client and internal management expectations
- Lead change management meetings to improve bank efficiencies
- Supervise and review all desk sales and trading activities
- Act as point of escalation for all regulatory and compliance inquiries

Deutsche Bank, 60 Wall Street, New York, New York

ETF Trader Market Making (February 2015-December 2017)

- Possess a clear and comprehensive understanding of market strategies and trading mechanics
- Assess and assemble trading information to minimize risk and prepare for future positions
- Analyze books for unexplained market risk, Beta exposure, and ETF fund adjustments
- Create/Redeem domestic and international ETFs to maintain desired inventory and garner client flow; house risk, international executions in local regions, trade FX exposure
- Reconcile proprietary accounts and end-of-day PNL calculation
- Implement International Creation and Redemption platforms and procedures
- Generate informational material for ETF products and provide supplemental training and assistance to internal and external requests

Deutsche Bank, 5022 Gate Parkway, Jacksonville, Florida

Program and ETF Equity Trade Support: (February 2011-February 2015)

- Work within a team environment to process domestic and international equity trades
- Support ETF Trading Desk; Cash Management, Collateral, and Client Support
- Act as liaison between the trading desk and clients and intercompany personnel at all levels
- Identify and amend daily trade breaks while ensuring each settles appropriately
- Balance trading, error, and other internal reconciliations

ADDITIONAL INFORMATION:

- Computer: Microsoft Excel, Word, PowerPoint, Access, extensive financial software
- Personal: Excellent interpersonal and communication skills, highly motivated, efficient, detail oriented, strong analytical skills, resourceful and proven ability to learn quickly
- Background: Lived in Flagler Beach and Palm Coast Florida from 1989-2005, strong friend and family presence in the direct area.

EDUCATION:

Masters of Business Administration, Global MBA Program

- *University of North Florida: Graduated December 2010*

Masters of International Management and Intercultural Communication

- *Cologne University of Applied Science, Germany and University of Warsaw, Poland: Graduated December 2010*

Bachelors of Science: Business Administration

- *University of North Florida, Jacksonville, Florida: Graduated August 2008*
Semester Abroad: Universidad de Alicante, Spain

December 22, 2018

Doug Thomas
Senior Vice President Strategic Government Resources
DouglasThomas@GovernmentResource.com
540-820-0531

Re: Palm Coast, FL City Manager Position

Dear Mr. Thomas:

Please find enclosed my application materials to apply for the position of Palm Coast, FL City Manager. I am very excited to apply for this position. Based on the profile, I think I would be a great fit for the organization.

I am currently looking for a new challenge in a great community. Palm Coast looks like an exceptional city to work and live in. I have had a successful career of thirty years in local government management. My career has featured long-term commitments to my organization and my community.

I am a highly personable and ethical leader that excels in developing relationships. My skillset ranges from visioning and strategic thinking, down to the smallest operational details. I provide the highest levels of support to elected officials, management and line staff. I am also highly engaged in the community and in professional organizations.

I would truly appreciate the opportunity to discuss how my extensive skills and experience could benefit the City of Palm Coast. Please contact me at 971-273-6042 if you need any additional information.

Sincerely,

Scott D. McClure

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