

## **Marcia C. Hollenberger**

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**From:** Silver, Gordon (CAI - Atlanta) <Gordon.Silver@coxautoinc.com>  
**Sent:** Thursday, February 01, 2018 12:53 PM *Received MCP*  
**To:** Marcia C. Hollenberger  
**Subject:** BOS appointment, George Washington District  
**Attachments:** Gordon.Silver.pdf

Thank you for your consideration. If I could trouble you for a response so I can confirm receipt I would much appreciate it.

### **Gordon Silver**

MCC Manager Virginia & Maryland  
120 Auction Dr.  
m: 540.764.2326

**COX AUTOMOTIVE™**

I have lived in the George Washington District of Stafford County my entire life. Currently I reside on 55 acres that have been in my family since 1870 with our history in the county going back 150 years prior. I am seeking a position on the board not because of history in Stafford, but rather my hope for the future. The family farm that has been the site where five generations have lived in Stafford will one day be the place where my grandchildren will be raised. The decisions made by this Board right now will shape Stafford County for the next generation. The quality of education my grandchildren and their peers receive will be determined by this Board. Decisions made about law enforcement, fire, and rescue services will determine how safe the next generation sleeps at night. This Board will determine if there will be enough green spaces left for children to see in Stafford County eagles flying, herring churning in the waters, or Canadian geese fly by the hundreds. This will be the board that determines if Stafford County becomes another suburb of DC or a community that offers economic opportunity and a great quality of life close to home. I have been blessed to live in a tremendous community with much to offer. I want to serve on the Board to ensure we leave the same for the next generation.

I have worked hard to help make our neighborhood a community with over 35 years of experience working with young people and parents in various church settings. It has always been my goal to be the mentor that others were for me. Nothing is more rewarding than having a parent thank you for making a difference in their child's life. More recently, I have been heavily involved with the Patowomeck Indians. It has been truly rewarding to bring together a group of people who for so long have only whispered about their heritage. Today the Patowomeck Indians of Virginia are an active and vital part of the South Stafford community. My formal roles within the Tribe have been Council Member, Treasurer, and Assistant Chief. As Assistant Chief I helped establish a benevolence fund to assist Tribal members in need. In addition, I initiated our first Gospel Sing to assist a member financially and a work day to help an elderly tribal member on her farm. While we helped those in need, the true blessing was to see people within the community come together for one of their own. Energized, empowered, and motivated they began to feel and act like a true tribe. As a member of the Patowomeck Heritage Foundation, a 501-C nonprofit entity tasked with supporting the tribe, I helped raise money for scholarships and education. I was even fortunate enough to represent the tribe at a formal symposium hosted by Colonial Williamsburg as a guest speaker.

Whether I am working in my church, my Tribe, or within the political arena I have always tried to maintain the same philosophy of leadership: people have to want to follow. They cannot be pushed. Before anyone will be willing to follow you must first build a relationship of trust. Investments in time, hours spent listening, treating people with respect, and being honest are all crucial elements of building trust. Until you have invested the time, it is unreasonable to expect others will follow. Finally, you cannot ask others to do anything you are not willing to take on yourself. You have to be willing to get in the trenches and do the tasks that no one else will. Sometimes, like Alexander the Great, you have to be the first one over the wall.

Thank you for your consideration,

A handwritten signature in cursive script, reading "Gordon Silver". The signature is written in dark ink and is positioned below the typed name.

Gordon Silver  
78 Salvington Rd.  
Fredericksburg, Va. 22405  
540-764-2326

## **LEADERSHIP AND COMMUNITY INVOLVEMENT**

- Sunday School Teacher, Deacon, and Youth Leader, 1990-Present
- Instructor, Virginia Cooperative Extension Service Master Gardener Program, 1995-1999
- Appointed to the Stafford County Water Ways Advisory Board as the George Washington representative, 1994-2003
- Member of Patawomeck Indians of Virginia Tribal Council 2011-2014
- Assistant Chief of the Patawomeck Indians of Virginia, 2013-2014
- Board of Directors Patawomeck Heritage Foundation, a 501-C organization, 2012-2015
- Trustee, New Hope United Methodist Church, 2017-Present

## **PROFESSIONAL WORK EXPERIENCE**

### **July 9, 2007 – Present Cox Automotive**

#### Area Financial Services Manager – March 1, 2011 - Present

- Manage the Financial Services Departments for Baltimore, Fredericksburg, and Harrisonburg offices
- Responsible for \$1.2 billion in receivables annually
- Monitor transaction to mitigate fraud and money laundering
- Perform credit ratings and risk analysis to minimize financial exposure
- Perform Cost / Benefit analysis to maximize productivity and revenue
- Cashflow management

### **May 1, 2001 – July 6, 2007 J P Morgan Chase / Collegiate Funding Services**

#### Project Manager - 6/1/2006 – July 6, 2007

- Managed the day to day activities of the JP Morgan Chase Education Finance (CEF) IT Project Management Team (EPMO)
- The CEF EPMO consisted of three project managers and one business analyst
- Supported all IT related activities needed for an \$11 billion education finance operation
- EPMO projects included sales application development, loan servicing application development, web development, MIS development, and integration activities
- Reviewed and scoped requests, demand management governance, delivered projects of all sizes within scope and on time
- Supported offices in Boston Massachusetts, Fredericksburg Virginia, Tampa Florida, and Jackson Mississippi

- Recruited, hired, trained, and managed all project managers within the group

#### Implementation Consultant 9/1/2005 – 6/1/2006

- Project manager and business analyst for the development of new loan application systems and the replacement of legacy systems
- Responsibilities included system design, communication strategies, gathering business requirements, troubleshooting road blocks, developing test scenarios, and implementation
- Developed strategic business cases and effectively sold ideas to obtain business sponsors
- Reviewed Best Practices within the industry and refined internal corporate strategy
- Managed Competitive Intelligence for the company

#### Operations Project Manager 5/1/2004 – 9/1/2005

- Directed all major initiatives impacting a 400 employee call center. Major initiatives included implementing a new compensation structure (\$7 million savings), purchasing an IVR/CTI (\$740,000 investment), telephony improvements, and other technology upgrades
- Developed and implemented a new customer contact process using existing systems (0 systems cost)
- Facilitated all IT requests for the call center
- Member of the corporate cross department project team. Departments included Telesales Operations, Loan Processing, Marketing, Telephony, MIS, and IT Systems. The purpose of the group was to prevent adverse process impacts across departments from project implementation

#### Manager - Quality Control 4/1/03 – 4/30/04

- Managed the teams of Application Quality Control, Loan Processing Quality Control, and the Exceptions team
- Achieved major efficiencies: 36% of the employees were able to be redeployed to other functions within the department, one supervisory position was eliminated
- Worked with IT to develop a front end sales application QC process reducing the application error rate for sales from 13% to 5%
- Developed a new process for managing exceptions which resulted in the reduction of a \$7.5 million liability for the CFS portfolio by 98%
- Increased the loan processing efficiency rating from 94% to 97%
- Worked with our legal team to build and implement system enhancements that allowed full compliance with the PATRIOT Act and SOX
- Used regression analysis to identify trends and potential problems

- Reported trends and problem areas to front line supervisors, senior managers, directors, and vice presidents

Test Team / Customer Service Manager 5/01/02 – 3/31/03

- Developed the first customer service process manual (SOP) for Collegiate Funding Services
- Performed qualitative and quantitative analysis of new product testing
- Coordinated communication between multiple departments involved in the testing process
- Trained and monitored employees while developing new procedures
- Provided daily reports of data and notated anomalies
- Adapted the incentive program to adequately compensate test team employees
- Trained team members on how to sell new product lines

Sales Team Manager 11/7/01 – 4/30/02

- Manager of the year, 2002
- Performed key duties such as maintenance of personnel records, bonus tracking, floor reports, and verification of both private and federal applications
- Trained and coached employees using monitoring, double jacking, team meetings, writing individual talk off scripts, and pairing reps with mentors
- Worked with other team managers to build a strong team atmosphere

**September 1, 1997 – June 15 2000 EPES Building Maintenance, Inc.**

Project Manager

- Scheduled all activities to allow greater flexibility and the ability to accommodate top secret weapons testing
- Implemented the use of PERT (program evaluation and review technique) and CPM (critical path method) management techniques
- Administered all aspects of a \$1.5 million contract
- Evaluated different teams to determine measurable objectives and standards
- Coordinated activities with multiple federal agencies
- Provided written reports for government agents based on primary and secondary research
- Developed an automated process for tracking daily, weekly, biweekly, monthly, and bimonthly projects

## **PROFESSIONAL SKILLS AND TRAINING**

- Conducted Training Seminars for J.P. Morgan Chase
- Developed Business Process Manuals for both J.P. Morgan Chase and Manheim
- Graduate work in Customization and Profiling
- Trained in LEAN Daily Management

## **EDUCATION**

Stafford Senior High School  
Falmouth, Va. 22405

Graduation Date – June 1985

Mary Washington College

Bachelor of Arts, History  
May 1989

Strayer University

Master of Science, Business Administration  
December 1999

American Public University

Master of Arts, American History  
August 2016

# STAFFORD *Virginia*

**Board of Supervisors**  
 Meg Bohmke, Chairman  
 Gary F. Snellings, Vice Chairman  
 L. Mark Dudenhefer  
 Jack R. Cavalier  
 Wendy E. Maurer  
 Cindy C. Shelton

Thomas C. Foley  
 County Administrator

## STAFFORD COUNTY BOARD BANK APPLICATION

Name	Gordon Silver		
Mailing Address	78 Salvington Rd. Fredericksburg, VA. 22405		
Phone Numbers	Home 540-373-4712	Work 540-368-1600	Cell 540-764-2326
E-Mail Address	Gordon.Silver@Coxautoinc.com		
Profession	Financial Market Manager		
Committee on Which you Wish to Serve	Board of Supervisors		
Education	BA - American History; MS - Business Administration; MA - Am. History		
Prior Civic or Service Organization Experience	Master Gardener Instructor, Patuxent Indian Council and Assistant Chieft, Church Service, NWA Board		
Registered Voter	<input checked="" type="radio"/> Yes or No (please circle)	Election District Name: George Washington	
Signature	Gordon Silver		Date: 1/29/2018

Please be aware that your completed Board Bank Application and the information contained therein may be available to the general public. Under the Virginia Freedom of Information Act, the County must make public records available for inspection, upon request, unless the record is otherwise exempt under federal or state law.



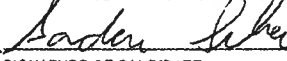
Commonwealth of Virginia  
**CERTIFICATE OF CANDIDATE QUALIFICATION  
 LOCAL OFFICES**

Pursuant to § 24.2-501 of the *Code of Virginia*, I hereby certify that:

1. I am a citizen of the United States. ☒ YES ☐ NO
2. I am at least eighteen years of age or will be on or before the date of the election for the office I am seeking. ☒ YES ☐ NO
3. I have been a resident of the Commonwealth of Virginia for the year immediately preceding the election for the office I am seeking. ☒ YES ☐ NO
4. I now reside at the address shown below in the \*county or city and, if applicable, district in which I seek office [residence address must be given; post office box or general delivery is not acceptable]:  
78 Salvington Rd.  
STREET AND NUMBER, RURAL ROUTE AND BOX NUMBER, OR HIGHWAY ROUTE NUMBER  
 City/Town Fredericksturg ZIP 22405
5. I am registered to vote at the above address in the precinct in which I reside.  
 [or if not and registration books are closed, my application for registration, transfer, or change of address is on file in the general registrar's office for processing when books re-open] ☒ YES ☐ NO
6. Have you ever been convicted of a felony? ☐ YES ☒ NO
7. Have you ever been adjudicated mentally incompetent and lost your right to vote? ☐ YES ☒ NO
8. If you answered YES to 6, give date of certificate restoring voting rights.  
 If YES to 7, give date of court order restoring competency.
9. I am an attorney admitted to the bar of the Commonwealth.  
 [answer only if seeking office of Commonwealth's Attorney] ☐ YES ☒ NO


PLEASE TYPE OR PRINT LEGIBLY ALL THE FOLLOWING INFORMATION:		OFFICE SOUGHT <u>Supervisor</u>
YOUR NAME AS IT IS TO APPEAR ON BALLOT [SEE REVERSE SIDE FOR REQUIREMENTS]	<u>Gordon Silver</u>	DISTRICT IF APPLICABLE <u>George Washington</u>
MAILING OR CAMPAIGN ADDRESS	<u>78 Salvington Rd.</u>	YOUR SOCIAL SECURITY NUMBER [SEE STATEMENT ON REVERSE SIDE]
	<u>Fredericksturg, VA - 22405</u>	ELECTION DATE (MM/DD/YYYY) <u>11/06/2018</u>
		CHECK ONE <input type="checkbox"/> Republican Primary <input checked="" type="checkbox"/> Special Election <input type="checkbox"/> Democratic Primary <input type="checkbox"/> General Election
E-MAIL ADDRESS	<u>Gordon.Silver@Coxautoinc.com</u>	(AREA CODE) HOME TELEPHONE <u>540-764-2326</u>
WEB ADDRESS		(AREA CODE) BUSINESS TELEPHONE <u>540-368-3400</u>

I do solemnly swear [or affirm] subject to penalty provisions for making false statements that the information given above is true and correct and that I am qualified to vote for and hold the office for which I am a candidate.

  
 SIGNATURE OF CANDIDATE DATE 2/1/18

State of VA County/City of Stafford

The foregoing instrument was subscribed and sworn before me this 1<sup>st</sup> day of February, 20 18, by At Gordon Silver

  
 SIGNATURE OF NOTARY OR CLERK OF CIRCUIT COURT

PRINT NAME OF CANDIDATE 7712302 5/31/20  
 NOTARY REGISTRATION NUMBER DATE NOTARY COMMISSION EXPIRES



**KNOWINGLY MAKING ANY UNTRUE STATEMENT OR ENTRY IN THIS DOCUMENT IS A FELONY UNDER VIRGINIA LAW.  
 THE PUNISHMENT IS A MAXIMUM FINE OF \$2,500 AND/OR CONFINEMENT FOR UP TO TEN YEARS. ALSO, YOU LOSE YOUR RIGHT TO VOTE.**