

*Park Place*  
DEALERSHIPS

NALEY  
AUTOMOTIVE

 **McDavid**

 **KOONS**

 **Larry H Miller**  
Dealerships

 **Coggin**  
AUTOMOTIVE GROUP

 **MIKE SHAW**

 **COURTESY**

 **CROWN**  
AUTOMOTIVE

 **Hare**

**ASBURY**  
AUTOMOTIVE GROUP

POWERED BY



**WE ARE ONE**

 **PLAZA**  
HOTELS

**KAHLO**

**ARAPAHOE**

 **Total Care Auto**  
Powered by Carfax

**STEVINSON** 

**BILL ESTES**  
AUTOMOTIVE

*Saxton  
Horne*

**Greenville**  
AUTOMOTIVE  
DRIVEN BY SATISFACTION 

**2024 General Managers' Meeting**

**Brilliant at the Basics**

**Ritz-Carlton Amelia Island, Florida**

# TRUST & ALIGNMENT

RESULTS

competence

capABILITY



Talk STR

Be HON

Tell THE TRU

LISTEN

Demo

RE

INTENT

INTENT  
INTEGRITY

Genuine  
CONCERN  
FOR OTHERS

TRUST



Take  
care of  
EMPLOYEES

IT'S RIGHT

SHO  
LOY

ACT IN BEST INTEREST OF OTHERS

CREDIBILITY



share

LEADERSHIP

## TABLE OF CONTENTS

Resort Map .....	4
Welcome .....	5
Meeting Agenda .....	6
Breakout Session Schedule .....	8
Breakout Session Facilitators & Highlights.....	10
Keynote Speaker .....	12
Honored Guests .....	13
Diamond Sponsors .....	14
Platinum Sponsors.....	15
2023 Top Performers (Team Members) .....	16
2023 Manufacturer Award Winners .....	18
2023 Top Performers (Dealerships).....	21
Brian Sattar Guest Centricity Award Winner.....	23
Asbury Partners .....	24
General Managers .....	25
Arizona .....	25
California .....	25
Colorado.....	26
Florida East .....	27
Florida West.....	28
Georgia.....	28
Idaho .....	29
Indiana .....	30
Maryland.....	30
Missouri .....	31
New Mexico .....	31
South Carolina.....	32
Texas .....	32
Utah.....	33
Virginia .....	34
Washington.....	34
Asbury Support Team.....	35
Asbury Executive Leadership Team .....	42
Asbury Automotive Board of Directors.....	42
Special Thanks.....	43

# RESORT MAP

The Ritz-Carlton Spa

The Golf Club of Amelia Island

Driving Range



- 1 General Session
- 2 Breakfast / Lunch
- 3 Dinner: Mon. 5/20
- 4 Dinner: Tues. 5/21
- 5 Golf: Tues. 5/21
- 6 Breakout Rooms
- 7 5/19 Welcome Registration
- 8 On-site Support Office

## THE RITZ-CARLTON

AMELIA ISLAND

4750 Amelia Island Parkway  
Amelia Island, Florida 32034  
Telephone 904-277-1100

[www.ritzcarlton.com/ameliaisland](http://www.ritzcarlton.com/ameliaisland)

### LEGEND

- A Accessible Parking
- B Drop Off
- C Check-in Assistance
- D Bike Rental
- E Accessible Restroom
- F Building Access/Exit
- G Beach Access
- H Pools and Spa Access
- I Accessible Internet Access
- Sidewalks
- ⊠ Elevator

No matter where you are, share the view at #RCMemories

## WELCOME

---

It is our pleasure to welcome our new team members to their very first Asbury Automotive Group GM meeting, and to welcome back our returning team members. Over the last twelve months we've continued to work on the integration of our west coast operations while improving operational excellence across all our dealerships. In our quest to operate as ONE company we rolled out TCA to all markets (except Florida & Koons to be completed in 2024), installed XTime in all service departments, and thanks to your grit and determination we have persevered in our ongoing transition from UKG to Dayforce. The introduction of TCA products to all our stores and the upgrade in technology allows us to provide a better guest experience while increasing the efficiency of our employees.

In 2018 we wrote and designed our North Star and Compass—to be the most GUEST-CENTRIC automotive retailer and in 2023 we added our Drive values to serve as guiding principles that support our mission and vision. Under David's leadership, we knew we had to take care of our team members first before we could enhance the guest experience. Therefore, our team worked on improving team members benefits such as 401k match, enhancing holiday pay, awarding all team members additional 40 hours of PTO to volunteer in local charities, and equity grants. We are proud to announce that in 2023, 1,700 team members received an equity award, of which 1,200 are front line employees. In addition, at the end of 2023 we announced the re-instatement of Asbury's Tech Guild available to all A&B Technicians across Asbury. We also introduced Asbury's Technician tool reimbursement program and Asbury's Technician tuition reimbursement program. Lastly, Wendy and her team are working on re-launching Asbury Technical Institute with the goal of training and developing new technicians as well as current technicians.

We believe sustainable growth is achieved by consistently delivering a great guest experience. We are proud of our commitment to the community, creating a culture of guest centricity and investing in our team members growth and development. Over the past year, we have grown our L&D Team to over 25 trainers who provide education focused on in-market support, guest centric, leadership development, and diversity, equity, and inclusion awareness.

As I reflect over the last twelve months, one word comes to mind—consistency. Consistency is what transforms average into excellence. Consistency is



DAN CLARA  
SVP, OPERATIONS

doing what it takes to meet or exceed each guest's expectations every time. We all need to come together as a team, commit to our guest centric path and stay true to it, regardless of obstacles.

This week I challenge you to keep an open mind, meet new team members, share ideas, and identify three to four ideas you can take to your store that will help you and your team deliver results in a more consistent basis.

We are thankful to have so many caring team members whose passion to serve our guests differentiate us from our competitors. Thank you for your leadership and guiding us in our journey to be the most GUEST-CENTRIC automotive retailer.

—Dan Clara

---

*“Success is the result of consistent action, fueled by passion and guided by purpose. It’s not about being the best, but about being better than you were yesterday. So, strive for progress, not perfection, and trust the process, for the journey is just as important as the destination.”*

- Hank Hakkam

# AGENDA

---

## Sunday, May 19

6:00 pm - 8:00 pm Welcome Registration ..... Salon Ballrooms Foyer

## Monday, May 20

7:00 am - 8:00 am Breakfast..... Salon 3 / Foyer / Terrace

Headshots..... Salon Foyer

8:10 am - 8:25 am Introduction & Welcome | Jed Milstein..... Salon 1 & 2

8:25 am - 8:35 am Introduction of Mr. Jim Koons | David Hult..... Salon 1 & 2

8:35 am - 9:15 am Honored Guest Presentation ..... Salon 1 & 2

• *Jim Koons Automotive Companies – a 50 Year Journey* | Mr. Jim Koons

9:15 am - 9:30 am Q&A with Mr. Jim Koons

9:30 am - 9:45 am Break

9:45 am - 11:45 am General Session ..... Salon 1 & 2

• *Executing in the Face of Changing Economic Conditions* | Michael Welch

• *Consistency is What Transforms Average to Excellence* | Dan Clara

• *Growing Together, Aligning for the Greater Good* | David Hult

11:45 am - 12:30 pm Lunch..... Salon 3 / Foyer / Terrace

Headshots..... Salon Foyer

12:30 pm - 1:30 pm Breakout Session #1 ..... See Breakout Schedule

1:30 pm - 1:45 pm Break

1:45 pm - 2:30 pm General Session | Team Member Q&A..... Salon 1 & 2

2:30 pm - 2:40 pm Break

2:40 pm - 3:40 pm Breakout Session #2 ..... See Breakout Schedule

3:40 pm - 3:55 pm Break / Snack..... Sweets Buffet, Salon 3 Foyer

4:00 pm - 4:20 pm Asbury Cares Presentation..... Salon 1 & 2

• City of Refuge Video & Donation Drive Update

• Hunger Fight Introduction & Instructions

4:20 pm - 6:00 pm General Session ..... Salon 3

• Hunger Fight Food Packing Event

6:30 pm Reception & Dinner ..... Oceanfront Lawn\*

\*In the event of inclement weather, dinner will be in Talbot.



SCAN to access all the details about this year's annual meeting.

# AGENDA

---

## Tuesday, May 21

<b>7:00 am - 8:00 am</b>	Breakfast.....	Salon 3 / Foyer / Terrace
<b>8:00 am - 9:00 am</b>	General Session   Team Member Q&A.....	Salon 1 & 2
<b>9:15 am - 3:00/4:00 pm</b>	<b>TEAM BUILDING</b> ( <i>Lunch provided at each team event</i> )	
• Golf.....	Golf Club of Amelia Island.....	Exit hotel and walk across drive to Golf Club
• Fishing.....	Fernandina Beach Marina.....	Board bus in driveway in front of hotel
• Clay Shooting .....	Amelia Shotgun Sports.....	Board bus in driveway in front of hotel
• Pickleball.....	Omni Resorts.....	Board bus in driveway in front of hotel
• Salt & Spa.....	Ritz Relaxation Coed Lounge.....	Arrive to your appointment 20 minutes early; Attend sponsored event between 10 am - 3 pm
<b>4:00 pm - 6:00 pm</b>	Personal Down Time	
	Headshots.....	Salon Foyer
<b>6:00 pm - 7:00 pm</b>	Reception & Dinner .....	Talbot Ballroom
<b>7:00 pm - 8:00 pm</b>	Awards .....	Talbot Ballroom
<b>8:00 pm - 11:00 pm</b>	Hospitality Events .....	Salon Ballroom Foyer

## Wednesday, May 22

<b>7:00 am - 8:00 am</b>	Breakfast.....	Salon 3
	Headshots.....	Salon Foyer
<b>8:00 am - 9:00 am</b>	Breakout Session #3.....	See Breakout Schedule
<b>8:00 am - 9:00 am</b>	Vendor Partner Q&A .....	Salon 1 & 2
<b>9:00 am - 9:20 am</b>	Break	
<b>9:20 am - 10:20 am</b>	Breakout Session #4.....	See Breakout Schedule
<b>10:20 am - 10:35 am</b>	Break	
<b>10:35 am - 11:35 am</b>	Keynote Presentation.....	Salon 1 & 2
	• <i>Blind Ambition</i>   Chad Foster	
<b>11:40 am - 12:00 pm</b>	General Session .....	Salon 1 & 2
	• Meeting Wrap-Up & Closing Remarks   Dan Clara	
<b>12:00 pm</b>	Grab & Go Lunch, Depart Hotel, Shuttle to Airport ...	Salon 3 / Foyer
<b>12:30 pm</b>	Motorcoach 1/Mini Coach 1 Departs for Airport ...	Departure from outside lobby
<b>12:45 pm</b>	Motorcoach 2/Mini Coach 2 Departs for Airport ...	Departure from outside lobby



SCAN to access all the details about this year's annual meeting.

## BREAKOUT SESSION SCHEDULE

GROUP 1	GROUP 2	GROUP 3	GROUP 4
<p>Adeshina, Chris Amra, Joe Badamirza, Donovan Barnett, Stacy Benli, Ali Bilyayev, Sergiy Bonanno, Matt Briesemeister, Nathan Brunner, Chris Carimi, Tony Christensen, Liza Cobb, Chris Coronel, Drew DeSimone, Scott Dowling, Mark Evans, Shawn Feuerberg, Jason Garate, Jesus Glickman, Alexander Hahn, Gary Harris, Brad Hendricks, Josh Hillerich, Tre Hult, David Hurley, Jim Irwin, Morgan Johnson, Ellis Jury, John Kern, Steve Lambrecht, Donny Logue, Matt Magana, Tony Massey, Steve McKenzie, Eric Mees, Matt Mink, Jason Morrison, Maureen O'Brien, Brendan O'Leary, Mike Parks, Lindsay Perry, Matthew Rana, Amar Reed, Suzanne Reynolds-Dobbs, Wendy Rocha, Chuck Rose, Denis Sanford, Mark Schildknecht, Rick Sheets, Lisa Staton, Chris Sullivan, Jon Taylor, Tina Torgerson, Robert Vance, Karen Watkins, Wayne Welch, Michael Wiley, Greg Wordon, Ron</p>	<p>Agrinoni, Charlie Anderson, Joshua Baker, Kelly Barron, Sid Benn, Bruce Bingham, Aaron Boyd, Mike Brooker, Phil Burkett, Melvin Chadwick, Kevin Clara, Dan Cohen, Barry Coulombe, Kevin Dharanendra, Shashank Doyle, Terry Fay, Bill Fortune, Thomas Gerstner, John Good, Kevin Green, David Hall, Brent Harrison II, Arnold Henson, Jon Hinds, Brendan Hughes, Declan Hurst, Pat James, Juanita Johnson, Walter Kadili, Jad Kirchhausen, Rick Layton, Stefanie Lombardo, Jeff Maric, Miran Mauer, Justin McKinnon, Sean Mendoza, Adam Moore, Rob Morrow, Jennifer O'Connell, Jimmy Ortiz, Kevin Patch, Robert Pipkin, David Rana, Zubair Reese, Kimberlee Richiez, Bel Rogers, Dustin Ruben, Dion Santiago, Ruben Schuh, Marcus Smith, Ethan Steele, Tripp Tanori, Victor Terry, Hilliard Torres, Alex Vannest, Carl Watts, Larry Werner, Deanna Wilkins, Chris Young, Andre</p>	<p>Alfaro, Walter Annear, Bill Barnett, Mark Bedell, Mark Berger, Stephen Black, Shawn Brand, Tim Brumbaugh, Karin Cantrell, Adam Chrisler, Lisa Clark, Marshall Cooper, Alan Dastou, Chris Doll, David Ellithorp, John Fehrm, Victor Gage, Malcolm Giulio, Tyler Granholt, Chris Gurvich, Vitaly Hanna, Brian Heid, Scott Hill, Myshia Horack, Jason Humbracht, Darryl Hutson, Matt Johnson, Robert (RJ) Judge, AJ Kelley, Zack LaBorde, Kim Leuthold, Ty Mabry, Greg McClure, Mark Medina, Paul Milstein, Jed Morris, James Nichols, Christie O'Connor, Michael Pacini, Tom Pentz, Russell Ramirez, Paris Reddin, Tom Reihl, JR Roby, Joey Rosas, Vincent Sanchez, Richard Schepise, Mike Sekander, Tariq Starling, Brett Sturm, Bart Taveras, Nelson Thompson Sr., JT Utz, Alex Waibel, Bill Weinbender, Emil Wieringa, Tom Woolsey, Matt Yousef, Ibrahim</p>	<p>Albury, Anthony Anderson, David Baldwin, Raymond Beckstead, Spencer Berg, Tim Bittrolff, Jon Branca, Daniel Brown, Ashton Calloway, Dean Chaney, Brianna Clark, John Coleman, Eric Dale, Lisa Diaz, Zahira Duncan, Chad Federico, Steven Francosky, David Gettys, Matt Goodman, Irina Griffin, Shawn Handal, Ramzy Hayes, Nigel Heredia, Sonia Hinkle, Robert Howard, Ronnie Huston, Patrick Jesmer, Craig Johnson III, William Keadle, Andrew Koulatsos, Dennis Lester, Tiger Low, Chris Marsiglia, Joe Mayfield, Cam McNeal, Matt Messinetti, Ron Morell, Bill Newhall, Ryan O'Connell, Andy Owen, Charles Pecoraro, Phil Radlick, Justin Rausch, Bob Reeves, Chris Robinson, Darwin Romero, Amber Rude III, Calmer Saunders, Philip Scott, Cody Somarriba, Samuel Stepaniak, Will Tauber, Jason Thomas, Mirza Tucker, Justin Villasana, George Waugh, Elisa Whatley, Paul Wood, Timothy Young, Alex</p>



## BREAKOUT SESSION SCHEDULE

GROUP 1	GROUP 2	GROUP 3	GROUP 4
<b>SESSION 1</b>	<b>SESSION 1</b>	<b>SESSION 1</b>	<b>SESSION 1</b>
Monday, 5/20 12:30p - 1:30p Leaving it to Chance Location: Plaza Ballroom	Monday, 5/20 12:30p - 1:30p Emotional Intelligence Location: Talbot E	Monday, 5/20 12:30p - 1:30p Managing Through Change Location: Talbot D	Monday, 5/20 12:30p - 1:30p Weighted Words Location: Talbot A-C
<b>SESSION 2</b>	<b>SESSION 2</b>	<b>SESSION 2</b>	<b>SESSION 2</b>
Monday, 5/20 2:40p - 3:40p Weighted Words Location: Talbot A-C	Monday, 5/20 2:40p - 3:40p Leaving it to Chance Location: Plaza Ballroom	Monday, 5/20 2:40p - 3:40p Emotional Intelligence Location: Talbot E	Monday, 5/20 2:40p - 3:40p Managing Through Change Location: Talbot D
<b>SESSION 3</b>	<b>SESSION 3</b>	<b>SESSION 3</b>	<b>SESSION 3</b>
Wednesday, 5/22 8:00a - 9:00a Managing Through Change Location: Talbot D	Wednesday, 5/22 8:00a - 9:00a Weighted Words Location: Talbot A-C	Wednesday, 5/22 8:00a - 9:00a Leaving it to Chance Location: Plaza Ballroom	Wednesday, 5/22 8:00a - 9:00a Emotional Intelligence Location: Talbot E
<b>SESSION 4</b>	<b>SESSION 4</b>	<b>SESSION 4</b>	<b>SESSION 4</b>
Wednesday, 5/22 9:20a - 10:20a Emotional Intelligence Location: Talbot E	Wednesday, 5/22 9:20a - 10:20a Managing Through Change Location: Talbot D	Wednesday, 5/22 9:20a - 10:20a Weighted Words Location: Talbot A-C	Wednesday, 5/22 9:20a - 10:20a Leaving it to Chance Location: Plaza Ballroom

### BREAKOUT TOPICS

**Leaving it to Chance**

### ROOM

Plaza Ballroom

### FACILITATOR(S)

Ben Arndt & Nick Lanphier

**Weighted Words: Navigating Inclusive Language**

Talbot A-C

Fatou Barry & Michael Hayes

**Managing Through Change and Transitions**

Talbot D

Aaron Elias & Randy Parks

**Intro to Emotional Intelligence**

Talbot E

Meghan Bland & Heather Hunt



**BEN ARNDT**



**NICK LANPHIER**

## **LEAVING IT TO CHANCE**

---

This session will discuss leadership's role in creating and supporting a GUEST CENTRIC culture. We will review the core points of our organizational culture and discuss ways that we can be more intentional and consistent about maintaining a GUEST CENTRIC culture for our Team Members, Partners and Guests.

## **OUR BREAKOUT SESSION FACILITATORS**

### **WEIGHTED WORDS: NAVIGATING INCLUSIVE LANGUAGE**

---

This session will provide an overview of diversity, equity and inclusion in the workplace and explore the principles of inclusive language. We will review key concepts of language bias and discuss ways to mitigate it and create a more inclusive culture.



**FATOU BARRY**



**MICHAEL HAYES**



AARON ELIAS



RANDY PARKS

## MANAGING THROUGH CHANGE AND TRANSITIONS

---

This session will provide an overview of the difference between change and transitions and discuss the role leaders play in navigating through change. We will review practical skills and tools needed to successfully lead change and explore the different phases of transition Team Members go through when encountering organizational change.

## OUR BREAKOUT SESSION FACILITATORS

### INTRO TO EMOTIONAL INTELLIGENCE

---

This session will provide an overview of Emotional Intelligence and how emotions impact a leader's thoughts, actions, and relationships with those they lead. We will establish low and high EQ leadership behaviors while making a business case for the importance of emotionally intelligent leaders to our team members, business, and organizational success.



MEGHAN BLAND



HEATHER HUNT

## “ OVERCOMING BLIND SPOTS



### CHAD FOSTER

Chad E. Foster is a husband, a father, and an avid snow skier (that is not a joke) who is not just competing with his condition; he is competing with the world's most successful people.

ladder as a successful Finance/Sales executive. Throughout his career, his financial strategies and decisions have resulted in the creation of countless jobs, billions of dollars in revenue, industry-leading growth, and best-in-class margins. He works at Red Hat, one of the most innovative Tech companies and the world's largest open-source software company (recently purchased by IBM for \$34 billion). With determination, ambition, and drive, he created what Oracle said would be impossible. He gave millions of

people the ability to earn a living by becoming the first to create customer relationship software for the visually impaired. With speaking invites from London to Beijing and the Atlanta Opera commissioning an opera inspired by his life story, Chad inspires people to overcome their own blind spots.

## OUR KEYNOTE SPEAKER

Chad does not believe he is successful despite being blind, but rather he is successful because he's blind. He embraced his problem and turned it into a solution.

Can you imagine going blind as a teenager? When most people were preparing for the adventure of adult life, Chad E. Foster was watching the world he grew up in fade to black. But that didn't stop him from becoming the first blind person to graduate from the Harvard Business School leadership program and climbing the corporate



## MR. JIM KOONS



Founded in 1964, Jim Koons Automotive Companies was one of only 13 private dealership groups to reach more than \$3 billion in revenue in 2023. Composed of top-volume franchises, including

five Toyota, four Ford, four General Motors and two Kia franchises, as well as Lexus, Mercedes-Benz, Hyundai, Volvo and Stellantis franchises, the Koons group is the dominant retailer in the thriving Washington-Baltimore market – the fourth-largest region by population in the United States.

Among its many accolades, Koons is the only dealership group in the region to be recognized multiple times by the Washington Post and Washington Business Journal as a top place to work. Koons dealerships are well-regarded by automakers, consistently earning high customer satisfaction scores and sales volumes and earning

multiple awards, including Toyota President's Cabinets Award, Elite of Lexus, Ford's President's Award, Toyota's Board of Governors, Ford's Triple Crown Award, and Mercedes' Best of the Best. Jim Koons is in the Ford Hall of Fame and received an honorary doctorate from his alma mater, Northwood University. Jim Koons and his wife, Cece are longtime philanthropists, having donated to Bishop O'Connell High School in Arlington, Virginia, Northwood University, Catholic Charities and The Talbot Hospice Foundation.

We honor Mr. Koons and his over 50-year legacy as one of the top auto retailers in the nation.

## OUR HONORED GUESTS



### JIM O'CONNELL

Jim O'Connell, served as President at Jim Koons Automotive Companies. Jim remembers well his decision 37 years ago to pick up his wife, Barb, and his young family of four and leave

Indianapolis, a great career and close friends to join Jim Koons.

"I decided in an instant to grab the opportunity to align myself with such an inspirational person [Jim Koons]. Barb was in shock initially but once she met Jim and Cece, she understood. What has transpired since then has exceeded all my dreams. What began as a great career opportunity has grown to become a very special personal relationship."

With a robust skill set that includes Profit, Customer Satisfaction, Sales Process, Automotive, Sales Management and more, Jim O'Connell contributes valuable insights to the industry.

Jim would not have been able to accomplish anything if it weren't for the love and support of his wife, Barb. "Everything we have accomplished we have done as a team."

Jim received both his BA and MBA from the University of Notre Dame. He and Barb have five children. Jim is an avid reader, has served on the Boards of numerous organizations, and has been active in his local parish over the years. He enjoys golf, spending time with his family, and cheering for the Fighting Irish!

Thank You

DIAMOND SPONSORS



We're with you every mile.



Thank You

PLATINUM SPONSORS



ASSURANT®



## 2023 TOP PERFORMERS (TEAM MEMBERS)



**CARLOS ARVIZU**  
LARRY H. MILLER FORD LINCOLN  
DRAPER  
**TOP PERFORMER - TECHNICIAN**  
**FLAGGED HOURS**



**THEODORE "TEDDY" BUBB**  
COURTESY COLLISION OF BRANDON  
**TOP PERFORMER - COLLISION**  
**TECHNICIAN**  
**FLAGGED HOURS**



**JOHNATHAN DIAZ**  
BODYWERKS DALLAS  
**TOP PERFORMER - COLLISION BODY**  
**TECHNICIAN**  
**FLAGGED HOURS**



**JALEEL KHAN**  
MERCEDES-BENZ OF TAMPA  
**TOP PERFORMER - SERVICE ADVISOR**  
**CP GROSS PROFIT**



**KAY KHIM**  
AUDI NORTH ATLANTA  
**TOP PERFORMER - SERVICE ADVISOR**  
**CP GROSS PROFIT**



**NIC KIAN**  
LARRY H. MILLER SUPER FORD  
SALT LAKE CITY  
**TOP PERFORMER - SALES ADVISOR**  
**HIGHEST UNITS**



**JOE MASTROCOLA**  
COGGIN CHEVROLET AT THE AVENUES  
**TOP PERFORMER - TECHNICIAN**  
**FLAGGED HOURS**



**TERRANCE MAYBERRY**  
DAVID MCDAVID HONDA OF FRISCO  
**TOP PERFORMER - SALES ADVISOR**  
**HIGHEST UNITS**



**JOEY MENDOZA**  
MERCEDES-BENZ OF FT. PIERCE  
**TOP PERFORMER - SERVICE ADVISOR**  
**CP GROSS PROFIT**



**LENG NGOV**  
NALLEY TOYOTA OF ROSWELL  
**TOP PERFORMER - COLLISION**  
**PAINTER**  
**FLAGGED HOURS**



**ADAM PERRY**  
BODYWERKS DALLAS  
**TOP PERFORMER - COLLISION**  
**ESTIMATOR**  
**CP GROSS PROFIT**



**KEITH PROSSER**  
MERCEDES-BENZ OF TAMPA  
**TOP PERFORMER - COLLISION**  
**PAINTER**  
**FLAGGED HOURS**



## 2023 TOP PERFORMERS (TEAM MEMBERS) (cont.)



**CORBIN RICHARDS**  
HARE CHEVROLET

**TOP PERFORMER - SALES ADVISOR**  
**HIGHEST UNITS**



**DAVIS RICHARDS**  
BODYWERKS DALLAS

**TOP PERFORMER - COLLISION**  
**ESTIMATOR**  
**CP GROSS PROFIT**



**STEVEN RIGGS**

LARRY H. MILLER FORD MESA  
**TOP PERFORMER - COLLISION**  
**PAINTER**  
**FLAGGED HOURS**



**JAMES VEGA**

BODYWERKS DALLAS  
**TOP PERFORMER - COLLISION BODY**  
**TECHNICIAN**  
**FLAGGED HOURS**



**SEAN VERCAMMEN**  
TOYOTA OF GREENVILLE

**TOP PERFORMER - TECHNICIAN**  
**FLAGGED HOURS**



**JEFF WHITE**

BODYWERKS DALLAS  
**TOP PERFORMER - COLLISION**  
**ESTIMATOR**  
**CP GROSS PROFIT**

# 2023 MANUFACTURER AWARD WINNERS



**RAYMOND BALDWIN**  
KOONS CHEVROLET BUICK GMC  
CLARKSVILLE  
**MARK OF EXCELLENCE**



**MARK BARNETT**  
STEVINSON CHEVEROLET  
**MARK OF EXCELLENCE**



**TIM BERG**  
KOONS CHEVROLET WHITE MARSH  
**MARK OF EXCELLENCE**



**JON BITTROLFF**  
COGGIN HONDA OF ST. AUGUSTINE  
**PRESIDENT'S AWARD**



**CHRIS BRUNNER**  
PARK PLACE LEXUS PLANO  
**ELITE OF LEXUS**



**JOHN CLARK**  
COGGIN TOYOTA AT THE AVENUES  
**PRESIDENT'S AWARD**



**ALEXANDER GLICKMAN**  
MERCEDES-BENZ OF TAMPA  
**BEST OF THE BEST**



**BRAD HARRIS**  
LARRY H. MILLER CHEVROLET MURRAY  
**MARK OF EXCELLENCE**



**ARNOLD HARRISON II**  
NALLEY TOYOTA OF ROSWELL  
**PRESIDENT'S AWARD**



**JASON HORACK**  
HARE CHEVROLET  
**MARK OF EXCELLENCE**  
**ELITE LEADER**  
HARE ISUZU TRUCK  
**CIRCLE OF EXCELLENCE**



**GEORGE JOHNSON**  
PARK PLACE MOTORCARS  
FORT WORTH  
**BEST OF THE BEST**



**AJ JUDGE**  
LARRY H. MILLER FORD MESA  
**PRESIDENT'S AWARD**

## 2023 MANUFACTURER AWARD WINNERS (cont.)



**JEFF LOMBARDO**  
MIKE SHAW SUBARU  
**LOVE PROMISE COMMUNITY  
COMMITMENT AWARD**



**JUSTIN MAUER**  
LARRY H. MILLER HYUNDAI PEORIA  
**BOARD OF EXCELLENCE**



**JAMES MORRIS**  
KOONS CHEVROLET BUICK GMC TYSONS  
**MARK OF EXCELLENCE**



**MIKE O'LEARY**  
TOYOTA OF GREENVILLE  
**PRESIDENT'S AWARD**



**CHARLES OWEN**  
PARK PLACE LEXUS GRAPEVINE  
**ELITE OF LEXUS**



**MATT PERRY**  
CROWN ACURA (RICHMOND)  
**PRECISION TEAM AWARD**



**JUSTIN RADLICK**  
MIKE SHAW SUBARU GREELEY  
**LOVE PROMISE COMMUNITY  
COMMITMENT AWARD**



**CALMER RUDD III**  
AUDI CREVE COEUR  
**MAGNA SOCIETY**



**RUBEN SANTIAGO**  
NALLEY LEXUS ROSWELL  
**ELITE OF LEXUS**



**PHIL SAUNDERS**  
LARRY H. MILLER AMERICAN TOYOTA  
ALBUQUERQUE  
**PRESIDENT'S AWARD**



**MARCUS SCHUH**  
HARE HONDA  
**PRESIDENT'S AWARD**



**SAMUEL SOMARRIBA**  
MERCEDES-BENZ OF CATONSVILLE  
**BEST OF THE BEST**

## 2023 MANUFACTURER AWARD WINNERS (cont.)



**VICTOR TANORI**  
LARRY H. MILLER VOLKSWAGEN  
AVONDALE  
**WOLFSBURG CREST CLUB**



**BILL WAIBEL**  
NALLEY LEXUS SMYRNA  
**ELITE OF LEXUS**



**WAYNE WATKINS**  
COGGIN BUICK-GMC OF ORANGE PARK  
**MARK OF EXCELLENCE**



**MATT WOOLSEY**  
LAND ROVER DFW  
**PINNACLE AWARD**



**RON WORDON**  
COURTESY PALM HARBOR HONDA  
**PRESIDENT'S AWARD**



**ANDRE YOUNG**  
AUDI NORTH ATLANTA  
**MAGNA SOCIETY**



LARRY H. MILLER LEXUS OF LINDON  
**ELITE OF LEXUS**



LARRY H. MILLER LEXUS MURRAY  
**ELITE OF LEXUS**

# 2023 TOP PERFORMERS (DEALERSHIPS)



**ANTHONY ALBURY**  
NALLEY HYUNDAI

**PARTS & SERVICE GROSS PROFIT -GREATEST % GROWTH;  
CUSTOMER PAY RO COUNT -GREATEST % GROWTH - IMPORT**



**MARK BARNETT**  
STEVINSON CHEVROLET

**CUSTOMER PAY RO COUNT -GREATEST % GROWTH - DOMESTIC**



**ALI BENLI**

DAVID MCDAVID FORD FT. WORTH  
**COLLISION GROSS PROFIT -GREATEST % GROWTH**



**CHRIS BRUNNER**  
PARK PLACE LEXUS PLANO

**PARTS & SERVICE GROSS PROFIT -GREATEST \$\$\$ GROWTH;  
NET PROFIT IMPROVEMENT: \$\$ INCREASE**



**VICTOR FEHRM**

COGIN DELAND HONDA

**GUEST EXPERIENCE (GOOGLE SCORE) - IMPORT**



**THOMAS FORTUNE**

LARRY H. MILLER SUPER FORD  
SALT LAKE CITY

**NET PROFIT IMPROVEMENT: % INCREASE**



**SONIA HEREDIA**

DAVID MCDAVID HONDA OF FRISCO

**NET-TO-GROSS**



**ROBERT HINKLE**

PARK PLACE MOTORCARS DALLAS

**COLLISION GROSS PROFIT -GREATEST \$\$\$ GROWTH;  
MOST PROFITABLE**



**DARRYL HUMBRACHT**

BILL ESTES CHEVROLET BUICK GMC

**GUEST EXPERIENCE (GOOGLE SCORE) - DOMESTIC**



**WILLIAM JOHNSON III**

STEVINSON LEXUS OF LAKEWOOD

**CUSTOMER PAY RO COUNT -GREATEST % GROWTH - LUXURY;  
GUEST EXPERIENCE (FACEBOOK SCORE) - LUXURY**



**AJ JUDGE**

LARRY H. MILLER FORD MESA

**TOTAL YIELD PVR: DOMESTIC;  
GUEST EXPERIENCE (FACEBOOK SCORE) - DOMESTIC**



**ZACK KELLEY**

COURTESY TOYOTA OF BRANDON

**LARGEST VOLUME STORE**

## 2023 TOP PERFORMERS (DEALERSHIPS) (cont.)



**GREG MABRY**  
BENTLEY ATLANTA  
**TOTAL YIELD PVR: LUXURY**



**SEAN MCKINNON**  
LARRY H. MILLER TOYOTA PEORIA  
**GUEST EXPERIENCE (FACEBOOK  
SCORE) - IMPORT**



**PHIL SAUNDERS**  
LARRY H. MILLER AMERICAN TOYOTA  
ALBUQUERQUE  
**PRE-OWNED UNITS -  
GREATEST INCREASE;  
TOTAL YIELD PVR: IMPORT**



LARRY H. MILLER LEXUS OF LINDON  
**GUEST EXPERIENCE (GOOGLE  
SCORE) - LUXURY**



THE BRIAN SATTAR  
**GUEST  
 CENTRICITY  
 AWARD**

To honor Brian's demonstration of Guest Centricity day in and day out to Team Members, Partners and Guests, we are pleased to announce the **2023 Brian Sattar Guest Centricity Award Winner:**

**BILL ESTES  
 TOYOTA**



# ASBURY PARTNERS



**CHRIS BRUNNER**  
PARK PLACE LEXUS PLANO



**JOHN CLARK**  
COGGIN TOYOTA AT THE AVENUES



**ALEXANDER GLICKMAN**  
MERCEDES-BENZ OF TAMPA  
COURTESY HYUNDAI



**SONIA HEREDIA**  
DAVID MCDAVID HONDA OF FRISCO  
DAVID MCDAVID LINCOLN FRISCO



**ROBERT HINKLE**  
PARK PLACE MOTORCARS DALLAS



**JASON HORACK**  
HARE CHEVROLET  
HARE ISUZU TRUCK



**PATRICK HUSTON**  
PORSCHÉ DALLAS



**GEORGE JOHNSON**  
PARK PLACE MOTORCARS  
FORT WORTH



**DONNY LAMBRECHT**  
PARK PLACE VOLVO CARS



**BRENDAN O'BRIEN**  
COURTESY NISSAN OF TAMPA  
COURTESY KIA OF BRANDON



**MIKE O'LEARY**  
TOYOTA OF GREENVILLE  
CROWN NISSAN GREENVILLE



**RUBEN SANTIAGO**  
NALLEY LEXUS ROSWELL



**BART STURM**  
NALLEY BMW OF DECATUR



**BILL WAIBEL**  
NALLEY LEXUS SMYRNA



**WAYNE WATKINS**  
COGGIN BUICK-GMC OF ORANGE PARK



**MATT WOOLSEY**  
LAND ROVER DFW



# GENERAL MANAGERS

## >> ARIZONA



**DAVID ANDERSON**  
LARRY H. MILLER DODGE RAM FIAT  
TUCSON



**MARSHALL CLARK**  
LARRY H. MILLER DODGE RAM PEORIA



**STEVEN FEDERICO**  
LARRY H. MILLER VOLKSWAGEN  
TUCSON



**JESUS GARATE**  
LARRY H. MILLER CHRYSLER JEEP  
DODGE RAM SURPRISE



**AJ JUDGE**  
LARRY H. MILLER FORD MESA



**JUSTIN MAUER**  
LARRY H. MILLER HYUNDAI PEORIA  
LARRY H. MILLER GENESIS PEORIA



**SEAN MCKINNON**  
LARRY H. MILLER TOYOTA PEORIA



**VICTOR TANORI**  
LARRY H. MILLER VOLKSWAGEN  
AVONDALE



**LARRY WATTS**  
LARRY H. MILLER CHRYSLER JEEP  
TUCSON

## >> CALIFORNIA



**ROBERT PATCH**  
LARRY H. MILLER TOYOTA  
LEMON GROVE



**MIKE SCHEPISE**  
LARRY H. MILLER TOYOTA  
CORONA

# GENERAL MANAGERS

## >> COLORADO



**BILL ANNEAR**  
STEVINSON LEXUS OF FREDERICK



**MARK BARNETT**  
STEVINSON CHEVROLET



**STACY BARNETT**  
STEVINSON TOYOTA EAST



**TIM BRAND**  
LARRY H. MILLER FORD LAKEWOOD



**SCOTT DESIMONE**  
STEVINSON HYUNDAI OF LONGMONT



**SHAWN EVANS**  
PORSCHE LITTLEON



**TYLER GIULIO**  
LARRY H. MILLER NISSAN 104TH



**BRENT HALL**  
ARAPAHOE HYUNDAI



**DECLAN HUGHES**  
STEVINSON TOYOTA WEST



**WILLIAM JOHNSON III**  
STEVINSON LEXUS OF LAKEWOOD



**ANDREW KEADLE**  
LARRY H. MILLER CHRYSLER DODGE  
JEEP RAM 104TH



**MATT LOGUE**  
LARRY H. MILLER NISSAN HIGHLANDS  
RANCH



**JEFF LOMBARDO**  
MIKE SHAW SUBARU



**JUSTIN RADLICK**  
MIKE SHAW SUBARU GREELEY



**BOB RAUSCH**  
LARRY H. MILLER NISSAN ARAPAHOE



**DUSTIN ROGERS**  
MIKE SHAW CHRYSLER DODGE  
JEEP RAM

# GENERAL MANAGERS

## >> COLORADO (cont.)



**CHRIS STATON**  
LARRY H. MILLER COLORADO JEEP  
LARRY H. MILLER CHRYSLER DODGE  
RAM FIAT DENVER



**THOMAS WIERINGA**  
JAGUAR LAKEWOOD



**ALEX YOUNG**  
LARRY H. MILLER VOLKSWAGEN  
LAKEWOOD

## >> FLORIDA EAST



**SERGIY BILYAYEV**  
COGGIN HONDA



**JON BITTROLFF**  
COGGIN HONDA OF ST. AUGUSTINE



**MELVIN BURKETT**  
COGGIN ACURA  
COGGIN HONDA OF FT. PIERCE



**JOHN CLARK**  
COGGIN TOYOTA AT THE AVENUES



**DAVID DOLL**  
MERCEDES-BENZ OF FT. PIERCE



**RJ JOHNSON**  
COGGIN NISSAN



**MATT MCNEAL**  
COGGIN BMW TREASURE COAST



**RON MESSINETTI**  
COGGIN FORD



**WILL STEPANIAK**  
COGGIN CHEVROLET AT THE AVENUES



**WAYNE WATKINS**  
COGGIN BUICK-GMC OF ORANGE PARK

# GENERAL MANAGERS

## >> FLORIDA WEST



**MARK BEDELL**  
COGGIN HONDA OF ORLANDO



**VICTOR FEHRM**  
COGGIN DELAND HONDA



**ALEXANDER GLICKMAN**  
MERCEDES-BENZ OF TAMPA  
COURTESY HYUNDAI



**SCOTT HEID**  
COGGIN DELAND FORD



**ZACK KELLEY**  
COURTESY TOYOTA OF BRANDON



**STEVEN KERN**  
COURTESY CHRYSLER-JEEP-DODGE



**BRENDAN O'BRIEN**  
COURTESY NISSAN OF TAMPA  
COURTESY KIA OF BRANDON



**BRETT STARLING**  
INFINITI OF TAMPA



**NELSON TAVERAS**  
COGGIN DELAND HYUNDAI



**RON WORDON**  
COURTESY PALM HARBOR HONDA

## >> GEORGIA



**ANTHONY ALBURY**  
NALLEY HYUNDAI



**BRUCE BENN**  
NALLEY TOYOTA UNION CITY



**CHRIS DASTOU**  
NALLEY INFINITI OF ATLANTA  
NALLEY INFINITI MARIETTA



**MATT GETTYS**  
NALLEY NISSAN OF CUMMING

# GENERAL MANAGERS

## >> GEORGIA (cont.)



**ARNOLD HARRISON II**  
NALLEY TOYOTA OF ROSWELL



**MYSHIA HILL**  
NALLEY VOLKSWAGEN OF ALPHARETTA



**GREG MABRY**  
BENTLEY ATLANTA



**BILL MORELL**  
NALLEY ACURA



**MICHAEL O'CONNOR**  
NALLEY CHEVROLET



**DENIS ROSE**  
NALLEY KIA



**RICHARD SANCHEZ**  
NALLEY TOYOTA STONECREST



**RUBEN SANTIAGO**  
NALLEY LEXUS ROSWELL



**BART STURM**  
NALLEY BMW OF DECATUR



**BILL WAIBEL**  
NALLEY LEXUS SMYRNA



**CHRIS WILKINS**  
NALLEY HONDA



**ANDRE YOUNG**  
AUDI NORTH ATLANTA

## >> IDAHO



**AARON BINGHAM**  
LARRY H. MILLER CHRYSLER DODGE  
JEEP RAM BOISE



**TY LEUTHOLD**  
LARRY H. MILLER SUBARU BOISE



**CODY SCOTT**  
LARRY H. MILLER HONDA BOISE

# GENERAL MANAGERS

## >> INDIANA



**MATT BONANNO**  
BILL ESTES FORD



**JASON HORACK**  
HARE CHEVROLET  
HARE ISUZU TRUCK



**DARRYL HUMBRACHT**  
BILL ESTES CHEVROLET BUICK GMC



**PAT HURST**  
BILL ESTES CHRYSLER DODGE  
JEEP RAM



**CHRIS LOW**  
BILL ESTES CHEVROLET



**JOEY ROBY**  
BILL ESTES TOYOTA



**MARCUS SCHUH**  
HARE HONDA

## >> MARYLAND



**RAYMOND BALDWIN**  
KOONS CHEVROLET BUICK GMC  
CLARKSVILLE



**TIM BERG**  
KOONS CHEVROLET WHITE MARSH  
KOONS VOLVO CARS WHITE MARSH



**VITALY GURVICH**  
KOONS TOYOTA WESTMINSTER



**NIGEL HAYES**  
KOONS TOYOTA ANNAPOLIS



**RONNIE HOWARD**  
KOONS KIA OWNINGS MILLS



**DENNIS KOULATZOS**  
KOONS FORD OF BALTIMORE



**SAMUEL SOMARRIBA**  
MERCEDES-BENZ OF CATONSVILLE



**JT THOMPSON SR.**  
KOONS TOYOTA EASTON

# GENERAL MANAGERS

## >> MISSOURI



**DANIEL BRANCA**  
PLAZA MERCEDES-BENZ



**MALCOLM GAGE**  
PLAZA INFINITI



**GARY HAHN**  
PLAZA BMW



**ELLIS JOHNSON**  
LAND ROVER ST. LOUIS



**CALMER RUDD III**  
AUDI CREVE COEUR



**TIMOTHY WOOD**  
MERCEDES-BENZ OF CHESTERFIELD

## >> NEW MEXICO



**WALTER ALFARO**  
LARRY H. MILLER CASA CHRYSLER JEEP



**SHAWN BLACK**  
LARRY H. MILLER SOUTHWEST HYUNDAI  
ALBUQUERQUE



**RYAN NEWHALL**  
LARRY H. MILLER HYUNDAI  
ALBUQUERQUE



**PHIL SAUNDERS**  
LARRY H. MILLER AMERICAN TOYOTA  
ALBUQUERQUE



**TRIPP STEELE**  
LARRY H. MILLER CHRYSLER JEEP  
DODGE RAM ALBUQUERQUE

# GENERAL MANAGERS

## >> SOUTH CAROLINA



**MIKE BOYD**  
LAND ROVER PORSCHE VOLVO  
OF GREENVILLE



**MIKE O'LEARY**  
TOYOTA OF GREENVILLE  
CROWN NISSAN GREENVILLE

## >> TEXAS



**ALI BENLI**  
DAVID MCDAVID FORD FT. WORTH



**CHRIS BRUNNER**  
PARK PLACE LEXUS PLANO



**ALAN COOPER**  
DAVID MCDAVID HONDA OF IRVING



**JASON FEUERBERG**  
PARK PLACE ACURA



**SONIA HEREDIA**  
DAVID MCDAVID HONDA OF FRISCO  
DAVID MCDAVID LINCOLN FRISCO



**ROBERT HINKLE**  
PARK PLACE MOTORCARS DALLAS



**PATRICK HUSTON**  
PORSCHE DALLAS



**GEORGE JOHNSON**  
PARK PLACE MOTORCARS  
FORT WORTH



**DONNY LAMBRECHT**  
PARK PLACE VOLVO CARS



**CAM MAYFIELD**  
PARK PLACE MOTORCARS ARLINGTON



**CHARLES OWEN**  
PARK PLACE LEXUS GRAPEVINE



**MATT WOOLSEY**  
LAND ROVER DFW



# GENERAL MANAGERS

## >> UTAH



**STEPHEN BERGER**  
LARRY H. MILLER TOYOTA MURRAY



**DREW CORONEL**  
LARRY H. MILLER CHEVROLET PROVO  
LARRY H. MILLER CHRYSLER JEEP  
DODGE RAM PROVO



**THOMAS FORTUNE**  
LARRY H. MILLER SUPER FORD  
SALT LAKE CITY



**BRIAN HANNA**  
LARRY H. MILLER FORD LINCOLN  
DRAPER



**BRAD HARRIS**  
LARRY H. MILLER CHEVROLET MURRAY



**JON HENSON**  
LARRY H. MILLER FORD LINCOLN  
PROVO



**STEVEN MASSEY**  
LARRY H. MILLER CHRYSLER JEEP  
DODGE RAM SANDY



**JASON MINK**  
LARRY H. MILLER USED CAR  
SUPERMARKET SANDY



**PHIL PECORARO**  
LARRY H. MILLER HONDA MURRAY



**DAVID PIPKIN**  
MERCEDES-BENZ DRAPER



**VINCENT ROSAS**  
LARRY H. MILLER CHRYSLER JEEP  
DODGE RAM BOUNTIFUL

# GENERAL MANAGERS

## >> VIRGINIA



**JOE AMRA**  
CROWN MINI OF RICHMOND  
RICHMOND BMW



**DONOVAN BADAMIRZA**  
KOONS KIA WOODBRIDGE



**TRE HILLERICH**  
KOONS FORD STERLING



**WALTER JOHNSON**  
KOONS TOYOTA ARLINGTON



**JAD KADILI**  
KOONS WOODBRIDGE FORD



**ADAM MENDOZA**  
KOONS FORD FALLS CHURCH



**JAMES MORRIS**  
KOONS CHEVROLET BUICK GMC TYSONS  
KOONS CHRYSLER DODGE JEEP RAM  
TYSONS



**MATT PERRY**  
CROWN ACURA (RICHMOND)



**AMAR RANA**  
KOONS TOYOTA TYSONS



**TARIQ SEKANDER**  
KOONS HYUNDAI WOODBRIDGE



**ALEX UTZ**  
RICHMOND BMW (MIDLOTHIAN)



**IBRAHIM YOUSEF**  
KOONS BUICK GMC WOODBRIDGE

## >> WASHINGTON



**MARK MCCLURE**  
LARRY H. MILLER DOWNTOWN HONDA  
SPOKANE

## ASBURY SUPPORT TEAM



**CHRIS ADESHINA**  
REGIONAL F&I DIRECTOR, GEORGIA



**CHARLIE AGRINONI**  
SR. DIRECTOR DIGITAL DEVELOPMENT



**JOSHUA ANDERSON**  
REGIONAL F&I DIRECTOR, COLORADO



**BEN ARNDT**  
LEARNING & DEVELOPMENT MANAGER



**KELLY BAKER**  
VP, CHIEF AUDIT & RISK EXECUTIVE



**SID BARRON**  
VP, CORPORATE DEVELOPMENT  
& REAL ESTATE



**FATOU BARRY**  
SR. MANAGER, DEI



**SPENCER BECKSTEAD**  
AVP, SAXTON HORNE



**MEGHAN BLAND**  
LEADERSHIP DEVELOPMENT TRAINER



**NATHAN BRIESEMEISTER**  
VP, CHIEF ACCOUNTING OFFICER  
& CONTROLLER



**PHILIP BROOKER**  
AVP, COLORADO



**ASHTON BROWN**  
SR. DIRECTOR DIGITAL MEDIA



**KARIN BRUMBAUGH**  
HR DIRECTOR, KOONS



**DEAN CALLOWAY**  
VP, ASSOCIATE GENERAL COUNSEL



**ADAM CANTRELL**  
VP, TOTAL REWARDS



**TONY CARIMI**  
AVP, PARK PLACE & PLAZA

## ASBURY SUPPORT TEAM



**KEVIN CHADWICK**  
MARKET COLLISION DIRECTOR



**BRIANNA CHANEY**  
REGIONAL CONTROLLER, UTAH



**LISA CHRISLER**  
REGIONAL ACCOUNTING DIRECTOR,  
WEST



**LIZA CHRISTENSEN**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, UTAH



**CHRIS COBB**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, GEORGIA



**BARRY COHEN**  
CHIEF INFORMATION OFFICER



**ERIC COLEMAN**  
DIRECTOR HUMAN RESOURCES,  
ASBURY WEST



**KEVIN COULOMBE**  
REGIONAL F&I DIRECTOR,  
FLORIDA EAST & VIRGINIA



**LISA DALE**  
SR. DIRECTOR ACCOUNT  
OPTIMIZATION



**SHASHANK DHARANENDRA**  
REGIONAL VARIABLE OPERATIONS,  
ASBURY EAST



**ZAHIRA DIAZ**  
ASSISTANT GENERAL COUNSEL



**MARK DOWLING**  
AVP, LARRY H. MILLER



**TERRY DOYLE**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, COLORADO



**CHAD DUNCAN**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, GEORGIA



**AARON ELIAS**  
LEARNING & DEVELOPMENT MANAGER



**JOHN ELLITHORP**  
DIRECTOR, CLICKLANE & GUEST  
EXPERIENCE

## ASBURY SUPPORT TEAM



**DAVID FRANCOSKY**  
MARKET FIXED OPERATIONS  
DIRECTOR, PLAZA



**MALCOLM GAGE**  
MMD, PLAZA



**JOHN GERSTNER**  
REGIONAL OPERATIONS DIRECTOR,  
TAMPA & ORLANDO



**KEVIN GOOD**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, NEW MEXICO



**IRINA GOODMAN**  
SR. DIRECTOR FINANCE OPS



**CHRIS GRANHOLM**  
AVP, ARIZONA & NEW MEXICO



**DAVID GREEN**  
AVP, LARRY H. MILLER



**SHAWN GRIFFIN**  
VP, FIXED OPERATIONS



**RAMZY HANDAL**  
VP OF FIXED OPERATIONS, KOONS



**MICHAEL HAYES**  
SERVICE MANAGER, PORSCHE DALLAS,  
BREAKOUT SESSION FACILITATOR



**JOSH HENDRICKS**  
REGIONAL PARTS OPERATIONS  
DIRECTOR, LARRY H. MILLER



**BRENDAN HINDS**  
MARKET COLLISION DIRECTOR



**HEATHER HUNT**  
LEARNING & DEVELOPMENT  
PROGRAM SPECIALIST



**JIM HURLEY**  
VP, ASSOCIATE GENERAL COUNSEL



**MATT HUTSON**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, IDAHO, UTAH,  
& WASHINGTON



**MORGAN IRWIN**  
MANAGER, CORPORATE  
COMMUNICATION

# ASBURY SUPPORT TEAM



**CRAIG JESMER**  
MARKET COLLISION DIRECTOR



**JOHN JURY**  
DIRECTOR, COLLISION CENTER  
OPERATIONS, LARRY H. MILLER



**RICK KIRCHHAUSEN**  
IT DIRECTOR, KOONS



**KIM LABORDE**  
NATIONAL TRAINING DIRECTOR



**NICK LANPHIER**  
LEARNING & DEVELOPMENT PROGRAM  
SPECIALIST



**STEFANIE LAYTON**  
MARKET COLLISION DIRECTOR



**TIGER LESTER**  
REGIONAL F&I DIRECTOR,  
ASBURY EAST



**TY LEUTHOLD**  
AVP, IDAHO & WASHINGTON



**TONY MAGANA**  
REGIONAL F&I DIRECTOR,  
ARIZONA & CALIFORNIA



**JOE MARSIGLIA**  
MARKETING MANAGER, KOONS



**ERIC MCKENZIE**  
MARKET COLLISION DIRECTOR



**PAUL MEDINA**  
REGIONAL F&I DIRECTOR, COLORADO



**MATT MEES**  
VP, MANUFACTURER RELATIONS



**ROB MOORE**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, COLORADO



**JENNIFER MORROW**  
SR. DIRECTOR HUMAN RESOURCES,  
ASBURY EAST



**CHRISTIE NICHOLS**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, CALIFORNIA & UTAH

# ASBURY SUPPORT TEAM



**ANDY O'CONNELL**  
NATIONAL PARTS DIRECTOR



**JIMMY O'CONNELL**  
REGIONAL CONTROLLER, KOONS



**KEVIN ORTIZ**  
REGIONAL F&I DIRECTOR,  
NEW MEXICO



**TOM PACINI**  
NATIONAL USED VEHICLE DIRECTOR



**LINDSAY PARKS**  
SR. DIRECTOR FINANCE SYSTEMS



**RANDY PARKS**  
SENIOR MANAGER, LEADERSHIP  
DEVELOPMENT



**RUSSELL PENTZ**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, KOONS



**PARIS RAMIREZ**  
REGIONAL F&I DIRECTOR,  
ASBURY WEST



**ZUBAIR RANA**  
MMD, KOONS



**SUZANNE REED**  
DIRECTOR IT SUPPORT OPERATIONS



**KIMBERLEE REESE**  
TOTAL CARE AUTO - PRESIDENT



**CHRIS REEVES**  
VP, FINANCE & TREASURER



**JR REIHL**  
AVP, NALLEY



**WENDY REYNOLDS-DOBBS**  
VP, CHIEF DEI OFFICER



**BEL RICHIEZ**  
REGIONAL F&I DIRECTOR,  
FLORIDA WEST



**DARWIN ROBINSON**  
REGIONAL CONTROLLER,  
TEXAS

## ASBURY SUPPORT TEAM



**CHUCK ROCHA**  
MMD, FLORIDA & INDIANA



**AMBER ROMERO**  
REGIONAL F&I DIRECTOR, GEORGIA



**DION RUBEN**  
REGIONAL F&I TRAINER



**MARK SANFORD**  
REGIONAL CONTROLLER,  
CROWN, GEORGIA & GREENVILLE



**RICK SCHILDKNECHT**  
REGIONAL F&I DIRECTOR,  
INDIANA & PLAZA



**LISA SHEETS**  
REGIONAL CONTROLLER,  
JACKSONVILLE & TAMPA



**ETHAN SMITH**  
REGIONAL F&I DIRECTOR, UTAH,  
IDAHO, WASHINGTON & CALIFORNIA



**JON SULLIVAN**  
SR. DIRECTOR DIGITAL MARKETING



**JASON TAUBER**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, FLORIDA EAST, MCDAVID  
& INDIANA



**TINA TAYLOR**  
REGIONAL F&I DIRECTOR, UTAH,  
IDAHO, WASHINGTON & CALIFORNIA



**MIRZA THOMAS**  
VICE PRESIDENT, KOONS



**ROBERT TORGERSON**  
VP, STORE ACCOUNTING



**ALEX TORRES**  
MARKET COLLISION DIRECTOR



**JUSTIN TUCKER**  
REGIONAL CONTROLLER,  
COLORADO & NEW MEXICO



**KAREN VANCE**  
REGIONAL F&I DIRECTOR, KOONS



**CARL VANNEST**  
SR. DIRECTOR OF IT INFRASTRUCTURE



## ASBURY SUPPORT TEAM



**ELISA WAUGH**  
HR DIRECTOR, TEXAS



**EMIL WEINBENDER**  
REGIONAL FIXED OPERATIONS  
DIRECTOR, FT. PIERCE



**DEANNA WERNER**  
REGIONAL CONTROLLER,  
FT. PIERCE, ORLANDO, DELAND,  
MISSOURI & INDIANA



**PAUL WHATLEY**  
RVP, ASBURY EAST



**GREG WILEY**  
DIRECTOR OF RISK

## ASBURY EXECUTIVE LEADERSHIP TEAM



**DAVID HULT**  
PRESIDENT & CEO



**DAN CLARA**  
SVP, OPERATIONS



**MICHAEL WELCH**  
SVP & CHIEF FINANCIAL OFFICER



**GEORGE VILLASANA**  
SVP, CHIEF LEGAL OFFICER



**JED MILSTEIN**  
SVP, CHIEF HUMAN RESOURCES  
OFFICER



**MIRAN MARIC**  
SVP, STRATEGY & INNOVATION

## ASBURY AUTOMOTIVE BOARD OF DIRECTORS



**TOM REDDIN**  
CHAIRMAN OF THE BOARD



**BILL FAY**  
BOARD MEMBER



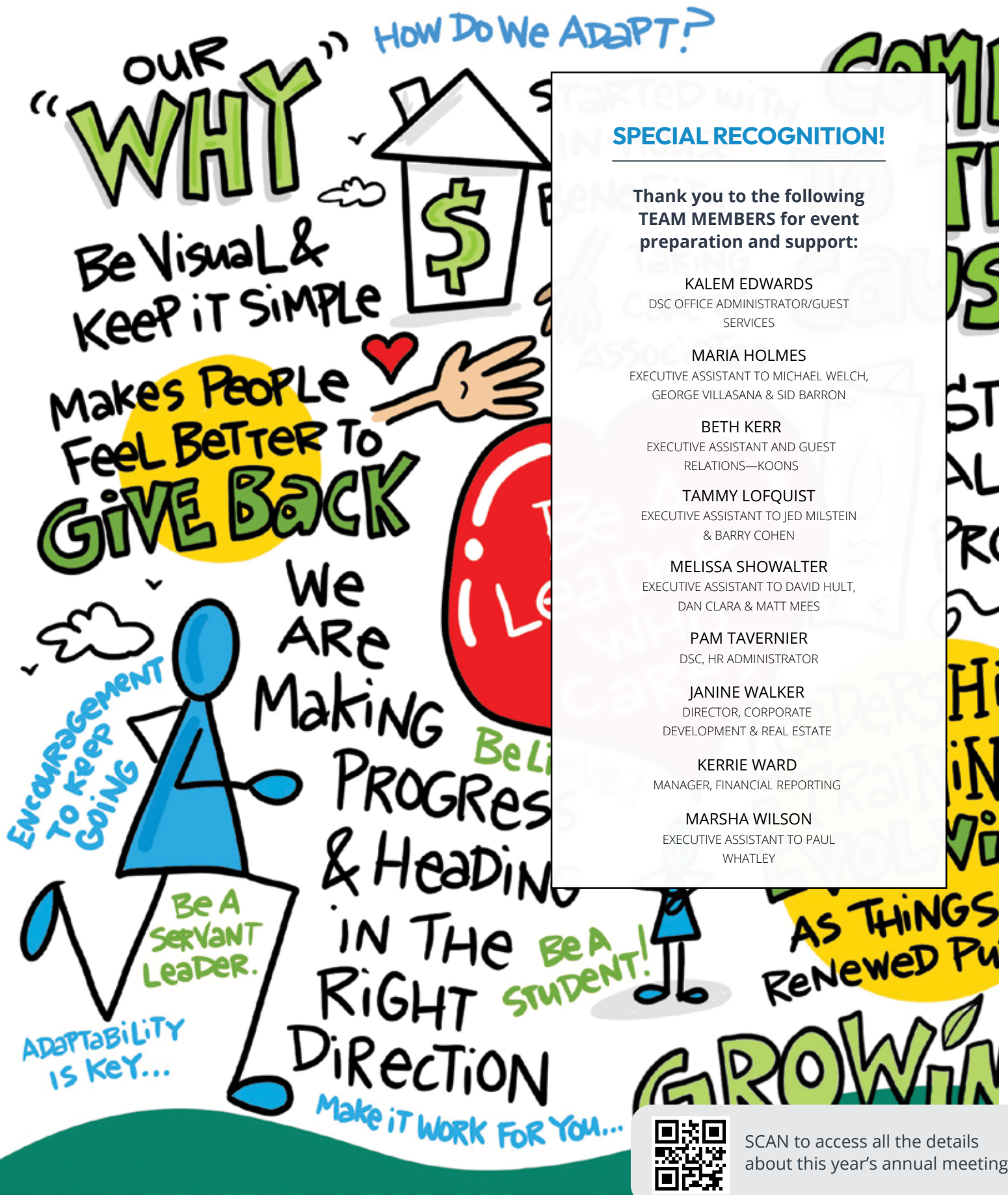
**JUANITA JAMES**  
BOARD MEMBER



**MAUREEN MORRISON**  
BOARD MEMBER



**HILLIARD TERRY**  
BOARD MEMBER



## SPECIAL RECOGNITION!

Thank you to the following  
**TEAM MEMBERS** for event  
preparation and support:

**KALEM EDWARDS**  
DSC OFFICE ADMINISTRATOR/GUEST  
SERVICES

**MARIA HOLMES**  
EXECUTIVE ASSISTANT TO MICHAEL WELCH,  
GEORGE VILLASANA & SID BARRON

**BETH KERR**  
EXECUTIVE ASSISTANT AND GUEST  
RELATIONS—KOONS

**TAMMY LOFQUIST**  
EXECUTIVE ASSISTANT TO JED MILSTEIN  
& BARRY COHEN

**MELISSA SHOWALTER**  
EXECUTIVE ASSISTANT TO DAVID HULT,  
DAN CLARA & MATT MEES

**PAM TAVERNIER**  
DSC, HR ADMINISTRATOR

**JANINE WALKER**  
DIRECTOR, CORPORATE  
DEVELOPMENT & REAL ESTATE

**KERRIE WARD**  
MANAGER, FINANCIAL REPORTING

**MARSHA WILSON**  
EXECUTIVE ASSISTANT TO PAUL  
WHATLEY



SCAN to access all the details  
about this year's annual meeting.



# TO BE THE MOST **GUEST-CENTRIC** AUTOMOTIVE RETAILER

Have a fun, supportive and inclusive culture where **TEAM MEMBERS** thrive personally while building meaningful bonds with one another.

Be caring professionals who strive to delight our **GUESTS** and foster love for the brand.

Be great brand ambassadors and exceptional stewards of capital for our **PARTNERS** who fuel our mission.