

Park Place
DEALERSHIPS

NALLEY
AUTOMOTIVE

 **McDavid**

 **KOONS**

 **Larry H Miller**
Dealerships

 **Coggin**
AUTOMOTIVE GROUP

 **MIKE SHAW**

 **COURTESY**

 **CROWN**
AUTOMOTIVE

 **Hare**

TO BE THE MOST GUEST CENTRIC AUTOMOTIVE RETAILER

ASBURY
AUTOMOTIVE GROUP

POWERED BY



WE ARE ONE

 **PLAZA**
MOTORS

KAHLO

ARAPAHOE

 **Total Care Auto**
Powered by Landcar

STEVINSON 

BILL ESTES
AUTOMOTIVE

Santon
Horne
COMMUNICATIONS

Greenville
AUTOMOTIVE
DRIVEN BY SATISFACTION 

2025 General Managers' Meeting
Ritz-Carlton Amelia Island, Florida

GROWING TOGETHER... ALIGNING FOR THE GREATER GOOD

★
DAVID HULT

WHO YOU CHOOSE FOR
VENDOR RELATIONSHIPS
IS CRITICAL

THIS IS YOUR LIFE
BE THOUGHTFUL IN YOUR
COMMUNICATION

HUMBLE

TEAM

WHAT'S
OUR
PURPOSE

HARD
WORKING

THERE'S NOT
ONE WAY TO
BE SUCCESSFUL

GREATER
GOOD



You
Be A COACH

♥ RELATIONSHIPS

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Guests

Partners

AL
You CHOSE
YOUR
PEOPLE...
O'S ON
OUR BUS!

Have To
DACH

PS. TRUST. CARING ♥

TEACHY ♥ PASSION ♥

WE ARE ONE
BRILLIANT at the Base

RESORT MAP

The Ritz-Carlton Spa

The Golf Club of Amelia Island

Driving Range



- 1** General Session
- 2** Breakfast / Lunch / Hunger Fight Food Packing
- 3** Dinner: Mon. 5/19
- 4** Dinner: Tues. 5/20
- 5** Golf: Tues. 5/20
- 6** Breakout Rooms
- 7** 5/18 Welcome Registration
- 8** On-site Support Office

LEGEND

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

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


THE RITZ-CARLTON
 AMELIA ISLAND
 4750 Amelia Island Parkway
 Amelia Island, Florida 32034
 Telephone 904-277-1100
www.ritzcarlton.com/ameliaisland

WELCOME

Welcome to the 2025 Asbury Automotive General Managers' Meeting!

We are excited to bring our team together for this important event as we reflect on a year of significant progress and look ahead to the opportunities that lie before us.

Since our last gathering, we've accomplished a great deal. We've successfully integrated the Koons Automotive Group into the Asbury family, launched Tekion in our four Atlanta pilot stores and multiple stores in the Koons platform, and introduced TCA in the Florida market. The upcoming year promises to be as active as we continue rolling out Tekion across the organization.

Looking ahead, we're excited to welcome The Herb Chambers Group in New England soon, adding 33 dealerships, 52 franchises, and 3 collision centers. This is a strategic addition to Asbury's geographic footprint and brand mix. The high level of service at the Herb Chambers Group, along with all our great platforms, positions us well to be a leader in performance against our peers while achieving our guest centric retailer status.

We face a challenging environment—rising tariffs and an unpredictable economic landscape are testing our industry. But within these headwinds lies an opportunity: a chance to showcase resilience, foster innovation, and demonstrate our unwavering commitment to our teams and guests.

Now more than ever, leadership with clarity and purpose is essential. By nurturing a culture of adaptability, investing in our people, and embracing the power of technology, we are not only navigating today's challenges but also shaping a more resilient and prosperous tomorrow.

Being brilliant at the basics separates true market leaders from the rest. It means



PAUL WHATLEY
VP, OPERATIONS

delivering a Guest-Centric experience, practicing disciplined asset and financial management, and maintaining consistent communication with our teams and customers. Our dedication to these fundamentals is what enables us to lead in sales and outperform the competition.

Excellence in the everyday is the foundation of our continued success.

I am grateful for your time, leadership, and daily commitment to excellence. I look forward to our time together over the next few days, sharing insights, aligning our vision, and celebrating all we've accomplished.

Together, with positivity, support, and unity, we can achieve anything.

We are one!

— Paul Whatley

"We are what we repeatedly do. Excellence, then, is not an act but a habit."

- Aristotle

AGENDA

Sunday, May 18

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

Monday, May 19

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

Headshots..... Salon Foyer

8:00 am - 8:15 am Welcome & Keynote Introduction | Jed Milstein.... Salon 1 & 2

8:15 am - 9:30 am Keynote Speaker Salon 1 & 2

- *The 4 Disciplines of Execution* | Mr. Chris McChesney

9:30 am - 9:45 am Break

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

- *Challenging Times Reveal the Power of Execution* | Michael Welch
- *Closing the Gap Between Strategy and Execution* | Dan Clara
- *To Be the Most Guest-Centric Automotive Retailer* | 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

- Team Member Q&A | Dean Calloway, Moderator

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

- Donation Drive Update
- Hunger Fight Introduction & Instructions

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

- Hunger Fight Event - Community Partner Food Packing Event

6:30 pm "Palm Breezes" 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 20

7:00 am - 8:00 am	Breakfast.....	Salon 3 / Foyer / Terrace
8:00 am - 9:00 am	General Session	Salon 1 & 2
	• Team Member Q&A Dean Calloway, Moderator	
9:15 am - 3:00/4:00 pm	TEAM BUILDING (<i>Lunch provided at each team event</i>)	
• 9:15 am	Clay Shoot.....	Board bus in driveway in front of hotel
• 9:15 am	Fishing	Board bus in driveway in front of hotel
• 9:15 am	Golf	Exit hotel and walk across drive to Golf Club
• 10:15 am	Pickleball	Board bus in driveway in front of hotel
• By Appointment.....	Salt & Spa	Arrive at the Ritz Relaxation Coed Lounge 20 minutes before your appointment; Attend sponsored event between 10 am - 3:30 pm
4:00 pm - 6:00 pm	Personal Down Time Headshots.....	Salon Foyer
6:00 pm - 7:00 pm	“Coastal Elegance” Reception & Dinner	Talbot Ballroom
7:00 pm - 8:00 pm	Awards	Talbot Ballroom
8:00 pm - 11:00 pm	Hospitality Events	Salon Ballroom Foyer/Terrace

Wednesday, May 21

7:00 am - 8:00 am	Breakfast.....	Salon 3
	Headshots.....	Salon Foyer
8:00 am - 9:00 am	Breakout Session #3.....	See Breakout Schedule
8:00 am - 9:00 am	Vendor Partner Q&A.....	Salon 1 & 2
9:00 am - 9:20 am	Break	
9:20 am - 10:20 am	Breakout Session #4.....	See Breakout Schedule
10:20 am - 10:35 am	Break	
10:35 am - 11:20 am	General Session	Salon 1 & 2
	• <i>Introduction to Tekion</i> John Ellithorp & Lauren Zappin	
11:20 am - 11:40 am	General Session	Salon 1 & 2
	• <i>Operations: Moving Forward</i> Paul Whatley	
11:40 am - 12:00 pm	General Session	Salon 1 & 2
	• Meeting Wrap-Up & Closing Remarks Dan Clara	
12:00 pm	Grab & Go Lunch, Depart Hotel, Shuttle to Airport.....	Salon 3 / Foyer
12:00 pm - 3:00 pm	Depart for Airport (Refer to Transportation Schedule) ..	Departure from Lobby Driveway

BREAKOUT SESSION SCHEDULE

GROUP 1	GROUP 2	GROUP 3	GROUP 4
<p>Ambres, Germaine Anderson, Josh Avery, Jeff Beckstead, Spencer Benn, Bruce Berger, Stephen Branca, Daniel Brannon, Ron Brunner, Chris Chrisler, Lisa Cooper, Alan Coulombe, Kevin Cox, Brandon DeSimone, Scott Diaz, Zahira Dobbins, Brian Etheridge III, Winston Francosky, David Gage, Malcolm Hashagen, Robert Hayes, Nigel Holmes, BJ Hult, David Huston, Patrick Ivie, Tysen Kelley, Zack Koulatsos, Dennis Kounkel, Bradley Lowery, Brad Mabry, Greg Mendoza, Adam Messinetti, Ron Morell, Bill Morrison, Maureen Nickles, Don Nutt, Jason O'Connell, Andy Ortiz, Kevin Owens, Joe Palmer, Hugh Plummer, Andrew Reid, Richard Rodis, Christos Santiago, Ruben Showalter, Aaron Smith, Ross Somarriba, Samuel Spero, Michael Taylor, Tina Terry, Hilliard Thomas, Jon Weinbender, Emil Xie, Max</p>	<p>Agrinoni, Charlie Baker, Kelly Baldwin, Raymond Bass, Danny Bingham, Aaron Blumenschein, Rory Bracken, Corbin Brand, Tim Breedlove, Rob Chiaravalloti, Steve Clark, Marshall Cobb, Chris DeLoach, Tom Dowling, Mark Evans, Shawn Fay, Bill Federico, Steven Fehrm, Victor Fortune, Thomas Hall, Kelsey Hanna, Brian Hinds, Brendan Hinkle, Robert Hutson, Matt Johnson, RJ Johnson, Walter Johnson III, William Keadle, Andrew Massey, Steve McKenzie, Eric McNeal, Matt Mees, Matt Mellen, Jeff Metcalf, Jerry Newhall, Ryan Owen, Charles Perry, Matthew Rausch, Bob Reese, Kimberlee Reeves, Chris Robinson, Darwin Rocha, Chuck Ruben, Dion Tauber, Jason Thompson Sr., JT Utz, Alex Vitek, Ric Welch, Michael Werner, Deanna Wiley, Greg Woolsey, Matt Young, Andre Young, Alex</p>	<p>Alghussain, Nabeel Annear, Bill Barron, Sid Benjamin, Al Benli, Ali Brown, Ashton Burkett, Melvin Calloway, Dean Carimi, Nick Carimi, Tony Clara, Dan Clark, John Coronel, Drew DeMarco, Rich Dennis, Keith Doll, David Gallegos, Joshua Gerstner, John Glickman, Alexander Harrison II, Arnold Heredia, Sonia Horack, Jason Humbracht, Darryl James, Juanita Kadili, Jad Mayfield, Cam McKinnon, Sean Moore, Rob O'Leary, Mike Olson, Eric Parks, Lindsay Parrilli, Amanda Pearson, Jeff Perez, Brandon Radlick, Justin Rana, Amar Rana, Zubair Reihl, JR Richiez, Bel Russell, J. Cory Sanford, Mark Saunders, Philip Schildknecht, Rick Sherman, Ryan Smith, Aaron Starling, Brett Stepaniak, Will Strayhan, Heath Tabor, Bob Taveras, Nelson Torres, Alex Waibel, Bill Waugh, Elisa</p>	<p>Anderson, David Asman, Sam Barnett, Mark Bedell, Mark Bilyayev, Sergiy Briesemeister, Nathan Brooker, Phil Chadwick, Kevin Cohen, Barry Coleman, Eric Custis, Justin Ellithorp, John Etherly, Claron Foster, Mike Goodman, Irina Griffin, Shawn Gurvich, Vitaly Hahn, Gary Hall, Brent Harris, Brad Hayes, Billy Hillerich, Tre Hurley, Jim Irwin, Morgan Johnson, Ellis Johnson, George Jury, John Lambrecht Donny Layton, Stefanie Leuthold, Ty Lombardo, Jeff Magana, Tony Marshall, Stacey McFarlane, Jaden Mier, Jim Milinazzo, Adam Milstein, Jed Morrow, Jennifer Naidoo, Shamla O'Brien, Brendan Railsback, Scott Ramirez, Paris Reynolds-Dobbs, Wendy Roby, Joey Schuh, Marcus Scott, Cody Sheets, Lisa Wallace, Bobby Watkins, Wayne Wells, Douglas Whatley, Paul Wieringa, Tom Wilkins, Chris Young, Richard</p>

BREAKOUT SESSION SCHEDULE

GROUP 1	GROUP 2	GROUP 3	GROUP 4
SESSION 1	SESSION 1	SESSION 1	SESSION 1
Monday, 5/19 12:30p - 1:30p Working Across the Ages Location: Talbot E	Monday, 5/19 12:30p - 1:30p Crucial Conversations Location: Talbot A-C	Monday, 5/19 12:30p - 1:30p Hiring for Success (Caliper) Location: Talbot D	Monday, 5/19 12:30p - 1:30p Communicating for Results Location: Plaza 1 & 2
SESSION 2	SESSION 2	SESSION 2	SESSION 2
Monday, 5/19 2:40p - 3:40p Communicating for Results Location: Plaza 1 & 2	Monday, 5/19 2:40p - 3:40p Working Across the Ages Location: Talbot E	Monday, 5/19 2:40p - 3:40p Crucial Conversations Location: Talbot A-C	Monday, 5/19 2:40p - 3:40p Hiring for Success (Caliper) Location: Talbot D
SESSION 3	SESSION 3	SESSION 3	SESSION 3
Wednesday, 5/21 8:00a - 9:00a Hiring for Success (Caliper) Location: Talbot D	Wednesday, 5/21 8:00a - 9:00a Communicating for Results Location: Plaza 1 & 2	Wednesday, 5/21 8:00a - 9:00a Working Across the Ages Location: Talbot E	Wednesday, 5/21 8:00a - 9:00a Crucial Conversations Location: Talbot A-C
SESSION 4	SESSION 4	SESSION 4	SESSION 4
Wednesday, 5/21 9:20a - 10:20a Crucial Conversations Location: Talbot A-C	Wednesday, 5/21 9:20a - 10:20a Hiring for Success (Caliper) Location: Talbot D	Wednesday, 5/21 9:20a - 10:20a Communicating for Results Location: Plaza 1 & 2	Wednesday, 5/21 9:20a - 10:20a Working Across the Ages Location: Talbot E

BREAKOUT TOPICS	ROOM	FACILITATOR(S)
Working Across the Ages	Talbot E	Fatou Barry & Myshia Hill
Communicating for Results	Plaza 1 & 2	Ben Arndt & Heather Hunt
Hiring for Success (Caliper)	Talbot D.....	Meghan Bland & Nick Lanphier
Crucial Conversations	Talbot A-C	Aaron Elias & Randy Parks



FATOU BARRY



MYSHIA HILL

WORKING ACROSS THE AGES

Workplaces today often bring together team members from various generations, each with their unique experiences, backgrounds, and styles. This session is designed to provide leaders with the skills to better navigate generational differences. The workshop will equip leaders with tools to foster mutual respect and collaboration across generational lines, while gaining a deeper understanding of the value that each generation brings to the workplace.

OUR BREAKOUT SESSION FACILITATORS

COMMUNICATING FOR RESULTS

Some of the most successful leaders are experts in communication. In this session, we will explore ways to effectively communicate the right message to the right audience at the right time to improve our execution in the workplace. From navigating common communication challenges to discussing how unclear messaging can lead to misalignment, this session will leave participants with actionable techniques to communicate more effectively, improve alignment, and drive consistent results.



BEN ARNDT



HEATHER HUNT



MEGHAN BLAND



NICK LANPHIER

HIRING FOR SUCCESS (CALIPER)

As leaders, we all know that finding the right talent for your team is not an easy task. In fact, the cost of a bad hire can truly have a lasting negative impact on your team. What if there was a tool that could help you not only identify the right talent for the role but also help coach them for success? This session will focus on how to select the ideal candidate by providing participants with an overview of the Caliper assessment and best practices for how to use the Caliper profile during the hiring process.

OUR BREAKOUT SESSION FACILITATORS

CRUCIAL CONVERSATIONS

A Crucial Conversation is a discussion between two or more people where the stakes are high, opinions differ, and emotions are strong. This session will explore one of the most common missteps of these conversations by providing insight into the difference between facts and stories, and how emotional reactions are often fueled by unexamined assumptions rather than reality. Participants will build skills to assist in slowing down, checking their interpretations, and responding to situations with greater clarity, curiosity and control.



AARON ELIAS



RANDY PARKS

“ THE 4 DISCIPLINES OF EXECUTION®



Chris McChesney is the co-author of the bestselling book in the world on strategy execution. He is the global practice leader of

Industries, The Ritz-Carlton Hotel Company®, The Kroger® Co., The Coca-Cola Co.®, Comcast, Lockheed Martin Corporation,

decades to include roles as a consultant, managing director, and general manager within the organization. Chris launched the first 4 Disciplines of Execution practice in Franklin Covey's Southeast region, and today has seen it expand around the globe. Throughout this period of significant growth and expansion, Chris has maintained a single focus: to help organizations get results through improved execution.

Chris and his wife Constance are the proud parents of five daughters and two sons. His love of family is combined with his passion for boating, water sports, coaching, and trying to keep up with his children.

Known for his high energy and

OUR KEYNOTE SPEAKER—CHRIS MCCHESNEY

execution for Franklin Covey and one of the primary developers of The 4 Disciplines of Execution®.

For over 20 years, he has led Franklin Covey's ongoing design and development of these principles, as well as the consulting organization that has achieved extraordinary growth in many countries around the globe and impacted hundreds of organizations.

Chris has personally led many of the most noted implementations of the 4 Disciplines, including Marriott® International, Shaw

and Gaylord Entertainment. Also, Chris has worked with Yum Brands, Chick-Fil-A, Neighborly Brands, Loan Market, Hard Rock Cafe, Bridgestone, and Tailored Brands. This practical experience has enabled him to test and refine the principles contained in The 4 Disciplines of Execution from the boardroom to the front line of these and many other organizations.

Chris's career with Franklin Covey began by working directly with Dr. Stephen R. Covey and has continued for more than two

engaging message, Chris has become a highly sought-after speaker and advisor on strategy execution. Chris has presented at the largest leadership conferences in the world, including Global Leadership Summit and World Business Forum.

The 4 Disciplines of Execution message is something that fits into every theme. Every leader has a goal that they want to achieve, but how do you focus and leverage organizational behavior to accomplish your wildly important goals despite a whirlwind of competing priorities?

Thank You

DIAMOND SPONSORS



Thank You

PLATINUM SPONSORS

AUTO GENIUS⁺



BANK OF AMERICA



DealerTire



Dealerware

forvis
mazars



Logitrac



TrueCar

ubeo
BUSINESS
SERVICES



2024 TOP PERFORMERS (TEAM MEMBERS)



LAWRENCE ALVARADO
LARRY H. MILLER TOYOTA PEORIA
TECHNICIAN
FLAGGED HOURS



MICHAEL BOWEN
NALLEY COLLISION CENTER MARIETTA
COLLISION BODY TECHNICIAN
FLAGGED HOURS



JOHN DAVIS
LARRY H. MILLER COLLISION
CENTER MURRAY
COLLISION PAINTER
FLAGGED HOURS



JOHNATHAN DIAZ
BODYWERKS DALLAS
COLLISION BODY TECHNICIAN
FLAGGED HOURS



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



KAY KHIM
AUDI NORTH ATLANTA
SERVICE ADVISOR
CP GROSS PROFIT



DARRELL LEE
HARE CHEVROLET
SALES ADVISOR
HIGHEST UNITS



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



ADAM PERRY
BODYWERKS DALLAS
COLLISION ESTIMATOR
CP GROSS PROFIT



KEITH PROSSER
MERCEDES-BENZ OF TAMPA
COLLISION PAINTER
FLAGGED HOURS



ALAN RAMIREZ
STEVINSON TOYOTA EAST
TECHNICIAN
FLAGGED HOURS



CORBIN RICHARDS
HARE CHEVROLET
SALES ADVISOR
HIGHEST UNITS

2024 TOP PERFORMERS (TEAM MEMBERS) (cont.)



DAVIS RICHARDS
BODYWERKS DALLAS
COLLISION ESTIMATOR
CP GROSS PROFIT



ALEX SKUMATOV
TOYOTA OF GREENVILLE
COLLISION CENTER
COLLISION BODY TECHNICIAN
FLAGGED HOURS



CARLOS VENTURA
COURTESY HYUNDAI
SALES ADVISOR
HIGHEST UNITS



SEAN VERCAMMEN
TOYOTA OF GREENVILLE
TECHNICIAN
FLAGGED HOURS



JOY WATERS
NALLEY COLLISION CENTER MARIETTA
COLLISION ESTIMATOR
CP GROSS PROFIT

2024 MANUFACTURER AWARD WINNERS



GERMAINE AMBRES
PARK PLACE VOLVO CARS
VOLVO EXCELLENCE AWARD



DAVID ANDERSON
LARRY H. MILLER DODGE RAM
AVONDALE
PENTASTAR AWARD



MARK BARNETT
STEVINSON CHEVEROLET
MARK OF EXCELLENCE



DANIEL BRANCA
PLAZA MERCEDES-BENZ
BEST OF THE BEST



CHRIS BRUNNER
PARK PLACE LEXUS PLANO
ELITE OF LEXUS



STEVE CHIARAVALLOTI
LARRY H. MILLER VOLKSWAGEN
AVONDALE
WOLFSBURG CREST AWARD



MARSHALL CLARK
LARRY H. MILLER CHRYSLER JEEP
DODGE RAM SURPRISE
PENTASTAR AWARD
LARRY H. MILLER DODGE RAM PEORIA
PENTASTAR AWARD



JOHN CLARK
COGGIN TOYOTA AT THE AVENUES
PRESIDENT'S AWARD - SET ELITE



ALAN COOPER
DAVID MCDAVID HONDA OF IRVING
PRESIDENT'S AWARD



DREW CORONEL
LARRY H. MILLER CHEVROLET PROVO
MARK OF EXCELLENCE



RICH DEMARCO
KOONS CHEVROLET WHITE MARSH
**MARK OF EXCELLENCE -
ELITE LEADERS**



SCOTT DESIMONE
STEVINSON HYUNDAI OF FREDERICK
DEALER OF THE YEAR

2024 MANUFACTURER AWARD WINNERS (cont.)



MALCOLM GAGE
PLAZA INFINITI
AWARD OF EXCELLENCE



ALEXANDER GLICKMAN
INFINITI OF TAMPA
AWARD OF EXCELLENCE
CIRCLE OF EXCELLENCE
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 - SET ELITE



NIGEL HAYES
KOONS TOYOTA ANNAPOLIS
PRESIDENT'S AWARD



ROBERT HINKLE
PARK PLACE MOTORCARS DALLAS
BEST OF THE BEST



JASON HORACK
HARE CHEVROLET
MARK OF EXCELLENCE
ELITE LEADERS
HARE ISUZU TRUCK
CIRCLE OF EXCELLENCE



GEORGE JOHNSON
PARK PLACE MOTORCARS
FORT WORTH
BEST OF THE BEST



ZACK KELLEY
COURTESY TOYOTA OF BRANDON
PRESIDENT'S AWARD
BOARD OF GOVERNORS AWARD
SET ELITE



TY LEUTHOLD
LARRY H. MILLER SUBARU BOISE
LOVE PROMISE COMMUNITY
COMMITMENT AWARD
LOVE PROMISE CUSTOMER
COMMITMENT AWARD



JEFF LOMBARDO
MIKE SHAW SUBARU
LOVE PROMISE COMMUNITY
COMMITMENT AWARD



GREG MABRY
BENTLEY ATLANTA
PINNACLE CLUB

2024 MANUFACTURER AWARD WINNERS (cont.)



JUSTIN MAUER
LARRY H. MILLER HYUNDAI PEORIA
BOARD OF EXCELLENCE



BRENDAN O'BRIEN
COURTESY KIA OF BRANDON
PRESIDENT'S CLUB



CHARLES OWEN
PARK PLACE LEXUS GRAPEVINE
ELITE OF LEXUS



ANDREW PAYNE
KOONS HYUNDAI WOODBRIDGE
BOARD OF EXCELLENCE



MATT PERRY
CROWN ACURA (RICHMOND)
PRECISION TEAM AWARD



ANDREW PLUMMER
LARRY H. MILLER CASA CHEVROLET
MARK OF EXCELLENCE



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



AMAR RANA
KOONS TOYOTA TYSONS
**PRESIDENT'S AWARD
BOARD OF GOVERNORS
PRESIDENT'S CABINET**



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



AARON SMITH
COURTESY NISSAN OF TAMPA
AWARD OF EXCELLENCE

2024 MANUFACTURER AWARD WINNERS (cont.)



BRETT STARLING
COURTESY PALM HARBOR HONDA
PRESIDENT'S AWARD



BILL WAIBEL
NALLEY LEXUS SMYRNA
ELITE OF LEXUS



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



IBRAHIM YOUSEF
KOONS BUICK GMC WOODBRIDGE
**MARK OF EXCELLENCE - DEALER
OF THE YEAR**

2024 TOP PERFORMERS (DEALERSHIPS)



TIM BRAND

LARRY H. MILLER FORD LAKEWOOD

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



CHRIS BRUNNER

PARK PLACE LEXUS PLANO

MOST PROFITABLE



MARSHALL CLARK

LARRY H. MILLER DODGE RAM PEORIA

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



SCOTT DESIMONE

STEVINSON HYUNDAI OF FREDERICK

**PARTS & SERVICE GROSS PROFIT
-GREATEST % GROWTH**



MARK DOWLING

LARRY H. MILLER FORD MESA

TOTAL YIELD PVR: DOMESTIC



JAD KADILI

KOONS WOODBRIDGE FORD

**PRE-OWNED UNITS -
GREATEST INCREASE;
NET PROFIT IMPROVEMENT:
% INCREASE**



TY LEUTHOLD

LARRY H. MILLER SUBARU BOISE

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



JEFF LOMBARDO

MIKE SHAW SUBARU

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



GREG MABRY

BENTLEY ATLANTA

TOTAL YIELD PVR: LUXURY



JUSTIN MAUER

LARRY H. MILLER GENESIS PEORIA

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



MATT PERRY

CROWN ACURA (RICHMOND)

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



AMAR RANA

KOONS TOYOTA TYSONS

**LARGEST RETAIL VOLUME STORE;
NET PROFIT IMPROVEMENT:
\$\$ INCREASE;
TOTAL YIELD PVR: IMPORT;
COLLISION GROSS PROFIT -
GREATEST % GROWTH;
COLLISION GROSS PROFIT -
GREATEST \$\$\$ GROWTH**

2024 TOP PERFORMERS (DEALERSHIPS) (cont.)



PHIL SAUNDERS

LARRY H. MILLER AMERICAN TOYOTA
ALBUQUERQUE

**PARTS & SERVICE GROSS PROFIT -
GREATEST \$\$\$ GROWTH**



BILL WAIBEL

NALLEY LEXUS SMYRNA

NET-TO-GROSS



LARRY H. MILLER LEXUS MURRAY

**CUSTOMER PAY RO COUNT -
GREATEST % GROWTH - 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 **2024 Brian Sattar Guest Centricity Award Winner:**

**HARE
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Thank you, FusionPoint, for your partnership and support throughout the years.

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D

Do what you say you're going to do.

R

Raise the bar.

I

Invest in people & our communities.

V

Voice your opinion, respectfully.

E

Embrace different perspectives.