

*Park Place*  
DEALERSHIPS

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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™**  
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**STEVINSON**

**BILL ESTES**  
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*Santon*  
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COMMUNICATIONS

**Greenville**  
AUTOMOTIVE  
DRIVEN BY SATISFACTION

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



# GROWING TOGETHER... ALIGNING FOR THE GREATER GOOD

HUMBLE

TEAM

WHAT'S  
OUR  
PURPOSE

HARD  
WORKING

THERE'S NOT  
ONE WAY TO  
Be SUCCESSFUL

★  
DAVID HULT

WHO YOU CHOOSE FOR  
VENDOR RELATIONSHIPS  
is CRITICAL

THIS IS YOUR LIFE  
Be THOUGHTFUL IN YOUR  
COMMUNICATION

GREATER  
GOOD



You H  
Be A CO

Relationship



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# RESORT MAP

The Ritz-Carlton Spa

The Golf Club of Amelia Island

Driving Range



Atlantic Ocean

**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

- 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



## 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	<b>TEAM BUILDING</b> ( <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
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	Agrinsoni, 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	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	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



## 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, 5/19 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
<b>SESSION 2</b>	<b>SESSION 2</b>	<b>SESSION 2</b>	<b>SESSION 2</b>
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
<b>SESSION 3</b>	<b>SESSION 3</b>	<b>SESSION 3</b>	<b>SESSION 3</b>
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
<b>SESSION 4</b>	<b>SESSION 4</b>	<b>SESSION 4</b>	<b>SESSION 4</b>
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)

<b>Working Across the Ages</b> .....	Talbot E .....	Fatou Barry & Myshia Hill
<b>Communicating for Results</b> .....	Plaza 1 & 2 .....	Ben Arndt & Heather Hunt
<b>Hiring for Success (Caliper)</b> .....	Talbot D.....	Meghan Bland & Nick Lanphier
<b>Crucial Conversations</b> .....	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

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## 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 CHEVROLET



# ASBURY PARTNERS



**ALI BENLI**

DAVID MCDAVID FORD FT. WORTH



**CHRIS BRUNNER**

PARK PLACE LEXUS PLANO



**JOHN CLARK**

COGGIN TOYOTA AT THE AVENUES



**ALEXANDER GLICKMAN**

INFINITI OF TAMPA  
MERCEDES-BENZ OF TAMPA



**ARNOLD HARRISON II**

NALLEY TOYOTA OF ROSWELL



**NIGEL HAYES**

KOONS TOYOTA ANNAPOLIS



**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**

PORSCHE DALLAS



**GEORGE JOHNSON**

PARK PLACE MOTORCARS  
FORT WORTH



**ZACK KELLEY**

COURTESY TOYOTA OF BRANDON



**DONNY LAMBRECHT**

PARK PLACE ACURA



**BRENDAN O'BRIEN**

COURTESY HYUNDAI  
COURTESY KIA OF BRANDON



**MIKE O'LEARY**

TOYOTA OF GREENVILLE  
CROWN NISSAN GREENVILLE



**CHARLES OWEN**

PARK PLACE LEXUS GRAPEVINE



## ASBURY PARTNERS



**AMAR RANA**  
KOONS TOYOTA TYSONS



**RUBEN SANTIAGO**  
NALLEY LEXUS ROSWELL



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



**MARCUS SCHUH**  
HARE HONDA



**BILL WAIBEL**  
NALLEY LEXUS SMYRNA



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



**ANDRE YOUNG**  
AUDI NORTH ATLANTA



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AVONDALE  
LARRY H. MILLER CHRYSLER JEEP  
AVONDALE



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LARRY H. MILLER VOLKSWAGEN  
AVONDALE



**MARSHALL CLARK**

LARRY H. MILLER CHRYSLER JEEP  
DODGE RAM SURPRISE  
LARRY H. MILLER DODGE RAM PEORIA



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LARRY H. MILLER FORD MESA



**STEVEN FEDERICO**

LARRY H. MILLER VOLKSWAGEN  
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**JUSTIN MAUER**

LARRY H. MILLER HYUNDAI PEORIA  
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LARRY H. MILLER TOYOTA PEORIA



**ERIC OLSON**

LARRY H. MILLER NISSAN MESA



**JOE OWENS**

LARRY H. MILLER CHRYSLER JEEP TUCSON  
LARRY H. MILLER DODGE RAM FIAT TUCSON

### >> CALIFORNIA



**SAMMY DOMINGUEZ**

LARRY H. MILLER TOYOTA CORONA  
LARRY H. MILLER TOYOTA LEMON GROVE

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STEVINSON LEXUS OF FREDERICK



**MARK BARNETT**  
STEVINSON CHEVROLET



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



**KEITH DENNIS**  
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**SCOTT DESIMONE**  
STEVINSON HYUNDAI OF FREDERICK



**SHAWN EVANS**  
PORSCHE LITTLEON



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ARAPAHOE HYUNDAI



**TYSEN IVIE**  
MIKE SHAW CHRYSLER DODGE  
JEEP RAM



**WILLIAM JOHNSON III**  
STEVINSON LEXUS OF LAKEWOOD



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



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STEVINSON TOYOTA EAST



**JEFF LOMBARDO**  
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**JUSTIN RADLICK**  
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RAM FIAT DENVER



**RYAN SHERMAN**  
LARRY H. MILLER COLORADO JEEP



**THOMAS WIERINGA**  
JAGUAR LAKEWOOD

## GENERAL MANAGERS

### >> COLORADO (cont.)



ALEX YOUNG

LARRY H. MILLER VOLKSWAGEN  
LAKEWOOD

### >> FLORIDA EAST



SERGIY BILYAYEV

COGGIN HONDA



MELVIN BURKETT

COGGIN ACURA  
COGGIN HONDA OF FT. PIERCE



JOHN CLARK

COGGIN TOYOTA AT THE AVENUES



DAVID DOLL

MERCEDES-BENZ OF FT. PIERCE



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CHRISTOS RODIS

COGGIN NISSAN AT THE AVENUES



WILL STEPANIAK

COGGIN CHEVROLET AT THE AVENUES



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COURTESY CHRYSLER-JEEP-DODGE



**MARK BEDELL**  
COGGIN HONDA OF ORLANDO



**ALEXANDER GLICKMAN**  
INFINITI OF TAMPA  
MERCEDES-BENZ OF TAMPA



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COURTESY TOYOTA OF BRANDON



**RYAN NEWHALL**  
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COURTESY KIA OF BRANDON



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COURTESY NISSAN OF TAMPA



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**NELSON TAVERAS**  
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**RICHARD YOUNG**  
COGGIN DELAND FORD

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NALLEY TOYOTA UNION CITY



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**ARNOLD HARRISON II**  
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## GENERAL MANAGERS

### >> GEORGIA (cont.)



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BENTLEY ATLANTA



**JERRY METCALF**  
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NALLEY LEXUS ROSWELL



**BILL WAIBEL**  
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**DOUGLAS WELLS**  
NALLEY KIA



**CHRIS WILKINS**  
NALLEY HONDA



**ANDRE YOUNG**  
AUDI NORTH ATLANTA

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KAHLO CHRYSLER DODGE JEEP RAM



**JASON HORACK**  
HARE CHEVROLET  
HARE ISUZU TRUCK



**DARRYL HUMBRACHT**  
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HARE HONDA

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LAND ROVER ST. LOUIS



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AUDI CREVE COEUR

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KELSEY HALL  
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RAM ALBUQUERQUE



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LARRY H. MILLER CASA CHEVROLET



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LARRY H. MILLER AMERICAN TOYOTA  
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BOB TABOR  
LARRY H. MILLER CASA CHRYSLER JEEP



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LAND ROVER PORSCHE  
OF GREENVILLE



**MIKE O'LEARY**  
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CROWN NISSAN GREENVILLE

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



**CORBIN BRACKEN**  
LAND ROVER DFW



**CHRIS BRUNNER**  
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**SONIA HEREDIA**  
DAVID MCDAVID HONDA OF FRISCO  
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**PATRICK HUSTON**  
PORSCHE DALLAS



**GEORGE JOHNSON**  
PARK PLACE MOTORCARS  
FORT WORTH



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PARK PLACE ACURA



**CHARLES OWEN**  
PARK PLACE LEXUS GRAPEVINE

## GENERAL MANAGERS

### >> TEXAS (cont.)



**HEATH STRAYHAN**

PARK PLACE MOTORCARS ARLINGTON

### >> UTAH



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LARRY H. MILLER HONDA MURRAY



**STEPHEN BERGER**

LARRY H. MILLER TOYOTA MURRAY



**DREW CORONEL**

LARRY H. MILLER CHEVROLET PROVO



**JUSTIN CUSTIS**

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PROVO



**JIM MIER**

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**SEAN OSTLER**

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DODGE RAM PROVO



**SCOTT RAILSBACK**

LARRY H. MILLER CHRYSLER JEEP  
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## GENERAL MANAGERS

### >> UTAH (cont.)



LARRY H. MILLER CHRYSLER JEEP  
DODGE RAM SANDY



LARRY H. MILLER LEXUS OF LINDON  
LARRY H. MILLER LEXUS MURRAY

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KOONS CHEVROLET BUICK GMC TYSONS  
KOONS CHRYSLER DODGE JEEP RAM  
TYSONS



ANDREW PAYNE  
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KOONS TOYOTA TYSONS



ALEX UTZ  
RICHMOND BMW (MIDLOTHIAN)



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CROWN MINI OF RICHMOND  
RICHMOND BMW



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SR. MANAGER, HR



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AVP, SAXTON HORNE



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LEADERSHIP DEVELOPMENT TRAINER

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TEXAS



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VICE PRESIDENT, KOONS



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DSC, HR ADMINISTRATOR

**MARSHA WILSON**  
GUEST SERVICES AND EXECUTIVE ASSISTANT TO PAUL WHATLEY & TONY CARIMI

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

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

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

ASHLEY HEYER | BRIAN JORDAN | MERRY KETTERER





**Do what you say you're going to do.**



**Raise the bar.**



**Invest in people & our communities.**



**Voice your opinion, respectfully.**



**Embrace different perspectives.**