

2026 General Managers' Meeting

Park Place
DEALERSHIPS

NALLEY
AUTOMOTIVE

 **McDavid**

Herb Chambers

 **Coggin**
AUTOMOTIVE GROUP

 **KOONS**

KAHLO

 **Hare**

ASBURY
AUTOMOTIVE GROUP

POWERED BY



WE ARE ONE

 **CROWN**
AUTOMOTIVE

MIKE SHAW

ARAPAHOE

BILL ESTES
AUTOMOTIVE

Saxton Horne

Greenville
AUTOMOTIVE 

 **Larry H Miller**
Dealerships

COURTESY

STEVINSON 

 **TotalCareAuto**
POWERED BY ASBURY

Ritz-Carlton
Amelia Island, Florida

CHALLENGING Times Reveal t

★ HAVE
★ FUN



MEET
OTHER

Excited!

GM's

GO GET IT!

WINNABLE
Goals

Let The
Team
Pick!

WHAT'S
DRIVING
THE BEHAVIOR?

GREEN SAND
GREEN PAPER
GREEN
Chair

ATTENTION
TO DETAIL

Execution ★
ASSISTANT



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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. 5/18
- 4 Dinner: Tues. 5/19
- 5 Golf: Tues. 5/19
- 6 Breakout Rooms
- 7 5/17 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

Atlantic Ocean

North Beach
 Center Beach
 South Beach

Welcome, and thank you for being here.

It's a privilege to bring together a team committed to shaping the future of automotive retail. Our objective is straightforward: strengthen our position as the most guest-centric retailer in the market.

Guest-centricity means putting the guest at the center of everything we do in a genuinely caring, professional, and thorough way. It requires mastering the fundamentals every day—clear communication, transparency, efficiency, and trust. When these are delivered consistently at a high level, they become a real competitive advantage.

We don't win markets in broad strokes—we win them one guest at a time. Every interaction counts. Every experience builds on the last. Market leadership is simply the outcome of consistently winning with each guest.

That level of performance requires more than intent. It takes alignment—across strategy, processes, and people—with a shared understanding of what excellence looks like. It also requires accountability: owning results, measuring what matters, and continuously improving.

And in a rapidly changing environment, adaptability is critical. Success doesn't come from resisting change, but from adjusting to it—quickly, thoughtfully, and decisively.

As we begin our time together in Amelia Island, we encourage you to engage fully, challenge thinking, and share openly. The



ideas exchanged here have the potential to elevate not just individual stores, but the entire We Are One culture at Asbury.

"We don't win markets through scale—we win them one guest at a time, one experience at a time, done better than anyone else." Horst Schulze, the co-founder and former president of The Ritz-Carlton Hotel Company.

Thank you for your leadership and commitment to excellence. We look forward to what we'll accomplish together.

We Are One!

— Dan Clara, Tony Carimi & Ruben Santiago

"We don't win markets through scale—we win them one guest at a time, one experience at a time, done better than anyone else."

- Horst Schulze, Co-founder and former President, The Ritz-Carlton Hotel Company

AGENDA

Sunday, May 17

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

Monday, May 18

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

- *Iconic* | Mr. Scott McCain

9:30 am - 9:45 am Break

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

- *Legacy: Creating a Culture of Winning* | Michael Welch
- *Relentless Execution Where Details Become Dominance* | Dan Clara
- *Execution, Accountability and Relentless Pursuit of Excellence —Winning Together* | Dan Clara

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 “Nautical Nights” 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 19

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
12:00 pm	Lunch.....	Lunch at team event followed by event continuation
4:00 pm - 6:00 pm	Personal Down Time Headshots.....	Salon Foyer
6:00 pm - 7:00 pm	“Ocean Garden Oasis” Reception & Dinner	Talbot Ballroom
7:00 pm - 8:00 pm	Awards	Talbot Ballroom
8:00 pm - 11:00 pm	“Ocean at Night” Hospitality Events.....	Salon Ballroom Foyer/Terrace

Wednesday, May 20

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>Operations: Alignment</i> Dan Clara	
11:20 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>Agrinsoni, Charlie Alsfine, Joel Anderson, Josh Arndt, Benjamin Barrows, Erinne Barry, Maggie Bracken, Corbin Brand, Tim Briesemeister, Nathan Cantrell, Adam Cao, Kevin Clay, D. Paul Dang, Johnny Dennis, Keith Evans, Shawn Fitzgerald, Brian Fortune, Thomas Gainey, Keisha Gennetti, Nicolas Harrison, Rick Heredia, Sonia Hinds, Brendan Hinkle, Robert Horack, Jason Huggett, Scott James, Juanita Johnson III, William Kounkel, Bradley Lambrecht, Donny Lester, Tiger Lombardo, Jeff Mabry, Greg Mauer, Justin Mayfield, Cam McDaniels, Paul McNeal, Matt Morazan, Jose Nagelberg, Brett Nostrom, Amy O'Brien, Rocco Pasquarella, Tom Perez, Brandon Plummer, Andrew Reynolds-Dobbs, Wendy Richiez, Bel Riley, Nicholas Robinson, Darwin Rodgers, Mark Russell, J. Cory Saunders, Philip Smith, Aaron Terry, Hilliard Torgerson, Robert Trammell, Landyn Utz, Alex Vitek, Ric Watts, Larry Welch, Michael Wichman, Jonathan Young, Alex</p>	<p>Alhussain, Nabeel Altman, Rick Andrews, Jack Avery, Jeff Badamirza, Donovan Baldwin, Raymond Barnett, Mark Beckstead, Spencer Bedell, Mark Bland, Meghan Burkett, Melvin Carimi, Tony Chahwan, Patrick Clara, Dan Coulombe, Kevin DeMarco, Rich Doll, David Fajardo, Colbi Fay, Bill Gerstner, John Grier, Brendan Guerra, Daniel Gurvich, Vitaly Huston, Patrick Johnson, Reginald Jury, John Koulatsos, Dennis Leuthold, Ty Lowery, Brad Lupoi, Mike Madden, TJ Magana, Tony Majewski, Dennis Mees, Matt Morrow, Jennifer Naylor, Kevin Nickles, Don Owen, Charles Parks, Lindsay Parks, Randy Parrilli, Amanda Patel, Parin Perry, Matt Raucci, Matt Rawls, Marvin Reese, Kimberlee Reske, Howie Roby, Joey Ruben, Dion Russell, Amanda Ryan-Berman, Bridget Sanford, Mark Silva, Miguel Slater, Leroy Steffy, Melissa Thomas, Mirza Torres, Alex Waibel, Bill Young, Andre Yousef, Ibrahim</p>	<p>Andrade, John Baca, Madison Benn, Bruce Berger, Stephen Birtles, Scott Branca, Daniel Brunner, Chris Calloway, Dean Cox, Brandon Dang, Phan Diaz, Zahira Elias, Aaron Ellithorp, John Etheridge III, Winston Eubanks, Jason Gargiulo, Antonino Good, Kevin Gugino, Mike Harrison II, Arnold Harvey, Christopher Hayes, Nigel Hult, David Johnson, George Jonuz, Almir Keadle, Andrew Kelley, Zack Kim, Christine King, Sean Lewis, Scott Masih, Gloria McAdow, Jay McFarlane, Jaden McKinnon, Sean Monroe, Tiffany Naidoo, Shamla O'Connell, Andy O'Leary, Mike Ostler, Sean Pacheco, Dave Paris, Jonathan Pavlosky, Garvin Payne, Andrew Radlick, Justin Railsback, Scott Ramadanani, Bajram Reeves, Chris Richenburg, Casey Rodis, Christos Salem, Nick Sanchez, Mike Santiago, Ruben Scott, Cody Sheets, Lisa Slaven, Drew Taveras, Nelson Taylor, Tina Werner, Deanna Wiley, Greg Wilkins, Chris</p>	<p>Angelo, Luiz Augusto Asman, Sam Baker, Kelly Bass, Danny Benli, Ali Bilyayev, Sergiy Brannon, Ron Clark, John Clark, Marshall Custred, David DiSantis, Chris Druzbik, James Egan, Jordan Floyd, James Garrett, Addison Garza, Michael Glickman, Alexander Haddad, Bobby Hall, Kelsey Handal, Ramzy Hanna, Brian Hill, Myshia Hillerich, Tre Hurley, Jim Irwin, Morgan Johnson, RJ Kadili, Nick Lanphier, Nick Lela, Eduart Madden, Kevin McKenzie, Eric Metcalf, Jerry Milstein, Jed Moiseyev, Mikail Morell, Bill Morrison, Maureen O'Brien, Brendan O'Connell, Jimmy Olson, Eric Ramezan, Al Ramirez, Paris Raufi, Shah Saghbini, Johnny Schuh, Marcus Sehovic, Adnan Showalter, Aaron Singh, Prabhjot Starling, Brett Strayhan, Heath Taylor, Brad Thomas, Antoine Thorpe, Jeff Tsoqgbaatar, Battushig Vannest, Carl Ward, Troy Waugh, Elisa Weinbender, Emil Wieringa, Thomas Willis, Andre Xie, Max</p>

BREAKOUT SESSION SCHEDULE

GROUP 1	GROUP 2	GROUP 3	GROUP 4
TALBOT A-C	TALBOT D	TALBOT E	TALBOT F-H
SESSION 1	SESSION 1	SESSION 1	SESSION 1
Monday, 5/18 12:30p - 1:30p Delivering the Experience Location: Talbot A-C	Monday, 5/18 12:30p - 1:30p Delivering the Experience Location: Talbot D	Monday, 5/18 12:30p - 1:30p Delivering the Experience Location: Talbot E	Monday, 5/19 12:30p - 1:30p Delivering the Experience Location: Talbot F-H
SESSION 2	SESSION 2	SESSION 2	SESSION 2
Monday, 5/18 2:40p - 3:40p Identifying the Gaps Location: Talbot A-C	Monday, 5/18 2:40p - 3:40p Identifying the Gaps Location: Talbot D	Monday, 5/18 2:40p - 3:40p Identifying the Gaps Location: Talbot E	Monday, 5/19 2:40p - 3:40p Identifying the Gaps Location: Talbot F-H
SESSION 3	SESSION 3	SESSION 3	SESSION 3
Wednesday, 5/20 8:00a - 9:00a Group Presentations Location: Talbot A-C	Wednesday, 5/20 8:00a - 9:00a Group Presentations Location: Talbot D	Wednesday, 5/20 8:00a - 9:00a Group Presentations Location: Talbot E	Wednesday, 5/20 8:00a - 9:00a Group Presentations Location: Talbot F-H
SESSION 4	SESSION 4	SESSION 4	SESSION 4
Wednesday, 5/20 9:20a - 10:20a Key Takeaways & Next Steps Location: Talbot A-C	Wednesday, 5/20 9:20a - 10:20a Key Takeaways & Next Steps Location: Talbot D	Wednesday, 5/20 9:20a - 10:20a Key Takeaways & Next Steps Location: Talbot E	Wednesday, 5/21 9:20a - 10:20a Key Takeaways & Next Steps Location: Talbot F-H

BREAKOUT TOPICS

ROOM

Leading the Guest Experience	Delivering the Experience	Talbot Spaces
Leading the Guest Experience	Identifying the Gaps	Talbot Spaces
Leading the Guest Experience	Group Presentations	Talbot Spaces
Leading the Guest Experience	Key Takeaways and Next Steps	Talbot Spaces

“More than a keynote—it’s a partnership designed for impact.”



OUR KEYNOTE SPEAKER—SCOTT MCKAIN



Scott McKain will teach you how to move beyond distinction—and instead create lasting relevance that drives performance, loyalty, and growth.

This isn't theory. It's a proven approach to:

- Rise above commoditization
- Command premium positioning
- Create experiences customers can't ignore—or replace

ICONIC

In his book *Iconic*, McKain discusses what the world's most successful organizations do differently, focusing on the five factors of iconic performance and why some

brands stand out while others fade away.

About Scott

- Professional Speakers Hall of Fame
- Bestselling business author
- Trusted advisor to leading global brands
- Decades of experience across industries

Thank You

DIAMOND SPONSORS



Thank You

PLATINUM SPONSORS



2025 TOP PERFORMERS (TEAM MEMBERS)



ERKAN "RICK" ALTUNKAYA
KOONS FORD STERLING
SALES ADVISOR
HIGHEST UNITS



BRYAN A. CHAVEZ
HERB CHAMBERS HONDA OF
BURLINGTON
TECHNICIAN
FLAGGED HOURS



CHARLES COX
TOYOTA OF GREENVILLE
COLLISION BODY TECHNICIAN
FLAGGED HOURS



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



ANTHONY FERREIRA
HERB CHAMBERS AUDI BURLINGTON-
SERVICE ADVISOR
CP GROSS PROFIT



MATTHEW MAILLET
HERB CHAMBERS JAGUAR
LAND ROVER SUDBURY
SERVICE ADVISOR
CP GROSS PROFIT



TERRANCE MAYBERRY
DAVID MCDAVID HONDA OF FRISCO
SALES ADVISOR
HIGHEST UNITS



JORGE MORA
PARK PLACE MOTORCARS DALLAS
COLLISION BODY TECHNICIAN
FLAGGED HOURS



ANTHONY NARDI
KOONS FORD OF BALTIMORE
COLLISION BODY TECHNICIAN
FLAGGED HOURS



ADAM PERRY
PARK PLACE MOTORCARS DALLAS
COLLISION ESTIMATOR
CP GROSS PROFIT



KEITH PROSSER
MERCEDES-BENZ OF TAMPA
COLLISION PAINTER
FLAGGED HOURS



BRAYAN REYES
LARRY H. MILLER AMERICAN TOYOTA
ALBUQUERQUE
TECHNICIAN
FLAGGED HOURS

2025 TOP PERFORMERS (TEAM MEMBERS) (cont.)



CORBIN RICHARDS
HARE CHEVROLET
SALES ADVISOR
HIGHEST UNITS



DAVIS RICHARDS
PARK PLACE MOTORCARS DALLAS
COLLISION ESTIMATOR
CP GROSS PROFIT



SARAK SARY
FLAGSHIP MOTORCARS OF LYNNFIELD
TECHNICIAN
FLAGGED HOURS



JOY WATERS
NALLEY ACURA
COLLISION ESTIMATOR
CP GROSS PROFIT

2025 MANUFACTURER AWARD WINNERS



RAYMOND BALDWIN
KOONS CHEVROLET BUICK GMC
CLARKSVILLE
MARK OF EXCELLENCE



MARK BARNETT
STEVINSON CHEVEROLET
MARK OF EXCELLENCE



ALI BENLI
DAVID MCDAVID FORD FT. WORTH
PRESIDENT'S AWARD



CORBIN BRACKEN
LAND ROVER DFW
PINNACLE AWARD



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



DAVID CUSTRED
LARRY H. MILLER CHRYSLER JEEP DODGE
RAM ALBUQUERQUE
PENTASTAR AWARD



RICH DEMARCO
KOONS CHEVROLET WHITE MARSH
MARK OF EXCELLENCE



SCOTT DESIMONE
STEVINSON HYUNDAI OF FREDERICK
**BOARD OF EXCELLENCE
DEALER OF THE YEAR**



ADDISON GARRETT
LARRY H. MILLER HYUNDAI PEORIA
**BOARD OF EXCELLENCE
DEALER OF THE YEAR**



ALEXANDER GLICKMAN
INFINITI OF TAMPA
**AWARD OF EXCELLENCE
MERCEDES-BENZ OF TAMPA
BEST OF THE BEST**

2025 MANUFACTURER AWARD WINNERS (cont.)



ARNOLD HARRISON II
NALLEY TOYOTA OF ROSWELL
PRESIDENT'S AWARD



NIGEL HAYES
KOONS TOYOTA ANNAPOLIS
PRESIDENT'S AWARD



MYSHIA HILL
AUDI NORTH ATLANTA
MAGNA SOCIETY



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



ZACK KELLEY
COURTESY TOYOTA OF BRANDON
BOARD OF GOVERNORS AWARD



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



JEFF LOMBARDO
MIKE SHAW SUBARU
PLEIADE CLUB



GREG MABRY
BENTLEY ATLANTA
PINNACLE CLUB



DENNIS MAJEWSKI
ARAPAHOE HYUNDAI
**BOARD OF EXCELLENCE
DEALER OF THE YEAR**



JAY MCADOW
LARRY H. MILLER VOLKSWAGEN
LAKWOOD
WOLFSBURG CREST AWARD



DON NICKLES
KOONS CHEVROLET BUICK GMC TYSONS
MARK OF EXCELLENCE
KOONS CHRYSLER DODGE JEEP RAM
TYSONS
PENTASTAR AWARD



MIKE O'LEARY
TOYOTA OF GREENVILLE
PRESIDENT'S AWARD
BOARD OF GOVERNORS AWARD
PRESIDENT'S CABINET

2025 MANUFACTURER AWARD WINNERS (cont.)



CHARLES OWEN
PARK PLACE LEXUS GRAPEVINE
ELITE OF LEXUS



JUSTIN RADLICK
MIKE SHAW SUBARU GREELEY
**LOVE PROMISE CUSTOMER
& COMMUNITY AWARD**



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



MARVIN RAWLS
COGGIN BUICK-GMC OF ORANGE PARK
MARK OF EXCELLENCE



NICHOLAS RILEY
LARRY H. MILLER DODGE RAM
PEORIA
PENTASTAR AWARD



JOEY ROBY
BILL ESTES TOYOTA
PRESIDENT'S AWARD



AMANDA RUSSELL
LARRY H. MILLER CHEVROLET MURRAY
MARK OF EXCELLENCE



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



AARON SMITH
COURTESY NISSAN OF TAMPA
NISSAN GLOBAL AWARD



BRETT STARLING
COURTESY PALM HARBOR HONDA
PRESIDENT'S AWARD



RIC VITEK
CROWN MINI OF RICHMOND
GOLDEN BULLDOG



BILL WAIBEL
NALLEY LEXUS SMYRNA
ELITE OF LEXUS

2025 MANUFACTURER AWARD WINNERS (cont.)



ANDRE WILLIS
COGGIN DELAND HONDA
PRESIDENT'S AWARD



ANDRE YOUNG
NALLEY LEXUS ROSWELL
ELITE OF LEXUS



IBRAHIM YOUSEF
KOONS BUICK GMC WOODBRIDGE
MARK OF EXCELLENCE

2025 TOP PERFORMERS (DEALERSHIPS)



LUIZ AUGUSTO ANGELO
 MERCEDES-BENZ OF SUDBURY
**COLLISION GROSS PROFIT -
 GREATEST \$\$\$ GROWTH**



CHRIS BRUNNER
 PARK PLACE LEXUS PLANO
**MOST PROFITABLE;
 PRE-OWNED UNITS -
 GREATEST INCREASE;
 NET PROFIT IMPROVEMENT:
 \$\$ INCREASE**



SCOTT DESIMONE
 STEVINSON HYUNDAI OF FREDERICK
**PARTS & SERVICE GROSS PROFIT
 -GREATEST % GROWTH;
 NET PROFIT IMPROVEMENT:
 % INCREASE;
 CUSTOMER PAY RO COUNT -
 GREATEST % GROWTH - IMPORT**



DAVID DOLL
 MERCEDES-BENZ OF FT. PIERCE
**GUEST EXPERIENCE (GOOGLE
 SCORE) - LUXURY**



MICHAEL GARZA
 LARRY H. MILLER CASA CHRYSLER JEEP
**COLLISION GROSS PROFIT -
 GREATEST % GROWTH**



BOBBY HADDAD
 HERB CHAMBERS CHEVROLET
 OF DANVERS
TOTAL YIELD PVR: DOMESTIC



ANDREW KEADLE
 LARRY H. MILLER FORD LAKEWOOD
**CUSTOMER PAY RO COUNT -
 GREATEST % GROWTH - DOMESTIC**



ZACK KELLEY
 COURTESY TOYOTA OF BRANDON
LARGEST RETAIL VOLUME STORE



BRAD KOUNKEL
 STEVINSON TOYOTA EAST
**PARTS & SERVICE GROSS PROFIT -
 GREATEST \$\$\$ GROWTH**



ROBERT PRIEMER
 LARRY H. MILLER GENESIS PEORIA
**TOTAL YIELD PVR: IMPORT;
 GUEST EXPERIENCE (GOOGLE
 SCORE) - IMPORT**



MIGUEL SILVA
 HERB CHAMBERS FORD OF
 WESTBOROUGH
**GUEST EXPERIENCE (GOOGLE
 SCORE) - DOMESTIC**



BRAD TAYLOR
 BENTLEY BOSTON / ROLLS-ROYCE
 MOTORCARS OF NEW ENGLAND /
 LAMBORGHINI BOSTON
**NET-TO-GROSS;
 TOTAL YIELD PVR: LUXURY**

2025 TOP PERFORMERS (DEALERSHIPS) (cont.)



BILL WAIBEL

NALLEY LEXUS SMYRNA

**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 **2025 Brian Sattar Guest Centricity Award Winner:**

**LARRY H. MILLER
 AMERICAN TOYOTA
 ALBUQUERQUE**



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
PORSCHÉ DALLAS



GEORGE JOHNSON
PARK PLACE MOTORCARS
FORT WORTH



ZACK KELLEY
COURTESY TOYOTA OF BRANDON



DONNY LAMBRECHT
PARK PLACE VOLVO CARS



MIKE O'LEARY
TOYOTA OF GREENVILLE



CHARLES OWEN
PARK PLACE LEXUS GRAPEVINE



AMAR RANA
KOONS TOYOTA TYSONS

ASBURY PARTNERS



PHIL SAUNDERS

LARRY H. MILLER AMERICAN TOYOTA
ALBUQUERQUE



MARCUS SCHUH

HARE HONDA



BILL WAIBEL

NALLEY LEXUS SMYRNA



ANDRE YOUNG

NALLEY LEXUS ROSWELL

GENERAL MANAGERS

>> ARIZONA



JACK ANDREWS

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



STEVE CHIARAVALLOTI

LARRY H. MILLER VOLKSWAGEN
AVONDALE



MARSHALL CLARK

LARRY H. MILLER CHRYSLER JEEP
DODGE RAM SURPRISE



JAMES FLOYD

LARRY H. MILLER VOLKSWAGEN
TUCSON



ADDISON GARRETT

LARRY H. MILLER HYUNDAI PEORIA



SEAN MCKINNON

LARRY H. MILLER TOYOTA PEORIA



ERIC OLSON

LARRY H. MILLER NISSAN MESA



ROBERT PRIEMER

LARRY H. MILLER GENESIS PEORIA



NICHOLAS RILEY

LARRY H. MILLER DODGE RAM
PEORIA



LARRY WATTS

LARRY H. MILLER DODGE RAM AVON-
DALE / LARRY H. MILLER CHRYSLER
JEEP AVONDALE



RICHARD YOUNG

LARRY H. MILLER FORD MESA

>> COLORADO



MARK BARNETT

STEVINSON CHEVROLET



KEITH DENNIS

STEVINSON TOYOTA WEST



SCOTT DESIMONE

STEVINSON HYUNDAI OF FREDERICK



SHAWN EVANS

PORSCHE LITTLEON

GENERAL MANAGERS

>> COLORADO (cont.)



RICK HARRISON
LARRY H. MILLER COLORADO JEEP



WILLIAM JOHNSON III
STEVINSON LEXUS OF LAKEWOOD



ANDREW KEADLE
LARRY H. MILLER FORD LAKEWOOD



BRAD KOUNKEL
STEVINSON TOYOTA EAST



JEFF LOMBARDO
MIKE SHAW SUBARU



DENNIS MAJEWSKI
ARAPAHOE HYUNDAI



JAY MCADOW
LARRY H. MILLER VOLKSWAGEN
LAKEWOOD



BRETT NAGELBERG
LARRY H. MILLER CHRYSLER DODGE
RAM FIAT DENVER



JUSTIN RADLICK
MIKE SHAW SUBARU GREELEY



MIKE SANCHEZ
STEVINSON LEXUS OF FREDERICK



THOMAS WIERINGA
JAGUAR LAKEWOOD



ALEX YOUNG
LARRY H. MILLER CHRYSLER DODGE
JEEP RAM 104TH

>> 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

GENERAL MANAGERS

>> FLORIDA EAST (cont.)



JASON EUBANKS
COGGIN NISSAN AT THE AVENUES



RJ JOHNSON
COGGIN NISSAN



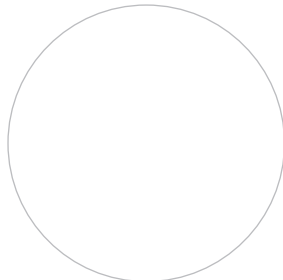
MATT MCNEAL
COGGIN BMW TREASURE COAST



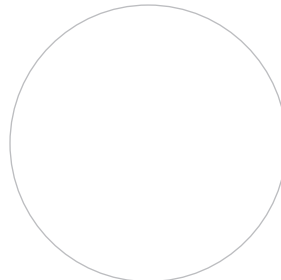
MARVIN RAWLS
COGGIN BUICK-GMC OF ORANGE PARK



CHRISTOS RODIS
COGGIN CHEVROLET AT THE AVENUES



OPEN
COGGIN HONDA OF ST. AUGUSTINE



OPEN
COGGIN FORD

>> FLORIDA WEST



RICK ALTMAN
COURTESY HYUNDAI



SAM ASMAN
COURTESY CHRYSLER-JEEP-DODGE



MARK BEDELL
COGGIN HONDA OF ORLANDO



KEVIN CAO
COGGIN DELAND FORD



ANTONINO GARGIULO
COURTESY KIA OF BRANDON



ALEXANDER GLICKMAN
INFINITI OF TAMPA
MERCEDES-BENZ OF TAMPA



ZACK KELLEY
COURTESY TOYOTA OF BRANDON



AARON SMITH
COURTESY NISSAN OF TAMPA

GENERAL MANAGERS

>> FLORIDA WEST (cont.)



BRETT STARLING
COURTESY PALM HARBOR HONDA



NELSON TAVERAS
COGGIN DELAND HYUNDAI



ANDRE WILLIS
COGGIN DELAND HONDA

>> GEORGIA



JOHN ANDRADE
NALLEY HONDA



BRUCE BENN
NALLEY TOYOTA UNION CITY



WINSTON ETHERIDGE III
NALLEY BMW OF DECATUR



ARNOLD HARRISON II
NALLEY TOYOTA OF ROSWELL



MYSHIA HILL
AUDI NORTH ATLANTA



REGINALD JOHNSON
NALLEY INFINITI OF ATLANTA



GREG MABRY
BENTLEY ATLANTA



JERRY METCALF
NALLEY INFINITI MARIETTA



JOSE MORAZAN
NALLEY HYUNDAI



BILL MORELL
NALLEY ACURA



J. CORY RUSSELL
NALLEY VOLKSWAGEN OF ALPHARETTA



ANTOINE THOMAS
NALLEY KIA

GENERAL MANAGERS

>> GEORGIA (cont.)



BILL WAIBEL
NALLEY LEXUS SMYRNA



CHRIS WILKINS
NALLEY TOYOTA STONECREST



ANDRE YOUNG
NALLEY LEXUS ROSWELL

>> IDAHO



TY LEUTHOLD
LARRY H. MILLER SUBARU BOISE



CODY SCOTT
LARRY H. MILLER HONDA BOISE



LANDYN TRAMMELL
LARRY H. MILLER CHRYSLER DODGE
JEEP RAM BOISE

>> INDIANA



JASON HORACK
HARE CHEVROLET
HARE ISUZU TRUCK



BRAD LOWERY
BILL ESTES FORD



MIKE LUPOI
KAHLO CHRYSLER DODGE JEEP RAM



JOEY ROBY
BILL ESTES TOYOTA



MARCUS SCHUH
HARE HONDA

GENERAL MANAGERS

>> MARYLAND



RAYMOND BALDWIN
KOONS CHEVROLET BUICK GMC
CLARKSVILLE



RICH DEMARCO
KOONS CHEVROLET WHITE MARSH



VITALY GURVICH
KOONS TOYOTA WESTMINSTER



NIGEL HAYES
KOONS TOYOTA ANNAPOLIS



DENNIS KOULATZOS
KOONS FORD OF BALTIMORE



JONATHAN PARIS
KOONS VOLVO CARS WHITE MARSH



AL RAMEZAN
KOONS KIA OWNINGS MILLS



MARK RODGERS
MERCEDES-BENZ OF CATONSVILLE

>> MASSACHUSETTS / RHODE ISLAND



LUIZ AUGUSTO ANGELO
MERCEDES-BENZ OF SUDBURY



SCOTT BIRTLES
HERB CHAMBERS HONDA OF SEEKONK



DAN BORTOLUSSI
HERB CHAMBERS TOYOTA OF AUBURN



PATRICK CHAHWAN
HERB CHAMBERS LEXUS OF HINGHAM



JOHNNY DANG
HERB CHAMBERS LEXUS OF SHARON



BRENDAN GRIER
HERB CHAMBERS HYUNDAI
OF AUBURN
GENESIS OF AUBURN



MIKE GUGINO
HERB CHAMBERS JAGUAR LAND ROVER
SUDBURY



BOBBY HADDAD
HERB CHAMBERS CHEVROLET
OF DANVERS

GENERAL MANAGERS

>> MASSACHUSETTS / RHODE ISLAND (cont.)



PETER HERN

HERB CHAMBERS LINCOLN OF
NORWOOD
LINCOLN OF WESTBOROUGH



SEAN KING

HERB CHAMBERS BMW OF SUDBURY



EDUART LELA

HERB CHAMBERS CHRYSLER DODGE
JEEP RAM FIAT OF DANVERS



SCOTT LEWIS

HERB CHAMBERS FORD OF BRAINTREE



TJ MADDEN

HERB CHAMBERS HONDA
OF BURLINGTON



PAUL MCDANIELS

HERB CHAMBERS CADILLAC OF
LYNNFIELD / FLAGSHIP MOTOCARS
OF LYNNFIELD / COMMERCIAL VANS /
SMART CENTER LYNNFIELD



MIKAIL MOISEYEV

HERB CHAMBERS PORSCHE OF
BURLINGTON



ROCCO O'BRIEN

HERB CHAMBERS PORSCHE
OF BOSTON



TOM PASQUARELLA

HERB CHAMBERS HONDA
OF BOSTON



GARVIN PAVLOSKY

HERB CHAMBERS CHRYSLER DODGE
JEEP RAM FIAT OF MILLBURY



MATT RAUCCI

HERB CHAMBERS KIA OF BURLINGTON



HOWIE RESKE

HERB CHAMBERS AUDI BROOKLINE



CHUCK ROCHA

HERB CHAMBERS TOYOTA
OF BOSTON



JOHNNY SAGHBINI

HERB CHAMBERS JAGUAR
LAND ROVER BOSTON



NICK SALEM

HERB CHAMBERS VOLVO CARS
NORWOOD



ADNAN SEHOVIC

HERB CHAMBERS AUDI BURLINGTON

GENERAL MANAGERS

>> MASSACHUSETTS / RHODE ISLAND (cont.)



MIGUEL SILVA

HERB CHAMBERS FORD OF
WESTBOROUGH



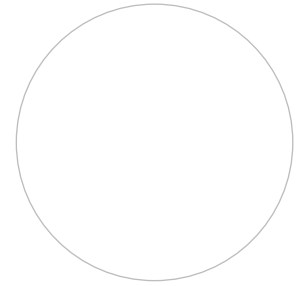
MELISSA STEFFY

HERB CHAMBERS BMW OF BOSTON
MINI OF BOSTON / BMW OF MEDFORD



BRAD TAYLOR

BENTLEY BOSTON / ROLLS-ROYCE
MOTORCARS OF NEW ENGLAND /
LAMBORGHINI BOSTON



OPEN

HERB CHAMBERS CADILLAC WARWICK

>> NEW MEXICO



DAVID CUSTRED

LARRY H. MILLER CHRYSLER JEEP DODGE
RAM ALBUQUERQUE



MICHAEL GARZA

LARRY H. MILLER CASA CHRYSLER JEEP



KELSEY HALL

LARRY H. MILLER HYUNDAI
ALBUQUERQUE



CHRISTOPHER HARVEY

LARRY H. MILLER SOUTHWEST HYUNDAI
ALBUQUERQUE



SCOTT RAILSBACK

LARRY H. MILLER CASA CHEVROLET



PHIL SAUNDERS

LARRY H. MILLER AMERICAN TOYOTA
ALBUQUERQUE

>> SOUTH CAROLINA



MIKE O'LEARY

TOYOTA OF GREENVILLE

GENERAL MANAGERS

>> TEXAS



NABEEL ALGHUSSAIN
PARK PLACE ACURA



ALI BENLI
DAVID MCDAVID FORD FT. WORTH



CORBIN BRACKEN
LAND ROVER DFW



CHRIS BRUNNER
PARK PLACE LEXUS PLANO



SONIA HEREDIA
DAVID MCDAVID HONDA OF FRISCO
DAVID MCDAVID LINCOLN FRISCO



ROBERT HINKLE
PARK PLACE MOTORCARS DALLAS



PATRICK HUSTON
PORSCHÉ DALLAS



GEORGE JOHNSON
PARK PLACE MOTORCARS
FORT WORTH



CHRISTINE KIM
DAVID MCDAVID HONDA OF IRVING



DONNY LAMBRECHT
PARK PLACE VOLVO CARS



CHARLES OWEN
PARK PLACE LEXUS GRAPEVINE



HEATH STRAYHAN
PARK PLACE MOTORCARS ARLINGTON

GENERAL MANAGERS

>> UTAH



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LARRY H. MILLER TOYOTA MURRAY



THOMAS FORTUNE
LARRY H. MILLER SUPER FORD
SALT LAKE CITY



BRIAN HANNA
LARRY H. MILLER FORD LINCOLN
DRAPER



SEAN OSTLER
LARRY H. MILLER HONDA MURRAY



ANDREW PLUMMER
MERCEDES-BENZ DRAPER



AMANDA RUSSELL
LARRY H. MILLER CHEVROLET MURRAY



JONATHAN WICHMAN
LARRY H. MILLER CHRYSLER JEEP
DODGE RAM SANDY

>> VIRGINIA



DONOVAN BADAMIRZA
KOONS FORD FALLS CHURCH



TRE HILLERICH
KOONS FORD STERLING



JAD KADILI
KOONS WOODBRIDGE FORD



DON NICKLES
KOONS CHEVROLET BUICK GMC TYSONS
KOONS CHRYSLER DODGE JEEP RAM
TYSONS



ANDREW PAYNE
KOONS HYUNDAI WOODBRIDGE



MATT PERRY
CROWN ACURA (RICHMOND)



BAJRAM RAMADANI
KOONS TOYOTA ARLINGTON



AMAR RANA
KOONS TOYOTA TYSONS

GENERAL MANAGERS

>> VIRGINIA (cont.)



SHAH RAUFI

KOONS KIA WOODBRIDGE



ALEX UTZ

RICHMOND BMW (MIDLOTHIAN)



RIC VITEK

CROWN MINI OF RICHMOND
RICHMOND BMW



IBRAHIM YOUSEF

KOONS BUICK GMC WOODBRIDGE

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VP, DEVELOPMENT & INNOVATION



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DEVELOPMENT, SALES



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AVP, SAXTON HORNE



MEGHAN BLAND
MANAGER, LEADERSHIP
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DIRECTOR, EAST



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NORTH

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HERB CHAMBERS



LINDSAY PARKS
SR. DIRECTOR FINANCIAL SYSTEMS



RANDY PARKS
DIRECTOR, LEADERSHIP
DEVELOPMENT



AMANDA PARRILLI
VP, CORPORATE DEVELOPMENT
& REAL ESTATE



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SR. DIRECTOR, FINANCIAL
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BRANDON PEREZ
SR. DIRECTOR, MARKETING



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DIRECTOR OF FINANCIAL SERVICES,
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VP, FINANCE & TREASURER



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VP, TALENT DEVELOPMENT & CHIEF
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REGIONAL FIXED OPERATIONS
DIRECTOR, HERB CHAMBERS



BEL RICHIEZ
REGIONAL F&I DIRECTOR,
HERB CHAMBERS



DARWIN ROBINSON
REGIONAL CONTROLLER,
TEXAS



DION RUBEN
SR. MANAGER, F&I TRAINING



MARK SANFORD
REGIONAL CONTROLLER,
CROWN, GEORGIA & GREENVILLE



RUBEN SANTIAGO
RVP, WEST

ASBURY SUPPORT TEAM



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JACKSONVILLE & TAMPA



AARON SHOWALTER
REGIONAL ACCOUNTING DIRECTOR,
WEST



PRABHJOT SINGH
REGIONAL CONTROLLER, COLORADO
SOUTH



LEROY SLATER
REGIONAL F&I DIRECTOR,
FLORIDA WEST



DREW SLAVEN
VP, MARKETING



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MIRZA THOMAS
AVP, MARYLAND & VIRGINIA



JEFF THORPE
AVP, COLORADO & UTAH



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VP, REGIONAL ACCOUNTING, EAST



ALEX TORRES
MARKET COLLISION DIRECTOR,
FLORIDA



BATTUSHIG TSOGTBAATAR
DEVELOPER, MARKETING



CARL VANNEST
SR. DIRECTOR OF IT INFRASTRUCTURE



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HERB CHAMBERS



ELISA WAUGH
HR DIRECTOR, TEXAS



EMIL WEINBENDER
REGIONAL FIXED OPERATIONS
DIRECTOR, FT. PIERCE



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

ASBURY SUPPORT TEAM



GREG WILEY
DIRECTOR OF RISK



MAX XIE
DEVELOPER, MARKETING

ASBURY EXECUTIVE LEADERSHIP TEAM



DAN CLARA
PRESIDENT & CHIEF EXECUTIVE
OFFICER



MICHAEL WELCH
SVP & CHIEF FINANCIAL OFFICER



DEAN CALLOWAY
SVP, GENERAL COUNSEL
& CORPORATE SECRETARY



JED MILSTEIN
SVP, CHIEF HUMAN RESOURCES
OFFICER

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DAVID HULT
EXECUTIVE CHAIRMAN,
BOARD OF DIRECTORS



BRIDGET RYAN-BERMAN
INDEPENDENT LEAD DIRECTOR,
BOARD MEMBER



JOEL ALSFINE
BOARD MEMBER



CHRIS DISANTIS
BOARD MEMBER



BILL FAY
BOARD MEMBER



JUANITA JAMES
BOARD MEMBER



MAUREEN MORRISON
BOARD MEMBER



SHAMLA NAIDOO
BOARD MEMBER



HILLIARD TERRY
BOARD MEMBER

GAP BETWEEN STRATEGY & EXECUTION

★ OUR NORTH STAR:
MOST GUEST CENTR

RAISE the BAR



tem
H
ON

ians
NG
>...

MEDIA
UTILIZATION

ALL
STO
IN
25%

Leadership
TRAIN

TRANSPARENT
QUICK · EASY



SPECIAL RECOGNITION!

Thank you to the following TEAM MEMBERS for event support:

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MANAGER, COMMUNITY
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MARIA HOLMES
EXECUTIVE ASSISTANT TO MICHAEL WELCH,
DEAN CALLOWAY & AMANDA PARRILLI

BETH KERR
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GUEST RELATIONS—KOONS

PAM TAVERNIER
DSC, HR ADMINISTRATOR

JANINE WALKER
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MARSHA WILSON
GUEST SERVICES AND EXECUTIVE
ASSISTANT TO TONY CARIMI



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



D

**Do what you say
you are going to do**



R

Raise the bar



I

**Invest in people
and our communities**



V

**Voice your
opinion
respectfully**



E

**Embrace
different
perspectives**