



Onward & Upward

Mission

Provide a world-class investment opportunity to a very selective group of automobile dealers. The business model is to bring “in house” selected third party products and services being utilized by dealerships where usage and administrative fees are being charged, thus retaining, and controlling those fees for redistribution to shareholders.



Fred Beans
Fred Beans Automotive Group



Charlie Gilchrist
Gilchrist Automotive Group



Vernon Krause
Krause Auto Group



Timothy W. Michael
Capital Automotive Group



Sam Pack
Pack Automotive Group



Adam Simms
Price-Simms Family Dealerships



Bob Tasca III
Tasca Automotive Group



Dave Wilson Sr.
Preston Automotive Group



Hampton H. Graham
Duval Motor Company



Kevin Hawkins
Crown Automotive Group



Steve Lindsay
Lindsay Automotive



Justin Lowenfield
Casa Auto Group



Steve Moses
Moses Auto Group



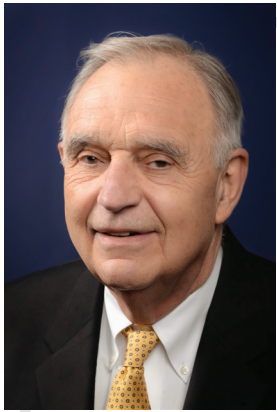
Conrad Aschenbach
Aschenbach Auto Group



John F. Delaney
Delaney Automotive Group



John J. Masano
Tom Masano Auto Group



Fred Beans



Why Automotive?

I grew up on a farm, and I saw my future career options as selling farm equipment or cars. My father had sold cars for a short period of time. I liked going to work with him and being in the dealership, so that helped influence me to pursue opportunities in the automotive industry. Early on, I also admired John Williamson from Key Royal, who would speak and write about his experiences running multiple dealerships. I was motivated by his success and applied many of his ideas and practices when I first started out.

Key to Success?

I always say it's my "DAM" – Desire, Ambition, and Motivation.

Automotive Industry Challenges?

The biggest challenge is the same it has always been: growing and developing people. We not only share employment opportunities, but information about our company – our brand, values, and opportunities for growth – to attract and retain good people. We promote ourselves as a great place to work and grow a career, and then we do our best to live up to that.

Daily Routine?

I have an early-morning breakfast, and once a week, I eat breakfast with an employee. Then, I walk all four corners of the dealership where I have my office to make sure we are set for the day to reflect our high standards.

What Do You Enjoy?

I am a pilot, and I have all my flight ratings: seaplane, single-engine, instrument, commercial, twin-engine, and jet.

What Do You Drive?

I drive a Kia or whatever I can find with gas in it.



Chris Gilbert

Learning from others, setting goals and focusing are the keys to future success.



Beth Beans Gilbert

The key to future success is remaining open to new ideas and innovation; we will continue looking for ideas outside of our industry to stand out, but we will bring them back, make them even better and make them our own to stay true to our brand and values.

Accolades

- Ford Motor Co., **Process Improvement Steering Panel**
- Central Bucks Chamber's Business **Achievement Award** (1993)
- **Top Scouting Award**, Bucks County Council, Boy Scouts of America (1995)
- TIME Magazine's **Dealer of the Year Award** (2001)
- Multiple-year recipient of **Ford's President's Award**, since 2012; Most recently awarded in 2020
- **Ford's Advisory Committee** for retail standards & its "Men in Black" Committee
- Multiple-year recipient of **Walter P. Chrysler Club** since 2011 (Fiat Chrysler Automobiles); Most recently awarded in 2021
- GM's **Mark of Excellence Service Elite Award**
- Nissan **Award of Excellence**
- Subaru's **Stellar Care Love Promise Award**
- Volkswagen **Wolfsburg Crest Club**
- Philadelphia Business Journal's **Best Places to Work** (2019 – 2022)
- Philadelphia Inquirer's **Family-Owned Business Award** (2019)
- Philadelphia Business Journal's **Most Admired CEO** (2019)
- Philadelphia Business Journal's **Healthiest Employers** (2021 – 2022)

Community Involvement

- Intelligencer newspaper's **"Power Brokers: Bucks County's 10 Most Influential"** (2000)
- Doylestown Rotary
- Founder & previous director, **Bucks County Bank and First County Bank**
- Founder & previous director, **Newtown Savings & Loan**
- Central Bucks Chamber of Commerce **Lifetime Achievement Award**
- Board member of **Triton Automotive Group** (2018)

Favorite Quote

“What gets measured gets improved.”

Philanthropist, contributing personally and through Fred Beans Charitable Foundation

- Michener Art Museum
- Central Bucks Family YMCA – **\$1 million capital campaign for Lower and Upper Bucks YMCA**
- BC Council, BSA
- Rebuilding Hancock County after Hurricane Katrina in 2005: **provided \$113K to furnish the classrooms of the new Child Development Center** built by BucksMont Katrina Relief Project
- CB Cares
- Bucks County Community College **Community Award Winner** (2018)
- Doylestown Hospital – **\$1 million donation to new heart wing**
- Bucks County Free Library
- The George School
- The American Red Cross – **Company is a Premier Blood Partner**
- Hepatitis B Foundation **Donor Award Winner** (2018)
- The Mercer Museum – **History Day Sponsor**
- Heritage Conservancy
- Warrington Police, Central Bucks Regional Police, Plumstead Township Police
- **Team Sponsor:** Doylestown Bike Works Men's Cycling Team
- Bucks County **Classic Sponsor**
- **Fred Beans 500,000 and 50,000 Meals Challenges**, donating portions of sales and service bills over set time frames **during the COVID-19 pandemic** to five hunger-fighting organizations in PA and NJ

Greatest Accomplishment

I have grown this business from just me to **a team of nearly 1,800**. I am so thankful for all the opportunities bestowed upon me during this journey.



Charlie Gilchrist



Greatest Accomplishment?

My sons, Stephen and Reese. I am so proud of Stephen's passion, judgment, and drive. Businesswise, paying off my ex-partner and owning SouthWest Ford 100%.

Why Automotive?

After college, I went to work for a "Big 8" CPA firm in Dallas, Texas. My dad had bought into a heavy truck dealership in Longview, Texas. He sold trucks when I was in high school, and I was around heavy truck dealerships as I was growing up. One day, he called me to come to the store and tell him where he was financially. Even though they had to file bankruptcy, I was hooked. What an amazing business.

Automotive Industry Challenges?

The OEMs embracing direct sales and the European business model of dealers being delivery centers. Challenging and breaking our state's franchise laws.

What Do You Drive?

Ford F-150

Daily Routine?

Take care of the dogs. Read my Bible verses. Leave the house at 7 a.m. Go to Starbucks and McDonald's for breakfast. Arrive at the dealership at 7:30 a.m. Go through emails and my calendar. At 8 a.m., I am ready for the show.

Key to Success?

My accounting background and my dad's work ethic. "Be the first to open the doors in the morning and the last to close the doors."

What Do You Enjoy?

The best thing I have done for myself is to hire a personal trainer. I used to run every day, and I have learned that I really had no idea how to take care of myself.

Favorite Quote

"Hope is not a strategy. Be brilliant in the basics, do the ordinary things extraordinarily well."

Accolades

- SouthWest Toyota won the **Toyota President's Award** two consecutive years before selling the dealership in 1999
- Chairman of the **Ford National Dealer Council** (2008)
- Director of **Texas Automobile Dealers Association (TADA)**
- Director of **National Automobile Dealers Association (NADA)** serving as Chairman of the **Regulatory Affairs Committee** and Chairman of the **Industry Relations Committee** and **Ford Line Representative**
- Chairman of **NADA** (2019)
- Served as Chairman of **TADA**, comprised of all North Texas dealers (2021 – 2022)
- Will continue to serve **TADA** as Chairman in 2023
- Inducted as the 12th dealer in **Ford Motor Company's Dealer Hall of Fame** (2019)
- SouthWest Ford has won the coveted **President's Award** numerous times
- SouthWest Ford has been in the **Top 100 in sales** the last 7 years in a row
- Awarded **Weatherford Chamber of Commerce "John Doss Award" for the City's Distinguished Citizen of the Year** (2005)
- Advising Director to Texas Bank
- Director of the **Weatherford/Parker County Economic Development Corporation**
- Director of the **Chamber of Commerce**
- Director of the **Weatherford College Foundation**
- Personally finances **20 scholarships each year** to local high school students
- Active Church Member
- Rotarian
- Past Governor of the Longhorn Council of the Boy Scouts of America
- Supporter of Susan G. Komen, the Ronald McDonald House, the Weatherford Livestock Association, the Hudson Oaks Fireworks Show, and funds the city's 4th of July Fireworks

Stephen Gilchrist



Texas born and raised, Stephen Gilchrist has been in the family business since 2010, when he joined his father, Charlie, at SouthWest Ford. He quickly rose to Fixed Operations Director in 2012 and by 2018, Stephen became the Dealer Operator of Gilchrist. Following a flurry of acquisitions, all of which were underperforming, Stephen grew the businesses to profitability and instilled stronger customer service. Under Stephen's guidance Gilchrist Automotive locations have captured coveted awards from their respective OEMs, such as the Ford President's Award, Ford Credit Partners in Quality Award, and the Volkswagen Gold Pin Award, while SouthWest Ford has routinely been a Top 100 Ford Dealership in volume sales and Platinum Chrysler Dodge Jeep Ram earned the Pentastar Award as Top 30 CDJR dealer.

Community Involvement

- Members in First United Methodist Church in Fort Worth
- Board of Directors, First Tee of Fort Worth and Boys and Girls Club of Greater Tarrant County
- Committee Chair, Charles Schwab Challenge at Colonial
- Committee Member, Lena Pope Home's Annual Golf Tournament

Personal Life

Stephen is married to his wife Pamela, whom he met at Texas Christian University. The couple has two children and are expecting a third this year. Stephen enjoys spending free time with family and friends and is an avid sportsman.

Gilchrist Automotive



Vernon Krause



Daily Routine?

I start most days in the gym. I think staying in shape gives me more energy throughout the day.

Key to Success?

A good work ethic, and I surround myself with talented people.

Why Automotive?

I liked the idea of working for myself more than for someone else. I was in banking before the automotive business, which involved working with the automotive industry, and I liked their financial statement much better than ours.

Automotive Industry Challenges?

The biggest challenge for me is in the service department, specifically staffing. Most of our A techs are on the backend of their careers. Finding new technicians is tough, but growing them from C techs to B techs into an A tech is also challenging. It requires patience on the tech side. Finding time to train is challenging, as well, because C techs are backlogged, and A techs are slammed with repair tickets. Service advisors are also buried with phone calls, waiting customers, outbound customer call updates, etc. Also, techs have to stay on top of new recalls, new technology, etc. Lastly, there is such a demand for technicians that the poaching, raises, and guarantees are mind-numbing.

Krause Auto Group



Greatest Accomplishment?

I'm most proud that I started with a little used car lot and grew it to what it is today with the help of many people. It's given a lot of people opportunities that we have hired and have become partners in our business. The work is bound to continue, because the trust that owns my Triton Automotive Group shares includes my children: Jennifer Taylor, Matt Krause, and Zack Krause.

What Do You Enjoy?

One of the big keys to life is having a great spouse, and I feel very fortunate that I found a great spouse after college who's been very supportive of my business ventures.

What Do You Drive?

For years, I drove Ford Explorers. Now that I own Mercedes-Benz and BMW franchises, I drive them most of the time.

Favorite Quote

“Whether you think you can or you think you can't, you're right.”

Henry Ford

Accolades

- **President's Award** – Angela Krause Ford (2021)
- **Leaders of Excellence** – Angela Krause Lincoln (Top 40 in the country; 2020, 2021)
- **DealerRater Dealer of the Year Georgia** – Angela Krause Lincoln (2022)
- **DealerRater Consumer Satisfaction Award** – Angela Krause Ford (2022)
- **Top Volume Ford Dealer Challenge** – Krause Auto Group (2021)
- **CARFAX Top Rated Dealer** – Angela Krause Ford Lincoln (2021)

Community Involvement

- Angie's Kitchen
- Autism Awareness
- Chris Draft Family Foundation
- Free to Breathe
- Lung Cancer Awareness
- Mama Ada Foundation
- St. Mark's Episcopal Church & School
- Admiral Cove Charitable Foundation

Timothy W. Michael

Why Automotive?

It started from a very young age. Rather than working on our family farm or playing sports, I would go with my Father and brother to the dealership and do various duties there.

I started, just like many do, with washing cars, keeping the lots straight, picking up trash, etc. I later learned how to be of assistance to customers with switching their license plates, taking credit applications, and assisting in the vehicle delivery process.

After getting my driver's license, I was able to buy a few vehicles. At the time, Jeeps were becoming very popular. I teamed up with a local tire store and the owner's son, who I attended high school with. We would upgrade vehicles to add a lift kit, bigger tires, and wheels. I quickly found they would sell! If I made \$500, I thought I had hit a home run!

During and after college, I worked full-time at our Ford dealership until we purchased Capital Ford, Inc. in Raleigh, NC, on April 1, 1985. At the young age of 25, I became a Ford dealer, and I have never looked back since!

What Do You Drive?

I drive a Ford F-150 and, lately, a Ford Mustang Mach-E GT.



CAPITAL
AUTOMOTIVE GROUP

Accolades

- Ford Motor Company **President's Award, Triple Crown Award, Top Sales Volume Award**
- General Motors - **Dealer of the Year for Chevrolet** (2021)
- Mazda- **President's Award Winner**
- Subaru- **Love Promise Award Winner**
- Ford Dealer **FDAA Board Member**
- Ford Dealer **Product Committee**
- Ford Dealer **Consumer Appeals Board**
- North Carolina **NCADA Board Member**
- North Carolina **Automotive Auto Show President**
- Wake County **New Dealers Association Board**
- Wake Technical College **Automotive Advisory Board Member**

Key to Success?

Without question, the key to my success has been the influence and guidance I have received from my Father, my brother, and various other professionals in my life. The secret to my dealerships' successes begins with the awesome staff of employees. The goal is to have everyone on board and believing in the direction and plan. That has been a tremendous help with achieving our goals.

When you have employees with you, 20, 30, and even one who has been with us over 67 years, it says a lot about our culture. We have staff who have been with our company long before I was a Ford dealer! I've always stated, and I firmly believe, that the biggest assets are our people and our customers!

Daily Routine?

My day starts with an early cup of coffee and my iPad. I review the previous day's report for our group of dealerships and receive various other reports. This is followed by emails and/or text messages to the general managers and department managers.

If I'm in Raleigh, my first dealer visit is to Capital Ford, Inc., where I first became a Ford dealer.

When I leave home, I drive to our new vehicle lot, which will now determine if we are going to have a good new vehicle delivery day! Then, I drive to our Pre-owned Vehicle Center to review trade-ins and purchased units from the day before. When I ride through the Pre-owned Vehicle Center lot, I'll notice if a vehicle has been sitting for a while and address it with the managers. After that, I make it through our shop or parts warehouse to speak to our most valuable assets, our staff! If it's someone's birthday, I'll try and send them a note or an in-person Happy Birthday!

What Do You Enjoy?

I thoroughly enjoy attending live sporting events, such as Carolina Panthers football games, Carolina Hurricanes hockey games, UNC basketball games, and NASCAR racing. I enjoy an early Saturday morning jet ski ride with friends and family, stopping for breakfast, then returning before the lake gets too crowded with ski boats. In the evenings, I enjoy a nice glass of wine, listen to music with my wife, Lisa, and watch a beautiful sunset together on our pier. To end the day, a nice book to read.

Favorite Quote

“If today were the last day of my life, would I want to do what I am about to do today?”

Steve Jobs

Greatest Accomplishment?

I am so proud of the team we continue to build. It gives me great joy to watch them gain an opportunity for themselves, both personally and professionally, and for their families and our organization. Because I am so involved with retaining our staff and continuing the wonderful culture in our dealerships, I still get concerned when we lose a member of our team and why it happened. I try to listen and learn from the experience.

In 2021, two of my dealerships were awarded the highest of honors from their manufacturer. Capital Ford, Inc. in Raleigh, NC, won the Triple Crown Award, the most prestigious award from Ford. Capital Chevrolet, Inc. in Wake Forest, NC, won the Dealer of the Year Award!

Automotive Industry Challenges?

The biggest short-term challenges are adapting to significantly reduced new vehicle stocking levels along with the OEM delays in supplying parts and products to meet our customers' needs. The biggest long-term challenge is attracting young people to the automotive industry and conveying what the automotive industry has to offer the individuals and their families. We are investing in local high schools and local community college automotive programs to better educate students about our industry and the opportunities available to them.

Another challenge, both short-term and long-term, is learning to listen well and learning to be flexible. We need to be flexible enough to adapt to any situation that stems from listening well to our customers and our employees. Remaining humble while in the midst of success and always being willing to learn are two other items I routinely work on.



Sam Pack



Why Automotive?

I was enjoying my 18-year career with Ford Motor Credit when I received a phone call in September 1979 that changed my life and the lives of my family. It was from Lee Jarmon, a longtime Ford dealer and the owner of Lee Jarmon Ford, in Carrollton, Texas. Mr. Jarmon decided it was time to retire and wanted me — to my surprise — to be his successor. It was an amazing opportunity, and after lengthy discussions I entered into an agreement to become Mr. Jarmon's partner with an option to buy him out. "No doubt, the biggest business decision of my life." Feb. 18, 2022, marked my 42nd year as a Ford Dealer. Today, Pack Automotive Group has six dealerships in the Dallas-Fort Worth Market representing four Ford dealerships, along with individual Chevrolet and Subaru dealerships. We co-own six dealerships with the Don Thornton Family of Tulsa, Oklahoma, representing Lexus, Audi, Cadillac, Jaguar, Land Rover, and Volkswagen.

Favorite Quote

"Keep the faith."

Key to Success?

The keys to success are the voice of the customer, the right people, and relationships. VOC drives everything we do. We frame a strategy that concentrates on employee, customer, manufacturer, vendor, and community relations. Each is an investment in our future. We value our professional relationships with our exceptionally talented & tenured group. It is an honor and privilege to serve with the nearly one thousand employees who make up our "Five Star Ambassadors."

Our philosophy for success centers around several key factors that have collectively developed a proven winning track record and a Five Star Experience for our employees and customers which are inclusive of Purposeful Culture, Employee Satisfaction, Employee Productivity, Employee Retention, Community Support, Charitable Support, Faithful Corporate Citizens, Customer Satisfaction, Owner Loyalty, Brand Loyalty "Five Star", creating an environment that promotes stability, tenure, and advancement, embracing our culture promoting employee satisfaction, success & personal growth, and sharing our passion & vision to begin each day promoting our best-in-class experiences while interacting with others.

Operationally

We are volume-driven and process-oriented, benchmarking ourselves against the Nation's top performing dealerships. We are focused on creating Centers of Excellence in every department. A team consensus approach is taken to establish and achieve our goals. We delegate authority to align with responsibilities.



Tony Pack

The one thing that needs to happen for the future is relationships. We must build and foster relationships whether it is digital or individually.

What Do You Drive?

2022 Expedition Max

What Do You Enjoy?

I love collecting classic cars, my annual trip to Pebble Beach with family and friends and the Dallas Cowboys!

Daily Routine?

My early morning routine starts before my arrival at the office. All the GMs are instructed to report any overnight pertinent events immediately. If such an event occurs, that is my priority of the day. It continues with a review and response of the texts, emails, and calls that occurred during the night.

Upon arrival at the office, the day begins with a review of all bank accounts (looking for fraud), our daily docs, and CSI. Next the review of numerous reports from each dealership, covering operating results with key metrics and benchmarks of performance vs. objectives for MTD, same workday previous month, and prior year. All reports are color-coded red, yellow, and green, with focus on accountability of WHY red?

Our Mission and No. 1 goal daily is to focus on the voice of the customer and provide a best-in-class experience while building owner loyalty. This sets the tone for a day filled with expectations, discipline, accountability, and fun for all.

Greatest Accomplishment?

Personal:

Our successful business ventures have enabled our family to provide financial support to numerous charities within our communities who are making a difference in the lives of individuals with special needs and are unable to do for or take care of themselves.

Business:

Being named National Winner of TIME Magazine's "Quality Dealer of the Year Award." One of the auto industry's most prestigious and highly coveted honors.

Automotive Industry Challenges?

Our biggest challenge is protection of the franchise system. I believe the traditional OEM's will embrace the franchise system while exercising greater demand and control over the dealers' business model. The OEM business model must support margins at a level that will enable its dealers to recruit, hire and retain individuals who are dedicated professionals in their field and consistently deliver an exceptional customer experience, while achieving respectful profitability. Technology and a successful transition into a multi-tiered business model of the future; ICE and EV. The shift to the electrification of the automobile is propelling a second industrial revolution within the auto industry. Technology has and is creating a conversion in our world affecting how dealers, manufacturers, and customers will do business.

Accolades

- National recipient of TIME Magazine's **"Quality Dealer of the Year"**
- Texas Automobile Dealers Association **"Legend"**
- **"Top Volume Ford Dealers Hall of Fame"** Top Volume Leadership Summit. One of first five dealers inducted into the inaugural class.
- Ford Motor Company's **"Salute to Dealers" Award**
- Metrocrest's **"Citizen of the Year"**
- Rotary's **"Man of the Year"**
- N.E. Tarrant County Chamber of Commerce's **"Retailer of the Year"**
- City of North Richland Hills **"Outstanding Large Retailer of the Year"**
- Lewisville Area Chamber of Commerce's **"Business of the Year"**
- Coppell Chamber of Commerce's **"Corporate Business of the Year"**
- Metrocrest's **"Business of the Year"**
- City of Carrollton's **"Entrepreneur of the Year"**
- Finalist Ernst & Young **"Entrepreneur of the Year"**
- Northwood University's **"Educator of the Year"**
- Dallas County Community College **"Pillar of the Community Award"**

OEM Accolades

- Ford Triple Crown Award – **38 time winner**
- Ford President's Award – **59 time winner**
- Ford Premier Club Award – **39 time winner**
- Ford Credit's Partners in Quality Award – **27 time winner**
- Ford Top 100 Club – **52 time winner**
- Subaru Pleiades – **3 time winner**
- Subaru Love Promise Award – **6 time winner**
- Chevrolet Mark of Excellence – **2 time winner**

Adam Simms



Why Automotive?

I've always loved the emotional connection between the consumer and the car.

Daily Routine?

I start each day in the gym with my wife, Erin. I then enjoy sharing breakfast with my 8-year-old son, Levi, hearing all about what's ahead at school and checking my schedule for the day!

Key to Success?

It's not one big thing we do that makes us successful, it is all the little things.

Automotive Industry Challenges?

The reengineering of the franchise agreement with the OEM is a big challenge our industry is facing. We are going to diversify, stay nimble, and capitalize on the opportunities that these changing times will present to us.

Greatest Accomplishment?

Creating an organization where our associates are supported in reaching their full potential.

Accolades

- **J.D. Power – Top 10 Pioneer of Technology and Internet**
- **President's Award:** Toyota, Ford, Mercedes
- Toyota Board of Governors
- Toyota Presidents Cabinet
- Wells Fargo Dealer Advisory Board
- Ford Motor Credit Advisory Board
- Digital Airstrike Board Chair
- Triton Automotive Board



What Do You Drive?

Ford pickup truck

What Do You Enjoy?

I really enjoy architectural design for both residential and commercial projects. I am an avid fresh and saltwater fisherman. Living in Napa Valley makes wine collecting a little easier.

Favorite Quote

“Keep your eye on the mountain but remember to tend to the path.”

Bob Tasca III



Daily Routine?

There are a few key metrics I look at daily. They are all tied to run rates. Where are we now and what does the trend look like. I'll find a few positive trends and a few issues and that sets up the day for me. I share good and bad with the entire team. We all can learn from our successes and failures from around the company.



Tasca Automotive Group



Why Automotive?

Not sure I had a choice, I was born into it!

Automotive Industry Challenges?

The transition from ICE engines to EVs. This will be a major disruptor within our industry. However, with every disruption comes opportunity!

Key to Success?

First, having specific metrics in all key areas of our company (Service, Parts, Sales, F&I, BDC). Second, ranking all of those key metrics across our group from first place to last place. Lastly, sharing the data across all our stores. This creates a culture across the company to be the best in the group! No one wants to explain why they are on the bottom of the page in any metric!

Greatest Accomplishment?

Playing a role in carrying on what my grandfather started!
Continuing to build our company around our family.



Accolades

- Won 12 **NHRA** national events
- Won 2 **NHRA** divisional races
- Enjoyed the best campaign of my career in 2021 when I **finished third in the final NHRA standings and won three races**
- Moved from 7th place to 3rd place on the last day of the season with a **triumph at the NHRA Finals in Pomona**

What Do You Enjoy?

I like to go fast!

What Do You Drive?

Mustang Mach-E and a Nitro Mustang on the weekends!

Favorite Quote

“Best is yet to come – Keep going!”

Dave Wilson Sr.



Why Automotive?

I began my journey as a salesperson for a two-year-old Preston Ford in 1977 and became a partner in 1981. Since then, my team and I have guided the blossoming of what became Preston Automotive Group (PAG). Today, PAG consists of approximately 30 total automotive dealerships and related rooftops, highlighting brands such as Ford, Lincoln, Chevrolet, Mazda, Nissan, Hyundai, Chrysler, Dodge, Jeep, Ram, and MOKE, plus four collision repair shops.

Key to Success?

Living the Core values of PAG: Integrity, Urgency, Teamwork, Personal Growth, Attention to Detail, and Community. I work very hard to stay focused and not get caught up in the fray. I have a very disciplined approach to stretching our team and maximizing our combined results.

Automotive Industry Challenges?

We all have to maximize today's lineup of vehicles in sales and service while preparing our dealerships to be ready for a large percentage of sales and service converting over to electrification.

What Do You Drive?

Ford F-150 Raptor or Jeep Wrangler Hemi — both black



Daily Routine?

Wake up early, get in a workout and do a daily spiritual reading. I then review "MY WHY" and work on what I call my Daily Mindset. I then work on my Daily 4 — these are the top 4 things I am looking to accomplish by the end of the day. My team sends me their Daily 4, so that I can review them and provide guidance as needed. These activities set me up for a successful day.

Favorite Quote

"Every morning in Africa, a gazelle wakes up. It knows it must run faster than the fastest lion or it will be killed. Every morning a lion wakes up. It knows it must outrun the slowest gazelle or it will starve to death. It doesn't matter whether you're a lion or gazelle. When the sun comes up, you'd better be running."

Greatest Accomplishment?



Personally, I am most proud of how our family gets along and strives to help in all aspects of our businesses. We take pride in being able to work hard together and play hard together. Peg and I didn't graduate college, and we are so excited that we will go 5 for 5 when our youngest graduates from East Carolina University. Education is very important to our family. Under Peg's leadership as Chair of the Board for Saints Peter & Paul School & Parish, a new high school and parish life center was built. The Wilson Family Community Foundation donated \$2.6 million and we were able to raise \$21 million. By year's end, the mortgage will be paid in full!

Professionally, I was incredibly honored to be the 12th inductee into the Ford's Dealer Hall of Fame in 2019. I was so humbled and honored to be included in this elite group.

Accolades

- **Ford Volume Dealers Hall of Fame** (2018)
- **Ford President's Award** – Preston Ford and Pittsville Ford multiple times
- 13-time **Ford Top 100 Dealer**
- **Ford Highest Volume Dealer** for Delaware
- **No. 1 Chrysler, Dodge, Jeep, Ram Dealer** in Delaware
- **Ford Salute to Dealers Award** (2003)
- Ford Credit Advisory Board Member since 2008
- Hyundai Dealer Council
- Past member, FDAF Board of Directors
- Member and Vice Chairman, National Ford Dealer Council

Community

- Board Member, Provident State Bank (1989 – present)
- Chairman of the Board, Provident State Bank (2013 – present)
- March of Dimes/Eastern Shore's Walk America Chairman
- Caroline County Chamber Champion – **Chamber Hall of Fame** (2019)
- **Businessman of the Year** Caroline County (2010)
- Contributor to "**Unstoppable**" and "**Intentional Mindset**" books by Dave Anderson
- **South Carolina Lee McMahan Award** for monetary and time contributions
- **Large Business of the Year Award**, Caroline County Chamber of Commerce (2013)
- Trial Courts Judicial Nominating Commission, Maryland District 16
- **Governor's Citation Award**
- **Citizens Humanitarian Award**

What Do You Enjoy?

It is really amazing to watch our family grow. I love that I get to spend time with them and our friends at our lakehouse in Deep Creek. I also love to travel with our friends in their RV. That is the best place for me to really unplug. As you can see, friends and family are my world and my Triton family is a part of that. Finally, I am an avid Cowboys and Capitals fan. The Capitals are the only team our entire family roots for.



Dave Wilson Jr.

The key to future success in the automotive industry is to continue being innovative and staying ahead of the curve. Always be willing to listen to new ideas and what is coming in the automotive industry. It's also important to plan for the future, but be willing to pivot and make changes along the way. Go into every day looking to learn something new to grow personally and professionally.

Hampton Graham



Daily Routine?

30 minutes of email and then family time. Getting three girls fed, dressed, and out the door to school puts the entire day into perspective.



Why Automotive?

I was born into the automotive industry and never thought I would enjoy it. When I learned my dad was diagnosed with ALS, I graduated early from the University of Florida and joined the family business. I quickly fell in love with used cars and finance. My brother and I are now equal partners in a 106-year-old family business with 800 employees.

Key to Success?

Being surrounded by positive, passionate people who are great communicators makes our business work.

Automotive Industry Challenges?

The impersonal nature of online transactions and new manufacturer driven processes risks the strong bonds we have built with our customers over decades. Refocusing on creating amazing customer experiences instead of falling into the trap of being order takers is the way we will continue to succeed.

Duval Motor Company

Accolades

- Board of Directors and Finance Chair, The Discovery School (2021 – Present)
- Chairman of Board of Trustees, ALS Association, North Florida Chapter (2018 – Present; Member 2015 – Present)
- Corporate Recruitment Chair, Northeast Florida ALS Association (2011, 2014 – 2016)
- Board of Directors, FADA (2016 – 2021)
- Board of Trustees, Daniel Kids Foundation (2011 – 2014)
- NADA Dealer Academy (2010)
- Member St. Mark's Episcopal Church

Greatest Accomplishment?

I am extremely proud of my three amazing daughters and my wonderful wife Cheree. They allow me to work, fly planes, and serve the community when I am not being a dad.

What Do You Enjoy?

I am passionate about giving time back to organizations that need support and leadership. I love my family, flying airplanes, and the Florida Gators. A few times a year I am lucky enough to get to do it all in one day.

What Do You Drive?

Ford Expedition

Favorite Quote

“Whether you think you can or you think you can't, you're right.”

Henry Ford



Kevin Hawkins



Why Automotive?

I grew up in the auto industry and was immersed and excited about autos and sales from childhood.

Key to Success?

Always look at life's challenges as opportunities and learning moments.

Daily Routine?

Coffee, read interesting news articles, and workout.

Automotive Industry Challenges?

Agency model implementation and change in dealer/customer ecosystem. Electrification and the decline in dealership service needs.

Crown Automotive Group

Greatest Accomplishment?

My wife, kids, and all the warm friendships I experience.

What Do You Enjoy?

Love boating, water, freediving, traveling, wine, music, and spending time with friends.

What Do You Drive?

Many different demos!

Favorite Quote

“It is better to fail in originality than to succeed in imitation.”

Herman Melville

Accolades

- Board of Trustees, JH/All Children's Hospital (2022 – Present)
- Advisory Board, Habitat for Humanity (2017 – Present)
- Board Chair, Carlouel Yacht Club (2019 – 2020)
- Board Member, Carlouel Yacht Club (2017 – 2020)
- Board Member, Carlouel Yacht Club (2007 – 2009)
- Board Member, Habitat for Humanity (2010 – 2012)
- Board Member, Saint Paul's School (2005 – 2009)
- Vice Chair, Saint Paul's School (2007 – 2009)
- Board Member, Center For Women (2001 – 2004)
- Board Member, Center For Girls (2003 – 2004)
- Board Member, NAFA (2002)



Steve Lindsay

Lindsay
AUTOMOTIVE

Why Automotive?

I grew up in the business and am a second-generation operator. I think it was a natural fit for me as I love business/sales, and with cars and family (sometimes!), what a great combo!

Key to Success?

Reading, personal belief in God through a relationship in Christ, and hard work.

Automotive Industry Challenges?

Disruption from multiple angles including the OEMs, technology, staffing, and regulation. To combat this, we have developed a system inside our dealership that helps monitor and control process flow at each individual car sale transaction.

Daily Routine?

Usually get up early, start the morning reading, pray, try to exercise 2-3 times per week.

Lindsay Automotive

Greatest Accomplishment?

My family and marriage of 19 years.

Accolades

- 10-time **Honda President's Award** winner
- 6-time **Honda Masters Circle**
- 4-time **Honda President's Award Elite**
- 4-time **Council of Sales Excellence Winner**
- 6-time **Top Workplaces Winner**
- 8-time **Acura Precision Team Winner**

What Do You Enjoy?

I am a pretty transparent person, never gaming people, and always strive to be genuine and real. Outside of business, I have a passion for helping my community in an impactful way. Our locations are in tough parts of town, and we see firsthand the challenges that specific groups are faced with daily. Our family works closely with non-profits to help them unify and combat these issues collectively. Our focus is to deal with people's hearts in order to see real change. On a softer note, I love to ride dirt bikes and have been able to build some great relationships through it, especially with my kids.

What Do You Drive?

Mostly a Honda Ridgeline. My dad always drove them and I swore I would never drive one, but it's almost the perfect vehicle. I get made fun of for driving the small truck but I remind my buddies that real men drive Ridgelines!

Favorite Quote

“When preparation meets opportunity, success is inevitable.”

Zig Ziglar

Justin Lowenfield



Why Automotive?

Being born and raised in the business, I'll never forget my dad asking me when I was in high school, "What do you want to do when you grow up?" And with an emphatic reply, I said, "I want to be in the business like you, Pops!" It's in my blood. I love people, and I love that not only do you get to serve our guests and customers daily, but you also get to serve our 500 employees. ESI equals CSI, and my grandfather and father lived that daily for over 50 years in growing the Casa name, and I recognized and had a passion for wanting to continue that legacy with servant leadership from a young age.

Key to Success?

It's a few key decisions made and managed daily that determine Casa's success. We believe that we have never arrived and that change and growth are good even though people are reluctant toward them. I strive to continually change and grow so that it sets the example for our people to continually pour into themselves and have a passion and desire to do the same in their lives. You have to value the process more than the results, and we preach that daily at Casa.



Casa Auto Group

Automotive Industry Challenges?

Personally, I think the biggest challenge we face in the automotive industry is going to be able to adapt to the customer's desires and needs with the purchase process as we continue to move into digital buying and servicing experience. My dad always referred to the radio station that all people are tuned into on a daily basis, WIFM, "What's in it for me?" It's natural for us to be inwardly focused, and while he always accepted that reality, he pushed against the norms and asked us to get outside ourselves and focus on the customers' and guests' needs above our own. When you do that on a daily basis, it allows for the organization to be more nimble and willing to change with challenging times. As an industry, I think we are way behind the curve in meeting those demands and needs today and think those dealers that are willing to accept that reality and adapt will succeed in the future.

Accolades

- Ford: **20 President's Awards**
- Nissan: **9 Awards of Excellence, 1 Dealer of Distinction**
- Kia: **2 Kia Dealer of Excellence Plus Awards** (2020 & 2021)



Greatest Accomplishment?

My relationship with my wife is the accomplishment I am most proud of. We met in the 3rd grade and have been together since we were in 5th grade. I have been with her for over 30 years and just turned 40 last year. Our commitment to each other and dedication to over-communicating is what has led to an amazing marriage and being blessed with three amazing and healthy relationships with our children.

What Do You Enjoy?

My greatest goal in life is to create memories. We can't take anything with us when we die, and I believe that on our death beds, all we have are the memories and experiences with our families and friends to cherish. I hope that by extending the amazing financial blessings I've received in this life and providing opportunities to others, that legacy lives on well after I die. So today, I love to travel and be generous and make those memories with my immediate family, closest friends, and our Casa family. Whether it's a small trip just driving to Ruidoso, NM, and staying at our cabin with employees or my family, or going to Cabo with the department heads and sales associates, or going to Europe with my family, I truly believe that all of these moments will be all that I have in the end and cherish those moments more than anything else.

What Do You Drive?

GMC Yukon or Ford Bronco

Daily Routine?

We've always believed that your day starts the day before. So every night before I leave work, I make sure my calendar and office are prepared for the following morning. Every morning, I wake up at 5:40 to get to my morning workout and then walk my dogs for 40 minutes, which I use as my prayer/quiet time. When I arrive at work around 8:30, before I go to my office, I give all my office employees a big hug to make sure I start my day and hopefully their day off right. John Maxwell says it best, "I believe that the secret of your success is determined by your daily agenda. If you make a few key decisions and then manage them well in your daily agenda, you will succeed. You will never change your life until you change something you do daily."

Favorite Quote

"Our greatest fear should not be of failure but of succeeding at things in life that don't really matter."

Steve Moses



Why Automotive?

Relative ability. My father started the business 75 years ago on World War II pay. Grew up in the business starting with managing the vending machine at 10 years old.

Key to Success?

Great early guidance; experience and trying things and learning through successes and failures; consistency — staying with good processes and monitoring the results.

Automotive Industry Challenges?

OEM relations during the rollout of EVs could prove to be challenging. Possibilities of OEMs trying to bypass franchise dealers with EVs in various fashions.

Daily Routine?

Wake early, read the Wall Street Journal and local paper online, check emails, go through mail, and head out to rooftops for various manager meetings.

Greatest Accomplishment?

Most proud of my wife and our family. Pleased with 75-year climb of our business and our participation in our communities.

What Do You Enjoy?

I live on a thoroughbred horse farm that my wife manages. I split time between our West Virginia farm and my wife's inherited farm in Amherst, Virginia, where we are active in two fox hunting clubs. I am also a lifelong skier and golfer in the beautiful Mountain State of West Virginia.

What Do You Drive?

Ford Bronco

Favorite Quote

“Today is the first day of the rest of your life.”

Accolades

- TIME **Dealer of the Year Award** (2019)
- Chosen as one of a select group of 51 dealer nominees from across the country who was honored at the 102nd annual **National Car Dealer's Association (NADA)** Show in San Francisco on January 25, 2019
- **Ford National Dealer Council Vice Chairman** under leadership of Ford CEO Jacques Nassar (2000)
- Bob Moses and Steve Moses, recipients of The **State Journal's Who's Who in WV Business** (2016)
- Jim Moran **Award of Excellence for Outstanding Performance** (2017 – 2019)
- **Ford President's Award**, given to dealers to recognize outstanding customer service through progressive management, dedicated employees, and high standards of operational excellence (2001, 2002, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012)
- President of the **West Virginia Auto Association**
- WVADA President's Club for **WVCAR Political Action Committee** (2020)



Conrad R. Aschenbach



Why Automotive?

I enjoyed tinkering with small engines as a kid and was always fascinated with automobiles and their mechanics. Being involved in the car dealership world as a child instilled a goal in me to be a car dealer.

Key to Success?

Working hard and never giving up no matter how high the chips are stacked against you. Surrounding myself with talented and like-minded individuals.

Automotive Industry Challenges?

From my perspective, the biggest challenge is the franchise system coming under attack. I plan on helping to address this by involving myself heavily in our state associations that represent the dealers.



Daily Routine?

I try to start every day with an early morning workout either at my house or with a trainer. The feeling of accomplishment after finishing my workout sets the tone for accomplishing all that the day has in store for me.

Accolades

- Valedictorian Class of 2000 – Landon School
- Magna Cum Laude Class of 2000 – Landon School
- Bachelor of Science in Mechanical Engineering – University of Notre Dame – 2005
- NADA Dealer Academy – 2007

Greatest Accomplishment?

Asking my wife to marry me and becoming a stepfather.

What Do You Enjoy?

I enjoy boating with my family and friends, drag racing my 1991 GMC Syclone, and welding/fabrication.

What Do You Drive?

2017 Cadillac CTS, because when I started my first store, I ordered too many of this model and I lost a lot of money selling them. I drive it to remind myself every day to never make that mistake again.



Bill Aschenbach

The key to future success is my son Conrad, to support him and the team that he has put together. If it wasn't for him and his hard work, we wouldn't be where we are today or where we are headed.



Favorite Quote

“Egos cost money.”

John F. Delaney



Why Automotive?

My dad started the business, and I grew up in it. As a kid, I washed cars, worked in the parts department, and eventually began selling cars during college. I loved that experience and in the summer between my junior and senior years of college I made a decision to get in the business once I graduated.

Key to Success?

My parents worked hard to build an amazing business, and I was given an opportunity to join and learn the business. They instilled a work ethic in me and I've worked very hard to learn the business and help it grow, but the biggest key to my personal success was the opportunity my parents offered me. I've been very fortunate, and my approach has been to repay them by working as hard as possible at growing the business and making sure my kids have the same opportunity.

Automotive Industry Challenges?

For family-owned groups, I think the biggest challenge is going to be achieving the scale needed to compete in a market that will continue to see consolidation, much of it driven by public groups. We plan to continue to grow, and one of the big selling points of Triton was the ability to leverage the size of the group to help address some of the scale issues.

Daily Routine?

I wake up and get 45-60 minutes of exercise, then help get my three kids off to school and head to work. Morning exercise helps get my mind set for the day.

Accolades

- Graduate of the University of Pittsburgh (1992)
- Pat Ryan and Associates Finance and Insurance Management program
- NADA Dealer Academy Graduate

Delaney Automotive Group

Greatest Accomplishment?

Marrying my wife Nancy and becoming a father of three great kids.



What Do You Enjoy?

I love spending time with my wife and kids at home, at the beach, skiing or wherever. I enjoy reading and golf, but if I'm not busy with work or my family I'm happiest playing guitar or piano. I love music.

What Do You Drive?

Chevrolet Suburban

Favorite Quote

“Don't count the days, make the days count.”

Muhammad Ali



John J. Masano

TomMasano
A U T O G R O U P

Tom Masano Auto Group

Why Automotive?

My father and uncle started the business after World War II. I was born into it, but as you know, you cannot “fake” liking this business. It is in your blood! As I see it, it is in my son’s blood!

Key to Success?

Consistent communication. Never letting a situation get too far out of control, but not getting too involved. Letting the co-workers work things out.

Automotive Industry Challenges?

In my own unscientific study, I think 90% of the consumers who buy a Tesla, buy because they don’t want to go through the dealership process! Our dealership is trying to emulate the Tesla model every day, removing the pain points.

Daily Routine?

At home, I send individual texts and emails to get many small things done per day. We have 250 co-workers, so that can translate into a lot of little things being accomplished each day. All of our dealerships are within 2 miles of each other, so I visit them every morning. Then I end up in my office and log into Reynolds Ignite and review the reports.

Accolades

- Started Harvest Moon Aquaponics Farm in our Auto Park with my youngest daughter, Kathryn
- My middle daughter, Megan , just graduated from St. Joseph’s University in Philadelphia

Greatest Accomplishment?

We are in Reading, PA, the second poorest city in the United States. We are over performing with our franchises. Now, that means selling into other markets, but we do it with frictionless transactions, not price.



What Do You Enjoy?

It is all work-related! I go to work, then exercise, including weightlifting, then go home to my family. Then repeat the next day!

What Do You Drive?

Anything the locations put me in!

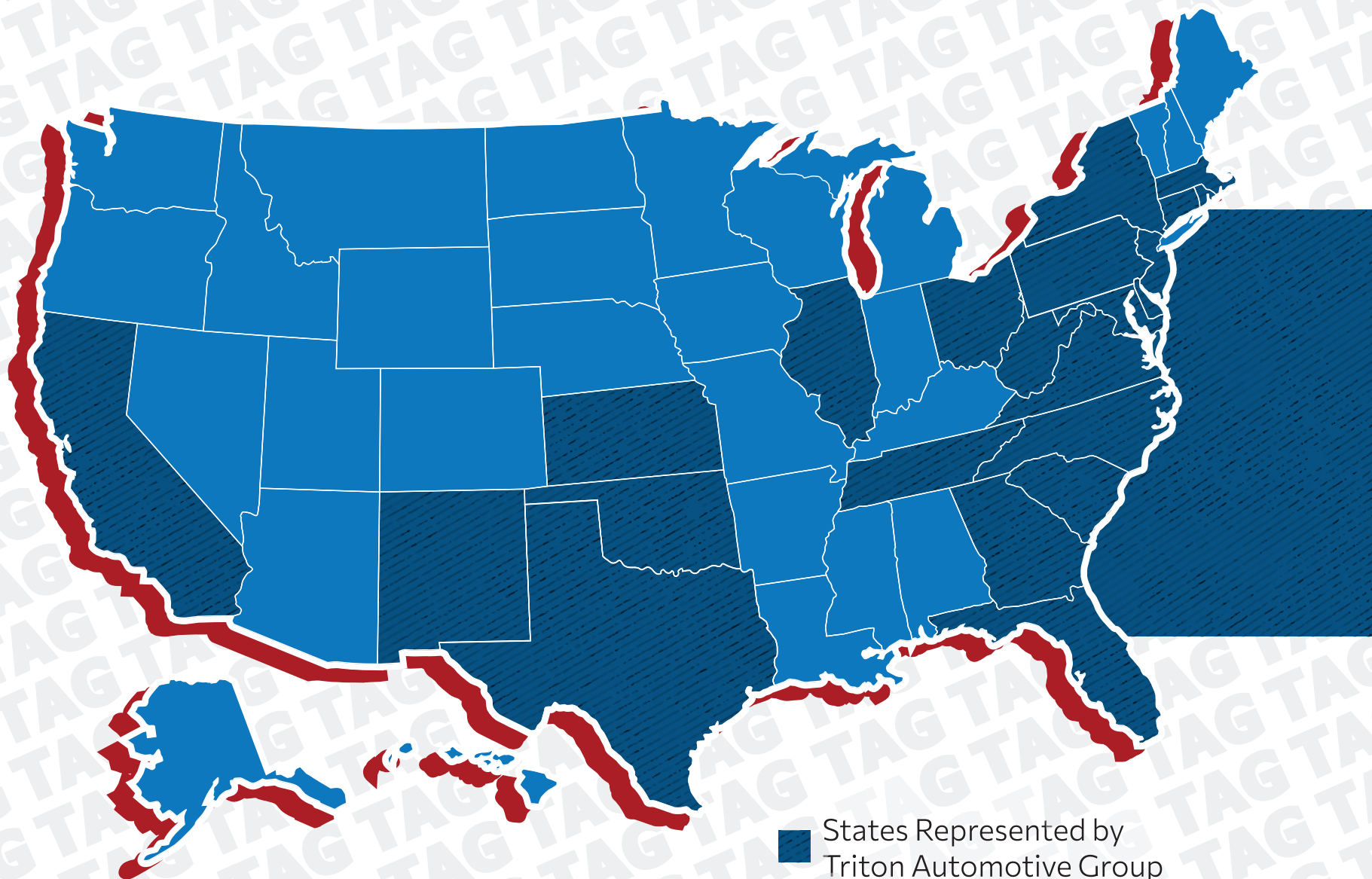


Favorite Quote

“Keep the place clean, create happiness and do what we pay you to do.”

The Disney Institute





States Represented by Triton Automotive Group

Triton Automotive Group

SPANS AMERICA

Own It. Grow It. Leverage It.





TRITON AUTOMOTIVE
GROUP **Better Together.**

