

NEWSLETTER

BRANDS WITH PURPOSE AND PASSION

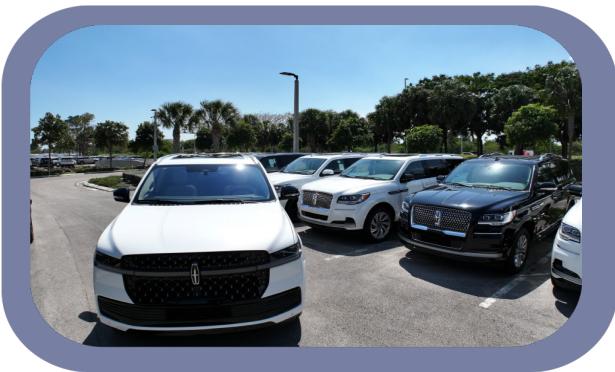
“To be dedicated means showing up every day with purpose, perseverance, and a commitment to give your best—no matter the challenge.”



Dear Doral Automotive Group Family,

As we close out the first quarter of the year, I want to take a moment to recognize and celebrate the incredible work being done across our entire dealer group—Ford of Kendall, Doral Lincoln, and Lincoln of Cutler Bay. Thanks to each of you, we've achieved a truly outstanding performance to start the year strong. Your dedication, teamwork, and relentless drive to exceed expectations continue to inspire me every day. This success is a direct reflection of the passion and commitment you bring to our mission, and I couldn't be prouder to be part of this amazing team. Let's keep the momentum going—there's no limit to what we can accomplish together!

— Karen Somoano Rodriguez, Operations Director



HELLO & WELCOME

APRIL

Message From our CEO

"Our business will undergo adjustments. Doral Auto Group is ready to accept these changes with clarity.

Maintaining consistent revenue and volume will be our top priority."



Luis Somoano
CEO & President

"The only goal you can't accomplish is the one you don't go after"



DORAL AUTOMOTIVE GROUP

DORAL
LINCOLN



LINCOLN
OF CUTLER BAY



FORD
OF KENDALL

Here is the Recipe From Our CEO

Russian salad



Russian salad is a very well-known potato salad in South America. It is made with potatoes, carrots, peas, apples, celery, onions, and mayonnaise.

Ingredients

3 ½ lbs of peeled, cooked potatoes, diced	1 clove of garlic, mashed
1 lb of carrots, peeled, cooked, and diced	2 cup of homemade or store-bought mayonnaise
8 oz of peas, steamed (can be combined with fresh corn)	3 tablespoon of finely chopped cilantro, parsley, or dill
6 stalks of celery, finely chopped (about 1 cup)	
1 apples, diced	Salt to taste
1 cup of white onion (about ½ onion, finely chopped)	
Juice of 1-2 lemons	

Instructions

1. Mix all the ingredients well in a salad bowl.
2. Refrigerate until ready to serve.





A word from Cary Castro, GM of Lincoln of Cutler Bay

As we welcome the month of April and the spirit of Easter, I want to take a moment to reflect on what this season represents—renewal, hope, and the power of new beginnings. At Lincoln of Cutler Bay, we've already shown what we're capable of with a strong start to the year, and I truly believe this season is a reminder that even greater things lie ahead. Easter is also a time for gratitude, and I am incredibly thankful for each of you—for your hard work, your heart, and your commitment to excellence every day. Let's carry this spirit of renewal with us as we continue to grow together. Wishing you and your families a joyful and peaceful Easter.

A word from Steve Smith, GM of Ford of Kendall

The first quarter has passed and, again, we are very thankful for your collective and consistent efforts to make the Group the best in the business. While we continue to experience the new sales dynamic challenging growth and margins, pre-owned sales, service, and parts remain poised to capture greater opportunities in the marketplace. Let's stay laser-focused on executing the fundamentals of our responsibilities and we will continue to see benefits throughout the year. Thanks for all you do!



A word from Miguel Otero, GM of Doral Lincoln

Being a professional means more than just doing your job—it's about showing integrity, taking pride in your work, treating others with respect, and holding yourself to the highest standards, even when no one is watching. At Doral Lincoln, I see that level of professionalism every single day, and it's a big part of what makes our team so exceptional. From sales to service, and every department in between, your commitment to excellence continues to elevate the experience we offer our customers. I want to personally thank each and every one of you for the way you represent our dealership—with class, care, and an unwavering drive to do things right.

Join our family and grow together! Refer Someone Today!



Edith M. Muniz

HR Director

Contact me directly if you know of a candidate that would like to join the best family owned dealer group in Miami!

Office: (786) 582-6743
emuniz@doralautogroup.com

Just a friendly reminder that you can view all of our job postings in ADP under Myself, Talent, Career Center. Here you can apply for internal posts and share job postings with friends. Right now, we are looking for a Service Dispatcher, Technicians, Sales Associates, and many other positions! Please take a look at our career page !

Sales Associate

We have many customer service opportunities in our Sales and Service Departments! Strong interpersonal and communication skills are a must! Customer service or hospitality background preferred. Positions include, Greeter, Loaner Coordinator, Service Concierge, and much more. If you are interested or know someone, please send them our way!

Car Wash Attendant

We are looking for a dedicated and enthusiastic Car Wash Attendant to join our team. The ideal candidate will be responsible for cleaning and maintaining vehicles while providing excellent customer service. This role offers a great opportunity for individuals who enjoy working outdoors and take pride in delivering a top-notch car wash experience.

Auto Alert Specialist

The right candidate is outgoing, likes dealing with the public, organized and/or has prior service experience. If you are interested in applying for the Auto Alert Specialist position, please let your manager know and include why you feel you are qualified for the position.



Live Well, Work Well

March 2025

The Power of Protein

Protein is having a moment, and it's for good reason. While some focus on it for muscle-building, others view it from a weight-loss perspective. Regardless of personal goals, protein is a macronutrient essential for body function. It is made up of many building blocks called amino acids and is fundamental for good health.

The Dietary Guidelines for Americans 2020–25 recommend that adults consume 10%–35% of their total calories from protein. Depending on their activity level, age and weight, some people might need more.

Some people like to calculate their protein needs in grams instead of percentages. For example, if their daily needs are 2,000 calories, protein would make up 200–700 calories, which is 50–175 grams.

Healthy protein sources include eggs, fish, lean meats and low-fat dairy. Good plant

sources include nuts, seeds, beans and lentils. Talk to your doctor if you have any concerns about your diet or how to develop a balanced eating plan.

Eating more protein at breakfast could also help decrease hunger and cravings later in the day. Keep in mind that protein shouldn't make up your entire meal; it should accompany fruits, vegetables and whole

grains. Most people get enough protein from whole foods, but protein supplements are popular alternatives, especially for vegans and lactose-intolerant individuals.

Benefits of Protein

Protein is a vital part of one's diet. As such, there are several benefits of protein, including the following:

- Builds muscle mass and strength
- Strengthens bones
- Aids in injury recovery
- Reduces hunger by keeping you full for long periods
- Forms essential enzymes, hormones and vitamins

Recognizing the multifaceted importance of protein underscores the need to incorporate protein sources into your diet to maintain optimal health.

Health experts recommend spreading protein throughout the day. Eating more protein at breakfast could also help decrease hunger and cravings later in the day. Keep in mind that protein shouldn't make up your entire meal; it should accompany fruits, vegetables and whole

A Daily 5-minute Walk Could Make a Difference

It's easy to feel overwhelmed by fitness trends or goals. While research shows that 11 minutes of moderate-to-vigorous exercise daily may lower your risk of cancer, cardiovascular disease or premature death, another health expert is praising the accessible exercise form of walking.

The National Jewish Health's director of cardiovascular prevention and wellness expressed that even a short amount of walking—just five minutes—has health benefits and supports future exercise goals. Walks improve the body's blood flow and boost creativity and productivity. Like any other exercise, walking also helps strengthen muscles and delivers oxygen to the brain and muscles.

How to Walk More Each Day

Fortunately, walking can easily be implemented into a routine. Consider the following tips for including more walking into your daily routine:

- **Make small goals.** For example, you could take a five-minute walk at lunch each day.

Doing so makes you more likely to succeed in maintaining a new walking habit.

- **Walk with friends.** This encourages you to keep the habit because you know others are counting on you, and it also keeps the walks from becoming monotonous.
- **Set reminders.** Decide when to walk during the day and set reminders. It's easy to forget to take a break when you get into your work.
- **Diversify your routine.** Change your walking routes to prevent boredom, or try walking at different speeds throughout your walk.
- **Listen to your body.** Don't be afraid to take time off or modify your routine. Pay attention to your body's signals and take care of yourself so you can maintain your new routine.

The key is to make movement a regular part of your day, even if it's a five-minute walk. Talk to your doctor and discuss what works best for you to learn more about creating an active routine.

Preparing for Tax-filing Season

Tax season is here, so if you haven't done so already, it's time to gather all the appropriate information you need to file your 2024 tax returns.

The federal tax return deadline is Tuesday, April 15, 2025.

However, due to federal disaster relief, millions of Americans have extensions this year. Taxpayers in Alabama, Florida, Georgia, North Carolina and South Carolina, and parts of Alaska, New Mexico, Tennessee, Virginia and West Virginia have until

May 1 to file their returns and pay taxes. The IRS also extended the deadline to Oct. 15 for victims of California wildfires.

Many people elect to file their tax returns electronically. This can be done in various ways, such as using tax preparation software or consulting a tax professional. If you are filing with a paper form, there are certain documents you must include. The documentation needed may vary based on your employment status over the past year. If you have questions about your tax-filing situation, consult with a tax professional.

Recipe of the Month

Grilled Chicken and Avocado Quinoa Pilaf

Makes: 4 servings

Ingredients

- 2 Tbsp. lemon juice
- ¼ cup fresh basil
- ¾ tsp. black pepper (divided)
- 1 avocado (cut into chunks)
- 1 Tbsp. olive oil (divided)
- ¼ tsp. salt
- 2 small boneless, skinless chicken breasts
- 1 large red bell pepper
- ½ medium onion (chopped)
- 1 clove garlic (minced)
- 3 cups water
- 3 tsp. sodium-free chicken bouillon
- 1 ½ cups red quinoa (uncooked and dry)

Nutritional Information

(per serving)

Total calories	460
Total fat	16 g
Protein	28 g
Sodium	240 mg
Carbohydrate	54 g
Dietary fiber	7 g
Saturated fat	2 g
Total sugars	3 g

Preparations

1. Heat the grill.
2. Peel and cut the avocado into chunks; place them in a medium bowl.
3. Mix the lemon juice, basil and ½ tsp. black pepper. Drizzle over the avocado chunks, toss and set aside.
4. Cut the chicken breasts in half crosswise.
5. Mix ½ Tbsp. olive oil, salt and the remaining black pepper. Brush the mixture on the chicken and red bell pepper.
6. Grill the chicken and pepper until done. Set the chicken breasts aside. Cut the pepper into thin strips.
7. While the chicken and peppers are grilling, heat the remaining olive oil in a large pan. Add the garlic and onion, and cook until tender, about 5 minutes.
8. Add the water, bouillon and quinoa to the pan; bring to a boil, cover, reduce heat and simmer until liquid is absorbed and quinoa is cooked (about 15 to 20 minutes).
9. Place the quinoa pilaf in a large bowl and add the chicken, red peppers and avocado. Toss gently.



DORAL AUTOMOTIVE GROUP

DORAL LINCOLN FORD OF KENDALL LINCOLN OF CUTLER BAY

AUTOMOTIVE TECHNICIAN EMPLOYEE REFERRAL

The Company encourages all employees to refer qualified job applicants for available jobs openings. Other than managers in the line of authority and all Human Resources personnel, all employees are eligible to receive employee referral awards. When making referrals, instruct the applicant to list the employee's name on their employment application as the referral source.

If the referral is hired and completes 1-3 months of service and the employee is still an employee of the Company, the employee is eligible to receive a monetary award.

The reward is currently a gross amount of up to \$1,500 for Automotive Technician Employee Referrals.

It will be paid as follows:

\$ 1,500	Master /ASE after 90 days
\$ 500	Line Tech after 60 Days
\$ 250	Apprentice / Express Tech after 30 days

*In the event that the referring employee is terminated, the payout will be discontinued.

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786-522-5351

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11020 SW 186th St, Miami, FL 33157
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FORD OF KENDALL
15551 S Dixie Hwy, Miami, FL 33157
305-238-9211

Briskco in Action



The Importance of Digital Well-being: Balancing Screen Time

In today's digital age, screen time has become an inevitable part of our daily lives. From work tasks to social media and entertainment, we spend hours staring at screens. While technology has greatly improved our lives, excessive screen time can have negative effects on our mental and physical health. In this edition, we explore the importance of digital well-being and offer practical tips to help you create a healthier balance in your digital life.



Why Screen Time Matters

Excessive screen time can lead to a variety of issues:

- **Mental Health:** Studies have shown that too much screen time, especially on social media, can lead to increased anxiety, stress, and feelings of loneliness. Constant comparison and information overload can negatively affect self-esteem.
- **Eye Strain:** Staring at screens for long periods can lead to digital eye strain, causing headaches, dry eyes, blurred vision, and neck or back pain.
- **Sleep Disruptions:** The blue light emitted by screens interferes with melatonin production, the hormone responsible for regulating sleep. This can result in difficulty falling asleep and poor sleep quality.
- **Decreased Productivity:** Continuous screen use can lead to distractions, lower focus, and decreased productivity, especially when tasks spill into personal time.

Briskco in Action



Tips for Managing Screen Time



1. Set Screen Time Limits

It's essential to set boundaries on your screen time, especially for personal activities like social media or entertainment.

2. Take Regular Breaks

Follow the 20-20-20 rule: every 20 minutes, take a 20-second break and look at something 20 feet away. This helps reduce eye strain and gives your mind a moment to rest. Also, stand up, stretch, and walk around for a few minutes to avoid physical discomfort from sitting too long.

3. Use Blue Light Filters

To minimize the negative effects of blue light, especially during the evening hours, consider using blue light filter apps or adjusting the settings on your devices. Many smartphones, laptops, and tablets now have built-in blue light filters that automatically adjust to the time of day.



In our connected world, managing screen time has never been more important. By setting boundaries, using blue light filters, and creating a healthier digital workspace, you can enjoy the benefits of technology without sacrificing your mental and physical well-being. Start taking small steps today to improve your digital habits and create a better balance in your life.

Here's to a healthier digital lifestyle!

BRISKCO Team

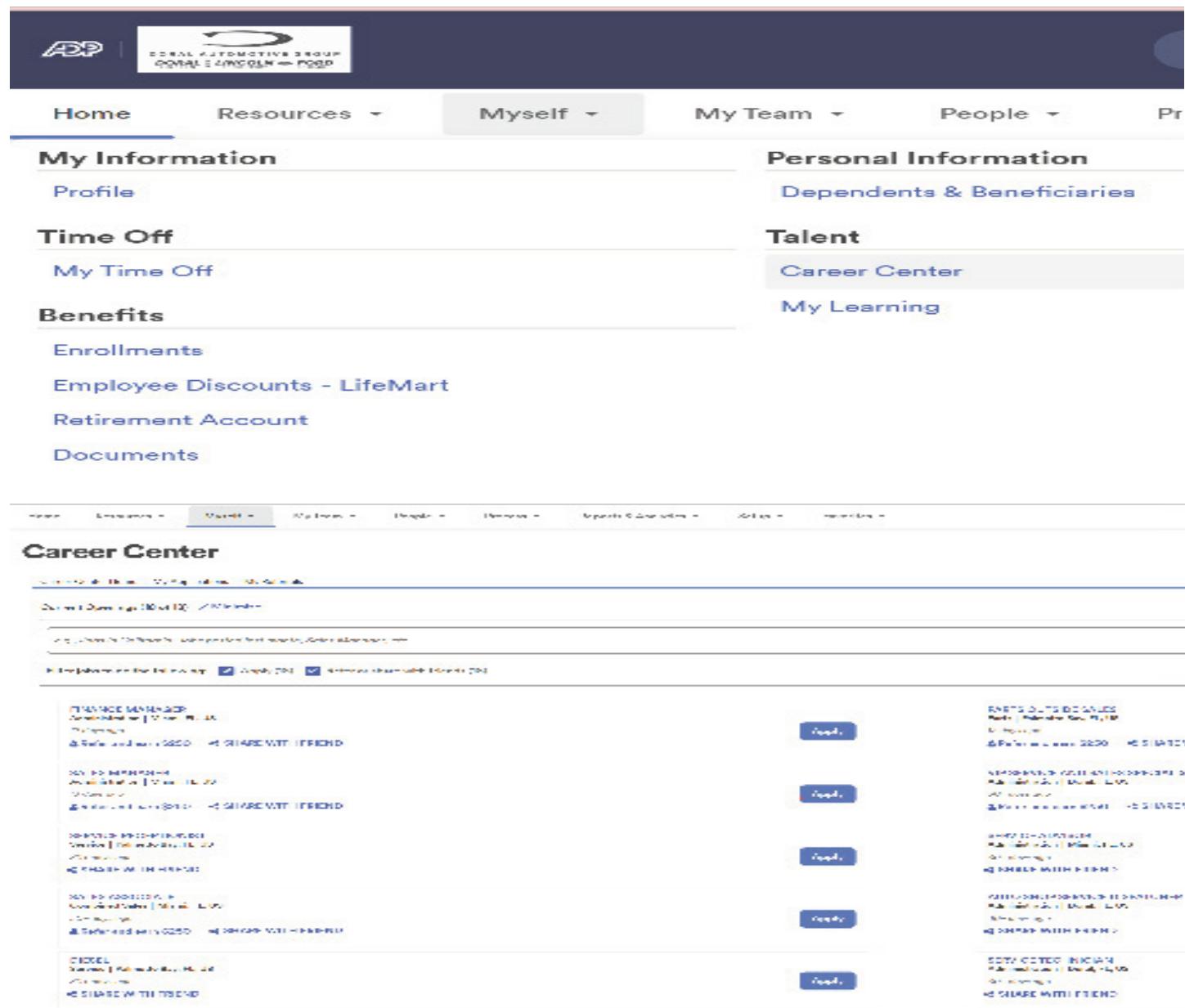
PHOTO GALLERY

Here's a glimpse of our incredible team in action at our dealerships and events! Whether it's assisting customers in finding their perfect vehicle or engaging in local community events, our staff is always committed, passionate, and ready to make a difference.



WELCOME TO THE TEAM!

Associates are encouraged to apply for and share any position within the organization. Also, you should notify your manager as well as the General manager to let them know you are interested in a posted position. Please note, you will need to meet the qualifications listed in each position.



The screenshot shows a screenshot of the ADP Global Automotive Group portal. At the top, there is a large blue banner with the text "WELCOME TO THE TEAM!" in white and blue. Below the banner, the ADP logo and the text "GLOBAL AUTOMOTIVE GROUP" and "DODGE LINCOLN FORD" are visible. The main menu bar includes "Home", "Resources", "Myself", "My Team", "People", and "Pr". Under "Myself", there are sections for "My Information" (Profile, Time Off, Benefits, Enrollments, Employee Discounts - LifeMart, Retirement Account, Documents) and "Personal Information" (Dependents & Beneficiaries). Under "My Team", there is a "Talent" section (Career Center, My Learning). Under "People", there is a "Dependents & Beneficiaries" section. At the bottom, there is a "Career Center" section with a list of job openings and a "Search" bar.



April babies are known for being energetic, adventurous, and confident. They tend to have a natural enthusiasm and an optimistic attitude toward life. (March 21 - April 19) you would fall under the Aries zodiac sign, known for being bold, spontaneous, and courageous, with a competitive spirit. (April 20 - May 20) you would be a Taurus, recognized for being reliable, patient, and grounded, with a love for comfort and stability. April's two birthstones are Diamond and Sapphire. These stones may differ in appearance but both are thought to bring strength and clarity to those who wear them. The diamond, known for its brilliance and clarity, symbolizes purity and strength, while the sapphire, often associated

Yasin Contreras	04/01	Jonathan Bocos	04/12
Kevin Almeida	04/04	Michael Leon	04/13
Harold Acosta	04/06	Frank Granda	04/15
Gustavo Noa	04/07	Montserrat Ortiz-Vazquez	04/15
Alejandro Alvarez	04/07	Jahel Alvarenga	04/16
Miguel Otero	04/08	Walkellys Barreto	04/17
Bryan Rojas	04/10	Frank Arencibia	04/17
Yanilis Aleman	04/11	Oliverio Aguero	04/22
Karen Rodriguez	04/11	Alejandro Calderon	04/29

Let's Celebrate!



Happy Work Anniversary! Your dedication, hard work, and commitment have been truly invaluable. Over the years, you have made a lasting impact with your contributions, teamwork, and passion for excellence. We appreciate everything you do and celebrate this milestone with you. Wishing you continued success, growth, and many more achievements ahead.

Miguel Otero
Apolinar Aguero
Richard Perez
Rafael Mendoza
Sergio Gomez
Raul Melendez
Reinaldo Perez
Kristina Perez-Cubas
Carlos Lopez Barrios
Frank Arencibia
Graviel Perez
Victor Herrera
Ernesto Millan
Roberto Hernandez
Enrique Pinto
Anthony Gonzalez
Isidora Moya

16 Years
16 Years
16 Years
16 Years
16 Years
10 Years
9 Years
8 Years
6 Years
6 Years
3 Years
2 Years
2 Years
2 Years
1 Years
1 Years

Oliverio Aguero
Ulysi Fernandez
Alex Garcia
Francisco Mederos
Roberto Dieguez
Jose Sanchez
Artmand Felipe
Juan Urruita
Paul Collins
Gregory Alexis
Alfredo Sanchez
Ariana Perez
Ariel Graveran
Oscar Grandos
Alexa Gonzalez
Daniela Mota

16 Years
16 Years
16 Years
16 Years
14 Years
10 Years
8 Years
7 Years
6 Years
6 Years
2 Years
2 Years
2 Years
2 Years
1 Years
1 Years

Congratulations!

We are Miami!

"Team, your continuous effort, determination, and dedication are what drive our success. Together, we can conquer any obstacle!

Let's press on with enthusiasm, turning every challenge into a chance to thrive, and always having each other's backs. When we stand united, we achieve extraordinary things!"

