

NEWSLETTER



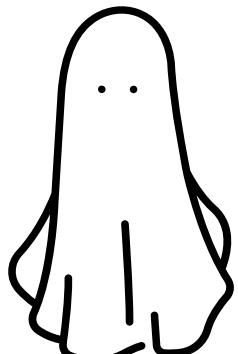
BRANDS WITH PURPOSE AND PASSION

At Doral Automotive Group, October is a season of momentum and fresh opportunity. As we step into fall, let's carry our energy forward with focus and determination—working together as one team, one family. The path ahead is full of possibility, and together, we'll continue to achieve great things!

Dear Doral Automotive Group Family,

Every role in our organization—big or small—makes a direct impact on our success. When we work as one team, we create an experience for our customers that no competitor can match.

— Karen Somoano Rodriguez
Operations Director, Doral Automotive Group



HELLO & WELCOME

Message From our CEO

"The secret of change is to focus all of your energy not on fighting the old but on building the new .

Success is not final , failure is not fatal : it is the courage to continue that counts ."



DORAL AUTOMOTIVE GROUP

DORAL  **LINCOLN**  **FORD**
OF CUTLER BAY OF KENDALL

Here is the Recipe From Our CEO

Turkey, Spinach & Cheese Meatballs



In just 20 minutes, you can whip up these juicy Turkey, Spinach & Cheese Meatballs! Packed with flavor, protein, and melty cheese — they're perfect for a quick weeknight dinner. Serve with your favorite sauce or a side of veggies!

Ingredients

- 1 tablespoon extra virgin olive oil
- 1 large egg
- 3 ounces baby spinach, chopped (3½ cups whole; 1½ cups chopped)
- 3 scallions, white and green parts, finely sliced
- 3 garlic cloves, minced
- 1.25 pounds 93/7 ground turkey (I use Shady Brook Farms)
- 1.25 pounds Italian turkey sausage, removed from the casings (I use Shady Brook Farms)
- 1 cup shredded mozzarella (preferably whole milk but low-fat will work)
- ½ cup grated Parmigiano Reggiano, plus more for serving
- ½ cup Italian seasoned bread crumbs
- 1 (24 oz) jar marinara sauce, homemade or good quality store-bought



Instructions

1. Preheat the broiler and set an oven rack on the second-highest rack. Line a baking sheet with heavy duty aluminum foil and grease with the olive oil.
2. In a bowl large enough to hold all of the ingredients, beat the egg. Add the chopped spinach, scallions, and garlic and stir until evenly combined. Add the ground turkey, turkey sausage, mozzarella, Parmigiano-Reggiano and bread crumbs. Using your hands, mix until evenly combined. Shape the mixture into 1½ inch balls and place on the prepared baking sheet.
3. Broil the meatballs until golden brown on top, about 10 minutes.
4. Meanwhile, heat the tomato sauce in a large pan on the stovetop. Add the broiled meatballs and simmer over low heat for 5 to 10 minutes, or until the meatballs are fully cooked.
5. Freezer-Friendly Instructions: These can be frozen in their sauce for up to 3 months. When ready to serve, reheat the meatballs in their sauce on the stovetop over medium heat until hot in the center.



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

"It's not about having the right opportunities. It's about handling the opportunities right. Do always your best and help each other get to the top."

A word from Steve Smith, GM of Ford of Kendall

"Every now and again, one may get the chance to be a part of something that is much larger than themselves. I am completely certain that the journey we are on now with the Doral Auto Group Team is one of those endeavors. Thanks for making everyday a significant event."



A word from Miguel Otero, GM of Doral Lincoln

"At Doral Lincoln, we don't chase numbers. We craft experiences. And that's how we win — with style and substance."



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

To explore exciting career opportunities with us, simply visit the official websites of our dealerships: Doral Automotive Group, Doral Lincoln, Lincoln of Cutler Bay, or Ford of Kendall. On each homepage, scroll to the top of the page or navigate to the main menu and click on "About Us" and then scroll down to the "Careers" link. Clicking this will take you to our dedicated career page, where you can learn more about available positions, company culture, and how to apply. We're always looking for passionate, driven individuals to join our team—start your journey with us today!

Technicians

We are looking for skilled and motivated Diesel/Automotive Technicians to join our team. The ideal candidates will be responsible for diagnosing, repairing, and maintaining a wide range of vehicles to ensure top performance and safety. This role is perfect for individuals who are detail-oriented, enjoy problem-solving, and take pride in delivering high-quality automotive service.

Receptionists

We are looking for a friendly and organized Receptionist to join our team. The ideal candidate will be the first point of contact for our guests, responsible for greeting visitors, answering phone calls, and assisting with daily administrative tasks. This role is perfect for someone who enjoys working with people, has excellent communication skills, and takes pride in creating a welcoming and professional environment.

Sales Associates

The Sales Associate is responsible for making customers feel welcome and supported through the car-purchasing process. Entry-level candidates should have previous experience in customer service or sales and/or relevant education or training. These candidates can also complete a dealership's on-the-job training program.



aab All Atlantic Benefits

Live Well, Work Well

October 2025

What to Know About This Year's Flu Season

The influenza (flu) season in the United States lasts from October through May, with peak flu activity between December and March.

The U.S. Centers for Disease Control and Prevention (CDC) estimates that 47 million to 82 million flu illnesses occurred during the 2024-25 season. Data suggested that flu activity was at its highest level in more than 15 years.

Flu season in the Southern Hemisphere often indicates what's to come in the United States. Data revealed higher hospitalizations during the 2025 flu season in the Southern Hemisphere. With the potential for this year's flu season to be severe in the United States, vaccination remains the most effective way to prevent the flu, especially severe disease and hospitalization.

How to Stay Healthy

The flu can cause serious complications for people of any age, but children and older adults are especially vulnerable. To help keep your household healthy this flu season, consider these tips:

- Get vaccinated. The CDC recommends that nearly everyone aged 6 months and older get a flu shot every year.
- Avoid close contact with people who are sick and stay away from others when you feel unwell. Flu, cold and COVID-19 symptoms are similar, so doctors say it's best to get tested to determine what you have.
- Wash your hands often using soap and warm water. If those are unavailable, use an alcohol-based hand sanitizer.
- Cover your mouth and nose when coughing or sneezing.
- Get seven to nine hours of quality sleep each night to boost your immune system.
- Exercise regularly to strengthen your body and make it more resilient against infections.
- Stay hydrated and eat a balanced diet.

Experts recommend getting vaccinated against the flu by the end of October, so don't delay getting your shot. Contact your doctor today to learn more.

UV Index and Sun Safety

Spending time outdoors can be great for your health and well-being, but protecting your skin from the sun's harmful ultraviolet (UV) rays is important. One of the most effective ways to do this is by understanding and using the UV index, a daily forecast that measures the strength of the sun's UV radiation.

The UV index is reported on a scale from 0 to 11+. The higher the value, the greater the potential for harm from unprotected sun exposure.

Children, older adults, and people with fair skin or certain medical conditions may be especially vulnerable to high UV levels. Here's how to use the UV index proactively:

- **Check the index in the morning.** Many weather apps and websites display the UV index alongside the daily forecast.

Combating the "September Scaries"

As summer fades, individuals may experience a case of the "September Scaries," emotional and psychological stress that occurs with the transition from summer to fall. This phenomenon can happen as kids return to school, work intensifies, the days get shorter and the holiday season looms.

This seasonal transition disrupts routines and can trigger a sense of loss of freedom, sunshine and overall spontaneity. The return to rigid schedules and looming responsibilities may heighten stress, especially for those juggling work, family and other personal responsibilities. Consider these tips for managing stress during the seasonal transition:

- **Write down your worries.** First, it's important to understand what's making you feel worried. Then, you can evaluate if it's rational or not.

- **Adjust your schedule when possible.** If the UV index is high (6 or above), plan outdoor activities for early morning or late afternoon, when the sun's rays are less intense.
- **Take extra precautions when the index spikes.** On days with a very high or extreme rating, minimize direct exposure and prepare accordingly with strong sun protection.
- **Watch for environmental amplifiers.** Snow, sand, water and even pavement can reflect UV rays and increase your exposure.

Checking the UV index as part of your daily routine can help you reduce your risk of sunburn, premature aging and skin cancer while still enjoying time outdoors. Contact your doctor for more information.

- **Establish routines.** A routine can help you feel more in control and get you back on track for a solid season. Try to have some fun on the weekends, like making plans with friends, so you have something to look forward to.
- **Practice self-care.** This transition is also a good time to reinforce healthy routines like sleep hygiene, nutrition and movement. This practice can help you feel more physically and mentally prepared to take on challenges.
- **Embrace seasonal changes.** Enjoy fall activities, such as picking pumpkins and apples, hiking outdoors, baking with seasonal goods and watching the leaves change.

If you have any concerns about your well-being, reach out to a mental health professional.



DORAL AUTOMOTIVE GROUP

DORAL LINCOLN FORD OF KENDALL LINCOLN OF CUTLER BAY



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.



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.

<https://www.fordofkendall.com/careers-.html>

<https://www.dorallincoln.com/careers.html>

<https://www.lincolnofcutlerbay.com/careers.html>

Doral Automotive Group LLC

Detailler
FINANCE MANAGER
Service Warranty Admin

Cutler Bay, FL
Cutler Bay, FL

Doral, FL

Doral Lincoln Mercury LLC

Service Concierge
Technician

Doral, FL
Doral, FL

Ford of Kendall LLC

BDC Specialist
Lot Attendant
Receptionist
Sales Associate
Service Advisor
Technician

Miami, FL
Miami, FL
Miami, FL
Miami, FL
Miami, FL
Miami, FL

Lincoln of Cutler Bay LLC

Car Wash Lot Attendant
Part-time Receptionist
Receptionist
Sales Associate
BDC Specialist

Cutler Bay, FL
Cutler Bay, FL

Cutler Bay, FL

Cutler Bay, FL

Miami, FL

The Importance of Investing in Your 401(K)



Bobby Kussell

CFO Insider:
Shifting Gears
on Growth And
Development



Doral Automotive Group offers all employees the opportunity to invest in a 401(k) plan that includes a company match. A 401(k) is one of the most powerful tools available for building long-term financial security. This retirement savings plan allows you to invest a portion of your paycheck before taxes are taken out, enabling your money to grow tax-deferred until retirement.

Here's why investing in your 401(k) is so important:

1. Tax Advantages

Contributions to a traditional 401(k) reduce your taxable income, lowering your current tax bill. Over time, the compounded growth of investments within the account occurs without being taxed yearly, which can significantly boost your retirement savings.



2. DAG Matching

DAG offers a match that is equal to a percentage of what you contribute. This is essentially free money that increases your retirement fund without any additional cost to you. Failing to contribute enough to get the full match is leaving money on the table.

3. Long-Term Growth Potential

Because 401(k) funds are invested in the market—often in a mix of stocks, bonds, and mutual funds—they have the potential to grow substantially over the decades, especially when left untouched to benefit from compound interest.

4. Financial Security in Retirement

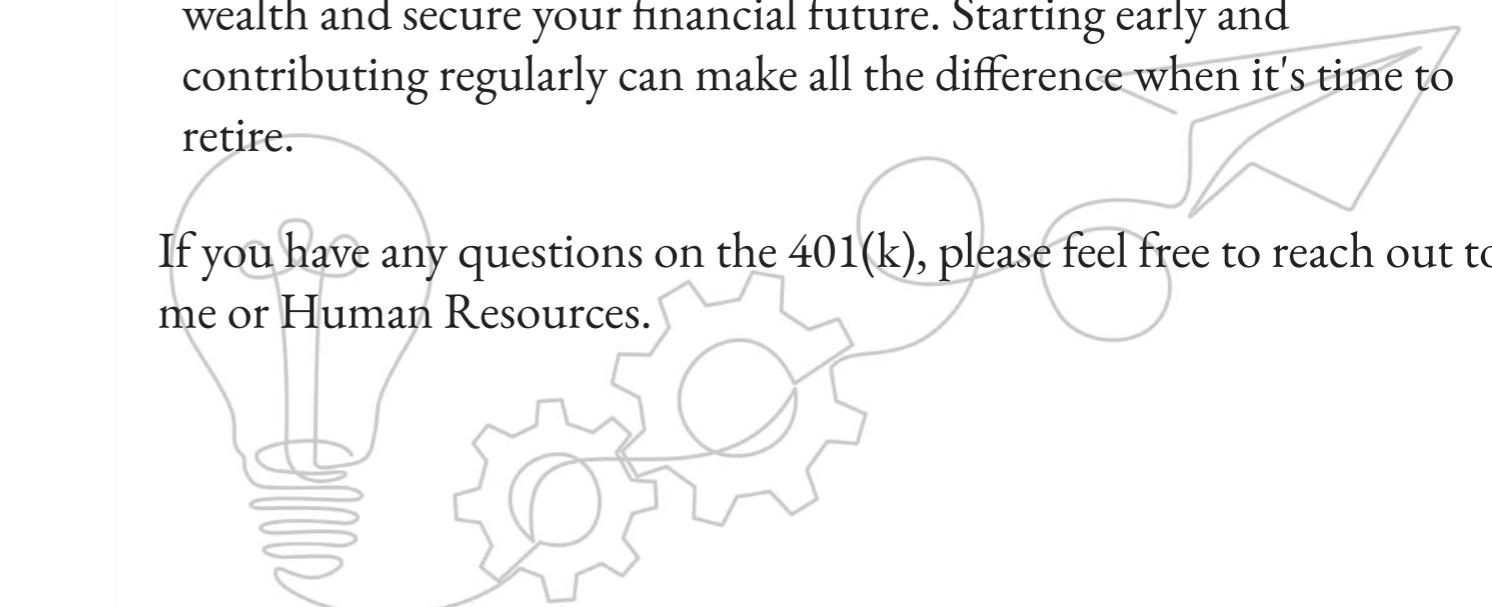
A well-funded 401(k) can provide the income you need to maintain your lifestyle in retirement.

5. Automatic Saving Makes It Easy

Contributions are automatically deducted from your paycheck, making saving consistent and effortless. Over time, these regular contributions add up significantly.

In short, investing in your 401(k) is a smart, disciplined way to build wealth and secure your financial future. Starting early and contributing regularly can make all the difference when it's time to retire.

If you have any questions on the 401(k), please feel free to reach out to me or Human Resources.



Tech Corner - September Edition

HOW HACKERS TRICK YOU

REAL PHISHING SCAMS SEEN AT DEALERSHIPS

Every day, dealerships like yours receive dozens of emails from vendors, manufacturers, banks, and customers. Unfortunately, not all of them are real.

This month, we're focusing on a growing threat: **phishing attacks**—fake emails that trick you into clicking bad links, entering passwords, or downloading malicious attachments.

Here's what you need to know to protect yourself and your team.



WHAT TO WATCH OUT FOR

A message saying your DMS password is about to expire.

- A fake invoice from 'accounting' asking you to click and review.
- An email that looks like your GM, but with a weird reply address.
- A text or email link saying 'your Microsoft account was suspended.'

An email was sent to a dealership employee that appeared to come from their OEM representative. It requested that they log into the dealer portal to view an "updated incentive bulletin." The link led to a lookalike login page, designed to harvest credentials.

In similar cases, attackers use this trick to gain access to real accounts and send out further phishing messages—sometimes within minutes. These emails often look convincing and use real names, logos, and urgency to bypass a user's judgment.

EXAMPLE: PHISHING AT A DEALERSHIP



SPOT THE PHISH: WOULD YOU CLICK THIS?

It looks legit—but it's a trap. Here's how to tell:

- Hover links before clicking
- Never trust urgency + login request combo
- Check sender domain (not just the name)

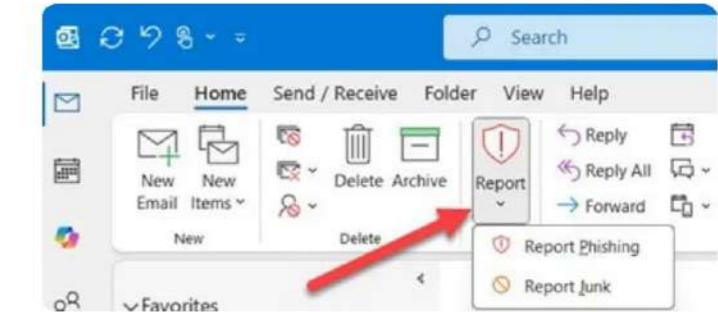
TOOL OF THE MONTH: REPORT IT IN OUTLOOK

Not sure if it's a scam? Don't delete—report it!

In Outlook:

- Web: Click 3 dots > Report > Phishing
- Desktop: Right-click message > Report > Phishing

This helps protect everyone at the dealership!



WHAT TO DO IF YOU CLICKED A SCAM LINK

"Oops—I Clicked It! Now What?"

- Disconnect from Wi-Fi (if possible)
- Don't enter anything else
- Call IT immediately
- Request Password change (especially for email/DMS)
- Stay calm—we've got your back

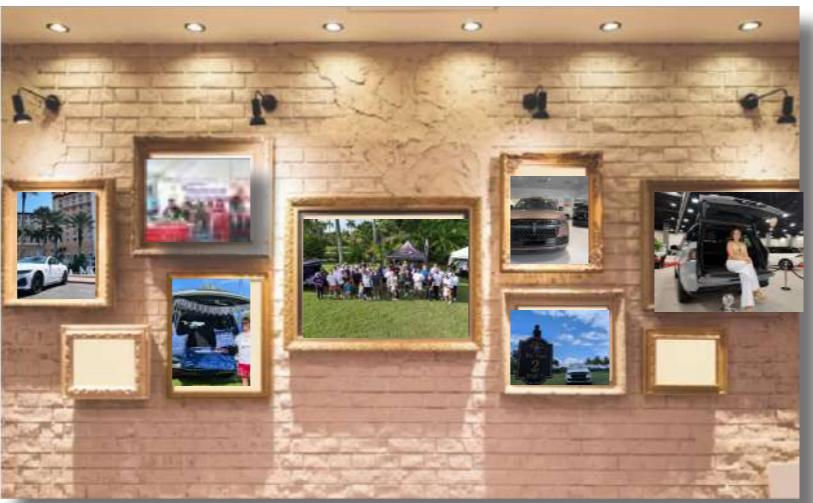
CYBERSECURITY STARTS WITH AWARENESS

Phishing attacks are getting more realistic, but so are the tools and training to stop them. When you take a moment to pause, inspect, and report, you're not just protecting yourself—you're protecting the entire dealership.

If you ever feel unsure about an email, don't click—call BRISKCO. We're here to help.

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.



Top Performer Doral Lincoln



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This month, we're thrilled to celebrate the exceptional efforts of our Top Performers across every department. From Sales and Service to Parts and beyond, each of you continues to raise the bar and exemplify excellence here at Doral Lincoln.

Product Specialist



Jorge Cervantes

BDC Representative



Alain Aguero

Service Advisor



Abdiel Suarez

Technician



Carlos Bonilla

Star Performer



At Doral Lincoln, we're proud to recognize Yohana as this month's Star Performer. With over a year and eight months of dedication, she has become an essential part of our team, known for her professionalism, warmth, and commitment to providing every client with an outstanding experience.



Loaner Coordinator

Yohana Macias Contreras

Creating an exceptional client experience is at the heart of Yohana's work. "I always try to greet every customer with a smile and make them feel at home," she explained. From arrival to departure, she is there to answer questions, resolve issues, and ensure a smooth experience. "I'm always 100% available for the client," she added — a reflection of her dedication and care.

When asked what motivates her, Yohana shared that gratitude and personal growth drive her. "What truly inspires me is being grateful for the opportunity to work here and the trust they've placed in me. It motivates me to keep bettering myself every day."

Describing her coworkers and the atmosphere at Doral Lincoln, Yohana highlighted teamwork and shared purpose. "Being part of a team means a lot of trust and communication. Our number one goal is that every customer leaves completely satisfied. Above all, it's about giving the client the best treatment."

Being named Star Performer is a proud milestone. "It reflects the effort I put in every day. I'm thankful for every piece of advice I've been given. It's a huge privilege to be recognized."

Her advice to newcomers emphasizes empathy and kindness: "Always greet clients with a smile, understand their problems as if they were your own, and be helpful and empathetic."

Pull Quote:

"The key is kindness. We work in service for the customer — we owe them our best. Always greet clients with a smile and understand their problems as if they were your own." — Yohana

Please join us in celebrating Yohana, a shining example of dedication, compassion, and teamwork at Doral Lincoln.

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Top Performer Ford Of Kendall

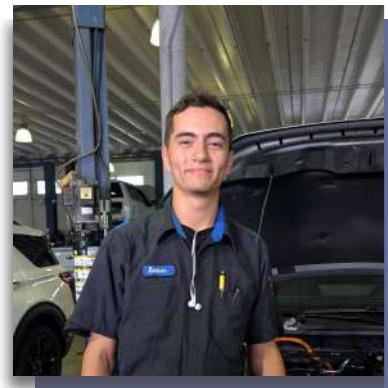
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This month, we're proud to celebrate the remarkable dedication of our Top Performers across every department. From Sales and Service to Parts and beyond, each of you continues to raise the bar, delivering excellence and making Ford of Kendall a place where customers know they can count on quality and care.



Product Specialist

New car sales - Christian Mogollon
Pre-Owned Sales - Alberto Sanchez



Service Technician

Esteban Alzola



Service Advisor

Felix Ortega Ortiz



Parts Advisor

Felix Galvan

Star Performer

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Star Performer



Lot Attendant

Alex Garcia

At Ford of Kendall, we're proud to recognize Alex Garcia as this month's Star Performer. Alex has been with the company since it opened in 2019, embracing the fast-paced environment with dedication and a positive attitude. "Every day is different, and there's always something new to do," he shared.

As a Lot Attendant, Alex plays a key role in keeping the dealership running smoothly. From organizing vehicle placement to coordinating lot logistics and ensuring cars are ready for customers, he helps the team stay efficient and organized. Even during hectic moments, Alex relies on teamwork to manage challenges. "I don't do this by myself," he explained. "I have two other guys who help me out, and together we get the job done."

Alex stands out for his responsibility and reliability. "Just being responsible, always available when needed, and trying to do what you can — the best you can," he said. His positivity shines even in the face of personal challenges, including battling cancer for several years. "I stay positive and believe in myself. Every day is a gift, and having a strong support system of family and coworkers helps me maintain that outlook," he shared.

Describing the atmosphere at Ford of Kendall, Alex highlighted accountability and teamwork. "Everyone here is held accountable, and you just have to do your part — and everyone does," he explained. "We work together like a well-oiled machine, and that makes everything easier." Being part of such a collaborative environment motivates him to give his best every day.

Being recognized as a Star Performer is especially meaningful. "Sometimes it feels like no one is paying attention, but when you finally get recognized, it feels really good," he said. The recognition reflects the hard work and dedication he brings to the team and inspires him to continue striving for excellence.

Alex's advice to newcomers emphasizes resilience and learning from challenges. "Be prepared to be challenged. Once you get over the hurdle, you just move on to the next one. It might be easier, it might be a little harder, but you learn from each challenge," he shared.

Outside of work, Alex enjoys cruising with his fiancée, a simple way to relax and recharge after busy days on the lot.

Pull Quote:

"Be prepared to be challenged. Once you get over the hurdle, it's over, and you just move on to the next one. You learn from each challenge." — Alex Garcia

Please join us in celebrating Alex Garcia, a true example of dedication, positivity, and teamwork at Ford of Kendall. His resilience, commitment, and can-do attitude make him an invaluable member of the team.

This month, we're excited to recognize the outstanding efforts of our Top Performers across every department. From Sales and Service to Parts and beyond, each of you continues to go above and beyond, setting the standard for excellence at Lincoln of Cutler Bay.

Product Specialist



Mark Thomas



BDC Representative

Jason Barnett

Service Advisor



Lauren Torres



Technician

Carlos Labrada



Star Performers



Patricia Castellon

Patricia "Patty" Castellon, affectionately known as the life of the party at Lincoln of Cutler Bay, has been with the team since her days at Doral Lincoln and was part of the dealership when Lincoln of Cutler Bay first opened over five years ago. Known for her dedication, precision, and positivity, Patty ensures every corner of the dealership is spotless while creating a welcoming environment for both clients and coworkers. Her day-to-day work includes keeping the front of the dealership clean and presentable, greeting clients with a smile, and checking in to see if they need assistance. Patty's attention to detail and cheerful demeanor lift the spirits of everyone around her, making even the busiest days enjoyable. One of her favorite memories is helping organize and celebrate dealership events and festivities, where her energy and enthusiasm bring the team together and make clients feel valued. Patty approaches every task with care and consistency, balancing professionalism with warmth. Outside of work, she is on a fitness journey, having already lost 80 pounds, demonstrating the same perseverance and commitment she brings to her role at Lincoln. She also enjoys spending time with loved ones and pursuing hobbies that bring balance and joy to her life.

"It's all about treating people with kindness and having fun while doing your job." — Patricia 'Patty' Castellon embodies the dedication, positivity, and heart that make Lincoln of Cutler Bay exceptional — a true Star Performer.



Teresa Guerra

Teresa Guerra brings dedication, care, and a positive spirit to Lincoln of Cutler Bay, where she has been an important member of the team for several years. Known for her meticulous attention to detail, Teresa ensures the dealership is always welcoming and spotless, taking particular pride in keeping the front area and restrooms clean and ready for clients. Her efforts create an environment that reflects the high standards of Lincoln and enhances every customer's experience. Teresa's favorite memories are holiday events and celebrations at the dealership, where she enjoys sharing moments and bonding with her coworkers. These events bring the team together, and she cherishes the sense of community they create. "I love being part of these celebrations because it's a chance to share, connect, and enjoy time with everyone," she shared. Being recognized as a Star Performer is especially meaningful to Teresa. "It makes me feel appreciated and shows that the hard work I put in is noticed," she said. Always willing to help whenever needed, Teresa exemplifies reliability and dedication, making her a valued member of the team. Outside of work, Teresa enjoys relaxing by watching novelas, a simple pleasure that balances her professional commitment with personal enjoyment. "It makes me feel appreciated and shows that the hard work I put in is noticed." — Teresa Guerra

Teresa Guerra embodies the dedication, positivity, and pride that make Lincoln of Cutler Bay a remarkable place — a true Star Performer.



October-born individuals are celebrated for their warmth, creativity, and magnetic charm. Falling under Libra (September 23–October 22) or Scorpio (October 23–November 21), they embody a balance of harmony, passion, and determination. Their birthstones, opal and tourmaline, reflect these qualities beautifully. Opal, with its dazzling play of colors, symbolizes hope, inspiration, and love, while tourmaline is known for protection, grounding, and emotional strength. Together, these stones capture the vibrant, resilient, and captivating spirit of those born in October.

Lissa Urbaez

Ana Camejo

Divan Casanova

Fernando Garcell

Doriona Johnson

Sebastian Aguilar

Ricardo Vasquez.

Joaquin Gonzalez

Teresa Guerra

Manuel Rivero



Justin Vergara

Pablo Gonzalez Bernal

Carlos Bonilla

Maria Idrogo

Jennifer Gonzalez

Reynaldo Costa

Miguel A. Valle

Osvaldo Perez

Placido A. Garcia

German A. Calveira



Your unwavering dedication, perseverance, and commitment have been genuinely motivating. Throughout the years, your contributions, teamwork, and relentless quest for excellence have left a significant mark. We are truly grateful for everything you do and are honored to commemorate this milestone with you. Here's to your ongoing success, development, and many more achievements in the future!

Rafael Orta	14 Years	Hector Rodriguez	14 Years
Raul Rodriguez	13 Years	Karen S. Rodriguez	12 Years
Alejandro Rodriguez	5 Years	Moises Napoles	4 Years
Anaivis Gonzalez De Leon	4 Years	Christian Mogollon	3 Years
Darren K. Apply	3 Years	Erika M. Arango	2 Years
Abel A. Reyes	3 Years	Walkellys E. Garcia	2 Years
Frank Arencibia	2 Years	Alberto Lezcano	2 Years
Javier L. Gonzalez	2 Years	Melissa Perez	2 Years
Manuel A. Lopez	2 Years	Eivys Borges	1 Year
Isabela Zorro	2 Years	Maria Idrogo	1 Year
Joaquin A. Gonzalez	1 Year	Maria J. Noguera	1 Year
Machel Perera Jr.	1 Year		

congratulations!

We are Miami!

"Each milestone we achieve reflects your commitment, perseverance, and collaboration. Together, we can turn challenges into opportunities and continue pushing forward with strength and unity. Let's stay motivated, support one another, and keep transforming obstacles into stepping stones—because when we move forward as one, there's no limit to what we can accomplish!"

