

WALL  
*Go all out!*

GET TO KNOW THE **REAL POWER** OF COX AUTOMOTIVE

Cox  
AUTOMOTIVE™

are *Family*

Alex Taylor, Chief Executive Officer, Cox Enterprises

## COX AUTOMOTIVE IS UNITING FOR *epic* SUCCESS

Cox Enterprises is a family-run operation. Nearly 120 years ago, James M. Cox purchased the *Dayton Daily News*, beginning a legacy that continues today with the third and fourth generations of Governor Cox's family at the helm of one of the country's leading communications, media and automotive services companies.

As part of this great family business, we treat our team members and clients like they're just that — family. This atmosphere has been instrumental to our success and has shaped our willingness to fuel epic innovation, drive unprecedented growth and deliver the mind-blowing, needle-moving, connected experience we promise.



have

# Magic

in our blood

## EMPOWERING PASSION *It's in our DNA*

This handy book is for both old pros and rookies. And for potential new team members to get to know Cox Automotive as a powerhouse where they can bring brands together to propel the industry forward and truly transform the way the world buys, sells and owns cars. Get a sense of our culture — where family values meet high-performing mindsets.



# Fuel the Fire

*“Our commitment to developing cutting-edge, industry-changing, ground-breaking products and technology is the power behind our business.”*

— Rick Gibbs  
Chief Product Officer

## WHAT *drives us?*

Funny you should ask. It's the belief that every person in every role is an important and vital part of the Cox Automotive family. We offer tons of opportunities for personal growth. We encourage our team members to be rock stars. We have a goal to crush our goals. And we believe that doing good leads to making good.

*“I am awed by the talent we have in our company.”*

— Janet Barnard  
Chief People Officer



*"I own my tomorrow by supporting my teammates to achieve their goals!"*

— Rich Curtis  
General Manager, Manheim Dallas

## WE MAKE SUCCESS A *team sport*

**OUR PEOPLE ARE MVPs.** We believe winning comes from working together, and we try to step up to the plate as much as possible. Our ultimate goal? To knock everything we do out of the park.

*"It's not just a company, it's a family."*

— Carmella Tyner  
Account Operations Coordinator



WE *thrive* ON WHAT  
MAKES US DIFFERENT

**DIVERSITY & INCLUSION GO TOGETHER LIKE PB&J.** Alone they're good, but together, they create something great. Our similarities and differences are what inspire greater creativity and innovation. Among our 34,000 team members, no two look or think the same. And we prefer it that way.

*"Happy that Cox Automotive is really engaged in supporting diversity in our communities."*  
— Kimberly Adams  
Director, Diversity & Inclusion



## WE *Wow!* OUR CLIENTS

**OUR #PRIORITY IS CLIENT SUCCESS.** Basically, our clients come first. We want them to be able to count on us to help them strengthen their business, whether it's buying and selling more cars, delivering an amazing in-store experience or improving retention.

*"We have to understand what our clients care most about to ensure their experience with us is unmatched."*

— Marilyn Youngs  
Vice President, Client Services



WE HAVE THAT *startup* ATTITUDE

**INNOVATION & NEW TECHNOLOGY ARE OUR M.O.**

We put our entrepreneurial spirit to work to find the solutions for our clients. We have a relentless drive to keep the automotive industry moving forward and will stop at nothing to be successful.

*"I'm excited that we've always got an eye on using emerging technologies to impact the marketplace."*  
— Kevin Forsythe  
Manager, Software Development



WE ARE *committed*  
TO COMMUNITY

**DOING GOOD GOES BEYOND THE WALLS OF OUR BUILDINGS.**

Through our numerous community partnerships, employee volunteer programs and sustainability efforts, we support causes our team members are passionate about so we can make a positive impact where we live, work and play.

*"It's so fantastic to know that the company I work for values me and the things that are important to me."*  
— Chad Prosser  
Sr. Program Manager, Global Learning

are *Excited!*



WE *love* WHERE WE WORK

There's nothing ordinary about Cox Automotive. It's a place where big ideas can come from anywhere, where diverse voices sing out and where inclusiveness, innovation and fun thrive.





WE ARE *globally* CONNECTED

**CHANGING THE GAME WORLDWIDE.** We're driving our clients' businesses and our own business forward like never before across 200+ cities, 100+ countries and 6 continents. While our brands and people are extremely diverse, we're united by our unwavering commitment to empower each other and every one of our clients.



U.S. CANADA U.K. AUSTRALIA/NEW ZEALAND CONTINENTAL EUROPE LATIN AMERICA CHINA & SE ASIA



are all in this

*Together*

Sandy Schwartz, President, Cox Automotive

We aim for epic success.

We crush our goals.

**WE GO ALL OUT!**

*“Each of us is a piece of a puzzle.  
We’re focused on putting all of those  
pieces together to deliver a connected  
experience to our clients.”*

— Sandy Schwartz  
President

Cox  
AUTOMOTIVE™