

Paul "Hoss" Devine

5300 W Howe Road

DeWitt, MI 48820

(517) 518-HOSS (4677)

Website - www.HossDevine.com

I'm interested in securing a long-term position in a company that appreciates a high energy, hands-on leadership approach in a new and more competitive automotive era. I have a range of experience encompassing several dealership operational areas to include, but not limited to, inventory and expense management, forecasting, process development, implementation and execution, sales and finance management, sales and finance training, and BDC and E-Commerce Department development, installation and management. With a history steep in not only dealership operations, but consulting and training as well, I am also a syndicated writer, writing in "AutoSuccess" magazine and various dealer social media sites. I've had the opportunity to work with, train, and develop people from all ranks of our multi-generational workforce. Through this process I've gained the skills to inspire and motivate a variety of different personalities to work together and strive toward one common goal. I am a strong advocate of building processes and operating systems that promote accountability at every level in a dealership. I am a high performer and will create and maintain a high energy, competitive sales environment in your store.

In my last position, I was instrumental in taking a Dealership from a middle of the pack performer in our District to a top three finisher, month in and month out. Through an intense and thorough installation and launch of a new "Road To The Sale" selling process, our team increased gross profit per retail unit \$700 per car and launched a BDC and E-Commerce department with internet lead to sales ratios of 20%. We were also, for the first time in the store's history, two time recipients of American Honda Motors most coveted award, the President's Award in both 2007 and 2008, ranking 1st in the Nation amongst President Award winners in 2008.

You can expect me to be driven and results oriented. I am confident that when given the opportunity, I can help take your store to the next level like I have for so many others. I know that I can make the difference you've been looking for. Enclosed is a brief review of my employment history and career accomplishments. I would welcome an opportunity for a personal interview to discuss your organization's needs and the results you can expect from me in addressing those needs. Feel free to visit my website to see testimonials and business philosophy. Thank you in advance for your time and review. References available upon request.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Hoss Devine". The signature is stylized with a large, looped "P" and "D".

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SKILLS

Extensive Sales Experience

- 16 years in the Automotive industry
- Combined total of over 10 years experience in Management
- Combined total of over 6 years experience in sales
- Experience with most major car manufacturers, both foreign and domestic
- Dealership Operations Consultant and trainer for 5 years
- Excellent in expense management – forecasting – process development – inventory management & software – leadership skills & team building
- Experience with both Reynolds & Reynolds and ADP

Strong Human Relations and Leadership Skills

- Excellent customer satisfaction ratings
- High closing ratios (33%)
- As a salesman, my gross was double the national average (\$2,300 per copy)
- As a finance manager, I averaged \$1,580 PRU with a 70/30 product to reserve ratio
- Responsible for daily training of new and used car sales staff
- Responsible for training management team
- Responsible for training classes for green peas
- Responsible for hiring/firing of employees
- Developed and practiced on-going bi-monthly salesperson and management development evaluations, forecasts, and performance reviews
- Established and implemented minimum acceptable performance standards
- Conducted daily DOC meetings to review monthly sales, gross, closing projections, forecasting, service retention and more.
- Human relations skills honed through the experience with the developmentally and physically disabled. Assisted in developing behavior modification programs for adult and adolescent psychiatric facility.
- Leadership skills based on a foundation of maturity, responsibility, and integrity
- Motivational speaking for schools and church groups

EDUCATION

Ziegler Supersystems Inc.

Sales Manager Training

Advanced F & I Training

Northeastern Oklahoma A & M, Miami, OK (2 years)

Areas of concentration: Psychology

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RELEVANT WORK EXPERIENCE

2009 – Present	Owner, Hoss Devine Inc. (Dealership Operational Consulting)
2007 – 2009	General Sales Manager, Capital Honda, Okemos MI
2006 – 2007	Independent Contract Finance Consultant – ETHOS Group
2005 – 2006	Finance Manager, Fenton Automotive Group (F/L/M/D/C/J)
2005 – 2006	General Sales Manager, Robert Brogden Pontiac Buick GMC
2003 – 2005	Owner, Dealer Sales Solutions, Inc. (Sales Training & Consulting)
1995 – 2003	Sales Manager, Sales Consultant Auto Industry

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References

Tony Gomez

Dealer Principal Capital Honda

Office 517-827-1701

Cell 517-749-9453

Doug Deyarman

Dealer Principal Shottenkirk Chevrolet

Cell 515-783-6250

Leslie Oakland

Dealer Principal City Motor Company

Office 406-761-4900

Wally Hamlin

CEO HPR Marketing

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