

FROM THE DESK OF JUDD SHADER, CEO

2017 - FULL SPEED AHEAD

As we look forward to the new year and a fresh start in 2017, we must also reflect back to the path that brought us here, our successes and failures along the way. There is no question we are moving "Full Speed Ahead" into 2017, but I would first like to challenge us all to take a moment, and ask ourselves these three things:

- Where did you get better within the last twelve months?
- Where did you take a step back within the last twelve months?
- What habits are you going to change in the next twelve months to get better?

In order to grow and develop successfully each and every day, you cannot move forward without learning from your mistakes (yes, we all make them!) as well as your triumphs. By taking a step back to reflect on these three things, it will allow us to now fully move forward into 2017.

Never think you know it all, never think you won't improve, and never think you're incapable of making a mistake. When reviewing goals, I challenge you to ask these three things as well, because by having this mindset as individuals and as a whole, we as a company will be moving forward and "Full Speed Ahead" on our 2017 goals and objectives.

Cheers,

Judd Shader

Judd Kyle Shader – Chief Executive Officer & Board of Directors Member



LWG MAKES GREASE MONKEY INTERNATIONAL HEADQUARTERS BUY



Leeds West Groups is pleased to announce the real estate acquisition of Grease Monkey International Corporate Headquarters building at 7450 E Progress Place in Greenwood Village, Colorado as their future corporate home.

The Grease Monkey International Corporate Headquarters office complex was chosen based on the need for a location that was large enough to accommodate our expected growth trajectory over the next thirty-six months, while also having an automotive specific set up and history. With three brands, fifty-five locations nation-wide, and aggressive expansion plans on the horizon, the newly acquired headquarters adds the space needed today and into the future for the company over the next five years.

BRIAN THOMPSON – NEW DIRECTOR OF MIDWEST & WENCO OPERATIONS

Leeds West Groups (LWG) is proud to announce the promotion of Brian Thompson as Regional Director of Mid-West and Wenco Group Operations.

Brian Thompson began his career with LWG at Midas, with Wenco Group in Colorado Springs, CO as the Assistant Manager over 6 years ago. Thompson quickly worked his way up from Assistant, to Store Manager, and then District Manager – responsible for overseeing 10 Midas locations.

Having set multiple company records since day one with the company, Thompson has shown a true passion for leadership and dedication to the Midas brand. Now assuming responsibility for the Mid-West region and Wenco District Managers, Thompson's new role as Director of Mid-West and Wenco Operations will help propel the organization further into our rapid growth initiatives.





EMPLOYEE SPOTLIGHT

BRYAN PEREGRINE

Big O Tires Broomfield, CO - Store Manager

This month we're spotlighting our team member Bryan Peregrine, manager of the Big O Tires store in Broomfield, Colorado. Bryan has been with Big O Tires since 2009, and with LWG since the store was purchased from TBC in September of 2013. Bryan first entered the automotive repair business at the age of 15 when he started his 2nd job as a tire buster. When LWG purchased the Broomfield Big O store in 2013, he was working as a Service Manager. Since then, due to his dedication, enthusiasm and work ethic, he was promoted from Service Manager to Assistant Manager and assumed the role of Store Manager in 2014.

Since taking over the store, Broomfield has seen a steady increase in business and return customer loyalty. He attributes that to the stability they've been able to achieve with the employee team, minimizing the turnover. The customers see a familiar face when they walk in, many have become friends. According to Bryan, it's not uncommon for returning customers to walk in, hand him or his team the keys and say, "take care of whatever needs to be done". They concentrate heavily on being a full service provider to take care of all the customer's needs. He hopes to make the store a \$2 million dollar store in 2017 with his fantastic team and leadership.

What's his secret to making this store grow? Bryan says it's all about attitude, and enjoying the job. "My team is like family to me. I'm always joking around with my guys and we have a great sense of teamwork", says Bryan. That attitude is really what resonates with the customers. Bryan has a very busy personal life as well and loves being a family man. He's married to Jessica, both parents to two sons, ages 5 and 3 with another boy on the way. He's a huge sports fan and a musician as well, playing the drums whenever he can.



SHOP SPOTLIGHT

MIDAS KING OF PRUSSIA

This month we shine the spotlight on our Midas store in King of Prussia, Pennsylvania, located about 20 miles outside of Philadelphia. Leeds West Group purchased this store from Midas Corporate in November of 2013. Since the acquisition, this store has flourished, increasing sales by over 20%.

According to District Manager, Dave Tatoian, that accomplishment has been possible simply by building the right team, religiously following the LWG 8 step process and customer service focus.



Jim Leary, the store manager for a little over a year completely agrees with this assessment. He says they always find a way to say yes to the customer. Whether it's staying late to finish the job, or driving the customers to work or back home from the store while the cars are being repaired, they try every way possible to be accommodating. They do everything they can to keep their environment neat, clean and efficient, a shop that they themselves would want to do business with. Dave and Jim's team includes some of the best employees around, something that gives them a great deal of pride. His premier tech is Josh Kemmerer, who was recently named ASE Master Tech of the year, receiving the award in Charlotte, NC.

Prior to joining Midas as Manager, Jim served as a Fire Chief of the fire department. His community service reflects in the store's attitude. "It's very important that we be a part of the community in which we live - our customers are more than business to us, they are friends." Way to go King of Prussia, keep up the great work!



MEET THE TEAM

Erik Mueller, George Harper, Matt Richey, Mike Troll, Josh Kemmerer, Jim Leary



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SPECIAL OPS WITH JEFF GENUARIO, COO



“The best way to predict the future is to invent it.” – Abraham Lincoln

Just quite possibly, Abraham Lincoln could have been referring to LWG’s 2016 when he said the above quote back in the 1800’s. As a group, we sure did some major inventing this past year which will continue to shape our future success in years to come. 2016 truly was a year to remember! Let’s review some of our collective LWGs company accomplishments in 2016:

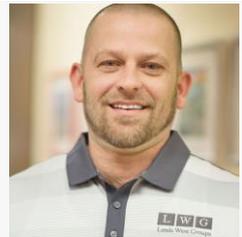
- We grew our store count to a whopping 55 locations in the 9 states we occupy, making us about the 15th largest Automotive Aftermarket Company in the nation depending on how you measure it. The following stores were added:
 - o Broadway Midas- Managed by Adina Eisenberg, DM’d by Alex March
 - o Big O Chatfield- Managed by David Jungworth, DM’d by Brian Sandoval
 - o Big O Highlands Ranch - Managed by Don Hemric, DM’d by Brian Sandoval
- 2016 also was the first full year of business at the following vibrant and growing locations:
 - o Castle Pines Big O- Managed by Rod Murphy, DM’d by Brian Sandoval
 - o Arvada Big O- Managed by D, DM’d by James Gould
 - o Aurora Big O- Managed by Rob Tesendorf, DM’d by Brian Sandoval
 - o Fairfield, CT Midas- Managed by Eddie Pierre, DM’d by Matt Lee
- From a corporate office perspective, 2016 saw a major emphasis placed here. The Headquarters’ teams did a tremendous job refining and redeveloping their processes to help shape the backbone of our great company.
- Possibly the biggest achievement in 2016, was hitting the 500 employee mark for the first time!

What a year, what a year! All this inventing was only made possible by the efforts of the great men and women of LWGs. Without you, none of this would have been possible. Thank you all for a great 2016 and I really look forward to what future inventing holds for us all in 2017.

BRIAN JOHNSON & DAVID LOUDEN, JR. – NEW DISTRICT MANAGERS

Leeds West Groups (LWG) is excited to announce the addition of Brian Johnson and David Loudon, Jr. to the team of District Managers.

Brian Johnson began his career with LWG 6 years ago at Midas in Denver, Colorado as an Assistant Manager, quickly growing into a Store Manager. Having shown results as a consistent top performer, assuming the responsibility of District Manager comes as no surprise. Johnson will oversee 4 of the Midas locations in the Denver, CO region.



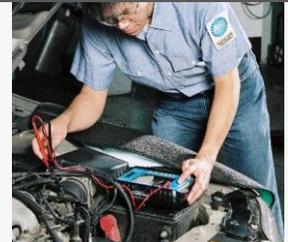
David Loudon, Jr. began his career with LWG 2 years ago at Midas in Colorado Springs, Colorado as Assistant Manager, quickly filling the shoes of Shop Manager. Currently owning the title of top sales increase over every shop in Colorado, LWG looks forward to seeing the continued growth under Loudon, Jr’s direction as a District Manager. Loudon, Jr. will oversee 6 of the Midas locations in the Colorado Springs/Pueblo area.

LWG is honored to welcome Brian Johnson and David Loudon, Jr. to the team. Both will be valuable additions in helping to shape the vision of the company’s growth.

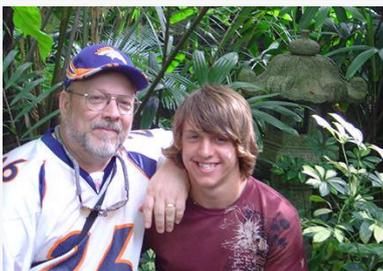
DO YOU ASPIRE TO BECOME A MASTER TECHNICIAN?

If the answer to the above question is “yes” then we have the program for you. No matter your current skill level, LWGs Future Master Tech Program (FMTP) is designed to provide you with the knowledge, shop experience and expertise to become a fully Certified ASE Master Technician.

Along the way, you will also have the ability to earn great branded clothing and gear, \$750 worth of tools from Advance Auto Parts along with paid ASE Certification Testing. We want to grow from within and this is an opportunity that you do not want to miss out on, so please talk to your District Manager to inquire about how to enroll today!



LWG SPONSORS THE DANIEL MICHAEL JONES MEMORIAL FOUNDATION



LWG is incredibly proud to sponsor the Daniel Michael Jones Memorial Foundation in honor of one of our valued Midas team members, Mike Jones.

Mike Jones lost his son Daniel, when he was hit by a drunk driver in 2012. Daniel was an incredibly hard-working engineering student at the University of Colorado, talented artist, and beloved young man that always lived life to the fullest. In honor of Daniel’s life, The Daniel Michael Jones Memorial Foundation was established to “Educate and enrich the minds of students for generations to come” by giving scholarships to students in need. LWG’s West Coast Employees successfully raised \$2,150 at our regional holiday party to donate to the foundation!



WORK ANNIVERSARIES

Team Member	Store	Date	Yrs.	Team Member	Store	Date	Yrs.
Schuette, Robert	CO Midas Colorado Springs - 3	02/15	38	Barbee Iii, Stanley	CO Midas Colorado Springs - 12	03/17	8
Persaud, Hemant	CT Midas Stamford	03/30	32	Price, Bruce	CO Midas Wheat Ridge	01/05	7
Murphy, Rodney	CO Big O Castle Pines	02/03	30	Young, William	CO Big O Broomfield	01/16	7
Abbott, Doug	CO Midas Centennial	02/01	24	Peregrine, Bryan	CO Big O Broomfield	01/03	6
Seime, Patrick	CO Midas Colorado Springs - 2	03/14	21	Mueller, Erik	PA Midas King of Prussia	01/05	4
Heller, Jeremy	CO Midas Denver - 7	01/19	20	Abrams, Johnathan	CO Midas Arvada	01/23	4
Jones, Michael	CO Midas Lakewood - 6	03/24	19	Mc Kiernan, Thomas	CO Midas Colorado Springs - 12	03/26	4
Lamborn Jr., Russell	CO Midas Colorado Springs - 12	02/24	18	Taitt, Andrew	PA Midas Warminster	03/28	4
Rozas, Brian	PA Midas Warminster	03/21	11	Cleveland, Lonnie	CO Big O Greenwood Village	01/31	3
Tatoian, David	Northeast District Manager	01/01	10	Syarto, Ronald	NJ Midas Paramus (State Hwy)	03/08	3
Zornes, Carter	CO Midas Denver - 9	02/27	10	Dennis, Zachary	CO Big O Broomfield	02/24	2
Dixon, Ian	CO Midas Denver - 7	01/29	9	Pierre, Edgard	CT Midas Fairfield	03/10	2
Chik, Bryan	CO Midas Lakewood	02/01	9	Rivera, Juan	CO Midas Denver - 7	03/12	2
Da Silva, David	NJ Midas Paramus (State Hwy)	02/05	9	Karford, Frederick	CO Big O Castle Pines	03/19	2
Thomas, Micah	CO Midas Centennial	02/18	9	Kulczycki, Wesley	IL Midas Palatine	03/24	2
Rustigan, Robert	CT Midas Danbury	03/15	8	Doherty, Austin	CO Big O Greenwood Village	03/31	2

BIRTHDAYS!

Team Member	Store	B-Day	Team Member	Store	B-Day	Team Member	Store	B-Day
Foster, Timothy	IL Midas Homewood	01/02	Linick, Joseph	IL Midas Lake Zurich	01/30	Holguin, Michael	CO Big O Lakewood	03/01
Rodriguez, Jose	CO Midas CO Springs	01/02	Lucier, Jacob	CO Big O Arvada	01/30	Schmidt, Adam	MI Midas Benton H.	03/02
Dante, Shannon	CO Big O Centennial	01/02	Redle, Thomas	CO Big O Broomfield	01/31	Casas, Marco	IL Midas Homewood	03/03
Hoke, Richard	CO Midas Denver - 7	01/04	Rivera, Juan	CO Midas Denver - 7	01/31	Maddox, Clancy	CO Big O Arvada	03/03
Myrick, Dan	CO Big O Littleton	01/04	Centola, Dylan	CO Big O Castle Pines	02/04	Selis, Carlos	NJ Midas Paramus	03/05
Varela, Nicolas	CO Big O Centennial	01/04	Wilkerson, Austin	CO Big O Boulder	02/05	Chagala, Adolfo	WI Midas Menomonee	03/05
Davis, Goldie	Corp Office	01/05	Jaramillo, Eladio	CO Big O Lakewood	02/06	Joseph, James	CO Midas Englewood	03/05
Maples, Jason	CO Midas Aurora	01/05	Gonzales, Christopher	CO Midas Pueblo	02/08	Puryear, Lucas	CO Midas Denver	03/05
De La Cruz, Daniel	WI Midas Milwaukee	01/05	Pokorny, Dustin	IN Midas Elkhart	02/10	Rustigan, Robert	CT Midas Danbury	03/06
Fuscarino, Robert	NJ Midas Newton	01/07	Ruzanski, Shane	IL Midas Homewood	02/10	Burns, Sara	CO Big O Arvada	03/07
Carrroll, William	CO Big O Chatfield	01/07	Medina, Abraham	CO Midas Denver - 9	02/11	Martinez, Joel	IL Midas Palatine	03/08
Thaller, Robert	NJ Midas Paramus	01/08	Glorioso, Dan	CT Midas Fairfield	02/12	Jost, Christopher	CO Big O Boulder	03/08
Lannen, Trevor	CO Midas Englewood	01/09	Thornton, William	IN Midas Mishawaka	02/13	Francis, Craig	CO Midas CO Springs	03/09
Lambert, Andrew	CO Midas Aurora	01/10	Hamilton, Michael	Big O Colorado	02/13	Bilyeu, Jonathan	CO Midas CO Springs	03/09
Kurtzberg, Alan	CO Midas CO Springs	01/11	Simon, Brandon	CO Midas CO Springs	02/13	Poledna, Daniel	CO Midas Centennial	03/09
Devora, Eduardo	IL Midas Palatine	01/12	Staley, Elijah	CO Big O Boulder	02/13	Derrera, John	CO Midas Lakewood	03/12
Campbell, Clinton	CO Big O Littleton	01/13	Miller, Kenneth	CO Midas Centennial	02/14	Graham, Stephen	CO Big O Greenwood V	03/14
Afriyie, Denzil	CO Big O Centennial	01/13	Alicea, Orlando	NJ Midas Paramus	02/14	Doherty, Austin	CO Big O Greenwood V	03/14
Blau, William	CT Midas Stamford	01/14	Jackson, Keith	DE Midas Newark	02/17	Pitts-Solomon, Jake	CO Midas Lakewood	03/15
Da Silva, David	NJ Midas Paramus	01/16	Collazo, Christopher	DE Midas Wilmington	02/17	Denton, Brandon	CO Big O Broomfield	03/15
Eickmann, Kristine	Corp Office	01/16	Buford, Frederick	WI Midas Milwaukee	02/18	Archuleta, Ronald	CO Midas Englewood	03/16
Hockaday, Morgan	CO Big O Arvada	01/17	Juneau, Quentin	CO Midas Wheat Ridge	02/18	Greeder, Robert	CO Midas CO Springs	03/16
Goad, Aaron	CO Midas CO Springs	01/17	Ferman, Jesus	NJ Midas Flemington	02/20	Augustyniak, Michael	CO Big O Broomfield	03/16
Breth, Matthew	CO Big O Centennial	01/17	Stattler, Brandon	MI Midas Benton Harbor	02/20	Jacobs, Lerae	CO Midas CO Springs	03/17
Deweese, Jarred	NJ Midas Flemington	01/18	Brown, Jacob	CO Big O Littleton	02/20	George, Nicholas	DE Midas Newark	03/18
Abrams, John	CO Midas Arvada	01/18	Salazar, David	IL Midas Homewood	02/21	Inge Jr., Leslie J	CO Midas CO Springs	03/19
Viruet, Norberto	WI Midas Milwaukee	01/20	Bauer, Richard	CO Midas Co Springs	02/22	Neugebauer, Eric	IL Midas Chicago	03/20
Joseph, Chip	CT Midas Stamford	01/21	Lugo, Angel	IL Midas Chicago	02/23	Barcroft Sr, Robert	CO Midas Lakewood	03/21
Heller, Jeremy	CO Midas Denver	01/21	Maloney, Jason	PA Midas Thorndale	02/23	Mcelroy, J	Corp Office	03/21
Collins, Travis M	CO Big O Greenwood V	01/22	Burg, Jeffrey	Corp Office	02/24	Charlton, Curtis	PA Midas Warminster	03/21
Freier, Daniel	IN Midas South Bend	01/23	Cooney, John	PA Midas Warminster	02/24	Simpson, Warren	IN Midas Elkhart	03/21
Carter, Jason	WI Midas Milwaukee	01/23	Schmanke, Wyatt	CO Big O Littleton	02/24	Davis, Dalton	CO Midas Wheat Ridge	03/21
Mcallister, Martin	DE Midas Newark	01/23	Sandoval, Brian	Big O Tires D.M	02/25	Persaud, Hemant	CT Midas Stamford	03/22
Ruby, Matthew	CO Big O Arvada	01/26	Marler, Matt	CO Big O Chatfield	02/27	Morales, Nelson	NJ Midas Paramus	03/22
Adler, Nicholas	CO Midas Arvada	01/26	Johnson, Brian	CO Midas Denver	02/27	Kampa, Erik	WI Midas Milwaukee	03/22
Johnson, Gregory	CO Midas Denver	01/29	Acquilla, Victor	CO Big O Littleton	02/27	Cleveland, Steven	CO Big O Greenwood V	03/22
Meisinger, Scott	CO Midas CO Springs	01/29	Dennis, Zachary	CO Big O Broomfield	02/27	Brister, Kirk	CO Midas Denver - 9	03/25

*Every attempt has been made to ensure accuracy. If you notice your name and date is missing, please email HumanResources@LeedsWest.com

LWG HUMANITARIAN AWARD

Anthony Patalano

LWG is extremely proud to honor Anthony Patalano (AJ) with our first ever Humanitarian Award. The Humanitarian Award was created to recognize an outstanding team member who is devoted to the welfare of humanity, dedicating their time and sympathy to those in need.

AJ volunteered to under-go the incredibly painful procedure of donating bone marrow. The donation was for an anonymous patient battling a life-threatening illness. Congratulations AJ, and thank you for your kind act of service!



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