

FROM THE DESK OF JUDD SHADER, CEO**2018 and Beyond**

Team,

It is hard to believe that 2017 has come to a close. I think we can all say 2017 was a year of process, a process that challenged our total core foundation to grow even stronger. We as a team did a tremendous job building that foundation, and fixing many holes. While it is naive for any of us to think it was perfect, as we still have a ways to go, we never stop improving. We operate in our processes everyday as “Game Changers”.

As you have all heard me say many times over the last few years “Full Speed Ahead” as we build the most solid foundation and strongest automotive group in the US, it is always done “Full Speed Ahead” in everything we do as a company.

With that said, hopefully everyone saw the BIG announcement on December 11th, 2017 that LWG is now taking the next leap. It was my privilege to announce on December 11th that LWG has entered into an agreement to purchase 100% of ASE (Auto System’s Experts) held stock effective January 2, 2018 and officially bringing ASE team into the LWG family.

I could not be more excited on LWG’s acquisition and partnership with ASE, making it the single largest Midas purchase in its 60-year history. As many of you know, ASE is a 42-store organization that spans 6 mid-west states with 350 talented team members. LWG made the prior largest single Midas acquisition in 2013, when we collectively took Midas International out of the store-owned business and ever since, the team has never looked back.

Many of you have gotten to know the ASE team members over the past two to three years as LWG and ASE had created a strategic partnership. Over this time, it became abundantly clear that ASE was a perfect fit into the LWG family as we become the strongest player in the aftermarket automotive car care industry. It is my honor to announce that Alan Mahrt ASE current President and ASE whole operational team will be staying onboard. Alan will be assuming the role of Chief Operating Officer (COO) of ASE as Jeff will be the COO of LWG.

I truly believe the foundation that the whole team across our current 9 states has created is one of the strongest in the industry. We now enter into the new year as the 12th largest aftermarket automotive group in the United States, going “Full Speed Ahead” into 2018.

A very HAPPY and HEALTHY 2018!

Judd Shader
Judd Kyle Shader
Chief Executive Officer





EMPLOYEE SPOTLIGHT

SHAUNA SMITH | Midas Michigan + Indiana District Manager

Shauna Smith is a proof that a smart woman can be highly successful in what has historically been known as a man's industry! The former manager of our Midas shop in Benton Harbor, Michigan, Shauna has recently been promoted to the position of District Manager for our South Bend market. In this position she will oversee five Midas shops located in northern Indiana and Southern Michigan.



The daughter of a rancher, Shauna learned her way around a vehicle at a young age. Her dad wouldn't let her get her drivers' license until she could perform basic repairs on her own. Once out of college, Shauna began her career selling Home, Auto and Health insurance, which provided here with an opportunity to hone her strong people skills.

Shauna became a part of the LWG family almost two years ago, excelling in a challenging market that has seen many changes. As a manager, she succeeded by creating a great experience for both the customers and the employees in her shop.

She was able to substantially reduce turnover by treating everyone like family, insisting that happy employees make customers happy.

Ask if she thinks being a woman in the automotive field is a disadvantage she will tell you absolutely not! Since so many women do the majority of the shopping she believes dealing with a knowledgeable female Midas employee provides the shopper with a higher level of trust and comfort.

As a manager, she's learned to assert herself and to mentor and encourage those around her. She sees a key element of her job to not only service, but also to educate the customers through effective communication. A skill for success and one of the many reasons for her recent promotion.

A single mom, Shauna loves to spend her off-time with her 17 year old daughter and 12 and 11 year old sons. Please join the LWG family in congratulating Shauna on her new responsibilities!



SHOP SPOTLIGHT

BIG O TIRES BOULDER, COLORADO

This month our shop spotlight shines on a Big O Tires store located in Boulder, Colorado. Boulder is a picturesque city located at the foothills of the Rocky Mountains, about 30 miles northwest of Denver. The city's residents are as unique as you'll find anywhere in the country, from low income university students at The University of Colorado, to high income eco-friendly retirees, to the high tech employees working at the brand new Google campus. Factor in extreme weather conditions in the middle of prime snow territory, our shop employees have to be ready to address any type of customer needs.

This store became the 3rd Big O location in the LWG family a little over five years ago when it was purchased from the Big O corporate headquarters. Since that time, top line sales and gross profit growth have continued to impress.

In 2017, Big O Boulder will top \$2.3 million in sales with a very reachable goal of being the first \$3 million dollar store in our family. They will sell over 8,000 tires this year! According to District Manager, James Gould, that increase is mostly derived by their commitment to executing the right process - every vehicle, every time.

Aaron Nadeau is the manager, moving to this location after a successful stint at our Big O store in Arvada, CO. He has a strong team behind him who are all committed to providing our customers with the best service possible. He emphasizes the importance of performing thorough inspections on every vehicle that come into the shop, and saying YES to the all of the customers' needs. They really believe this sets them apart from the Firestone and Discount Tires competitors located down the street.

They succeed in spite of what others might consider challenges. With only eight parking spots, in a very tight lot on a busy street corner, they have to shuttle cars in and out of the parking lot all day, quite often in heavy snow conditions. During snow season, when they can easily service 40 cars a day, they work with the local Advance Auto Parts to shuttle cars to and from their parking lot in order to keep the work flowing smoothly.

At the time that this store became a part of LWG, their business was approximately 75% tire sales and 25% service related. Today almost 40% of the stores business is in the service side. In part that is due to exceptional technicians like Chris Jost. A former aftermarket warranty inspector, his emphasis on quality service and his ability to mentor other great young techs has helped to make this store a huge success.

We can't wait to watch this store continue to shine!





2017 AWARD WINNERS

Congratulations to everyone who won a company award during the recent holiday parties! Way to go!

COLORADO AWARD WINNERS

Award Name	Team Member	Award Club
Midas GS of the Year	Jacy Jensen	20K Club
Midas GS of the Year	Nicholas Dardano	20K Club
Midas GS of the Year	Jeffrey Teeter II	20K Club
Midas GS of the Year	Jeff Stanley	20K Club
Midas GS of the Year	William Milton III	20K Club
Midas GS of the Year	Cameron Alford	30K Club
Midas GS of the Year	Peter Hoops	30K Club
Midas GS of the Year	Isaiam Valenzuela,	30K Club
Midas GS of the Year	Ernest Saulters	40K Club
Midas GS of the Year	Oscar Fong	40K Club
Midas GS of the Year	Dylan Cordova	40K Club
Midas GS of the Year	Zachary McFarlin	40K Club
Midas GS of the Year	Matthew Waite	40K Club
Midas GS of the Year	Ronald Archuleta	60K Club
Midas GS of the Year	Avin Tso	90K Club
Top Technicians \$ Produced	Abraham Medina	300K Club
Top Technicians \$ Produced	Matthew Jeffries	300K Club
Top Technicians \$ Produced	Ross Montoya	300K Club
Top Technicians \$ Produced	Scott Meisinger	300K Club
Top Technicians \$ Produced	Ian Wilson	300K Club
Top Technicians \$ Produced	Thomas McKiernan	300K Club
Top Technicians \$ Produced	Patrick Seime	300K Club
Top Technicians \$ Produced	Wyatt Schmanke	300K Club
Top Technicians \$ Produced	Christopher Douglas	300K Club
Top Technicians \$ Produced	Dalton Davis	300K Club
Top Technicians \$ Produced	Michael Patterson	300K Club
Top Technicians \$ Produced	Christopher Renz	300K Club
Top Technicians \$ Produced	Douglas Maltese	300K Club
Top Technicians \$ Produced	Ross Dickover	300K Club
Top Technicians \$ Produced	Ian Dixon	300K Club
Top Technicians \$ Produced	Ivan Madero-Capula	300K Club
Top Technicians \$ Produced	Albert Pruitt	300K Club
Top Technicians \$ Produced	John Derrera	300K Club
Top Technicians \$ Produced	Nathan Halula	300K Club
Top Technicians \$ Produced	Robert Greeder	300K Club
Top Technicians \$ Produced	Stanley Barbee III	300K Club
Top Technicians \$ Produced	Anthony Culbertson	300K Club
Top Technicians \$ Produced	Kenneth Archuleta	400K Club
Top Technicians \$ Produced	Matthew Whiteman	400K Club
Top Technicians \$ Produced	Kenneth Miller	400K Club
Top Technicians \$ Produced	Nicholas Adler	400K Club
Top Technicians \$ Produced	Anthony Brand	400K Club
Top Technicians \$ Produced	Jim Evans	400K Club
Top Technicians \$ Produced	James Crumby	400K Club
Top Technicians \$ Produced	Matt Marler	400K Club
Top Technicians \$ Produced	Bruce Price	400K Club
Top Salesmen	Colton Terry	500K Club
Top Salesmen	Joshua Aupperlee	500K Club
Top Salesmen	Nathan Pool	500K Club
Top Salesmen	Johnathan Abrams	700K Club
Top Salesmen	Wilber Barrios	700K Club
Top Salesmen	Daniel Poledna,	500K Club
Top Salesmen	Micah Thomas	500K Club
Top Technicians \$ Produced	Carter Zornes	400K Club
Top Technicians \$ Produced	Andrew Rodriguez	500K Club
Top Technicians \$ Produced	Zachary Dennis	500K Club
Top Technicians \$ Produced	Jason Smith	500K Club
Top Technicians \$ Produced	Doug Abbott	500K Club
Top Technicians \$ Produced	Daniel Aupperlee	500K Club
Top Technicians \$ Produced	Alex Garcia	500K Club
Top Technicians \$ Produced	Christopher Jost	500K Club
Top Tire Stars	Lucas Ranney	200K Club
Top Tire Stars	Matthew Trexel	200K Club
Top Tire Stars	Jacob Brown	200K Club
Top Tire Stars	Barry Clark	200K Club
Top Tire Stars	Dorrian Rouse	200K Club
Top Tire Stars	Elijah Staley	300K Club
Top Tire Stars	Heriberto Sotomayor	300K Club
DM of the Year	Ben Oliver	
DM of the Year	James Gould	
Pride of Big O Tires	Stephen Graham	
Pride of Big O Tires	David Moises Martinez	
Pride of Big O Tires	Dalivor Dzajic	
Pride of Midas	Nathan Hughes	
Pride of Midas	Jeremy Heller	
Pride of Midas	Wilber Barrios	
Spotlight Award	Jordan Mcdonald	
Top Salesmen	Lucas Watkins	500K Club
Top Salesmen	Javier Flores	500K Club
Top Salesmen	Bryan Peregrine	500K Club
Top Salesmen	Justin Van Orman	500K Club
Top Salesmen	Timothy Sharkey	600K Club
Top Salesmen	Timothy Gauden	600K Club
Top Salesmen	Roberto Axt	600K Club
Top Salesmen	Frederick Karford	600K Club
Top Salesmen	Joseph Hernandez Jr	600K Club
Top Salesmen	David Martinez	600K Club
Top Salesmen	Stephen Graham	600K Club
Top Salesmen	Anthony Ulibarri	700K Club
Top Salesmen	Anthony Patalano	700K Club
Top Salesmen	Dalivor Dzajic	700K Club
Top Salesmen	Robert Barkwill	700K Club
Top Salesmen	Richard Hoke	700K Club
Top Salesmen	Cameron Culbertson	800K Club
Top Salesmen	Anthony Smith	800K Club
Top Salesmen	Jonathan Fortune	900K Club
Top Salesmen	Jeremy Dickey	900K Club
Top Salesmen	Tory Ewald	\$1M Club

EAST COAST AWARD WINNERS

Award Name	Team Member
Pride of Midas	Michael Troll
Pride of Midas	Daniel Phillips
Pride of Midas	Zachary Kosciusko
Pride of Midas	Thomas Ehlers
Pride of Midas	Hemant Persaud
Pride of Midas	Edward Martinez
Top Salesmen	Nicholas Merritt
Top Salesmen	Michael Donnelly
Top Salesmen	Phillip Brooks
Top Salesmen	Nicholas Genito
Top Salesmen	Michael Troll
Top Salesmen	Edgard Pierre
Top Salesmen	Brendan LaBarre
Top Salesmen	Sean McGovern
Top Salesmen	Kristin Hladney
Top Salesmen	Thomas Ehlers
Top Salesmen	Michael Cannito
Top Technicians \$ Produced	Hemant Persaud
Top Technicians \$ Produced	Sean Callahan
Top Technicians \$ Produced	David Da Silva
Top Technicians \$ Produced	Joseph Polka
Top Technicians \$ Produced	Anclie Cunningham

MID-WEST AWARD WINNERS

Award Name	Team Member	Award Club
Pride of Midas	Shauna Smith	400K Club
Pride of Midas	Gerardo Sanchez	500K Club
Top Salesmen	Shauna Smith	500K Club
Top Salesmen	Wesley Kulczycki	400K Club
Top Salesmen	Ronald Divito	400K Club
Top Salesmen	William Moore	400K Club
Top Salesmen	Joseph Linick	400K Club
Top Salesmen	Bryan Murrillo	400K Club
Top Technicians \$ Produced	Alfredo Cuevas	400K Club
Top Technicians \$ Produced	Oscar Diaz	400K Club
Top Technicians \$ Produced	Gerardo Sanchez	300K Club
Top Technicians \$ Produced	Rafael Montoya	300K Club
Top Technicians \$ Produced	Joshua Galuszka	300K Club
Top Technicians \$ Produced	Brandon Stattler	300K Club
Top Technicians \$ Produced	Daniel Weed	300K Club
Top Technicians \$ Produced	Angel Lopez	300K Club
Top Technicians \$ Produced	Thomas Lorbeck	300K Club
Top Technicians \$ Produced	Joshua Bielefeldt	80K Club
Midas GS of the Year		

Award Name	Team Member	Award Club
Top Technicians \$ Produced	Rodrigo Agulay	300K Club
Top Technicians \$ Produced	Vincent Barnes	300K Club
Top Technicians \$ Produced	Daniel Phillips	300K Club
Top Technicians \$ Produced	Brody Rodweller	300K Club
Top Technicians \$ Produced	Mark Redding	300K Club
Top Technicians \$ Produced	Nicholas George	300K Club
Top Technicians \$ Produced	Joseph Haslam	300K Club
Top Technicians \$ Produced	Jesus Ferman	300K Club
Top Technicians \$ Produced	Joshua Kemmerer	700K Club
Midas GS of the Year	Matthew Forder	30K Club
Midas GS of the Year	David Allen Jr	40K Club
Midas GS of the Year	Dominik Glowacz	50K Club
Midas GS of the Year	Gavin Hammerstone	60K Club
Midas GS of the Year	Christopher Collazo	70K Club
Midas GS of the Year	Christopher Hayle	80K Club
Midas GS of the Year	David Hoover	80K Club
Midas GS of the Year	Omar Jarrett	90K Club
Midas GS of the Year	Shurace Cunningham	80K Club
Midas GS of the Year	Chip Joseph	40K Club
Midas GS of the Year	Maxwell Cowan	20K Club
Midas GS of the Year	Carlos Selis	100K Club
Midas GS of the Year	Morris Hill	100K Club





WORK ANNIVERSARIES

Team Member	Department	Date	Years	Team Member	Department	Date	Years
Robert Schuette	Technician	02/15	40	Gabriel Stackpole	Technician	03/04	2
Hemant Persaud	Technician	03/30	34	Nathan Pool	Assistant Manager	03/14	2
Rodney Murphy	Store Manager	02/03	32	Daniel Raczkowski	Technician	01/02	1
Doug Abbott	Technician	02/01	26	John Clodfelter	Technician	01/10	1
Patrick Seime	Technician	03/14	23	Justin Yara	Technician	01/10	1
Jeremy Heller	Manager	01/19	22	Kevin Debatt Jr	Store Manager	01/16	1
Michael Jones	Assistant Manager	03/24	21	Riley Miller	Technician	01/17	1
Rusty Lamborn	Operations Manager	02/24	20	Chance Dobler	Technician	01/20	1
Brian Rozas	Store Manager	03/21	13	Shaun Doran	Technician	01/23	1
Carter Zornes	Technician	02/27	12	Anthony Bobo	Technician	01/24	1
Ian Dixon	Technician	01/29	11	Ernest Saulters	Technician	02/01	1
David Da Silva	Technician	02/05	11	William Carroll	Technician	02/05	1
Micah Thomas	Store Manager	02/18	11	Miek Stiffey	Assistant Manager	02/05	1
Stanley Barbee III	Technician	03/17	10	Brandon Lucas	Technician	02/13	1
Bruce Price	Technician	01/05	9	Norberto Viruet	Technician	02/15	1
Bryan Peregrine	Store Manager	01/03	8	Cameron Alford	Technician	02/16	1
Johnathan Abrams	Store Manager	01/23	6	Nicholas Genito	Store Manager	02/20	1
Thomas McKiernan	Technician	03/26	6	Zachary McFarlin	Technician	02/24	1
Zachary Dennis	Technician	02/24	4	Gavin Hammerstone	Technician	02/27	1
Edgard Pierre	Assistant Manager	03/10	4	Tim Moran	VP of Operations	03/01	1
Frederick Karford	Manager	03/19	4	Michael Shields	Assistant Manager	03/01	1
Wesley Kulczycki	Store Manager	03/24	4	Roberto Reyes	Technician	03/06	1
Joseph Deneve	Technician	01/19	3	William McClatchy	Assistant Manager	03/06	1
David Louden Jr	Manager	01/23	3	Tommaso Londrillo	Technician	03/06	1
Roobert Greeder	Technician	01/23	3	Eduardo Terrazas	Technician	03/08	1
Nicholas Graves	Technician	02/19	3	Ben Nelson	Technician	03/09	1
Heriberto Sotomayor	Technician	03/16	3	Lucas Watkins	Assistant Manager	03/13	1
Colton Terry	Assistant Manager	03/23	3	Jacob Plaster	Technician	03/13	1
Joseph Polka	Technician	01/04	2	Jacob Burritt	Technician	03/14	1
Robert Barkwill	Store Manager	01/04	2	Emmanuelle Rabell	Technician	03/20	1
J McElroy	Sr. Director of Inventory Management	01/11	2	Jason Greenlaw	Technician	03/21	1
Carlos Selis	Technician	02/11	2	Alexander Elliot	Technician	03/25	1
Abraham Medina	Technician	02/15	2	Kevin McCollum	Technician	03/27	1
Lucas Ranney	Technician	03/03	2	Elias Ayala	Technician	03/29	1

BIRTHDAYS!

Team Member	Department	B-Day	Team Member	Department	B-Day	Team Member	Department	B-Day
Justin Dondero	Technician	01/01	Jonathan Alois	Store Manager	01/30	Victor Acquilla	Store Manager	02/27
Brett Payne	Assistant Manager	01/02	Joseph Linick	Assistant Manager	01/30	Matt Marler	Technician	02/27
Jerith Bochy	Technician	01/03	Anthony Campos	Technician	02/02	Austin Nolte	Technician	02/28
Richard Hoke	Manager	01/04	Dylan Centola	General Service Technician	02/04	Carlos Selis	Technician	03/05
Nicolas Varela	Technician	01/04	Andrew Barton	Assistant Manager	02/05	Robert Rustigan	Technician	03/06
Goldie Davis	Accounts Payable	01/05	Austin Wilkerson	Technician	02/05	Joel Martinez	Assistant Manager	03/08
Suman Devi	Accounts Payable	01/05	Jesse Kolbe	Assistant Manager	02/05	Erik Delgado	Technician	03/08
Michael Hall	Assistant Manager	01/06	Anita Simmons	Assistant Manager	02/07	Christopher Jost	Technician	03/08
Carl Watt	Technician	01/06	Jeffrey Teetor II	Technician	02/07	Daniel Poledna	Assistant Manager	03/09
William Carroll	Technician	01/07	Chris Gonzales	Technician	02/08	Christian Rodriguez	Technician	03/09
Colton Cleveland	Technician	01/08	Raymond Lyness	Technician	02/08	Craig Francis	Technician	03/09
Chance Dobler	Technician	01/08	Grayson Stock	Technician	02/08	Jonathan Mountrakis	Technician	03/10
Trevor Lannen	Technician	01/09	Dustin Pokorny	District Manager	02/10	John Derrera	Technician	03/12
Ronald Bones	Manager	01/09	Abraham Medina	Technician	02/11	Stephen Graham	Assistant Manager	03/14
Kevin McCollum	Technician	01/10	Brian Joe	Technician	02/11	Mathew Castens	Technician	03/14
Andrew Lambert	Store Manager	01/10	Jacob Burritt	Technician	02/12	Jake Pitts-Soloman	Technician	03/15
Marshall Browning	Technician	01/11	William Thornton	Technician	02/13	Christopher Simons	Technician	03/15
Kristine Eickmann	Accounts Payable	01/16	Elijah Staley	Technician	02/13	Merardo Rodriguez	Technician	03/15
David Da Silva	Technician	01/16	Kenneth Miller	Technician	02/14	Brandon Denton	Technician	03/15
Dillon Wylie	Technician	01/16	Tonga Price	Technician	02/14	Ronald Archuleta	Technician	03/16
Roberto Reyes	Technician	01/17	Anthony Bobo	Technician	02/14	Robert Greeder	Technician	03/16
Aaron Goad	Manager	01/17	Orlando Alicea	Assistant Manager	02/14	James Chase	Assistant Manager	03/17
Halen Jacobsen	Technician	01/17	Kenneth Myers	Technician	02/14	Nicholas George	Technician	03/18
Tyler Smith	Technician	01/17	Karen Moe	Accounts Payable	02/15	Timothy Carson	Technician	03/19
John Balir	Technician	01/17	Marco Sabado	Technician	02/17	William McClatchy	Assistant Manager	03/19
Johnathan Abrams	Store Manager	01/18	Jesus Ferman	Technician	02/20	J McElroy	Sr. Director of Inventory	03/21
Norberto Viruet	Technician	01/20	Jacob Brown	Technician	02/20	Dalton Davis	Technician	03/21
Gregory Carter	Assistant Manager	01/20	Brandon Stattler	Technician	02/20	Nicholas Dardano	Technician	03/21
Chip Joseph	Technician	01/21	Edward Collins	Technician	02/21	Hemant Persaud	Technician	03/22
Jeremy Heller	Manager	01/21	Louis Taylor	Technician	02/23	James Bean	Assistant Manager	03/23
Daron Gil	Technician	01/22	Wyatt Schmanke	Technician	02/24	Elizardo Ayala	Technician	03/23
Martin McAllister	Technician	01/23	Brian Sandoval	District Manager	02/25	Shayne Dugan	Technician	03/24
Michael Nottingham	Sr. Accounting Manager	01/24	Brian Johnson	District Manager	02/27	Harold Gannon	Technician	03/25
Gregory Johnson	Assistant Manager	01/29	Rathy Chin	Assistant Manager	02/27	Clayton Keyes	Technician	03/27
Scott Meisinger	Technician	01/29	Tyler Bartos	Technician	02/27	Teshallne Green	Technician	03/28
Monte Castaneda	Technician	01/29	Zachary Dennis	Technician	02/27	William Milton III	Technician	03/29



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

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