

FROM THE DESK OF JUDD SHADER, CEO

**THE MEASURING OF THE FINAL STEP:
ACCOUNTABILITY**

Team,

Welcome to the middle of the summer, yes you heard me correctly the middle of the summer, as we are already half way through the year. You have seen me lay the ground work on what kind of members we want on our teams as “Game Changers”. You heard me speak last quarter on “Process & Accountability” with our All-Star Team members. All of these items are the backbone to everything we do in work, and in our lives. With that said, it is now time to measure them.



As you lay the processes and start holding yourself and your teammates accountable, you need be ready to measure these processes, then accept the results. When reviewing results as a leader, you also need to be ready to learn from and accept the good and the bad of these measurements, as “Numbers Don’t Lie”.

As most of you have started to see, stores are now getting some of their measurements of key accountability items emailed to them each morning. Stores are starting to see how they measure up on a daily basis in GP expectations to their peers; by parts, by store, by district, and by DM. Our measuring of the key accountability items to following of the processes is growing. You will start to see more reports each month, and continual improvement of these reports, with them delivered daily to you and your teams each morning. Each of these reports will measure our accountability to the processes that deliver on our KEY Drivers (Topline Growth “AKA LWG 8 Step Sales Process”, Gross Profit Control/ Expectations (GP), and Team Controls).

Sometimes measurements are hard to read, but they are the key item in delivering the accountability factor to what everything begins with - “People (“Game Changers”), Process and Accountability”. I challenge you to learn from these measurements, and run with them to the next level.

I wish you and your loved ones a very happy and healthy start to your second half of your summer and year. Lay the processes with your All Star Teams and hold everyone accountable to them. You are only as good as your weakest link, so don’t be afraid to measure your accountability of the processes!

Full Speed Ahead.

Judd Shader

Judd Kyle Shader

Chief Executive Officer



TEAM-MEMBER SPOTLIGHT

MATT LEE | Midas Connecticut District Manager

This quarter we are spotlighting Matthew Lee, the District Manager for our 4 Connecticut based Midas locations. Matt has been with Midas since 2004 and with LWG since 2013. Matt started his Midas career as an Assistant Manager of the Norwalk Midas store, quickly moving up to the Manager position, then the District Manager role after his location was acquired by LWG. "The LWG acquisition was, hands down, the best thing that could have happened to my CT stores. LWG cut out the red tape and let us get down to what we do best" Matt said.

Matt was born in Norwalk CT, the son of a firefighter and a nurse. You could say that helping people was already in his blood.

Where his ultra competitive nature comes from is the bigger mystery, but as Matt put it "I absolutely hate to lose. It doesn't matter if it's mini golf against my daughter or a sales contest for Midas, I want to win. Luckily, with Midas, I've found the perfect environment to help people and be competitive".

When Matt isn't working, he's usually involved in one of his revolving hobbies; Drag racing, boating, or riding his motorcycle with friends. But what he finds even more rewarding is taking care of his rescue dogs with his family. "It may sound cliché, but my dogs have taught me how important it is to give, to live in the moment and to be thankful for what we have".

Matt makes it clear that he could not have gotten this far in his career without his team and the support of his Family. "It's not something you can do alone. I would never be in the position I am now without my team. Everyone from my amazing store managers and assistants, hard working techs, and general service techs who are so eager to learn the business. I really have them to thank. I think the most important ingredient to success in this business is the people. Without the right people, you're going to have a hard time winning".



SHOP SPOTLIGHT

BIG O TIRES CASTLE PINES, COLORADO

This quarter our shop spotlight shines on a Big O Tires store located in Castle Pines, Colorado – a suburb located just South of Denver. This location was purchased by LWG in November of 2015. Since the acquisition, this store has flourished. According to District Manager, Brian Sandoval, that accomplishment has been made possible simply by building the right team, having a huge customer service focus, and religiously following the LWG 8 step process with every vehicle, every customer, every time.

Rod Murphy is the manager, with over 35 years in the automotive repair industry and over 32 years with LWG family of brands. Rod is currently ASE Master certified with L1 advanced diagnostic certification, and when not at work you will find him competitive fishing and hunting! Rod has a strong team behind him who are all committed to providing our customers with the best service possible. The Castle Pines Big O team emphasizes the importance of "process and accountability" everyday while saying "YES" to the all of the customers' needs. Residing in a small up-scale community, catering to quality customer service is crucial. This has been made possible due to the exceptional team members that are all customer favorites in the Castle Pines community.



Congratulations Big O Castle Pines Team-Members

From Left: **Frederick 'Freddo' Karford** – Assistant Manager , **Jim Evans** – Technician, **Ricky Homer** – Technician, **Rod Murphy** – Store Manager, **Caleb Smith** – Salesman, **Luciano Serrano** – Tire Technician, **Ross Montoya**– Technician, **Heriberto "Eddie" Sotomayor** – Tire Technician, **Devin Hosselkus**– Tire Technician



LWG AWARDED 2017 NORTH AMERICA MIDAS FRANCHISEE OF THE YEAR AWARD

LWG is extremely proud to be awarded the 2017 Large Group North America Midas Franchisee of the Year Award. The Midas Franchisee of the Year award recognizes and rewards the highest and most exemplary performance within the franchise organization. LWG 2017 goal setting location was Midas King of Prussia, PA (Philadelphia suburb) store managed by District Manager Jim Leary.

With ASE, a LWG company as of January 2, 2018 being awarded the 2015 North America Midas Franchisee of the Year Award, this now marks LWG second year over the last three, that a LWG company has been awarded this honor.



“LWG winning the 2017 Large Group North America Midas Franchisee of the Year Award is a testament to each and every team member across our organization, and their daily efforts and motivation to be the best aftermarket automotive group in the United States day-in and day-out.” – Judd Kyle Shader, LWG Chief Executive Officer/ Board of Directors

NICK GENITO & GEORGE BUCK – NEW DISTRICT MANAGERS



Leeds West Groups (LWG) is excited to announce the addition of Nick Genito and George Buck to the team of District Managers.

George Buck began his career in the automotive industry at age 14. Starting with servicing tire repairs and oil changes, working his way to positions as Assistant Finance Manager, Assistant Service Manager, and Store Manager for Sears Automotive. George holds an MBA in Organizational Management, with an Associates degree in Surgical Technology additionally working as a Surgical Technologist for over 12 years. With Buck’s extensive knowledge and experience, LWG looks forward to seeing the continued success under Buck’s direction as a District Manager. George will oversee 5 of the Midas locations in the Indiana & Michigan region.

Nick Genito began his career with LWG 2 years ago at Midas in Flemington, NJ as an Assistant Manager, quickly growing into a Store Manager role at Midas Paramus, NJ location. Having shown results as a top performer, assuming the responsibility of District Manager comes as no surprise. Nick Genito will oversee 5 of the Midas locations in the New Jersey & Pennsylvania region.



LWG is honored to welcome George & Nick to the team. Both will be valuable additions in helping to shape the vision of the company’s growth.

3rd ADDITION TO ‘LWG PREFERRED VENDOR PROGRAM’

Factory Motor Parts (FMP) has been approved as the 3rd official parts vendor to the ‘LWG Preferred Vendor Program’. With our continued plans for growth, it’s imperative we offer the right products in the right places. This product addition is made in an effort to expand our arsenal by assisting our stores in sourcing the hard to find dealership parts, alongside our other three preferred vendor relationships with Napa Auto Parts, Valvoline and the Advance Automotive group.

Factory Motor Parts currently has over 110 locations in 19 states, with continued aggressive plans to expand into new markets – aligning especially well with locations throughout the Mid-West and Plains states, and now with coverage in CT covering a significant amount of LWG stores nation-wide. In addition to providing nationally recognized brands that you are familiar with such as Monroe and Moog, they are one of the largest distributors of ACDelco & Motorcraft. For Managers who choose, will additionally have direct distribution of approved Centric brake line.

This addition will begin July 1st, 2018 and will launch hard January 2019 with additions to the marketing/training calendar. **This move is meant to serve NOT in replacement, but in ADDITION to our alliance of Napa and Advance.** An addition that helps provide one more approved source to help further reduce the dealership purchases.





WORK ANNIVERSARIES

Team Member	Department	Date	Years
Goldie Davis	Accounting	08/13	28
Vincent Barnes	CT Midas Stamford	07/05	27
Michael Cannito	CT Midas Danbury	09/14	26
Rodrigo Agulay	CT Midas Norwalk	07/01	25
Ricardo Martinez	IL Midas Chicago	07/18	18
Steve Kowaleski	IL Midas Palatine	09/30	16
Jeff Genuario	COO	08/27	15
Christopher Douglas	CO Midas Colorado Springs	09/26	15
Matt Lee	CT Midas District Manager	07/05	14
Thomas Ehlers	CT Midas Norwalk	08/08	13
Bryan Casey	IN Midas South Bend	08/12	12
Ricky Homer	CO Big O Castle Pines	08/31	11
Ivan Capula	CO Midas Aurora	07/01	9
Kenneth Miller	CO Midas Centennial	08/01	8
Shawn Kahler	CO Midas Colorado Springs	09/12	7
Josh Kemmerer	PA Midas King of Prussia	07/16	6
Lydia Strand	Sr Director of H.R.	08/20	6
Daniel Aupperlee	CO Big O Broomfield	09/17	6
Troy Ewald	CO Midas Colorado Springs	07/08	5
Ian Gnadt	CO Midas District Manager	08/15	5
Oscar Diaz	IN Midas Mishawaka	08/19	5
Sean Callahan	CT Midas Danbury	09/30	5
Chris Gray	Senior Controller	07/10	4
Donald Hemric	CO Big O Highlands Ranch	07/20	4
Thomas Lorbeck	WI Midas Menomonee Falls	07/28	4
Daniel Poledna	CO Midas Centennial	07/31	4
Andre Blanding	CT Midas Fairfield	08/04	4
Victor Acquilla	CO Big O Arvada	08/15	4
Bryce Hoepfner	CO Englewood	08/18	4
Paul Bernold	PA Midas West Chester	08/18	4
Juan Guerrero	WI Midas Milwaukee	08/26	4
Brody Rodweller	NJ Midas Flemington	07/13	3

Team Member	Department	Date	Years
Matthew Trezel	CO Big O Aurora	07/27	3
Dustin Pokorny	WI Midas District Manager	08/08	3
William Kunze	MI Midas Niles	08/20	3
Cameron Culbertson	CO Big O Boulder	08/25	3
Orlando Alicea	NJ Midas Paramus	09/14	3
Jim Leary	PA Midas District Manager	09/21	3
Jim Evans	CO Big O Castle Pines	09/28	3
Matthew Jeffries	CO Midas Lakewood	09/29	3
Elijah Staley	CO Big O Boulder	07/16	2
Jason Osborne	CO Midas Wheat Ridge	07/18	2
Obrayan Caraballo	IL Midas Chicago	07/18	2
Kris Eickmann	Accounting	07/20	2
Dalibor Dzajic	CO Big O Arvada	07/26	2
Gage Knitter	CO Big O Chatfield	08/01	2
Chip Joseph	CT Midas Stamford	08/01	2
Lucas Matte	CO Big O Highlands Ranch	08/04	2
Sean McGovern	CT Midas Stamford	08/08	2
Trenton Lucas	CO Big O Chatfield	08/12	2
Ilya Magdasiyev	IL Midas Lake Zurich	08/15	2
Craig Francis	CO Midas Colorado Springs	08/16	2
Shauna Smith	MI Midas Benton Harbor	09/06	2
Kenneth Sanborn	CO Big O Broomfield	09/24	2
Michael Sturgeon	Accounting	09/28	2
Brant Lagrow	IN Midas Elkhart	08/21	1
Jason Morris	CO Midas Denver	08/25	1
Dillon Wylie	PA Midas West Chester	08/29	1
Javier Urcino	IL Midas Chicago	08/30	1
Jonathan Beckerson	CO Big O Arvada	09/05	1
Robert Rustigan	CT Midas Danbury	09/05	1
Nick Allman	Facilities Manager	09/11	1
Dontray McElroy	WI Midas Milwaukee	09/11	1
Tyler Pine	NJ Midas Newton	09/30	1

BIRTHDAYS!

Team Member	Department	B-Day
Mark Caswell	CO Englewood	07/03
Kyle Brower	PA Midas West Chester	07/03
Jim Leary	PA Midas District Manager	07/04
Thomas Ehlers	CT Midas Norwalk	07/04
Bryan Casey	IN Midas South Bend	07/04
Tiffany Elliot	CO Big O Chatfield	07/06
Charles Kirbow	CO Big O Lakewood	07/08
Lucas Newman	PA Midas King of Prussia	07/08
Carson Holland	CT Midas Stamford	07/10
Devon Bronson	CO Midas Arvada	07/11
Del Thornhill	CO Big O Centennial	07/12
Brett Hatcher	CO Midas Arvada	07/12
Ivan Capula	CO Midas Aurora	07/12
Taylor Hedenschau	CO Midas Denver	07/12
Dario Hernandez	CO Big O Aurora	07/14
Troy Holm	CO Big O Littleton	07/14
Jordan Riley	CO Midas Aurora	07/15
Dylan Cordova	CO Midas Centennial	07/16
Josh Manriquez	WI Midas Menomonee	07/16
Mark Smith	IN Midas South Bend	07/17
Luciano Serrano	CO Big O Castle Pines	07/18
Jay Gnadt	CO Midas Lakewood	07/19
Nathan Pool	CO Midas Arvada	07/20
Ben Nelson	CO Big O Chatfield	07/22
Johnathon Thielen	CO Midas Arvada	07/22
Nick Genito	PA/NJ Midas District Manager	07/25
David Martinez	CO Big O Aurora	07/28
Robert Barkwill	CO Big O Centennial	07/28
Vincent Barnes	CT Midas Stamford	07/29
Timothy Sharkey	CO Big O Highlands Ranch	07/30
Cyle Stevens	CO Big O Highlands Ranch	07/30
Chris Gray	Senior Controller	07/30
Justin Myers	CO Big O Centennial	07/31
Mike Stiffey	CO Big O Chatfield	07/31
Ryan Alpeche	CO Big O Broomfield	08/02
Justin Yara	CO Big O Centennial	08/02

Team Member	Department	B-Day
Nicholas Naranjo	CO Big O Chatfield	08/02
Javier Flores	CO Big O Lakewood	08/02
Logan Eigel	CO Midas Lakewood	08/02
Donald Wickes	CO Midas Lakewood	08/03
Ben Volny	IL Midas Palatine	08/03
Taylor Paz	CO Midas Denver	08/05
Josh Robertson	CO Midas Lakewood	08/05
Jordan Mymern	CO Midas Arvada	08/06
Michael Donnelly	PA Midas Thorndale	08/06
Michael Matthews	CO Big O Littleton	08/07
Michael Schwartzkopf	CO Big O Littleton	08/09
Bryce Hoepfner	CO Englewood	08/09
Douglas Maltese	CO Midas Colorado Springs	08/10
Miranda Cotton	CO Big O Aurora	08/12
Anthony Vallis	CO Midas Colorado Springs	08/13
Michael Kapland	PA Midas West Chester	08/13
Wendy Samour	Accounting	08/15
Matthew Forder	NJ Midas Flemington	08/17
Anclie Cunningham	NJ Midas Paramus	08/17
Donald Hemric	CO Big O Highlands Ranch	08/18
Jeffrey Novak	MI Midas Niles	08/19
Matt Lee	CT Midas District Manager	08/20
Michael Caldwell	CT Midas Danbury	08/21
Michael Hill	IN Midas South Bend	08/21
Tien Nguyen	CO Big O Centennial	08/24
Travis Swenson	CO Big O Chatfield	08/24
Ricky Homer	CO Big O Castle Pines	08/25
Robert Schuette	CO Midas Colorado Springs	08/25
Michael Jones	CO Midas Denver	08/25
Thomas Lorbeck	WI Midas Menomonee Falls	08/26
Derek Johnson	CO Big O Chatfield	08/29
Arnold Yazzie	CO Big O Centennial	08/30
Justin Van Orman	CO Big O Littleton	08/30
Kathy Bray	Sr VP Operations Solutions	08/31
William Young	CO Big O Arvada	09/01
Jonathan Beckerson	CO Big O Arvada	09/01

Team Member	Department	B-Day
Ian Wilson	CO Midas Denver	09/02
Heriberto Sotomayor	CO Big O Castle Pines	09/03
Gregory Furnish	IL Midas Chicago	09/03
Mark Maybury	CO Midas Lakewood	09/06
Shauna Smith	MI Midas Benton Harbor	09/06
Brodie Schweitzer	CO Midas Centennial	09/07
Jeff Stanley	CO Midas Denver	09/07
Gracien Champagne	IL Midas Homewood	09/07
Ryan Miller	CO Englewood	09/09
Ijlala Proctor	CO Midas Wheat Ridge	09/09
Shane Rivera	DE Midas Newark	09/09
Morgan Sauerermann	PA Midas Thorndale	09/09
Andrew Rodriguez	CO Big O Greenwood Village	09/10
Lydia Strand	Sr Director of H.R.	09/10
Brody Rodweller	NJ Midas Flemington	09/12
Sean Callahan	CT Midas Danbury	09/13
Abraham Dennis	CO Big O Broomfield	09/14
Joshua Aupperlee	CO Midas Aurora	09/14
Trenton Lucas	CO Big O Chatfield	09/16
Edgard Pierre	CT Midas Stamford	09/16
Nicholas Romero	CO Big O Littleton	09/17
Alexander Bledsoe	IN Midas Elkhart	09/17
Christopher Hayle	DE Midas Newark	09/18
Jacob Plaster	CO Big O Centennial	09/19
Jennifer Antes	IN Midas Mishawaka	09/19
Christopher Douglas	CO Midas Colorado Springs	09/21
Luis Rosa	NJ Midas Flemington	09/21
Alex Chavez	CO Big O Greenwood Village	09/22
Domingo Ciendaniel	PA Midas King of Prussia	09/22
Jordan McDonald	Sr Director of I.T	09/23
Angel Lopez	IL Midas Chicago	09/23
Brendan Plourdes	Accounting	09/24
Richard Benevides	CT Midas Norwalk	09/27
Rafael Montoya	IL Midas Palatine	09/27
Mark Redding	DE Midas Wilmington	09/28
Jonathan Doran	CO Midas Centennial	09/29



*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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