

**LETTER FROM THE CEO: BRENT WINDOM**

Welcome to our November issue of News & Views. In this issue, you'll find information about the announcement of our recent acquisitions and greenfield developments, the launch of our new website and an interview with General Counsel Matt Flannery.

As you know, we issued a series of acquisition and new greenfield announcements throughout October. These developments are a result of a robust strategy to expand our footprint in strategic markets and to grow our number of corporate store locations.

Our growth plan is extremely important to Auto Plus<sup>SM</sup>. The automotive aftermarket industry is evolving, and the largest companies will have a competitive edge to better serve customers at all levels of the supply chain. Our mission is to be a top-tier business in this industry. We are cultivating a company culture in which we encourage entrepreneurial instincts and skills, and look forward to watching this energy continue to grow. I would like to extend a sincere welcome to all of our new Auto Plus Team Members.

This month, we are excited to announce that our new Auto Plus website is now live. You can see the new site by visiting [www.autoplusap.com](http://www.autoplusap.com), and learn more about its newest features in this month's [Technology Report](#).

Again included in this month's eNewsletter is the leadership interview. For November, our team sat down with General Counsel Matt Flannery to discuss his role within Auto Plus and how he will align the legal function to support our strategy.

As Thanksgiving approaches, I want to wish all our Auto Plus Team Members, customers and their families a safe and enjoyable holiday. As always, thank you for your ongoing support and dedication.

Brent

**LEADERSHIP TEAM INTERVIEW: MATT FLANNERY, GENERAL COUNSEL****PROCESS AND PROCEDURES MAKE PERFECT**

General Counsel Matt Flannery explains his role and the importance of legal advice and counsel for all areas of Auto Plus.

**1) What is your role at Auto Plus?**

- a. I am General Counsel for Auto Plus and oversee all legal matters, including the company's compliance and real estate functions.

**2) Your position is new for Auto Plus. Explain why this is important.**

- a. After the acquisition by Icahn Enterprises, it was necessary for Auto Plus to fill several roles previously facilitated by our former parent company. As such, the position of General Counsel was created. Auto Plus is a national company undergoing major growth, and my role is to ensure Auto Plus maintains a high degree of integrity and full compliance with all laws, regulations and company policies.

**3) What is currently being done to refine processes within the company for Team Members?**

- a. I am working closely with Liz Johnson, Vice President, Human Resources, and her team to introduce more process-driven initiatives for Team Members. I am also updating our current company policies to ensure that all Team Members understand and know how to uphold their obligations to Auto Plus.

**4) What is your role in the signing of the new supply agreements?**

- a. One of my first tasks at Auto Plus was to take a look at our supply agreements with an eye toward continuous improvement. We worked hard to streamline the process of drafting, negotiating and signing agreements, with a focus on plain language.

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**LEADERSHIP TEAM INTERVIEW: MATT FLANNERY, GENERAL COUNSEL****PROCESS AND PROCEDURES MAKE PERFECT****5) What is your first major plan of action for Auto Plus?**

- a. Auto Plus is embarking on an unprecedented period of growth. In order to support that strategic imperative, I have focused a great deal on building an efficient and scalable legal process that will properly manage legal risk while supporting the pace of acquisitions and greenfield openings necessary to accomplish our growth goals. Again, the process has been streamlined and the associated legal documents have been written in a fair manner with a focus on plain English.

**6) Can you explain the Foreign Corrupt Practices Act?**

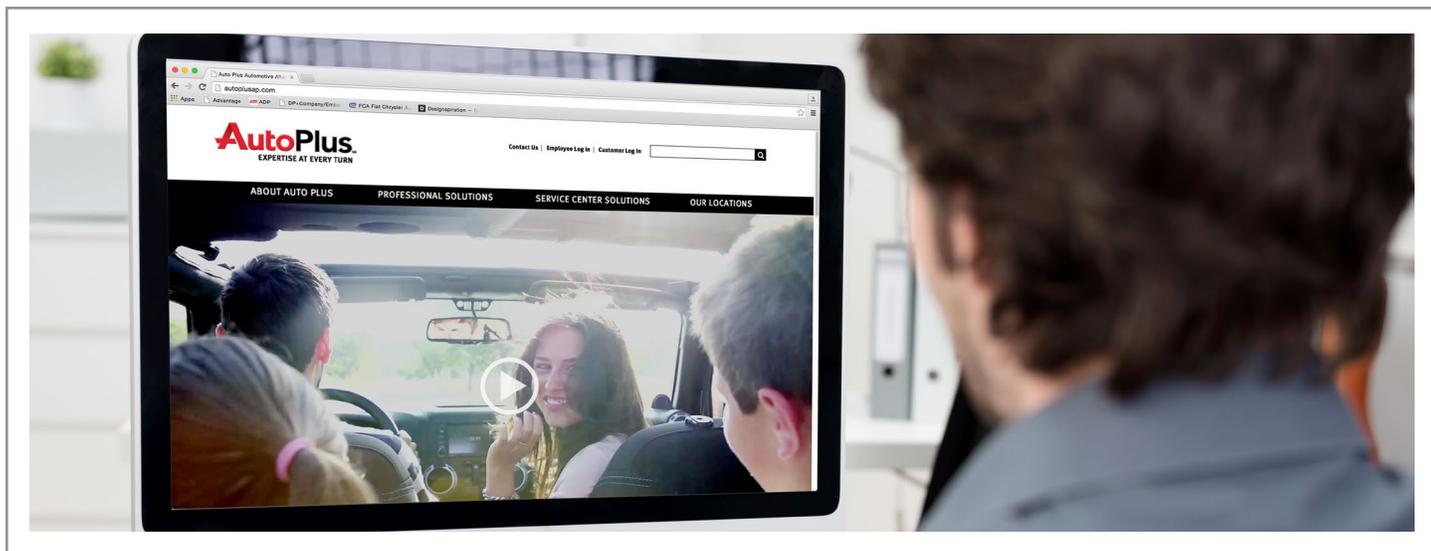
- a. Essentially, it's a U.S. law that prohibits bribery of foreign officials. Although that may sound somewhat narrow, especially for a company largely based in the United States, the definition of what a foreign official is and the application of the law to U.S. companies is, in fact, quite broad. Complying with the FCPA and all anti-bribery statutes around the globe is essential. To that end, I just issued the Auto Plus Foreign Anti-Corruption Policy. The policy has the full support and backing not only of the Auto Plus leadership team but of our shareholders, as well. The policy is quite comprehensive, but training will be provided in the 4th quarter for those of you who are in the position of dealing with foreign customers, officials or agents who represent our interests outside of the U.S.

**7) Any final comments?**

- a. I am delighted to be here and my goal is to build a world-class legal function. I am proud to work at a company with the core values of Integrity, Passion and Pride, and I urge all Team Members to live by those values, both at work and home.

# AutoPlus<sup>SM</sup> NEWS & VIEWS

EXPERTISE AT EVERY TURN



## TECHNOLOGY REPORT

### THE NEWLY DEVELOPED AUTO PLUS WEBSITE IS OFFICIALLY LIVE!

Drum roll, please...Our brand-new, redesigned Auto Plus website is now live! You can see the new site by visiting [www.autoplusap.com](http://www.autoplusap.com). Our Team Members and customers can now access this fully interactive and mobile-friendly site from any desktop, tablet or smartphone device.

Visitors to the new website will find a robust company overview section highlighting our entire executive team with video biographies, as well as company announcements, such as completed acquisitions, media placements and new executive team hires. We have also expanded our careers page to offer users a more comprehensive look into the company and our Team Member experience.

Customers and Team Members will be able to access their unique portals with their current email and password combination, as well as professional and service center solutions for their business. Also, consumers visiting the site can search for nearby Auto Plus locations.

If you do not remember your username and password, view our login information sheet for [Team Members](#) or [customers](#).

Our new website is a reflection of the Auto Plus brand that we are strengthening. It's creative, innovative and includes a digital strategy, like search engine optimization and integration with our Auto Plus social media channels.

[www.autoplusap.com](http://www.autoplusap.com) is fully aligned with our commitment to provide cutting-edge technology platforms for our Team Members and customers. We are dedicated to lead the charge as the automotive aftermarket becomes a more high-tech industry.

**BRAND UPDATE: MIKE BUZZARD**

**CLOSING IN ON COMPLETE CONVERSION TO OUR NEW AUTO PLUS BRAND IDENTIFICATION.**

In last month's eNewsletter, we announced the first steps to our rebranding program for our customers. All Auto Plus members will receive a rebranding enrollment form, sent via email. This e-document will require an e-signature and should be completed by November 15<sup>th</sup>.

Since former licensing agreements were with Uni-Select, it is important that customers re-sign under new IEH Auto Parts LLC d/b/a Auto Plus<sup>SM</sup> terms and conditions. This e-signature must be received in order to access the rebranding program and new Auto Plus logos.

Here is a summary of the actions that must be completed in order to participate in the Auto Plus rebrand program:

- Electronically re-sign the rebranding enrollment form with IEH Auto Parts LLC d/b/a Auto Plus<sup>SM</sup>
- After signing, you will be given the rights to use the new Auto Plus logo
- Explore and utilize both the signage program and interior changeover program that are detailed on the website
- Ensure that all guidelines are followed when installing new signage
- To obtain COOP funds for 2016 and to remain an Auto Plus member, a picture of your new branded Auto Plus store must be taken and sent to [marketing@autoplusap.com](mailto:marketing@autoplusap.com). Stores must be in compliance by June 2016.

All Auto Plus members should have received their new e-document and the presentation explaining the information. All external signage decisions must be made by December 31<sup>st</sup>. Changeovers will be completed by June 30, 2016.

**If you have not received this information, or if you have any questions, please contact your BDM or Mary Olson at 770.701.5025, and we can assist you in this process.**

If you are interested in becoming an Auto Plus member and would like more information about our program, please contact your Auto Plus Business Development Manager.

It is a very exciting time for our company, and your participation and adherence to the brand guidelines will contribute to our shared success. We look forward to discussing all brand marketing aspects with you at the regional meetings we are planning in early 2016.

Mike Buzzard



## **GROWTH STRATEGY**

### **EXPANDING OUR NATIONAL FOOTPRINT**

Growth continues to be a major focus for our company. Last month, we announced new greenfield and acquisition locations that expanded our national footprint in major targeted markets. This month, we're excited to share our newest acquisitions and greenfield locations.

The first major acquisition in October was the purchase of United Auto Parts, a six-store automotive parts distributor, servicing retail and commercial customers in the Wisconsin area. Other acquisitions include Central City Auto Parts in Cleveland, Tennessee, and Xpress Auto Parts of Ft. Myers, Florida. These store locations service three important, growing markets and are reflective of our new hub-and-spoke distribution model.

We also opened three new greenfield stores in Olean, New York; Dallas, Texas, located in the Northwest Highway area; and Clinton, Mississippi.

Most recently, we expanded into the Houston and Galveston, Texas, markets with the acquisition of the six-store chain, Standard Auto Parts, and into the Seattle, Washington, market by acquiring certain assets of National Auto Parts in Puyallup, Washington.

We are pleased with our recent expansions and excited about implementing our growth strategy through further acquisitions and greenfield developments. The pace of our growth is credit to our team and our brand. We expect our strategic growth through acquisition to continue into 2016 and beyond.

We welcome these new locations to our Auto Plus team!

## COMMUNITY INVOLVEMENT: DESIGNING DREAMS



### HAPPILY SERVING OUR COMMUNITIES

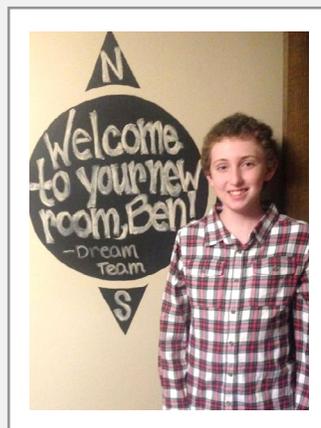
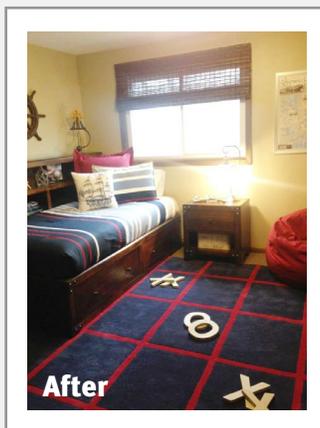
Auto Plus has a strong commitment to the communities of our Team Members and customers. From supporting charitable activities to donating to important causes, we are dedicated to giving back to the communities that support our stores, independent banner members and their businesses.

Most recently, we were introduced to Designing Dreams, a non-profit organization that inspires hope and happiness in the lives of critically ill children by making their dream bedroom a reality. Designing Dreams provides a positive space of healing for children during their journey to recovery with a complete transformation and redesign of their bedrooms.

Their team shared plans of a redesign project for Ben, a 13-year-old boy from Plymouth, Minnesota, who was diagnosed with anaplastic large cell lymphoma (ALCL), a rare non-Hodgkins lymphoma, in January 2013. After learning about his story and struggle toward health, we decided to get involved.

With our donation, the Designing Dreams team was able to redecorate Ben's room into a nautical, Captain Ben escape. His new room included a treasure chest-inspired bed, a life-size tic-tac-toe board and big screen TV.

**If you have any community service stories that you'd like to share, please send them to [marketing@autoplus.com](mailto:marketing@autoplus.com) to be featured in next month's eNewsletter!**



# AutoPlus NEWS & VIEWS

EXPERTISE AT EVERY TURN

## “SUCCESSFUL COMPANIES HIRE SUCCESSFUL TEAM MEMBERS”

Congratulations to our dedicated Team Members who are celebrating their anniversary with Auto Plus! Whether you're new to the team, or you've been with us for years, we thank you for your continued support!

<b>NAME</b>	<b>JOB TITLE</b>	<b>LOCATION</b>	<b>YEARS OF SERVICE</b>
<b>Anthony McCray</b>	<b>Store Driver</b>	<b>TO-Arlington</b>	<b>10</b>
<b>Brian Medeiros</b>	<b>Warehouse Lead</b>	<b>NED Avon</b>	<b>10</b>
<b>David Lewis</b>	<b>Store Driver</b>	<b>Neng-Deep River</b>	<b>10</b>
<b>Robert Gartz</b>	<b>Store Driver</b>	<b>NW-Rochester</b>	<b>10</b>
<b>Dennis Arroyo</b>	<b>Stock Order Driver</b>	<b>MAD-Moorestown</b>	<b>5</b>
<b>Angela Edmonds</b>	<b>Inventory Analyst</b>	<b>Kennesaw</b>	<b>5</b>
<b>Darlene Thomas</b>	<b>Planner/Buyer III</b>	<b>Kennesaw</b>	<b>5</b>
<b>Richard Graves</b>	<b>Store Driver</b>	<b>DV-Chantilly</b>	<b>5</b>
<b>Eddy Walden</b>	<b>Assistant Store Manager</b>	<b>SE-Athens</b>	<b>5</b>
<b>Gabriel Summa</b>	<b>Parts Specialist (non-driving)</b>	<b>MV-Newport</b>	<b>5</b>
<b>Robert Miller</b>	<b>Store Driver</b>	<b>Neng-Greenfield</b>	<b>5</b>
<b>Frank Cline</b>	<b>Warehouse Personnel</b>	<b>MAD-Moorestown</b>	<b>5</b>
<b>Melissa Kargul</b>	<b>Sr Director Supply Chain</b>	<b>Kennesaw</b>	<b>1</b>
<b>Mark Phillips</b>	<b>Retail Parts Spec - Non Driver</b>	<b>Neng-Whitinsville</b>	<b>1</b>
<b>James Swan</b>	<b>Store Manager II</b>	<b>PO-Conneaut Lk</b>	<b>1</b>
<b>Robert Leier</b>	<b>Parts Specialist</b>	<b>FS-Punta Gorda</b>	<b>1</b>
<b>Chester Matczuk</b>	<b>Store Driver</b>	<b>MV-Aberdeen</b>	<b>1</b>
<b>Justin Miller</b>	<b>Stock Room Personnel</b>	<b>DV-Bailey's Crossroads</b>	<b>1</b>
<b>Jesus Pena</b>	<b>Store Driver</b>	<b>FS-Homestead</b>	<b>1</b>
<b>Dustin Alldredge</b>	<b>Inventory Control Coordinator</b>	<b>CEN-NORTHWEST</b>	<b>1</b>
<b>Michael Petrich</b>	<b>Store Driver</b>	<b>WA-Tacoma</b>	<b>1</b>
<b>Randall Pyle</b>	<b>Store Driver</b>	<b>WA-Olympia</b>	<b>1</b>
<b>Edwin Bradshaw</b>	<b>Store Driver</b>	<b>NE-Syracuse</b>	<b>1</b>
<b>Bartell Salvage</b>	<b>Store Driver</b>	<b>WA-Tacoma</b>	<b>1</b>
<b>Raymond Barowich</b>	<b>Store Driver</b>	<b>Neng-Lowell</b>	<b>1</b>
<b>Thomas Alford</b>	<b>Operations Analyst</b>	<b>Amherst</b>	<b>1</b>
<b>Dawn Fox</b>	<b>Store Driver</b>	<b>PN-Moorestown</b>	<b>1</b>
<b>Cynthia Wilkolaski</b>	<b>Finance Specialist II</b>	<b>Amherst</b>	<b>1</b>
<b>Jennifer Westby</b>	<b>Warehouse Personnel</b>	<b>CEN-NORTHWEST</b>	<b>1</b>
<b>Cory Pike</b>	<b>Parts Specialist</b>	<b>NE-Hamilton</b>	<b>1</b>
<b>Brian Crooks</b>	<b>Store Manager II</b>	<b>PN-Kent Island</b>	<b>1</b>

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<b>NAME</b>	<b>JOB TITLE</b>	<b>LOCATION</b>	<b>YEARS OF SERVICE</b>
Frank Mack	Store Driver	Neng-Haverhill	1
Luis La Rosa	Store Driver	FS-SW Miami	1
Brenda Miller	Stock Order Driver	MAD-HARRISBURG	1
Jonathon Vidaurre	Store Driver	TO-Lubbock 82nd	1
Jose Migoyo	Store Driver	FS-SW Miami	1
Vincent Castro	Warehouse Personnel	CEN-NORTHWEST	1
Anthony Gerhardt	Stock Order Driver	MAD-Moorestown	1
Darrick Lanier	Warehouse Personnel	MAD-Washington	1
Amanda Smith	Warehouse Personnel	MAD-Moorestown	1
Vicki Norris	Store Driver	SE-Austell	1
Linda Cormier	Store Driver	Neng-Chelmsford	1
Paul Mathias	Store Driver	MN-Bloomington	1
Michael McDowell	Parts Specialist	OWI-New Martinsville	1
Stewart Crowson	Store Driver	SE-Charlotte	1
Timothy Siewert	Divisional General Manager	SE-Lawrenceville	1
Eric Beaucha	Divisional General Manager	PN-Moorestown	1
Thomas Michael	Store Driver	FN-E. Colonial	1
Armando Carrasco	Stock Order Driver	SED-Miami	1
Gary Sparks	Store Driver	FS-Punta Gorda	1
Kyleigh Butler	Warehouse Personnel	MWD-Marietta	1
Charles Agnello	Store Manager I	FS-Cape Coral	1
William Mullen	Store Driver	MV-Newport	1
Steven Mata	Warehouse Personnel	TXD-LUBBOCK	1
Dallas Cooper	Store Driver	SE-Charlotte	1

## WHAT OUR CUSTOMERS THINK



*“The Auto Service Plus program offered by Auto Plus is a powerful tool for our business today. As an independent repair facility, we need every edge we can find to compete with the dealers and corporate chain stores. The Auto Service Plus program has been a big piece in this for us.*

- 1. InfoCast makes our waiting room look, sound and feel professional! It gives us a much larger feel!*
- 2. The Repair Assurance Warranty takes some pressure off of us and helps customers out no matter where they are driving their cars nationwide!*
- 3. The training and hotline also help us compete with our competition as a bigger facility.*

*Aligning with Auto Plus and the Auto Service Plus program has been a big piece in the progression of our business and it should be in yours, too!”*

*–Scott Santos, Advantage Auto Service, Palmyra, New Jersey*