



GROUP 100 – “BEST IDEA”
JUNE 11, 2020



C.W. WILLIAMS

3-Year Road Map / Strategic Plan

The probability of a pullback in the next 5 years is high

- This is not a reason to panic
- Likely to begin around end of 2020
 - Economic growth is unsustainably high
 - Labor marketing overheating; payroll growth 2x sustainable rate; job openings exceed supply; leading to wage growth acceleration
 - Inflation continuing to nudge up through 2019 particularly given recent tariffs
 - FED policy will slow and become restrictive by end of 2020
 - Possibly the next President will be a Democrat
 - Swing elections are already putting Democrat's in office

Economy

Putting pullbacks into perspective

- Use as a reason to analyze and assess
- Prepare
 - Increase LOC to \$1mm
 - Inventory analysis and strategy
 - Short term - Reduce inventory increase cash
 - Long term - Inventory mgmt
 - Analyze G&A and Expenses
 - Get all prices and margins up immediately

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Effectiveness: doing the right things well

- How well a company follows a core set of principles
- Peter Drucker

Corporate Effectiveness

5 Dimensions of Company Performance

- Customer satisfaction
- Employee engagement and development
- Innovation
- Social Responsibility
- Financial Strength
- Fundamentally, the model rests on the belief that all five dimensions are interrelated and influence each other over time

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Customer
Satisfaction

“To satisfy the customer is the mission and purpose of every business.”

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Employee Engagement and Development

“The enterprise must be able to give [its employees] a vision and a sense of mission. It must be able to satisfy their desire for a meaningful contribution to their community and society.”

“There...is the task of building and leading organizations in which every person sees herself as a ‘manager’ and accepts the full burden of what is basically managerial responsibility: responsibility for her own job and work group [and] for her contribution to the performance and results of the entire organization.”

“Whenever excellence appears, it must be recognized.... Rewards must be based on performance.”

“Developing talent is business’ most important task.”

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

“Every institution...must build into its day-to-day management four entrepreneurial activities that run in parallel:

Innovation

1. organized abandonment of products, services, processes, markets...that are no longer an optimal allocation of resources
2. systematic, continuing improvement
3. systematic and continuous exploitation...of its successes
4. systematic innovation, that is, create the different tomorrow that makes obsolete and, to a large extent, replaces even the most successful products of today.”

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Social Responsibility

“It is management’s...responsibility to make whatever is genuinely in the public good become the enterprise’s own self-interest.”

“One is responsible for one’s impacts, whether they are intended or not.”

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Financial
Strength

Revenue

Margins

Cash Flow

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Companies that
do everything
well

Apple

Intel

Accenture

Proctor &
Gamble

3M

Nike

Edwards
Lifescience

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Companies that
do everything
well (cont...)

All excelled in customer satisfaction

- Innovate and offer more to their customers in powerful ways
- Lead to more engaged employees
- Lead to stronger financial performance

3M

- Scientist embedded in hospital notice nurses remove bandages to inspect wounds
- ANSWER: Transparent medical dressings

P&G – the consumer is boss

- Shaving division home visits
- Men report 30 strokes to shave; actually 100

More customer involvement and feedback

*Innovation flows most naturally from those closest to the customer

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Lookback

Random

- Ownership transition message
- Sell old rolling stock
- Brian Hill stayed

Dev'p Cash Flow Objectives

- Service Billing
- Open order mgmt
- Inventory Assessment and Write Down

Equipment

- Salesmen analysis
- Grant analysis

Mgmt Changes

- Alan, service
- David equipment
- Mike W.

SERV

- Billing backlog
- Mapping/process change
- Mobile trucks better kept
- Interviews
- Profitability analysis

SERV Cont.

- RM workflow
- RM billing/estimating
- Raised labor and standard rates

Sales

- Hired Tim, Jay, Howard, Kevin
- Philip's transition
- Sales training

First PL Custom Sold Demo Purchased

Old News

- Manassas dispute
- Virginia dealer board
- United Financial
- TFT shared territory
- Pender County Service Contract

Polaris

Realtime Assessment

Finance

- Standard Time Card Reporting
- Reduced OHD allocation time
- Replaced bookkeeper

Parts

- New Matrix
- RBA Dealer network feedback

Virginia Office

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

LOC

- Interest Paid 2017: \$48,000
- Interest Paid 2018: \$20,000
- Interest Paid 2019: \$27,000
- Interest Paid YTD: \$5,200

Lookback

C.W. WILLIAMS

Look forward - 2020, targets

Employee Dev'p

- Nicole Wright
- Leadership planning - Alan, David, Shane, Mike White, Wayne
- Recruiting – Inside Sales, Purchasing
- Job Descriptions and Employee Reviews
- Salesman Goals; continued focus on revenue and margin
- Bonus structure; David, Bryan, Wayne, Shane, Sales Team, Parts, Alan
- Coop/Intern program – different divisions and for R&T
- PTO Plan

Realtime

- Service Module
- New G&A allocation
- Revised P&L
- Consolidate old part #'s; remove old G/L accts
- Assessment
 - Update
 - Training
- SALES
- Salesman margin and rev analysis
- Proper mix of demo equipment/trucks
- Grant analysis

Service

- Labor rate
- Standard prices
- Shop Supplies price increase; SS vs. Inventoried Parts
- Hiring Goals
 - RM – PM/Mobile
 - S'ville – PM/Mobile; Shop
- Unbillable Hours goals
- Quoting/Estimating consistency; template
- Unify RM and S'ville
- Serv analysis

Finance

- OHD Allocation
- Cash Flow mgmt tool
- Review Chart of Accounts
 - Detailed support
- Deposit History, Katrina
- Cash Flow Mgmt
 - Budget v Actuals
 - Forecasting
- Internal Audit Plan
- Rolling stock cost of ownership
- Credit card fees

R&T

- Jim Tribute Event
- Wall of Service; RM/S'ville
- Operating Agreement
- Debt service
- Free Cash Flow
- IT
 - Shared Drive
 - Backup
 - Systems Map
 - All modules used, Service, etc

Vendors/Inventory/Mkting

- Planning Meetings
- Pricing Updates
- Vendor analysis
- Pricing programs and incentives
- Inventory Assessment & Write Off
- Amkus
- E-One – liquidate
- Parts vs Equipment
- RBA Parts Sales project
- Website; Social Media
- Mission, Vision

C.W. WILLIAMS

3-Year Road Map / Strategic Plan

Cash Flow

Freeing Cash

- It's trapped on the balance sheet
- Could be used for other things
- Amkus
 - parts > \$150,000
 - equip > \$100,000
- E-One
 - Parts > \$66,000

Why Free Cash

- Avoid borrowing
- the cost of borrowing increases

How do we do it? What is in our control?

- Shrink inventory
- Nudge customers to pay quickly
- Reduce lead times (order processing)
- Discipline
- Collect faster, up front payments, periodic payments, favorable terms with vendors
- Communicate w/in CWW; between sites

The Next 50 Years



Stage 1 (0-12 mths)

Back to Basics 2019

- Operations Improvements
- Develop the Team
- Customer Refocus
- Improve Reporting

Stage 1



Operations Improvements

- Communication
- Marketing – website, social media, online targeting
- Org Chart changes

Develop the Team

- Outside training – David, Shane
- Service training
- Sales training

Customer Refocus

- Terminating or reposition company with low profit customers
- Historical Customers lost
- Existing customer penetration
- Municipal growth plan

Improve Reporting

- Vendor profitability; Salesmen
- Inventory clean up and management
- Service performance
- Financial reporting – EBITDA basis, monthly

The Next 50 Years



Stage 2 (12-36 mths)

15% Growth 2020-2021

- Sales Plan
- Service Plan
- New Customers
- New Lines of Business

Stage 1 (0-12 mths)

Back to Basics 2019

- Operations Improvements
- Develop the Team
- Customer Refocus
- Improve Reporting

Targeted Goals: Next 12 Months



- Service – grow business; increase prices; unify RM and S'ville systems/processes
- Sales – profitably expand customer base; increase level of customer service and penetration; customized plan w/ each salesman; revisit customers lost over the years
- Equipment Sales – revenue and margin growth, margin floor, commission floor, track returns commission / Apparatus Sales – ambulance and Polaris sales; help John Slawson and RBA
- Mission, Vision, Mktg Plan, schedule monthly mgmt./dept. reviews
- Recurring Analysis - Equip Sales; Grant; Serv Dept; Salesman Truck Portfolio; Expenses; Open Order Report (All Departments)
- Team Dev'p – job descriptions, reviews, compensation review (sales), unburden Dean w/ admin work (list like Alan did)
- New Biz Exploration – EMS, Police, Tactical equip/parts; larger territory (GA, SC, TN) starting w/ serv & RBA

MBO Plan



Purpose:

- Clarify roles of leaders at CWW leading to enhanced effectiveness and quicker achievement of goals

What are MBO's?:

- Management by Objectives is a process of defining objectives w/in CWW so that management and employees agree to the objectives and understand what they need to do in CWW in order to achieve them
- The essence of MBO is participative goal setting, choosing course of actions and decision making. An important part of the MBO is the measurement and the comparison of the employee's actual performance with the standards set. Ideally, when all of us are involved with the goal setting and choosing the course of action to be followed, we are more likely to fulfill our responsibilities

Features and Advantages

- Team and individual has clear understanding of roles and responsibilities, and how their activities relate to the achievement of CWW's goal. Also places importance on fulfilling the personal goals of each team member
- Joint participation in the whole process of goal setting
- Frequent reviews lead to better communication
- Goals are realistic and achievable
- Support and coaching; open discussions
- Companies whose owners and CEO demonstrate high commitment to MBO show on average a 56% gain in obtaining employee goals, and those that show low commitment show a 6% gain in obtaining goals

Implementation

- CWW Objectives: increased revenue, higher margins
- Mgmt relay upcoming company objectives, provide employee with past performance, explain SMART goals
- Mgmt and employee prepare objectives separately; get together to discuss and understand both sets of objectives and establish final objectives
- Document objectives and criteria for achievement, have mgmt. and employee sign
- Monthly - monitor progress and evaluate achievements

MBO Plan



How to write SMART Goals

S

Specific

Provide a clear description of what needs to be achieved.

M

Measurable

Include a metric with a target that indicates success.

A

Achievable

Set a challenging target, but keep it realistic.

R

Relevant

Keep your goal consistent with higher-level goals.

T

Time-bound

Set a date for when your goal needs to be achieved.

perdoo

Employee MBO's



Dean:

- Increase door labor rate to \$110 and specialized to \$125/hr in RM & S'ville by February 1st
- Increase standard service price list prices 1.2x by February 1st
- Increase shop supplies to 7.5% by February 1st
- Increase parts matrix 5 points on January 1st
- In person meeting with each salesman on 2020 truck and equipment strategy by January 30th and require monthly submission of apparatus lead portfolio and forward to Tripp
- Complete job descriptions by March 30th
- Conduct 6 month employee review by September 30th
- Revised org chart by January 15th
- Make CLT Motor Speedway events happen

Alan

- Use RT for truck check in, time keeping, and estimates at all times by June 30th
- Hire a PM or mobile tech by January 30th
- Evaluate and unify RM/S'ville service processes by June 30th
- Sell E-One inventory by January 30th

David

- Hire inside sales/purchasing position by March 1st
- Complete new Apparatus Report, Master by December 15th 2019
- Complete Competitive Landscape Analysis by March 30th

Mike W

- Complete Competitive Landscape Analysis by March 30th
- Complete and present new lines of business analysis and proposal Police, Tactical, EMS by March 30th (Phillip Little on team)

Employee MBO's cont.



Wayne

- Identify, contact and pitch 3 old and 2 potential CWW Fire, EMS, and MUNI customers per week using RT data and NC, VA, TN, and SC dept. list; send tracking list to Alan Friday morning

Shane

- Identify, contact and pitch 3 old and 2 potential CWW Fire, EMS, and MUNI customers per week using RT data and NC, VA, TN, and SC dept. list; send tracking list to Alan Friday morning

Derrick

- Identify, contact and pitch 3 old and 2 potential CWW Fire, EMS, and MUNI customers per week using RT data and NC, VA, TN, and SC dept. list; send tracking list to Alan Friday morning

Mike Hicks

- Identify, contact and pitch 3 old and 2 potential CWW Fire, EMS, and MUNI customers per week using RT data and NC, VA, TN, and SC dept. list; send tracking list to Alan Friday morning

The Next 50 Years



Stage 3 (36 mths) →

C W Williams 2022

- Employer of Choice
- Dealer of Choice
- Service Dept. of Choice
- New territory
- Solid BOD
- Invest in People
- Invest in Technology
- Invest in Sales and Service

Stage 2 (12-36 mths)

15% Growth 2020-2021

- Sales Plan
- Service Plan
- New Customers
- New Lines of Business

Stage 1 (0-12 mths)

Back to Basics 2019

- Operations Improvements
- Develop the Team
- Customer Refocus
- Improve Reporting

Planning and Exploration:



Plan for the next economic downturn; scenario analysis for death of NCIF Grant

New vendor pursuit; dump vendors

New territory – sales and service; organic or acquisition; TN, GA, SC

New lines of business – EMS/Police/Tactical/Apparatus: including parts, and equip

Competitive Analysis – Apparatus, Equip, Parts, Service, SCBA - territory, vendor lines, salesforce, compensation
Newton, MES, Fire Conn, Kimtech, Carolina Cat, Anchor Richey, Hackney, NAFECO

Team Dev'p – job descriptions, reviews, compensation review (sales)

Requirements for Growth



Opportunities	Requirements
Territory expansion	Start-up costs; capital for equipment; operations personnel; sales personnel; service personnel
Ambulance	Investment in sales training; demo costs
Revenue and margin growth; equipment	Minimal investment required; motivate sales team
Revenue and margin growth; service	Minimal investment required; business development; find service outside Fire/EMS
Revenue and margin growth; apparatus	Minimal investment required; renewed relationship w/ RBA
EMS, Police, Tactical	Capital for inventory; operations and sales personnel
Acquisitions	Capital intensive; executives; operations personnel

Corporate Incentive Plan



Historical Incentive Plan

- Plan impacted Dean, Alan, Wayne, David, Bryan
 - Dean, Alan, Wayne based on NP
 - Did not payout unless company or department experienced Net Profit
 - David and Bryan truck bonus
 - Did not drive behavior to improve core business

New MBO Plan

- Designed to drive behavior to achieve core operating results
- MBO's designed to track performance by individual, department, and company
- Individual payout based on achieving financial results in the budget
- Should be self-funding once base/historical Net Income met
- Payout
 - 40% of opportunity at end of Q2 for meeting H1 goals
 - 40% of opportunity at end of Q4 for meeting H2 goals
 - 20% of opportunity at end of Q4 for meeting both H1 and H2 goals

Tripp MBO's



Tripp

- Implement new G&A allocation January 1
- Implement revised P&L by January 30th
- Develop company 2020 budget by March 30th
- Develop wall of service in RM & S'ville by January 30th
- Ensure correct recognition of Amkus equipment by December 31, 2019
- Develop Marketing Plan, including Mission and Vision by March 30th; incl. Speedway events
- Develop recurring analysis models for equip sales, service sales, NC Grant, G&A analysis and Statement of Cash Flow
- Complete CWW Growth plan for RBA by January 15th

Leadership Planning/OLD SLIDE



TRIPP

- G&A allocation
- New P&L
- Nicole onboarding
- Equip and Serv analysis
- Job descriptions; reviews
- Years of Service and Leadership Wall

ALAN

- Unify RM/S'ville
- Service rev and margin

DAVID

- Ad-hoc projects
- Outside training
 - Leadership, sales, project mgmt
 - NADA, Carnegie Institute, Caterpillar
- Juggle the steady flow of crises, while also running the company, while still learning about the company

DEAN

- Job descriptions and reviews
- Sales team goals
- MBO's for Alan, Wayne, David, Shane, Mike W.

By end of year:

- Alan and Shane comp
- PTO plan

Vendor review meetings, strategic meeting dates, attendees

Develop a how to win playbook for each dept.

Pretend going to sell business in two years – what does the process look like? What would I want in place for sale?

One of my favorite sayings from Josh Kopelman is, ‘I’ll always give you my unvarnished opinion, but at the end of the day you’ll always have my unwavering support.

Building really high-quality products/offering really high-quality customer service takes an incredible amount of behind-the-scenes discipline, especially as your team grows or undergoes cultural changes

“Most founders start off with an intense focus on product excellence. But as the product and feature set expands, strategy starts to drift, bloat creeps in and the user experience degrades significantly,” says Jackson. “In practice, I’ve found that you can make sure that discipline remains front and center by identifying and then obsessively focusing on the two to three most important qualities of your product. At Google, those qualities were speed, simplicity and power.”
design features and refine them over and over, so that they kept the experience lightweight and fast,” says Jackson.

“The bar for launching a new product or feature was incredibly high. Anything that wasn’t simple, powerful, and performant wouldn’t go out. I’m not joking when I say that we held up projects at the 11th hour because we’d inadvertently made an action 30 to 40 milliseconds slower or made the experience slightly more complicated.”

The best product leaders I’ve worked with have a laser focus on quality and a steadfast willingness to make sure things don’t regress. Every feature launch requires a staunch protector of the user experience. Don’t have one on your team? You just got a new job.

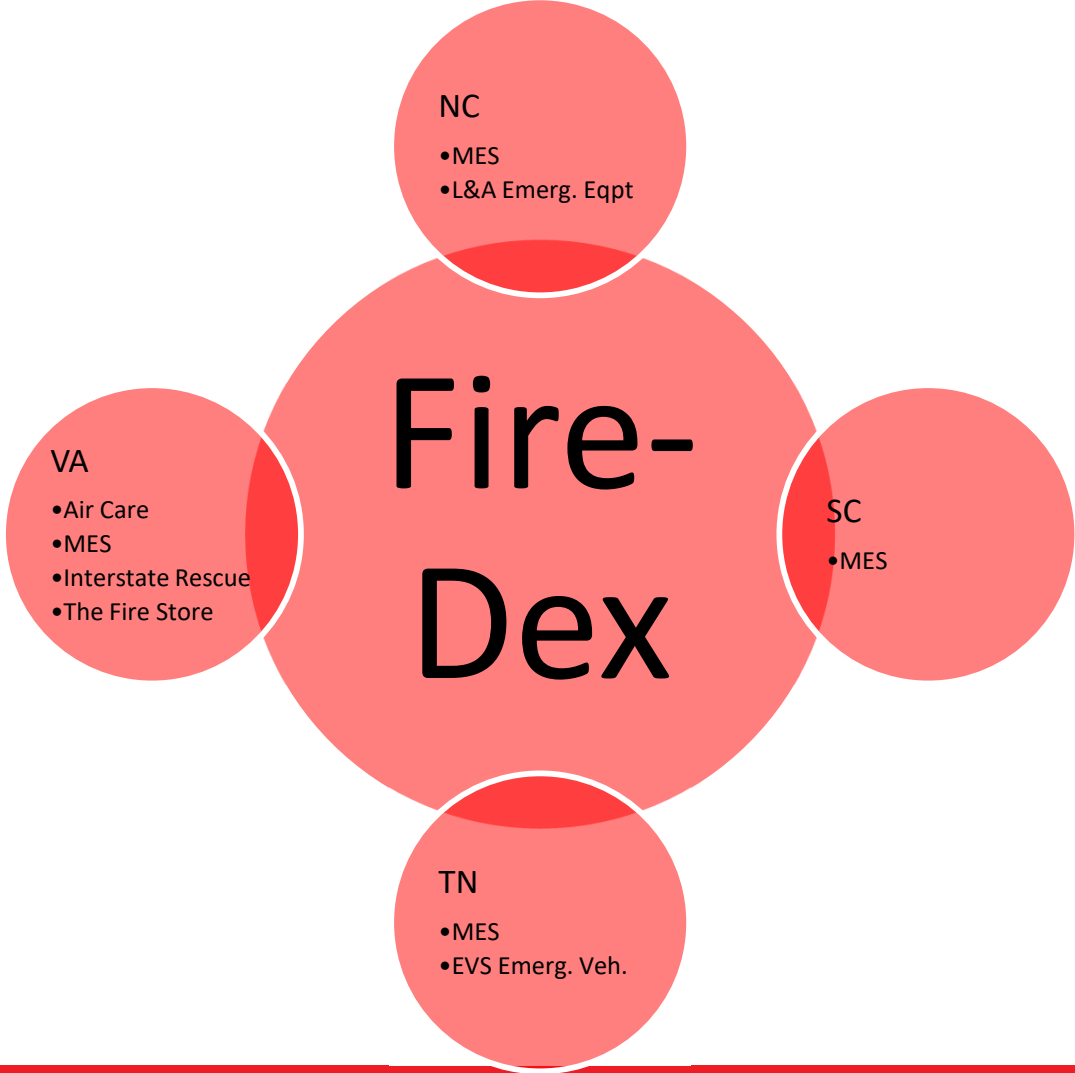
Impromptu requests by Tripp, Dean, Alan. They will be timed.

Speed is our most important feature, and all of our internal development processes are actually eroding it, so I’m just going to bring a hammer to the problem if that’s what’s required.

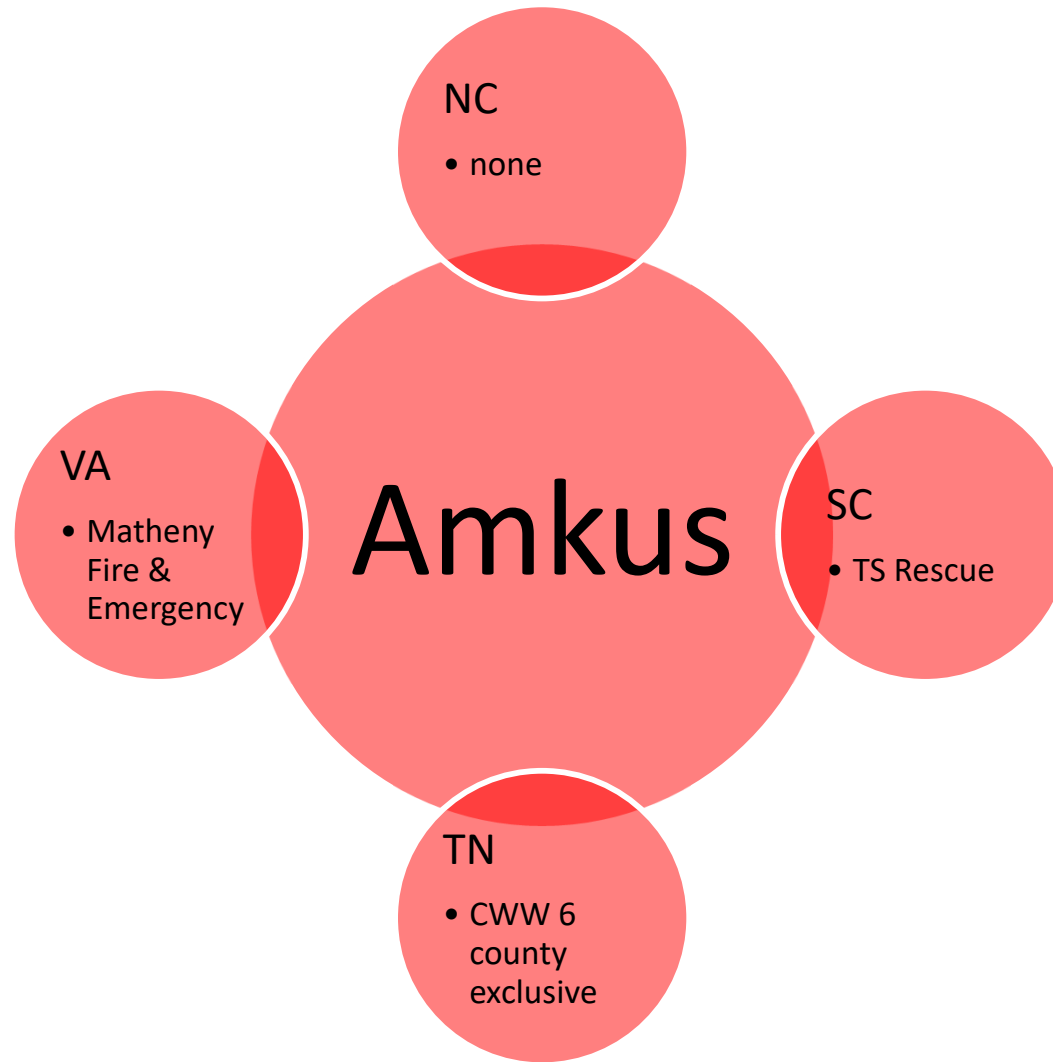
You can’t hit the emergency brakes too often. This is the kind of leadership technique that needs to be used sparingly,” says Jackson. “But when invoked, it can be a powerful way to get everyone rowing in the same direction very quickly. The simplicity of the mandate was key — hundreds of people in the organization could immediately see what needed to be done.



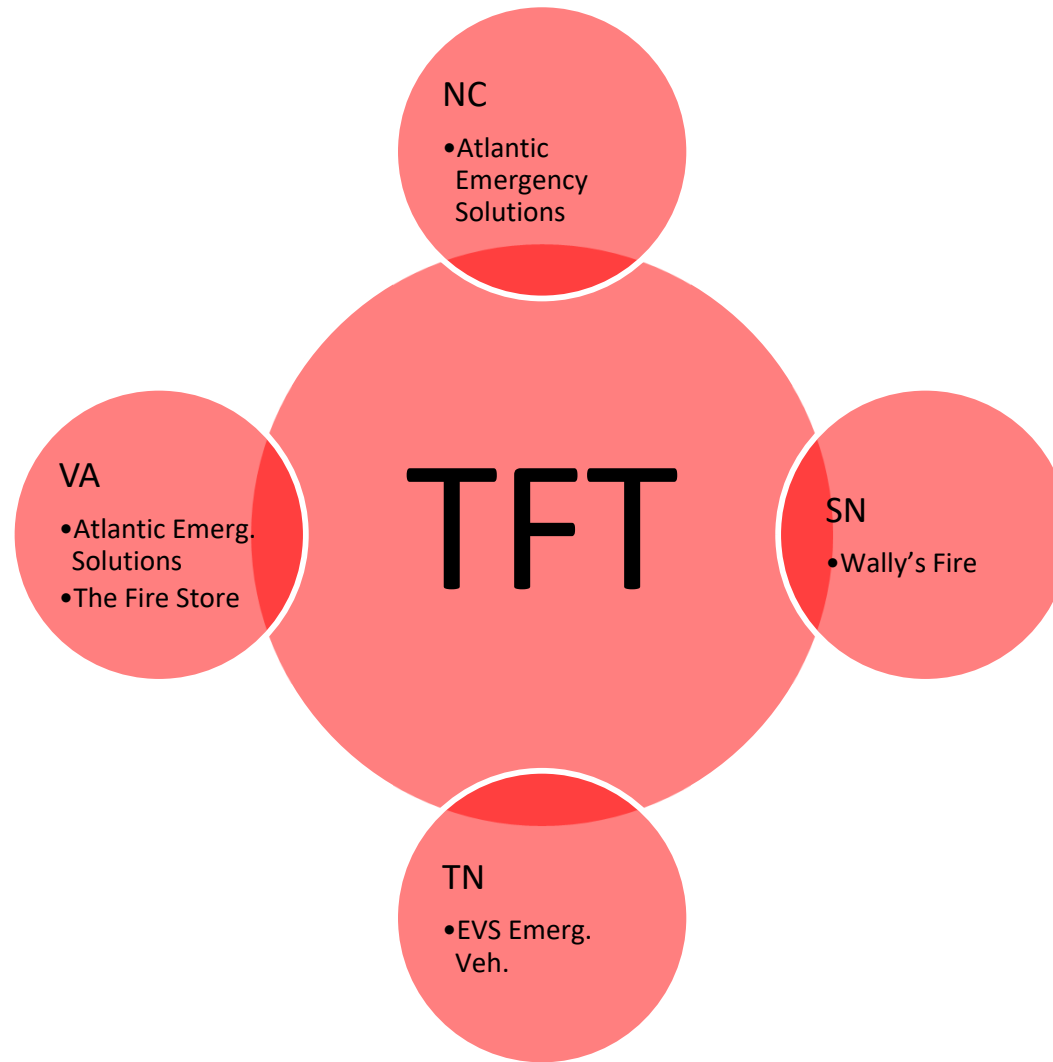
FIRE-DEX



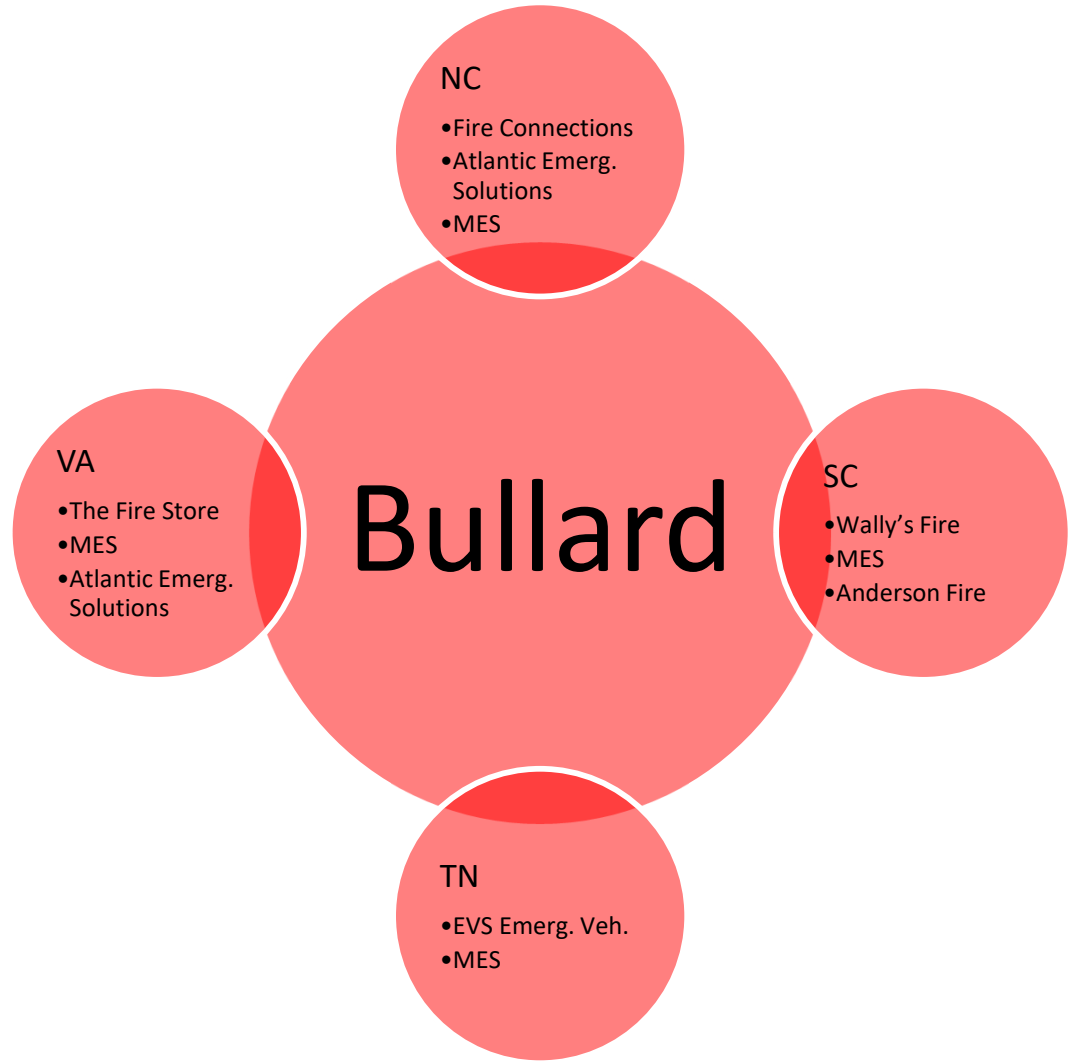
AMKUS



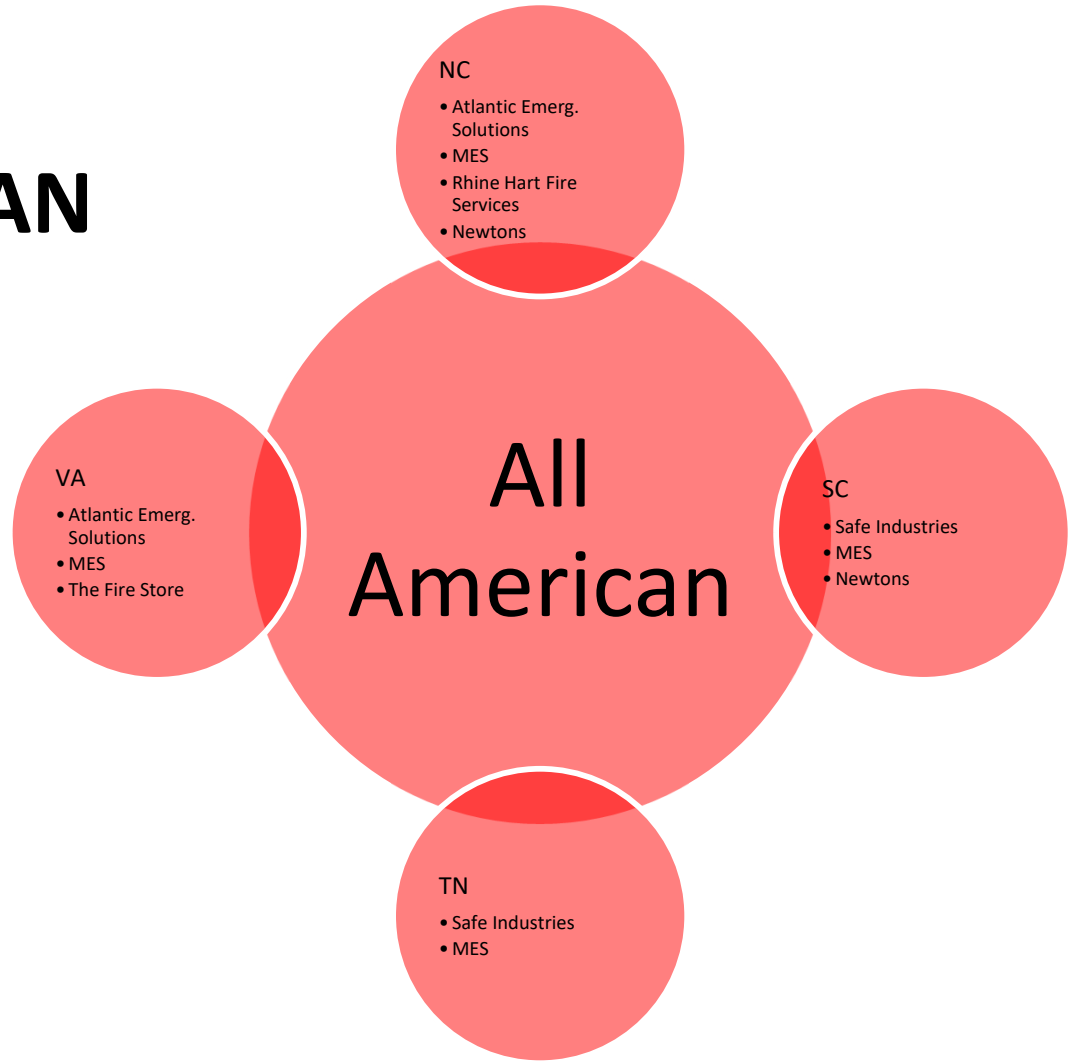
TFT



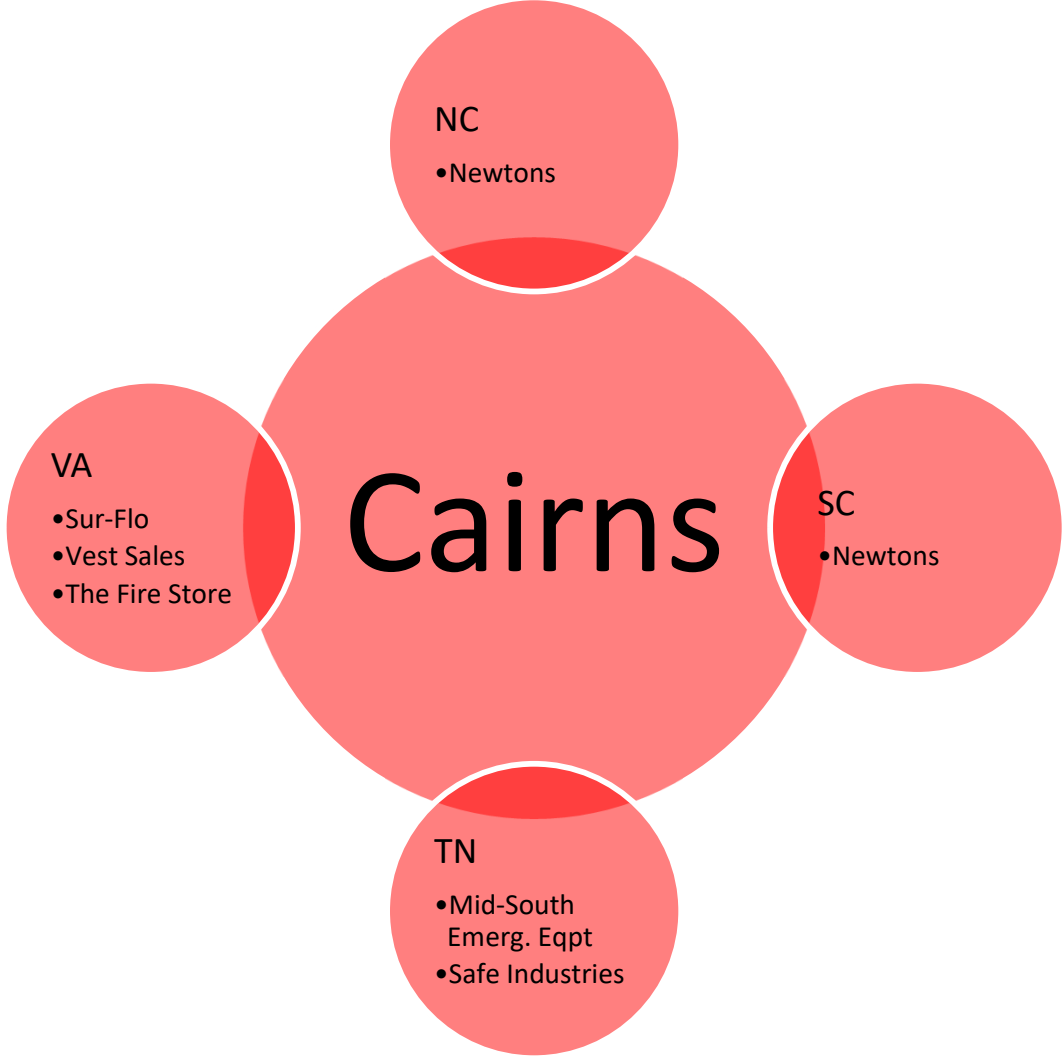
BULLARD



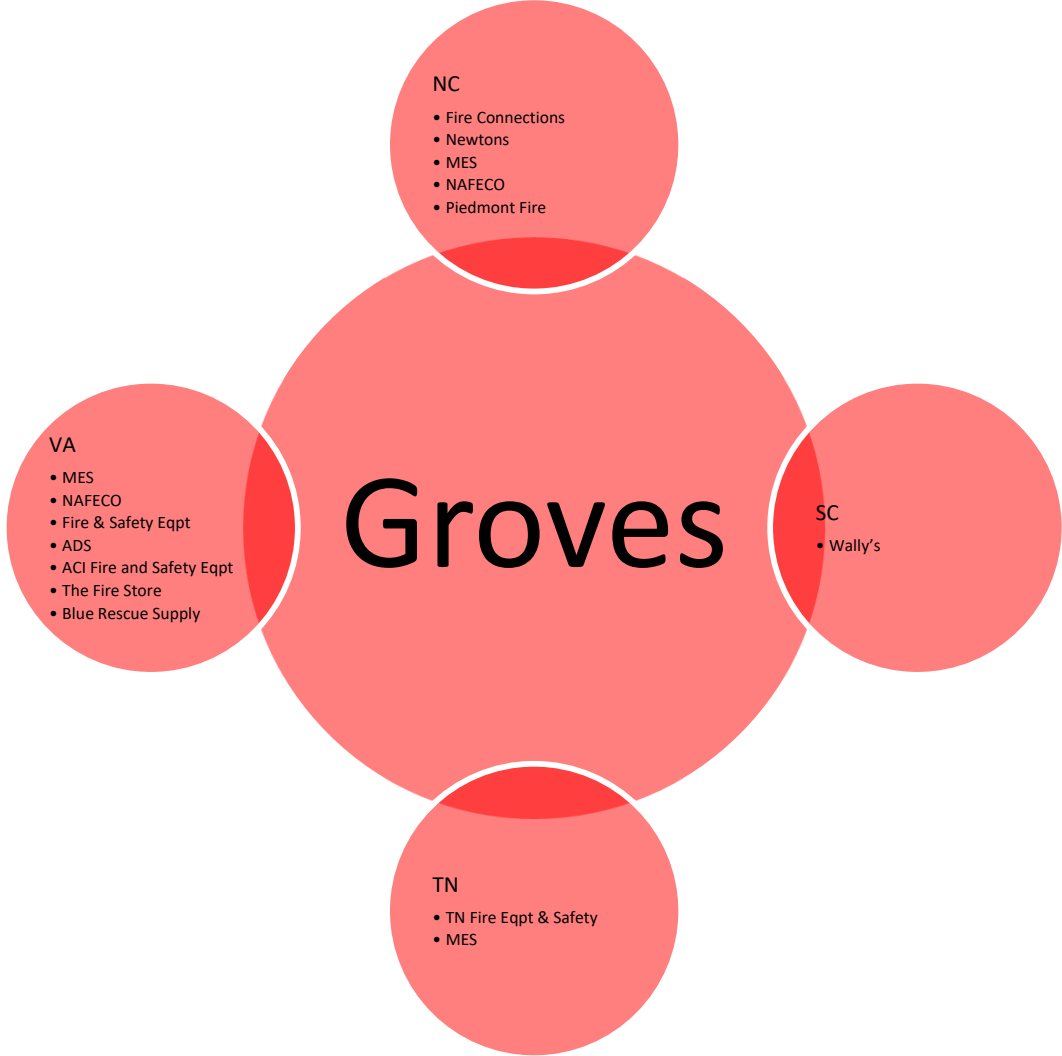
SNAP TITE ALL AMERICAN



CAIRNS



GROVES





MID-ATLANTIC TIRE PROS AND HYBRID SHOP

Small...

Compact...

Really Works!



2-Inch Purse Hanger

Note: Qty of 300 was \$4 each
Min order qty is 100



Steve
BASS TIRE
BRAKE & ALIGNMENT

BASS TIRE

No Touch Auto Service



BASS TIRE BRAKE & ALIGNMENT

No Touch Service Key Drop Envelope

1. Please write your service instructions on this envelope.
2. Lock your vehicle, place keys in this envelope and seal.
3. Please complete sections 1 and 2.
4. Sign at bottom and drop envelope in our mail slot.

SECTION 1

Name _____
 Address _____
 City _____ Zip _____
 Phone _____
 Email _____
 Year _____ Make _____ Model _____
 License No. _____ Mileage _____
 Color _____

SECTION 2

Check/Repair the following:

- | | |
|---|--|
| <input type="checkbox"/> Oil & Filter | <input type="checkbox"/> Service Brakes |
| <input type="checkbox"/> Engine Tune-up | <input type="checkbox"/> Check engine light on |
| <input type="checkbox"/> Service Brakes | <input type="checkbox"/> Align Front End |
| <input type="checkbox"/> Balance Wheels | <input type="checkbox"/> Rotate Tires |
| <input type="checkbox"/> Service A/C | <input type="checkbox"/> TPMS Light On |
| <input type="checkbox"/> New Tires | |

Comments: _____

Do you want your old parts? Yes No

Are you pre-checked, with a confirmation or work order number? Yes No

Not responsible for any personal items left in vehicle.
 I hereby authorize the above repair work to be done along with the necessary materials. You and your employees may operate the above vehicle for the purpose of testing, inspection or delivery at my risk. An express mechanic's lien is acknowledged on the above vehicle to secure the amount of repairs thereto. You will not be held responsible for loss or damage to vehicle or articles left in vehicle in case of fire, theft, accident or any other cause beyond your control.

Signed: _____ Date: _____

Notice: This form must be signed before we can begin work on your vehicle.

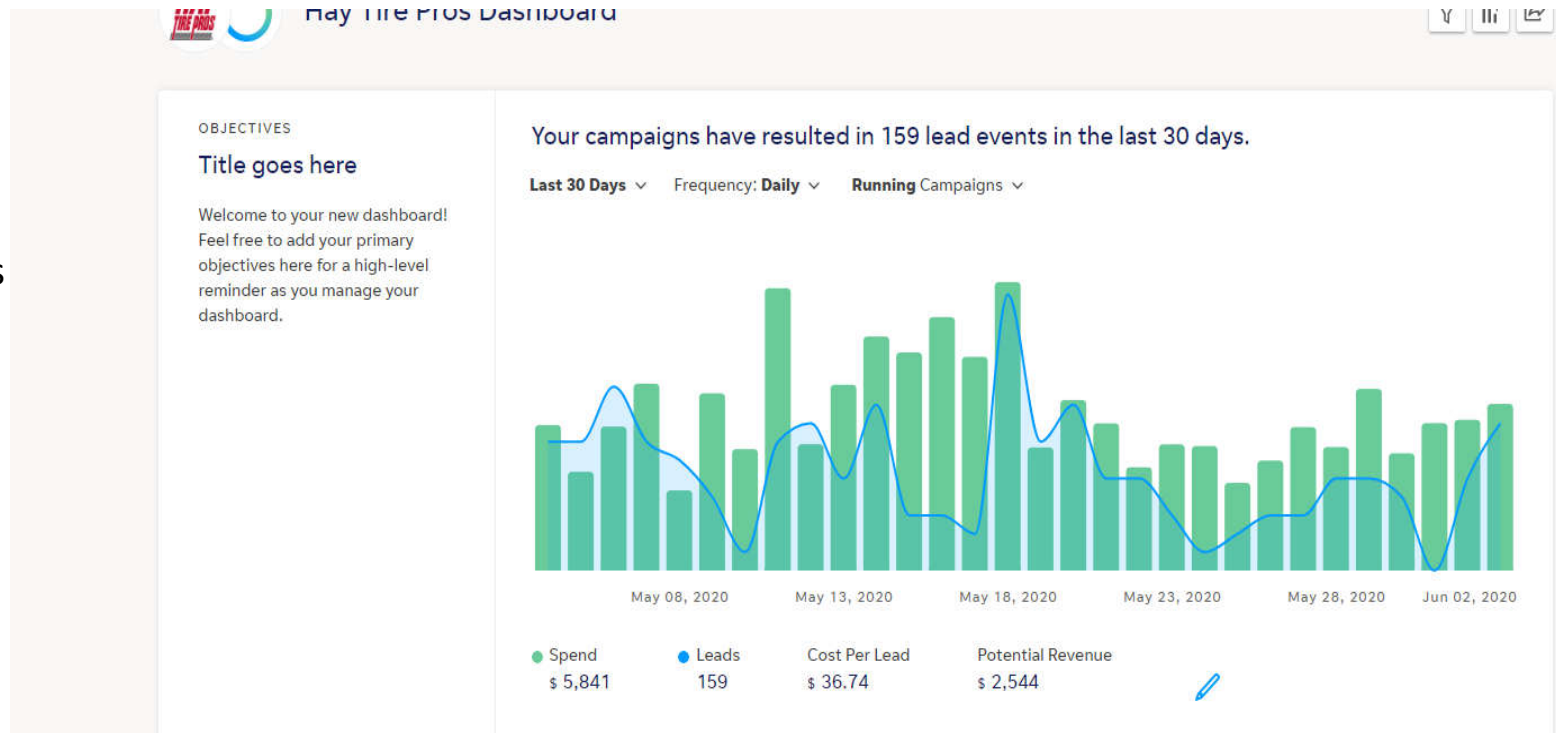
HAY
TIRE PROS

The logo for Hay Tire Pros features the words "HAY" and "TIRE PROS" in a bold, italicized, red sans-serif font. The text is slanted upwards from left to right. Below the letters "TIRE" and "PROS" is a horizontal band of a black and white halftone dot pattern. A registered trademark symbol (®) is located at the bottom right of the logo.

HAY TIRE PROS

ReachLocal (Search Engine Marketing)

Dashboard –
Leads Overview
Includes Phone Calls
and Forms
Submissions
Generated by our
Google Ads



HAY TIRE PROS

ReachLocal (Search Engine Marketing)

Your campaigns have resulted in **162 lead events** in the last 30 days.

Last 30 Days ▾ Frequency: Daily ▾ Running Campaigns ▾

Leads Graph



HAY TIRE PROS

ReachLocal (Search Engine Marketing)

Top Keywords
Report (what
people are
searching for)

Your top keywords drove **347 clicks** in the last 30 days.

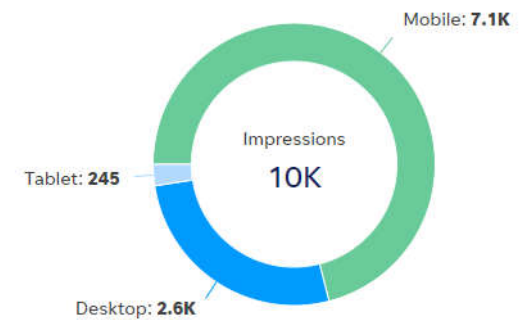
Last 30 Days ▾ Running Campaigns ▾

Rank	Keyword	Impressions	Clicks	CTR
1	automotive repair	2502	181	7.23
2	+auto +repair	1028	41	3.99
3	+car +ac +repair	330	27	8.18
4	+car auto +repair	511	21	4.11
5	+auto +service	384	16	4.17
6	+tires +repair	280	16	5.71
7	+auto +repair near me	163	12	7.36

TOP KEYWORDS

71% of your Impressions came from prospective customers on their mobile devices.

Last 30 Days ▾ Running Campaigns ▾



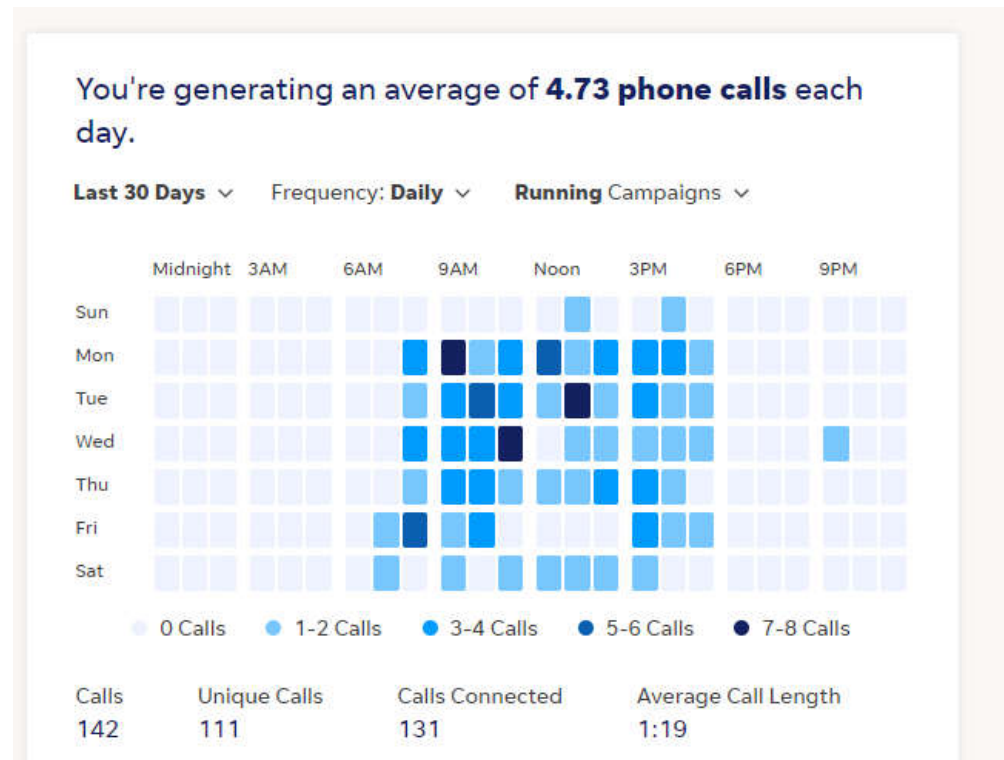
DEVICE BREAKDOWN

[View Search Activity >](#)

HAY TIRE PROS

ReachLocal (Search Engine Marketing)

Phone Call Data



HAY TIRE PROS

ReachLocal (Search Engine Marketing)

Call Log – Phone
call recordings
kept for 30 days.

The screenshot displays the LOCALiQ CRM interface. The top navigation bar includes the LOCALiQ logo, user profile, and account settings for Hay Tire Pros. The main content area is titled 'Inbox' and shows a list of leads with filters for 'All Leads' (1828), 'Calls' (1314), and 'Forms & Emails' (514). The lead list includes entries for Madison Morris, Josh Kinard, and a lead from +18436283132. A summary dashboard on the right shows 398 calls, 132 forms & emails, and 0 chats for the period of May 4 to Jun 3, 2020. A donut chart below the dashboard indicates a total of 530 leads.

Category	Count
CALLS	398
FORMS & EMAILS	132
CHATS	0

530 LEADS

HAY TIRE PROS

ReachLocal (Search Engine Marketing)

Call Log with Notes Added.

Useful for training and other purposes (i.e. –are we getting a lot of questions about a particular service that people want?) Link to recording can be sent to store managers.

<input type="checkbox"/>	<input type="radio"/>	+13402016586 -	New ▾	
	<input type="checkbox"/>	Call from +13402016586 (00:40) via Direct Site Traffic	4/24/2020 +3 more	
<input type="checkbox"/>	<input type="radio"/>	T Peter -	New ▾	
	<input type="checkbox"/>	Call from +12032234... (01:34) via SEM Hay Tire Pros Mount Pleasant Auto R...	4/24/2020 +1 more	
<input type="checkbox"/>	<input type="radio"/>	+18439251173 -	New ▾	
	<input type="checkbox"/>	Call from +18439251173 (00:41) via Organic Search	4/24/2020 +4 more	
		00:00 / 00:41		
		NOTES	TAGS	
		MC - Hamp - Need my pickup lined up, can I do that Monday? Yeah. What's the cost on that? \$89.95. What time do you open on Monday? 7:30. Ok, TY. TY. No attempt to set up an appt.	Organic Search ▾	

HAY TIRE PROS

ReachLocal (Search Engine Marketing)

What we like:

- We set our monthly budget.
- Tracks all leads generated by Google searches resulting from a click on our ad.
- Creates opportunity for customized training and adjustment of store policy based on content of recorded calls.



GIBSON TIRE PROS

Logo'd Hand Sanitizer





COUNTRYSIDE

TIRE & AUTO SERVICE

COUNTRYSIDE TIRE AND AUTO

Carandtruckremotes.com

- AutoPad Pro Key programmer
- Sell and program keys and key fobs
Tool cost \$799
- Keys cost anywhere from \$10-\$250
- Locksmith Discount
- Pricing: Sell keys at website list, we buy at 15% discount and free shipping
- Charge \$79 to program, takes 5-30 minutes
- Pay tech 0.5 flat rate hours or service manager does if able
- Can program most (but not all) other keys
- Have relationship with locksmith nearby to cut keys











AutoProPAD BASIC Transponder & Remote Programmer from XTOOL - 1 YR UPDATES included

OUR PRICE: \$799.00

QUANTITY:

ADD TO CART

 <p>2015 Chevrolet Tahoe Keyless Entry Remote</p> <p>0 review(s)</p> <p>DEALER PRICE: \$120.00 OUR PRICE: \$59.95</p>	 <p>2015 Chevrolet Tahoe Keyless Entry Remote</p> <p>9 review(s)</p> <p>DEALER PRICE: \$120.00 OUR PRICE: \$39.95</p>	 <p>2015 Chevrolet Tahoe Smart / Proxy Keyless Remote Key</p> <p>8 review(s)</p> <p>DEALER PRICE: \$250.00 OUR PRICE: \$79.95</p>	 <p>2015 Chevrolet Tahoe transponder key blank</p> <p>17 review(s)</p> <p>DEALER PRICE: \$65.00 OUR PRICE: \$7.95</p>
 <p>2015 Chevrolet Tahoe Keyless Entry Remote - Refurbished</p> <p>9 review(s)</p> <p>DEALER PRICE: \$120.00 OUR PRICE: \$29.95</p>	 <p>2015 Chevrolet Tahoe Smart / Proxy Keyless Remote Key - Refurbished</p> <p>8 review(s)</p> <p>DEALER PRICE: \$250.00 OUR PRICE: \$69.95</p>	 <p>General Motors 5 Button Keyless Entry Remote PN: 13580081 - Iico brand</p> <p>0 review(s)</p> <p>DEALER PRICE: \$120.00 OUR PRICE: \$31.95</p>	 <p>CR2032 - Keyless Entry Remote battery</p> <p>51 review(s)</p> <p>OUR PRICE: \$2.95</p>



TOM'S TIRE WORLD

Desktop Weekly Payroll Percent

3/9-3/14	P/R \$	GP \$	PR%
ANGELO	8,079.14	16,202.24	49.9%
CLACK	10,249.44	18,670.90	54.9%
TOTAL	18,328.58	34,873.14	52.6%

3/16-3/21	P/R \$	GP \$	PR%
ANGELO	7,555.27	9,701.80	77.9%
CLACK	10,957.55	24,995.72	43.8%
TOTAL	18,512.82	34,697.52	53.4%

3/23-3/28	P/R \$	GP \$	PR%
ANGELO	7,212.21	11,188.19	64.5%
CLACK	8,609.47	11,809.44	72.9%
TOTAL	15,821.68	22,997.63	68.8%

3/30-4/4	P/R \$	GP \$	PR%
ANGELO	6,514.28	9,149.09	71.2%
CLACK	9,198.04	19,801.72	46.5%
TOTAL	15,712.32	28,950.81	54.3%

4/6-4/11	P/R \$	GP \$	PR%
ANGELO	6,486.32	7,546.78	85.9%
CLACK	8,542.63	16,864.40	50.7%
TOTAL	15,028.95	24,411.18	61.6%

4/13-4/18	P/R \$	GP \$	PR%
ANGELO	7,068.86	11,578.47	61.1%
CLACK	9,680.60	17,574.79	55.1%
TOTAL	16,749.46	29,153.26	57.5%

4/20-4/25	P/R \$	GP \$	PR%
ANGELO	7,877.00	18,478.94	42.6%
CLACK	10,202.74	21,752.50	46.9%
TOTAL	18,079.74	40,231.44	44.9%

4/27-5/2	P/R \$	GP \$	PR%
ANGELO	7,976.61	17,895.55	44.6%
CLACK	10,085.17	18,552.17	54.4%
TOTAL	18,061.78	36,447.72	49.6%

5/4-5/9	P/R \$	GP \$	PR%
ANGELO	8,428.51	19,510.17	43.2%
CLACK	11,612.00	26,572.89	43.7%
TOTAL	20,040.51	46,083.06	43.5%

5/11-5/16	P/R \$	GP \$	PR%
ANGELO	8,708.40	23,454.90	37.1%
CLACK	11,107.76	25,223.26	44.0%
TOTAL	19,816.16	48,678.16	40.7%

5/18-5/23	P/R \$	GP \$	PR%
ANGELO	7,847.96	16,417.31	47.8%
CLACK	12,163.57	24,602.90	49.4%
TOTAL	20,011.53	41,020.21	48.8%


5/25-5/30	P/R \$	GP \$	PR%
ANGELO	7,403.29	16,743.57	44.2%
CLACK	11,763.00	24,394.00	48.2%
TOTAL	19,166.29	41,137.57	46.6%

Simple...
But Effective!



G&H TIRE AND COLLISION

SIRIUS
Environmental /
Safety /
Health

		315 Highway 758 Eunice, LA 70535 Phone: 337.580.0831	
Service Consulting Agreement Maintenance, On-Site			
Business Name:	<u>GH Tire & Collision</u>	Date:	<u>2-13-2020</u>
Physical Address:	<u>9700 Maurice Ave.</u>	P.O. Box:	
City, State, ZIP:	<u>Maurice LA. 70555</u>	Phone:	<u>337-893-7140</u>
Contact:	<u>Shane Hulin</u>	# of Employees:	


This Services Agreement ("Agreement") is entered into this 13 day of February, 2020 ("Effective Date") by and between GH Tire & Collision and Sirius Environmental Safety Health, LLC., a Louisiana limited liability company.

Sirius is a professional firm organized for the purpose of consulting with clients to assist them in complying with specific federal and state laws and regulations relating to environmental and occupational safety issues affecting their industry. This Agreement consists of:

1. The Services and Pricing of Sirius Services selected by Client (includes signature section).
2. Term and Conditions of Services section, attached hereto.
3. Exhibit I, a description of available Sirius Services.

Notices: Except as otherwise provided in this Agreement, all notices or other written communications required by or under this Agreement will be deemed validly given if delivered in person or sent by registered or certified first class U.S. mail, return receipt requested, postage prepaid to Sirius Environmental Safety Health at 315 Highway 758, Eunice, LA 70535, and to the Client at the address listed above. Any notice or approval delivered in person or received via U.S. mail will be deemed received upon receipt. Either party may change its address by written notice to the other party under this Section.

Each undersigned individual warrants that he or she has the power and authority to enter into this Agreement on behalf of his or her respective party. IN WITNESS OF THIS AGREEMENT, the parties have executed this Agreement in Louisiana on the effective date written below.

Startup fee: \$ 400.00	Amount per month: \$ 225.00
ACCEPTED:	ACCEPTED:
Gary Young	
<i>(Sirius Representative, print name)</i>	<i>(Client Representative, print name)</i>
	
<i>(Sirius Representative, signature)</i>	<i>(Client Representative, signature)</i>
2-13-2020	
Date	Date

Services Included	
Safety & Environmental Audit Summaries with Pictures (Semi-Annual)	
Management Training	
RCRA Emergency Poster	
Online Safety Data Sheet Database	
Self-Audit Form	
Management Meetings	
Document Hosting	
Forms: Safety & Environmental	
Recordkeeping for Training & Respiratory Compliance	
Monthly Safety Meeting Training Package	
Monthly Safety Bulletin	
Employee Setup and Management of Records	
Online Training	
PPE Hazard Assessment (Annual)	
Tier II	
Programs	
Hazard Communication (Right to Know)	
Bloodborne Pathogens (Awareness Level)	
Emergency Response (RCRA)	
Emergency Action & Fire Prevention (Drawings with Evacuation Routes and Shelter)	
Safety & Injury Prevention	
Lockout/Tagout (LOTO)	
Personal Protective Equipment (PPE)	
Respiratory Protection Program (Fit Test Annual)	
Forklift Program	

Additional Services Available (Quote + Travel)		
Initial	Quote	Service
	\$	Louisiana Pollutant Discharge Elimination System (LPDES) Permit
	\$	Storm Water Pollution Prevention Plan
	\$	Assist with Filing NetDMR Report
	\$	On-site Forklift Training: Train the Trainer
	\$	Hearing Conservation Program
	\$	Heat Illness Prevention Program
	\$	Spill Prevention, Control, & Countermeasure Plan (SPCC)
	\$	Training: DOT HazMat Employees
	\$	Confined Space Entry Program
	\$	Ergonomics Program
	\$	Hot Work/Fire Safety/Welding Program
	\$	Annual Fire Extinguisher Inspection
	\$	Other



G&H TIRE AND COLLISION

SIRIUS

Environmental /

Safety /

Health

SIRIUS
Environmental / Safety / Health

Facility: _____

Conducted by: _____

Date: _____

Email To: safety@siriusemail.net

Emergency Preparedness & Fire Prevention
 Personal Protective Equipment
 Bloodborne Pathogens

Chemical Spills & Pollution Prevention
 Hazard Communication
 Lockout/Tagout

Automotive Lifts
 Respirators
 Forklifts

	Print Name	Signature	Department
1)			
2)			
3)			
4)			
5)			
6)			
7)			
8)			
9)			
10)			
11)			
12)			
13)			
14)			
15)			
16)			
17)			
18)			
19)			
20)			
21)			
22)			
23)			
24)			
25)			

G&H TIRE AND COLLISION

SIRIUS

Environmental /

Safety /

Health



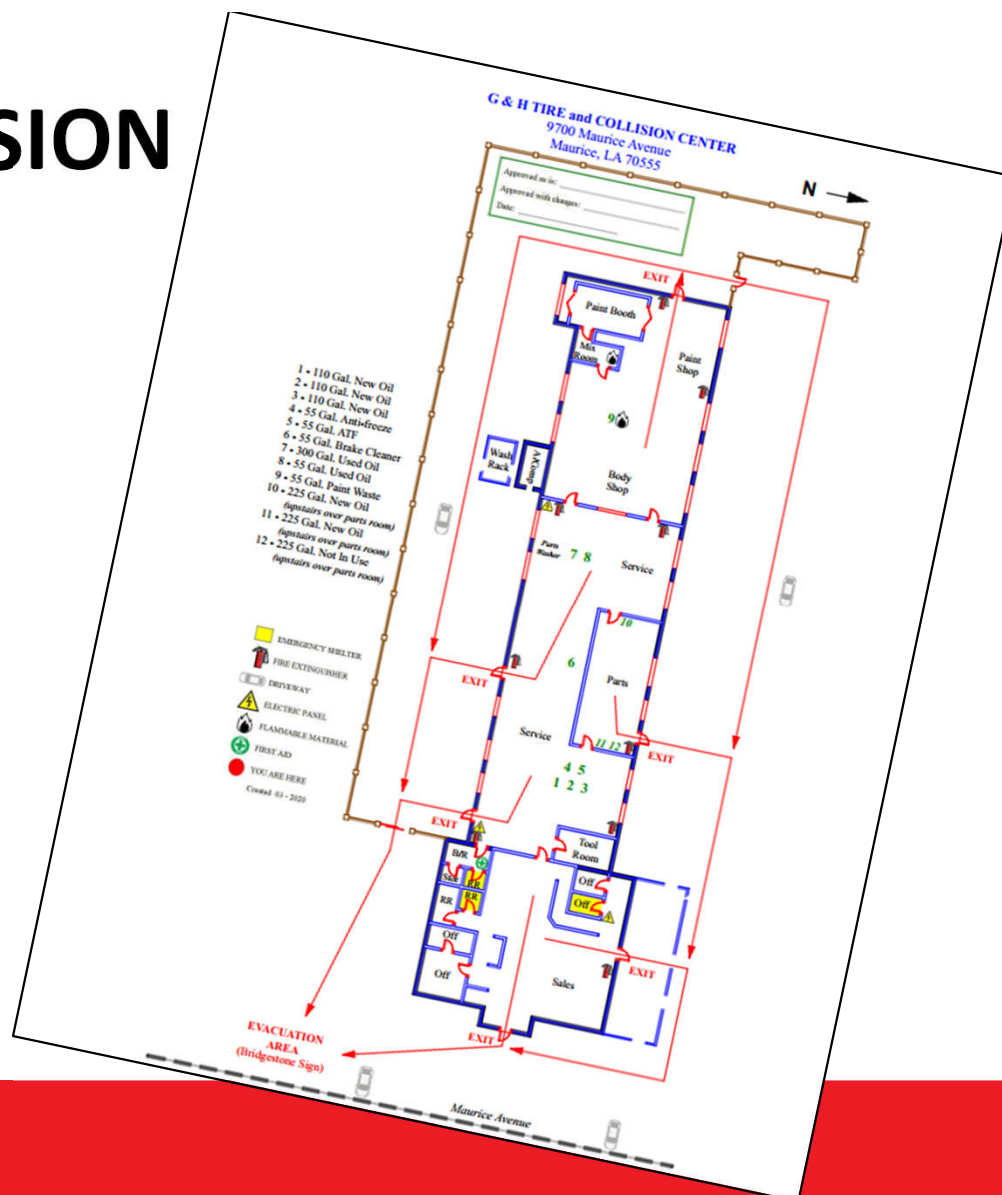
G&H TIRE AND COLLISION

SIRIUS

Environmental /

Safety /

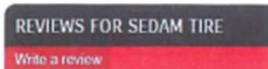
Health



SEDAM TIRE

SEDAM TIRE

Sales Generators



Leave a customer review on Facebook or our website www.sedamtire.com and save \$5 on your next bill!

Issued to: _____
Expires: _____

Targeted offers

Name _____ **SEDAM TIRE**
585-237-2124

BUY FOUR OIL CHANGES AND GET THE FIFTH ONE FREE

FREE

ONLY VALID FOR EMPLOYEES OF NAVIENT

SEDAM TIRE

DATE ISSUED: _____

ONE FREE STANDARD OIL CHANGE

A \$30 VALUE

3165 Route 246; Perry, NY 14530
585-237-2124

WWW.SEDAMTIRE.COM

Follow us on Facebook & Instagram

SEDAM TIRE

Sales Generators

Commercial and Farm
Customer Connection
Form

SEDAM TIRE
FARM & AUTO SERVICE / SINCE 1926

CUSTOMER CONNECTION
Help us serve you better!

OBJECTIVE: To get the most up to date contact information to better serve you! Please list your important contacts for your company and indicate your preference for receiving invoices, work orders, statements, and special events such as Open House.

COMPANY NAME: _____
Address: _____ **Address Line 2:** _____
Town: _____ **State:** _____ **Zip:** _____
Primary Phone: _____ **Cell Phone:** _____

PRIMARY CONTACT: _____
Department: _____ **Email:** _____
Primary Phone: _____ **Preference:** Email Mail
Please Send: (Circle Preferences) Work Orders Invoices Statements Events & Specials
Cell Phone: _____

SECONDARY CONTACT: _____
Department: _____ **Email:** _____
Primary Phone: _____ **Preference:** Email Mail
Please Send: (Circle Preferences) Work Orders Invoices Statements Events & Specials
Cell Phone: _____

THIRD CONTACT: _____
Department: _____ **Email:** _____
Primary Phone: _____ **Preference:** Email Mail
Please Send: (Circle Preferences) Work Orders Invoices Statements Events & Specials
Cell Phone: _____


Please email or mail completed form to: info@sedamtire.com
Questions call: 585-237-2124

Mail Completed Forms to:
Sedam Tire
PO Box 106
Perry, NY 14530

NO TIRE IS TOO BIG OR SMALL. WE SELL THEM ALL!

SEDAM TIRE

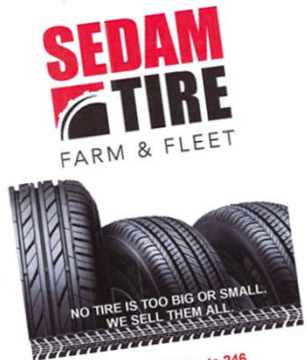
Sales Generators



SERVICES:

- 3 Service Trucks: 24 Hour Farm & Fleet Service
- Mounted Tire Program
- No Charge Pick-Up & Delivery
- Rim Reconditioning
- Foam Fill
- Calcium or Rim Guard
- Road Force Balancing
- Hunter Alignment Rack: Passenger, Light Truck & Medium Duty Truck
- Complete Automotive Services
- Retreading

Sedam Tire in Perry NY is here for you. Just call 585-237-2124 or stop in at your convenience. Sedam Tire is ready to successfully take care of your farm and fleet tire needs. Whether you are in Perry, Warsaw, Geneseo or miles away, Sedam Tire will meet your need.



SEDAM TIRE
FARM & FLEET

NO TIRE IS TOO BIG OR SMALL.
WE SELL THEM ALL.

3165 State Route 246
Perry, NY 14530
585-237-2124
www.sedamtire.com

HOURS:
Monday-Friday 7:30-5:30
Saturday 7:30-12:00



Is your tractor or trailer tire blown, going flat, or got you stuck? We offer our farm service call as a solution. Call us and we will send out a service truck to evaluate the tire and take care of it on the farm or in the field, our technicians are ready to repair your tire in any situation. Need a new tube? Need a patch? Is your tire fluid filled? We tackle it all! If the tire is beyond repair, we'll get you a replacement estimate and get you back to work quickly. At Sedam Tire we know that your time is money and we make it our goal to minimize your downtime.



24 HOUR FARM & FLEET SERVICE

Flat got your fleet on down time? When the unexpected happens, Sedam Tire is here to take care of you. Not only do we carry a wide stock of farm tires, OTR tires, small implement tires, and tubes, but we also offer a convenient mobile farm service. When you have a tire emergency, call us and we'll send one of our service technicians to you to assess the situation. If your tire can be repaired, we will fix it on the spot. If your tire is beyond repair, you will have complete access to our extensive and competitively priced AG tire inventory. Our Farm & Fleet team prides themselves in getting you up, running, and back on the job as quickly as possible.

Call the Farm & Fleet team at Sedam Tire to Enjoy:

- Convenient on-site diagnosis
- Speedy response times
- Professional farm tire repair
- Access to an expansive and competitively priced agricultural tire inventory
- Ag Wheels-in stock & custom built
- Medium truck wheels in stock
- And much more



LET SEDAM TIRE
KEEP YOUR
FLEET UP AND
RUNNING!

Tri-fold flyer (Farm and Fleet)



KILGORE TIRE CENTER

Tri-Fold Flyer

Additional Note: Local/smaller data base back up services are getting hacked. Recommend having more than 1 back up service



STEPHENSON'S ***TIRE PROS***

A graphic of a tire tread pattern, consisting of a series of black, diamond-shaped blocks arranged in a grid, positioned below the 'TIRE PROS' text. A registered trademark symbol (®) is located at the bottom right of the tread pattern.

®

STEPHENSON TIRE PROS

Getting Rates Lowered

- Contacted bank and asked them to lower my rate
- They did
 - .25 points on one loan
 - 1.0 point on another
- Saves me about \$300 per month
- No Fees or extension
- Just dropped due to me asking

NEVER HURTS TO ASK!

BIG G
TIRE PROS

A graphic of a tire tread pattern, consisting of a series of small black squares arranged in a grid, positioned below the text.

®

BIG G TIRE PROS

Note: Set-up Amazon Business account. Purchase warranty when buying tool

BUY YOUR TOOLS WITH A LIFETIME WARRANTY!

- PLAN STARTS: Plans start date of purchase. Coverage for mechanical breakdowns begins after the manufacturer's warranty expires.
- COVERAGE DETAIL: 100% functional parts and labor, accidental damage, mechanical and electrical failures during normal use. Valid only on products purchased on Amazon within the last 30 days.
- PLAN BENEFITS: \$0 deductible and no hidden fees. Fully transferable if bought as a gift.
- FILING A CLAIM: Easy claims process online 24/7. Visit assurant360claims.com. We'll fix it, replace it or send you an Amazon gift card up to the price you paid for your product.



amazon Prime