

From Tom Greco: Senior Leadership Changes

SC Store Team Communications
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To: All Team Members

From: Tom Greco, President and Chief Executive Officer

Team,

I am pleased to inform you that we continue to see consistent progress at AAP as everyone elevates their focus to **Care for our Customers First**. To achieve our goal of leading the industry in growth everyone in the company needs to raise their games individually and collectively; we must also perform better as a team. With that in mind and consistent with our Cultural Beliefs it is now time to **Take Action** to accelerate our transformation. We have an ambitious plan ahead. To help us execute that plan, we're leveraging and recognizing the talents of existing leaders who have distinguished themselves through performance at AAP. In addition, we are strengthening AAP by adding high caliber talent to our organization where new capabilities are needed. With this in mind, I have several senior leadership changes to share. All changes outlined below are effective immediately.

1. Executing with Excellence - Field Senior Leadership Changes

We have done extensive work on our Field Leadership Structure and have concluded that we must move faster to enable our Field Team in the Frontline to win every day in every way. Consistent with this, we are moving from four Divisions to two in order to streamline decision making. As we aligned stores under this new two Division structure, we grouped stores into "like" Divisions based on similarities in Customer needs and parts categories. This change will simplify our field structure and improve the speed of decision making. The North Division will be led by Division President **Mike Creedon** and the South Division will be led by Division President **Maria Ayres**.

Mike joined Advance in 2013 as President, Autopart International (AI) and has consistently delivered results on both business and people development as he led the AI Team. Most recently, Mike expanded his role in March 2017, assuming leadership of several of the Regions within the North Division, where we are already seeing improved performance. Mike will continue to lead AI in his new role. Prior to joining Advance and AI, Mike, served as Vice President and General Manager of Sensormatic, LLC – North America Sales and Operations, which is the retail security division of Tyco International (U.S.), Inc., where he led a large sales and operations team and significantly increased the company's sales and profitability. Prior to this role, Mike held multiple leadership roles within Tyco International and ADT Security.

Maria joined Advance in March 2017 as President of the North Division. Maria has an extensive sales, operations and general management background with a track record of delivering results. Maria is relentlessly focused on driving execution and developing people. She joined Advance from BrightView