

**NOTICE TO EMPLOYEES
OF
THE REINALT-THOMAS CORPORATION
AND ITS AFFILIATES**

1. An application is to be made to the Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plan upon its amendment and restatement:

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| 2. Name of Plan: | Discount Tire/America's Tire Retirement Plan |
| 3. Plan No.: | 001 |
| 4. Name and Address of Applicant: | The Reinalt-Thomas Corporation
20225 N. Scottsdale Rd.
Scottsdale, AZ 85255 |
| 5. Applicant EIN: | 38-1889682 |
| 6. Name and Address of Plan Administrator: | The Reinalt-Thomas Corporation
20225 N. Scottsdale Rd.
Scottsdale, AZ 85255 |

7. The application will be filed on or about **April 30, 2016** for an advance determination as to whether the Plan meets the qualification requirements of Section 401 of the Internal Revenue Code with respect to the plan's amendment and restatement. The application will be filed with: Internal Revenue Service, EP Determinations, P.O. Box 12192, Covington, KY 41012-0192.

8. The employees eligible to participate under the Plan are the employees of The Reinalt-Thomas Corporation who have completed 1000 hours of service within a 12 month period and attained age 21.

9. The Internal Revenue Service has previously issued a determination letter with respect to the qualification of this Plan.

RIGHTS OF INTERESTED PARTIES

10. You have the right to submit to EP Determinations, either individually or jointly with other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code. Your comments to EP Determination may be submitted to:

Internal Revenue Service
EP Determinations
ATTN: Customer Service Manager
P.O. Box 2508
Cincinnati, OH 45202

You may instead, individually or jointly with other interested parties, request the Department of Labor to submit, on your behalf, comments to EP Determinations regarding qualification of the Plan. If the Department declines to comment on all or some of the matters

you raise, you may individually or jointly, if your request was made to the Department jointly, submit your comments on these matters directly to EP Determinations at the Cincinnati address above.

REQUESTS FOR COMMENTS BY THE DEPARTMENT OF LABOR

11. The Department of Labor may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10 percent of the employees who qualify as interested parties. The number of persons needed for the Department to comment with respect to this plan is 10. If you request the Department to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include: (1) the information contained in items 2 through 5 of this Notice; and (2) the number of persons needed for the Department to comment.

A request to the Department to comment should be addressed as follows:

Deputy Assistant Secretary
Employee Benefits Security Administration
ATTN: 3001 Comment Request
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

COMMENTS TO THE INTERNAL REVENUE SERVICE

12. Comments submitted by you to EP Determinations must be in writing and received by them by **June 14, 2016**. However, if there are matters that you request the Department of Labor to comment upon on your behalf, and the Department declines, you may submit comments on these matters to EP Determinations to be received by them within 15 days from the time the Department of Labor notifies you that it will not comment on a particular matter, or by **June 14, 2016** whichever is later, but not after **June 29, 2016**. A request to the Department of Labor to comment on your behalf must be received by it by **May 15, 2016** if you wish to preserve your right to comment on a matter upon which the Department declines to comment, or by **May 26, 2016** if you wish to waive that right.

ADDITIONAL INFORMATION

13. Detailed instructions regarding the requirements for notification of interested parties may be found in sections 17 and 18 of Revenue Procedure 2016-6. Additional information concerning this application (including, where applicable, an updated copy of the plan and related trust; the application for determination; any additional documents dealing with the application that have been submitted to the Internal Revenue Service; and copies of section 17 of Revenue Procedure 2016-6) is available at the following address and telephone number during normal business hours for inspection and copying. (There is a nominal charge for copying and/or mailing).

The Reinalt-Thomas Corporation/Discount Tire
20225 N. Scottsdale Rd.
Scottsdale, AZ 85255
(480) 606-6000