



GPC/NAPA Acquires Walker Automotive and Motor Parts & Equipment Corporation (MPEC)

Note: The following Frequently Asked Questions are intended for internal use only. The information includes transaction related decisions for MPEC/Walker employees.

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1. General

Will I keep my company seniority?	Yes, GPC will honor the seniority date the employee had with the previous owner. If the employee worked with GPC previously, some of their GPC time may also be credited to them.
Will I get a new fuel card?	Yes, all eligible teammates will receive a new GPC fuel card and should begin to use them on 1/1/2025. To avoid any delays in receipt/use of new fuel cards, teammates should refuel delivery vehicles using existing fuel cards by 12/31/2024.

2. HR Information System and Employee Data

What should teammates do if they have trouble logging into Workday for onboarding?	Teammates should contact the Employee Service Center at 800-393-1998 (M – F, 8AM to 6PM EST). Teammates should indicate to ESC they support Walker and MPEC for inquiries to be prioritized accordingly.
What should teammates do if they have not received Workday credentials?	Teammates should look in their personal email for Workday credentials. If Workday credentials were not provided to personal email, call Employee Service Center at 800-393-1998 (M – F, 8AM to 6PM EST) and ESC will resend Workday credentials. Note, for some MPEC teammates Workday credentials were shared to work emails.
Will inquiries related to Walker and MPEC be escalated during onboarding?	Yes, the Employee Service Center has prioritized support for these inquiries and will escalate as necessary. Teammates should indicate to ESC they support Walker and MPEC for inquiries to be prioritized accordingly.
When will teammates have access to GPC Connect?	Teammates will have access to GPC Connect by December 18, 2024, at the earliest.
Which email should teammates use for filling out the I-9 verification forms?	Teammates should use their personal email.

3. Payroll and Time & Attendance

When should employees update their direct deposit information for payroll?	Employees should update direct deposit and W4 information by Friday, December 20, 2024. If teammates fail to review and update their direct deposit information, payroll will be deposited in the account that is in Workday. If it is deposited in the wrong account, it will need to be returned to GPC before a new paycheck is issued to the teammate.
When will MPEC and Walker teammates lose access to Paychex / Paycom?	Walker: Workers will lose Paycom access on March 31, 2025. MPEC: Workers will lose Paychex access on March 31, 2025.

When will teammates receive their final MPEC/Walker paychecks?	<p>MPEC:</p> <ul style="list-style-type: none"> January 3, 2025 pay date for pay period December 16, 2024 to December 29, 2024 January 10, 2025 pay date for pay period December 30, 2024 to December 31, 2024 <p>Walker:</p> <ul style="list-style-type: none"> January 3, 2025 pay date for pay period December 18, 2024 to December 31, 2024
When will teammates receive their first GPC / NAPA paychecks?	January 10, 2025 pay date for pay period January 1, 2024 to January 4, 2024.
When will MPEC/Walker teammates start submitting time entries in Kronos?	Training access begins on January 1, 2025. Live timekeeping entries start on January 5, 2025.
How is Paid Time Off (PTO) calculated?	<p>PTO is awarded in days and multiplied by the teammate's daily standard hours.</p> <p>Depending on status:</p> <ul style="list-style-type: none"> Full-time: 8, 9, or 10 hours Part-time: 4 or 6 hours <p>For Managers: USAG Assistant Store Managers and Assistant Stockroom Managers typically work 40, 45 or 50 standard hour schedules.</p> <ul style="list-style-type: none"> 40-hour teammates would be granted 8-hours for each eligible day 45-hour teammates would be granted 9-hours for each eligible day 50-hour teammates would be granted 10-hours for each eligible day
Will there be any changes to the number of pay periods at GPC / NAPA?	No, there will be no changes to the number of pay periods. You will continue to have 26 pay periods (bi-weekly payroll).

4. Benefits and Compensation

Who is eligible for benefits?	Both full-time and part-time employees working 30+ hours per week are eligible for benefits.
What should a teammate do if they have trouble registering or logging in to the Benefits Plan Services website?	Teammates should call Benefit Plan Services at 844-305-9663 (M – F, 8AM to 6PM EST). If issues persist and information cannot be verified, teammates will be transferred to the Employee Service Center and then to a Benefits Specialist for further assistance.
Will there be any pay changes and when will they occur?	<p>There will be pay changes for teammates. However, GPC pay changes will happen later in 2025, with no adjustments in January.</p> <p>The pay integration of employees is still being finalized, with the specific migration to GPC pay scales to be determined in 2025. Once the effective date for any pay increases is confirmed, we will let you know.</p>