

ESG SUSTAINABILITY REPORTING STANDARDS - AS OF 12/31/2019

The Global Reporting Initiative (GRI) is a set of standards issued by the Global Sustainability Standards Board (GSSB) in order to create a common language for organizations and stakeholders, with which the economic, environmental and social impacts of organizations can be communicated and understood.

DISCLOSURE #	TITLE	REPORTING REQUIREMENTS	RESPONSE
102-1	Name of Organization		Lithia Motors, Inc.
102-2	Activities, brands, products and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	a. Lithia Motors is a new vehicle dealer spanning 19 states retailing 30 new vehicle brands and an unlimited number of used vehicle brands. We also provide ourselves in offering best in class vehicle servicing and repair, specialty parts ordering, and customer tailored finance and insurance products to provide a 360 degree offering of services to our customers. b. Primary brands include Ford, Chevrolet, Buick, GMC, Chrysler, Dodge, Jeep, Ram, Toyota, Honda, BMW, Lexus, plus many more.
102-3	Location of headquarters		150 N Bartlett St. Medford, OR 97501
102-4	Location of operations		As of 12/31/2019, Lithia has 187 locations, in 19 states. Click here for interactive map of locations
102-5	Ownership and legal form	Nature of ownership and legal form.	Lithia was founded in 1946 and went public in December 1996 with an IPO of \$11 per share. Today, Lithia continues as an Oregon based corporation and trades on the NYSE (ticker symbol: LAD). As of stock market closing on 12/31/19 was trading at \$147 per share.
102-6	Markets served	Geographic locations where products and services are offered; sectors served; types of customers and beneficiaries	Lithia Motors serves the public and private sectors and owns dealerships in 19 states throughout the U.S., making it one of the largest providers of personal transportation solutions in the country.
102-7	Scale of Organization	Scale of the organization, including: a. total number of employees b. total numbers of operations c. net revenues	As Of 12/31/2019 a. 14,320 full-time equivalent employees b. 187 Dealerships c. \$12,672,700,000 Revenue
102-10	Significant changes to the organization and supply chain	a. Significant change to the organization's size, structure, ownership, or supply chain, including: i. Changes in location of, or changes in, operations, including facility openings, closings, and expansions ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) iii. Changes in location of suppliers, the structure of supply chain, or relationships with suppliers, including selection and termination.	Significant changes in location of operations in 2019 included: i. Acquisitions: Bowser Cadillac - McMurray, PA Ford Lincoln of Morgantown - Morgantown, WV Hazelton Honda - Hazle Township, PA Chrysler Dodge Jeep Ram Fiat of Morgantown - Morgantown, WV Wesley Chapel Honda - Wesley Chapel, FL Divestitures/ Terminations: Lithia Hyundai of Great Falls - Great Falls, MT Day Chevrolet - Monroeville, PA Day Centennial Chevrolet - Uniontown, PA Simi Valley Toyota - Simi Valley, CA ii. N/A iii. Significant changes in supply chain: In 2019 we went to Request for Proposal (RFP) for office supplies. Based on the bids received and subsequent negotiation we chose to transition away from Staples to Office Depot. The average savings over Staples was 25% and Lithia stores who chose to participate in purchasing supplies from Office Depot receive an 11% quarterly rebate. The nature of Lithia's decentralized business model allows leadership at each store to choose vendors as they wish, with the ability to benefit from Lithia's size and scale as is demonstrated by our national contract with Office Depot. Hamilton Honda - Hamilton, NJ Jaguar Land Rover Mission Viejo - Mission Viejo, CA Subaru of Morgantown - Morgantown, WV Wesley Chapel Toyota - Wesley Chapel, FL Tampa Honda - Tampa, FL Prestige Collision Center - Paramus, NJ Bowser Cadillac - McMurray, PA Lithia Buick GMC of Great Falls - Great Falls, MT Milford Toyota - Milford, MA
102-13	Membership of associations	A list of the main memberships of industry or other associations, and national or international advocacy organizations	1. NADA- National Automobile Dealers Association 2. NACD- National Association of Corporate Directors 3. SHRM- The Society for Human Resource Management 4. Various state dealer associations
102-14	Statement from senior decision-maker	Stmnt from the senior most decision maker about the relevance of sustainability to the organization and its strategy for addressing sustainability	Who We Are Site Page - Click here
102-16	Values, principles, standards, and norms of behavior	A description of the organization's values, principals, standards and norms of behavior.	Who We Are Site Page - Click here Our Mission and Core Values were developed by our BOD in conjunction with top level management. In addition, there are annual board training sessions to ensure the board, our strategic goals and our corporate values are aligned. New board members are ushered through a formal onboarding process, including education on our history, values and strategic mission.
102-17	Mechanisms for advice and concerns about ethics	A description of internal and external mechanisms for: a. seeking advice about ethical and lawful behavior, and organizational integrity b. reporting concerns about unethical or unlawful behavior, and organizational integrity	a. Employees are encouraged to reach out and discuss or report issues related to unethical behavior to their supervisors and management. Concerns can and will be escalated if not handled adequately in a timely manner. Via the alternate reporting mechanisms available to employees, there are additional opportunities to garner advice in this area. b. The ways in which ethics concerns can be reported are numerous and include the following: - Corporate Whistleblower Hotline – Internal Audit employs a third-party service provider, Convercent, for the capture of anonymous employee reports. The Convercent interface is available 24 hours a day, seven days a week, and has both a web interface which can be accessed from any computer in addition to a call center. The Convercent call center supports multiple languages, should a complainant need assistance. Lithia employees receive communication about the existence and method to access the hotline via the Employee Handbook, breakroom posters, the annual Ethics and Fraud Survey, and a direct link via the company intranet. - Annual Ethics and Fraud Survey – Each year an ethics and fraud survey is administered by Internal Audit via an anonymous third-party service, Survey Monkey. Every employee receives a ten-question survey which provides them the opportunity to report any issues to Internal Audit. This survey is executed on a rolling scale, with a selection of stores with each entity receiving the survey at least once per year. The entities included in the survey are all stores, APCs, Support Services, and Southern Cascades Financial Corporation. - Problem Solving/Open Door Guidance – Throughout the Employee Handbook employees are encouraged to discuss and report issues to their supervisors and management and are provided with the address to contact the Board's Nominating and Governance and/or Audit Committees for any unresolved issues. Reports are kept as confidential as possible for investigative purposes. Additional information on this topic can be found in the Governance section of our Corporate Responsibility website. *
102-18	Governance structure	a. Governance structure of the org, including committees of the highest governance body b. Committees responsible for decision making on economic, environmental and social topics	a. Our CEO, who is a Member of the Board, reports directly to our Lithia Board of Directors. The committees of the board are the following: - Audit Committee - Nominating & Governance Committee - Compensation Committee b. The relatively small size of our Board allows them to retain decision making over economic, environmental and social topics.
102-22	Composition of highest governance body and its committees		www.LithiaInvestorRelations.com - Click here
102-23	Chair of highest governing body	a. Whether the chair of the highest governing body is also an executive officer of the organization b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	a. Sidney DeBoer is the current Chairman of the Board. He is not a Lithia executive. b. N/A
102-24	Nominating and selecting the highest governing body	a. Nomination and selection processes for the highest governance body and its committees b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved ii. diversity is considered iii. independence is considered iv. expertise and experience relating to economic, environmental, and social topics are considered.	a. Shareholders of Lithia Motors, Inc. directly elect members to the Board of Directors at the Annual Shareholder Meeting, which occurs every April. Both the Board and shareholders have mechanisms for proposing nominees to be listed on the annual ballot. b. Cognitive diversity and professional experience are two main criteria used when searching for new Board nominees. A Board representing a wide range of skills and experiences is optimal, including ESG matters.
102-26	Role of highest governance body in setting purpose, values, and strategy		Please see disclosure for 102-16.
202-2	Proportion of senior management hired from the local community	a. Percentage of senior management at significant locations of operation that are hired from the local community b. The definition for senior management c. The organization's geographical definition of local d. The definition used for 'significant locations of operation'	As of 12/31/2019 a. Of Lithia's seven Sr. VPs and above, five (71%) are originally from the local community and/or were internally promoted. b. Senior Management includes only the seven Senior VPs at our Corporate HQ office c. Geographical definition of local includes the greater Southern Oregon area d. Significant locations of operation include only our Corporate HQ office in Medford, OR.
302-1	Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources. b. Total fuel consumption within the organization from renewable sources. c. Total electricity used within the organization. d. Total electricity sold within the organization. e. Total energy consumed within the organization.	For Calendar Year 2019: a. n/a b. n/a c. 105,585 MWh d. n/a e. 226,666 MWh
302-3	Energy intensity ratio	a. Energy intensity ratio for the organization b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio: whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	For Calendar Year 2019: a. 990 MWh/Site b. Denominator used to calculate ratio is facility count. c. Fuel, electricity heating and cooling. d. Ratio uses energy consumption within the organization.
303-5	Water consumption	a. Total water consumption from all areas in megaliters.	For Calendar Year 2019: a. 783.14 ML
305-1	Direct Scope 1 GHG emission	a. Gross direct (Scope 1) GHG Emissions in metric tons of CO2 equivalent. b. Gases included in the calculation: whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable. e. Source of emission factors and the global warming potential (GWP) rates used. f. Consolidation approach for emissions. g. Standards, methodologies, assumptions and/or calculation tools used.	For Calendar Year 2019: a. 22,005 MTCO2e b. CO2, CH4, and N2O c. n/a d. n/a e. Emission Factors: 2019 Climate Registry Default Emission Factors (May 2019) GWP: The 5th Assessment Report (AR5) Global Warming Potentials f. n/a g. GHG emissions are calculated in line with the World Resource Institute's GHG Protocol methodology.
305-2	Indirect scope 2 GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. Gases included in the calculation: whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable. e. Source of emission factors and the global warming (GWP) rates used. f. Consolidation approach for the emissions. g. Standards, methodologies, assumptions and/or calculation tools used.*	For Calendar Year 2019: a. Location Based: 33,166 MTCO2e b. n/a c. CO2, CH4, and N2O d. n/a e. Emission factors: USEPA eGRID2018 Year 2018 (released 01/28/2020) GWP: The 5th Assessment Report (AR5) Global Warming Potentials f. n/a g. GHG emissions are calculated in line with the World Resource Institute's GHG Protocol methodology.
305-4	GHG emissions intensity ratio	a. GHG emissions intensity ratio for the organization b. Organization-specific metric (the denominator) chosen to calculate the ratio c. Types of GHG emissions included in the intensity ratio	For Calendar Year 2019: a. 240.9 MTCO2e/Site b. Denominator used to calculate ratio is facility count c. Both direct (Scope 1) and indirect (Scope 2) emissions are included in the calculation.
401-3	Parental Leave	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	a. All employees are considered for parental leave upon hire. Despite length of employment and even if the state the employee works in does not have specific parental leave qualifications, we consider and provide accommodations to all employees for parental leave. As of 11/2019 we have 12,166 male employees and 3,121 female employees. b. Total number of employees that took parental leave, by gender*: Male: 104 Female: 78 c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender*: Male returned to work: 104 Female returned to work: 78 d. Total number of employees that returned to work after parental leave ended, that were still employed 12 months after their return to work, by gender*: Male still employed: 85 Female still employed: 74 e. Return to work and retention rates of employees that took parental leave, by gender*: Male returned to work rate: 100% Female returned to work rate: 100% Male retention rate: 81.7% Female retention rate: 94.8% <i>Figures are annualized based on data through end of October, 2019. Data provided may not be inclusive of all cases of parental leave and is a good faith effort to report based on information available to employer.</i>
403-1	Occupational health and safety management system	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	a. Lithia has various systems in place to both proactively deter work injuries as well as efficiently handle claims that are reported. i. In coastal states where state OSHA requirements are more stringent than Federal, although not required by law, Lithia pays a 3rd party (KPA) to conduct quarterly on-site checks to confirm that required Safety Meetings are kept and documented, OSHA 300 logs are current, Hazardous Waste Training is conducted, etc. ii. Our system is based on historical company best practices and continually refined and updated by comparing to the industry standard via feedback and comparisons with our leading competitors at annual roundtable meetings and email exchange. b. Our industry is considered 'high-risk' given many of our locations employ Service Technicians who work on vehicles, but we also employ less physically demanding workers such as sales/general managers, F&I managers, receptionists, and lot attendants/Porters - all of which are covered through our occ. health and safety management system.
403-2	Hazard identification, risk assessment and incident investigation	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	a. On a routine basis, work related hazards and risks are brought to light via quarterly on-site visits and walkarounds by our Safety and Compliance vendor, KPA, and addressed by the designated Safety Committees at each store location. Non-routine, as risks are logged into the KPA portal, stores are held accountable by how many risks have been addressed and whether their risk incidents are trending downwards. To make it easier to report hazards, managers utilize the KPA app, which allows them to report and address hazards on the spot with their cell phones. i. Infor about KPA training practices with KPA ii. Risks and hazards logged into the KPA portal are continually addressed with each location so they are held accountable with bringing the number of incidences down. b. We've recently revamped the process in which workers can report hazards and work injuries via the KPA app and our NurseLine phone number, as opposed to our previous method of workers reporting to their managers, who in turn report to Corporate risk via an incident report. If workers do not feel comfortable reporting hazards to their supervisors or Safety Committees because of reprisals, we encourage them to report, anonymously, to OSHA. c. Our employee handbook specifically states that all workers "Report to your immediate supervisor any faulty equipment, hazardous conditions, damaged property, blocked passageways or exits, or any conditions that may be deemed a safety hazard, even if you believe you have corrected the problem." Attendance is required at periodic health and safety meetings/trainings and is offered as an alternative form of reporting hazards if they are not comfortable reporting to their supervisor for fear of reprisal. d. Lithia utilizes their relationship with Third Party Administrator, CorVel, so trained adjusters can investigate all work related incidents reported while gathering all facts surrounding the incident from the direct supervisor, injured worker, and medical provider. Monthly reports from CorVel identify the most frequent incidents among each job class so that the Risk team at corporate can issue corrective action recommendations in the Safety Newsletter or inform store Group Leaders so management can address.
403-3	Occupational health services	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	a. Lithia is dedicated to the prevention and elimination of hazards and minimization of risks by proactively engaging in the occupational health process with employees and streamlining the handling of claims. Two of our locations have on-site medical clinics where employees and their spouses can receive prompt medical attention free of charge. It is well understood that recovery from an injury is greatly dependent on the speed at which the injured employee can receive quality medical attention. When an injury occurs, we have recently eased the burden of reporting a claim by making the process 100% telephonic for employees and managers as opposed to employees having to report to their managers who in turn were required to fill out incident reports, greatly reducing lag time. Lithia utilizes our relationship with KPA, our Safety and Compliance vendor, who conducts quarterly on-site visits to store locations. KPA confirms store employees are apprised of OSHA regulation changes and Safety Committee meetings are conducted and logged and employee safety concerns are being addressed. Every month, the corporate Risk Management team issues a Safety Newsletter to all locations' management with rotating safety topics based on relevance to the season and most reported OSHA violations in our industry. In addition, KPA logs all identified risks for each location online, accessible to the corporate Risk Management team in order to track all risks and hold each location accountable to remediating all issues.
403-5	Worker training on occupational health and safety	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	a. Occupational Health and Safety Trainings are provided online through our intranet via a collection of videos on 69 different topics ranging from 'Accident Investigation Training' to 'Active Shooter Training'. KPA also provides on-site training for topics such as 'Respiratory Protection' to 'Hazardous Material Training.'
403-6	Promotion of worker health		a. - Supplemental Coverage: Accident; Critical Illness; Hospital Indemnity - Onsite Employee Health and Wellness Clinics: Medford (2 locations); Pittsburgh; New Jersey; Ulica (coming soon) - Mobile Onsite Preventative Care - Telemedicine (OR, AK, MT, ND, NM & VT) - Preventative Focus Award b. Free Wellness Programs: Free Health Coaching; Free Maternity Support - Free Tobacco Cessation Assistance and Products - Free Flu Shots - Livongo Diabetes Management - Chronic Condition Support <i>Lithia treats the confidentiality of employee personal health related information with the utmost importance. In all instances, Lithia operates in accordance with the Health Insurance Portability and Accountability Act (HIPAA) guidelines. Further, Lithia separates our employee benefits department from our Human Resources (HR) department, which serves as a firewall in our departmental structure. In our organization, our HR department does not have access to employee benefits/wellness related activities and there is general separation in place so other employees within the organization also do not have access.</i>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	a. Historically, the most frequent and most medically expensive occupational health incidents occur with our Service Technicians who suffer sprains/strains to their back. Our plan to address this demographic is to implement more robust safe-lifting training programs online via the intranet as well as onsite through KPA.
403-9	Work-related injuries	a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: i. How these hazards have been determined; ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	a. For All Employees, As of 12/31/2019: i. 0 fatalities in 2019 ii. 2019 Rate of high-consequence work related injuries is .0378 (1 instance in 2019) iii. 2019 Rate of recordable work injuries is 28.18 (annualized rate). Actual YTD rate is 25.83 (684 instances YTD through 10.08.19) iv. Sprains/strains, slip and falls, lacerations, stress, Chronic Regional Pain Syndrome (CRPS) b. Non employee information is not tracked c. Any type of repetitive motions with hands or wrists is experienced by desk workers and the Service Technicians. i. These hazards are confirmed through analysis of our lost runs and identification of the most prevalent MOIs. ii. Repetitive lifting or motions have contributed to both Tendinitis and carpal tunnel syndrome cases within the noted reporting period iii. Lithia plans to address cumulative trauma disorders by implementing a more robust ergonomic training approach that can help either reduce the number of repetitions, reduce force required to perform certain duties (ie. tire changes), and eliminating awkward postures as much as possible d. We do not employ a significant number of non-employees whose work and/or workplace is controlled by our organization, to report a meaningful and actionable statistic for safety purposes. g. n/a
403-10	Work-related ill health	a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. How these hazards have been determined; ii. Which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	a. For All Employees, As of 12/31/2019: i. None documented ii. 166 (44 instances in 2019) iii. Tendinitis, carpal tunnel syndrome, stress, Chronic Regional Pain Syndrome (CRPS) b. Non employee information is not tracked c. Any type of repetitive motions with hands or wrists is experienced by desk workers and the Service Technicians. i. These hazards are confirmed through analysis of our lost runs and identification of the most prevalent MOIs. ii. Repetitive lifting or motions have contributed to both Tendinitis and carpal tunnel syndrome cases within the noted reporting period iii. Lithia plans to address cumulative trauma disorders by implementing a more robust ergonomic training approach that can help either reduce the number of repetitions, reduce force required to perform certain duties (ie. tire changes), and eliminating awkward postures as much as possible d. We do not employ a significant number of non-employees whose work and/or workplace is controlled by our organization, to report a meaningful and actionable statistic for safety purposes. e. n/a
404-1	Average hours of training per employee	The reporting organization shall report the following information: Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	On average, each employee received 6.05 hours of training in 2019. This figure represents a very limited accounting of employee training that occurs across our various locations. We are working to expand our data collection efforts in this area.
404-2	Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	a. Our Team - Lithia Motors Training & Professional Development Programs b. N/A
405-1	Diversity of governing bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender ii. Age group: under 30 years old, 30-50 years old, over 50 years old	a. For All Employees, As of 12/31/2019: i. Female (29%) Male (71%) ii. 30-50 years old: 14%, Over 50 years old: 86%