



Diversity & Inclusion

At Lithia we recognize becoming more diverse and inclusive will increase our effectiveness in addressing the needs of our customers and that diversity of perspectives will be critical to our ability to innovate in a challenging industry.

While appreciating the competitive advantage that effective DI can provide, we also understand that it is challenging work. There is no “one size fits all” model and it’s far more than hitting a quota. For DI practices to create a lasting and permanent impact, they must be prioritized throughout the entire employee lifecycle. In reality, it’s about every team member, no matter what demographic, and designing a professional environment where they can achieve their highest potential.

“Diversity has been the secret to our store’s success. You cannot hire and promote people just like you. You want the best, those who connect with customers, bring different viewpoints, challenge your ideas, and the status quo. This is the future of our company.”

Randy Goldman, Multi-year Founders Cup Winner,
Lithia Partners Group Member, General Manager, Reno Subaru

We strive for our employee diversity to mirror the demographics within the communities where we operate. This involves gathering population data where our stores are located to ensure our team members reflect the diverse communities they serve.

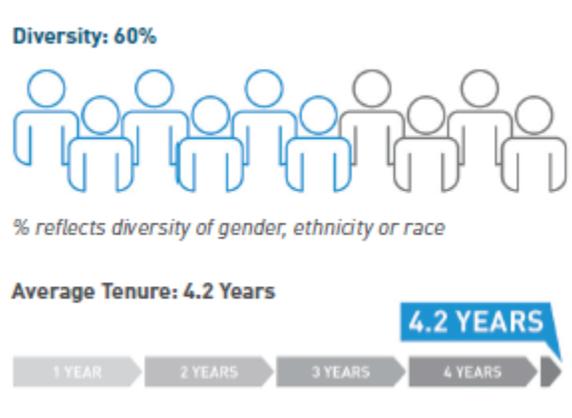
2019 WORKFORCE DIVERSITY

	Management Diversity	Non-Management Employee Diversity
Total # of Employees	1,189	13,127
Asian	54 :: 4.5%	703 :: 5%
Black or African American	18 :: 1.5%	577 :: 4%
Hispanic or Latino	116 :: 10%	3,552 :: 26%
White	966 :: 81%	8,289 :: 60%
Other	35 :: 3%	765 :: 6.5%

Board Diversity

We also recognize the tone on DI needs to come from the top. The composition of our Board of Directors reflects the value we place in a diversity of perspectives. Our objective is to strike a balance between the institutional knowledge that comes with long-term service and the fresh perspective provided by new members. In addition, we aim to be transparent about our Board's diversity statistics.

Our independent directors bring a variety of diversity and tenure, effectively balancing the inputs and viewpoints represented on our Board



Automotive Minority Dealer Academy (AMDA)

AMDA works closely with the National Association of Minority Automobile Dealers (NAMAD) to help nurture minority leaders and enable sustainable minority ownership of automobile dealerships.

AMDA, funded by Lithia, provides qualified minority leaders with the financial, educational, and corporate support needed to succeed in the automotive industry. Partner candidates receive personalized development plans, in-store training, external development, executive mentoring with a local coach, and ongoing assessment and feedback.