



Employee Compensation

Wages 176% Higher Than National Average

Wages in the retail sector are typically low given that there are often no formal education credentials required. However, employees within our dealership network earn an average wage that is 176% higher than the median pay in the retail sector.

As of December 31, 2019, we employed approximately 14,320 persons on a full-time equivalent basis in our nationwide network of 188 retail locations. With our total employee base at 15,084, this means we offered full benefits packages to 95% of our employees.

Unlike many standard retailers, employees within our dealership network earn above average wages. While the average national median pay for retail workers is \$11.70 per hour, according to the 2018 survey from the Bureau of Labor Statistics, employees in our retail locations earned an average hourly wage of \$32.25 per hour during 2019 (including bonuses, commissions, and paid time off).

In all 19 states where we operate, the average hourly wage exceeds the minimum wage, and average annual earnings equate to more than \$61,000 per year.

In addition, Lithia has begun tracking and monitoring our data to look for opportunities to improve gender pay gap, as we recognize our responsibility to work toward eliminating systemic inequalities.