

Employee Health & Wellbeing

At Lithia, our mission is to provide a competitive, diverse benefit package that supports the physical, financial and work-life wellness of our employees and their families.



health

A focus on the overall health and wellness of our employees and their families

- Medical & Rx Insurance
- Dental Insurance
- Vision Insurance
- Wellness Programs
- Free Preventative Care
- Free Health Coaching
- Free Tobacco Cessation Assistance and Products
- Free Flu Shots
- Free Maternity Support
- \$250 Preventative Focus Award
- Onsite Medical Clinics*
- Mobile Onsite Preventative Care*
- Accident, Critical Illness and Hospital Indemnity Supplemental Coverage



financial

A focus on the investment in employees' current and future financial health

- Traditional & ROTH 401(k) with Employer Match
- Employee Stock Purchase Plan
- Health and Dependent Care Flexible Spending Accounts (FSA)
- Life Insurance
- Short & Long Term Disability Insurance
- Long Term Care Discounts
- Commuter Benefit Program
- Tuition Reimbursement Program
- Tuition Discounts
- Dealership Discounts
- Travel Discounts
- Cell Phone Discounts
- UPS Discounts



work/life

A focus on a work environment that supports employees' personal lives as well as their professional lives

- Paid Holidays
- Paid Time Off (PTO)
- Employee Assistance Program
- Volunteer Opportunities
- Local Tickets
- Business Discounts

We are proud that over the last 11 years we've been able to keep our most popular employee personal healthcare premium the same. The employee contribution is *\$70/month and we work hard to continue offering comprehensive and affordable health insurance options to our team members. At the end of 2019, 95% of our employees qualified for Lithia's full benefit package.

Our employees' mental health is also important to us and therefore an area we focused on expanding coverages for in 2019. To ensure employees have a wide-range of mental health providers, our BlueCross BlueShield medical plans allow access to out-of-network providers for in-network costs

To also address the changing needs of our team, Lithia has recently expanded our MDLive/ Telemedicine option to all our BlueCross BlueShield members. We waived the \$25 copay for telemedicine visits and employees and their dependents have 24/7 access to board-certified doctors and psychiatrists for minor medical conditions.

Finally, we continue to prioritize preventative wellness and incentivize employees to be proactive about their health. Not only does Lithia cover the cost of the copay for an annual wellness check, we also offer a \$250 bonus payment each year to every employee for completing the visit. Since 2015, the Company has paid out over \$2 million in annual wellness incentives.

*This monthly rate is offered across all Lithia locations around the country, with the exception of our Hawaii stores.



Confidentiality

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.

Extra Perks

In addition to all the above, employees at headquarters enjoy access to an onsite gym, free parking, bicycles available for use and fresh fruit provided on every floor.

Work-Life Balance

Employees say that one of the most valuable benefits that Lithia provides is the flexibility to maintain a good work-life balance.

“At Lithia Honda, we believe time away from work is just as important as time at work.”
--Travis Hawes, General Manager of Medford Honda.

Employee Assistance Program (EAP)

The Employee Assistance Program is paid for by Lithia and is available to help employees through the pressures of day-to-day living. Employees and their families have access to unlimited consultations and up to three face-to-face counseling sessions per year.

Eleven dealerships named 2019 “Best Dealerships to Work For” by *Automotive News*

“Employees mention fun co-workers as a top reason to work at Lithia Toyota of Springfield.”
-- Lyle Hubbard, Business Development Lead, Lithia Toyota of Springfield

Having Fun!

The way we have fun together ranges from internal gatherings and lively competitions to community events like blood drives and runs to support a cause.

Each location decides how and what they want to celebrate, but some common fun activities that many locations participate in include: Bring Your Kid(s) to Work Day, Halloween dress-up contests, Holiday parties, Superbowl and March Madness festivities, summer BBQs, food drives, toy drives, fun runs, giving trees and more!