LITHIA driveway

Total Rewards BENEFITS



What is the Employee Stock Purchase Plan (ESPP)?

Through the ESPP, you can purchase company stock at a 15% discount!

Eligibility

You must be employed for 90 continuous days before the beginning of the next calendar quarter and be regularly scheduled to work at least 20 hours per week. Any employee whose employment terminates, and who is subsequently rehired by Lithia & Driveway, shall be treated as a new employee for purposes of ESPP eligibility.

Enrollment

ESPP enrollment is open the 10th-25th of the last month of each quarter (March, June, September, and December). During the enrollment window, you may log on to mylithiabenefits.com and elect between 1%-10% to be deducted from your gross wages.

How Stock Is Purchased

Stock will be purchased for you on the first business day, or as soon as administratively possible, following the end of the quarter in which your deductions were withheld. The purchase price will be 85% of the closing Market Price on the last business day before the last day of the quarter.

Shares will be placed into an E*TRADE account in your name that Lithia & Driveway will create for you. If you already have an E*TRADE account, contact E*TRADE directly, and they can merge the accounts. Any carry forward balances will roll over towards your next purchase. Only full shares will be purchased.

How Much Stock You Can Purchase

As an eligible Lithia & Driveway employee, you can purchase up to $25,000 worth of stock at market value in any calendar year though the ESPP. This equals $21,250 in payroll deductions, taking the 15% discount into account. If you reach this IRS limit, you may purchase only the allowable number of shares in the current offering period and any contributions in excess of the limit will be refunded to you without interest.

Changing or Stopping Deductions

Increases or decreases to your ESPP deduction must be made during the quarterly enrollment window. The changes will take effect the following quarter.

You may stop your deductions at any time during a quarter but no later than 15 days before the last day of the quarter. If you stop your deductions, you may not restart your deductions until the following quarter.

How to Sell Your Stock

You may sell your stock at any time. You are automatically 100% vested in your shares of stock. Selling of shares can take place either by calling E*TRADE at 800-838-0908 or online at www.etrade.com. E*TRADE will charge a fee for the sale of stock.

Termination of Employment

Upon termination of employment for any reason, your participation in the ESPP will immediately terminate. If termination is due to retirement after age 65, death or disability, the participant, beneficiary or administrator of your Will has the right to elect either to withdraw all of the cash and shares of common stock credited to your account or exercise the option to purchase the common stock. If your termination is for any other reason, any accumulated cash credited to your account will be delivered as soon as administratively possible.

CONTACT US

For any questions on ESPP enrollment and election changes, contact:

Benefits Service Center
833-550-5606
Monday-Friday, 10am to 7pm (CST)