

More Money for Your Future!

401(k) Employer Match Is Increasing in 2026



Starting January 1, 2026, Lithia & Driveway will match 100% of your 401(k) contributions up to \$3,000 per year!

This is part of our commitment to supporting your long-term financial well-being through Total Rewards.

How It Works

- To take full advantage of the \$3,000 match, you need to contribute at least \$3,000 into your Fidelity 401(k) account between Jan. 1–Dec. 31, 2026.
- We match every dollar you contribute until you reach the \$3,000 maximum.
- Match dollars are added into your Fidelity 401(k) account on netbenefits.com after each paycheck.
- Employer contributions become 100% vested over 5 years as follows:

| Years of Service | Vesting Percentage |
|------------------|--------------------|
| Less than a year | 1% |
| 2 | 40% |
| 3 | 60% |
| 4 | 80% |
| 5 or more | 100% |

Want to Change Your Contributions?

Don't leave any free money on the table! If desired, you can update your 401(k) contributions anytime by accessing your 401(k) account:

- Go to Fidelity's [NetBenefits](#) →
- Download Fidelity's [NetBenefits App](#) →
- Visit [Total Rewards website](#) →