



***Prioritizing the Safety and Well Being of Your Employees:
It's OK to not be OK...Really, it's OK!"***

COX
AUTOMOTIVE

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OUR PURPOSE

Empower clients to thrive in a rapidly changing marketplace



OUR VISION

Transform the way the world buys, sells, owns and uses cars





COX ENTERPRISES EMPLOYER HONORS 2020

Our “why” – our reason for being – is to Empower People Today to Build a Better Future for the Next Generation.



- Forbes The Best Employers for Diversity
- Fortune Best Workplaces for Women
- Fortune Best Workplaces for Millennials
- Great Place to Work (Certified)
- Best Places to Work for LGBTQ Equality (Human Rights Campaign Foundation)
- LGBTQ+ Corporate Ally of the Year Award from OUT Georgia Business Alliance
- Best Places to Work for Disability Inclusion
- Top Workplaces Awards National
- Top Workplaces Awards for San Diego
- Top Workplaces Awards for Austin
- Forbes America’s Best-in-State Employers:
 - Arizona
 - Georgia
 - Kansas
 - Nebraska
- Fast Company World Changing Ideas
- 4.4/5 rating on Glassdoor

TAKING CARE OF EMPLOYEES

Physical Safety

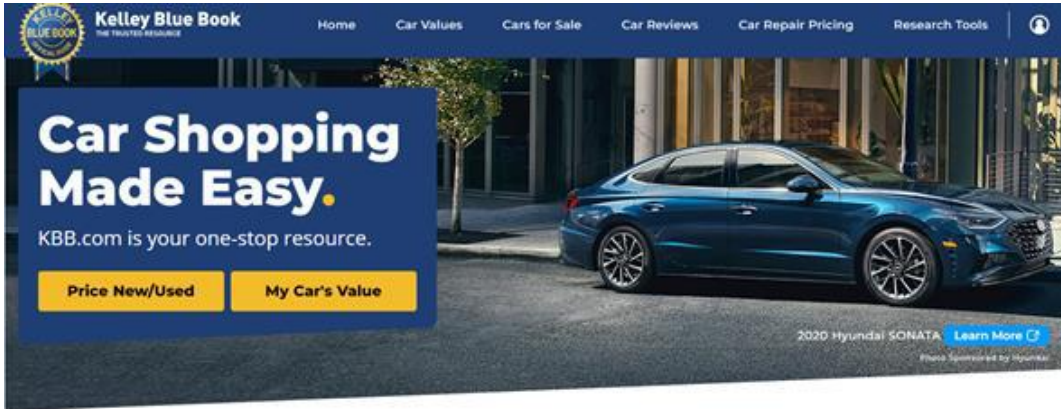
- WFH where possible
- On-premise roles precautions/scheduling
- Covid-19 relief paid time off

Psychological Safety

- Extended leave for grief & bereavement
- Inclusion listening sessions
- Employee survey
- Homepage messaging: Drive Equality & Drive the Vote



COMMITTED TO COMMUNITY: *Equality, Inclusion & Civic Responsibility*



Drive Equality:

Autotrader & Kelley Blue Book homepage messaging reached over 50M unique visitors



Drive The Vote:

Autotrader & Kelley Blue Book homepage messaging drove:

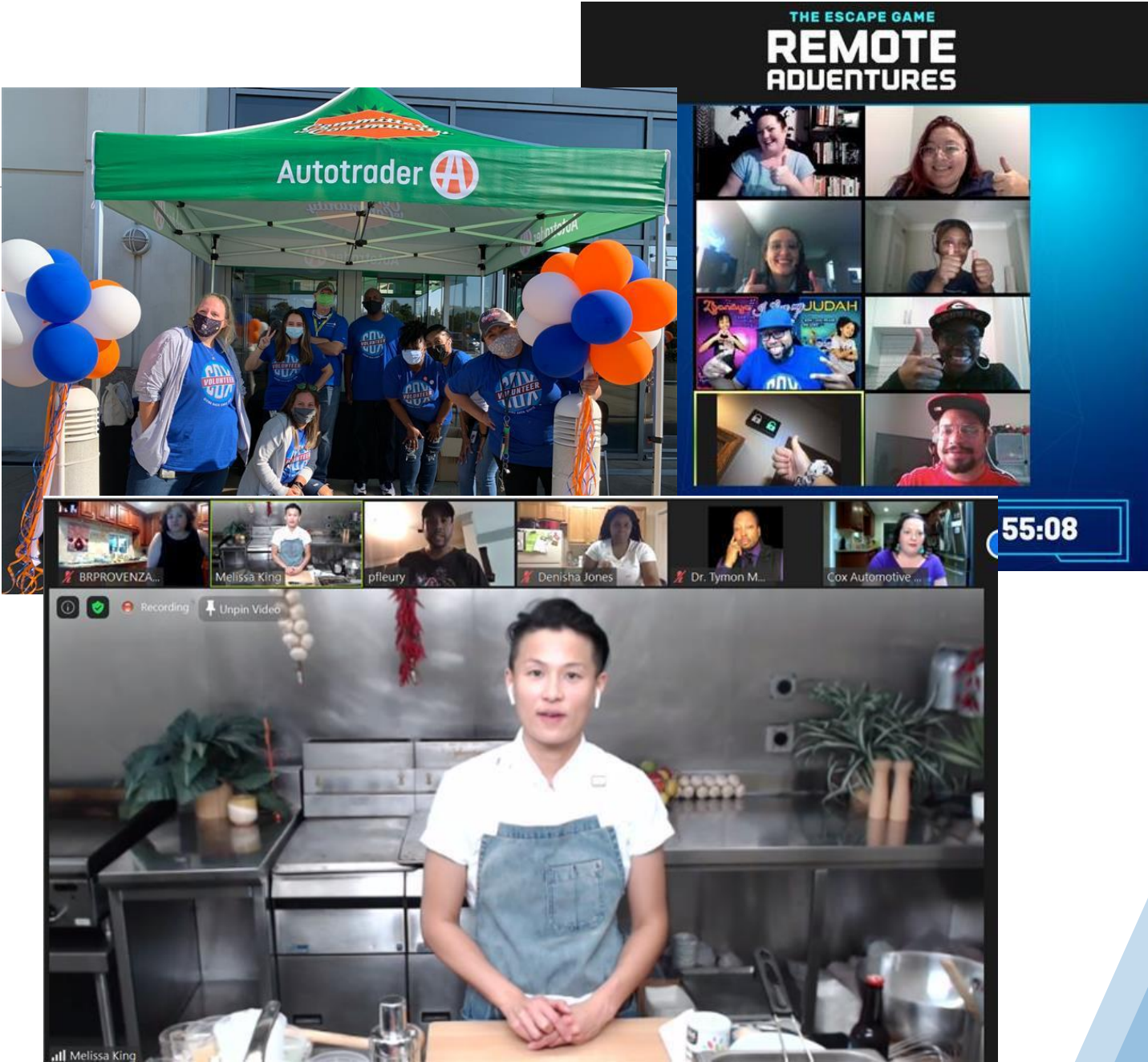
- 418K page views
- 6K registration checks
- 4K registrations



Team Member Engagement:

It's deeper than happy hours and team builders, and fun still matters.

Low/No Cost	Spenny
Video Messages	Professional Speakers
Virtual Happy Hour	Sip & Paint, Virtual Escape Room
Letter-writing service campaigns	Sponsor organizations like Year Up
Lunch & Learn: TED Talks	Top Chef cocktail lunch
Listening Sessions	Counseling sessions





ENGAGED TEAMS PRODUCE RESULTS

In the contact center:

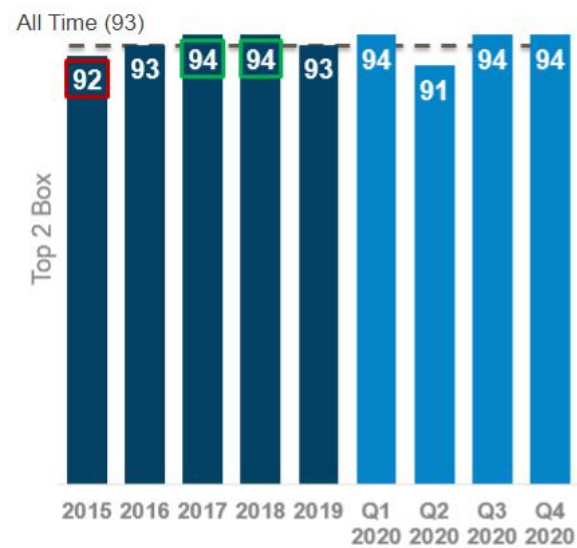
87.5% recommend Cox Automotive as a great place to work

82.6% are comfortable being themselves at work

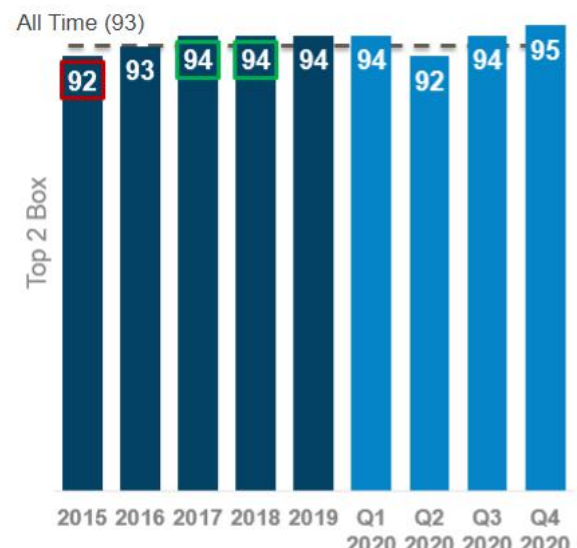
82.6% feel that when they speak up at work, their input is valued

78.3% feel that their work gives them a sense of personal accomplishment

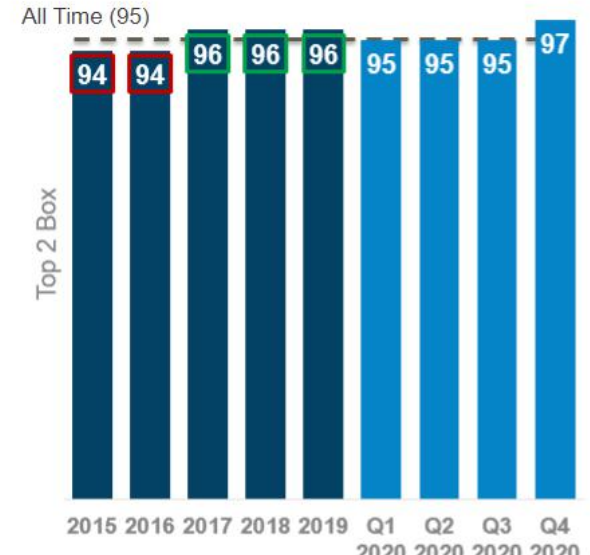
Agent Taking Ownership



Agent Knowledge



Agent Professionalism





Questions? Ideas? Let's keep this going...

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