



6415 Idlewild Road  
Suite 109  
Charlotte, NC 28212  
Phone: (704) 566-2400  
Fax: (704) 927-3412

October 31, 2005

Mr. Malcolm Lazin  
Executive Director  
Equality Forum  
1420 Locust Street, Suite 300  
Philadelphia, PA 19102

**Re: Sexual Orientation Non-Discrimination**

Dear Mr. Lazin:

Thank you for your letter of September 23, 2005 to Sonic Automotive, Inc. regarding the important issue of sexual orientation non-discrimination.

Our company does not condone or tolerate discrimination or harassment of any kind against our associates, customers or vendors, including but not limited to discrimination or harassment on the basis of sexual orientation. While that has been the philosophy and practice of Sonic Automotive, Inc. for as long as anyone here at the company can remember, your letter of September 23<sup>rd</sup> caused us to re-examine our company's written policies, including our Equal Employment Opportunity statement in our Employee Handbook. Upon examination, we have realized that our written policy in this regard was not clear enough on this point to be in full alignment with our company's philosophy and actual practice. As a result, we are changing the wording of our written policies to more accurately reflect the philosophy of the company.

Attached please find Sonic Automotive's revised Equal Employment Opportunity statement, which now specifically identifies "sexual orientation" as a characteristic entitled to non-discrimination protection. We are promptly disseminating this revised EEO statement to each of our associates.

We commend your organization on its efforts to raise awareness on this important issue, and we appreciate you bringing this issue to our company's attention.

Sincerely,

A handwritten signature in black ink, appearing to read "S.K. Coss", written in a cursive style.

Stephen K. Coss  
Senior Vice President and General Counsel

Attachment



## **Sonic Automotive, Inc.**

### **Equal Opportunity**

Sonic Automotive, Inc. is an Equal Employment Opportunity Employer. The Company provides equal employment and opportunity to all persons without regard to race, color, religion, sex, sexual orientation, age, national origin, veteran's status and disability or any other characteristic protected by law. Sonic continues to promote the full realization of human potential and equal employment through a continuing review of our policies and practices.

Equal opportunity will be afforded to all applicants and employees in personnel actions which include, but are not limited to, recruiting and hiring, selections for training, promotion, demotion, discipline, rates of pay or other compensation, transfer, termination, recalls and social and recreational programs.

Any violation of these equal opportunity policies by any manager, supervisor or other employee must be reported immediately to the General Manager or Regional Vice President.