

July 20, 2020

VIA EMAIL (NDOL.RapidResponse@nebraska.gov)

Nebraska Department of Labor
Office of Employment and Training
ATTN: RAPID RESPONSE ADMINISTRATOR
550 S. 16th Street
Lincoln, NE 68508-4600

Dear Sir / Madam:

On behalf of one of 50,000 worldwide customers, XPO Logistics Supply Chain, Inc. ("XPO") operates a distribution center in Omaha, Nebraska. Our customer recently informed us that it is making a business decision that they are ending the contract with XPO. This will result in the end of XPO's operation at the facility located at 13593 Giles Road, Omaha, NE 68138 (the "Facility").

Our customer's decision will result in the termination of employment with XPO for all sixty-seven (67) regular full time hourly and salaried XPO employees and all contingent workers at the Facility (see Attachment A) beginning September 13, 2020. We understand that, as our customer continues to finalize its transition plans, we expect that, when finalized, these plans will be permanent and will affect the operations that support the customer at the entire Facility.

XPO anticipates that the termination of employment at the Facility will occur during a 14-day period beginning September 13, 2020.

The individuals affected by these plans are not represented by any labor organization. Bumping arrangements are not available. This notification and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employment separations. XPO will endeavor to update changes as additional information becomes available. You will be informed of changes as additional information becomes available.

Indeed, this latest action is solely due to our customer's unforeseen decision to accelerate the transition timetable to begin its new operation on September 14, 2020, and is therefore covered by the Worker Adjustment and Retraining Notification Act's (WARN) unforeseeable business circumstances exception. XPO had no plans to reduce the workforce prior to the September 14th date. Given these circumstances, XPO is providing you with this additional notice and is providing as much time as practicable.

This notice is intended to satisfy XPO's obligations, if any, under the Worker Adjustment and Retraining Notification Act (WARN) and all applicable Nebraska statutory provisions. By providing this information, XPO does not concede that the Act applies or that notice is required.

You may contact this office should you require further information from XPO in this regard.

Very truly yours,



Richard EF Valitutto
Senior Vice President and General Counsel

cc: Rachel Passage, Senior Director, Human Resources
Laurie Couch, Manager, Human Resources
Maryclaire Hammond, Senior Vice President, Human Resources

XPO Logistics Supply Chain, Inc.
13593 Giles Road, Omaha, NE 63138

ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by the customer's business decision to consolidate its operations, thereby resulting in the end of the XPO Logistics Supply Chain, Inc. warehousing facility located at 13593 Giles Road, Omaha, NE 63138.

Job Position Eliminations Scheduled to Occur During a 14-Day Period Commencing on September 13, 2020:

Position	Number of Positions
CWR-Shipper Packer-DOL	5
Manager, SC Operations	1
PIT Operator-DOL	6
Shipper Packer-DOL	44
Stock Clerk-DOL	2
Supervisor, SC Operations	4
Warehouse Specialist-DOL	5
Grand Total	67