

September 24, 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. In our letter dated July 20, 2020, we informed you that our customer recently informed us that it decided to make a business decision to end its contract with XPO and that this decision would result in the end of XPO's operation at the facility located at 13593 Giles Road, Omaha, NE 63138 (the "Facility"). We also shared that the customer's decision would result in the termination of employment with XPO for all employees at the Facility during a 14-day period beginning on September 13, 2020. Additional XPO employees were separated in early August from this Facility due to our customer's decision to accelerate the date on which operations would transition and ultimately cease.

This letter is to supplement our July 20, 2020 letter and our August 5, 2020 letter and inform you that our customer has recently informed us that it has postponed the final termination date on which they will cease all operations at the Facility. We now anticipate that the employment separation from XPO will take place during a 14-day period beginning on October 16, 2020.

Our customer's decision will result in the termination of employment with XPO for all remaining employees at the Facility (see Amended Attachment A) beginning October 16, 2020. The customer has told us that it has finalized its transition plans, and we expect that these plans will be permanent and will affect the operations that support the customer at the entire Facility.

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.

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

AMENDED 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 terminate its contract with XPO, 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 October 16, 2020:

Position Title	Number of Positions
Manager, SC Operations	1
Supervisor, SC Operations	1
Grand Total	2