



Thank you for the opportunity to share facts about XPO Logistics, the independent contractors with which we work and our [response to the COVID-19 global pandemic](#).

The [independent contractors](#) that XPO does business with have played a key role throughout the pandemic in helping to transport essential equipment and supplies. We salute them for choosing to engage their businesses in this vital work. XPO adheres to strict laws and regulations regarding the independent contractor model, and we ensure that independent businesses that choose to contract with us are free to contract with other companies and have the flexibility to accept or decline work, as desired.

Like XPO, independent contractors are subject to the laws that require businesses to equip employees with the personal protective equipment (PPE) needed to safely perform services. In all our facilities, XPO makes readily available a supply of PPE, including masks, gloves and hand sanitizer, free of charge to our employees, as well as to third-party businesses and visitors, upon request. If an independent contractor or their employees have not equipped themselves with adequate PPE per the law, they are free to use the PPE that XPO provides for third-parties and customers. Face masks are always required for contractors, their employees and XPO employees in the dispatch room and other indoor areas in the terminal, and signage is posted accordingly.

We also have in place a required daily health status attestation for all individuals performing work at or visiting an XPO workplace, plus rigorous temperature monitoring, physical distancing and sanitization protocols. We have limited physical engagement to only what is essential, aided by a new virtual dispatch and communication system using tablets offered to independent contractors. Any claim that XPO does not have in place or is not enforcing stringent health and safety protocols amid the global pandemic is false.

We also want to address statements about the work model arrangements we offer. XPO has a [diversity of business units](#) to meet customer demands and offers several options for professional drivers, including full-time employment or contract work. We know from speaking directly with contract drivers at port facilities that they wish to remain independent. The independent contractor business model serves them well, allowing them to work when, how and for whom they choose. Any independent contractor that desires to become a full time XPO employee and earn a competitive salary and full benefits is welcome to apply for any number of jobs currently available. In fact, in Southern California, we currently have numerous openings for full time professional truck drivers.

We admire the entrepreneurial spirit embodied by all independent contractors, and we value the contribution they and their employees make in keeping essential goods moving. Our work with their businesses, and the way it has thrived despite the challenges of the times, is a success story we'll be proud to tell long after the pandemic is over.

**XPO Logistics, Inc.**

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