



Business and Human Rights Centre
XPO Response to Teamsters' Rejoinder
August 3, 2020

Mr. Ceballos is not, nor has he ever been, an employee of XPO, nor does he directly contract with XPO. As such, he was not terminated. In fact, working for his father's company, he accepted a load as recently as July 10 and told our dispatch officers that he'll continue to accept loads from XPO.

Mr. Ceballos and all other professional, licensed truck drivers are welcome to apply for the numerous full-time driver positions available at XPO Logistics that come with competitive wages and comprehensive benefits. Mr. Ceballos chooses to work for his father's company.

It's true that our customer asked us to ban Mr. Ceballos from a site in San Diego because he violated a long-standing and well-known safety rule. We did so consistent with protocol.

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