

June 19, 2020

VIA EMAIL (ETT.DWD@dhewd.mo.gov **)**

WARN Coordinator

Missouri Department of Higher Education & Workforce Development

Office of Workforce Development

PO Box 1087

Jefferson City, MO 65102

Dear Sir / Madam:

On behalf of one of 50,000 worldwide customers, XPO Logistics Supply Chain, Inc. ("XPO") operates a distribution center in Hazelwood, Missouri. Our customer recently informed us that it is making a business model change to its operations, which will result in the closure of the facility and in the termination of its contract with XPO. In our letter dated December 9, 2019, we informed you that our customer had made this business model change resulting in the end of XPO's operation at the facility located at 4702 Park 370 Blvd., Hazelwood, MO 63042 (the "Facility").

We also shared that our customer's decision will result in the termination of employment for all employees at the Facility, beginning February 7, 2020. Subsequently, due to changes of our customer's plans, we also shared that the customer's decision would result in the termination of employment with XPO Logistics for all employees at the Facility during a 14-day period, beginning on March 6, 2020. Again, due to a change in our customer's plans, we further 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 May 1, 2020. At this time, due to another change of our customer's plans, the termination of employment with XPO for all remaining employees at the Facility during a 14-day period will begin on June 26, 2020.

This letter is to supplement our December 9, 2019, February 25, 2020, April 2, 2020 and our April 20, 2020 letters and inform you that XPO's customer has postponed the date on which they will cease operations. Consistent with this change, we anticipate there will be a need to have employment separations at the Facility continuing on June 26, 2020, with an anticipated end of operation date at the end of June 2020.

A list of job titles and the number of employees currently holding affected positions accompanies this letter as Amended Attachment A. 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. You will be informed of 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 Missouri statutory provisions. By providing this information, XPO does not concede that the Act applies or that notice is required.

XPO Logistics Supply Chain, Inc.

4702 Park 370 Blvd., Hazelwood, MO 63042

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 a facility shut down at the XPO Logistics Supply Chain, Inc. warehousing facility located at 4702 Park 370 Blvd., Hazelwood, MO 63042.

Job Position Eliminations Scheduled to Occur During a 14-Day Period Commencing on June 26, 2020:

Position	Number of Positions
Customer Service Manager	1
General Manager	1
Ops Manager	1
Grand Total	3

April 20, 2020

VIA EMAIL (ETT.DWD@dhewd.mo.gov)

WARN Coordinator

Missouri Department of Higher Education & Workforce Development

Office of Workforce Development

PO Box 1087

Jefferson City, MO 65102

Dear Sir / Madam:

In our letter dated December 9, 2019, we informed you that our customer made a business model change to consolidate its operations, which will result in the closure of the facility operated by XPO and located at 4702 Park 370 Blvd., Hazelwood, MO 63042 (the "Facility").

We also shared that our customer's decision will result in the termination of employment for all employees at the Facility, beginning February 7, 2020. Subsequently, due to changes of our customer's plans, we also shared that the customer's decision would result in the termination of employment with XPO Logistics for all employees at the Facility during a 14-day period, beginning on April 3, 2020.

This letter is to supplement our December 9, 2019, February 25, 2020 and our April 2, 2020 letters and inform you that XPO's customer has postponed the date on which they will cease operations. Consistent with this change, we anticipate there will be a need to have employment separations at the Facility continuing on May 1, 2020, with an anticipated end of operation date at the end of May 2020. We understand that our customer continues to finalize its transition plans, but we expect that, when finalized, these plans will be permanent and will affect the operations at the entire Facility.

At this time, we anticipate that the remaining affected employees will have their employment terminated during a 14-day period commencing on May 1, 2020. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Amended Attachment A. The individuals affected by these plans are not represented by any labor organization. Bumping arrangements are not available. This announcement 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. You will be informed of changes as additional information becomes available.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, we do not concede that the Act applies or that notice is required.

XPO Logistics Supply Chain, Inc.

4702 Park 370 Blvd., Hazelwood, MO 63042

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 a facility shut down at the XPO Logistics Supply Chain, Inc. warehousing facility located at 4702 Park 370 Blvd., Hazelwood, MO 63042.

Job Position Eliminations Scheduled to Occur During a 14-Day Period Commencing on May 1, 2020:

Position	Number of Positions
Assistant Operations Manager	1
General Manager	1
Human Resources Manager	1
Maintenance Tech	1
PIT Operator -Inbound Put Away	2
Quality Analyst	1
Sanitation	1
Senior Operations Manager	1
Shipping Lead II	1
Grand Total	10

February 25, 2020

VIA FEDERAL EXPRESS AND EMAIL (LISA.MARSHALL@DED.MO.GOV)

Ms. Lisa Marshall
Employment Transition Team Coordinator
Division of Workforce Development
421 E. Dunklin St.
Jefferson City, MO 65102



Dear Ms. Marshall:

In our letter dated December 9, 2019, we informed you that our customer made a business model change to consolidate its operations, which will result in the closure of the facility operated by XPO and located at 4702 Park 370 Blvd., Hazelwood, MO 63042 (the "Facility").

We also shared that our customer's decision will result in the termination of employment for all employees at the Facility, beginning February 7, 2020. Further to the previously referenced notice, XPO's customer has postponed the date on which they will cease operations. Consistent with this change, we anticipate there will be a need to have employment separations at the Facility continuing on March 6, 2020. We understand that our customer continues to finalize its transition plans, but we expect that, when finalized, these plans will be permanent and will affect the operations at the entire Facility.

At this time, we anticipate that the remaining affected employees will have their employment terminated during a 14-day period commencing on March 6, 2020. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Amended Attachment A. The individuals affected by these plans are not represented by any labor organization. Bumping arrangements are not available. This announcement 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. You will be informed of changes as additional information becomes available.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, we do not concede that the Act applies or that notice is required.

XPO Logistics Supply Chain, Inc.

4702 Park 370 Blvd., Hazelwood, MO 63042

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 a facility shut down at the XPO Logistics Supply Chain, Inc. warehousing facility located at 4702 Park 370 Blvd., Hazelwood, MO 63042.

Job Position Eliminations Scheduled to Occur During a 14-Day Period Commencing on March 6, 2020:

Position	Number of Positions
Associate Analyst, Quality	1
Clerk	7
Inventory Specialist	4
Janitor	3
Lead	3
Maintenance Tech	1
Manager, Human Resources	1
Manager, SC Operations	1
PIT Operator	57
Senior Manager, SC Site Operations	1
Senior Supervisor, SC Operations	1
Supervisor, SC Customer Service	1
Supervisor, SC Operations	4
Verification	7
Grand Total	92

December 9, 2019

VIA FEDERAL EXPRESS

Ms. Lisa Marshall
Employment Transition Team Coordinator
Division of Workforce Development
421 E. Dunklin St.
Jefferson City, MO 65102



Dear Ms. Marshall:

XPO Logistics has been informed by its customer, Prestige, that Prestige is making a business model change to consolidate its operations, which will result in the closure of Prestige's facility operated by XPO and located at 4702 Park 370 Blvd., Hazelwood, MO 63042 (the "Facility").

XPO regrets that its customer's decision will result in the termination of employment for all employees at the Facility, beginning February 7, 2020. One hundred sixty-six (166) employees will be affected by these developments (see Attachment A). We understand that Prestige continues to finalize its transition plans, but we expect that, when finalized, these plans will be permanent and will affect the operations that support Prestige at the entire Facility.

XPO anticipates that the termination of employment at the Facility will occur during a 14-day period beginning February 7, 2020. XPO has informed its workforce that although they may not bump or displace other employees working for XPO, there may be opportunities to transition to other XPO locations. 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.

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

Please feel free to contact this office should you require further information from XPO in this regard. XPO is prepared to provide the Response Team onsite work-time access should the Response Team determine that is necessary to carry out its responsibilities under applicable law.

XPO Logistics Supply Chain, Inc.

4702 Park 370 Blvd., Hazelwood, MO 63042

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 a facility shut down at the XPO Logistics Supply Chain, Inc. warehousing facility located at 4702 Park 370 Blvd., Hazelwood, MO 63042.

Job Position Eliminations Scheduled to Occur During a 14-Day Period Commencing on February 7, 2020:

Job Title	Number of Positions
Associate Analyst, Quality	1
Clerk	14
Janitor	4
Lead	3
Maintenance Tech	2
Manager, Human Resources	1
Manager, Inventory Control	1
Manager, SC Operations	2
PIT Operator	112
Senior Manager, SC Site Operations	1
Senior Supervisor, SC Operations	1
Supervisor, SC Customer Service	1
Supervisor, SC Operations	6
Verification	11
Inventory Specialist	6
Grand Total	166