

July 31, 2020

**VIA EMAIL ([ETT.DWD@dhewd.mo.gov](mailto: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 the LCAAP facility in Independence, Missouri. The Prime Contractor at the LCAAP facility recently informed us that it was not selected to continue as the Prime Contractor, and that their contract, along with XPO's sub-contract to operate at the facility, is ending. This will result in the end of XPO's operation at the facility located at 25201 E. 78 Hwy, Building 6, Independence, MO 64056 (the "Facility").

This decision will result in the termination of employment with XPO for all seventy (70) regular full time hourly and salaried XPO employees and all contingent workers at the Facility (see Attachment A) beginning September 30, 2020. We understand that, as the successor companies continue to finalize their transition plans, we expect that, when finalized, these plans will be permanent and will affect the XPO operations that support the entire Facility. XPO anticipates that the termination of employment at the Facility will occur during a 14-day period beginning September 30, 2020.

The individuals affected by these plans are not represented by any labor organization. Bumping arrangements are not available, however there may be opportunities for the XPO employees to transition to another XPO location in the Kansas City Metro area, or possibly transition to the successor companies taking over the operation of the contract at the Facility. 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 you 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.

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

XPO Logistics Supply Chain, Inc.  
25201 E. 78 Hwy, Building 6, Independence, MO 64056

### 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 25201 E. 78 Hwy, Building 6, Independence, MO 64056.

#### Job Position Eliminations Scheduled to Occur During a 14-Day Period Commencing on Sept. 30, 2020:

Position Title	Total
Clerk	7
Clerk II	2
CWR-Driver-CDL	1
CWR-PIT Operator I	4
Driver CDL	5
Driver Non CDL	16
Engineer, Industrial	1
Inventory Spclst	3
Manager, Human Resources	1
Manager, Inventory Control	1
Manager, SC Operations	1
Manager, SC Site Operations	1
Material Handler III	1
Pallet/Crate Builder	1
PIT Operator	16
PIT Operator III	1
POU Driver ATK	1
Supervisor, SC Operations	5
Supervisor, Transportation	1
Yard Driver	1
Grand Total	70