

October 1, 2018

Shanta Jones,
Human Resource Manager
XPO Logistics
4895Citaition Dr.
Memphis, TN 38118

Dear Ms. Jones,

We are here today demanding transparency from XPO Logistics into the independent investigation of the death of Linda Neal, and the multiple accounts of sexual harassment, discrimination and retaliation at the Verizon-contracted warehouse operated by XPO Logistics in Memphis, Tennessee. In this warehouse, there are approximately 900 workers – the majority of whom are African-American women – working to package and distribute Verizon Wireless products to consumers and retail stores.

Within the last year, a woman named Linda Neal tragically passed away on your warehouse floor after management denied her any form of medical aid both when she asked for it and after when she passed out and stopped breathing. Also, within the last year, over 15 federal charges have been filed against XPO as multiple workers bravely came forward to speak out and expose the pervasive sexual harassment, misconduct and discrimination inside the warehouse at the hands of their supervisors, the majority of whom are white and male.

Numerous women told stories of how they and their co-workers regularly faced disturbing behavior from their supervisors, including aggressive groping and grabbing, uncomfortable sexual comments, retaliation for reporting harassment to HR or not entertaining the sexual advances, supervisors forcing themselves onto women while they work, along with forcing women to strip their bras off before entering the warehouse, and numerous women enduring miscarriages on the floor.

Unfortunately, this is not the first time workers have come forward with sexual harassment complaints. In 2010, the Equal Employment Opportunity Commission sued New Breed Logistics, a longstanding Verizon contractor, over sexual harassment and retaliation against workers in its Memphis warehouse operations, ultimately winning \$1.5 million in damages and a permanent injunction requiring the company to reform its behavior. XPO acquired New Breed in 2014 and continues to operate the Memphis facility that distributes Verizon products.

It is clear that XPO exhibits a consistent toxic culture that runs contrary to its stated policies and practices.

Furthermore, we understand that a number of different workers along with Linda Neal's son, Dean Turner, attended your shareholder meetings in Rye, N.Y. and in Lyon, France to personally address XPO's CEO Bradley Jacobs and XPO's executive board. However, at both shareholder meetings the board refused to address the workers' issues and denied that any type of sexual harassment, discrimination or retaliation on behalf of XPO's management take place inside the warehouse." It is also our understanding that during the shareholder meeting in Rye, Jacobs would not look at or address Dean Turner or one of the women who works inside XPO's Memphis warehouse as they spoke. While in Lyon, the executive board stated to another XPO warehouse worker from Memphis that her concerns and her own personal story were irrelevant and they would not be addressed.

As community leaders and women's rights advocates engaged in legal and policy work to fight against sexual harassment and active in the Times Up and Me Too movements, we are deeply concerned and troubled with the behavior of XPO Logistics. Therefore, we are calling for a joint meeting with Jacobs, the executive board and XPO's customers in the supply chain (like Verizon, Cummins, Nike Golf and Disney) to discuss the company's inexcusable actions and what steps each will take to stop the abuse and mistreatment of its workers.

We look forward to hearing your response and meeting with you soon.

Sincerely,

Deidre Malone
Chairman
Memphis NAACP Chapter

James P. Hoffa
General President
International Brotherhood of Teamsters

Patrice Robinson
Councilwoman
Memphis City Council District 3

James Jones
Principal Officer
International Brotherhood of Teamsters
Local 667

James Curbeam
Chairman
Teamsters National Black Caucus

Anne Smith
Executive Director
Workers Interfaith Network

Nour Hantouli
Memphis Feminist Collective

Antonio Chapple
Fight for 15

Pastor Edie Love
SURGE

Bennett Forster
Memphis for All

Faith Pollan
Community Organizing Coordinator
Memphis Reproductive Rights Coalition

Theryn C. Bond
Chairman, Human Rights Committee
Shelby County Young Democrats

Lauren Williams-Baptist
Healthy and Free Tennessee

Mary Green
Founder & Co-Chair
Indivisible Memphis

Justin Davis
Memphis Bus Riders Union

Shahidah Jones
Memphis Coordinating Committee
Black Lives Matter

Keedren Franklin
Cultivating Civic Change

cc: Bradley Jacobs, Chairman & Chief Executive Officer XPO Logistics