

May 2, 2018

Lowell C. McAdam
Chairman & Chief Executive Officer
Verizon Communications

Dear Mr. McAdam:

We are writing to alert you to accounts of sexual harassment and discrimination at the Verizon-contracted warehouse operated by XPO Logistics in Memphis, Tennessee where approximately 900 workers – the majority of whom are African American women – work to distribute Verizon Wireless products to consumers and retail stores.

Recently, multiple workers bravely came forward to expose pervasive sexual harassment and misconduct in 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 coworkers regularly faced disturbing behavior from their supervisors, including aggressive groping and grabbing, uncomfortable sexual comments, and retaliation for reporting harassment to HR or not entertaining the sexual advances.

As we understand, 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.

From the previous incidents and allegations, and now new sexual harassment allegations under XPO Logistics it seems that this is not an isolated issue. The XPO warehouse reportedly exhibits a toxic culture that runs contrary to Verizon's stated policies and practices.

From worker organizers, we have learned that at a recent conference organized by a Verizon subsidiary, you were asked about Verizon policies and values pertaining to the topic of sexual harassment and misconduct, to which you responded: "People know, you do that [sexual harassment/misconduct] at Verizon, you're out."

Furthermore, we understand that the Verizon Supplier Code of Conduct clearly states that workers in Verizon's supply chain will be treated with dignity and respect in a workplace free from discrimination. We applaud this policy, which we believe applies to the warehouses that distribute Verizon products such as the one operated by XPO Logistics in Memphis, TN. Therefore, we demand that you hold XPO accountable for the shocking and inexcusable treatment of its workers.

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 MeToo campaigns and movements, we are deeply concerned with how Verizon ensures safe and dignified working conditions for the workers in its supply chain. We call for a joint meeting to discuss the actions that Verizon will take to stop the rampant sexual harassment in this warehouse.

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

Sincerely,

Gloria Sweet-Love, President
NAACP Tennessee State Conference

Cherisse A. Scott, CEO and Founder
SisterReach

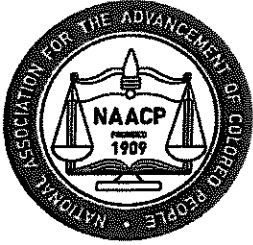
Elizabeth Gedmark, Senior Staff Attorney/Director of the
Southern Office
A Better Balance: The Work and Family Legal Center

Sarah David Heydemann, Legal Fellow, Workplace Justice
National Women's Law Center

Gabrielle Carteris, President
SAG-AFTRA

James P. Hoffa, General President
International Brotherhood of Teamsters

cc: Board of Directors
Shellye L. Archambeau
Mark T. Bertolini
Richard L. Carrión
Melanie L. Healey
M. Francis Keeth
Karl-Ludwig Klay
Clarence Otis, Jr.
Rodney E. Slater
Kathryn A. Tesija
Gregory D. Wasson
Gregory C. Weaver



NAACP

MEMPHIS BRANCH

National Association For The Advancement Of Colored People

May 1, 2018

Lowell C. McAdam
Chairman & Chief Executive Officer
Verizon Communications

Dear Mr. McAdam:

I am writing to alert you to accounts of sexual harassment and discrimination at the Verizon-contracted warehouse operated by XPO Logistics in Memphis, Tennessee where approximately 900 workers-the majority of whom are African American women-work to distribute Verizon Wireless products to consumers and retail stores.

Recently, multiple workers bravely came forward to expose pervasive sexual harassment and misconduct in 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 coworkers regularly faced disturbing behavior from their supervisors, including aggressive groping and grabbing, uncomfortable sexual comments, and retaliation for reporting harassment to HR or not entertaining the sexual advances.

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 now clear from the previous incidents of sexual harassment and discrimination, and now new sexual harassment allegations under XPO Logistics that this is not an isolated issue. This is a toxic culture that runs contrary to Verizon's stated policies and practices.

At a recent conference organized by a Verizon subsidiary, you were asked about your policies and values pertaining to the topic of sexual harassment and misconduct, to which you responded:

"People know, you do that (sexual harassment/misconduct) at Verizon, you're out."

Furthermore, the Verizon Supplier Code of Conduct clearly states that workers in Verizon's supply chain will be treated with dignity and respect in a workplace free from discrimination. I applaud this policy, which applies to the warehouses that distribute Verizon products such as the one operated by XPO Logistics in Memphis, TN. Therefore, XPO should be held accountable for the shocking and inexcusable treatment of its workers.

As the Executive Director of the NAACP Memphis Branch, whose mission is to ensure the political, educational, social and economic equality of rights of all persons, I am deeply concerned about how XPO treats its workers and along with other community leaders and women's rights advocates would like to meet and discuss the actions that Verizon will take to stop the rampant sexual harassment in this warehouse.

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

Sincerely,

Vickie Terry
Executive Director
NAACP Memphis Branch
(901)521-1343