

Teaching the Next Generation of Drivers

Rolling Out Benefits for Driver Trainees

Amid labor staffing pressures and the high demand for skilled commercial drivers, we unveiled a mix of new and enhanced benefits to encourage enrollment in our driver training program. In 2021, we offered driver training schools in 30 states and graduated nearly 900 students. XPO driver trainees receive:

- Seven weeks of comprehensive training, including five weeks of professional classroom instruction and two weeks of on-the-road training with a mentor in the cab.
- Company-paid tuition and a guaranteed wage paid for all 180 hours of classroom instruction and on-the-job training – a \$10,000 value – plus the opportunity for paid dock work during the program.
- A generous benefits package from day one, including full health insurance (with medical, dental and vision), 401(k) retirement savings, life insurance, disability and more.
- An XPO job offer upon the successful completion of program requirements.
- An accelerated compensation path for driver graduates in 85 US markets, ensuring a top pay rate after one year of CDL-A experience.

“Our recent investments in LTL training will give more students an edge in becoming highly skilled drivers,” says Josephine Berisha, chief human

resources officer. “We welcome all applicants with an interest in driving for us, including our non-driver employees who want to pursue a career behind the wheel.”

In 2022, we plan to expand the number of driver training schools across the country, potentially doubling the number of graduates from the 2021 total.

