

Industry-Leading Driver Safety Programs



XPO's main objective is to achieve zero job-related injuries and crashes. We use a mix of real-world training and advanced technology to continuously improve our ecosystem of safety practices. A network of safety professionals is positioned across our operating regions to maintain and extend these practices.

In North America, our network of internal driver training programs is a major factor in our superior safety performance on the road. Led by veteran XPO drivers, our driver training program not only prepares new drivers to earn a Class-A Commercial Driver's License (CDL-A), but also immerses them in our safety practices and culture of caution.

The program includes 150 hours behind the wheel, all while being supervised by a driver-instructor — well beyond the minimum recommended by the FMCSA. There's also an additional 140 hours of classroom study on federal and state highway laws, regulatory

and safety rules, vehicle safety inspection techniques, and defensive driving skills.

In 2020, XPO offered several incentives to attract candidates, including tuition-free training (saving a student driver as much as \$7,000) and the opportunity to earn income as an XPO dockworker while attending the driver training program.

In addition, we offer:

- Reimbursement of up to \$5,000 for any approved external CDL-A training program.
- Fast track training for licensed independent drivers that are seeking full-time employment with XPO.
- Refresher program for drivers who need additional or supplemental training.

ROLLING UP MILLIONS OF SAFE MILES

In 2020, 14 XPO drivers passed the remarkable milestone of driving three million miles without a crash. Vincent Black, Ronald Boring, Craig Boyd, Joe Caliri, Marty Collier, Charles Dangerfield, Terry Dixon, Samuel Gleason, Roy Kirby, Melvin Krohn, James Pritchett, Lee Redfearn, Pierre Rousselle and Michael Stirewalt all transport freight for XPO's North American LTL unit.

To date, only 59 others have logged three million accident-free miles since XPO's LTL service began in 1983.

Others are following in their tire tracks: 31 drivers reached two million accident-free miles in 2020 and 184 others passed the one-million-mile mark.

"Congratulations to our three million mile drivers for their outstanding safety accomplishments. We're immensely proud of them — and all our drivers — for their vigilance on and off the road."

— Troy Cooper, President of XPO