

Talent Management

Our Approach to Managing Talent

We know our workforce is the richest source of future talent and executive leaders. We pride ourselves on nurturing talent from within to deliver rewarding, enduring careers. With an eye on diversity, we're building future managers and innovators from today's workforce by continuously helping employees be better prepared through mentoring, training and technology.

Talent Development

Our Talent Development team creates and delivers education programs online, virtually and in-person, with curricula that includes onboarding, leadership training for frontline and executive managers, job skills development, mentoring and sales excellence. With this commitment to learning, we're equipping every employee with a clear development path, including how to access training and information to advance their career.

Our Talent Development team oversees these key resources:

- **XPO University** is our learning portal where employees take courses to assess and advance their skills. With over 300 courses, the site caters to all levels, from certifications for sales to dock and freight leadership positions, as well as executive-level management training. XPO University is also home to our required training courses on business ethics, respect in the workplace and anti-harassment and discrimination.
- **Driver training** in the US is one of our top educational priorities. We offer free tuition at XPO driver schools, along with pay during training and an opportunity to gain full-time employment after earning a CDL-A. We also offer incentives to recruit quality, career-minded drivers, such as reimbursement for up to \$5,000 in tuition for any approved non-XPO driver training schools.



- **Tuition reimbursement** is available to every US XPO employee. Implemented in response to employee feedback, this development program reimburses up to \$5,250 annually for eligible course work.
- **Academic partnerships** with the University of Maryland, University of Notre Dame, Villanova University, Learning Tree International and other academic entities enable employees and their dependents to take thousands of accredited courses and earn degrees and certifications at large discounts or for free. Hourly employees who qualify can couple XPO's \$5,250 annual tuition reimbursement with an Academic Partners discount to earn tuition-free college degrees in over 80 fields of online study.

Grow at XPO

In 2020, we launched the professional development program Grow at XPO. Throughout 2021, we expanded the program to include coaching, education and related support to give employees a clear path to pursue new jobs within the company, earn higher compensation and take on increased responsibility. Requirements to enroll in Grow at XPO are simple: successful completion of a new-hire probationary period plus a satisfactory performance record.



XPO Rise

In 2021, we launched a new professional development program, XPO Rise, which is designed to give high-potential employees an immersive approach to executive development. Our goal in creating Rise is to build an internal bench of diverse employees who have the potential to move into executive roles at XPO. The program focuses on upskilling future leaders in team management, strategic development, financial planning and change agility.

As part of our kickoff, we launched two inaugural classes with the goal of achieving at least 40% diverse participation. Between the two classes, we surpassed this goal by 6%. Our first class, an executive development cohort, opened with 19 participants working at the director and senior director levels across the US and Europe. They participated in classes overseen by XPO senior executives and were charged with completing a variety of projects based on some of XPO's real-world business opportunities. The second cohort – Women in Leadership – focused on preparing women to lead change with conviction and confidence.

Twenty Rise program participants graduated from the executive development group, 10 of whom were promoted to more senior positions within the company. Eighteen participants graduated from the Rise Women in Leadership cohort in early 2022, two of whom have been promoted to Director level.

MEET THE ARCHITECT OF XPO RISE

Shanay Lewis, senior manager, leadership development and diversity programs, is the architect of XPO Rise, one of the company's most successful professional development programs.



“When we created Rise, we wanted to provide a structured forum for some of our highest-potential employees to receive real-world development training, learn from each other and interact with our senior executive team,” says Shanay. “After running two cohorts in 2021, we think we’re on the right track for creating a solid professional development program. We found great success in bringing employees together to share their career experiences, creating mentoring opportunities with executive leaders and coaching participants on how to address the most challenging issues facing our business.”

In 2022, we’ll conduct a second executive development path with 18 participants, as well as a second Women in Leadership cohort.

