

Pregnancy, early parenting and family bonding

Introducing comprehensive benefits for women and families in 2019

At XPO, we're here to support you as you plan, start and expand your family. In 2019, we'll introduce progressive new benefits that address important needs of expectant mothers and new parents, while being inclusive of our broader XPO family.

Short-term disability is a good example. We heard from employees that it would help to start receiving payments more quickly, and we listened. As of January 1, we've slashed the waiting period to seven days for all employees, with the company picking up the cost. Birth mothers qualify for short-term disability – we want you to enjoy your time at home with your child, without the stress of going without pay.

XPO also has a new paid leave policy for family bonding. It provides for an additional six weeks of 100% paid time off for the infant's primary caregiver parent, male or female; or two weeks paid time off for the secondary caregiver. These are just a few of the many new benefits available to you in 2019.

We've invested in world-class resources to make this happen. In addition to our programs through Cigna, we partnered with Maven Clinic – the world's largest healthcare practitioner network for women and families. Starting in January, we'll offer expectant mothers and new parents comprehensive support through a powerful mobile app and other easy-to-use channels.

It's a groundbreaking concept with a network of over 1,200 highly-vetted health practitioners across 18 specialties. As an XPO employee, you'll get unlimited calls, video sessions and text conversations through the virtual clinic, as well as numerous other services at no cost. Registration will be available soon.

All of these benefits come down to one thing – our commitment to care for our XPO family. You deserve to have best-in-class support as you manage your career and home life. We're proud to give that support to you.

Meghan Henson
Chief Human Resources Officer

More than 30 progressive benefits for XPO women and families.

We're pleased to make the following benefits available to you in 2019 – these services are provided at no extra cost to you. We'll send you information about your benefits in the coming weeks.

New Paid Leave Policy for Family Bonding

XPO's family bonding policy goes into effect January 1, 2019 for XPO employees who become parents through birth or adoption:

- For birth mothers, paid leave may begin immediately after completion of the short-term disability period
- If you're the main parent caring for a new child, you'll qualify for six weeks of leave after birth or adoption, paid at 100% of base pay
- If you're the secondary caregiver, you'll qualify for two weeks of leave paid at 100% of base pay
- Available to employees with at least 12 months of employment history with XPO and a current work schedule of 30 hours or more per week

Waiting Period for Short-Term Disability Cut to Seven Days

- XPO has significantly reduced the waiting period for your short-term disability (STD) benefits to seven days
- STD benefits are paid at 60% of base pay (or 70% of base pay, if you opted to "buy up" an extra 10% during open enrollment)

Fertility Benefits

- Discounts of up to 20% on fertility services, including IVF treatments at highly qualified fertility clinics
- Discounts on egg freezing services, and opportunities to receive free egg and embryo storage
- A network of specialists, including mental health providers, fertility experts and nutritionists, available 24/7 through video chat and private messaging to help you with the planning process
- Counseling on whether IUI, IVF or egg freezing is right for you
- Personal health advocates who will help you understand treatment costs and ensure you get quality care

Pregnancy and Prenatal Benefits

- Assistance finding OB-GYNs and other local specialists in your insurance network, who will meet with you in person
- 24-hour telephone access to OB-GYNs, midwives, doulas, high-risk pregnancy coaches and other health professionals
- Counseling between visits to your doctor, including immediate answers to your questions about symptoms and upcoming tests
- Help with deciding on a birth plan, delivery method and genetic testing for various pre-dispositions or potential complications
- Personalized resources through the virtual clinic and mobile app, with the ability to customize the support you receive for pregnancy health, high-risk pregnancy or miscarriage, mental health and other needs

Postpartum Benefits

- Consultations with practitioners for a safe recovery after giving birth
- Consultations with nutritionists for postpartum weight management
- Newborn and infant care counseling from health practitioners and nutritionists
- Breastfeeding and pumping advice from lactation experts
- Free milk-shipping services facilitated for traveling mothers
- Professional sleep coaching
- Access to mental health specialists for help with stress, anxiety or postpartum depression
- Mother-and-baby relationship coaching

> Pregnancy, early parenting and family bonding

Return-to-Work Benefits

- Access to health practitioners, maternity coaches and sleep coaches for help with returning to work
- Assistance with separation anxiety, provided by mental health experts
- A playbook for interviewing child care and daycare center providers
- Discounted rates for child care providers you can turn to as backup for your own arrangements
- Resources for career management as a working parent, including coaching, scheduling techniques and a supportive virtual community

Employee Assistance Program (EAP) Benefits

EAP services are available at no cost to assist you with every stage of parenthood. Among the many benefits are a range of special services for XPO employees that include work/home support for care and parenting throughout your child's life:

- Five free face-to-face sessions with an EAP professional counselor per year for each challenge or crisis you face
- A telehealth team of personal advocates available to you 24/7/365
- Connection to mental health resources as needed
- Assistance finding adoption specialists and support groups
- Assistance finding daycare or after-school child care providers near your home or workplace
- Parental guidance on child development, sibling rivalry, separation anxiety and other parenting challenges
- Support for children with special needs, including assistance finding quality care for your child's specific needs
- Assistance finding appropriate summer camps and summer care programs
- Guidance with educational choices, from kindergarten to college preparation
- Discounts on many health and wellness products