

XPRESSIONS

NEWSLETTER



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XTL's New RRSP Program Coming in 2022

It gives us great pleasure to announce that XTL has decided to establish a Group Registered Retirement Savings Plan (RRSP). This is a significant sponsorship initiative to ensure our employees have the opportunity to develop a comprehensive financial strategy to help plan and save for their retirement.

Benefits of RRSPs:

- The contributions you make towards your RRSPs are tax-deductible.
- Your RRSP savings grow in value tax-free!
- When you retire, you can withdraw from your RRSP, ensure financial stability and most importantly, enjoy a well-deserved retirement.
- You can borrow from your RRSP to buy your first home or pay for your education.

Benefits of RRSPs with XTL:

- We will match up to 3% of your regular earnings towards the RRSP program.
- You will take advantage of the competitive rates that go along with a Group RRSP Pool.
- XTL will be aiding you in building your retirement financial freedom!
- You would be eligible after your 3 months' probation period.

NOT GOOD WITH NUMBERS? NOT TO WORRY!

XTL will help you through the process.

Look out for future employee information sessions across the organization where you will meet with your facilitator(s) to walk you through the RRSP process and provide additional details for you to review.

We are in this together!



We are Xcellence in Diversity & Inclusion Award Winners!



This September, XTL was awarded the Achievement of Excellence for Workplace Diversity and Inclusion at the annual Trucking HR Canada Awards Gala. We also received our first Top Fleet Award for Employer of Distinction, an accolade given to those recognized as Top Fleet Employers for more than 5 consecutive years.

These awards are testaments of the exceptional group we have here at XTL. It's thanks to each member's hard work and dedication that we've achieved these remarkable honours.

To our entire team at XTL, we thank you and congratulate you!

WELCOME, CBT INC.!



This October, our XTL family grew bigger once more as we welcomed CBT Inc. to the team. Based out of Oakwood, GA in the "Poultry Capital of the World", CBT has been providing first class logistics services to the food manufacturing, grocery and retail industries for 32 years.

Beyond contributing to XTL's refrigerated transportation solutions, CBT will be effective in supporting XTL's logistics offerings, covering U.S. domestic dry van, flatbed, heavy-haul, over-sized, specialized and hazmat services.

CBT has been recognized for years as a certified woman-owned family business and they uphold many of the same core values we have here at XTL. These synergies will help drive both XTL and CBT's mutual growth and success throughout this partnership.

Welcome to the XTL family, CBT Inc.!

To learn more about CBT, visit their website [here](#).

Read XTL's CBT acquisition press release [here](#).



THE VALUE OF BEING HACCP CERTIFIED

In our last issue, we announced that our Dorval, QC warehouse is officially HACCP-certified. Now, we're diving a little deeper to share what this certification means for XTL.

What is an HACCP Certification and why is it important for our business?

The HACCP certification ensures businesses like XTL meet all the requirements for safe production, handling, transport, storage and distribution of foods and beverages.

HACCP is a food safety management system that was created to ensure products maintain their quality along the supply chain. It was developed by NASA and the U.S. Department of Agriculture, combining Hazard Analysis and Critical Control Points with Good Manufacturing Practices to prevent any foodborne illnesses or diseases.

What are the HACCP Certification program's regulations?

The HACCP system is not a one-size-fits-all solution to all food safety and quality needs. Therefore, the HACCP program must be tailored to each specific operation with a commitment from their management to focus on continuous improvement with zero tolerance of risks.

How do you become certified under the HACCP system?

The HACCP certification process is a rigorous and demanding process that features multiple levels of approval. XTL first went through the validation phase, involving risk evaluation and addressing physical preparedness to ensure products stored at our facility remain safe for consumption. The next step was verification, where our business processes were reviewed. The results of these stages ultimately demonstrated that XTL accurately follows all HACCP safety guidelines.





Protect It, Don't Risk It

Today we have passwords for everything. They protect our online banking, social media accounts, work communications and more. To ensure your password is effective in keeping your data and personal information safe at home and at work, follow these best practices:

AVOID...

- Writing down your password anywhere for someone else to find.
- Using your personal information or real words in your password.
- Using the same password for multiple accounts, apps, etc.

Remember that hackers are smart. They have library programs that can run dictionaries and popular passwords against your account to easily gain access to your private information.

INSTEAD, TRY...

- Using special characters to increase the complexity of your password. You can modify easy to remember phrases with special characters and numbers rather than letters - for example, "Working for the weekend" can be changed to "wORk!nG4Th3W33k3nD".
- Opting for two-step authentication options where available. This gives you two layers of protection and will alert you when someone is trying to access your account.
- Changing your passwords frequently.

These simple but useful strategies will leave hackers scratching their heads and unable to crack the code. That way, your private information will stay protected and secure at all times.

FIGHT NIGHT

And the Winner Is...



This October 22nd, XTL's own Alexandre Roberge returned to the ring at L'Olympia in Montreal, QC. Beyond being a hugely anticipated boxing match, Roberge used this event to raise funds for the Yvon Michel Foundation, an organization committed to supporting metastatic breast cancer research and helping patients with this illness achieve a better quality of life and longer life expectancy.

While the judges named Francis Charbonneau the winner, the event was still a huge success and the XTL team could not be prouder of Alexandre. He has said himself that he is happy that he participated and finished the fight still standing strong.

In the end, the biggest win for Alexandre was the successful fundraising. He organized several small events and activities, including our 50/50 draw, raising a total of \$7,500 for the Yvon Michel Foundation.

For the XTL 50/50 draw, our team contributed a sum of \$870.45 to the foundation. We'd also like to wish a big congratulations to the draw winners: Louis-Philippe Benard, Joseph Caron, Daniel Macon, Kim Massicotte and Vaibhav Sharma!

Thank you, Alexandre, for hosting this wonderful event and to our XTL team for your donations to drive more progress in metastatic breast cancer research.

Learn more about the Yvon Michel Foundation here:
<https://www.facebook.com/fondationyvonmichel/>

Sharing Warmth for the Holidays

This holiday season, join your Philanthropy Team as we open our hearts, our cupboards and our closets for our annual XTL food drive alongside a new winter clothing donation initiative.

Why give my winter clothes?

- The UN's Declaration of Human Rights identifies clothing as a basic necessity, which together with food and housing, creates the foundation for an adequate living standard.
- Proper clothing is essential to good health, self-esteem, social inclusion and employability.
- With increasing living costs, those with limited or fixed incomes may have to choose between a decent meal or having the winter essentials to keep warm through the cold months.

Please check the donation bins in your location for a list of acceptable items, but essentially, warm clothing free of stains or holes that's still in good shape will do the trick! Since many organizations are limited on warehouse space, we want to keep a focus on seasonal wear, so please refrain from bringing in shorts and other summer items at this time.

How does donating non-perishable foods help?

- More than half the food we produce in Canada goes to waste and ends in a landfill when it could have fed hungry families.
- Last year, more than 61,000 charitable groups provided \$33 billion in food to 6.7 million Canadians (roughly 18% of our population!)
- Food charities outnumber grocery stores in Canada 4 to 1, meaning a high population of Canadians can't afford food from grocery stores.
- Combined, these organizations would be the 2nd largest grocery chain in Canada.
- Read more on Canadian food insecurity [here](#).

Let's go through our closets for those gently loved items or our cupboards for those extra canned goods and spread some warmth to our neighbours in need!



This season, XTL will be supporting the following organizations dedicated to making a difference in our local communities:

QUEBEC

Food drive: [L'Actuel](#)

Winter essentials drive: [L'Actuel](#)

A non-profit organization, L'Actuel is a volunteer action center whose services are based on mutual aid and volunteering. For more than 35 years, L'Actuel has played a key role in its community by helping people facing challenges including families, seniors, chronically ill, convalescent or disabled people, as well as organizations in Vaudreuil-Soulanges.

ONTARIO

Food drive: Daily [Bread Food Bank](#)

Winter essentials drive: [New Circles Community Services'](#) GLOW clothing bank

New Circles is a non-profit, grass-roots agency that builds strong and caring communities by providing basic necessities to those living in poverty. Their core mission is to ensure struggling local families can meet their basic need for adequate clothing. New Circles promote social inclusion, skill-building and enhance employability through their training programs. With over 15,000 visits annually, GLOW is the largest clothing bank in Toronto and also provides emergency relief for individuals in immediate need, including settlement support to newcomers and refugees.

ALBERTA

Food Drive: [Airdrie Food Bank](#)

Winter essentials drive: [WINS \(Women in Need Society\)](#)

WINS provides basic needs including emergency food support as well as community and employment services, so that women living in poverty can become self-sufficient. They are affiliated with over 100 agencies and will be among the organizations to help settle Canada's government-sponsored refugees. They also run a Warehouse Ready Employment Service where they train clients in their own warehouse to equip them with the confidence and skills to gain stable employment and be on the path to self-sufficiency.

BRITISH COLUMBIA

Food drive: [Surrey Food Bank](#)

Winter essentials drive: [Lookout Housing + Health Society](#)

Lookout Housing and Health Society is a charitable organization and social safety net that provides housing and a range of support services to adults with low or no income who have few, if any, housing or support options. Because the people they serve have challenges meeting basic needs and goals, they place minimal barriers between them and their services.

Thank you for your kindness and generosity!



2021 In Review

It can often be easy to overlook how far you've come until you take a moment to reflect on all you have accomplished in a year.

2021 was a tremendous year of growth and development at XTL. We experienced our first strategic acquisitions and gained an additional 300,000 sq. ft. of warehousing space by opening new distribution centres. We're also proud to have expanded our crossborder refrigerated transportation service into the West.

This year's noteworthy milestones for XTL include:

- Our first ever acquisition of refrigerated transport provider, Transport Savoie – now operating as Savoie Express Inc.
- Receiving Trucking HR Canada's Excellence in Diversity & Inclusion Award and Top Fleet of Distinction Award
- Opening our new Brampton, ON and Delta, BC distribution centres
- Becoming HACCP certified at our Dorval, QC distribution centre
- Completing our first crossborder refrigerated shipment from our Airdrie, AB terminal
- Our second acquisition of refrigerated transportation and logistics experts, CBT Inc.
- Expanding our fleet with 100 new pieces of tractor and service equipment and 90 new trailers
- Ordering new 100% recyclable Manac reefers

As we near the end of 2021 and enter a new year, don't forget to take a moment to reflect on your personal goals for the future and take pride in everything you've achieved over the past year.

FROM OUR TEAM AT XTL, WE WISH EVERYONE A WONDERFUL 2022!



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“ It’s not about perfect.
It’s about effort. ”

- Jillian Michaels



We'd love to hear your feedback! If you have any ideas on how to improve our newsletter or suggestions for the next issue, email xpressions@xtl.com



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