



Questions and Answers

What is changing with the U.S.-based FedEx retirement plans?

Effective January 1, 2020:

- Participation in the pension plans will be closed to anyone hired or rehired on or after January 1, 2020.
- Participation in the pension plans is also closed to anyone moving to an ineligible position or to a FedEx operating company that does not sponsor a pension plan after December 31, 2019, even if, at a later date, that individual moves back to an eligible position at a FedEx operating company that does sponsor a FedEx pension plan.

During the calendar years 2020 and 2021:

- There are no changes to the existing FedEx Corporation Retirement Savings Plan—the 401(k) Plan.* The plan's maximum Company match remains 3.5%.
- There are no changes to the FedEx Corporation Employees' Pension Plan or the FedEx Freight Pension Plan for eligible employees hired prior to January 1, 2020.

*For employees residing in Puerto Rico, 401(k) plan refers to the FedEx Corporation Retirement Savings Plan for Puerto Rico.

During the summer of 2021:

- If you were hired prior to January 1, 2020 and are eligible to participate in a pension plan, you will have an opportunity to choose one of the following:
 - Participation in a new 401(k) plan** with a higher Company match, or
 - Continued coverage under the current 401(k) plan with a maximum 3.5% Company match and the pension plan (i.e., the Portable Pension Account).

**Employees residing in Puerto Rico will remain in one plan, the FedEx Corporation Retirement Savings Plan for Puerto Rico, which will have two separate Company match formulas.

Effective January 1, 2022:

- If you choose to continue your current coverage, you will remain under the current 401(k) plan with a maximum 3.5% Company match and the pension plan
- If you choose the new 401(k) plan with a higher Company match:
 - No new compensation credits will be added to your pension plan account after May 31, 2022.
 - Effective January 1, 2022, you will be eligible to receive the full Company match of 8% by contributing at least 6% of your eligible earnings to the new 401(k) plan if you continue to meet the eligibility requirements. Based on your choice, the Company will match your contributions as shown in the chart below labeled "New 401(k) Plan."

Current 401(k) Plan	
Employee Contribution	Company Match
1.0%	1.0%
2.0%	1.5%
3.0%	2.0%
4.0%	2.5%
5.0%	3.0%
6.0%	3.5%

New 401(k) Plan	
Employee Contribution	Company Match
1.0%	2.0%
2.0%	4.0%
3.0%	5.0%
4.0%	6.0%
5.0%	7.0%
6.0%	8.0%

If I choose the new 401(k) plan with the higher match effective January 1, 2022, what happens to my existing U.S.-based retirement plan?

Your current FedEx 401(k) plan account balance, including any outstanding loan, will be transferred from the current 401(k) plan to the new 401(k) plan. You will continue to have access to and manage your account and investments in the same manner as you do now.

Your FedEx pension plan(s) accrued benefits (the Traditional Pension Benefit - TPB, if applicable, and the Portable Pension Account - PPA) will remain in the pension plan and can be viewed on retirement.fedex.com. No new PPA compensation credits will be added to your account after May 31, 2022; however, your PPA balance will continue to earn quarterly interest credits, as long as your balance remains in the plan.

401(k) plan and pension plans: If you are not 100% vested in your benefits as of January 1, 2022, your continued service will be applied to the plans' vesting requirements.

How will FedEx new hires and rehired employees be affected by these changes?

Eligible U.S.-based employees newly hired or rehired after December 31, 2019 and prior to January 1, 2022 will participate in the existing 401(k) plan, with a maximum 3.5% Company match once plan eligibility requirements have been met.

Effective January 1, 2022, these employees will participate automatically in the new 401(k) plan with a maximum 8% Company match. Any balance in the existing 401(k) plan, including any outstanding loan, will be transferred to the new 401(k) plan.

If I am on an approved leave of absence, will I be affected by these retirement plans changes?

Yes. These retirement plan changes pertain to all U.S.-based eligible employees. During the summer of 2021, you will receive more detailed information at your home address. You will also have access to a comprehensive decision tool to help guide you through your choice.

If I am employed as an intern or temporary employee, am I affected by these retirement plans changes?

Yes. U.S.-based interns and temporary employees are eligible to participate in the retirement plans once they have met the eligibility requirements, which are generally age 21 and one month of service for the 401(k) plan and age 21 and one year of service with at least 1,000 hours of credited service for the pension plan. These retirement plan changes pertain to all U.S.-based eligible employees. During the summer of 2021, you will receive more detailed information at your home address. You will also have access to a comprehensive decision tool to help guide you through your choice.

Will FedEx retirees be affected by these changes?

No. These pension and 401(k) plan changes will not impact former or retired FedEx employees.

Why is FedEx making these changes to the U.S.-based retirement plans?

FedEx has continued to evolve its retirement plan strategy over the years to remain competitive while at the same time providing employees an opportunity to plan for their future.

- **An all 401(k) plan with a higher Company match allows you more control over your own savings.** You have complete control over how much you save and more control over how these savings are invested. As a result, you determine a savings approach that best fits your goals and tolerance for investment risk.
- **A higher 401(k) Company match is more highly competitive in today's marketplace.** Employees expect and understand the value of defined contribution benefits like those offered in a 401(k) plan. This type of plan structure will give us greater ability to attract and retain talent.

When will I receive more information about the retirement plan choices being offered?

During the summer of 2021, you will receive more detailed information. You will also have access to a comprehensive decision tool to help guide you through your choice.

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FedEx retirement benefits are based on formal plan documents. While this content is intended to be accurate, the benefits discussed here are subject to the detailed provisions of the applicable plan documents. This content is not a summary plan description or part of a summary plan description. FedEx reserves the right to amend or terminate any benefit plan at any time and for any reason.