

# IT'S NEVER TOO EARLY TO SAVE FOR RETIREMENT



When you prioritize saving for retirement early in your career, you can avoid the stress of struggling to catch up later. This infographic can help team members 20+ years away from retirement learn more about FedEx retirement benefits, resources, and the decisions you can make now to prepare for your future retirement.

## FEDEX INVESTS IN YOUR FUTURE

WE CONTRIBUTE:

# 100%

toward your FedEx pension plan benefit.<sup>1</sup>

# 3.5%

of your eligible pay to the 401(k) plan when you contribute at least 6% pre-tax and/or catch-up contributions. View your 401(k) at [vanguard.com/retirementplans](http://vanguard.com/retirementplans).<sup>2</sup>

# 6.2%

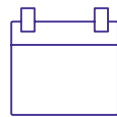
toward your Social Security benefit, combining it with the 6.2% you contribute each paycheck.

<sup>1</sup>For eligible employees hired prior to January 1, 2020.

<sup>2</sup>For current 2021 plan year.

## UNDERSTAND YOUR PENSION

### Portable Pension Account (PPA)



**Automatic enrollment after one year** of service with at least 1,000 credited hours and age 21.



**Accrued benefits** include compensation credits based on your age and years of credited service, plus quarterly interest credits.

# 1%

**Quarterly interest compounded – 4% per year.**

# 100%

**100% vested after three years** of credited service. Available to you when you terminate employment with all FedEx operating companies, regardless of age.



**No limit** on years of credited service.

To access your pension benefits, go to [retirement.fedex.com](http://retirement.fedex.com) and answer a few simple questions.

## RESOURCES

- Go to [retirement.fedex.com](http://retirement.fedex.com) and answer a few questions to view your pension and 401(k) benefits.
- For pension questions, call the FedEx Retirement Service Center at **1.855.604.6221** Monday–Friday, 8 a.m. to 6 p.m. Central time.
- For more on 401(k), go to [vanguard.com/retirementplans](http://vanguard.com/retirementplans) or call **1.800.523.1188** Monday–Friday, 7:30 a.m. to 8 p.m. Central time.
- To register for live retirement education courses, go to [retirement.fedex.com/course-offerings](http://retirement.fedex.com/course-offerings).
- To learn more about FedEx retirement education opportunities, email [RetirementEducation@fedex.com](mailto:RetirementEducation@fedex.com).

## YOUR SAVINGS OPPORTUNITIES

The FedEx Corporation Retirement Savings Plan or 401(k):



### PRE-TAX CONTRIBUTIONS

You may contribute up to 50% of your eligible earnings per year, up to the \$19,500 IRS maximum.



### ROLLOVER CONTRIBUTIONS

Roll over a 401(k) contribution from a qualified retirement plan outside FedEx.



### AFTER-TAX CONTRIBUTIONS

Team members who are not highly-compensated employees (HCEs) may contribute up to 20% of your eligible earnings per year.

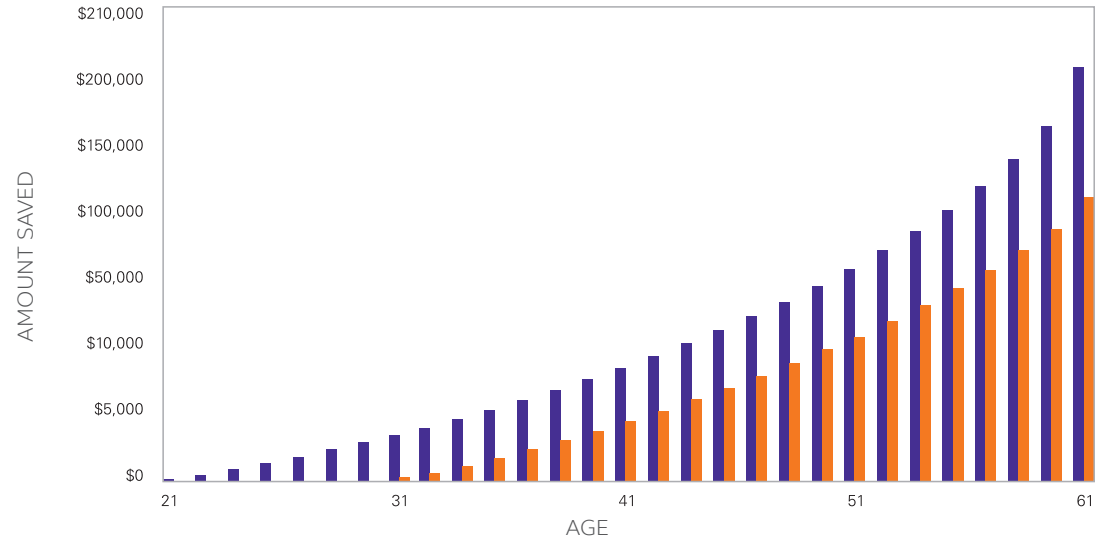


### COMPANY MATCH CONTRIBUTION

FedEx contributes 3.5% of your eligible pay when you contribute at least 6% pre-tax and/or catch-up contributions.

Go to [vanguard.com/retirementplans](http://vanguard.com/retirementplans) for more information.  
Plan number: 093111

## IT PAYS TO SAVE EARLY



By age 61, Person 1 saved **\$201,241**



By age 61, Person 2 saved **\$101,556**

■ Person 1 (started at age 21)  
■ Person 2 (started at age 31)

*They are both saving \$100 a month, and their compounding is at an annual rate of 6%.*

## SAVING MAY BE EASIER THAN YOU THINK

### Pre-Tax Savings

Jennifer's paycheck when she <b>does not</b> make contributions to the 401(k) plan		Jennifer's paycheck when she makes <b>pre-tax contributions</b> to the 401(k) plan			
Monthly earnings	\$2,000	Monthly earnings	\$2,000		
Monthly savings	\$0	Monthly savings	\$100		
Federal withholding	\$560	Federal withholding	\$532		
FICA	\$153	FICA	\$153		
<b>Net take-home pay</b>	<b>\$1,287</b>	<b>Net take-home pay</b>	<b>\$1,215</b>		
<b>Savings</b>	<b>\$0</b>	<b>Savings</b>	<b>\$100</b>	<b>Cost</b>	<b>\$72</b>

This information is intended only for employees covered under the FedEx Freight Pension Plan and FedEx Corporation Retirement Savings Plan.

The FedEx retirement benefits described in this infographic are governed by formal plan documents and, in the event of any conflict between this infographic and the applicable plan document, the plan document will control. FedEx reserves the right to amend or terminate any of its employee benefit plans, in whole or in part, at any time and for any reason.

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