



FEDEX PENSION OVERVIEW: YOUR ROADMAP TO A COMFORTABLE RETIREMENT

**FEDEX INVESTS
IN YOUR FUTURE**

100%

WE CONTRIBUTE 100%
toward eligible team
members' FedEx
pension plan benefit.¹

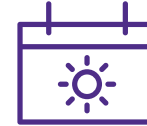
UNDERSTAND YOUR PENSION

Traditional Pension Benefit (TPB) *Hired before June 1, 2003. Accrued benefit capped as of May 31, 2008.*



Accrued benefits

were based on your years of service (up to 25 years) times your average pay (for the five highest-paid calendar years) times 2%.



Early retirement

can begin at age 55 with a reduced benefit: 3% reduction for each year prior to normal retirement age, or 0.25% per month.*



Pre-retirement death benefits

can be paid only to your surviving spouse.

**Generally, normal retirement age is 60.*

Portable Pension Account (PPA) *Hired on or after June 1, 2003. All active participants on or after June 1, 2008.*



Automatic enrollment after one year

of credited service with at least 1,000 hours and age 21.



Accrued benefits include compensation credits

and, if you're eligible, transition compensation credits, based on your age and years of credited service, plus quarterly interest credits.



Pre-retirement death benefits paid

to a spouse or other designated beneficiary.

1%

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

100%

vested after three years of credited service.

Available to you when you terminate employment with all FedEx operating companies, regardless of age.

Access your pension benefits or designate your beneficiaries on retirement.fedex.com.

On the homepage, answer a few simple questions and then select "Manage Your Pension Benefits" and log in securely to make updates.

KNOW YOUR PENSION PAYMENT OPTIONS

Payment options	TPB	PPA
Straight Life Annuity	+	+
Joint and Survivor Annuity	+	+
Life Annuity with Payments Guaranteed	+	+
Lump Sum Payment	-	+

ESTIMATE YOUR FUTURE PENSION

Use the Project Your Pension Income Tool to understand your payment options and to estimate your benefits. Go to retirement.fedex.com, answer a few questions, and click “Manage Your Pension Benefits” to access this tool.

RESOURCES

- Go to retirement.fedex.com and answer a few questions to view your retirement plan benefits and to register for live education courses.
- 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.
- To learn more about FedEx retirement education opportunities, email RetirementEducation@fedex.com.

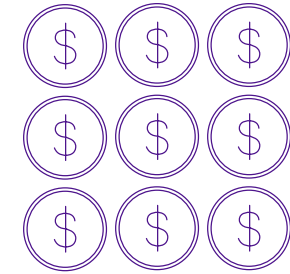
This information is intended only for employees covered under the FedEx Corporation Employees’ Pension Plan.

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.

LUMP SUM VS. ANNUITIES



ONE PAYMENT
(LUMP SUM)



MONTHLY
PAYMENTS FOR LIFE
(SMALLER AMOUNTS)

NOTE:

This infographic contains benefits information specific to eligible employees of FedEx Express (Federal Express Corporation, excluding retirees residing in Puerto Rico); FedEx Services (FedEx Corporate Services, Inc.); FedEx Corporate (FedEx Corporation); FedEx Custom Critical, Inc.; FedEx Forward Depots, Inc.; FedEx Freight Corporation; FedEx Ground (FedEx Ground Package System, Inc.); FedEx Trade Networks Trade Services, LLC; and FedEx Trade Networks Transport & Brokerage, Inc.

¹*This infographic covers the FedEx pension retirement benefits. Please note: The FedEx pension plans are closed to employees hired or rehired on or after January 1, 2020.*

To learn more about the company retirement benefits, visit retirement.fedex.com.

