



## The Path to Your Retirement ...

To help you prepare for the months leading up to retirement

This guide will provide you with important information to consider in the months leading up to your retirement. Your FedEx benefits as well as a variety of other components are vital to your retirement planning and preparation. The most current version of the guide is always available on [plantoday.fedex.com](http://plantoday.fedex.com).

**Applicable for employees of the following operating companies:** FedEx Ground Package System, Inc. (excluding employees classified as package handlers or package handlers-parcel assistants)

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## Approximately 12–18 Months Before Retirement

**Review your total projected household income in retirement** to determine the income you will have available. Then, prepare a post-retirement budget to determine if you will have a gap. Developing a budget will help you determine any necessary post-retirement spending adjustments, especially as you consider financial issues such as health care costs and long-term care insurance.

**Determine if you will meet the eligibility requirements for Retiree Health Coverage.** Your decision to retire on a specific date may be influenced by whether you have met the eligibility requirements for Retiree Health Coverage. To determine if you are eligible, contact the FedEx Benefits Center at 1.800.888.5622 to request information to determine eligibility or access the HR Portal under Benefits and Compensation and then click on the Retirement and Stock Information button.

**Estimate your health care and other extraordinary costs after retirement which may impact your decision to retire on a specific date.** Even if you will not satisfy the eligibility requirements for FedEx Retiree Health Coverage as offered by FedEx Ground, you should expect the monthly cost of any health coverage you obtain after retirement will be significantly greater than the monthly cost of your health coverage as an active employee. A web search is one way you can get online quotes for personal health coverage from various health insurance providers. Information about Retiree Health Coverage, eligibility and the associated costs is available by using the resources noted in the Retiree Health Coverage section.

**Review sources of income** to determine what might be available to your spouse/beneficiary if you die first in retirement, taking into account any life insurance benefits you may have in effect. Consider the option of electing a form of payment in the Pension Plan that will provide benefits for your spouse/beneficiary in the event of your death. Another consideration is whether your spouse will have his or her own personal retirement benefits.

**Review your beneficiary designations** periodically and update as needed. Keep in mind potential FedEx benefit plans and programs such as your 401(k) Plan, your Portable Pension



Account in the Pension Plan, savings accounts at the FedEx Credit Association, any company-provided or optional life insurance, as well as policies or other benefits you may have outside of FedEx.

**Review your Retirement Savings Plan – 401(k) investment fund selections at least annually** to determine if you should either rebalance or reallocate your portfolio. These strategies will help you manage risks through a personal asset mix of stocks, bonds and/or short-term reserves. Additionally, as you approach retirement, you may want to protect your assets from the volatility of stocks. You can find investment related information at [vanguard.com/retirementplans](http://vanguard.com/retirementplans) or call Vanguard at 1.800.523.1188, if you have questions.

**Estimate your projected benefits in the Pension Plan.** Access [retirement.fedex.com](http://retirement.fedex.com) or call the FedEx Retirement Service Center at 1.855.604.6221.

**Take advantage of Catch-up contributions** in the 401(k) Plan, if you are eligible, beginning as early as the calendar year you reach age 50.

**Consider how you will handle financial emergencies** during retirement. Make an effort now to eliminate debt and pay off obligations for large purchases. Also, consider such things as replacing major appliances, heating and air conditioning systems and any other home and auto related items.

**Develop good health habits now.** Research shows that many diseases can be avoided through proper diet and exercise. Make healthy food choices and find an activity that you enjoy and make it a habit.

## The Path to Your Retirement



### Approximately 9–12 Months Before Retirement

**Consider your need for individual life insurance coverage,** since any company-provided life insurance benefits will end when you retire from FedEx Ground. Contact Aetna Life Insurance at 1.800.523.5065 for information regarding the conversion of certain life insurance coverage. Note: if you are a managing director or officer of FedEx Ground, you should contact MetLife at 1.800.756.0124 for your life insurance conversion options.

**Consider your need for long-term care insurance,** especially since Medicare does not cover long-term care. Basic information on long-term care insurance is available from the U.S. Department of Health and Human Services at: [www.longtermcare.gov](http://www.longtermcare.gov).

**Gather and inventory your important papers** such as birth certificates, marriage certificate, copy of your will, insurance policies, Social Security card, tax data, deeds, titles, beneficiary forms, statements from investments and pension plans. Let your family members and beneficiaries know where to access these critical documents (e.g., home safe, bank safe deposit box, other offsite location). Note: The court needs your original will for probate. Generally, the best place to store the original will is with the lawyer who prepared it (if you have one).

**Review your estate planning.** Before you pass over this subject as too hard or because you think a will may have you completely covered, think again. Your estate consists of all types of assets, including your home, checking and savings accounts, stock, retirement accounts, collectibles, property, personal belongings, cars, etc. So, estate planning really is for everyone—not just financial moguls. A comprehensive estate plan will take care of what happens to your assets upon your death as well as if you become incapacitated.

Here are a few things to keep in mind about a will: If you have minor children, you need a will to document their guardianship. Generally, a will only controls assets that are titled in your name and it won't apply to 'contract-controlled' assets such as life insurance, your 401(k) Plan benefits or vested benefits in the Portable Pension Account; other assets in your will must go through probate upon your death. Probate is a legal (public) court process that can be expensive and lengthy (possibly taking up to two years) for your family and heirs.

How do you get started on estate planning? It's usually best to select a trained professional to guide you. Some of the questions to be addressed are: How much do you own? How should your assets be divided upon your death? Who can manage your financial and medical decisions if you are unable to do so? Do you presently have minor or dependent children?

There are various estate planning methods you should discuss with a professional once you've thought about your objectives. For your financial assets, you may want to consider a will, a pour-over will, durable power of attorney and/or a living trust. For your health and medical decisions, consider a living will or an advance directive for health care. The professional can explain all available options to you, as well as specific tax laws and probate laws in your state. With their expertise, an estate plan can be established that will best accomplish your personal objectives.

While it will cost you some on the front end to have the appropriate documents prepared, you'll most likely save your family and heirs an expensive and lengthy court process upon your death. And, peace of mind . . . is priceless.

**Consider how large purchases will be financed during retirement**, such as a car, appliances, home maintenance or renovations, etc.

**If you plan to move to another area**, have you adequately researched the new location? Consider things such as: the cost of living, health care facilities and cultural opportunities. The area's local Chamber of Commerce can be a great resource. And, before you make a move, consider an extended stay in the area to determine if it's right for you and your family.

## Approximately 6–9 Months Before Retirement

**Take advantage of pre-retirement education materials** that address topics such as life style changes, developing a hobby, staying healthy and volunteer opportunities. LifeCare is one such website with a wealth of information.

Log on to <https://worklifebalance.lifecare.com>. If you are not registered, use registration code: fedex to register. You can also contact LifeCare directly at 1.877.LIFE.FDX. Assistance is available 24 hours a day, 7 days a week.

**If you will be eligible for Medicare (usually age 65) at retirement**, you should apply for Part B of Medicare when the employer-sponsored insurance coverage ends. Only Part A is automatic. Notify the Social Security Administration when you reach age 65 by contacting your local Social Security office; call 1.800.772.1213 or go to their website at [www.ssa.gov](http://www.ssa.gov).



**Educate yourself on the need for a Medigap, Medicare Advantage or Medicare Part D policy**, which supplements Medicare once Medicare begins. Basic information on Medicare options can be found at: [www.medicare.gov](http://www.medicare.gov).

## Approximately 3–6 Months Before Retirement

**Consider the selection of your actual retirement date.**

Under the Pension Plan, eligible employees accrue a year of service once they have been credited with at least 1,000 hours of service during the plan year (June 1–May 31). For example, if your retirement date is October 31, you may not accrue a year of service for the plan year. Please give careful consideration to your credited hours before selecting your date of retirement.

Also, please note that benefits from the Pension Plan are paid the first of the month coincident with or following your retirement date, assuming you have made your pension plan choices, as well as confirmed and authorized your choices. For example, if your date of retirement is November 2 or November 30, you will have the same benefit commencement date of December 1. A retirement date of November 1 could have a benefit commencement date of November 1.

**Important:** generally, your *first* monthly benefit will be processed about one to two months after your retirement date. Any delays with the submission of required forms or the processing of your retirement date in the FedEx Human Resources Information System may delay when your first payment can be made.

## The Path to Your Retirement

**Decide when you want to start receiving your Social Security benefits.** It is important to understand that your full Social Security retirement age is older than 65 if you were born after 1937. For people born in 1938 or later, the full Social Security retirement age increases gradually until it reaches age 67 for people born after 1959. For example, if you were born in 1955, your full Social Security retirement age is 66 and two months. However, no matter what your full Social Security retirement age is, your benefits can begin as early as age 62 or as late as age 70. If you begin receiving benefits prior to your full Social Security retirement age, your benefits will be reduced for the longer period over which benefits are expected to be paid. Your decision to start your Social Security benefits should be based on your specific circumstances.

You should review the SSA Publication No. 05-10147 titled 'When to Start Receiving Retirement Benefits' to learn how your decision will impact you and your family. You can access the publication via [www.ssa.gov](http://www.ssa.gov) by selecting 'Forms and Publications / Retirement Benefits.' Additionally, at [www.ssa.gov](http://www.ssa.gov) you can access a chart that shows how much your benefit would be reduced from your full retirement age to age 62 by selecting: Retirement / Plan For Retirement / Find your full retirement age.

**Apply for your Social Security benefits** at least three months in advance of when you want your benefit to start. To do so, you must file a separate application with the Social Security Administration. For information on Social Security benefits, contact your local Social Security office, call 1.800.772.1213 or go to their website at [www.ssa.gov](http://www.ssa.gov).

**Run an estimate of your Pension Plan benefit** to get the most up-to-date information on your accrued benefits. Log on to the internet at any time at [retirement.fedex.com](http://retirement.fedex.com), or you can call the FedEx Retirement Service Center (RSC) at 1.855.604.6221 for assistance.

**Start thinking about what you want to do with your Retirement Savings Plan – 401(k) account.** You may want to leave it invested in the Plan, roll it over to an individual retirement account (IRA) or withdraw it. A distribution must be made by the time you reach age 70. You do not have to take a distribution from your 401(k) Plan at the time you retire if you are under age 70. Also, keep in mind any other retirement savings accounts you may have outside of FedEx.



## Approximately 1–3 Months Before Retirement

**You may choose to defer your benefits from the FedEx Pension Plan.** Based on your individual circumstances, you may decide to defer the commencement of your Pension Plan benefits to a later date. Contact the FedEx Retirement Service Center (RSC) with any questions you may have about your benefit commencement options.

**Request a retirement kit**, if you have a vested Pension Plan benefit. You should log on to [retirement.fedex.com](http://retirement.fedex.com) or call the FedEx Retirement Service Center (RSC) at 1.855.604.6221 **at least 30 days but no more than 90 days** prior to your benefit commencement date to begin the retirement process.

You will receive a retirement kit which will include your Pension Plan benefit calculation, explanation of available forms of payment, and next steps in order to start receiving your benefits.

Please complete your retirement process as early as possible in order to allow enough time to fulfill all requirements.

**Health care options and costs should be a major focus as you approach your actual retirement date.** To understand your health care options and eligibility at retirement, access the HR Portal and click on the Benefits & Compensation button and then click on the Retirement & Stock Information button for more information.

**Review the “What To Do When / Benefits After Retirement”** section of the most current *Your Retirement Benefits (YRB)* book for additional details on your Pension Plan and RSP benefits. The YRB is available to you on [retirement.fedex.com](http://retirement.fedex.com), the FedEx Benefits Online website at [fedex.ehr.com](http://fedex.ehr.com) in *My FedEx Benefits*, under *Your Benefits Books – Summary Plan Description (SPD)* or on the FedEx intranet at **Keyword: YRB**.

**Verify your home mailing address** that FedEx Ground has on record in the Human Resources Information System (PeopleSoft). If you need assistance or if a change of address is needed, your manager or Human Resources Representative can help you.



**If you plan to work after retirement**, stay informed about the Social Security earnings limits and the benefit offset that occurs after exceeding those limits. Go to [www.ssa.gov](http://www.ssa.gov) and search on ‘getting benefits while working.’

## Less Than 30 Days Before Retirement

**Notify your manager of your intent to retire**, usually no less than two weeks prior to your retirement.

Your manager must submit a completed *Employee Separation Form, H-705* with your anticipated retirement date. In addition, your manager must enter the retirement through the Employee Change Request page on the Job tab within the HR Portal. The H-705 and the Employee Change Request transaction should be completed prior to your retirement effective date so the retirement can be processed in a timely manner. If not completed in a timely manner, your initial pension plan benefit payment may be delayed.

**If you are eligible and want to elect Retiree Health Coverage**, please contact the FedEx Benefits Center at 1.800.888.5622. You have 30 days after your retirement date to elect Retiree Health Coverage, if eligible.

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**Submit all required Pension Plan forms to the FedEx Retirement Service Center (RSC).** Your retirement kit will provide instructions on how to make your Pension Plan choices. Ensure you respond before the deadline shown in your kit. After you make your choices, you must confirm and authorize your choices with the FedEx Retirement Service Center.

*Keep copies of all completed forms as well as your original retirement kit.*

**In order to receive your benefits from the Pension Plan and/or the RSP,** you cannot be an active employee at any domestic or international FedEx company.

## After Retirement

**Review the Retiree Health Coverage and/or COBRA packet** and make your election by the stated deadline(s). If you are eligible for Retiree Health Coverage, or for additional information, contact the FedEx Benefits Center

at 1.800.888.5622 to receive further instructions on how to enroll. You will automatically receive a separate packet at your home address explaining available coverage through COBRA.

**Important:** You have 30 days after your retirement date to elect Retiree Health Coverage.

**Consider your Retirement Savings Plan – 401(k) distribution options** once you are no longer employed by any FedEx company. You may receive a one-time distribution of your entire account balance. Vanguard will send information to apply for your benefits no earlier than 45 days following your termination or retirement date as reflected in the FedEx Human Resources Information System. Or, if your RSP balance totals more than \$1,000, you may defer receiving your benefits up to age 70.

**The FedEx Retiree Club** invites you to join. As a member of our Club, you can stay connected with the people you have worked with over the years as well as build new friendships. Participation is what you make it! Stay in touch with current club activities via our world-class newsletter and website.



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Or get more involved by participating in monthly luncheons, vendor and benefit fairs and other ongoing club activities. If you choose, you can make a positive difference by engaging in any of the many volunteer opportunities offered.

Membership is open to anyone who retired from a FedEx Company (worldwide). We also welcome active or former employees who have five years permanent continuous service and are participating in a FedEx retirement plan.

For more information, please go to our website at [www.ferc1.org](http://www.ferc1.org).

**If you are rehired by any FedEx company** after you begin receiving your pension benefits, your benefits will be suspended if you are credited with seventy (70) or more hours during the month. If you are considering reemployment in a FedEx company after retirement, you should contact the FedEx Retirement Service Center or refer to the Your Retirement Benefits (YRB) book for more information.

If you are rehired as a permanent part-time or permanent full-time employee by a FedEx company, Retiree Health Coverage (if applicable) may cease depending on whether you are eligible for FedEx Medical, Dental and/or Vision coverage through FedEx. You must call the FedEx Benefits Center immediately so that commencement of your Retiree Health Coverage can be deferred until you are no longer participating in the FedEx active group health coverage. You must contact the FedEx Benefits Center within 31 days of the date your active group health coverage ends so that you may commence your Retiree Health Coverage.

**You may be eligible for a Retiree Reduced-rate Shipping account.** To be eligible for this benefit, at the time of leaving the Company, the employee must be at least age 55, have at least five years of permanent continuous service, voluntarily resigned and have a rehire status of yes or conditional.

To apply for your Retiree Reduced-rate Shipping privilege, you must complete the request form titled, 'FedEx Retiree Discount Shipping Privilege Request Form.' The form is available on the FedEx Benefits Online internet site at [fedex.ehr.com](http://fedex.ehr.com). Simply navigate to *My FedEx Benefits / Forms* in order to download a copy of the form.

Mail or fax the completed request form to the address or fax number indicated *after* your retirement date has been entered in the FedEx Human Resources Information System. You can also email the form to:

**EmployeeDiscountShipping@corp.ds.fedex.com.**

Using **fedex.com** to prepare retiree shipments is the preferred method of obtaining the Retiree Reduced-rate Shipping discount. You may take packages directly to the shipping location to obtain the discount as well. You must have a valid FedEx retiree ID badge at the time of the shipment.

It is the retiree's responsibility to ensure retiree account number information is kept current. This includes updating credit card information at the beginning of the month in which your credit card will expire. Retirees should also update account information if you change home address, telephone number or email address. To update your account information, log on to **fedex.com** and use Manage My Account. You may also contact Revenue Services at 1.800.622.1147 regarding account updates.

Retiree Reduced-rate shipments are subject to all restrictions and guidelines found on the Employee Discount shipping website at **fedex.com** and use Manage My Account.



## The Path to Your Retirement

**FedEx Employees Credit Association** membership is available to all FedEx employees, FedEx retirees, immediate family and household members. Simply open a Savings Account and establish your membership by purchasing your \$25 par value share of membership to start enjoying the many products and services we offer. The \$25 par value will remain in your Savings Account the entire time you are a member, and will be available to you if you decide to discontinue your membership in the future.

In addition to FedEx employees and FedEx retirees, the following immediate family and household members are eligible for membership:

- **Spouse, Children, Parents, Siblings, Grandparents, Grandchildren, Household members**

Regardless of your employment status with FedEx – *Once a member, always a member.* As long as your share account maintains the minimum balance and your account remains in good standing per the terms of the membership agreement, then you're a member for life.

Go to the website [www.fecca.com](http://www.fecca.com) for additional information. Member services can be contacted Monday through Friday from 7:30 a.m. to 5:30 p.m. Central time, or toll free at 1.800.228.8513. In the Memphis area, call 1.901.344.2500. (Note: Memphis area calls to the 800 number will result in a busy signal.)

**If you move to another state**, update your will under that state's laws. It is also critical if you are eligible for Retiree Health Coverage that you contact the FedEx Benefits Center to ensure you receive the appropriate communications regarding your health benefits. Additionally, you should contact Vanguard and the FedEx Retirement Service Center to report any change to your mailing address.

**If you participated in the Employee Stock Purchase Plan (ESPP)**, contact Computershare at 1.800.326.6150 to discuss your options in the plan.



## Resources available for you

If You Need To:	Via the Web or email at:	Via the Phone:
<ul style="list-style-type: none"> <li>Take advantage 24/7 of your gateway to retirement education.</li> <li>Get retirement planning information.</li> </ul>	<a href="http://plantoday.fedex.com">plantoday.fedex.com</a>	
<ul style="list-style-type: none"> <li>Project your retirement income.</li> <li>Choose or update your PPA beneficiary.</li> <li>View Plan information.</li> <li>Begin your pension payment.</li> </ul>	<a href="http://retirement.fedex.com">retirement.fedex.com</a> (Your user ID and password are required.)	FedEx Retirement Service Center (RSC) 1.855.604.6221, 8 a.m.–6 p.m., Central time, Monday–Friday.
<ul style="list-style-type: none"> <li>Access your RSP personal account.</li> <li>Change your investment options.</li> <li>Designate your beneficiary(ies).</li> <li>Request a distribution packet.</li> </ul>	<a href="http://vanguard.com/retirementplans">vanguard.com/retirementplans</a> (Your user name and password are required.)	Vanguard 1.800.523.1188. VOICE@ Network 24 hours a day, or speak to a Vanguard associate 7:30 a.m.–8:00 p.m., Central time, Monday–Friday. Spanish speaking: 1.800.828.4487. Hearing impaired: 1.800.523.8004.
<ul style="list-style-type: none"> <li>Review retirement plans information in the YRB.</li> </ul>	<a href="http://retirement.fedex.com">retirement.fedex.com</a> , FedEx Benefits Online at <a href="http://fedex.ehr.com">fedex.ehr.com</a> or on the intranet at Keyword: <b>YRB</b> .	
<ul style="list-style-type: none"> <li>Determine your eligibility for Retiree Health Coverage.</li> </ul>	Go to the HR Portal, click on the Benefits & Compensation button and then Retirement Planning & Stock Information button.	FedEx Benefits Center 1.800.888.5622. 7 a.m.–7 p.m., Central time, Monday–Friday.
<ul style="list-style-type: none"> <li>Obtain information on Social Security benefits.</li> <li>Calculate your Social Security benefits.</li> </ul>	<a href="http://www.ssa.gov">www.ssa.gov</a> and <a href="http://www.socialsecurity.gov/estimator">www.socialsecurity.gov/estimator</a>	Social Security Administration 1.800.772.1213.
<ul style="list-style-type: none"> <li>Access your personal account in the Employee Stock Purchase Plan (ESPP).</li> </ul>	<a href="http://www.computershare.com/employee/us">www.computershare.com/employee/us</a> You will need your SSN and PIN to access your personal account.	Computershare Interactive Voice Response System 1.800.326.6150. 8 a.m.–7 p.m., Eastern time, Monday–Friday.
<ul style="list-style-type: none"> <li>Review pre-retirement education materials.</li> <li>Speak with a representative on any work/life balance concerns.</li> </ul>	<a href="https://worklifebalance.lifecare.com">https://worklifebalance.lifecare.com</a> Registration code: fedex	LifeCare: 1.877.LIFE.FDX. 24/7 assistance.
<ul style="list-style-type: none"> <li>Get information about the FedEx Employees Credit Association and the services offered.</li> </ul>	<a href="http://www.fecca.com">www.fecca.com</a>	1.800.228.8513 or in the Memphis area call 1.901.344.2500.
<ul style="list-style-type: none"> <li>Get information on the FedEx Retiree Club.</li> </ul>	<a href="http://www.ferc1.org">www.ferc1.org</a>	

*This guide applies to eligible employees participating in the following plans:*

FedEx Corporation Employees' Pension Plan (Pension Plan)

FedEx Corporation Retirement Savings Plan (093111)

*This guide applies to employees of the following operating companies:*

FedEx Ground Package System, Inc.

(excluding employees classified as package handlers or package handlers-parcel assistants)



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**Plan Today,** for tomorrow.

A decorative wavy line in a light blue color, positioned below the text "Plan Today, for tomorrow.".

## **The Path to Your Retirement guide**

**To help you prepare for the months leading up to retirement.**

This guide is also available from the Home Page of **[plantoday.fedex.com](http://plantoday.fedex.com)**.  
Make sure to check the website periodically for updates to the guide.