



FedEx Logistics benefits are based on position, average hours, length of service, and plan/program requirements. Below is a general description of benefits, eligibility and timing for FedEx Logistics employees.

- Full-time employees are eligible to enroll in medical, dental, and/or vision coverage and participate in Flexible Spending Accounts (FSA) on date of hire.
- Part-time employees who have completed 91 days of employment and worked a minimum average of 20 hours per week are eligible to enroll in medical, dental, and/or vision coverage and participate in Flexible Spending Accounts (FSA).
- 401(k) plan with company match after one year of service; eligibility begins on the first day of the month coincidence with or following one month of service.
- Educational assistance up to \$5,250 per calendar year for tuition and other allowable education expenses from their date of hire.
- Our paid time off program includes holiday pay, bereavement time, and accrual programs for paid vacation and sick time. The amount of paid time off depends on job classification and length of employment.
- Employees are issued 80 hours of sick time if they are full-time employees and up to 40 hours if they are part-time, unless a higher amount is otherwise required by law.
- Our generous paid time off program includes holiday pay, bereavement time, and accrual programs for paid vacation and sick time. The amount of paid time off depends on job classification and length of employment, as outlined below.
- Paid Sick Time (when you can't work due to your own or an immediate family member's illness or injury).
- Vacation accrues based on hours worked and years of service. Work your way up to more paid vacation time with tenure.
 - 6 paid company-observed holidays.
 - 2 weeks paid parental leave.
- Paid Military Leave (up to 80 hours for full-time or up to 40 hours for part-time) during short-term military leave of 21 days or less
- Adoption Assistance Program (regular part-time/full-time employees with 12 months continuous service), LTD & STD Disability (regular full-time employees after completing 180

days of active employment), Life Insurance (part-time/full-time employees are eligible for basic and supplemental life insurance and accidental death and dismemberment (AD&D) on date of hire. Life insurance and AD&D are not subject to the minimum hours rule), Commuter (part-time/full-time employees in all locations on date of hire, coverage begins two months after election, can elect anytime in the year), and Voluntary benefits (regular part-time/full-time employees on date of hire).

Vacation Chart

Monthly Vacation Accrual Rates by Employee Status and Years of Service

Employee Status	Completed Years of Service as of May 31, 2026	Monthly Accrual	Total TY26 Hours
Full-Time	Less than 2 years	8 hours	48
	2-7 years	12 hours	72
	8-19 years	16 hours	96
	20 years and beyond	20 hours	120
Part-Time	Eligible for prorated vacation pay for the same number of days (or hours) in that employee's regular weekly schedule. For example, an employee with less than 2 years of service who works 20 hours per week will be eligible for 24 hours of vacation during the transition period.		

The employee benefits offered by FedEx are governed by formal plan documents and, in the event of any conflict between this announcement and the applicable plan document, the formal plan document will control. This announcement does not alter any plans or related agreements. 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.