

FedEx 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 U.S. regular\* team members.

- 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 17 hours per week, are eligible to enroll in medical, dental, and/or vision coverage and participate in Flexible Spending Accounts (FSA).
- All part-time and full-time employees who are at least 21 years old and have completed one month of service are eligible for 401(k).
- Educational assistance up to \$5,250 per calendar year for tuition and other allowable education expenses. Must be working at FedEx for 90 continuous days to receive reimbursement.
- 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.
  - Paid Sick time when you can't work due to your own or an immediate family member's illness or injury. Employees may earn up to 80 hours full-time and 40 hours part-time unless otherwise required by law.
  - 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).

Eligibility requirements apply and some benefits depend on job classification and length of employment. Benefits are subject to change and may be subject to a specific plan or program terms. FedEx employee benefits are governed by formal plan documents and, in the event of any conflict between this communication and the formal plan document, the formal plan document will control. This communication does not alter any terms of the plan or related agreements. FedEx reserves the right to amend or terminate any of its employee benefit, in whole or in part, at any time and for any reason. To the extent applicable, where other federal, state, or local laws impose different or additional requirements, FedEx complies with these requirements.

\*Employees classified as seasonal, casual, temporary, or any other classification other than a regular employee (e.g., seasonal or occasional package handlers, interns, residential delivery drivers) are ineligible.