

IT'S TIME TO GET REAL ABOUT RETIREMENT



Retirement may be closer than you think. This infographic can help team members who are 10 years or less away from retirement learn more about FedEx retirement benefits, resources, and the decisions you'll need to make before you retire. Then make your plan.

FEDEX INVESTS IN YOUR FUTURE

WE CONTRIBUTE:

100%

toward eligible team members' FedEx pension plan benefit.¹

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.²

6.2%

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



FedEx retiree health benefits for eligible team members.³

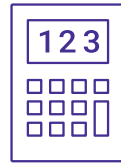
¹For eligible employees hired prior to January 1, 2020.

²For current 2021 plan year.

³Go to retirement.fedex.com for participating FedEx operating companies and eligibility requirements.

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%.

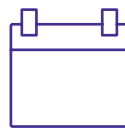


Early retirement can begin at age 55 with a reduced benefit: 3% reduction for each year prior to normal retirement age, or 0.25% per month. Generally, normal retirement age is 60.

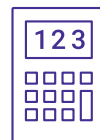


Pre-retirement death benefits can be paid only to your surviving spouse.

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 service with at least 1,000 credited 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.

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.



Pre-retirement death benefits paid to a spouse or other designated beneficiary.



Designate your beneficiaries on retirement.fedex.com. On the homepage, answer a few simple questions then select "My Pension Benefits" and log in securely to make updates.

To access your pension benefits, go to retirement.fedex.com and answer a few simple questions.

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 Cross Border (FedEx Cross Border Holdings, Inc. and FedEx Cross Border Technologies, Inc.); FedEx Custom Critical, Inc.; FedEx Forward Depots, Inc.; FedEx Freight Corporation; FedEx Ground (FedEx Ground Package System, Inc.); FedEx Trade Networks Trade Services, LLC; FedEx Trade Networks Transport & Brokerage, Inc.; and World Tariff, Limited.

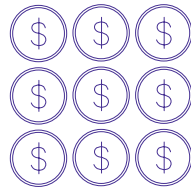
KNOW YOUR PENSION PAYMENT OPTIONS

Payment options	TPB	PPA
Straight Life Annuity	✓	✓
Joint and Survivor Annuity	✓	✓
Life Annuity with Payments Guaranteed	✓	✓
Lump Sum Payment	✗	✓

LUMP SUM VS. ANNUITIES



ONE
PAYMENT
(LUMP SUM)



MONTHLY
PAYMENTS

MAXIMIZE YOUR 401(k)

If you're behind on your retirement savings, here are several ways to catch up.

\$19,500

Contribute the full allowable pre-tax amount, up to 50% of your eligible earnings.

\$6,500

Take advantage of pre-tax and/or catch-up contributions. Available the year you turn 50. Save an additional 1–30% of your eligible earnings.

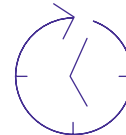
Team members who are not highly-compensated employees, as defined by the IRS, can also contribute 1–20% after tax.

PLAN YOUR 401(k) DISTRIBUTION OPTIONS

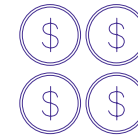
When you're ready to retire, you can choose from multiple distribution options.



Take it all
(lump sum)



Leave it in the plan indefinitely
(unless \$1,000 or less)



Flexible distribution options



Required Minimum Distribution

You must take annual minimum distributions after you reach age 72 (unless you keep working for a FedEx operating company)

When your FedEx employment ends, a quarterly recordkeeping fee of \$4.25 will apply.

Go to vanguard.com/retirementplans to update your 401(k) beneficiaries or for more information.

Plan number: 093111

RESOURCES

- Go to 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 retiree health benefits, email retireehealthinfo@fedex.com or call **1.833.548.0993**.
- For more on 401(k), go to 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.
- 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 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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