The Path to Your Retirement …

To help you prepare for the months leading up to retirement

This guide is designed to help you navigate through important considerations and steps in the months leading up to your retirement. We’ve included information related to FedEx benefits as well as a variety of other components that are vital to your retirement planning and preparation. This guide is maintained on PlanToday.fedex.com on the Resources page.


Revised April 2012
Contents

Approximately 12-18 Months Before Retirement ........ 1
Review your projected household income in retirement ........ 1
Eligibility requirements for Retiree Health Coverage ........ 1
Estimate your health care and other extraordinary costs after retirement ................................................. 1
Review sources of income ................................................. 1
Review your beneficiary designations ......................................... 1
Review your Retirement Savings Plan investment fund selections ................................................. 1
Estimate the projected value of your accrued pension benefits ................................................. 1

Approximately 9-12 Months Before Retirement ........ 2
Consider individual disability or life insurance ........ 2
Consider your need for long-term care insurance ........ 2
Gather and inventory your important papers ........ 2
Review your estate planning ................................................. 2

Approximately 6-9 Months Before Retirement ........ 4
Take advantage of pre-retirement education materials ........ 4
Locate your proof of birth document ........ 4
If you will be eligible for Medicare at retirement ........ 4
Educate yourself on Medicare supplemental coverage ........ 4

Approximately 3-6 Months Before Retirement ........ 4
Consider the selection of your actual retirement date ........ 4
Decide when you want to start receiving your Social Security benefits ................................................. 5
Apply for your Social Security benefits ................................................. 5
Run an estimate of your Pension Plan benefit ................................................. 5
Start thinking about your Retirement Savings Plan account ................................................. 5

Approximately 1-3 Months Before Retirement ........ 6
You may choose to defer your benefits from the FedEx Pension Plan ................................................. 6
Request a retirement packet ................................................. 6
Review the “What To Do When / Benefits After Retirement” ................................................. 6
Verify your home mailing address ................................................. 6
If you plan to work after retirement ................................................. 6

Less Than 30 Days Before Retirement ........ 7
Notify your manager in writing of your intent to retire ................................................. 7
Submit all required Pension Plan forms ................................................. 7
Ask your manager to apply for your retiree ID badge ................................................. 7

After Retirement ................................................. 7
Review the Retiree Health Coverage and/or COBRA packet ................................................. 7
If you move to another state ................................................. 8
Consider your Retirement Savings Plan distribution options ................................................. 8
Eligibility for Retiree reduced-rate Shipping ................................................. 8
FedEx Employees Credit Association ................................................. 9
Eligibility for discount airline travel ................................................. 9
If you are rehired by any FedEx company ................................................. 9
The FedEx Retiree Club ................................................. 9
Employee Stock Purchase Plan ................................................. 9

Resources available for you ................................................. 10
Approximately 12-18 Months Before Retirement

Review your projected household income in retirement to determine the income you will have available, and prepare a post-retirement budget to determine if your standard of living can be maintained. Developing a budget will help you begin to deal with the more difficult 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. Review the most recent Your Employee Benefits (YEB) book for detailed information on Retiree Health Coverage eligibility and your coverage options, including COBRA, or call FedEx Express Employee Benefits Administration (EBA) at 1.800.525.4478 for assistance. (A copy of the YEB is available on the FedEx Benefits Online website at fedex.ehr.com in EDUCATE / My FedEx Benefits, under Summary Plan Description (SPD) or on the FedEx intranet at Keyword: YEB.)

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 described in the Your Employee Benefits (YEB) book, 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 simple web search will provide you with websites where 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 on the FedEx Benefits Online website at fedex.ehr.com in EDUCATE / My FedEx Benefits, Retiree Health. Under the Retiree Health section, you can access an Overview, Q&A and Costs.

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

Estimate the projected value of your accrued pension benefits under the Pension Plan via MyPension.fedex.com or call the FedEx Retirement Service Center at 1.877.963.3339.

Visit PlanToday.fedex.com for helpful information about retirement planning in general.
Consider how you will handle financial emergencies during retirement. Make an effort now to eliminate debt and pay off obligations for large purchases.

Approximately 9-12 Months Before Retirement

Consider your need for individual disability or life insurance coverage, since any company-provided disability and life insurance benefits will end when you retire from FedEx. You may be eligible to enroll in Retiree Optional Life and/or convert some of your life insurance coverage. Review the most recent Your Employee Benefits (YEB) book in the section titled “Retiree Optional Life and Common Features of the Life Insurance Plans / Continuing Your Coverage” for information regarding the conversion of certain life insurance coverage. (A copy of the YEB is available on the FedEx Benefits Online website at fedex.ehr.com in EDUCATE / My FedEx Benefits, under Summary Plan Description (SPD) or on the FedEx intranet at Keyword: YEB.)

Consider your need for long-term care insurance, especially since Medicare does not cover long-term care. If you are enrolled in the FedEx Group Long Term Care Plan through MetLife, you may continue your coverage at the same rate as an active employee. Please contact MetLife at 1.800.438.6388 to request direct billing for premium payments. Basic information is also available from the U.S. Department of Health and Human Services at: 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, statements from investments and pension plans. If you are enrolled in the Group Legal Plan (Hyatt Legal/ MetLaw), you may continue coverage for 30 months after retirement if you are at least age 55 with 5 years of service with FedEx. Contact MetLife at 1.800.438.6388 for more information.

In the event of your death, family members and beneficiaries need to know where to access 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 drafted it (if you have one).

When you are ready to retire, you will need proof of age for yourself and also for your spouse if you elect a form of payment that will provide benefits to your spouse in the event of your death.

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.

*Visit PlanToday.fedex.com for helpful information about retirement planning in general.*

*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.*
The Path to Your Retirement

Approximately 6-9 Months Before Retirement

Take advantage of pre-retirement education materials that address topics such as lifestyle changes, developing a hobby, staying healthy and volunteer opportunities. LifeCare is one such website with a wealth of information. You may want to start out by reviewing information under the sections titled “Finance,” “Legal,” and “Health and Wellness.” This is a company-paid benefit for active employees.

Log on to http://worklifebalance.lifecare.com (no www). Not registered yet? Follow the “New Users Sign Up” link and enter registration code: fedex and member ID: your FedEx employee number (if less than 10 digits, add leading zeroes to make 10 digits). For assistance to log on, contact the Help Desk at 1.888.604.9565. To receive information about the WorkLife Balance Program through LifeCare, call 1.877.543.3339, 24 hours a day, 7 days a week. Note: LifeCare benefits are available only to active employees.

Locate your proof of birth document(s). Pension benefits can’t be paid without proof of your birth date. If you elect one of the Joint and Survivor forms of payment, you will need proof of birth for your beneficiary as well. Acceptable proof of age documentation is either a certified copy of a birth certificate, a valid driver’s license or a current passport.

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 visit their website at 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.

Develop good health habits now that will carry in to your retirement years and may help reduce your out-of-pocket health care costs in retirement.

Approximately 3-6 Months Before Retirement

Consider the selection of your actual retirement date. Under the Portable Pension Account formula of the FedEx 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). Benefits from the Pension Plan are paid the first of the month coincident with or following your retirement date, assuming you have made proper application for benefits. For example, if your retirement date is October 2, you may not accrue a year of service for that plan year and your first monthly payment would not be available until November 1. Important: generally, your first monthly benefit will be available about three weeks after your retirement date if all required forms were submitted on time to the FedEx Retirement Service Center.
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. The decision about when to begin your Social Security benefits is an individual decision based on your specific needs and 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 by selecting ‘Forms and Publications / Retirement Benefits.’ Additionally, at 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 visit their website at www.ssa.gov.

Run an estimate of your Pension Plan benefit to get the most up-to-date estimate of your eligible earnings and credited service. You may get your estimate by logging on to the Internet at any time at MyPension.fedex.com, or you can call the FedEx Retirement Service Center (RSC) at 1.877.963.3339 for assistance.

Start thinking about what you want to do with your RSP account. You may want to leave it invested in the RSP, roll it over to an individual retirement account (IRA) or withdraw it. If you have other retirement savings accounts, you may want to think about what to do with those, also.
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. Simply contact the FedEx Retirement Service Center (RSC) 90 days prior to the date you want benefits to commence and they will prepare a retirement packet for you. Contact the RSC with any questions you may have about your benefit commencement options.

Request a retirement packet, if you have a vested Pension Plan benefit, from the FedEx Retirement Service Center (RSC) by calling 1.877.963.3339 at least 30 days but no more than 90 days prior to your benefit commencement date to ensure timely payment of your monthly benefit from the Pension Plan. Please return your application for benefits as early as possible in order to allow enough time to resolve any issues with the paperwork.

The RSC will send a retirement packet to your home address which will include your Pension Plan benefit calculation (report of benefits), explanation of available forms of payment, application for benefits and other forms you must complete to start receiving your benefits.

You may want to consider returning your completed forms to the RSC via FedEx delivery. If so, make sure to use the correct address noted in the packet for FedEx deliveries.

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 the FedEx Benefits Online website at fedex.ehr.com in EDUCATE / My FedEx Benefits, under Summary Plan Description (SPD) or on the FedEx intranet at Keyword: YRB.

You also need to review the “What To Do When You Retire” section in the most recent copy of the YEB for additional details on your Health and Welfare benefits.

Verify your home mailing address in the FedEx Human Resources Information System. If you need assistance, 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.

Health care options and costs should be a major focus as you approach your actual retirement date.

Keep copies of all completed forms you submit to the RSC, including your pension plan application for benefits.
Less Than 30 Days Before Retirement

Notify your manager in writing of your intent to retire, usually no less than two weeks prior to your retirement. Then, your manager must submit a completed Personnel Authorization Form (PAF) to the FedEx Human Resources Information System (HRIS). The PAF should be submitted prior to your retirement effective date so the date can be processed in a timely manner.

If the PAF is not submitted in a timely manner, your initial pension plan benefit payment may be delayed as well as your receipt of any information from FedEx regarding your health care options.

Submit all required Pension Plan forms to the FedEx Retirement Service Center (RSC). Your retirement packet will include all of the forms necessary to commence your FedEx Pension Plan benefit. Return your completed forms as soon as possible so the RSC can determine if everything is in order for your desired benefit commencement date.

Determine if you meet all of the eligibility requirements for a retiree ID badge. Employees who are actively employed until at least age 55 and have at least five years of credited service may be eligible. Additionally, before Corporate Identification Systems (CIS) can actually issue the retiree ID badge, the employee must (1) be retired and shown in PRISM under one of the approved retirement transaction codes, and (2) the employee’s active ID badge must have been surrendered to his/her manager and returned to CIS.

Ask your manager to apply for your retiree ID badge. Your manager can submit the ID badge request form up to 30 days in advance of your retirement date or any time after your retirement date. The badge can only be issued after your actual retirement and the retirement transaction code has been entered in the FedEx Human Resources Information System.

Refer to the CIS home page for complete instructions (keyword: IDbadge): http://hronline.corp.fedex.com/idbadge. Your manager will need to fill out the necessary retiree ID badge request form.

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, you will automatically receive your Retiree Health packet at your home address approximately two weeks after your retirement date has been entered in the FedEx Human Resources Information System. You will also receive a separate packet explaining available coverage through COBRA.

There are certain situations in which you may want to defer commencement of Retiree Health Coverage, if eligible. However, in all of these situations, you must call FedEx Express Employee Benefits Administration by the deadline indicated in your health enrollment packet to request that commencement of your Retiree Health Coverage be deferred.
The Path to Your Retirement

If you are eligible, you must elect Retiree Health Coverage within 31 days of your retirement, even if you wish to defer commencement of your Retiree Health Coverage. And, if you elect to continue your Medical coverage through COBRA under the Federal Express Corporation Group Health Plan, your COBRA continuation period will count toward satisfying the eligibility age and/or service requirement under the retiree Group Health Plan. Only the period for which premiums are paid will be counted. Refer to the most recent YEB in the section titled “Retiree Medical Plans” for complete details.

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 FedEx Express Employee Benefits Administration to ensure you receive the appropriate communications regarding your health benefits. Additionally, you should contact Vanguard and the FedEx Retirement Service Center to report your change of mailing address.

Consider your RSP 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.

You may be eligible for a Retiree Reduced-rate Shipping account. Employees who work for FedEx until at least age 55, have at least five years of permanent continuous service, voluntarily resign and have a rehire status of “yes” or “conditional” may apply for the discount. Additionally, employees must have a valid FedEx retiree ID badge at the time of the shipment.

To apply for your Retiree Reduced-rate Shipping privilege, you must complete the request form titled, ‘Account Number Request for Retired Employee Discount Shipping.’ The form is available on the FedEx Benefits Online Internet site at fedex.ehr.com. Simply navigate to EDUCATE / 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.

Using fedex.com to prepare retiree shipments is the preferred method of obtaining the Retiree Reduced-rate Shipping discount.

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 e-mail address. To update your account information, log into fedex.com and use Manage My Account.

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.

FedEx Employees Credit Association membership is available to the employees and retirees of the FedEx Corporation and its family of companies as well as immediate family members, including: spouse, children, parents, siblings, grandparents and grandchildren. Visit their website at 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 800.228.8513. In the Memphis area, call 901.344.2500. (Note: Memphis area calls to the 800 number will result in a busy signal.)

You may be eligible for discount airline travel. FedEx has negotiated agreements with certain passenger carriers. The agreements are subject to changes and cancellations at the discretion of the air carrier or FedEx. Retirees* should contact Global Travel at 901.397.2700 for specific information relating to fare quotes, rules of conduct, participating airlines and all other rules as well as to request a FedEx Retiree Travel Request Form.

Global Travel provides personal ticketing for all discount carriers on behalf of the employee or retiree. Information about dress codes and expected behavior while traveling on airline discounts is included on the FedEx Retiree Travel Request Form or can be obtained by sending an e-mail to Global Travel at GTPER@fedex.com.

* Please note that ONLY retirees from FedEx Corporation, FedEx Express, FedEx Corporate Services, and FedEx TechConnect are currently eligible for personal travel benefits.

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 Retirement Service Center or refer to the Your Retirement Benefit (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.

The FedEx Retiree Club has a mission to pursue and promote the social, cultural and recreational welfare of eligible retirees. The goal of the club is to establish and foster friendly relations, loyalties, traditions and identification with FedEx globally. For more information on the club, visit their website at: www.ferc1.org.

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

<table>
<thead>
<tr>
<th>If You Need To:</th>
<th>Via the Web or e-mail at:</th>
<th>Via the Phone:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Estimate your benefits.</td>
<td>MyPension.fedex.com</td>
<td>FedEx Retirement Service Center (RSC) 1.877.963.3339, 8 a.m. – 5 p.m., Central time, Monday – Friday. Hearing impaired: 1.866.720.4890.</td>
</tr>
<tr>
<td>• Obtain Plan information.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Request a retirement packet.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Access your RSP personal account.</td>
<td>vanguard.com</td>
<td>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: 1.800.749.7273.</td>
</tr>
<tr>
<td>• Change your investment options.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Request a distribution packet.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Take advantage 24/7 of your gateway to everything retirement.</td>
<td>PlanToday.fedex.com</td>
<td></td>
</tr>
<tr>
<td>• Get retirement planning information.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Review retirement plans information in the YRB.</td>
<td>FedEx Benefits Online at fedex.ehr.com or on the intranet at:</td>
<td>FedEx Express Employee Benefits Administration 1.800.525.4478 or 901.434.4800. 8 a.m. – 5 p.m., Central time, Monday – Friday.</td>
</tr>
<tr>
<td>• Review Retiree Medical Coverage information in the YEB.</td>
<td>FedEx Benefits Online at fedex.ehr.com in the EDUCATE module.</td>
<td></td>
</tr>
<tr>
<td>• Determine your eligibility for Retiree Health Coverage.</td>
<td></td>
<td>Fedex Retirement Service Center (RSC) 1.877.963.3339, 8 a.m. – 5 p.m., Central time, Monday – Friday. Hearing impaired: 1.866.720.4890.</td>
</tr>
<tr>
<td>• Calculate your Social Security benefits.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Speak with a representative on any work/life balance concerns.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Get information about the FedEx Employees Credit Association and the services offered.</td>
<td><a href="http://www.fecca.com">www.fecca.com</a></td>
<td>1.800.228.8513 or in the Memphis area call 901.344.2500.</td>
</tr>
<tr>
<td>• Obtain a Retiree Travel Request Form.</td>
<td>Send an e-mail to: <a href="mailto:GTPER@fedex.com">GTPER@fedex.com</a></td>
<td>Call 901.397.2700 for fare quotes, rules of conduct, participating airlines, etc.</td>
</tr>
<tr>
<td>• Replace a lost retiree ID badge.</td>
<td>Send an e-mail to: <a href="mailto:idbadge@fedex.com">idbadge@fedex.com</a></td>
<td>Corporate Identification Systems 901.224.3914 2828 Business Park Dr., Building H, Suite 200 Memphis, TN 38118</td>
</tr>
<tr>
<td>• Get information on the FedEx Retiree Club.</td>
<td><a href="http://www.ferc1.org">www.ferc1.org</a></td>
<td></td>
</tr>
</tbody>
</table>
This guide applies to eligible employees participating in the following plans:
FedEx Corporation Employees’ Pension Plan (Pension Plan)
FedEx Corporation Retirement Savings Plan (093111)*
FedEx Corporation Retirement Savings Plan for Puerto Rico (093851)*
*Collectively referred to herein as RSP

This guide applies to employees of the following operating companies:
FedEx Corporate Services, Inc.
FedEx Corporation
Federal Express Corporation (includes employees residing in Puerto Rico)
FedEx Freight Corporation (holding company employees only)
FedEx TechConnect, Inc.
FedEx Trade Networks, Inc.
FedEx Trade Networks Trade Services, Inc.
FedEx Trade Networks Transport & Brokerage, Inc.
World Tariff, Limited

This guide does not apply to pilots whose benefits are the subject of a collective bargaining agreement between Federal Express Corporation and the Air Line Pilots Association International.