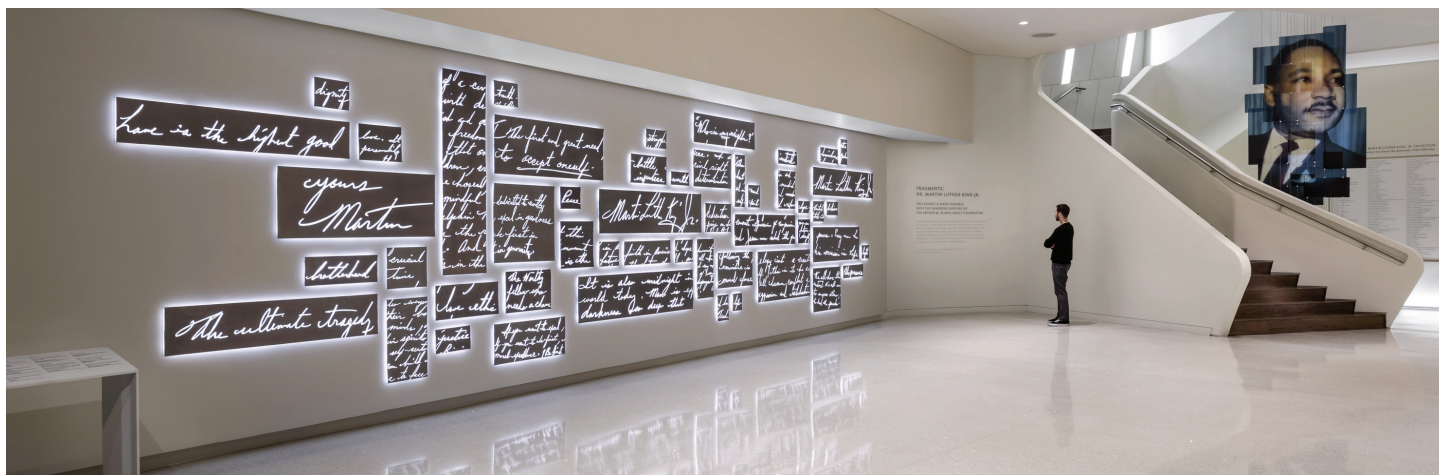




Investing in Inclusion: African Americans

FedEx supports organizations that promote inclusion, teach acceptance, and provide advancement for underrepresented populations. In our communities and in our business, FedEx believes we are stronger when everyone has equal access to opportunity. Through our non-profit collaborations, we support mentorship opportunities, professional development, and access to resources that help build strong connections vital to overcoming challenges and achieving success.



"Voice to the Voiceless" Gallery at the National Center for Civil and Human Rights

FedEx became a supporter of the National Center for Civil and Human Rights in 2018 with the first "Free Admission Day" commemorating MLK50. Since then, FedEx has expanded our support as the inaugural sponsor of the "Voice to the Voiceless" gallery, which features a rotating selection of more than 13,000 manuscripts, artifacts, and personal items from the Morehouse College Martin Luther King Jr. Collection.



National Association for the Advancement of Colored People (NAACP)

With the goal of ensuring equality for all, the NAACP has played a critical role in protecting and celebrating the culture and history of African Americans. FedEx supports the national organization and local chapters of the NAACP through several initiatives including the NAACP National Conventions, summer internship program, chapter events, and the NAACP Image Awards.



National CARES Mentoring Movement

The National CARES Mentoring Movement is dedicated to alleviating inter-generational poverty among African Americans by increasing the number of black adult mentors throughout the nation. Providing social, emotional, and academic support, local CARES affiliates in 58 U.S. cities and 23 states have recruited and placed 140,000+ mentors, supporting more than 200,000 children in need. The African American Employee Network at FedEx Express participates with the Memphis affiliate of the organization.



National Urban League (NUL)

NUL works to provide economic empowerment, educational opportunities, and the guarantee of civil rights for the underserved in America. FedEx support enables young people to access educational opportunities and provides tailored job training, wrap-around services, and connections to employers for a diverse group of individuals with complex barriers to employment.



THE EXECUTIVE LEADERSHIP COUNCIL
The Power of Inclusive Leadership

Executive Leadership Council (ELC)

FedEx supports the management training initiative of the ELC, one of the nation's leading member organizations working to increase the number of successful black executives in C-Suites, on corporate boards, and with global enterprises. FedEx is proud to have five executives as ELC members:

- **Matthew Thornton III;** *Executive Vice President/Chief Operating Officer, FedEx Freight*
- **Gina Adams;** *Corporate Vice President of Government Affairs, FedEx Corporation*
- **Gloria Boyland;** *Corporate Vice President of Operations and Service Support, FedEx Corporation*
- **Shannon A. Brown;** *Senior Vice President of Air, Ground, Freight Services & Chief Diversity Officer, FedEx Express*
- **Jeffery Greer;** *Senior Vice President of Human Resources, FedEx Freight*

Learn more about how FedEx is creating opportunities and delivering impact for people around the world at [fedexcares.com](https://www.fedexcares.com).





The National Civil Rights Museum (NCRM)

FedEx is a long-time supporter of NCRM and provides vital support to the museum's exhibits and educational programming chronicling key episodes of the American Civil Rights movement. Since 1991, FedEx has sponsored the annual Freedom Awards and has helped honor the impressive leadership and accomplishments of individuals such as Nelson Mandela, Stevie Wonder, Oprah Winfrey, Congressman John Lewis, President Bill Clinton, the Dalai Lama, Sidney Poitier, Al Gore, Harry Belafonte, Ava DuVernay and many others.



National Black MBA Association (NBMBAA)

NBMBAA provides companies like FedEx with access to top talent in the business community. Nationally, FedEx supports the NBMBAA annual conference, a week of career opportunities and networking. FedEx also supports the NBMBAA Leaders of Tomorrow program, which mentors talented youth aspiring to leadership roles in professional fields. On the chapter level, FedEx and team members dedicate their time, talent, and resources to support locally aligned NBMBAA initiatives in Memphis.



My Brother's Keeper Alliance (MBK Alliance)

MBK Alliance became a reality in 2015 with the mission of addressing persistent opportunity gaps facing boys and young men of color. A formal program of the Obama Foundation, MBK Alliance is committed to unleashing the power of communities working together to solve problems for young men of color. FedEx supports MBK Alliance through the sponsorship of activities that help young men successfully enter the workforce.



INROADS

FedEx helps create diversity in the workplace through support of INROADS, an internship program that provides career opportunities for outstanding ethnically diverse young people. Numerous INROADS alum have gone on to full-time positions at FedEx in the areas of HR, marketing, engineering, finance, and more.



National Association of Black Journalists (NABJ)

NABJ is committed to strengthening networks and expanding diversity, inclusivity, and equity in the media industry. FedEx supports the organization's Student Multimedia Projects, a week-long intensive experience teaching key skills for today's evolved newsrooms, and the annual Salute to Excellence Awards, which recognizes exemplary coverage of people and/or issues in the black community.



The Links, Incorporated

The Links, Incorporated is an international nonprofit organization and one of the nation's oldest volunteer service groups for professional women of color. FedEx supports The Links, Inc. National Assembly and regional Leadership Summits, which provide professional development opportunities to build leadership skills and drive transformative engagement in communities among women.



Scholarship Funds

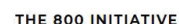
To help young people compete for in-demand, 21st-century jobs, FedEx supports nationally recognized scholarship funds as well as endowed scholarships at public and private historically black colleges and universities. Current grantees include: **Thurgood Marshall College Fund, UNCF, Tennessee State University, Jackson State University, and Lemoyne-Owen College.**



Inner City Capital Connections (ICCC)

ICCC positions urban businesses for long-term success. The 40-hour program offers an interactive curriculum, intensive coaching sessions, and a conference that helps small-business CEOs build capacity for sustainable growth and best practices. FedEx has sponsored the Memphis ICCC program since 2017.

WE ALSO SUPPORT:



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