



EMPLOYMENT PATHWAYS

Creating Educational and Career Opportunities for Youth



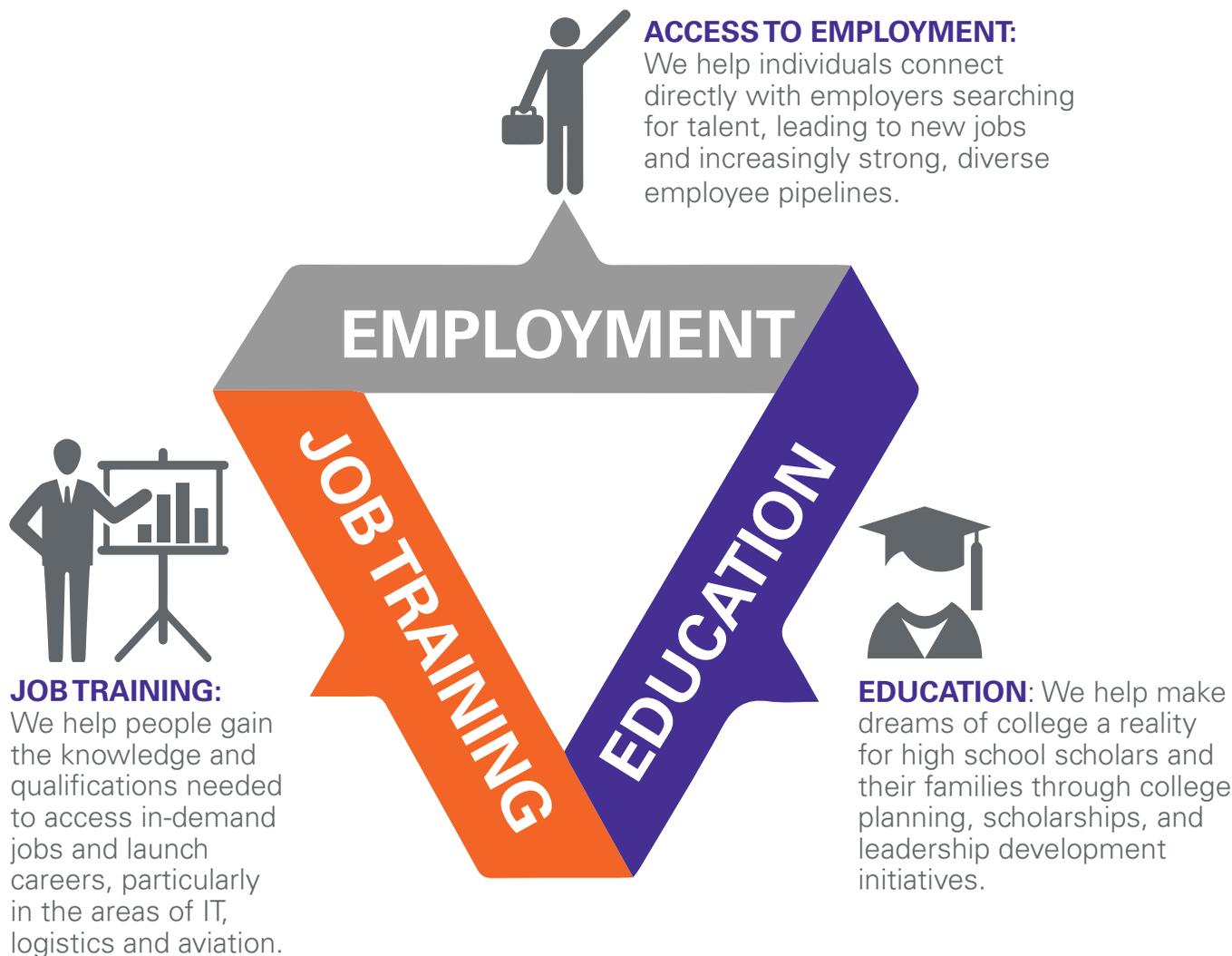
Photo credit Ignacio Mendoza

Every young person deserves a chance to access opportunities that lead to success in work and in life. At FedEx we are committed to helping individuals launch meaningful careers and thrive in today's workforce.

Together with innovative nonprofit organizations around the world, we've invested in ensuring that under-represented communities have the tools and resources necessary to succeed.

On the pages that follow, learn how FedEx is joining forces with nonprofit organizations and other employers to empower progress in the workforce globally.

Employment Pathways at FedEx



Education

Higher education and certifications can unlock lifelong economic and career opportunity. However, getting into, paying for, and graduating from college is often no easy task, especially in under-represented communities. FedEx invests in programs to help young people from all backgrounds and financial abilities — from children of veterans to LGBTQ scholars and first-generation scholars — to beat the odds.

From navigating the application and financial aid process, to scholarships, networking, leadership skills, and internships, we understand how much goes into making college dreams a reality.



FedEx Purple Runway Aviation Scholarship Program. From left to right: Cris Perkins, Tennessee College of Applied Technology; Dr. Stephen McCaskey, Indiana State University; Dr. Debra West, Arkansas State University Mid-South; Bill West, FedEx Express; Tim Leonard, FedEx Express; Scott Ogden, FedEx Express; Kent Lovelace, University of North Dakota; Dr. Billy Moore, Delta State University; Dr. Joanne Gikas, University of Memphis.

89%

of low-income, first-generation students leave college without a degree. More than a quarter leave after their first year.

30%

of all entering freshmen are first-generation college students.

- *The National Center for Education Statistics*



Nam Nguyen

“For me as a student, the four-year scholarship from FedEx has allowed me to truly immerse myself in my studies, the university experience, and American culture. When I first moved to this country from Vietnam five years ago, I could barely speak English. I couldn’t even ask the flight attendant on the plane for a glass of water,” Nam adds. “As a first-generation college scholar, I was given the motivation and the drive to succeed in part due to the sense of responsibility this scholarship instilled in me. Moving forward, I now have the dream of one day being able to give back and to serve a community.”

Today, Nam is beginning his senior year as an international business and marketing major with future goals of pursuing a Ph.D. in educational psychology and becoming a renowned researcher in the education field. Outside of the classroom, Nam is a mentor for multicultural students like himself. He attributes his success to his engaged support system of family and faculty and exposure to career development and preparation experiences he was able to afford thanks in part to FedEx.

First-Generation Scholar to Future Community Leader

*Nam Nguyen
APIA Scholar*

In 2015, Nam Nguyen set foot on the campus of Washington State University. This milestone accomplishment marked him as the first in his family to attend college. As a recipient of the FedEx scholarship from APIA Scholars, Nam has been able to maximize his career possibilities and life opportunities in and beyond the classroom. Nam notes, “I relied on financial aid, grants, and student loans to help finance my education. Thanks to this scholarship, I was able to afford my education without needing to work full-time. I was able to learn English in my spare time instead of earning money for school.”



APIA Scholar Recipients at annual gala in Washington D.C.



APIA Scholars and FedEx

To date, over 90% of FedEx scholarship recipients are first-generation college students, and over 70% of scholars are living at or below the poverty line. FedEx helped APIA Scholars establish its first-ever four-year scholarship to help address the high college drop-out rate amongst Asian and Pacific Islander American scholars. We also support APIA Scholars’ Jump Start College Tour and mentoring initiatives.

About Our Education-Focused Investments



American Indian College Fund

FedEx supports scholarships to first-generation Native students attending tribal colleges and universities, and provides funding to support. AICF is dedicated to "Educating the Mind and Spirit" by investing in Native students and tribal college education to transform lives and communities.



FedEx Endowed Scholarships

FedEx has endowed scholarships funds at each of: LeMoyne-Owen College, Tennessee State University, and Jackson State University

FedEx Purple Runway Aviation Scholarship Program

The FedEx Purple Runway Aviation Scholarship Program eases the financial burden of rising education costs on the next generation of aviation professionals. Seven universities and technical schools from around the country are involved, including: the University of Memphis, Delta State University, University of North Dakota, Indiana State University, Tennessee College of Applied Technology, Arkansas State University Mid-South, and Embry-Riddle Aeronautical University.



F.L.I.G.H.T. Foundation

FedEx is committed to inspiring and training the next generation of aviation professionals. Through our support of F.L.I.G.H.T. Foundation, which emphasizes math and science skills, character education, discipline, leadership and team building through JROTC programs, we help provide the basis for future careers in aviation and service to our country in the Armed Forces.



Hispanic Scholarship Fund

FedEx is helping HSF realize its vision that every Latino household in the U.S. will have at least one college graduate. Our support of HSF provides scholarships and College 101 tours in multiple cities to support the navigation of the college application and admissions processes for students and parents.



Marine Corps Scholarship Foundation

FedEx support for the Marine Corps Scholarship Foundation empowers children of veteran and active duty Marines and Navy Corpsmen to attend four-year colleges and universities as well as accredited technical schools.



Memphis Challenge

Memphis Challenge is a nonprofit organization founded in 1989 by Joseph "Pitt" Hyde. It coaches high-achieving students of color in high school, throughout Shelby County, using a core curriculum of personal and professional development. The enrichment program has a 100% college attendance rate, and 97% of those scholars graduate from top-tier colleges and universities in four years. FedEx volunteers host workshops for Memphis Challenge seniors on college admissions essays, resume building, interview skills, and time management.



PeerForward

FedEx supports PeerForward to train, deploy, and coach teams of high school scholars to motivate and encourage their peers to apply for college and associated financial aid opportunities.



Point Foundation

FedEx supports a four-year, named scholarship at Point Foundation, the nation's largest scholarship-granting organization for LGBTQ scholars of merit. Point promotes change through scholarship funding, mentorship, leadership development, and community service training.



Thurgood Marshall College Fund

FedEx supports both the Thurgood Marshall College Fund and its Leadership Institute, which together create college accessibility and offer career prep for high-achieving, low-resource scholars attending publicly-supported historically black colleges and universities.



UNCF

FedEx supports four-year scholarships to African-American scholars attending Historically Black Colleges and Universities across the U.S. Our support helps UNCF and its member institutions recruit and retain bright scholars through scholarships, and prepare them to successfully join the workforce through the EmpowerMe Tour.

Job Training and Access to Employment

For us, creating opportunity for individuals of all backgrounds is both a business imperative and community responsibility. We invest in workforce programs that not only train individuals for in-demand jobs, but take the next step of connecting people with employers that can turn a job into a meaningful, long-term career.

While the individuals who participate in our programs end up in jobs with a wide variety of employers across industries, we are honored that some come to work at FedEx. Meet three such individuals — Chris, Alexis and Rodderick. Each has a different background and journey, but all three have found a meaningful career path at FedEx.



INROADS students at the 2018 Leadership Development Institute (LDI)

The Hiring Our Heroes Corporate Fellowship Program (CFP) is an innovative program that provides transitioning service members with professional training and hands-on experiences in the civilian workforce.

In 2018, Hiring Our Heroes hosted 729 fellows at 15 locations across the country:

92%

were offered a job at or near their point of transition



Tech and IT were among the top positions filled



Average starting salary was

\$85,142



Chris Winton

“INROADS taught me important principles necessary to succeed in corporate America, including leadership, team work and communication,” said Winton.

“They offered me an IT internship with my company sponsor, FedEx, and I went on to spend 17 years in the field of IT until I switched over to Human Resources.

Chris’s servant leadership style and passion for helping young adults succeed has led him to be recognized by the Memphis Business Journal as a “Top 40 Leader Under 40”. Chris currently serves on the Board of Directors for INROADS, and is involved with local Memphis nonprofits including Choose901 and Tech901.



Chris Winton with FedEx recruiters

Once a C Student: Now an Executive

Chris Winton

In 1997, Chris Winton, FedEx Services Vice President of Human Resources, joined FedEx as an IT intern. Chris had recently completed a program at INROADS, a nonprofit dedicated to helping students access career opportunity, and top corporations recruit diverse talent.

Growing up in Memphis, Chris was a C student. “No one ever asked why I made C’s,” said Winton. “It was because I was working two jobs to help pay the bills at home so I wasn’t afforded the opportunity to study every night.”

Chris’s high school guidance counselor introduced him to INROADS, and though the program required candidates to have a 3.0 GPA, Chris was offered a spot in the program after an INROADS representative heard his story.



Chris Winton, FedEx Services VP of Human Resources discusses workforce challenges and employer-led solutions at U.S. Chamber of Commerce Foundation workforce conference. © 2018 U.S. Chamber of Commerce



INROADS and FedEx

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.



Alexis Mitchell

I participated in the Usher's New Look Moguls in Training program. As a result, I was awarded a \$100,000 scholarship to go to college. On top of that, I was fortunate to fly to Memphis with 50 other Usher's New Look scholars to tour the FedEx Express hub, meet with mentors and visit the city. That experience landed me a summer internship in sales at FedEx in Detroit, where I gained new skills and on-the-job experience.

I was expecting a desk job, but was surprised to receive an account list of nearly 1,000 customers who I had to reach that summer. While the experience was challenging, I learned so much in a short period of time and I always felt like I had the support from my team. In fact, we ended up being one of the top-selling intern districts. I learned a lot from my internship, including the power of teamwork, responsibility, and accountability.

I also became inspired to continue on with FedEx post-college, resulting in a full-time sales position with the company.

An Unexpected Path

Alexus Mitchell

Usher's New Look (UNL) participant Alexis Mitchell shares how UNL prepared her for college and led her to a career at FedEx.

I didn't think college was an option prior to Usher's New Look. My mother was a single parent with four kids at home, and money was tight. In my mind, to pursue college would be a burden on my mom. Plus, none of my family had ever gone to college so I planned to enlist in the Army.

Usher's New Look altered my path. I was picking up my younger brother one afternoon from an Usher's New Look training program in my hometown of Atlanta, GA. What I saw was community. I loved how all of the participants seemed so comfortable with one another. It was like a big family. Kids from different sides of the train tracks coming together to learn and develop into leaders. I was so inspired by the program that I just had to get involved!



UNL Mogul-in-Training high school senior stands with FedEx Freight SVP of HR Jeffery Greer and D&I Specialist RL McCaskill III.



Usher's New Look and FedEx

Usher's New Look (UNL) offers leadership programs and helps youth identify their passion, or "spark," and connect it to an education and career pathway. UNL's peer-to-peer program model and curriculum provides Access, Awareness and Empowerment to youth in underserved communities, in order to guide them on a pathway to leadership and help them make educational and career choices that match their passions. Since 86% of UNL youth are first-generation college scholars, the organization developed Moguls in Training, where scholars learn essential skills to graduate college and transition into adulthood successfully. FedEx is proud to sponsor the Moguls in Training Leadership Summit.

About Our Job Training Investments



Gifted Education Foundation

The Gifted Career Solutions powered by the Gifted Education Foundation provides opportunity youth, ages 16-24, with the necessary skills to succeed in college, career, and community while having marketable skills and living wage jobs. FedEx supports GEF's Workforce Readiness Training and Jobs and Career Placement in Atlanta and Memphis, where it has a 100% placement rate for those who interview, and a 80% retention rate after six months of being hired.



International Youth Foundation

FedEx supports the International Youth Foundation (IYF) and their commitment to equipping young people around the world with skills and access to unlock greater economic opportunities. IYF's work includes developing and delivering curricula, training, and tools that prepare youth to find and thrive in in-demand jobs in high-growth sectors. FedEx and IYF kicked off their collaboration in 2017 with the launch of TalenTICs. This initiative combines hands-on logistics technician training and training in critical life skills, such as responsibility and goal-setting, for 17-to-24-year-olds enrolled in the CONALEP technical and vocational education system in Mexico City.



SER National

SER (Service, Employment, and Redevelopment) is a national network of community based organizations with a vision to enable the Hispanic community and other underserved populations to fully participate in the socio-economic mainstream. FedEx supports SER's STEM and Robotics Propel Program, which aims to increase opportunities for students in STEM fields.



The Collective

Launched in July 2016, the mission of The Collective is to address poverty by creating real community and investing in the vision and dreams of young adults. With a focus on supporting young adults out of school and out of work in successfully getting to careers in healthcare, IT and the skilled trades, FedEx provides financial support for The Leaders Program cohort and FedEx HR volunteers assist with workshops on career readiness and preparedness.



YouthBuild

YouthBuild USA is the nonprofit support center for 260 urban and rural YouthBuild programs in 44 states. In YouthBuild programs, unemployed and out-of-school young people ages 16 to 24 reclaim their education, gain job skills and become leaders in their communities. Together YouthBuild and FedEx are preparing these opportunity youth to enter the workforce, by providing opportunities to work alongside local FedEx operations and logistics professionals through industry tours, mentorships, and internships.

Results of the FedEx and IYF TalenTICs initiative one year after launch:

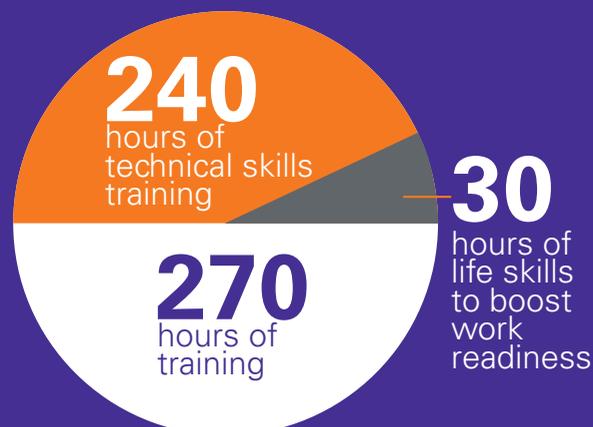
239

young people in Mexico City graduated in June 2018

Over **60%** were women

Successful completion increased graduates' monthly earnings potential by

US\$128 - \$253





Rodderick Burnett

"I knew this was an important moment for me," said Rodderick. "I wore a full suit that day with a mission to land a job."

The first thing that Rodderick's current manager noticed that day was his appearance. "He was the only one that I'd interviewed so far that had worn a tie," said Kevin Johnson, Manager of Technology and Integration for FedEx Logistics.

Rodderick's appearance wasn't the only thing that made him stand out during the event. Upon entering the venue, heads turned to see Rodderick holding his 9-month-old baby. His determination to secure a job led him to bring his child to the event because he didn't have a babysitter. A family friend just so happened to be at the event that day to watch after Rodderick's child during his on-the-spot interview. "I also noticed Rodderick's effort that morning as he carried his child from booth to booth," said Johnson. Rodderick reflects on that day often, noting that he left the event feeling confident and empowered.

Today, he works a 40-hour work week at FedEx while taking college courses leveraging the FedEx Tuition Assistance program. The program financially subsidizes eligible employees in their pursuit of higher education.

Beating the Odds

Rodderick Burnett

"I was once skeptical of job fairs, believing that no one got hired just by going...I was wrong."

-Rodderick Burnett

Every so often, you meet an individual with the ability to overcome major obstacles to find success. That's what happened to 22-year-old Rodderick Burnett, currently a Shipping Associate at FedEx Logistics in Memphis, TN.

At the age of 20, Rodderick found himself out of school, unemployed, and with a newborn. He had landed a full-ride scholarship at Texas College to play basketball; however, his grades suffered and he was released from the team.

"I ended up at home with no source of income," said Rodderick.

Recognizing Rodderick's situation, his former basketball trainer encouraged him to attend the My Brother's Keeper Alliance "Pathways to Success" Opportunity Summit.

The summit offered nearly 1,000 Memphis youth access to on-the-spot job offers, career preparation, leadership development training, and community resources and social services.

"I'm thankful that FedEx has led me back to school," said Rodderick. "I'm more confident than ever that I can work at FedEx and live out my wildest dreams."



My Brother's Keeper Alliance and FedEx

My Brother's Keeper Alliance (MBK Alliance) is committed to unleashing the power of communities working together to solve problems for young people, including young men of color.

FedEx supports the MBK Alliance through the sponsorship of activities that help young men successfully enter the workforce.

About Our Access to Employment Investments



100K Opportunities

FedEx is a proud member of the 100,000 Opportunities Initiative™, a coalition of leading U.S.-based companies committed to training, employing and empowering one million youth by 2021. By connecting young people directly to employers seeking talent, the initiative gives young people the chance to build skills, gain credentials and access employment.



Dress For Success

FedEx is helping make job skills training more accessible for women through an online tool called the Career Hub and an accompanying mobile job skills app. These tools will help women more successfully navigate the job application process and help them stay employed over the long term.



U.S. Chamber of Commerce Foundation's Hiring Our Heroes

FedEx recognizes that our nation's veterans, service members, and military spouses face complex challenges and barriers to employment. To help our service members and their spouses access meaningful jobs, FedEx supports HOH Career Summits across the country. These events convene top local employers, facilitate networking, and offer town-hall style panel discussions and employment workshops uniquely tailored for service members and military spouses. Additionally, FedEx supports the HOH Corporate Fellowship Program (CFP).



HollyRod Foundation

HollyRod Foundation was formed by actress Holly Robinson Peete and her husband, former NFL quarterback Rodney Peete, to bring help and hope to those living with autism and Parkinson's disease. FedEx supports the foundation's RJ's Place program which enables nonprofits including Social Motion Inc. to provide assistive technology and pre-vocational support for individuals dealing with autism, ADHD, and similar challenges.



LeadersUp

LeadersUp is dedicated to bridging the divide between the untapped potential of young people and the business challenge of finding and keeping the best talent. FedEx and LeadersUp help young adults neither in school nor work to connect to job training and career pathways, especially in tech and logistics.



National Black MBA Association

NBMBAA is a professional business organization that leads in the creation of educational, wealth-building and growth opportunities for those historically under-represented throughout their careers as students, entrepreneurs and professionals. FedEx supports the NBMBAA's Leaders of Tomorrow Program, which mentors talented youth aspiring to leadership roles in professional fields, and NBMBAA's Annual Conference and Exposition, which attracts some of the world's most sought-after thought leaders and leading Fortune 500 companies who come to recruit diverse talent.



National Urban League

FedEx supports the National Urban League to empower young people and provide access to educational opportunities. Our support enables tailored job training, wraparound services and connections to employers for a diverse group of individuals with complex barriers to employment.



Tech901, Base Camp Coding Academy and CodeCrew

FedEx works with nonprofits Tech901, Base Camp Coding Academy and CodeCrew to support technology training and career paths for young people in Memphis. These organizations train young people with less than a bachelor's degree to obtain the skills necessary to begin a career in technology, and the programs help FedEx find new talent and create a more diverse IT team.



UnidosUS

UnidosUS is the largest Hispanic civil rights and advocacy organization in the United States. FedEx is a major sponsor of UnidosUS' Líderes Initiative, which facilitates opportunities for young Latinos to enhance their understanding of social justice issues, sharpen their advocacy skills, strengthen their leadership abilities, and in the process, improve their socioeconomic prospects. FedEx also presents annual academic scholarships to Líderes members with an outstanding commitment to academics and community service.



United States Hispanic Leadership Institute

FedEx proudly supports the United States Hispanic Leadership Institute (USHLI) annual conference. As the largest cross-generational Hispanic conference in the nation, USHLI brings together leaders from every segment of society to strengthen their servant leadership skills, and features nationally prominent speakers and workshop presenters who are experts in their field of expertise.

Learn More.

For more information, visit [fedexcares.com](https://www.fedexcares.com)

