



Diversity & Inclusion: Enterprise Overview

Since the founding of FedEx, we have believed in the power of diversity and inclusion. We are committed to fostering respectful, safe and inclusive workplaces that celebrate the unique contributions of each individual. With the continued focus and determination of our leadership, we invest in policies and programs across our workforce, culture, marketplace and communities that acknowledge people's unique backgrounds, experiences and needs.

This document highlights a few of our many existing initiatives. Our work is ongoing; we are committed to being part of the solution that ends systemic racism in our communities.

Workforce

We actively invest in recruiting and maintaining a diverse workforce that reflects the communities we serve. At FedEx, that diversity translates into our strength. Our ability to innovate and lead with a diverse team drives our common mission to connect the world responsibly and resourcefully.

In FY19, 29% of our workforce was Black/African American and 16% was Hispanic/Latin. FedEx management was 37% people of color in the U.S. The FedEx Board of Directors includes 13 directors, four of whom are women and three of whom are ethnically diverse.



Maintaining a Diverse Pipeline of Young Talent

The FedEx Services College Connections internship program seeks to fill approximately 170 summer intern positions each year. We target recruiting to reach Black students through events at 16 historically Black colleges and universities (HBCUs) and career fairs at the Thurgood Marshall Leadership Conference and the National Black MBA Conference. We also prioritize recruitment of Latinos at colleges and universities and through events with Hispanic-led organizations such as Hispanic Scholarship Fund, United States Hispanic Leadership Institute and UnidosUS.

FedEx Freight also developed "The Boardroom Experience" to introduce Black, Hispanic and other minority students to career possibilities at FedEx through a simulated boardroom meeting. The program is part of the company's recruitment efforts to diversify internship and entry-level talent.

HBCU Work/Study Program

FedEx Logistics launched a first-of-its kind program at Mississippi Valley State University, an HBCU, that offers professional job opportunities for students and builds a diverse talent pipeline. Through the program, FedEx opened an on-campus satellite office staffed by students. Students work part-time and gain experience while in school and have the potential for full-time employment upon graduation.

Culture

Our company was founded on a people-first philosophy and respect for everyone has always been an everyday business practice. We believe that a culturally competent and inclusive workplace is one where team members can bring their authentic self to work. Through education, training, regular communications and resources, our team members are encouraged to maintain open dialogues that lead to action.

A Platform for Executive Leadership

FedEx Services, Express, Office, Freight and Ground unite top leadership in Diversity & Inclusion Executive Steering Committees. These committees are comprised of leaders across a variety of functions from Human Resources to Engineering, Air Ops to Finance. They set their operating company visions, expectations and goals for diversity, share best practices and hold each other accountable for progress.

Advancing Black Female Leaders

My Sister's Keeper is an eight-month professional development program for Black female team members. With 10-12 women per cohort, the program includes intimate workshops, mentoring and relationship-building led by Black female officers and directors. The driving force behind this initiative is to lift up emerging Black women and use established influence, experience and knowledge to help them navigate the corporate ladder.

Executive Leadership Council

The Executive Leadership Council (ELC) is a membership organization dedicated to increasing the number of African American executives and board members in Fortune 500 companies. FedEx made ELC's Mid-Level Managers Symposium (MLMS) – which helps up-and-coming managers gain skills and advance to the next level of leadership – available to team members from FedEx Services, FedEx Express, FedEx Ground, FedEx Office, FedEx Custom Critical, FedEx Trade Networks and FedEx Freight in 2019.

Giving Team Members Community and Voice

Across our operating companies, FedEx team members participate in employee-led resource groups that help recruit, develop and retain talent, create connections, and build community through targeted programs and events. Numerous networks are available to team members – including, but not limited to: Women in Leadership, Black Professional's Network, Hispanic Action Network, All-Generations, Multi-Ethnic Leadership Community, Asian Network, Women Leading Change, LGBT & Friends, U.S. Military Veterans, enABLE Network, Growing Professionals, Parents Working Together and many others.



Marketplace

We view our suppliers as more than service providers – their success is our success and vice-versa. FedEx launched our supplier diversity program in 1992 to formalize our commitment to a supply chain that intentionally seeks out and develops small and minority-owned businesses. We are proud to support diverse businesses and know that our supplier base and supporting culture enables us to better serve our customers and compete more effectively in the global marketplace.



To build our pipeline of diverse suppliers and connect suppliers with resources, training, capital and networks, FedEx collaborates with a number of community-based organizations across the U.S. Some of these organizations include:



Community

Our commitment to diversity and inclusion extends beyond our business – it's an investment we make into building more equitable communities as well. We invest in nonprofit and community empowerment organizations creating greater economic opportunity, helping to amplify diverse voices, and providing access to leadership, educational and employment opportunities that inspire people to succeed. Some of our relationships include:

Inner City Capital Connections (ICCC) – FedEx supports the ICCC executive training program for inner-city small businesses. Since 2005, ICCC alumni have created over 12,000 jobs, raised \$2.23 billion in capital and grown revenues by an average of 120%. FedEx will bring ICCC to Memphis for a fourth time in 2020. Our previous three years have trained close to 200 Memphis business owners who have averaged 156% revenue growth, raised \$3.9 million in capital (both debt and equity), and created 441 jobs.

The 800 Initiative – The 800 Initiative is an intensive, multidimensional program designed to empower the roughly 800 Black-owned businesses in Memphis that are in between start-up and full-scale phases. With significant funding from FedEx, the Initiative features technical assistance, coaching, loans and grants. The Initiative's goal is to grow Memphis-based Black-owned businesses' annual revenue by \$50 million by 2023.

Vital Voices – The Vital Voices GROW Fellowship, which trains an average of 50 women entrepreneurs representing more than 30 countries every year. FedEx supports the program to provide business skills training, technical assistance, leadership development and access to networks for founders. Two years after the fellowship, businesses grew sales an average of 42% and 40% of businesses hired new employees.

Black Enterprise Entrepreneurs Summit – FedEx sponsors the annual Black Enterprise Entrepreneurs Summit, one of the nation's premier business conference and networking events for African American entrepreneurs, corporate executives and professionals.

NAACP – The mission of the National Association for the Advancement of Colored People (NAACP) is to ensure the political, educational, social and economic equality of rights of all persons and eliminate racial discrimination. FedEx supports several NAACP initiatives, including the NAACP National Convention, the summer internship program and the NAACP Image Awards.

MLK Day of Service – Each year on Dr. Martin Luther King Jr. Day, FedEx employees volunteer at museums, pack meals for families in need, and clean up parks, schools and neighborhoods. FedEx also sponsors free admission to civil rights museums in Memphis, TN; Jackson, MS; Montgomery, AL; Atlanta, GA; and Birmingham, AL and in 2020 more than 26,000 visitors took part and 1,000 FedEx volunteers donated more than 3,200 hours to help.

National Civil Rights Museum (NCRM) – FedEx is a long-time supporter of NCRM, its exhibits and educational programming chronicling key episodes of the American Civil Rights movement. FedEx sponsors King Day as well as the annual Freedom Awards, which has helped honor the leadership and accomplishments of individuals such as Nelson Mandela, Stevie Wonder, Oprah Winfrey, Congressman John Lewis, President Bill Clinton, Sidney Poitier, Harry Belafonte, Bono, Elie Weisel and Ava DuVernay.

National Urban League – FedEx supports the National Urban League to help young people of color overcome complex barriers to employment. Programs reach over 5,000 people and include access to educational opportunities, tailored job training, wrap-around services and direct connections to employers.

Dress for Success – Dress for Success and FedEx are making job skills training more accessible for women through online tools and a 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.

The Trevor Project – FedEx is helping The Trevor Project transition from part-time to round-the-clock text message-based counseling for LGBTQ youth in crisis. Our support has helped double Trevor's text-based capacity to serve 120,000 young people per year and create an online educational platform geared toward suicide prevention.

UnidosUS – FedEx is a major sponsor of UnidosUS Líderes Initiative, which helps young Latinos build understanding and skills in social justice, advocacy, and leadership to improve their socioeconomic prospects. FedEx also presents annual scholarships to Lideres scholars with an outstanding commitment to academics and community service.

U.S. Chamber of Commerce Foundation's Hiring Our Heroes – FedEx works with Hiring Our Heroes (HOH) to provide transitioning service members and their spouses with professional training, hands-on work experience, networking, direct connections to employers and access to the HOH Corporate Fellowship Program. Approximately 92% of Fellows are offered a job as a result of the program.

Asian and Pacific Islander American (APIA) Scholars – FedEx helped APIA Scholars establish its inaugural four-year scholarship to help address the high college drop-out rate amongst Asian and Pacific Islander American scholars. 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.

For more information about the community organizations we support, visit [FedEx Cares Diversity & Inclusion](#) online.

The nonprofits we support are fighting for more equitable and inclusive communities:



26,000
visitors had free access to U.S. Civil Rights Museums in 2020



\$3.9M
in capital raised and 441 new jobs created by Memphis small businesses through Inner City Capital Connections



42%
is the average revenue growth for the women-led small businesses supported by Vital Voices

\$50M
in new revenue for Black-owned businesses in Memphis is the goal of the 800 Initiative



9
scholarship funds support equal access to college or all students: UNCF, Hispanic Scholarship Fund, American Indian College Fund, APIA Scholars, Point Foundation, Marine Corps Scholarship Fund and endowments at Tennessee State University, Jackson State University and LeMoyne-Owen College



120,000
LGBTQ youth in crisis have access to round-the-clock text-based counseling from the Trevor Project





92%
of veterans are offered jobs after the Hiring Our Heroes Fellowship program

Awards and Recognition

Most Responsible Companies 2020
NEWSWEEK

Best of the Best Companies for Diversity 2020
BLACK EOE JOURNAL

Most Influential Black Executives in Corporate America
(FedEx Express SVP Eastern Div. U.S. Ops &
Chief Diversity Officer Shannon Brown) 2020
SAVOY MAGAZINE

J. Shipman Gold Medal Award Winner
(FedEx VP of Sourcing Sue Spence) 2020
INSIDE SUPPLY MANAGEMENT

Best Employers for Diversity 2019
FORBES

100 Best Places to Work 2019
FORTUNE

Top Corporation for Women's Business Enterprises 2018 and 2019
WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL

Best-of-the-Best Corporation for Inclusion 2019
NATIONAL GAY AND LESBIAN CHAMBER OF COMMERCE

Best for Vets Employers 2019
MILITARY TIMES

Most Influential Women in Corporate America
(FedEx SVP Gov. Affairs Gina Adams) 2019
SAVOY MAGAZINE

Most Powerful Women in Corporate America 2019
(FedEx CVP, Operations and Service Support Gloria Boyland, ret.)
BLACK ENTERPRISE

Top Companies for Diversity 2018
BLACK ENTERPRISE

Best Workplaces for Diversity 2018
FORTUNE

