



# Serving and Celebrating a Diverse World

Global Citizenship Programs  
in Diversity and Inclusion





# Introduction

At FedEx, we're as diverse as the world we serve. Every day, people in more than 220 countries and territories depend on us to deliver products, important documents, equipment, gifts and keepsakes to their homes and businesses. From Harlem to Hong Kong, from São Paulo to Sydney, the world of FedEx is all about connecting people, places and cultures. To meet the needs of a diverse customer base, we reflect that diversity within our organization and honor it in the communities we serve.

FedEx Global Citizenship investments in diversity and inclusion:

- Celebrate culture and history in our communities
- Connect young people of color to opportunities that help them work towards their dreams
- Assist women- and minority-owned businesses to overcome barriers standing in the way of their success
- Foster environments of inclusion for underrepresented populations

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*“Diversity and inclusion is about how we embrace differences, value unique skills, and treat everyone with respect. There’s strong evidence that diverse, inclusive companies are more innovative, more profitable, and have more engaged employees. I think these findings are certainly true in the case of FedEx. Diversity and inclusion help create a better world where businesses prosper, communities flourish, and people thrive.”*

– Frederick W. Smith, Chairman and CEO

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# Investing in Inclusion

FedEx is committed to fostering relationships with diverse leaders and communities, and helping connect individuals that share a common background and story. We believe that strong connections are vital to overcoming common challenges and achieving success.

## SER National

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

## National Urban League

FedEx is supporting the National Urban League to empower young people to access educational opportunities and provide tailored job training, wrap-around services and connections to employers for diverse individuals with complex barriers to employment.



*Shannon Brown, FedEx Express Senior Vice President of Air, Ground, Freight Services/Chief Diversity Officer greets students at the National Urban League's Project Ready College Fair.*

## The Trevor Project

The Trevor Project provides crisis intervention and suicide prevention for LGBTQ youth. FedEx recently supported The Trevor Project to reach more youth via one of the platforms they use most: text. Through a charitable grant from FedEx, The Trevor Project was able to expand their text support to seven hours a day, five days a week to offer help for teens in need. The goal is to offer 24/7 support.



*In celebration of their lifesaving work in the LGBTQ community, The Trevor Project's staff and volunteers march in NYC Pride.*

## United States Hispanic Leadership Institute (USHLI)

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. The conference is attended by over 6,500 past, present and future leaders including high school and college students, young and mid-career professionals, senior citizens, and public officials representing 40 states.

## UnidosUS

UnidosUS is the largest Hispanic civil rights and advocacy organization in the United States. FedEx is a major sponsor of UnidosUS' Líderes Initiative, a national youth leadership development initiative for Latino youth. Líderes facilitates opportunities for young Latinos that will enhance their understanding of social justice issues, sharpen their advocacy skills, strengthen their leadership abilities, and in the process, improve their socioeconomic prospects. Like FedEx, UnidosUS seeks to connect youth to a world full of new ideas, people and opportunities. FedEx also presents annual academic scholarships to Líderes members with an outstanding commitment to academics and community service.

## 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 lends support to several NAACP initiatives, including the NAACP National Convention, the summer internship program and the NAACP Image Awards.

## The National CARES Mentoring Movement

The African American Employee Network at FedEx Express participates in the Memphis affiliate of the National CARES Mentoring Movement, an organization devoted to increasing the number of black adult mentors for millions of vulnerable black children throughout the nation.

## The Links, Incorporated

Established in 1946, The Links, Inc. is an international nonprofit organization and one of the nation's oldest volunteer service groups. FedEx supports The Links National Assembly and Leadership Summit.



*FedEx Corporate Vice President of Global Cash Management Rene Bustamante with FedEx Scholarship Winners from the UnidosUS Líderes program.*



*FedEx executive D. John Jackson delivers remarks at the NAACP Image Awards Nominee Luncheon.*



John Snook, Manager, FedEx Express, hosts an interview session with Judy and Dennis Shepard, parents of Matthew Shepard, at the FedEx LGBT History Month Diversity & Inclusion Forum.

## The Matthew Shepard Foundation

We are proud that FedEx is a place where backgrounds, talents and cultures can come together each day to make the customer experience outstanding. FedEx supports the mission of The Matthew Shepard Foundation, which aims to replace hate with understanding, compassion and acceptance through outreach, advocacy and resource programs.

## Magic Johnson Foundation

FedEx supports the Magic Johnson Foundation's annual holiday programs for hundreds of children and families in Michigan and Los Angeles. Volunteers help load groceries, serve hot meals, provide gifts for children and host games and activities.



FedEx supports the Magic Johnson Foundation's Holiday Hope food giveaways in three Michigan cities — Flint, Lansing and Detroit (pictured).

## MLK Day of Service

Dr. Martin Luther King Jr.'s birthday is observed across the U.S. as a National Day of Service. Each year, FedEx employees pack meals for Rise Against Hunger. We have packed nearly 500,000 meals since 2015.

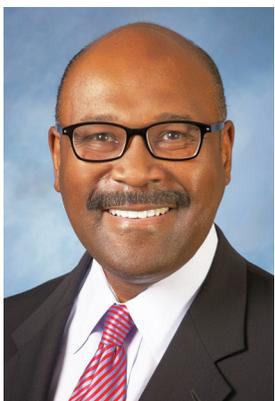


FedEx team members in Newark, NJ, take part in a Rise Against Hunger volunteer activity during the Martin Luther King Jr. Day of Service.

## Executive Leadership Council

FedEx supports the management training initiative of the Executive Leadership Council (ELC), one of the nation's leading member organizations for the development of global black leaders. ELC's mission is to increase the number of successful black executives in C-Suites, on corporate boards and in global enterprises.

FedEx is proud to have five executives as ELC members: FedEx Freight Executive Vice President/Chief Operating Officer Matthew Thornton, III; Corporate Vice President of Government Affairs Gina Adams; Corporate Vice President of Operations and Service Support Gloria Boyland; FedEx Express Senior Vice President of Air, Ground, Freight Services/Chief Diversity Officer Shannon Brown; and FedEx Freight Senior Vice President of Human Resources Jeffery Greer.



Matthew Thornton, III



Gina Adams



Gloria Boyland



Shannon Brown



Jeffery Greer

# Creating Employment Pathways

Every young person deserves a chance to achieve an education and access opportunities that lead to success in work and in life. FedEx knows learning and career pathways are not one size fits all, so we invest in programs that nurture individual interests, skills, competencies and aspirations and that deliver real results, like college degrees, vocational certificates, professional networks, job interviews and new careers.

## 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 1 million youth by 2021. Since launching the Initiative in 2015, the coalition has helped more than 175,000 young people between the ages of 16 and 24 who are out of school and not working. By connecting young people directly to employers seeking talent, the initiative gives young people the chance to build skills, gain credentials and find employment.

## My Brother's Keeper Alliance

My Brother's Keeper Alliance (MBK Alliance) is committed to unleashing the power of communities working together to solve problems for boys and young men of color, at a level to improve real-life outcomes. FedEx supports the MBK Alliance through sponsorship of activities that help young men successfully enter the workforce.

## Hiring Our Heroes

FedEx recognizes that our nation's veterans and returning service members face complex challenges and barriers to employment. To help our veterans and their spouses access meaningful jobs, FedEx supports Hiring Our Heroes Hiring Fairs across the country. These events convene top local employers, facilitate networking, and offer town-hall style panel discussions and employment workshops uniquely tailored to veterans and transitioning service members.



*FedEx volunteers prepare to meet job candidates at a 100K Opportunities Job Fair event.*



*FedEx recruiter explains career options and employment advice.*



FedEx team members and other annual fundraising gala guests pose with Dress for Success Worldwide CEO Joi Gordon (third from left).

## Dress For Success

FedEx is helping make 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.

## Tech901 and Base Camp

FedEx works with nonprofits Tech901 and Base Camp to support technology training and career paths for young people in Memphis. Through Tech 901's IT certification program, we help young people earn the skills to get on a pathway to technology-focused employment in 12–18 months. Additionally, the FedEx Pathfinder program, in collaboration with both Tech901 and Base Camp, connect non-traditional talent to jobs in the FedEx Services IT Department.

## PeerForward

FedEx sponsors the PeerForward program to train, deploy and coach teams of high school students to motivate and help their peers to apply for college.

## INROADS

FedEx supports INROADS, an internship program that provides career opportunities for outstanding ethnically diverse young people. Our support includes sponsorship of the Leadership Development Institute (LDI), an intense three-day leadership training and corporate development conference for graduating seniors. FedEx executives and volunteers participate in LDI activities, including executive panel roundtables, workshops and alumni engagement for more than 500 INROADS interns. Ninety-six percent of participating students indicate that the LDI has met or exceeded their expectations.

## LeadersUp

FedEx and LeadersUp help young adults in neither school nor work to connect to job training and career pathways. FedEx works with LeadersUp to train candidates for in-demand skills in the tech and logistics industries and to hire candidates from underserved communities.

## The National Black MBA Association (NMBBAA)

A professional business organization that celebrates and promotes black economic sustenance and empowerment, NMBBAA provides supporters like FedEx access to top talent, thought leaders and influencers in the business community. FedEx supports the NMBBAA annual conference, which attracts some of the world's most sought-after thought leaders for a week of exploration in education, leadership, career opportunities and networking connections that enable professional development. Additionally, FedEx supports the NMBBAA Leaders of Tomorrow program, which provides leadership development to high school students.

## 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 students attending publicly supported Historically Black Colleges and Universities.



## Usher's New Look

Usher's New Look (UNL) works to transform the lives of underserved youth by offering leadership programs for middle and high school students and through post-secondary education. The organization teaches youth how to identify their passion, or "spark," early on and connect it to an education and career pathway. Since 86% of UNL youth are first-generation college students, UNL developed Moguls in Training, where students learn essential skills to graduate college and transition into adulthood successfully. FedEx is proud to sponsor the Moguls in Training Leadership Summit.

## HollyRod Foundation

HollyRod Foundation was formed in 1997 by actress Holly Robinson Peete and her husband, former NFL quarterback Rodney Peete. The Foundation provides help and hope to those living with autism and Parkinson's disease. FedEx supported the foundation to fund a grant to Social Motion Inc., a nonprofit organization serving families dealing with autism, ADHD and similar challenges. The grant provided assistive technology and pre-vocational support for the individuals Social Motion serves.

## Scholarship Funds

To help young people compete for in-demand, 21st-century jobs, FedEx supports minority scholarship funds and helps students and their families navigate the college application process. Current grantees include The Hispanic Scholarship Fund, Asian Pacific Islander American Scholarship Fund, UNCF and American Indian College Fund.



# Nurturing the Entrepreneurial Spirit

Small- to mid-sized businesses are engines of local economies and can be powerful job creators. Often, however, women and minority entrepreneurs face unique barriers to starting and growing successful businesses. FedEx supports training, mentoring, networking and access to capital, helping women and minority entrepreneurs get the tools they need to succeed.

## Accion

FedEx and Accion are working together to connect diverse entrepreneurs with the capital and know-how they need to build a better future. In the U.S., FedEx is helping Accion connect more underserved small-business owners with loans, and in Colombia, FedEx is funding a program to give low-income, low-literacy female entrepreneurs the skills necessary to earn a living through business ownership.



*Yolanda Sealy, Accion client and owner of Dress With Confidence Boutique in Hyde Park, MA.*

## Babson

FedEx support helped launch the Babson WIN (Women Innovating Now) Lab in Miami, a small-business accelerator for female entrepreneurs designed to help women disrupt, experiment and build successful business on their own terms.



*The 2018 Babson WIN Lab Cohort.*

## Beyond Philanthropy: Creating Shared Value

At FedEx, serving small businesses not only drives our bottom line but also gives us purpose. We are passionate about delivering value to small businesses beyond charitable contributions. Here are just a few ways our business supports entrepreneurs around the world.

### *FedEx Small Business Center*

In 2013, we launched the Small Business Center, a site with a best-in-class user experience which allows customers to easily access customized information for their business, wherever they are.

### *FedEx Small Business Grant Contest*

We foster relationships with small-business customers through our FedEx Small Business Grant Contest. Each year, we award cash grants and FedEx Office print and business services to passionate entrepreneurs. Learn about this year's winners: [smallbusinessgrant.fedex.com](https://smallbusinessgrant.fedex.com).

## 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.

## Inner City Capital Connections (ICCC)

ICCC is a 40-hour executive training program for inner-city small businesses that helps them raise capital, make connections and access coaching. FedEx supports ICCC's interactive curriculum and conference that help small-business CEOs build their capacity, market their company, network with peers and meet investors.

## Junior Achievement

Empowering the next generation of entrepreneurs through grants and the time and talent of over 600 team members, FedEx supports 350,000 Junior Achievement (JA) students in 88 countries. We sponsor six regional JA Company of the Year competitions that invite winning student teams in each country to present their business ideas to panels of experts, entrepreneurs and business leaders, including FedEx executives. We also present the FedEx Access Award to student-run businesses that best exhibit the principles of global connectivity.

## Vital Voices

FedEx supports Vital Voices' GROW Fellowship program, which seeks to empower women business owners in emerging economies around the world by providing virtual and in-person training and mentorship. The goal is to help these women develop a plan for business growth and increase their confidence in taking their leadership and business to the next level.

The Vital Voices GROW Fellowship invests in women business owners to grow their business and increase their leadership impact, in order to create jobs and spur inclusive economic growth. Two years after the fellowship:



**85%** OF FELLOWS USED AT LEAST ONE CONNECTION TO GROW THEIR BUSINESS\*



FELLOWS GREW SALES ON AVERAGE BY **42%\***



**40%** OF FELLOWS INCREASED THE NUMBER OF EMPLOYEES\*



**100%** OF FELLOWS MADE CHANGES TO THEIR BUSINESS TO IMPROVE PRODUCTIVITY\*

\*Among 2013-2014 fellows

Graphic courtesy of Vital Voices

## Supplier Diversity

Since 1992, FedEx has been committed to working directly with diverse businesses that are competitive in quality, service and cost. Our diverse workforce, supplier base and supporting culture enable FedEx to better serve our customers and compete more effectively in the global marketplace.

FedEx is aligned with many national and regional organizations, including (but not limited to):

- Women's Business Enterprise National Council
- Women's Business Enterprise Council – South
- National Minority Supplier Development Council
- Tri-State Minority Supplier Development Council
- United States Hispanic Chamber of Commerce
- Small Business Administration
- National Veteran-Owned Business Association
- National Gay and Lesbian Chamber of Commerce

To register as a potential supplier, go to [suppliers.fedex.com](http://suppliers.fedex.com).

# Promoting Diversity and Inclusion In Our Hometown

FedEx is committed to promoting inclusion and opportunity in our hometown of Memphis, Tennessee. We support leading organizations such as Latino Memphis, Memphis Urban League, NAACP Memphis Branch, Facing History and Ourselves, Dress for Success Memphis and the Women's Foundation for a Greater Memphis to deliver impactful programs to neighbors in our community. Our investments also support:

## Women and Girls

FedEx is a major sponsor of the Women's Foundation for a Greater Memphis, where our contributions support the Vision 2020 plan, aimed at providing opportunities and access for families who live in the most disadvantaged ZIP code in the city.

FedEx supports the Girl Scouts' "Stand Beside Her Memphis" program and the Kaleidoscope National Leadership Conference to develop the next generation of female leaders. Stand Beside Her is a collaborative effort of women and girl-serving organizations in the Mid-South that mentor, support, and develop girls, and aim to end comparison and competition. The Kaleidoscope National Leadership Conference teaches girls to be change agents and explores inclusion, implicit bias, perceptions of women in the media and more.

Girls Inc. of Memphis inspires all girls to be strong (healthy), smart (educated) and bold (independent). FedEx supports the Girl Inc. Youth Farm program that equips young women with the skills to be socially conscious businesswomen through the hands-on, minds-on experience of running a

full-production produce farm. Memphis has been classified as the "Hungriest City in America" due to our high rates of food insecurity. In 2017, the Girls Inc. Youth Farm provided more than 20,000 pounds of organically grown produce to the Memphis community, with the majority of the produce provided to "food desert" neighborhoods that experience some of the highest rates of poverty and food insecurity in the United States.



*FedEx team members and Girl Scouts celebrate inclusion and empowerment at the second annual Stand Beside Her Celebration.*



*Strong, smart and bold girls completing a day of work at the Girls Inc. of Memphis Youth Farm.*

## Middle & High School Students

FedEx Corporate Communications volunteers host college entrance essay workshops for local high school students with Memphis Challenge.

FedEx supports CodeCrew's Hour of Code, which encourages kids to be tech innovators through practical, hands-on computer science training. CodeCrew helps underrepresented groups compete for in-demand, 21st-century jobs.

## College Students

FedEx has endowed scholarships at Tennessee State, Jackson State and LeMoyne-Owen College, where we recently also provided \$1 million for technology upgrades on campus.



## Logistics Innovation Accelerator

The Entrepreneurship-Powered Innovation Center (EPIcenter) helps entrepreneurs conceive, launch and scale businesses in the Memphis region. FedEx supports the EPIcenter Logistics Innovation Accelerator, a 15-week program that helps startups bring innovative logistics products and technologies to market.

## Propel Accelerator

Through a partnership between Start Co. and the City of Memphis, the Propel Accelerator aims to help minority companies grow their business models, establish better value chains and position themselves for growth. FedEx support is helping recruit quality applicants and link them to other community resources such as Inner City Capital Connections.



*FedEx capital support helped construct Hattiloo Theatre, which USA Today cited as one of 25 must-see buildings in Tennessee. Hattiloo, a free-standing Black theatre, culturally enriches the lives of Memphians and attracts upwards of 4,000 theatre-goers from beyond the tri-state area each year.*



Greg Coy, Fox 13; Jozelle Booker, President/CEO, MMBC Continuum; Renee Mauborgne, Co-Author of Blue Ocean Strategy and BLUE OCEAN SHIFT; Dr. Stacy Spencer, Board Chair, Power Center Community Development Corporation; Pat Hopper, Director of Sourcing, FedEx Services.

## Mid-South Minority Business Council

FedEx supports the Mid-South Minority Business Council Continuum, an economic accelerator for Stage II Minority and Women-Owned Business Enterprises (M/WBEs) serving the Memphis MSA, which includes eight counties in West Tennessee, Eastern Arkansas and Northern Mississippi.

### “We Mean Business”

FedEx supported the City of Memphis Procurement Conference, aimed at highlighting opportunities for small, minority and women-owned business enterprises (SMWBEs) to do business with the city, and to bring transparency to the bid process.

## Black Business Association of Memphis

FedEx supports the annual Black Business Association (BBA) of Memphis Benny Awards luncheon to recognize outstanding minority-owned businesses.

## Mid-South Latino Chamber of Commerce

The mission of the Mid-South Latino Chamber of Commerce is to foster economic development, advocate, promote and facilitate the success of Hispanic-owned businesses. FedEx is helping connect Hispanic-owned businesses to supplier opportunities and promote strategic relationships that drive small-business growth.

## The 800 Initiative

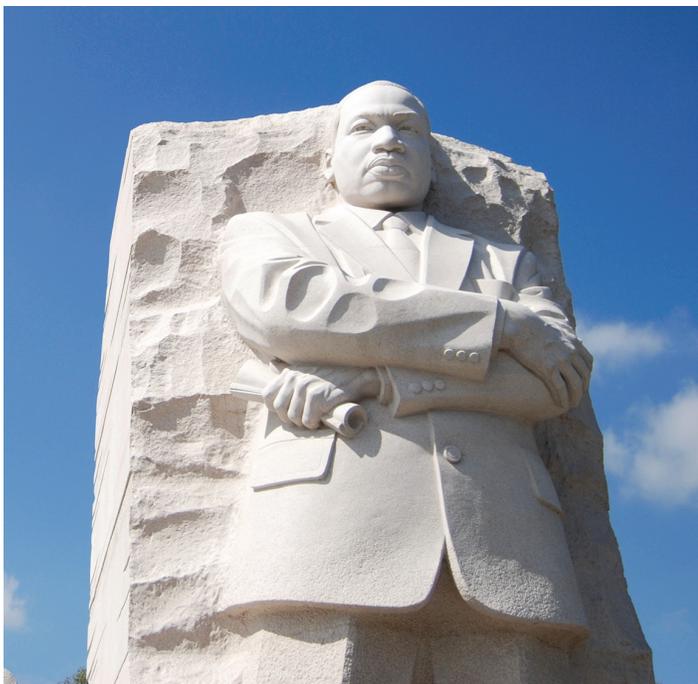
Announced in 2018, The 800 Initiative is an intensive, multi-dimensional program designed to empower minority-owned businesses in Memphis and increase equity in the city’s economy. With significant funding from FedEx, the project is a collaborative effort involving Christian Brothers University, the City of Memphis, EPIcenter and StartCo.

The 800 Initiative will feature technical assistance, coaching, loans and grants targeting the roughly 800 African-American-owned businesses in Memphis that are in between start-up and full-scale phases. The goal is to grow these firms’ annual revenue by \$50 million by 2023.

# Celebrating History

## King Memorial

FedEx is proud to commemorate the life and work of Dr. Martin Luther King Jr. through our sponsorship of the King Memorial. This landmark, erected in Washington, D.C., honors Dr. King's national and international contributions to world peace through nonviolent social change. The FedEx contribution is an investment in the educational and cultural value of a landmark that will continue to inspire visitors for generations to come.



The 30-foot tall Martin Luther King Jr. Memorial is located in West Potomac Park in Washington, D.C., southwest of the National Mall.

## MLK Reflection Park

FedEx is the Presenting Sponsor of the MLK Reflection Park in downtown Memphis. Seeking to help visitors further their understanding of Dr. King's contribution to Memphis and the world, the site features a sculpture named "I Have Been to the Mountaintop" and photos from the collection of Dr. Ernest Withers.

"The MLK Reflection Park is another step in our desire to place permanent installations in our city to remind future generations of the impact of Dr. King's work." – Memphis Mayor Jim Strickland



Entrance to Dr. Martin Luther King Jr. Reflection Park in Memphis.



NMAAHC, photo by Michael Barnes/Smithsonian Institution.

## National Museum of African American History and Culture

Philanthropic support from FedEx helped to build the National Museum of African American History and Culture in Washington, D.C. This Smithsonian Institution museum is a place where all Americans can learn about the richness and diversity of the African American experience, what it means to their lives and how it helped shape this nation.



Students visit the National Civil Rights Museum in Memphis.

## The National Civil Rights Museum

FedEx is a long-time supporter of the National Civil Rights Museum (NCRM).

The organization chronicles key episodes of the American Civil Rights Movement and the legacy of this movement to inspire participation in civil and human rights efforts globally through collections, exhibitions and educational programs.

In addition to providing vital support to expand the NCRM's exhibits and educational programming, since 1991 FedEx has helped the NCRM recognize individuals who have made significant contributions in civil and human rights. Our support has helped honor the impressive leadership and accomplishments of individuals such as Nelson Mandela, Stevie Wonder, Oprah Winfrey, Elie Weisel, Congressman John Lewis, President Bill Clinton, the Dalai Lama, Sidney Poitier, Al Gore, Harry Belafonte, Marlo Thomas, Dolores Huerta, Bono, Ava DuVernay and many others.



FedEx Express SVP of Litigation and NCRM board Member Connie Lewis-Lensing presents the 2017 Freedom Award to Rev. Dr. Bernice A. King, speaker, social justice activist and daughter of Rev. Martin Luther King Jr. and Coretta Scott King.

*"FedEx is not simply a funder or donor, but a committed partner. From their contribution in the governance of the organization through their board involvement, to their incredible financial support of the multimillion-dollar renovation, to their continued sponsorship of the Freedom Award and several other museum initiatives, FedEx has demonstrated its commitment to the important issue of civil and human rights and its respect for this community through its unwavering support of the National Civil Rights Museum."*

– Terri Lee Freeman, President,  
National Civil Rights Museum



*Josh Gibson, considered one of the greatest players in the Negro Leagues, died at age 35 in 1947, just three months before Jackie Robinson broke Major League Baseball's color barrier.*

## Josh Gibson Foundation

The Josh Gibson Foundation recently broke ground on what will eventually become the Josh Gibson Heritage Park in downtown Pittsburgh. FedEx Ground is the naming sponsor of the park, which showcases and pays tribute to the rich cultural history of the Negro League Baseball in the Pittsburgh region. In addition to Gibson, there will be plaques honoring three other Negro League ballplayers — Satchel Paige, Cool Papa Bell and Cumberland Posey. All four were members of one of the area's two Negro League teams — the Pittsburgh Crawfords and the Homestead Grays.

## King Center

To honor the life and legacy of Dr. Martin Luther King Jr., FedEx supports the work of The King Center as a sponsor of the Salute To Greatness Awards Gala and the 50 Acts of Service and Kindness Campaign. Joining participants around the world, FedEx team members completed acts of kindness and service to have a positive impact on their community.

## Civil Rights Institutions in Mississippi, Atlanta and Birmingham

As part of our company's commitment to celebrating history, we support access to some of our nation's top Civil Rights institutions. Through support of the Birmingham Civil Rights, the Mississippi Civil Rights Museum and the Center for Civil and Human Rights in Atlanta, we promote access to the stories, struggles and heroics of Civil Rights icons.

## Awards and Recognition

FedEx is committed to maintaining a diverse culture that respects and values our team members, customers and communities. Our company's best practices have earned us numerous awards and acknowledgements, including:

- *Fortune's* World's Most Admired Companies
- *Black Enterprise Magazine's* 50 Best Companies for Diversity
- Civic 50 – The 50 Most Community-Minded Companies in the Nation
- America's Top Corporations for Women's Business Enterprises (WBEs)
- Dress for Success International Something to Share Award
- LINKS, Inc. – Corporate Champions Award
- National Council of LaRaza's Corporate Champions Award
- Best Place to Work for LGBTQ Equality, 100% Corporate Equality Index
- National Black MBA Silver Torch Award 2017
- Great Place to Work and *Fortune's* 2017 Best Workplaces for Diversity

**FedEx**®