



Investing in Inclusion: Veterans

Our country has approximately 19 million veterans, all of whom deserve access to support and resources that ensure security, opportunity, and dignity. FedEx supports nonprofit organizations that help our men and women transitioning from the military and their families to find meaningful careers, continue their education, or start their own businesses. Through our Chairman and CEO, a veteran himself, we have also supported the WWII Memorial to nationally recognize and remember the service and sacrifice of our armed forces.



HIRING OUR HEROES

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

Our nation's veterans, service members, and military spouses often face complex barriers to civilian employment. FedEx works with Hiring Our Heroes (HOH) to provide transitioning service members and their spouses with professional training, hands-on work experience, networking, and direct connections to employers through HOH Career Summits and the HOH Corporate Fellowship Program. These programs help veterans smoothly transition into the next phase of their career and have the added benefit of helping employers access top talent and better understand the veteran workforce.

Snapshot of 2021 Fellowship Program

84%

were offered a job
at or near their point
of transition

1,896
participants

\$
Average starting salary was
\$93,000

Learn more about how FedEx is delivering possibilities to transitioning service members, veterans, and their families at [fedexcares.com](https://www.fedexcares.com).



The United Service Organizations Inc.

For almost 20 years, FedEx has teamed up with the USO to deliver connections around the globe to our service members. Generous in-kind donations and discounted shipping rates have allowed the USO to do so much more for those serving our country, even in the most remote areas of the world. During the holiday season, FedEx sponsors the USO's Holidays for Heroes program to ensure deployed service members feel connected to family, home, and country. FedEx support also includes assembly of USO2GO kits, providing toiletries, snacks, and other necessities. Additionally, FedEx supports the USO Pathfinder Program where families receive one-on-one support from a Pathfinder Scout up to one year before re-entry and throughout their transition to help with every aspect of civilian life.



MARINE CORPS SCHOLARSHIP FOUNDATION

Marine Corps Scholarship Foundation

For 60 years, the Marine Corps Scholarship Foundation has provided access to affordable education to the children of Marines and Navy Corpsmen attending accredited post-high school, undergraduate, and career technical education programs, awarding nearly 50,000 scholarships valued at \$155 million. Marine Scholars are some of the best and brightest in the country: 40% are first-generation college students (compared to 33% nationally), 74% have a GPA above the national average of 3.0, and 91% graduate (compared to 56% nationally).



Hello Alice

In 2022 FedEx launched a new relationship with Hello Alice, an organization that believes all Americans with an entrepreneurial vision deserve access to the funding, resources, and networks they need to succeed. Together with Hello Alice and the Global Entrepreneurship Network, FedEx will provide \$10,000 grants to 30 small businesses owned by veterans and people with disabilities in the United States. The initiative also includes access to a network of thousands of small business owners and educational resources.

WWII Memorial

FedEx supported the campaign for the WWII Memorial in Washington DC, which honors the 16 million who served in the armed forces of the US, the more than 400,000 who died and all who supported the war effort from home. FedEx Chairman and CEO Frederick W. Smith served as co-chairman of the WWII Memorial Project and the company's support touched all facets of the effort, including developing and launching the memorial website, providing in-kind shipping for educational and promotional materials, and underwriting campaign events.

