



FEDEX CARES IN MEMPHIS

Snapshot of FedEx support for Memphis, Tennessee



Photo credit: Mighty Lights

Although every day we deliver more than 15 million shipments in over 220 countries and territories, Memphis, Tennessee has been our home. Our founder, Chairman Frederick W. Smith, launched FedEx in 1973 with fewer than 400 employees, and today 30,000 team members work in our World Headquarters city.

Memphis, the nation's largest logistics hub, is home to innovative small businesses, excellent universities and health systems, and vibrant music, arts and culture. At the same time, we are aware that opportunity and upward mobility are not equally accessible to all members of our community. As an engaged neighbor, we are committed to supporting programs that address some of our city's most critical needs.

FedEx believes in Memphis, and we want to fuel growth and prosperity that benefits everyone. Through our business, we create jobs and support the local and state economy. Through FedEx Cares, we give back to the nonprofits that work tirelessly to close the income, education and opportunity gaps that challenge our city's success.

MEMPHIS FOCUS AREAS

Education & Youth:

Provide the skills and knowledge to help our city's young people and emerging leaders reach their full potential



Public Safety:

Protect our communities through safety education and crime prevention

Economic Development:

Ensure basic individual needs are met and help distribute opportunity equally across our city

Quality of Life:

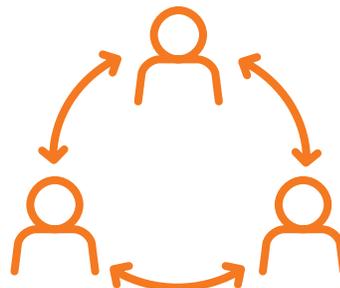
Invest in organizations dedicated to our city's culture, wellness and natural spaces

HOW WE'RE INVESTING IN MEMPHIS



\$14.6M

raised and donated to Memphis-area nonprofits through United Way of the Mid-South campaign in the past five years



Organizations we've supported from 2017–2019 have placed

1,300

Memphians in jobs

Over 100 organizations supported annually



\$10 MILLION

donated through 2022 to help create and nurture a local entrepreneurial ecosystem

FedEx team members donated nearly 40,000 hours valued at approximately

\$1M

over the past two years

\$76M

donated to Memphis-area nonprofits in the past 5 years

\$11.3M

donated over two years to capital improvements and new construction for nonprofits working every day to make a better Memphis

IMPACT AT HOME

Economic Development and Public Safety

EpiCenter

EpiCenter helps Memphis entrepreneurs thrive. We provided a \$10M grant to help reach the organization's \$100M goal of supporting local business owners. We believe that entrepreneurship has the power to create good jobs and support equity for all our city's residents.

Alongside our peers here in Memphis, we have committed to helping EpiCenter create a better environment for our local business owners to succeed. By 2025 EpiCenter hopes to:

- Create a portfolio of companies representing the city's demographics
- Support 1,000 entrepreneurs
- Support 500 mentors and experts
- Create 3,000 jobs
- Increase patent applications 3x
- Increase local buy by 40%
- Back local investment funds of over \$150 million
- Recognize Centers of Excellence in local industries

To date EpiCenter companies have raised

\$51M

and created nearly 300 new jobs

EpiCenter's programs have created or scaled 360 companies with

71%

of entrepreneurs identifying as a person of color

Read more about EpiCenter's vision and inspiring entrepreneurs here:

<https://vital.epimemphis.com/>

Mid-South Food Bank

Our Memphis neighbors have counted on Mid-South Food Bank for healthy food and delicious meals for decades. For 30 years, FedEx has been a part of that mission. Whether our team members are volunteering their time, serving on the board of directors, or donating \$1M to help build a bigger facility, FedEx is working to help ensure that no one in Memphis goes hungry.

Memphis Union Mission

Memphis Union Mission is supporting homeless and other vulnerable people across Memphis. We were proud to have supported their \$22M campaign to build a new Opportunity Center. From emergency services to transitional housing, this new and improved building helps reach more people in need across our community.

Memphis Shelby Crime Commission

We want to make our city a safer place to live and work. And for 22 years we've supported the Memphis Shelby Crime Commission to do just that through community-wide plans that use data, evidence and proven best practices. The Crime Commission's Family Safety Center, Multi-Agency Gang Unit and transitional work program for ex-offenders have all contributed to greater public safety.

Women's Foundation for a Greater Memphis (WFGM)

At FedEx, we are dedicated to helping women reach their full potential and we support organizations that can make this vision a reality. For nearly 20 years, we've supported WFGM's mission of breaking the cycle of poverty for women in our own community. When WFGM introduced their Vision 2020 Strategic Plan to reduce poverty in ZIP code 38126 by 5% in 5 years, we were there to make the first investment. And in the last year our support has helped over 1,000 people find jobs and boost their household income by 49%.



IMPACT AT HOME

Quality of Life

FedExFamilyHouse

FedExFamilyHouse is a home away from home for out-of-town families with children receiving treatment at Le Bonheur Children's Hospital. Since opening their doors in 2010, FedExFamilyHouse has helped more than 190,000 families find comfort during hard times.

We are proud to have donated \$2.3M to help break ground on FedExFamilyHouse a decade ago, and in 2015, we helped rally local support to raise an additional \$12M to add a second building. This added investment means an additional 4,000 families can be helped each year.

By helping more families have a place to stay, FedExFamilyHouse also supports Le Bonheur's major healthcare initiatives like its heart transplant program, which is now one of the nation's top 10 pediatric heart programs.

"I didn't have any expectations—it would have been fine to have somewhere to take a shower and catch a few hours' sleep. We walked in and it was like a five-star hotel, top of the line, best of everything. And just because people donated out of the goodness of their heart, just so families would have a place to stay, for free." *—Mississippi mom*

"FedExFamilyHouse is sunshine during a difficult time." *—Louisiana dad*

ArtsMemphis

ArtsMemphis adds color to our already vibrant city. In 2019, ArtsMemphis provided \$2.5M in grants that supported 72 arts organizations and artists to transform lives and strengthen the culture around the city. Collectively, these organizations reached 1.3M people of color, 500,000 students, and 200,000 individuals with disabilities. FedEx is proud to support ArtsMemphis who is ensuring that art belongs to everyone in Memphis.



Ballet Memphis

Ballet Memphis brings dance productions to over 50,000 Memphians each year, and through the community dance program makes dance accessible to students who otherwise may not have the chance to participate. FedEx is a long-time supporter of the Ballet Memphis mission and has helped fund the organization's award-winning headquarters as well as the in- and after-school dance programs and scholarships that bring the arts to kids across our city.



IMPACT AT HOME

Education and Youth

University of Memphis

Tomorrow's leaders need inspiration, innovation and support today. FedEx helps the University of Memphis reach students and professionals with education and opportunity that can lead to a bright future. Snapshot of programs we support:

- FedEx Institute of Technology: A high-tech home to research teams working on everything from artificial intelligence to biotech and a leader in emerging technologies and tech workforce development.
- Learning Inspired by FedEx (LiFE) Program: LiFE lets FedEx Worldwide Hub employees earn a tuition-free, online degree from UofM. Quote: "My intent is to obtain a bachelor's degree, obtain new skills and move up in the organization." – Esther Jackson, hub material handler and LiFE student
- Benjamin L. Hooks Institute for Social Change: We support the Institute's mission to teach, study and promote civil rights and social change.



BRIDGES

BRIDGES is training the next generation of Memphis youth to become community leaders. By building confidence, courage and commitment BRIDGES is making sure our city's future is in good hands. Since 1988, FedEx and BRIDGES have equipped 20,000 young leaders to create a more inclusive and equitable city.

Boys and Girls Club of Greater Memphis

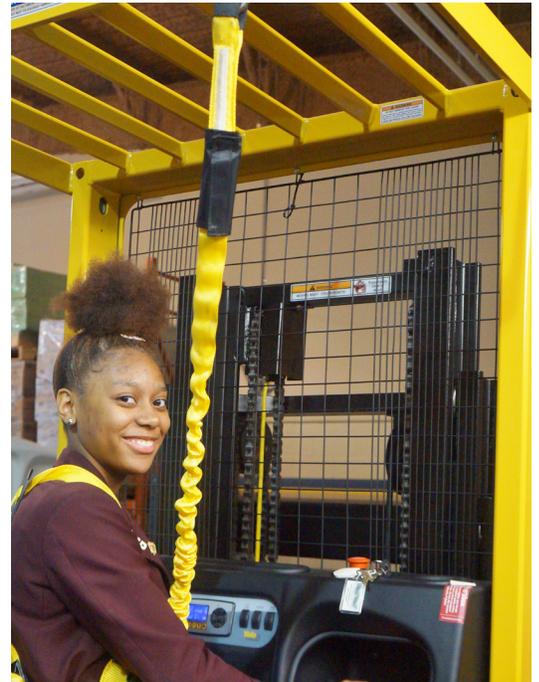
The Boys and Girls Club of Greater Memphis (BGCGM) gives kids support, resources and a safe place to reach their full potential. FedEx Express Senior Vice President and Chief Diversity Officer Shannon Brown was a member and now volunteers: "It's just a way to give back... a lot of people took their time to help me become the Shannon Brown I am today," he said. FedEx has supported BGCGM for nearly 40 years and helped open the Technical Training Center (TTC), which enrolls young people ages 16–21 in educational and career training. FedEx supports TTC's logistics career track. In 2018–2019 alone, 100% of high school seniors at the TTC graduated on time and 95% are going to college.

Juvenile Intervention and Faith-Based Follow Up

Juvenile Intervention and Faith-Based Follow Up (JIFF) is an intensive 16-week case monitoring program for young men ages 10–18 who are under court supervision. FedEx support helps provide exposure to skills and opportunities to help participants start on a new path. JIFF sessions include character development, gang intervention, social and relational skills, education, job readiness, anger management and more. Approximately 65% of young men avoid future arrest for at least two years post-program.

Girls Inc.

Girl's Incorporated of Memphis inspires all girls to be strong, smart and bold. Through employee designated giving, volunteering, sponsorship and grants, FedEx has helped Girls Inc. increase the number of girls served by 200% over the past three years. Girls in the program score significantly higher than peers in English and math and 100% of girls in the program graduate high school on time and enroll in post-secondary education.



IMPACT AT HOME

Team Member Engagement

The heart and soul of our network is our people living and working in communities they love. FedEx Cares giving helps our team members make meaningful contributions to their communities – through volunteering, donations and directing FedEx resources to solving pressing local challenges. During 2017–2019 in Memphis, FedEx team members donated nearly 40,000 hours valued at approximately \$1M.

Habitat for Humanity of Greater Memphis

Our team members aren't just logistics experts, they're builders too. Alongside Habitat for Humanity of Greater Memphis, since 1990, FedEx has helped 50 families build their first home. And with over 50,000 volunteer hours under our toolbelt, we make sure our Memphis neighbors have a place to call home.

Special Olympics Greater Memphis

From the field to the court, sports bring people together. And Special Olympics Greater Memphis is making sports accessible to all through year-round training and competition for children and adults with disabilities. For 25 years, over 6,500 of our volunteers have donated their time and skill to helping athletes become stronger and more courageous on and off the field.



Diversity & Inclusion

The National Civil Rights Museum

The National Civil Rights Museum chronicles the American Civil Rights movement and helps bring our community together through a common understanding of history. We are proud to provide sponsorship and volunteers to support the museum's exhibits and programming, such as King Day and the annual Freedom Awards.



Latino Memphis

Latino Memphis connects and advocates for the growing Latino community in our city. FedEx support helps run El Centro (The Center), an important community hub for information and services. So far, El Centro has helped more than 8,000 clients on matters ranging from health to justice.

Collage Dance Collective

Collage Dance Collective is making dance – and the physical, social and emotional growth that comes along with it – accessible to all Memphians. By exposing youth to diverse choreography and dancers, Collage is on a mission to make ballet more diverse and create professional dance opportunities for inner-city youth. Our support provides access to conservatory and outreach programs for 400 young people in our community.

Girls Scouts Heart of the Mid-South

Girl Scouts cookie season may come just once a year, but we are proud year-long supporters of local programs like Kaleidoscope and the Stand Beside Her movement. Both programs boost self-confidence and provide mentorship to young women in our community. We are also a presenting sponsor of the One Smart Cookie recognition event, which recognizes Memphis women for their leadership and excellence in professional, civic and service roles.

Memphis Beat the Odds Foundation (MBTO)

MBTO recognizes local youth who are beating the odds. Despite whatever hardship they may be facing, these young people and the adults working with them deserve to have their stories heard. MBTO is part of Children's Defense Fund (CDF) and has shared the stories of more than 130 Memphis youth. We proudly support their annual Awards Gala and program.

OTHER INVESTMENTS

EDUCATION AND YOUTH DEVELOPMENT

Aurora Foundation • Big Brothers Big Sisters of the Mid-South, Inc. • City Year • Gifted Education Foundation
Grizzlies Prep • High Calling for Women • Hope House • Jack & Jill of America, Inc.-Memphis Chapter • Junior
League of Memphis • Leadership Memphis • Memphis Athletic Ministries Inc • Memphis Beat the Odds Foundation
(MBTO) • Memphis Challenge • Memphis Education Fund • Memphis Oral School for the Deaf • Memphis Reach
Momentum • New Leaders • NEXUS Leaders, Inc • Northwest Mississippi Association of Alpha Men • Palmer Home
for Children • SchoolSeed Foundation • Streets Ministries • Teach For America • The Links, Incorporated

ECONOMIC DEVELOPMENT AND PUBLIC SAFETY

Advanced Memphis • Base Camp Coding Academy • Black Business Association of Memphis
Calvary Rescue Mission • Code Crew • Community Alliance for the Homeless • Community Lift • Crime Stoppers
of Memphis & Shelby County • Dorothy Day House • Family Safety Center • Inner City Capital Connections (ICCC)
Junior Achievement of Memphis and the Mid-South • Memphis Tomorrow • Memphis Union Mission • Memphis
Urban League • Mid-South Latino Chamber of Commerce • MIFA (Metropolitan Inter-Faith Association) • National
Black MBA Association (NMBAA) • RISE Foundation, Inc. • Southwest Tennessee Community College • StartCo •
Tech901 • The 800 Initiative • The Collective • The Mid-South Minority Business Council Continuum (MMBCC) • The
Salvation Army (Memphis) • United Way of the Mid-South • Young Women's Christian Association of Memphis Tenn

QUALITY OF LIFE

100 Black Men of Memphis • American Cancer Society, Inc. • American Heart Association • April 4th Foundation
Baddour Center • Blues City Cultural Center • Center for Transforming Communities • Children's Museum of
Memphis Church Health Center • Circuit Playhouse, Inc. • Collage Dance Collective • Community Foundation of
Greater Memphis • Emmanuel Center • Fire Museum • Friends of the Levitt Pavilion-Memphis, Inc. • Gayle S. Rose
Foundation • Hattiloo Theatre • JDRF West TN Chapter • Latino Memphis • Making A Difference Ministries
March of Dimes Foundation • Melanoma Research Foundation • Memphis Botanic Garden Foundation • Memphis
Crisis Center • Memphis in May • Memphis Museums, Inc. • Memphis Zoo, Inc. • Methodist Healthcare Foundation
• My Town Miracles • NAACP-Memphis Branch • National Coalition of 100 Black Women Memphis Chapter
National Multiple Sclerosis Society • Pink With A Purpose • Ronald McDonald House Charities of Memphis, Inc.
Shelby Farms Park Conservancy • St. Jude Children's Research Hospital • The Dixon Gallery and Gardens • The
National Civil Rights Museum • The National Society of Black Engineers (Memphis Professionals Chapter) • The Regional
Medical Center At Memphis Foundation • Uplift Incorporated • West TN Kidney Foundation • Young Actors Guild

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

