



## Investing in Inclusion: Hispanic and Latino Communities

FedEx supports organizations that promote inclusion, celebrate culture, and provide advancement for individuals of all backgrounds. In our communities and in our business, FedEx believes we are stronger when everyone has equal access to opportunity. We support a more level playing field for Hispanic and Latino youth and adults through programs that build education pathways, career development opportunities, and networks of support.



### Hispanic Scholarship Fund (HSF)

HSF strives to make college education a top priority for every Latino family across the nation. FedEx support provides as many as 160 merit-based scholarships, ranging from \$500 to \$5,000. We also support HSF's College 101 Series - a free, bilingual program that educates high school students and their parents about how best to prepare, plan, and pay for college.



### Mid-South Latino Chamber of Commerce (MLCC)

MLCC fosters Hispanic economic development by advocating for and promoting the success of Hispanic businesses in the Mid-South community. FedEx support helps facilitate networking opportunities that empower the local Latino community.



### Latino Memphis

Latino Memphis seeks to ensure that Latinos are on a path to improved health and self-sufficiency. FedEx helps Latino Memphis to serve the local Hispanic community by supporting their three core programs: El Centro, Derechos, and Abriendo Puertas. These programs provide a range of services that include legal immigration representation, academic mentorship, and improved access to local public services.



### United States Hispanic Leadership Institute (USHLI)

USHLI promotes education and leadership development to empower Latinos across the country. Their annual conference brings together Hispanic leaders across generations and society to strengthen leadership skills and networks. FedEx was recently honored with their Corporate Visionary Award in Diversity, Equity, and Inclusion. FedEx also supports the Student Leadership Series (SLS) that promotes the importance of education and academic persistence among Latinos.



Peggy Carrera, Managing Director LH Engineering, Federal Express Corporation and Giraldo Alvare, Sr Communications Specialist, Federal Express Corporation with USHLI students at the kickoff to the 2024 Student Leadership Series at the 2024 USHLI National Conference in Chicago, Illinois.



## International Youth Foundation (IYF)

IYF equips young people around the world with skills and tools to find in-demand jobs in high-growth sectors. FedEx and IYF launched Jovenes con entrega, a transportation and logistics certification program in 2017 for 17-to-24-year-olds enrolled in technical and vocational education in Mexico and subsequently Colombia. This program aims to increase diversity, equity, and inclusion in the logistics labor market, as well as develop skills to manage sustainable logistics. Using a quality logistics curriculum, this project will continue to reach young people with in-demand skills that will allow them to contribute to innovations that reduce greenhouse gas emissions, such as managing electric distribution networks, automation, machine learning, and remote sensing.



Through the partnership with FedEx, IYF students receive technical training in logistics, life skills development, access to Internships at FedEx and other logistics firms, and a clear pathway into a career in logistics.



## UnidosUS

UnidosUS is the nation's largest Hispanic civil rights and advocacy organization with a local Affiliate Network of nearly 300 community-based organizations. FedEx is a major sponsor of UnidosUS's Escalera Program - an educational program that seeks to promote educational attainment, career planning and access to information for Latinos. The program provides Latino youth with opportunities, resources, and support by implementing personal development and postsecondary and career readiness curricula with a national network of community-based organizations and charter schools. Through the expansion of career pathway opportunities, students explore entrepreneurship as a viable opportunity for economic mobility and highlights our support of small businesses and entrepreneurship.



Jose Touzon Aguilera, VP Customer Ops Technology, FedEx Supply Chain at the 2024 UnidosUS Annual Conference in Las Vegas, Nevada.