

Investing in opportunity

Military communities



Creating opportunity, strengthening communities, and supporting service members, veterans, and military families.



Military communities—including service members, veterans, and military families—bring leadership, resilience, and experiences that strengthen communities across the nation.

FedEx supports programs and nonprofit organizations that create opportunity across military communities through career development, entrepreneurship, education, community connection, and initiatives that honor military service.

Creating opportunity through:



**Transition and career
readiness**



**Economic mobility
and
entrepreneurship**



**Family and
community support**



Honor and legacy

Transition and career readiness

Building pathways to meaningful careers and leadership opportunities.



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 help veterans, service members, and military spouses overcome employment barriers through professional training, networking, and direct employer connections. As the lead sponsor at five HOH fellowship events, FedEx provides career readiness training, recruitment fairs, and spouse support programs that create a talent pipeline while helping military families transition to civilian careers. HOH focuses on connecting military-connected job seekers to stable, well-paying employment that matches their skills and provides long-term career success.



Military fellowship program

The FedEx Military Fellowship Program is a year-long immersive experience where active-duty leaders contribute to real business initiatives while building the skills and perspective to strengthen their impact within the military. Through a highly competitive selection process, FedEx invites active-duty officers from all service branches to work inside our business on projects aligned to their interests and expertise, experience our culture, learn from our executives and team members, and build their networks. Fellows return to their military roles with enhanced leadership, operational insight, and exposure to industry best practices that can help improve military operations. FedEx has proudly supported this program, first championed by founder Frederick W. Smith, for more than two decades, and it continues to be a pillar of our support for our military service members.



Joint global logistics summit (JGLOS)

FedEx hosts the Joint Global Logistics Operations Summit (JGLOS) in partnership with the Marine Corps, welcoming military leaders from across the services and around the world for an immersive week inside one of the world's most complex logistics operations. Participants go beyond the classroom, stepping inside live operations including the Express Experience Tours at FedEx World Hub, touring innovation labs and robotics facilities, and engaging directly with senior FedEx executives on leadership, enterprise transformation, and operational strategy. What makes JGLOS truly unique is how quickly operational learning evolves into lasting leadership exchange, mentorship, and professional relationships that bridge the military and commercial worlds long after the weekends.



Veterans network (VetsNet)

The FedEx Veterans Network (VetsNet) Employee Resource Group (ERG) creates a supportive and inclusive community for employees who want to better understand and honor military service. Aligned with FedEx values and business priorities, VetsNet brings together more than 1,100 members to strengthen professional experiences through connection, learning, and shared support. VetsNet offers resources, connection points, and learning opportunities that help employees support veterans, military families, and one another in the workplace.



American Corporate Partners (ACP)

FedEx supports American Corporate Partners (ACP), a nonprofit that helps Veterans and Military Spouses move into civilian careers through one-on-one mentoring. Through this partnership, some ACP Protégés have gone on to build their careers at FedEx. In total, ACP has supported more than 43,000 Veterans and Military Spouses nationwide, in a year-long mentorship. Since 2021, FedEx

team members have served as ACP Mentors, sharing real-world advice on careers, leadership, and making the move to civilian work. FedEx also supports ACP Ventures, launched in 2024, which connects Veteran and Active-Duty Spouse entrepreneurs with yearlong mentorship to help them build and grow their businesses at every stage. Continuing its commitment to Veterans and Military Spouses, FedEx is opening doors to new careers and opportunities.

Economic mobility and entrepreneurship

Empowering veterans and military families to build and grow.



Hiring Our Heroes small business award for veterans and military spouses

The Hiring Our Heroes Small Business Grant Program, powered by the FedEx Founder's Fund, provides one-time grants to help veteran- and military spouse-owned small businesses sustain and grow their impact in local communities.

The 2026 awards ceremony was supported by the FedEx Founder's Fund, Visa, and USAA Small Business Insurance. This year, four recipients were awarded \$10,000 grants, and one standout business received the \$25,000 grand prize.



Hello Alice and Global Entrepreneurship Network

In collaboration with Hello Alice and Global Entrepreneurship Network, FedEx created the FedEx Entrepreneur Fund & Boost Camp to help veteran and military-connected entrepreneurs strengthen and grow their businesses.

Through the 12-week Boost Camp, participants received expert-led programming, business diagnostics, and tailored growth recommendations, contributing to an average 35.4% increase in Business Health Scores.

Building on this impact, 30 FedEx Boost Camp graduates were selected for grant funding.

Since its inception in 2022, the program has awarded \$1.2 million to small businesses—delivering sustained, outcomes-oriented support that helps entrepreneurs move their businesses forward.



30

Small
businesses
supported



6

Month
accelerator
program



150

Entrepreneurs
collectively
served



95%

feel more
equipped
to navigate
industry
challenges

Family and community support

Delivering connection, care, and support to those who serve.



United Service Organizations Inc.

For 25 years, FedEx has teamed up with the USO to deliver connections around the globe for 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 year, FedEx assembles 10,000 holiday care packs and 10,000 toiletry or snack care packs to strengthen the well-being of service members.



Believe
with me

Believe with me

FedEx supports Believe With Me, an organization that assists Gold Star families—those who have lost a loved one in military service. Through this collaboration, FedEx helps deliver gifts and comfort to these families during meaningful times throughout the year. We deliver over 10,000 Christmas gifts to approximately 3,000 Gold Star Kids, more than 1,500 Valentine's Day gifts to military widows, and special Mother's and Father's Day deliveries during Military Appreciation Month. This ongoing support ensures Gold Star families feel recognized and honored for their sacrifices.



Stockings for soldiers

FedEx proudly supports Stockings for Soldiers, an organization now in its 22nd year of delivering personalized holiday stockings to deployed U.S. troops worldwide. These gifts often represent the only holiday present many servicemembers receive overseas, serving as meaningful reminders of home and appreciation for their service. FedEx provides essential in-kind shipping services to make this mission possible—last year alone, we helped deliver over 8,600 stockings totaling 1,020 boxes and 30,000 pounds to troops in more than 42 locations globally, demonstrating our commitment to supporting those who serve our nation.



VetsNet community impact

Through initiatives such as the Marine Toys for Tots Campaign, Veterans Day Salute, and educational discussions on topics such as transitioning from military service and supporting mental well-being, VetsNet fosters awareness, engagement, and collaboration.

These efforts build community, promote understanding of military experiences, and contribute to a stronger, more connected workplace for all FedEx employees.

Honor and legacy

Honoring military service by preserving history and supporting future generations.



National veterans museum and memorial

FedEx has been a major supporter of the National Veterans Museum and Memorial (NVMM) in Columbus, Ohio, whose mission is to *Honor All Veterans, Elevate Their Stories, and Amplify the Power of Service for Everyone*.

In recognition of our contributions leading up to their 5th Anniversary in 2023, FedEx was selected to be featured on their Impact Wall, which highlights partner organizations that make a significant impact on veterans, active-duty service members, Gold Star Families, and civilians nationwide.

FedEx was invited to select a Veteran-employee to feature on the Impact Wall, and chose Command Sergeant Major Marvin L. Hill, retired Advisor-Project Management.



WWII memorial

FedEx supported the establishment of the National World War II Memorial in Washington, D.C., honoring the 16 million Americans who served, those who gave their lives, and all who supported the war effort. Contributions included developing and launching the Memorial website, providing in-kind shipping support, and underwriting campaign events.

Following the Memorial's 2004 dedication, FedEx continued supporting commemorative and educational programs through Friends of the National World War II Memorial—helping honor and preserve the legacy of the Greatest Generation.



Marine Corps scholarship foundation

For over 60 years, the Marine Corps Scholarship Foundation has opened doors to affordable education for the children of Marines and Navy Corpsmen. These scholarships support students pursuing accredited post-high school, undergraduate, and career technical education programs.

Thanks in part to FedEx's generous support, the Foundation has awarded more than 55,000 scholarships totaling over \$220 million since 1962. Marine Scholars consistently outperform national averages: 91% graduate, compared to 54% nationally, 66% graduate with little to no debt, versus 32% nationally. They maintain an average GPA of 3.43, exceeding the national average of 3.15.



Challenge coins

FedEx honors military service through challenge coins that celebrate leadership, connection, and shared experience. Each year, an annual Veterans Challenge Coin is distributed to employees who have self-identified as veterans as a symbol of appreciation and recognition.

The Military Fellowship Program continues this tradition through a cohort-designed challenge coin revealed at the Joint Global Logistics Summit (JGLOS) and passed to the next class—creating a lasting legacy that connects fellows through shared purpose and continued service.

Photo: 2026 Military Fellowship Challenge Coin

