

Investing in opportunity

The FedEx® 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 skills and perspective to strengthen their impact within the military.

Through a 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 skills, operational insight, and exposure to industry best practices that can help improve military operations.

FedEx has proudly supported this program, first championed by our founder Frederick W. Smith, for more than two decades. It continues to be a pillar of our support for our military service members.



Our guiding framework

The FedEx Military Fellowship Program is grounded in four core principles that guide each Fellow's experience:



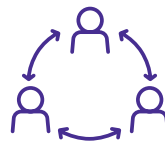
Enable

Provide tools, access, and network to succeed



Enhance

Build leadership skills through hands-on experiences



Engage

Connect across teams, functions, and leadership levels



Empower

Build confidence to lead in any environment

Enable: Provide the tools, access, and network to succeed



Executive connections and leadership access

Fellows engage directly with senior leaders across FedEx through executive briefings, Lunch & Learns, and small-group sessions. Fellows have access to FedEx leadership and a seat at the table during project decision-making. They also experience being part of cross-functional project teams driving innovation and executing on the Purple Promise. An ever-expanding network of 25+ executive and senior leaders from HR, IT, Finance, Operations, Global Vehicles, Customer Experience, and Enterprise Transformation serve as guides and mentors throughout the Fellowship experience.



Employee engagement: Veterans network

All Fellows are invited to participate in the FedEx Veterans Network (VetsNet), an Employee Resource Group that supports engagement, belonging, and continued connection to military culture within the workplace. VetsNet members share personal stories, participate in volunteer events, and help design veteran-friendly policies within the workplace.

Enhance: Build leadership through hands-on experiences



Understanding the business: Immersion tours and experiences

Fellows get special behind-the-scenes access to FedEx operations, including hubs, air operations, ground networks, stations, and corporate functions. These experiences help provide a deep understanding of how the network runs day to day, from seeing technologies like SenseAware ID and RFID in action to observing how initiatives such as Network 2.0 shape operational flow and help the enterprise move with speed, coordination, and scale.



Development: Joint Global Logistics Operations Summit

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.

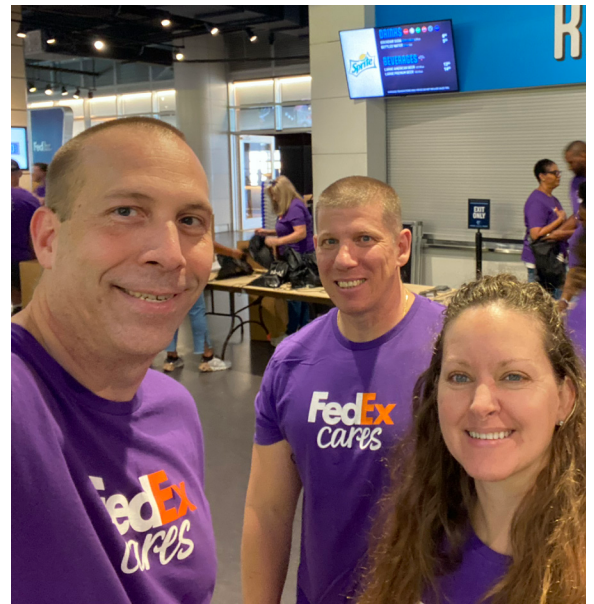
Participants go beyond the classroom, stepping inside live operations including the Express Experience Tours at FedEx World Hub, touring innovation labs and robotics facilities, and engaging directly with senior FedEx executives on leadership, enterprise transformation, and operational strategy. What 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 week ends.

Engage: Connect across teams, functions, and leadership levels



Cross-functional collaboration

Fellows work closely with leaders and teams, contributing their military perspective while gaining firsthand experience in how FedEx operates across functions and regions. Through project work, shadowing, and rotations with teams such as Supply Chain Management, Aircraft Maintenance Management, Network Planning, and Customer Experience, Fellows see the people, decisions, and teamwork behind the FedEx network. They learn about the FedEx People-Service-Profit philosophy and enterprise frameworks like DRIVE and Quality Driven Management to solve problems, improve processes, and stay aligned on priorities. These experiences help Fellows build relationships, broaden their understanding of FedEx, and expand the leadership perspective they will carry forward in the military.



Community engagement: FedEx Cares

FedEx Cares volunteer teams invite Fellows to join service events that give back to local communities including veterans. Fellows work side-by-side with FedEx team members to help pack care packages for active duty service members stationed around the globe with the USO, deliver coats to kids in need with Operation Warm, and shop for holiday toys with Toys for Tots.

Empower: Build confidence to lead in any environment



Recognition: Military Fellow of the Year

FedEx created a Military Fellow of the Year award to honor a Fellow who stands out for their contribution to the program. Voted on by the Fellows themselves, winners demonstrate exceptional leadership, curiosity, teamwork, professionalism, empathy, relationship building, and willingness to elevate those around them. The award is presented at JGLOS in front of military leaders from around the world.



Challenge coin

Each fellowship cohort designs a custom challenge coin — a military tradition of recognizing shared service and respect. Coins are presented to the hundreds of FedEx leaders and team members who shaped the Fellows' experiences.