

## 7-35 Reduced-rate Shipping and FedEx Office Discount

(Last Revised 23 Apr 2017)

### Policy

FedEx Express offers Express employees and eligible retirees reduced rates for personal shipping for some FedEx Express services through the FedEx Express system on a space-available basis subject to the provisions of this policy. Employees and eligible retirees of FedEx Express are also offered discounts with FedEx Office and FedEx Ground.

Please note that discounts with FedEx companies are privileges and are provided at the sole discretion of the operating companies and are thus subject to changes and restrictions from time to time. For example, FedEx Express may decline discounted employee shipments during its peak season.

### Scope

All permanent full-time and part-time FedEx Express employees, including employees covered by a collective bargaining agreement, their spouses\* and dependents and eligible retirees are eligible for employee discounts with FedEx Express. All permanent employees and eligible retirees of FedEx Express are also eligible for reduced-rate shipping with FedEx Ground and discounts with FedEx Office.

\*The definition of spouse includes: legally married spouse; same-sex spouse and common law spouse recognized as valid under the laws of the state in which the spousal relationship was established; registered domestic partners, domestic partners and civil union partners; and, spouse/partner enrolled in, or eligible to be enrolled in the FedEx health plan whether actually enrolled or not. Registered domestic partners are defined as partners who are registered with any governmental body (state or local) authorized to perform such registrations.

The definition of spouse as stated in this policy does not apply to benefit plans and programs subject to federal law.

Dependent children are defined as 25 years of age and younger.

### Guidelines

#### Employee Eligibility

This policy intends to offer discount shipping through the FedEx Express system to eligible permanent full and part-time FedEx Express employees and members of their immediate families (spouse or dependent children) as an employee benefit. Discounts are also provided for eligible employees on FedEx Ground services and goods and services provided by FedEx Office.

**Note:** It is the employee's responsibility to ensure that immediate family members (spouse and dependent children) are aware of the reduced-rate shipping guidelines and regulations.

REFER TO: [Abuse Guidelines](#).

**Note:** Employees on a leave of absence are eligible for the employee reduced-rate shipping discount. Employees on a suspension are not eligible for the employee reduced-rate shipping discount.

Employee use of non-revenue accounts for personal shipments is prohibited and results in discipline as stated in [2-5 Acceptable Conduct](#). For more information about COMAIL/non-revenue shipments, please refer to COMAIL and non-revenue business shipping in the online Policies and Procedures manuals (i.e., *GO Express* and *USIntl. Freight Services: P&P*).

#### Retiree Eligibility and Shipping Requirements

To be eligible for this benefit, at the time of leaving the Company, retirees must meet all of the following criteria:

- Must have voluntarily resigned at age 55 or after
- Have at least 5 years of permanent continuous service
- Have a rehire status of "yes" or "conditional"

To be eligible for reduced-rate shipping privileges with FedEx Express, FedEx Ground and discount with FedEx Office, retirees must also have a FedEx Express Retiree ID badge and obtain and use a Retiree Account Number for all reduced-rate shipping. Spouses and dependent children of eligible retirees also qualify for reduced-rate shipping with FedEx Express.

Flying Tiger Line (FTL) employees who retired before the merger date are not eligible for reduced-rate shipping. Retired members of the board of directors are eligible.

# People Manual For Fedex

**CO Houle**



## People Manual For Fedex:

**Intelligent Enterprise** James Brian Quinn, 1992-09-14 In this penetrating study of how knowledge based services and technology are revolutionizing the economy and every corporate strategy James Brian Quinn argues that the successful companies of the 90 s whether in manufacturing or services will derive their competitive edge not from ephemerally superior products but from a deep understanding of a few highly developed knowledge and service based core competencies Rarely will owning the largest raw materials resource manufacturing plants equipment bases or integrated facilities provide a maintainable competitive edge for major companies Such physical properties are too easily cloned or bypassed From now on Quinn documents intelligent enterprises will derive sustainable advantage from knowledge and service based activities that leverage intellectual assets They will increase value through technological sophistication better knowledge bases more creative customer responsiveness and the unsurpassed management of human and intellectual capital that competitors cannot reproduce Quinn analyzes the technological and economic forces that make such strategies essential He shows in detail how to create and leverage knowledge and service based core competencies for maximum focus and effectiveness Managers Quinn asserts must define each value creating activity as a knowledge based service and determine whether or not they can perform that service be it research design inventory control accounting distribution or advertising better than anyone else in the world Using examples from companies such as Merck Honda Apple Boeing and Wal Mart Quinn describes how forward looking companies can best perform needed analyses and implement strategies around selected core competencies By eliminating or outsourcing less important functions to superior outside vendors firms become more responsive decentralized and lean They become the intelligent enterprises of the 1990s leveraging human and capital resources much more than other firms They may also take on radically new organizational forms become starburst inverted infinitely flat or spiders web configurations By designing and benchmarking their knowledge and service based activities to be best in world managers can obliterate overhead costs smash bureaucracies motivate personnel and create greater value for customers and shareholders alike

*The Definitive Guide to HR Communication* Alison Davis, Jane Shannon, 2011-01-25 Two experienced HR communications consultants show how to dramatically improve the effectiveness of every HR message HR professionals know their programs are pivotal to organizational success but they also know how difficult it is to communicate those programs effectively Hampered by legal restrictions highly complex policies and programs corporate politics and old fashioned notions about business communication they create communications their audiences simply ignore It needn t be that way Alison Davis and Jane Shannon present simple powerful principles and techniques every HR professional can use even those who ve never been comfortable as writers Davis and Shannon demonstrate how to treat employees as customers and use the same strategies tools and care your company uses to sell its products or services The authors help HR professionals understand their customers and executives needs and motivations more clearly package

information to promote faster better decision making and measure their effectiveness They present specific solutions for safely eliminating unnecessary detail and jargon explaining benefits pay and policies improving recruiting orientation and outplacement communications supporting retirement planning and improving performance management *The Definitive Guide to HR Management Tools (Collection)* Alison Davis, Jane Shannon, Wayne Cascio, John Boudreau, James C. Sesil, Ben Waber, Bashker D. Biswas, Steven Director, 2013-11-07 A brand new collection of high value HR techniques skills strategies and metrics now in a convenient e format at a great price HR management for a new generation 6 breakthrough eBooks help you help your people deliver more value on every metric that matters This unique 6 eBook package presents all the tools you need to tightly link HR strategy with business goals systematically optimize the value of all your HR investments and take your seat at the table where enterprise decisions are made In *The Definitive Guide to HR Communication Engaging Employees in Benefits Pay and Performance* Alison Davis and Jane Shannon help you improve the effectiveness of every HR message you deliver Learn how to treat employees as customers clarify their needs and motivations leverage the same strategies and tools your company uses to sell products and services package information for faster better decision making clearly explain benefits pay and policies improve recruiting orientation outplacement and much more In *Investing in People Second Edition* Wayne Cascio and John W Boudreau help you use metrics to improve HR decision making optimize organizational effectiveness and increase the value of strategic investments You ll master powerful solutions for integrating HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside HR In *Financial Analysis for HR Managers* Dr Steven Director teaches the financial analysis skills you need to become a true strategic business partner and get boardroom and CFO buy in for your high priority initiatives Director covers everything HR pros need to formulate model and evaluate HR initiatives from a financial perspective He walks through crucial financial issues associated with strategic talent management offering cost benefit analyses of HR and strategic financial initiatives and even addressing issues related to total rewards programs In *Applying Advanced Analytics to HR Management Decisions* pioneering HR technology expert James C Sesil shows how to use advanced analytics and Big Data to optimize decisions about performance management strategy alignment collaboration workforce succession planning talent acquisition career development corporate learning and more You ll learn how to integrate business intelligence ERP Strategy Maps Talent Management Suites and advanced analytics and use them together to make far more robust choices In *Compensation and Benefit Design* world renowned compensation expert Bashker D Biswas helps you bring financial rigor to compensation and benefit program development He introduces a powerful Human Resource Life Cycle Model for considering compensation and benefit programs fully addresses issues related to acquisition general compensation equity compensation and pension accounting assesses the full financial impact of executive compensation and employee benefit programs and discusses the unique issues associated with international HR programs Finally in *People Analytics* Ben Waber helps you discover powerful

hidden social levers and networks within your company and tweak them to dramatically improve business performance and employee fulfillment Drawing on his cutting edge work at MIT and Harvard Waber shows how sensors and analytics can give you an unprecedented understanding of how your people work and collaborate and actionable insights for building a more effective productive and positive organization Whatever your HR role these 6 eBooks will help you apply today s most advanced innovations and best practices to optimize workplace performance and drive unprecedented business value From world renowned human resources experts Alison Davis Jane Shannon Wayne Cascio John W Boudreau Steven Director James C Sesil Bashker D Biswas and Ben Waber

**People's Guide to Publishing** Joe Biel,2018-12-05 So you want to publish books Drawing on 23 years of experience operating an independent publishing company Joe Biel has written the most accessible and comprehensive guide to running a successful publishing business You ll learn all the skills of the trade including how to Develop your individual books to connect with readers on a practical and emotional levelChoose between offset printed digitally printed and eBook formats and work effectively with printersBuild an authentic niche so you can reach your audience and sell books directlyUnderstand if and when you re ready to work with a distributor or large online retailerCreate a budget and predict the cost and income of each book so your company stays in the blackDecide what work you need to do yourself and what can be done by othersPlan for sustainable growthFeaturing interviews with other upstart independent publishers and funny anecdotes from publishing s long history as well as detailed charts and visuals this book is intended both beginners looking for a realistic overview of the publishing or self publishing process and for experienced publishers seeking a deeper understanding of accounting principles ways to bring their books to new audiences and how to advance their mission in a changing industry All readers will come away with the confidence to move forward wisely and a strong sense of why publishing matters today more than ever

**A People's Guide to the Federal Budget** Mattea Kramer et al /National Priorities Project,2012-08-17 From history of the budget process to detail about the ongoing conflict in Washington from charts explaining where every federal dollar goes to simple explanations of budget terminology this book covers it all A People s Guide to the Federal Budget is for every American who wants to understand and participate in a process that affects all of us It serves as a foundation for the novice reader a reference tool for a more advanced audience and is perfect for high school and college classroom use Released to coincide with the fiscal year 2013 budget process and the 2012 presidential election this guide includes up to the minute numbers and explanation of President Obama s 2013 budget request

*Labor Cases* Commerce Clearing House,2009 A full text reporter of decisions rendered by federal and state courts throughout the United States on federal and state labor problems with case table and topical index

**The People's Guide to Mexico** Carl Franz,Lorena Havens,2012-12-11 Over the past 35 years hundreds of thousands of readers have agreed This is the classic guide to living traveling and taking things as they come in Mexico Now in its updated 14th edition The People s Guide to Mexico still offers the ideal combination of basic travel information entertaining stories and

friendly guidance about everything from driving in Mexico City to hanging a hammock to bartering at the local mercado Features include Advice on planning your trip where to go and how to get around once you re there Practical tips to help you stay healthy and safe deal with red tape change money send email letters and packages use the telephone do laundry order food speak like a local and more Well informed insight into Mexican culture and hints for enjoying traditional fiestas and celebrations The most complete information available on Mexican Internet resources book and map reviews and other info sources for travelers

*Employee Relations Management* Singh, P. N.,Kumar, Neeraj,2011-01-10 The introduction of the new economic policy in 1991 had a significant bearing on industrial relations Globally the focus is gradually shifting from traditional industrial relations characterized by conflict resolution to employee relations management **Labor Law Reporter** ,1934 Vault Guide to the Top Business Services Employers Laurie Pasiuk,2006 Vault brings its famed

journalistic insider approach to top business services employers The Guide provides business profiles hiring and workplace culture information on top employers including Aramark Avery Dennison Convergys FedEx Kinko s Freeman Companies Interpublic Group of Companies Kelly Services Manpower R R Donnelley Sons Reed Elsevier Sodexo Spherion VNU and more Reproducible Copies of Federal Tax Forms and Instructions United States. Internal Revenue Service,2008 *The Soft Edge* Rich Karlgaard,2014-03-24 What Does it Take to Get Ahead Now And Stay There High performance has always required shrewd strategy and superb execution These factors remain critical especially given today s unprecedented business climate But Rich Karlgaard Forbes publisher entrepreneur investor and board director takes a surprising turn and argues that there is now a third element that s required for competitive advantage It fosters innovation it accelerates strategy and execution and it cannot be copied or bought It is found in a perhaps surprising place your company s values Karlgaard examined a variety of enduring companies and found that they have one thing in common all have leveraged their deepest values alongside strategy and execution allowing them to fuel growth as well as weather hard times Karlgaard shares these stories and identifies the five key variables that make up every organization s soft edge Trust Northwestern Mutual has built a 25 million dollar revenue juggernaut on trust the foundation of lasting success Learn how to create an environment that engenders trust and propels high performance Smarts In most technical fields your formal education quickly becomes out of date How do you keep up Learn how the Mayo Clinic Stanford University women s basketball team and others stay on top by relentlessly pursuing an advantage through smarts Teamwork Since collaboration and innovation are a must in the global economy effective teamwork is vital Learn how global giant FedEx stays focused and how nimble Nest Labs relies on lean teams with cognitive diversity Taste Clever product design and integration are proxies for intelligence because they make customers feel smart But taste goes further into deep emotional engagement Specialized Bicycles calls it the elusive spot between data truth and human truth How can you consistently make products or services that trigger these emotional touch points Story Companies that achieve lasting success have an enduring and emotionally appealing story What s your company

s story How do you tell it your way Gain the ability to create a powerful narrative in a world where outsiders often exercise the louder voice

**The Slangman Guide to BIZ SPEAK 1** David Burke, 2001 The Slangman Guide to BIZ SPEAK 1 is essential for anyone doing business with Americans If you do business with Americans the BIZ SPEAK series is for you If you don't know the essential American slang idioms and jargon used by all business professionals you risk embarrassment loss of respect and loss of money Entertaining dialogues activities and games will quickly help put you on the inside track shortest path to success to becoming the top dog boss as you climb the corporate ladder get promoted and start to make big bucks a lot of money in your new cushy easy job NOTE Audio CDs sold separately The Slangman Guide to BIZ SPEAK 1 contains popular chapters on slang and idioms associated with The Workplace Computers The Internet E Commerce Marketing Advertising Acronyms Shortcuts Negotiations Meetings Popular Abbreviations Used in Business The Slangman Files a special section in each chapter with slang idioms used in categories

*The CIO's Guide to Oracle Products and Solutions* Jessica Keyes, 2014-09-02 From operating systems to the cloud Oracle's products and services are everywhere and it has the market share to prove it Given the share diversity of the Oracle product line and the level of complexity of integration management can be quite a daunting task The CIO's Guide to Oracle Products and Solutions is the go-to guide for all things Oracle

*The Essential Guide to Telecommunications* Annabel Z. Dodd, 2002 Covering the latest trends and technology changes this is the fully updated and revised bestselling guide to telecommunications for the nontechnical professional Includes sections on convergence globalization speech recognition and 3G cellular networks

**Gower Handbook of Customer Service** Peter Murley, 1997 This new Gower Handbook covers an area of management that is now regarded as fundamental to the success of any organization whether it is in the private or the public sector A team of experienced professionals and practising managers have pooled their expertise to provide nearly 50 chapters of current best practice in all aspects of customer service management making this a valuable addition to the renowned Gower Handbook series

*Joan Garry's Guide to Nonprofit Leadership* Joan Garry, 2020-12-16 In a world where the old rules no longer apply nonprofit leadership is more important than ever Now in its second edition Joan Garry's Guide to Nonprofit Leadership is a must-have resource for organizations of all shapes and sizes wanting to make a bigger difference in the world Filled with real life stories and concrete strategies this practical guide helps develop the specialized skills and mindset needed to successfully lead and manage a stable and impactful world class organization A lot has happened since Joan Garry's Guide to Nonprofit Leadership was first published in 2017 The COVID 19 pandemic the 2020 election cycle and seismic economic and cultural shifts have transformed the nonprofit world This second edition provides a wealth of new content and fresh perspectives on changes in the nonprofit landscape Brand new chapters bring the core responsibilities of board service to life offer practical advice on how small nonprofits can have an outsized impact discuss effective crisis management approaches and deliver even more stories and lessons drawn from the Joan Garry's work with thousands of nonprofit leaders Throughout

the book the author shares new insights on topics such as managing crises graceful exits organizational transitions and more Honest authentic and sometimes hilarious this book will help you Gain a rich understanding of what it takes to lead a nonprofit Raise awareness and make the greatest possible impact Create successful and sustainable fundraising programs Reinvigorate your organization s passion for its mission Work in true partnership with staff and board members Respond effectively to crises and avoid common pitfalls Written by the former Executive Director of GLAAD and founder of the Nonprofit Leadership Lab Joan Garry s Guide to Nonprofit Leadership is required reading for nonprofit board members leaders managers and staff looking to make the greatest possible impact **The Marketer's Handbook** Laurie Young,2011-04-22 This book written by a senior marketer with over thirty years experience of using marketing techniques and concepts sets out to describe contextualize and rate them Its prime emphasis is on understanding their status so that they can be used to direct the use of shareholder funds effectively Its conclusion is that seasoned professionals must use their judgement about when and how to use them but they also need to understand them in depth if they are going to make well rounded effective investment decisions Above all it asks how useful and relevant is this concept Will it improve decision making Does the damn thing have any credibility and does it work This book combines a rigorous review of a wide range of marketing concepts with many practical examples and case studies It can be read or dipped into both by seasoned professionals and by those just embarking on their marketing career Sir Paul Judge President Chartered Institute of Marketing Laurie Young casts an experienced and skeptical eye on many cherished marketing concepts and techniques He provides an antidote to the tendency to adopt them without understanding their limitations and possibilities Professor George Day The Wharton School Chairman of the American Marketing Association Laurie Young has produced nothing less than the A Z of marketing He has journeyed far and wide mapping out hundreds of business marketing and communications models to produce an extremely useful industry atlas Certainly it will find a well thumbed home on my bookshelf Hamish Pringle Director General Institute of Practitioners in Advertising This book is much needed by marketing Its value is in challenging concepts some of which have been the accepted norm for a long time But as this book shows some of these may no longer be relevant and appropriate for marketers in today s consumer environment Mike Johnston CEO Dairy Council of Northern Ireland and former Chairman of the Chartered Institute of Marketing Senior marketers like those who make up the membership of the Marketing Society hone the methods and techniques they favour as their career develops Laurie Young clearly did that and an experienced voice shines through this critique It is heartening to find that so many concepts have a long history of producing real value for businesses but alarming to find so many of the theorists favourites to be so groundless Hugh Burkitt CEO The Marketing Society *Americans with Disabilities Cases* ,2008 *Web 2.0: A Strategy Guide* Amy Shuen,2008-04-23 Web 2 0 makes headlines but how does it make money This concise guide explains what s different about Web 2 0 and how those differences can improve your company s bottom line Whether you re an executive



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