

## 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

**N Noddings**



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## **Table of Contents People Manual For Fedex**

1. Understanding the eBook People Manual For Fedex
  - The Rise of Digital Reading People Manual For Fedex
  - Advantages of eBooks Over Traditional Books
2. Identifying People Manual For Fedex
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an People Manual For Fedex
  - User-Friendly Interface
4. Exploring eBook Recommendations from People Manual For Fedex
  - Personalized Recommendations

- People Manual For Fedex User Reviews and Ratings
- People Manual For Fedex and Bestseller Lists
- 5. Accessing People Manual For Fedex Free and Paid eBooks
  - People Manual For Fedex Public Domain eBooks
  - People Manual For Fedex eBook Subscription Services
  - People Manual For Fedex Budget-Friendly Options
- 6. Navigating People Manual For Fedex eBook Formats
  - ePub, PDF, MOBI, and More
  - People Manual For Fedex Compatibility with Devices
  - People Manual For Fedex Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of People Manual For Fedex
  - Highlighting and Note-Taking People Manual For Fedex
  - Interactive Elements People Manual For Fedex
- 8. Staying Engaged with People Manual For Fedex
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers People Manual For Fedex
- 9. Balancing eBooks and Physical Books People Manual For Fedex
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection People Manual For Fedex
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine People Manual For Fedex
  - Setting Reading Goals People Manual For Fedex
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of People Manual For Fedex
  - Fact-Checking eBook Content of People Manual For Fedex

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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