

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: R&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.

Fedex Express People Manual

DJ Losen



Fedex Express People Manual:

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

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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 Federal Express Employee Handbook FedEx Corporation,1996 Labor Law Reporter ,1934 **Bender's Tax Return Manual for ...** ,2010

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BNA's Americans with Disabilities Act Manual ,2008 West's Federal Supplement ,2002 Cases decided in the United States district courts United States Court of International Trade and rulings of the Judicial Panel on Multidistrict Litigation

Bender's Labor & Employment Bulletin ,2008 *Americans with Disabilities Cases* ,2008 Information Technology and the Productivity Paradox Henry C. Lucas Jr.,1999-04-29 From networks to databases email to voicemail the amount of capital being invested in information technology each year is staggering By 1996 U S firms were spending more than 500 billion annually on software networks and staff The recently merged Bank of America and NationsBank have an initial IT budget of 4 billion dollars As firms like this push rapidly into the business world of the 21st century the question has remained how do firms measure returns from these substantial investments in information technology Henry C Lucas effectively answers this question by providing a creative and reliable framework for measuring the competitive advantages and profits gained through investments in state of the art information systems There is value in information technology and it is possible to show returns Lucas argues unfortunately this value just doesn t always show up clearly on the bottom line of a ledger In five expertly presented sections he spells out exactly what businesses can expect from their information technology investments some investments create a measurable value some do not but all are important nonetheless Through a precise mix of frameworks and models such as an Investment Opportunities Matrix and punctuated with real examples from successful firms this is the first book to allow executives to see exactly how their information technology investment can be expected to return value thereby maximizing their advantages in an age of global competitiveness Indeed firms who manage their information systems most efficiently are best suited to succeed in a rapidly evolving marketplace With so much at stake Information Technology is certain to be the essential guide for firms determined to compete and flourish in the highly competitive economy of the next century **NALA Manual for Paralegals and Legal Assistants** National Association of Legal Assistants,2005 The NALA Manual for Paralegals and Legal Assistants A General Skills Litigation Guide for Today s Professionals Fourth Edition previously titled The NALA Manual for Legal Assistants is designed to serve as a quick reference

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