

TAKE A LOOK AT THE PENSIONS OF FEDEX EXECUTIVES

Ever wonder how much money top FedEx executives have in their pension plans, and how it's funded? According to the FedEx 2007 Proxy Statement, "in order to provide 100 percent of the benefits that would otherwise be denied certain management level participants in the pension plan due to these limitations, FedEx also maintains a supplemental non-tax-qualified plan called the FedEx Corporation Retirement Parity Pension Plan (the "Parity Plan").

Meanwhile, in 2007-2008, FedEx ended the company's defined benefit pension plan.

But here are the top managers' perks:

- For example, in 2007 Alan B.Graf, Jr., FedEx's Chief Financial Officer and Executive Vice President, had \$7,911,321 in his Parity Pension Plan.
- In 2007, David J. Bronczek, President and Chief Executive Officer of FedEx Express, had \$9,756,338 in his Parity Pension Plan.

Fast forward to 2013:

- Frederick W. Smith, FedEx's Chief Executive Officer and Founder, had \$23,964,069 in his Parity Pension Plan as of the end of fiscal 2013.
- Alan B.Graf, Jr. had \$11,720,298 in his Parity Pension Plan as of the end of fiscal 2013.

In plain language, FedEx has established an additional pension plan (the "Parity Plan") that is over and above the Traditional Pension and the Portable Pension Account our executives are entitled to.

The parity plan helps "certain management level participants" realize income above the Internal Revenue Code maximum annual benefit limitations and the maximum compensation limitations of a tax-qualified pension. The "Parity Plan" is funded for and entitled to "certain management-level participants." No Truck Drivers Allowed!

What Else Are We Paying For? NASCAR, golf tournaments, football stadiums, basketball arenas, etc.

END THE MADNESS. IT IS TEAMSTER TIME!



What FedEx Freight Supervisors Cannot Legally Do

1. They can **NOT** ask employees what they think about the union or a union representative.
2. They can **NOT** threaten employees with reprisal for participation in union activities.
3. They can **NOT** lay off, discharge, or discipline any employee for union activity.
4. They can **NOT** grant employees wage increases, special concessions, or benefits in order to keep the union out.
5. They can **NOT** bar employees in support of the union from soliciting employees' memberships on or off the company property during nonworking time.
6. They can **NOT** ask employees about union matters, meetings, etc. (Some employees may, of their own accord, walk up and tell of such matters, but to ask questions to obtain additional information is illegal.)
7. They can **NOT** attend any union meetings, park across the street from a meeting place, or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and is not participating in the union program.
8. They can **NOT** ask employees how they intend to vote.
9. They can **NOT** tell employees that the company will fire or punish them if they engage in union activity.
10. They can **NOT** promise to increase benefits to employees if they reject the union.
11. They can **NOT** give financial support or other assistance to employees or groups of employees who favor or oppose the union.
12. They can **NOT** announce that the company will not deal with the union.
13. They can **NOT** threaten to close, in fact close, or move a plant in order to avoid dealing with a union.
14. They can **NOT** ask employees whether or not they belong to a union, or have signed up for union representation.
15. They can **NOT** ask an employee, during the hiring interview, about their affiliation with a labor organization or how they feel about unions.
16. They can **NOT** act in a way that might show preference for a non-union employee.
17. They can **NOT** make distinctions between union and non-union employees when assigning overtime work or desirable work.
18. They can **NOT** purposely team up non-union employees and keep them apart from those supporting the union.
19. They can **NOT** transfer workers on the basis of union affiliation or activities.
20. They can **NOT** choose employees to be laid off in order to weaken the union's strength or discourage membership in the union.
21. They can **NOT** discriminate against union people when disciplining employees.
22. They can **NOT** by nature of work assignments, create conditions intended to get rid of an employee because of his union activity.
23. They can **NOT** fail to grant a scheduled benefit or wage increase because of union activity.

24. They can **NOT** deviate from company policy for the purpose of getting rid of a union supporter.
25. They can **NOT** take action that adversely affects an employee's job or pay rate because of union activity.
26. They can **NOT** threaten workers or coerce them in an attempt to influence their vote.
27. They can **NOT** threaten a union member through a third party.
28. They can **NOT** promise employees a reward or a future benefit if they decide "non-union".
29. They can **NOT** tell employees overtime work (and premium pay) will be discontinued if the company is unionized.
30. They can **NOT** say unionization will force the company to lay off employees.
31. They can **NOT** say unionization will do away with vacations or other benefits and privileges presently in effect.
32. They can **NOT** promise employees promotions, raises or other benefits if they get out of the union or refrain from joining the union.
33. They can **NOT** start a petition or circular against the union.
34. They can **NOT** urge employees to try to induce others to oppose the union or keep out of it.
35. They can **NOT** visit the homes of employees to urge them to reject the union.

It is a worker's legal, civil, human and moral right to take action to form a union. Any of the above acts constitutes a violation of the National Labor Relations Act. Therefore, YOU as a worker and supporter of a free trade union movement should report these acts to your union representative immediately.



**For more information contact :
Teamsters Local**

FedUp

With Executive Excess at

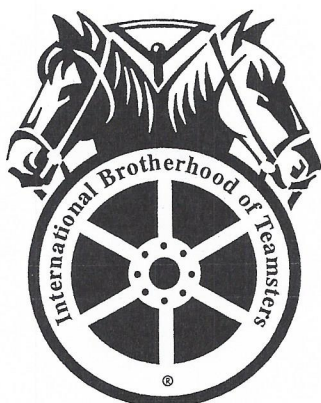
FedEx

Teamsters Demand FedEx Stop Paying the Bosses' Taxes

While our health care and retirement are becoming harder to afford, FedEx is paying the boss's personal taxes. FedEx has paid out more than \$5.2 million over the past three years just to cover the personal taxes of four senior executives pertaining to their restricted stock awards. It's like winning the lottery and having the state pay your taxes.

On September 28, FedEx shareholders will vote on a Teamster proposal urging the board to end this wasteful perk.

These executives certainly don't need the company to pay their taxes. This year these four men raked in more than \$23.4 million in compensation. Meanwhile the company is ignoring the freedom of association and collective bargaining rights of FedEx Freight workers in California, New Jersey, North Carolina and Pennsylvania. The Board of Directors needs to protect the interest of ALL FedEx stakeholders not just the guys in the corner office.



***If you are a FedEx shareholder,
Vote FOR Proposal 5
on the FedEx Proxy***

This is not a proxy solicitation.

This leaflet does not ask nor intend for workers to cease work or deliveries.