



Package Handler Benefits at a Glance

Medical, Dental and Vision - Available immediately for FT Package Handler *PT Package Handlers will be eligible for Medical, Dental and Vision available after 90 days.

Tuition Reimbursement - \$5,250/Year - Eligible immediately

Paid Time Off (vacation, sick, personal reasons) – Eligibility based on Full/Part Time status and state laws.

Note: Reference HMR-013, PTO for package handlers for additional information for paid sick leave locations.

LifeCare
(<https://worklifebalance.lifecare.com>)

- Immediately eligible

Employee Assistance Program (E.A.P)

- Immediately eligible
- 1-800-274-HELP

Voluntary Benefits

- Critical illness
- Hospital
- Indemnity
- Auto and Home
- Accident Insurance
- Identity Theft Protection
- Pet Insurance

Stock Purchase Plan

- You have attained the age of majority in the state you reside
- Have 3 consecutive months of employment

Adoption Assistance

- \$5,000 per calendar year
- \$15,000 max

Paid Parental Leave

- Two weeks paid Parental Leave

Paid Holidays - Eligible after 1 Year

- Labor Day • Memorial Day • 4th of July • Thanksgiving Day • Christmas Day • New Year's Day
- **PT Package Handlers** = 3.5 hours of holiday pay • **FT Package Handlers** = 7.0 hours of holiday pay

Paid Parental Leave

Paid Parental Leave provides two weeks of paid leave for the birth or finalized adoption of a child. If both parents are FedEx employees, both are eligible to take Paid Parental Leave.

Progressive Wage Schedule

Paid Every Friday

Group Discounts

- <https://worklifebalance.lifecare.com>
- FedEx shipping discount

Wage Payment Options

- Direct deposit
- Pay Card
- FedEx Credit Association

FedEx Credit Association

- www.fecca.com

QRPs
(Quality Recognition Programs)

R.E.S.P.E.C.T
(Resolving Employee Situations and Problems Encourages Company Wide Trust)

For more information, visit
GroundWarehouseJobs.fedex.com.