




FedEx TA 2026 Retirement Plan Options

A Summary of Proposed Retirement Plan Changes

- **Proposed — not final.** These options are part of the tentative agreement and are subject to change until ratified.
- **Eligibility:** Applies to pilots with a date of hire prior to the date of signing of the agreement.
- **One selection only.** Eligible pilots may select only one of the three retirement plan options.

Legacy Defined Benefit (DB) and Defined Contribution (DC) Plan


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- **Legacy Defined Benefit (DB) plan:**
 - Increased cap to **\$340,000** for retirements after DOS
 - **9%** of compensation contribution to Defined Contribution (DC) plan (subject to Code/IRS limits)
 - **Increased cap (\$340,000) also applied to pilots retiring between April 8 and DOS**

Market Based Cash Balance (MBCB) Plan and DC Plan

- **DB plan subject to a soft freeze — DB cap of \$290,000 and YOS frozen as of December 31, 2027**
 - Vesting service will continue to accrue
- **Compensation credit under the MBCB Plan effective January 1, 2028**
 - Designed to reflect **9% of compensation**, not subject to 401(a)(17) cap — increasing to **10%** effective **January 1, 2029**
 - Accrues quarterly, determined by fleet, seat, and year group at start of quarter and hours worked at end of quarter

Market Based Cash Balance (MBCB) Plan and DC Plan

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- **9% of compensation contribution to DC plan** (subject to Code/IRS limits)
 - Company contribution amounts that would otherwise go to the pilot's non-elective Company contribution account under the PRSP — but for Code Sections **415(c)** and **401(a)(17)** — shall be paid **directly to the pilot in cash**
 - Effective **January 1, 2028**

- **DB plan subject to a soft freeze** — DB cap of **\$290,000** and YOS frozen as of **December 31, 2027**
 - Vesting service will continue to accrue
- **18% DC plan** (subject to Code/IRS limits) **effective January 1, 2028** — **increasing to 19% effective January 1, 2029**
 - Company contribution amounts — but for Code Sections **415(c)** and **401(a)(17)** — shall be paid **directly to the pilot in cash**