

## **Notice Regarding the FedEx Corporation Group Health Plan COVID-19 Vaccine Wellness Program**

The FedEx Corporation Group Health Plan COVID-19 Vaccine Wellness Program is a voluntary wellness program available to FedEx Corporation Group Health Plan (“Plan”) participants and their covered spouses. The program is intended to be administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to confirm that you have been vaccinated against COVID-19 or that your health status or religious beliefs, practices, or observances preclude vaccination against COVID-19. You are not required to be vaccinated against COVID-19.

However, Plan participants and covered spouses who choose to participate in the wellness program will receive an incentive (the “Incentive”):

For the HRA medical plan options administered by Cigna, UHC, or Kaiser, or in the medical plan option administered by Bind: \$100 HRA credit for participant and \$100 HRA credit for covered spouse; \$500 HRA credit for participant that can be used to pay or reimburse eligible expenses related to the treatment of COVID-19 incurred by the participant and participant’s covered dependents in 2022.

For HSA medical plan options: \$100 HSA credit for participant and \$100 HSA contribution for covered spouse.

If you are unable to be vaccinated against COVID-19, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Choose Well Care Connect at 1.833.FDX.WELL (339.9355).