

FedEx Retiree Health Reimbursement Arrangement

Retiree Health Credit Amount by Age (also referred to as RHPA credit)

Age at Retirement	One-Time Credit Amount Per Covered Individual*
55 or younger**	\$39,000
56	\$37,000
57	\$35,000
58	\$33,000
59	\$30,000
60	\$27,000
61	\$25,000
62	\$22,000
63	\$20,000
64	\$18,000
65 or older	\$11,000

The Health Reimbursement Account (HRA; not to be confused with the RHPA credit under the FedEx Retiree Health Reimbursement Arrangement or the Health Reimbursement Arrangement made available to employees who are selected for and terminate under the voluntary buyout), a key feature of the FedEx Retiree Group Health Plan, is another way FedEx helps you manage health care costs. When you enroll in a FedEx Retiree Medical Plan option, FedEx will provide you with a HRA based on the coverage tier you elect. You will be issued a ConnectYourCare payment card to pay for qualified medical expenses using your HRA. The HRA cannot be used to pay for prescription drugs, dental or vision charges.

If you do not use all of your HRA during the year, any unused balance will roll over to the next year, provided you remain enrolled in a FedEx Retiree Medical Plan option.

Retirees in California may be eligible for the FedEx Retiree Kaiser option, which includes an HRA.

For retirees in Hawaii, in 2019, two health plan options are available through Hawaii Medical Service Association (HMSA). These plan options do not include an HRA.

What to Expect

If you are under the age of 65 when you retire, and you are eligible to participate in the FedEx Retiree Group Health Plan, a retiree health enrollment packet detailing your options and costs as well as your RHPA credit amount, will be mailed to your home address, approximately two weeks after your retirement is processed in your human resource information system.

If you are covered under the FedEx Corporation Group Health Plan for **active** employees at the time of your retirement, you will also receive a COBRA packet from WageWorks (the COBRA administrator for FedEx), providing the option to continue coverage of your medical, dental, and/or vision coverage for you and your covered dependents for up to 18 months. Refer to the **COBRA** section on this page to learn more.

Also, refer to the **Medicare** section for additional information that might be applicable to you when you turn age 65.