



AIR LINE PILOTS ASSOCIATION INTERNATIONAL

THE WORLD'S LARGEST PILOTS UNION • WWW.ALPA.ORG

1625 Massachusetts Avenue, N.W. • Washington, D.C. 20036 • 703-689-2270 • 888-FLY-ALPA

November 21, 2017

Via Email to jdmaxwell@fedex.com

John Maxwell, Vice President, Labor Relations
FedEx Express Corporation
3620 Hacks Cross Road
Building B, 3rd Floor
Memphis TN 38125

Re: ALPA Authorization for Payment

Dear John:

This letter is to provide authorization on behalf of the Air Line Pilots Association, International under Section 40.3.J.10 of the Association's Administrative Manual to FedEx Express Corp. for the distribution of the gross amount of \$6.69 million, which is the amount remaining in the 5% holdback reserved from the \$134 million total retro bonus payment due to the FedEx Express pilots under the terms of the parties' October, 2015 "Lump Sum Payment Distribution" letter. Following this final payment, zero will remain to be paid from that \$134 million bonus payment.

We understand that this \$6.69 million payment will be part of the November 30 payroll.

With this letter we are providing an Excel spreadsheet containing specific distribution information: a list of individual FedEx Express pilots and the net dollar amounts to be paid to each of them pursuant to the allocation methodology contained in the Lump Sum Distribution Letter, with adjustments related to pilots who were inactive during the amendable period due to long-term military leave of absence and changes in bonus category for some pilots impacted by the recent 767 Passover settlement.

We appreciate your assistance. Let us know if there are any questions.

Sincerely,

Captain Tim Canoll
President, Air Line Pilots Association, Int'l

Enclosure

cc: David Krieger (david.krieger@alpa.org)
Jonathan Cohen, Esq. (jonathan.cohen@alpa.org)

Sincerely,

Captain Chuck Dyer
FedEx MEC Chairman