



Management Trainee Program
APAC
Year 2021

FedEx Philosophy



People-Service-Profit

Why with FedEx Trade Networks?

The Right People

FedEx is constantly on the look-out for talented people who share the basic qualities of honesty, enthusiasm, creativity and respect for co-workers and customers.

As a global company, FedEx embodies a culture that respects diversity and strives to develop all its employees to their fullest potential. Management understands that FedEx will only continue to be successful with fully dedicated employees.

This is core to our philosophy of People-Service-Profit.



Growing at FedEx

FedEx puts its people first because employees are our most important asset through which we can achieve our business goals. FedEx has led the industry in creating employee-focused programs to promote positive internal communications and staff development.

- Open Door
- Listen-Learn-Act
- APAC e-Learning

FedEx Recent Awards



FedEx is consistently named among the world's most valuable and admired brands.

FORTUNE

No. 15 among "World's Most Admired Companies" in 2020

No. 35 among "Best Workplaces for Diversity" in 2019

FORBES

"100 Best Places to Work For" in 2020

"World's Most Valuable Brands" in 2019

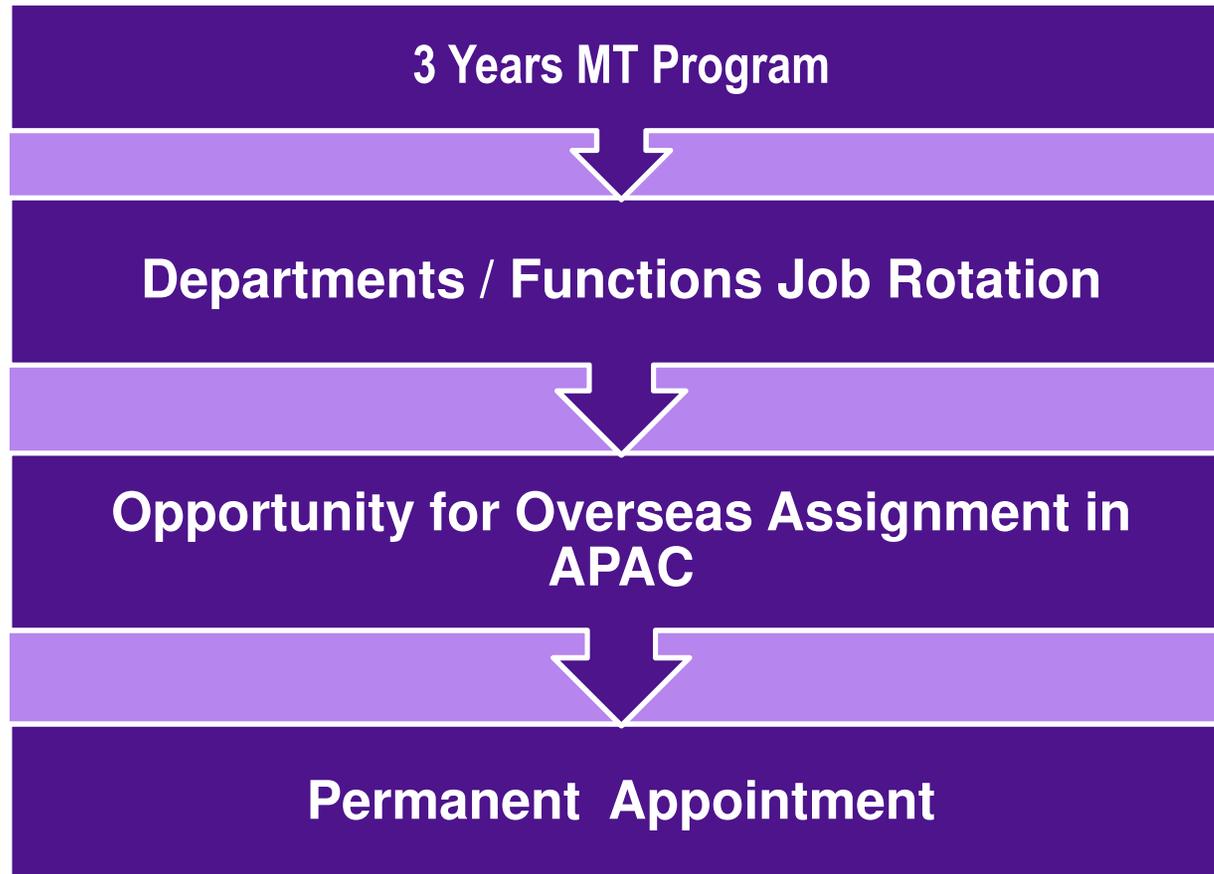


2020 MT Sharing

Development Opportunities for Management Trainee

- **Job rotation in different operations & supporting functions departments**
- **Soft-skill training including QDM, Leadership Foundations, Living PSP, Interview Skills Training, Customer Services Workshop, etc.**
- **Opportunity for exposure to a variety of overseas offices in APAC region**
- **Special projects & assignments**
- **Mentoring & Coaching**
- **Organizing company events and involvement in CSR**

Management Trainee Program Structure



Training will consist of practical on-the-job training and project-based training

Job Rotation

| | | | | | | | |
|-----------------------------------|--|--|--|---|---|--|--|
| Assignment Period | 2 weeks | Assignment Department and Routing is subject to management review and approval for each MT | | | | | |
| Assignment Department | Human Resources | Air Operations | Ocean Operations | Sales | Value-Added Services | Products | Overseas assignment / Supporting Functions |
| Assignment Activities | Company culture awareness, HR orientation, site visits, meeting with Management Team, QDM for apprentice, E-learning from FLC | Job shadowing in daily operations to learn industrial knowledge, market practices, operation flows, systems and customer services. | Job shadowing in daily operations to learn industrial knowledge, market practices, operation flows, systems and customer services. | End-to-end sales process from selling skills, market trend analysis, customer targeting, quotation preparations, business close and close-deal follow-up. | Familiarization with RDC operations & WMS via duty on site Solutions Planning and cost model preparation | Knowledge of FTN products, market insights, business opportunity identification, tactics of RFQ preparations | Job shadowing in daily operations subject to department and business needs |
| Deliverable and Assessment | For each assignment period, the MT is required to complete both of the following reports: 1) A self-evaluation report at the end of each assignment detailing what was learned; and 2) A report, using QDM concepts and tools, and with suggested changes for the department must be presented formally to the mentor, coach and HR representatives. | | | | | | |

Who we want to Hire?

To be qualified as one of our valued Management Trainee, you should be:

- ✓ University graduate
- ✓ Strong interest in logistic industry and enthusiastic to join FedEx
- ✓ With P-S-P competences as below

| <u>People</u> | <u>Service</u> | <u>Profit</u> |
|---|---|---|
| <ul style="list-style-type: none">• Communication• Leadership• Teamwork• Relationship building• Negotiation | <ul style="list-style-type: none">• Problem solving and judgment• Accountability and dependability• Energy and stress management• Customer focus• Creative and innovative thinking• Quality management• Ethics and integrity• Planning and organizing• Flexibility & adaptability | <ul style="list-style-type: none">• Results Oriented• Analytical mind• Time management• Self-learning and development• Decision making and judgment• Logical and reasoned thinking• Resource management |

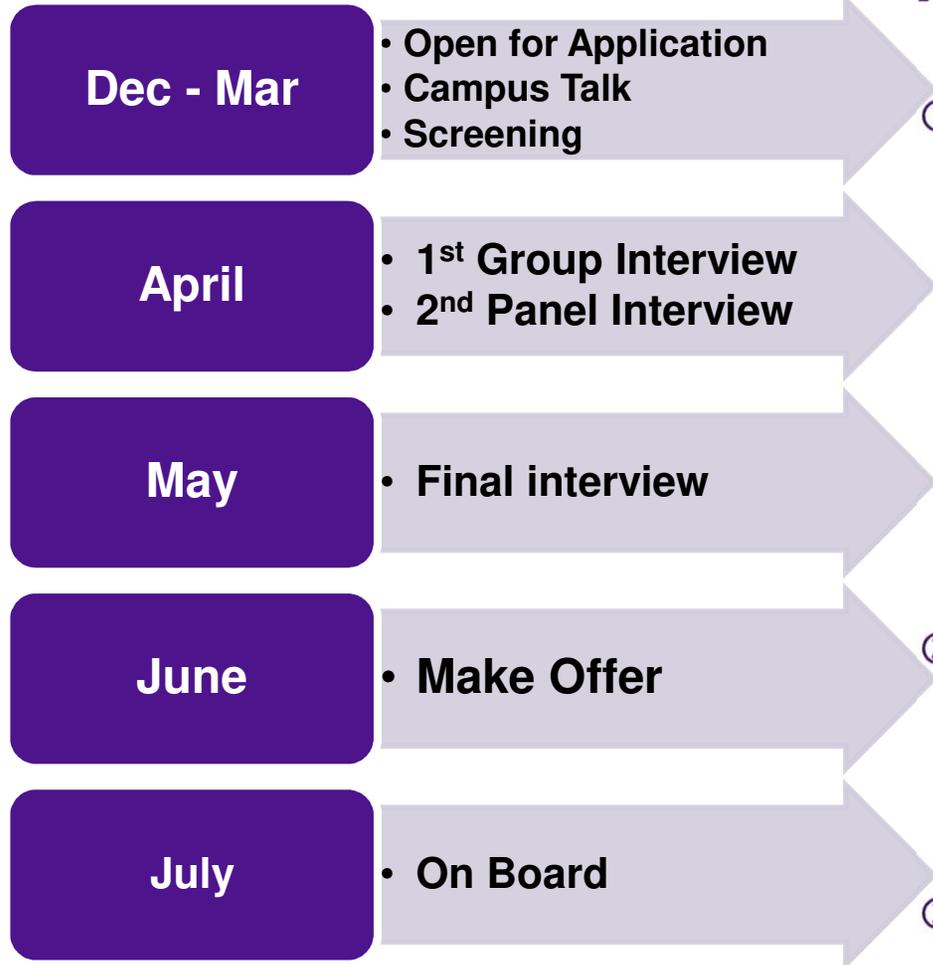
Development in FedEx



Fun at Work



Join Us...



Apply through

① Scan the QR Code, search location Taiwan, and apply “ Management Trainee”



② Login www.104.com.tw search for the company “聯邦快遞世界航空貨運代理” and then the position “Management Trainee”

③ Application Deadline: Feb. 28, 2021

Q&A