

Employee Discount Agreement

As a benefit of your employment with UPS, you may be eligible to purchase UPS shipping services at a discount. To take advantage of this Employee Discount, you must first register via the link provided at UPSers.com, and read and agree to the following terms:

1. Eligible Employees

All current and retired permanent UPS employees with access to UPSers.com, including union employees, located in the 50 U.S. states are eligible to participate in the Employee Discount program. Employees in Puerto Rico and other U.S. territories are not eligible to participate in the program. Deferred retirees without access to UPSers.com, third party resellers, franchisees, employees of franchisees, contingent workers (including temporary workers, outsourced workers, independent contractors) and UPS vendors are not eligible.

Eligible employees who register for the Employee Discount program may, in UPS's discretion, continue to be eligible for the program following separation from employment with UPS.

2. Incentives

UPS will provide the discounts ("Incentives") to you as set forth on **Exhibit A** for the UPS services identified on **Exhibit A**. The Incentives will apply to UPS Standard List Rates, in effect at the time of shipping. The Incentives will apply to a single UPS account only, and only to packages shipped under such account. Each eligible package (or shipment) sent using your registered UPS account will receive its applicable Incentive for the term of this agreement.

The Incentives may be used for shipping services for your personal and household use, but you may not transfer, resell, or share the Incentives with anyone else. You are liable for all charges billed to your UPS account.

3. Use of Electronic Shipping Information Only; Shipping Locations

You must use a UPS Automated Shipping System to obtain the Incentives. A UPS Automated Shipping System for purposes of this Employee Discount means WorldShip[®], UPS CampusShip[®], or UPS Internet Shipping. You also must provide Smart Labels on all packages tendered to UPS. A Smart Label, as defined herein and described in the current UPS Guide to Labeling, which may be updated from time to time by UPS, includes, but is not limited to, a Maxicode, Postal Bar Code, current UPS Routing Code, appropriate UPS Service Icon and a UPS 1Z Tracking Number Bar Code. Smart Labels may be obtained by visiting www.ups.com and selecting "create a shipment" from the Shipping menu.

All packages must be dropped off to UPS at a UPS Customer Center or your work location mailroom only. Incentives will not apply to shipments originated from other locations, including from a The UPS Store location or any other third-party retailer location. However, discounted services may be made available to UPS employees at participating The UPS Store locations under a separate program.

The Incentives will apply to prepaid outbound shipments and freight collect inbound shipments, but not to third-party billed shipments.

4. Payment

You agree to pay for all charges to your account in full within the time period required by UPS.

5. UPS Tariff/Terms and Conditions of Service

All UPS services are provided pursuant to the UPS Tariff/Terms and Conditions of Service and the UPS Standard List Rate and Service Guide in effect at the time of shipping. The UPS Standard List Rate and Service Guide and the UPS Tariff/Terms and Conditions of Service are subject to change without prior notice. The UPS Tariff/Terms and Conditions of Service are expressly incorporated into this agreement by this reference. Copies of the current versions of the UPS Tariff/Terms and Conditions of Service and the UPS Rate and Service Guide – Standard List Rates are available at www.ups.com.

6. Term; Modification; Termination

This Agreement shall be effective as of the date you indicate your acceptance by clicking “Next” and “Continue” on the Employee Discount registration page. This agreement will remain in effect until such time as UPS provides notice of termination of the Incentives, the services, or this agreement either by notice posted at UPSers.com, notice provided directly to you, or notice otherwise reasonable under the circumstances. UPS may, in its sole discretion, (a) alter or modify the Incentives, the services, or this agreement; and (c) extend or terminate the offer, Incentives, services, or this agreement, all at any time by notice posted at UPSers.com, notice provided directly to you, or notice otherwise reasonable under the circumstances.

7. Confidentiality

You agree to maintain the confidentiality of this agreement including its rates, terms and Incentives (“Confidential Information”) unless disclosure is required by law. You agree not to post or publicly display this Confidential Information.

This agreement will be subject to periodic review by UPS for your compliance.

BY CLICKING “NEXT” AND “CONTINUE” ON THE EMPLOYEE DISCOUNT REGISTRATION PAGE, YOU ARE INDICATING THAT YOU HAVE READ THE TERMS AND CONDITIONS OF THIS AGREEMENT, UNDERSTAND THEM, AND AGREE TO BE LEGALLY BOUND TO THEM.

**Exhibit A – Employee Discount
Incentives Applied to Standard List Rates**

					
Employee Discount Incentives					
	UPS Next Day Air [®]	UPS 2nd Day Air [®]	Ground ¹	Express, Saver, Expedited International Export	International Standard ²
Incentive Amount	16%	16%	8.0%	16%	8.0%

UPS Next Day Air, which includes the following services: UPS Next Day Air[®], UPS Next Day Air Saver[®], UPS Next Day Air[®] Intra Oahu

UPS 2nd Day Air, which includes the following services: UPS 2nd Day Air A.M.[®], UPS 2nd Day Air[®], UPS 3 Day Select[®]

UPS Domestic Ground¹, which includes the following services: UPS Ground - Commercial, UPS Ground – Residential, UPS Ground Intra-Alaska, and UPS Ground Intra-Oahu

UPS International Export services: UPS Worldwide Express[®], UPS Worldwide Saver[®], UPS Worldwide Expedited[®]

UPS International Import services: UPS Worldwide Express[®], UPS Worldwide Saver[®], and UPS Worldwide Expedited[®], UPS Standard from Mexico[®]

Standard International Export service from US48: UPS Standard[®] to Canada²
Standard Import service to US48: UPS Standard[®] from Canada²

All incentives contained in this **Exhibit A** apply to the effective UPS Standard List Rate at the time of shipment.³

¹ For each package, you agree to pay the greater of the net package charge based on the above incentives or the minimum published UPS list package charge of a Zone 2, 1 pound package, for the respective service.

² For each package, you agree to pay the greater of the net package charge based on the above incentives or the minimum published UPS list package charge of a Standard Canada 1 pound package for the respective zone.

³ Incentives are based on and derived from the most recently published Standard List Rates and adjusted periodically pursuant to the terms and conditions of the agreement and the UPS Tariff/Terms and Conditions of Service.