

UEFA EURO 2020 Official Logistics Partner Assignment Program for Operations

Team Member Frequently Asked Questions

Overview

FedEx is a Sponsor and the Official Logistics Partner of UEFA EURO 2020. After a 12-month postponement due to the COVID-19 pandemic, the tournament will take place in summer 2021 in 12 countries across Europe.

As Official Logistics Partner we will use the expertise of our Operations and P&E teams; and our network capabilities, to provide a range of specialised logistics services for UEFA at the stadiums and supporting venues. We are looking for highly motivated team members to join our UEFA EURO 2020 Operations team and to take up temporary assignments at these locations.

This document aims to answer questions you may have in relation to this opportunity. If you have any questions not covered on this document, please use the email on the Contact Us link on fedex.com/euro2020team

1. Where can I find the information about UEFA EURO 2020 Official Logistics Partner Assignment Program?

For more information on the available roles, detailed job descriptions and how to apply* visit fedex.com/euro2020team

2. Who is eligible to apply?

All directly employed FedEx and TNT team members, up to supervisor level, in countries hosting UEFA EURO 2020 matches can apply. You can apply for any positions available if you meet the requirements of the role. Subcontractors and vendors are not eligible to apply for roles.

3. What roles you are looking for?

There are a range of roles available at each of the UEFA EURO 2020 host venues:

- Venue delivery and warehouse coordinators
- Venue delivery and warehouse assistants
- Forklift drivers
- Warehouse workers

We are also looking to recruit drivers who will transport the equipment of the national teams within the host countries. Job descriptions for each role can be found at fedex.com/euro2020team

4. Will these roles be full time or part time? Will I be able to perform my normal duties alongside these roles?

The positions of Venue delivery and warehouse coordinators & assistants, Forklift drivers and Warehouse workers will all be full time, so team members assigned to these positions will not be able to perform any of their normal duties for the duration of their assignments.

The workload of drivers appointed to support national teams will be depend on the schedule and requirement of the national teams which will be confirmed closer to the tournament. The working hours required of team members assigned to these positions will be discussed with team members appointed on an individual basis and line managers will be informed.

5. Where can I find the job description for each of these roles?

For more details on responsibilities, required experience & skills, required personal qualities and geographical requirements per role, please visit fedex.com/euro2020team

6. When will the assignment start?

The assignment will start mid-May 2021, depending on the role and location. You can check the exact dates of placement per role and location on fedex.com/euro2020team

7. What is the duration of the assignment?

The duration of the assignments will be between 53 and 100 calendar days, depending on the role and location. Please see the dates per role per location on fedex.com/euro2020team. UEFA require support for consecutive days so the assignments will include weekends and bank holidays.

8. What information will I need to provide to apply*?

We will ask you to provide information about:

- your employment and work experience
- your skills
- your location and the venue you are interested in
- your availability during the assignment period

9. Will I be asked to follow any specific regulations regarding COVID-19?

Yes, your health and safety are our priority. We will be working closely with UEFA, FedEx H&S and public health organisations in each UEFA EURO 2020 host country to ensure team members taking up these assignments have a safe working environment. Any specific requirements regarding COVID-19 will be included in the training given ahead of the commencement of the assignments.

10. What skills do I need to apply and what certification /experience do I need to have for each role?

The skills and qualifications vary per role. For more details on responsibilities, required experience & skills, required personal qualities and geographical requirements per role, please visit fedex.com/euro2020team

11. Will I be required to speak English? What language skills will be required?

A basic level of English is required (both verbal and written). Successful applicants will need to understand instructions given in English. In addition, applicants should also have a good understanding of the local language in the host city/UEFA location.

12. Can I apply for roles in any EURO 2020 host city?

The role applied for must be for the venue in the country you reside. E.g. if you are based in Rome, you can't apply for a role in Amsterdam.

13. Can I apply for more than one role simultaneously?

Yes, when applying you can select an alternative role you would consider if your desired role is not available. You will be able to select the roles you are interested in when applying on fedex.com/euro2020team

14. Do I have to be located in or near the EURO 2020 venues to be considered?

Not specifically, but applicants should be aware that work location is the football stadium or UEFA venues. Other than the ones mentioned in your current contract, no extra travel costs will be reimbursed.

15. What is the International Broadcast Centre (IBC)?

The IBC is the International Broadcast Centre. This is a central location where all live footage will be streamed before being sent to the respective broadcasters.

16. Where is the IBC located?

The IBC is located in Vijfhuizen in the Netherlands.

17. What are the roles you are looking for at the IBC?

The IBC requires the same level of support as the EURO 2020 host stadiums:

- Venue delivery and warehouse coordinators
- Venue delivery and warehouse assistants
- Forklift drivers
- Warehouse workers

18. What is the selection process for the EURO 2020 Assignment Program?

Will every applicant be interviewed?

Applicants will be shortlisted based on their ability to meet the qualification criteria. The shortlisted applicants will be invited to an interview.

19. Who will be interviewing me?

You will be interviewed by the EURO 2020 assignment project team that consists of FedEx/TNT representatives (no UEFA involvement). In some countries a HR representative will be present. Interviews will either be conducted face to face, or on-line.

20. In what language will the interview take place?

Interviews will be held in either English or local language depending on the position you have applied for. For Venue delivery and warehouse assistant roles, applicants' level of English will be checked during the interview.

21. What do I need to do to prepare?

Before applying for a role think about why you want to be part of this program and why you think you are a suitable candidate. In the interview you will be asked to provide these details to support your application.

22. How and when will I know if I have been successful?

All candidates will receive confirmation of their application after applying through the application portal*. Interviews and selection will take place in February 2021. Candidates will be informed on the outcome by the end of February 2021.

23. How will my assignment be confirmed?

You will receive an assignment letter that will cover the details of the assignment, training days, start dates, contact information and return date.

24. Can I decline a role once I have applied/been offered a position?

Yes, you can change your mind on joining the assignment program. If this is the case, please inform the project team immediately. Please use the email on the Contact Us link on fedex.com/euro2020team and state in your email why you can no longer support.

Please also inform your local supervisor/manager of your decision. As part of the selection process, back-ups will be selected. If you have already started the assignment, you are expected to continue to carry out your activities until the back-up is trained properly (depending on location and position).

25. Where can I apply*?

You can apply via fedex.com/euro2020team

26. What is the deadline for applying?

Your application needs to be submitted via the portal* - fedex.com/euro2020team – by January 15, 2021.

27. I do not have access to a computer. Can my manager apply for me?

Yes, you can ask your manager or a colleague to help complete your application for you. You can apply from any computer or smartphone on fedex.com/euro2020team. The computer does not need to be connected to the FedEx or TNT network.

28. Can I apply other than through the portal*?

No, all applications need to be submitted via the portal fedex.com/euro2020team. In Germany team members cannot apply via the portal, local management will advise team members how they can apply.

29. I am having problems with submitting the application form. The form does not submit successfully. What do I do?

If you experience any issues with submitting the application form via a FedEx or TNT network, please try resubmitting the form on a public network, personal phone or home

network. If you still continue to have problems please use the email on the Contact Us link on fedex.com/euro2020team

30. Do I have to speak to my manager before applying?

Yes, please discuss with you manager and let them know you are applying.

31. Does my manager have to support my applicant?

No; your manager will however be consulted before the interview process.

32. What training will be required?

Training for the Venue delivery and warehouse coordinator & assistant positions will be provided by UEFA and FedEx. Training for the drivers, forklift drivers and warehouse workers will be provided by FedEx.

33. Will the training be given during my normal duties and ahead of the assignment?

For the Venue delivery and warehouse coordinators & assistants training will be provided ahead of the assignment. For the Drivers, Forklift drivers and Warehouse worker positions, training will be provided at the start of the assignment.

34. Will there be any additional checks by UEFA for applicants to the program?

Yes. UEFA will perform background checks on all successful applicants. Security screening will be done before providing accreditation to enter the premises. All participants are required to hold a valid national identification document to facilitate this (e.g. passport or ID cards). Applicants will receive more clarification during their interview.

35. Will I be paid as normal?

Yes, you will be paid as normal.

36. Will I be paid for overtime?

Yes, overtime will be paid where applicable.

37. Will I get time off in lieu of overtime for additional hours outside of my contract?

No.

38. What hours will I be required to work?

General working hours are 07:00 – 18:00 with a lunch break. Most positions need to be filled seven days a week, so the working hours will be split via a shift schedule in accordance with local regulations. During match days the working hours can deviate from the standard working hours.

39. Will I be paid expenses for any costs – accommodation, travel, food and drinks?

During this temporary assignment, team members remain on their existing contracts. Accommodation will not be provided as applicants are expected to travel between the stadium and home. Applicants will not be provided additional reimbursement for the travel to their temporary place of work outside of an existing contractual agreement.

Food and drink facilities will be provided at the temporary assignment work locations but must be purchased at the applicant's own expense.

40. Who will I report to?

During the assignment you will still report to your direct manager. When working on site the UEFA Venue warehouse and delivery manager of the location(s) on your assignment will be your point of contact.

41. Will I be able to take any holiday during this assignment?

Applicants should avoid taking annual leave during the duration of the assignment. Any holiday requests will need to be considered by the Venue delivery and warehouse coordinator to ensure adequate cover is assigned. Also, applicants might need to work during a bank / national holidays when a shift is scheduled.

42. If I have a holiday booked during the assignment will I still be considered?

This is dependent on the level of interest and duration of leave. When applying, you will be asked to confirm your availability.

43. What happens if I am ill during the assignment?

There will be back-ups in place to account for sickness/emergency leave. You must follow the absence process in line with company policy and guidance provided during your training for the assignment program.

44. Will this assignment count for my length of service?

Yes.

45. Will I be able to watch any matches during the EURO 2020 tournament?

Successful applicants that work on a full-time basis will most likely be eligible to watch one live match.

46. Will I be required to wear anything different than my standard uniform?

Yes; FedEx will provide an exclusive FedEx/UEFA branded uniform for the team members that are selected for the assignment positions at the stadium. Drivers will perform their duties in their regular uniform.

47. Will I be able to keep the uniform provided?

Yes.

**Team members in Germany are not able to apply for roles via fedex.com/euro2020team; Operations management in Germany will advise team members how to apply.*

This document is intended for both FedEx and TNT team members - on behalf of their respective employer