



Driver Choice Program

Frequently Asked Questions

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These Frequently Asked Questions are intended to assist your understanding of the Driver Choice Program (DCP). In the event they conflict with the actual terms of the program, the DCP plan document will control.



Driver Choice Program (DCP) Overview (section 100)

100. What is the DCP?

The DCP is a program that provides eligible employees with the option to apply during a specified application period to voluntarily leave UPS in exchange for a cash payment.

The offer is extended to **full-time drivers**.

Most separations will occur on April 26, 2026. Some separation dates may be extended. Your final DCP Separation Date will be provided in an updated version of this statement within two weeks of the DCP Offer Close Date. If you would prefer an earlier date, please make a request to DriverChoice@ups.com.

Applications will be considered according to the local needs of the business. If the maximum number of applications is exceeded for a specific facility, approvals will be granted in full-time seniority order.

101. If I am approved for the DCP and voluntarily separate from UPS, can I return to work at UPS later?

Your employment with UPS will end on the DCP Separation Date. You will not be eligible to be re-hired with UPS or any of its affiliates.

102. Is there anyone at UPS who can advise me about this decision?

No. By law, no one at UPS can provide any advice to you regarding this matter. UPS can only provide information found in the **DCP Personalized Statement**. You may want to contact a financial advisor and/or tax advisor to get professional advice in making this decision.

103. How will I know if my election has been received?

After you have logged onto the DCP portal, you'll have the option to apply for the DCP package. You may revoke your application and re-apply at any time on the DCP portal and as often as you would like before the application period closes. Your most recent election when the election window closes will be logged as your final election.

If you elect to apply for a DCP package, **a confirmation message will be displayed with the date and time of your election**. We recommend you print this page or take a screen shot for your records. You will also receive a confirmation email



indicating your most recent DCP Election that does not contain the time/date stamp for your election.

104. How can someone appeal to the DCP?

If an individual has a dispute about DCP, they must submit a claim to the UPS Workforce Transition Governance Committee. The committee has the exclusive right and discretion to interpret the terms and conditions of the DCP, and to decide all matters arising in its administration and operation, including questions pertaining to eligibility and/or the amount of benefits to be paid under the DCP.

Claims should include details of the claim as well as the employee's first name, last name, and employee ID and sent via email to DriverChoice@ups.com with a subject line reading "DCP Appeal" or mailing a written letter to UPS Workforce Transition Governance Committee, United Parcel Service of America, Inc., ATTN: DCP, 55 Glenlake Parkway NE, Atlanta, Georgia 30328.

105. Is there an age required to apply for the DCP?

No.



Participation Requirements and Approval Process (section 200)

200. Is it necessary to actively apply for or decline the DCP?

You must apply through the DCP portal during your DCP Application Period. You may update your election at any time and as often as you would like during the DCP Application Period. Your most recent election will be logged as your final election at the close of the DCP Application Period.

No action is necessary if you are not interested in the DCP offer. **You will not be eligible for the program if you do not make an election to apply.**

Any elections made before or after the DCP Application Period are null and void.

201. Do I have to decide if I want to apply for DCP within the DCP Application Period?

Yes.

202. Am I eligible for the DCP if I am on an approved leave of absence?

If you are on an approved leave of absence, you are eligible for the DCP if you meet the eligibility criteria described in the [DCP Eligibility Schedule](#). Offer letters were sent to the address of record to all eligible employees on a leave of absence.

203. Where can I find my job code listed in the Eligibility Schedule?

You will need to log into UPSers.com and navigate to Workday. Once in Workday, click on your profile photo in the corner of the screen (or cloud icon if you haven't uploaded a photo), and select View Profile. On your Profile page, your job code will be shown under the job details section.

204. Do I need permission from my spouse/domestic partner to elect the DCP?

No. Spousal/domestic partner permission is not required for accepting the DCP.

205. What happens if I move to a different position after the DCP Eligibility Date?

To participate in the DCP, a person must meet the eligibility criteria as of the DCP Eligibility Date. Any UPS job changes (including layoff) that occur after the DCP Eligibility Date do not affect eligibility for the DCP.



206. I am currently on an approved leave of absence or have been laid off, can I still participate in the DCP?

Yes, as long as you meet the eligibility criteria described in the [DCP Eligibility Schedule](#).

207. What if I change my mind during the DCP Application Period?

You may update your election at any time and as often as you would like during the DCP Application Period. This means if you apply for DCP and change your mind before the DCP Offer Close Date, you can un-apply through the DCP portal. **Your most recent election will be logged as your final election at the close of the DCP Application Period.**

208. What if I apply for the DCP and change my mind after the DCP Offer Close Date or after I have been approved?

When you apply for the DCP, you are agreeing to end your employment with UPS. If your application for DCP is approved, you may revoke your application at any time until your DCP Separate Date or your signed DCP Separation Agreement and Release is received.

209. What paperwork is required if my DCP application is approved?

If your application for DCP is approved, there is one required document you need to complete and submit at a specific time to receive the DCP benefits. The DCP **Separation Agreement and Release** must be completed and signed electronically through the DCP portal on or within seven days of your DCP Separation date. Review the DCP [Decision Guide](#) for specific details about when to submit this document and how to revoke your acceptance of this document.

210. If I submit a DCP Revocation form, will my employment with UPS still end?

This form only revokes your acceptance of the DCP Separation Agreement and Release terms. **If your application for DCP is approved, you may revoke your application at any time until your DCP Separate Date or your signed DCP Separation Agreement and Release is received.**

211. Does UPS reserve the right to take back the offer if I get approved for the DCP?

As long as you remain an employee in good standing through your DCP Separation Date and complete all required paperwork, you will receive the DCP payment.



212. What happens if my DCP application is denied?

If your application is not initially approved for the April 26, 2026 separation date, you may still be notified at a later date that your application is approved for a separation date later in 2026.

If you applied and were not approved for either separation period, you will be notified and you will not receive the DCP package and your employment with UPS will continue.

213. Can I review my offer and personalized statement in the DCP portal without applying for the DCP?

Yes.



DCP Separation Date (section 300)

300. What is my DCP Separation Date if I am approved for the DCP?

UPS will determine your DCP Separation Date.

Most separations will occur on April 26, 2026. Some separation dates may be extended. Your final DCP Separation Date will be provided in an updated version of this statement within two weeks of the DCP Offer Close Date. If you would prefer an earlier date, please make a request to DriverChoice@ups.com.

Applications will be considered according to the local needs of the business. If the maximum number of applications is exceeded for a specific facility, approvals will be granted in full-time seniority order.

If approved, UPS will notify you of your DCP Separation Date status within two weeks after your DCP Application Period closes.

301. Who determines the DCP Separation Date?

UPS. UPS reserves the right to change your DCP Separation Date at its discretion up to 30 days prior to your scheduled DCP Separation Date.

302. What happens if I separate from service before the DCP Separation Date selected by UPS?

If your employment ends before the DCP Separation Date selected by UPS for any reason including voluntary retirement before your DCP Separation Date (except for reason of death or disability), you will forfeit your DCP Payment and any additional DCP benefits.

303. If I get approved for the DCP, can I select a specific DCP Separation Date?

No. In exchange for the DCP Payment, you agree to give up flexibility in determining your own separation date. If you leave before the DCP Separation Date determined by UPS, you will forfeit your DCP benefits.

304. Does the DCP portal include my potential DCP Separation Date?

Yes, it will include a planned separation date on your **DCP Personalized Statement** available on the DCP portal.



DCP Payment (section 400)

400. Where can I find a description of the DCP Payment and the amount I'll receive if I am approved for the DCP?

The DCP gives you the opportunity to voluntarily leave UPS and receive a separation package of \$150,000, in addition to any pension and healthcare benefits earned. For more information, refer to the [DCP Decision Guide](#) and the [DCP Personalized Statement](#)

401. Will my DCP Separation Payment be adjusted for any additional years of service or pay changes after the DCP Application Period?

No. The [DCP Personalized Statement](#) amount does not vary with years of service. All DCP offers are \$150,000 in addition to any pension and healthcare benefits earned.

402. What if there is an error on my DCP Personalized Statement?

During your DCP Application Period, login to the DCP portal to review your [DCP Personalized Statement](#). To correct any discrepancies, contact the UPS DCP Call Center at 1-844-696-7831, Monday through Friday, 9 a.m. to 7 p.m., ET.

403. When will the DCP Payment be made?

You'll receive your DCP Payment as soon as administratively possible (generally within four weeks) following your DCP Separation Date and receipt of your completed DCP Separation Agreement and Release.

404. Will taxes be withheld from my DCP Payment?

Applicable taxes are withheld from your DCP Payment, which is subject to federal income tax, FICA withholdings, state income tax (where applicable; based on your work location reflected in Workday), local income tax (where applicable), and any other state/local-specific mandatory types of withholdings. The DCP Payment is taxed at supplemental income tax withholding rates. This may change due to IRS updated guidelines. Taxes may not be the only deductions withheld. Any legally-required deductions may also be withheld, such as garnishments, government actions, wage attachments, etc.



405. If I move, which state tax will be applied to my DCP Payment?

State taxes withheld will be based on your work location reflected in Workday as of your DCP Separation Date.

Please be aware that payments made under the DCP are severance pay in nature, which some states may not consider to be taxable wages if residency has been established in another state. If you establish residency in a state other than your final work location, please consult with a tax advisor to determine whether you may claim a refund for taxes withheld.

406. Will Teamster-UPS National 401(k) Tax Deferred Savings Plan deferrals be withheld from my DCP Payment?

No. You cannot contribute any portion of your DCP Payment into the Teamster-UPS National 401(k) Tax Deferred Savings Plan.

407. What if I die after I've been approved for the DCP and completed my DCP Separation Agreement and Release, but before receiving my DCP Payment?

If you die after being approved for the DCP but before receiving your DCP Payment, your estate will receive your DCP Payment.

408. How does the DCP Payment affect my retirement benefits?

The DCP Payment does not affect your vested retirement benefits. **This DCP payment is in addition to any vested retirement benefits you have previously earned.**

409. Can I opt to have my DCP Payment paid over a period of time to defray taxes?

No. The DCP Payment will be paid in a lump sum, less required tax withholdings.

410. Why can't I roll over my DCP Payment to an IRA or other program?

The DCP is a severance-type payment that is not an eligible rollover distribution from a qualified retirement plan.

411. Does a Year of Service have to be completed to count toward the DCP Payment?

No. The DCP is a flat \$150,000 amount offered to eligible Drivers regardless of years of service. This is in addition to any pension and healthcare benefits earned.



Other Payments and Benefits (section 500)

500. If I apply for the DCP, will it affect my already earned pension benefits?

No. Under federal law, specifically the Employee Retirement Income Security Act, benefits that have vested under your pension plan terms cannot be reduced because you accepted a severance benefit.

501. What if I'm in the process of retirement already?

For pension and retirement questions, contact your retirement plan administrator.

502. What will happen to my current healthcare benefits if I am approved for the DCP?

Contact your healthcare plan administrator.

503. Does applying for the DCP affect my current Workers Compensation claim?

Your Worker's compensation benefits will continue for the duration of the approved claim, or until the claim is settled - even if that is after your separation date from UPS. The worker's compensation claim is independent of this voluntary separation plan.

504. What will happen to my Teamster-UPS National 401(k) Tax Deferred Savings Plan account?

You may leave your money in the plan, withdraw your money as a lump sum, take a partial distribution, or receive monthly installments. You are not required to withdraw your 401(k) Plan account balance. You also may roll over your account balance to another qualified plan, such as an individual retirement account (IRA) or another employer's qualified plan that accepts rollover contributions. For your current balance and for more information about your options under the Teamster-UPS 401(k) Tax Deferred Savings Plan, visit <https://teamsterups401kplan.empower-retirement.com> or call 1-800-537-0189.

505. If I have an outstanding loan through the Teamster-UPS National 401(k) Tax Deferred Savings Plan, am I required to pay the loan in full upon termination or can I continue to make monthly payments?

Yes. Contact the plan at 1-800-537-0189 to arrange repayment.



Other (section 600)

600. Where can I go to get questions answered?

Your local UPS management team will only have limited information about this offer and may not be able to answer your questions. So, use the resources listed below to get the best information to help you make a decision.

For questions about the DCP, please review the [DCP Decision Guide](#), [DCP Personalized Statement](#), and other materials on the DCP portal. The **UPS DCP Call Center at 1-844-696-7831** will be open Monday through Friday, 9 a.m. to 7 p.m. ET. For questions about your healthcare, retirement or other benefits, please contact the plan administrator.

For pension and retirement questions: Contact your retirement plan administrator.

601. Why are the legal releases required to receive the DCP payment?

Companies are not obligated to pay voluntary severance benefits, and when doing so require a release of claims to provide the company with legal protection and closure when the employment relationship ends.

602. If I get approved for the DCP, will I be eligible for unemployment benefits?

Unemployment rules vary by state. Check with your state's unemployment office to confirm the rules in your area.

603. If I accept the DCP, what happens to my child's scholarship?

The Smith Scholarship is a 2-year award. The Casey Scholarship is a 4-year award. Once a UPSer's child accepts the award, they receive it for the full duration of the award, regardless of the status of their parent as an employee of UPS. As long as a parent is active when their child accepts the award, the award is granted for the full duration of the award even if the parent retires or leaves UPS. Additional information can be found on UPSers.com.

604. Will I continue to have access to UPSers.com after my DCP Separation Date?

After your DCP Separation Date, you will continue to have limited access to UPSers.com.

If not retired: Your access will end in April of the year following your separation date and be limited primarily to view your paycheck and to request a reissue of your



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W-2 tax record. After your DCP Separation Date, both items can be found on UPSers.com. You will no longer have access to the myHR portal.

Retired: Your access will last indefinitely and will include a broad range of topics, including employee discounts and community involvement information. You will also have access to view past paychecks and request a reissue of a W-2 tax record. After your DCP Separation Date, most of these items can be found by searching UPSers.com. You will no longer have access to the myHR portal.

If you have trouble accessing UPSers.com, click the Log in help link from the UPSers.com log in page. If you continue to have problems, contact the UPS Technology Support Center at 1-888-UPS-TECH (1-888-877-8324).