

## PERSONNEL NEWS & RECOGNITION

### Kelowna takes inclusion in stride

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The Kelowna, B.C., station has created an inclusive culture that respects and values people and the unique perspectives they bring to the workplace. One of its newest team members is package handler **Kyle Youmans**, who joined the company a year ago via Maximus, a division of WorkBC, which helps to integrate people with disabilities into the workforce.

Kyle, who's autistic, was one of two job candidates who visited the station to learn more about becoming a package handler.

"After considering what the job entails and talking to his counselor, Kyle decided to join us," says **Guylaine Emond**, senior manager of Kelowna and Kamloops. "It's been a great fit."



The great fit included a week of on-the-job learning with the help of Kyle's Maximus counselor. "Kyle's training was smooth, with his counselor making a couple of minor adjustments based on visual clues," notes Guylaine. "Kyle quickly embraced our safety and service culture and enjoys the position." Indeed, Kyle's efficiency and attention to detail in the SWAK and smalls areas have helped Kelowna achieve positive results on its OB Certification since July.

Linda Youmans, Kyle's mother agrees, "It's a great job for Kyle. He's able to use all of his smarts and particular skills. Kyle's easy-going manner and positive attitude also make for a positive work environment," she adds.

Kyle's autism, which played a large role in bringing him to the station, is now part of the facility's collective culture. "We strive to be respectful and inclusive when it comes to each person's unique background," says Guylaine. "Ultimately, though, we're all FedEx Ground team members focused on doing our best for the customer."

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