

U.S. DEPARTMENT OF TRANSPORTATION  
FEDERAL AVIATION ADMINISTRATION  
**CERTIFICATE OF WAIVER**

ISSUED TO

**FedEx Express**  
**Responsible Person: Joel Murdock**  
**Waiver Number: 107W-2025-00046**

ADDRESS –

**3131 Democrat Rd Bldg D**  
**Memphis, TN 38118**

This certificate is issued for the operations specifically described hereinafter. No person shall conduct any operation pursuant to the authority of this certificate except in accordance with the provisions contained in this certificate.

OPERATIONS AUTHORIZED

Small unmanned aircraft system (sUAS) operations beyond the visual line of sight of the remote pilot in command (PIC); Acting as a remote pilot in command (PIC) or visual observer (VO) in the operation of more than one small unmanned aircraft (sUA) at the same time; Small unmanned aircraft system (sUAS) operations over human beings; Operating Limitations for Small Unmanned Aircraft — Visibility; Operating Limitations for Small Unmanned Aircraft — Cloud Clearance; Small unmanned aircraft system (sUAS) operations over a moving vehicle.

LIST OF WAIVED REGULATIONS BY SECTION AND TITLE

**14 CFR §§ 107.31—Visual line of sight aircraft operation,**  
**107.35—Operation of multiple small unmanned aircraft systems,**  
**107.39—Operation over human beings,**  
**107.51(c)—Operating limitations for small unmanned aircraft - Visibility,**  
**107.51(d)—Operating limitations for small unmanned aircraft - Cloud Clearance, and**  
**107.145—Operations over moving vehicles**

**STANDARD PROVISIONS**

1. A copy of the application made for this certificate shall be attached to and become a part hereof.
2. This certificate shall be presented for inspection upon the request of any authorized representative of the Administrator of the Federal Aviation Administration, or of any State or municipal official charged with the duty of enforcing local laws or regulations.
3. The holder of this certificate shall be responsible for the strict observance of the terms and provisions contained herein.
4. This certificate is nontransferable.

NOTE—This certificate constitutes a waiver of those Federal rules or regulations specifically referred to above. It does not constitute a waiver of any State law or local ordinance.

**SPECIAL PROVISIONS**

Special Provisions Nos. 1 to 27, inclusive, are set forth on the attached pages.

This Certificate of Waiver is effective from February 26, 2025, to October 31, 2027, and is subject to cancellation at any time upon notice by the Administrator or an authorized representative.

**BY DIRECTION OF THE ADMINISTRATOR**

**Emerging Technologies Division, AFS-700**

**SPECIAL PROVISIONS ISSUED TO**  
**FedEx Express**

**General.**

This Certificate of Waiver is an amendment which supersedes and replaces Waiver 107W-2024-02834 issued to FedEx Express for operations under 14 CFR 107. Waiver 107W-2024-02834 is no longer valid.

The FAA's Flight Standards Service has reviewed your application to ensure compliance with the requirements of 14 CFR § 107.200 and § 107.205. Pursuant to these authorities, the Administrator finds that the proposed small unmanned aircraft (sUA) operation can be conducted safely under the provisions of this Certificate of Waiver (Waiver) as listed below because you have established adequate mitigations for risks involved with operating your sUA in the manner you described. Adherence to the provisions of this Waiver establishes the required level of safety within the national airspace system.

The Administrator may cancel this Waiver at any time. As a general rule, this Waiver may be canceled when it is no longer required, there is an abuse of its provisions, or when unforeseen safety factors develop. Failure to comply with any provision listed below is a violation of the terms of this Waiver and will serve as justification for cancellation.

List of Regulations Waived by Section and Title. The following regulations are waived:

14 CFR § 107.31, Visual line of sight aircraft operation, is waived to allow operation of the small unmanned aircraft (sUA) beyond the direct visual line of sight of the remote pilot in command (PIC);

14 CFR § 107.35, Operation of multiple small unmanned aircraft systems, is waived to allow a person to act as the remote Pilot in Command (PIC) or visual observer (VO) to operate multiple small UAS simultaneously;

14 CFR § 107.39, Operations over human beings, is waived to allow sUA operations over human beings who are not direct participants, necessary for the safe operation of the small unmanned aircraft;

14 CFR § 107.51(c), Operating limitations for small unmanned aircraft - Visibility, is waived to allow operations when the flight visibility as observed from the location of the control station is less than 3 statute miles;

14 CFR § 107.51(d), Operating limitations for small unmanned aircraft - Cloud Clearance, is waived to allow sUA operations not meeting the cloud clearance requirements of § 107.51(d);

14 CFR § 107.145, Operations over moving vehicles, is waived to allow sUA operations over a moving vehicle.

No part of this waiver will function as an airspace authorization under 14 CFR § 107.41. The FAA's Air Traffic Organization responds directly to requests for such authorizations.

**Common Special Provisions.** The Responsible Person is directly responsible for safety of operations conducted under this Waiver and will ensure the Remote Pilot in Command (remote PIC), manipulator of the controls, and visual observer(s) (VO)<sup>1</sup> comply with all provisions of this Waiver.

1. The Responsible Person listed on the Waiver is responsible to the FAA for the safe conduct of the operations. Prior to conducting operations that are the subject of this Waiver, the Responsible Person:
  - a. Must ensure the remote PIC, manipulators of the controls, and VO(s) are informed of the terms and provisions of this Waiver and strictly observe the terms and provisions herein;
  - b. Must ensure the remote PIC, manipulators of the controls, and VO(s) are informed and familiar with part 107 regulations; and
  - c. Evidence of the above (a and b) must be documented and must be presented for inspection upon request from the Administrator or an authorized representative;
2. This Waiver may not be combined with any other waiver(s), authorizations(s), or exemption(s) without specific authorization from the FAA;
3. The FAA has the authority to cancel or delay any or all flight operations if the safety of persons or property on the ground or in the air are in jeopardy or there is a violation of the terms of this Waiver;
4. A copy of this Waiver must be accessible and available to the remote PIC at the ground control station during sUA operations that are the subject of this Waiver;
5. The Responsible Person listed on this Waiver must maintain a current list of pilots by name and remote pilot certificate number used in operations under this Waiver. This list must be presented for inspection upon request from the Administrator or an authorized representative;
6. The Responsible Person listed on this Waiver must maintain a current list of sUA by registration number(s) used in operations under this Waiver. This list must be presented for inspection upon request from the Administrator or an authorized representative;
7. For the purposes of this Waiver, direct participants are the remote PICs, persons manipulating the controls, VOs, and any persons whose involvement is necessary for safety of the sUA operation. All other persons are considered non-participants;
8. If a discrepancy exists between the provisions in this Waiver and the waiver application, the Waiver takes precedence and must be followed;

**Waiver Specific Special Provisions** The remote PIC and Co-Pilot may conduct sUAS operations over people and moving vehicles in reduced cloud clearance and minimum visibility conditions, without the ability to see the unmanned aircraft throughout the entire flight, provided:

9. Remote ID: The sUA must be a standard remote identification unmanned aircraft listed on the FAA-accepted declaration of compliance list (found here: <https://uasdoc.faa.gov/>), unless otherwise authorized by the Administrator in writing;

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<sup>1</sup> Title 14 CFR § 107.3 defines the term “visual observer.” Any VO participating in operations conducted under this Waiver must meet the requirements listed in § 107.33 throughout the duration of flight operations.

10. The sUA must not be operated;
  - a. To exceed 150 feet above ground level; or
  - b. The height of any object, obstacle (natural or man-made) within a 50' radius of the sUA and not to exceed 400 feet agl; while remaining within the confines of the controlled access area;
  - c. Into clouds or in visibility determined to be less than 1 statute mile as judged from the Launch and Recovery Site (LRS);
11. Operations Over Non-Participants:
  - a. Operations over open air assemblies of persons is prohibited;
  - b. Operations over non-participants or moving vehicles must be transitory in nature. Sustained operations over non-participants or moving vehicles is prohibited. For the purposes of this waiver, sustain is defined as loitering, hovering, and continuous or sequential overflight of non-participating persons or moving vehicles;
  - c. The flight paths and routes must be designed to avoid overflight of human beings and traffic areas; and
  - d. All persons located inside the operational area are notified of UAS operations;
12. Multiple UAS Operations – Security and Surveillance Operations Only:
  - a. The remote PIC may conduct operations of up to four (4) sUA, equipped with independent flight control and transmission systems, and being operated by a Co-Pilot assigned to each sUA in flight. Duplex communications between the remote PIC and assigned Co-Pilot's must be maintained at all times;
  - b. The remote PIC may be in an on or offsite command center but must have the ability to monitor (telemetry, location, flight parameters, condition) all sUA in their designated area. All alerting must be available to the remote PIC including ADS-b in. The remote PIC may only be assigned one geographic area at a time;
  - c. The Flight Management system used by the remote PIC must allow him/her to take control of any of the sUA in their designated area as necessary;
  - d. The use of any technology or control system must ensure that precise control of all sUA is maintained throughout the operation and must ensure that an individual system failure does not interfere with the operation of other sUA or cause incidents, accidents, or loss of control involving other sUA in the swarm, as described in the waiver application;
13. Commercial Operations: No sUA flight that occurs under this waiver may carry the property of another for compensation or hire;
14. Operations subject to this waiver must cease as soon as possible in a manner that does not jeopardize the safety of human beings, property or other aircraft, if, at any time:
  - a. Safety of human beings or property on the ground or in the air is in jeopardy;
  - b. Any failure to comply with the provisions of this Waiver exists;
  - c. Full-duplex communications cannot be maintained between the remote PIC and any VO participating in the operation;
15. Lost Link Procedures: If the remote PIC loses command or control link with the sUA, the sUA must follow a predetermined route to immediately reestablish command and control link. If command and control link is not immediately reestablished and the remote PIC no longer has the ability to direct the sUAS to ensure compliance with applicable provisions of part 107, the sUA must follow the loss of command and control procedure as described in the waiver application;

16. The remote PIC (RPIC) must ensure:

- a. Prior to conducting operations under this Waiver, the RPIC must perform a documented site survey to:
  - 1) Identify flight operational area obstacles and boundaries so as to avoid collision with, or damage to property;
  - 2) Validate C2 signal strength is sufficient for control through the entire route;
  - 3) Validate suitable launch/recovery site(s); and
  - 4) Complete and document a Flight Risk Assessment;
- b. Routes are preplanned (using waypoints) prior to flight and aircraft are programmed to automatically follow the route. Manual flights are allowed as necessary;
- c. Geofencing is used to confine the Operational Volume. (defined as the property lines of the assets or perimeter boundaries of the controlled access area or right of way specified in the Waiver application + maximum allowed altitude);
- d. Return to Home/Return to Land feature must not allow the sUA to deviate from the defined operational volume;
- e. Launch or recovery areas are pre-designated and monitored to keep any human being who is not directly participating in the operation out of the areas prior to, during, and immediately following flight operations;
- f. Individuals directly participating in the operation of the sUAS must be easily identifiable visually (e.g., apparel, safety vests); and
- g. Non-participant Company personnel inside the operational area are notified of sUA operations;

17. The Responsible Person must ensure:

- a. A copy of the Waiver application and Waiver is available to the remote PIC and all other direct participants prior to and during sUAS operations that are the subject of this Waiver;
- b. A copy of the current operations manual required by this Waiver is available to the remote PIC and all other direct participants prior to and during sUAS operations that are the subject of this Waiver;
- c. All operations conducted under this Waiver follow the procedures outlined in the current operations manual. If a discrepancy exists between the provisions in this Waiver and the procedures outlined in the operations manual, the provisions of this Waiver take precedence and must be followed;
- d. A documented notification from the operator(s) of the sUA to any airport, heliport, known agricultural aerial application operation or aerial military installation within a 3 mile radius of the operating area; and
- e. Each remote PIC and Co-pilot who will conduct operations under this Waiver is trained in a manner that addresses the items listed in § 107.49(a) and in a manner that is consistent with how the sUAS will be operated under this Waiver. All training and demonstration for all remote PICs and Co-Pilot's must be documented and made available upon request by the Administrator or an authorized representative. Training operations may only be conducted under the standard requirements of part 107 (without waiver).

The training must include:

- 1) sUA limitations;
- 2) sUA programming;
- 3) sUA operational procedures;
- 4) Abnormal procedures;
- 5) Air traffic avoidance procedures;
- 6) Crew Resource Management;
- 7) sUA flight training; and
- 8) Demonstration of sUA ground and flight skills;

18. Operations Manual: The Responsible Person must update or revise the operations manual (aka CONOPs) submitted with the Waiver application for changes in the operation. The Responsible Person must track such revisions and present revised documents to the Administrator or an authorized representative upon request. The Responsible Person must also present revised documents when applying for extension of or amendment to this Waiver. If any revision to the manual would be contrary to the information provided in the waiver application or obviate a condition or limitation of this waiver, then the Responsible Person must apply for an amendment to this Waiver;
19. Safety Briefing: Prior to operations under this Waiver, all Direct Participants must attend a safety briefing that addresses, at minimum, the following items as applicable:
  - a. Designated positions, physical locations, responsibilities, and Crew Resource Management;
  - b. Planned flight operating area;
  - c. Designated launch and recovery areas;
  - d. Verification of geo-fence boundaries;
  - e. Verification of return home and land flight profile, and course;
  - f. Procedures for avoidance of other aircraft and obstacles;
  - g. Procedures for operating under this waiver;
  - h. Land vehicle speed;
  - i. Intended flight path;
  - j. Abnormal procedures; and
  - k. Emergency procedures;
20. Operations conducted under this Waiver may only occur with the make and model sUAS described in the waiver application. Proposed operations of any other manufacturer, make or model of sUAS will require a new waiver application or a request to amend this Waiver;
21. Anti-Collision Lighting: The sUA must be equipped with anti-collision lighting to increase the conspicuity of the sUA to 1 statute mile for daytime operations and 3 statute miles for civil twilight and/or night operations;
22. ADS-B out (1090/978 MHz) may not be transmitted from the sUAS when operating pursuant to this Waiver. An ADS-B in Receiver must be operational and monitored during all operations pursuant to this Waiver;
23. Ground Control Station, Control and Communications (C2) System:
  - a. Telemetry: The sUAS ground control station must display in real-time the sUA altitude, position, direction of flight, ground speed, C2 signal strength, battery condition, and sUA distance from the control station as described in the Waiver application;
  - b. Alerting: The remote PIC must ensure the GCS is configured to audibly and/or visually alert the remote PIC of degraded system performance, geofence loss of containment, loss of Control link with the sUA, and intrusion alerts as described in the Waiver application;
  - c. Emergency Profiles: The remote PIC must ensure the GCS is configured for automated emergency actions (e.g. RTL/RTH, altitude descend, position hold etc.) as described in the Waiver application; and
  - d. Sensors: the remote PIC must ensure any installed collision/obstacle avoidance sensors are operational;
24. Any modification to the sUAS design is prohibited; repair and replacement of damaged components is allowed with a replacement part that is exactly the same as the original; no substitutions are allowed unless the Responsible Person submits a new waiver request describing the substitution or modification;

25. UAS Maintenance: All sUAS operations conducted in accordance with this Waiver must comply with all manufacturer recommendations and limitations for the sUAS:
- a. The Responsible Person must maintain each sUAS and its components in accordance with manufacturer's instructions and recommendations. sUAS maintenance includes scheduled and unscheduled overhaul, repair, inspection, modification, replacement, and system software upgrades of the sUAS and its components necessary for flight;
  - b. A log of all maintenance performed must be kept for each aircraft operated under this waiver. This log must be available to the remote PIC for review prior to conducting operations that are the subject of this waiver. Each sUAS maintenance log must be presented to the Administrator when requested. The log must contain the following information for each maintenance activity:
    - 1) A description (or reference data acceptable to the Administrator) of work performed;
    - 2) The date of completion of the work performed;
    - 3) The name of the person who performed the work; and
    - 4) The signature of the person who performed the work;
  - c. Any sUAS that has undergone maintenance must undergo a functional test flight prior to conducting operations under this Waiver. The functional test flight may only be conducted under the standard requirements of part 107 (without waiver). A log entry must be made for each functional test flight.

The log entry must contain at minimum the:

    - 1) Calendar date;
    - 2) sUA registration number;
    - 3) Remote PIC who performed the functional test flight;
    - 4) Duration of the flight; and
    - 5) The result of the functional flight test;
26. All emitters used in sUAS must be compliant with all applicable FCC regulations provisions of the FCC authorization granted for the emitter. A FCC Experimental authorization may not be used for sUAS operations under this Waiver; and
27. Operations Area: This Waiver covers operations at Memphis International Airport (MEM) and the FedEx CAC Complex as described in the Waiver application and supporting documentation.
- a. Additional sites may be added under this waiver provided:
    - 1) The site is owned/leased by FedEx and is access controlled via fencing or security patrol;
    - 2) The site is under the jurisdiction of Fed-Ex Security Personnel;
    - 3) UAS Operations will comply with all provisions of this Waiver application, submitted supporting documentation, and the Waiver Special Provisions;
  - b. Proposed sites that do not meet the stipulations of this Special Provision will require an amendment request or a new Waiver.