Employee benefits and resources

We offer competitive, life-encompassing benefits and resources designed to help our people meet their needs and personal goals. Below is just a sampling of what's available. Check out Fannie Mae Careers Site to see additional offerings for eligible employees.



HEALTH

Quality physical, emotional, and mental health benefits for you and your eligible dependents



Plans and services include:

- Medical/pharmacy/vision insurance
- Dental insurance
- Health Savings Account (HSA)
- Health Care Flexible Spending Account
- Employee Assistance Program (EAP), including Talkspace
- Sick Leave

FINANCES

Opportunities to achieve future financial goals through various programs and a competitive compensation structure



Programs and opportunities include:

- Competitive compensation
- Up to a 8% 401(k) salary match as of Jan. 2023
- Up to \$10K toward the purchase of a
- Student Loan Repayment Program
- Lifestyle Spending Account (LSA)
- Up to \$10k for adoption and surrogacy
- Dependent Care Flexible Spending Account
- Commuter benefits

CAREER

Direct and advance your own career, be recognized for good work, and help build better futures for others



Development opportunities include:

- · Paths for career mobility and promotion
- Fannie Mae University (FMU)
- Recognition awards
- Assistance of Collegiate Education: Up to \$10k tuition reimbursement per year

WORK-LIFE FIT

Balance challenging missioncentered work with the life you envision



Time and flexibility options include:

- Hybrid work options
- · Generous vacation time
- Family Sick Leave
- 12-week paid parental leave
- Paid caregiver and other-care leaves
- Eldercare programs

COMMUNITY CONNECTIONS

Opportunities to maintain and strengthen connections to people and community causes that matter to you



Give back and get involved options include:

- SERVE volunteering and giving opportunities
- Paid volunteer leave
- Employee Resource Groups (ERGs)
- Company-sponsored community events Matching gifts program toward
- eligible charitable causes

The benefits reflected in this document are subject to change. Benefits are effective on date-of-hire except as otherwise

specified. This is a summary of benefits for full-time and part-time employees normally scheduled to work 20+ hours per week. In the event of a conflict between this summary and the benefit plan terms, the plan terms will control.