

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 home
- Student Loan Repayment Program (SLRP)
- 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 mission-centered work with the life you envision

Time and flexibility options include:

- Hybrid work options
- Flex hours and flex Fridays
- 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.

[VIEW BENEFITS](#)