



FAQs: Hiring & Onboarding During COVID-19

In response to COVID-19, Fannie Mae has adapted its workplace and hiring processes to better safeguard our employees, candidates, and new hires. We understand that this is an unprecedented situation and Fannie Mae is committed to creating protocols for these agile and inclusive processes in conformity with federal, state, and local health administration guidance. Provided below are FAQs that outline the changes made to our processes during this time. If you have any additional questions, please contact us at careers_mailbox@fanniemae.com.

Table of Contents

- Interviewing with Fannie Mae 2**
 - Is Fannie Mae still hiring? 2
 - How are you currently interviewing candidates?..... 2
 - Do you offer individuals with disabilities reasonable accommodations for the virtual interviewing process? 2
- Receiving an Offer..... 2**
 - What can I expect if I receive an offer from Fannie Mae? 2
 - Do you have any pre-employment screening processes in place? 2
 - How are you handling important new hire documents? 2
- New Hire Experience 3**
 - Will I have to come into the office? 3
 - What tools and resources do you provide when onboarding new employees?..... 3
 - How do you conduct onboarding for Fannie Mae employees during this time? **Error! Bookmark not defined.**
 - What if I have questions about benefits during the onboarding process?..... 3



Interviewing with Fannie Mae

Is Fannie Mae still hiring?

Yes, Fannie Mae continues to hire for all open roles. You can search and apply for opportunities on our [career site](#).

How are you currently interviewing candidates?

At this time, most of our interviews are conducted virtually. Our recruiters will contact you for an initial phone screen and set up video interviews with respective hiring managers. We primarily use Microsoft Teams to allow our hiring managers and candidates to use video to have as close to an in-person experience as possible. We are able to offer other options to accommodate your technology needs. The number of interviews will vary depending on the role for which you are interviewing.

Do you offer individuals with disabilities reasonable accommodations for the virtual interviewing process?

Fannie Mae will consider requests for accommodations from applicants and employees based on medical and/or religious needs. If you need a medical or religious accommodation in order to apply, interview, or otherwise engage in any aspect of the hiring process, please complete this [form](#). All information will be kept confidential and will only be used to assist with your request for a reasonable accommodation. For more information, [visit our careers site](#).

Receiving an Offer

What can I expect if I receive an offer from Fannie Mae?

If you receive an offer, you will have the opportunity to review and accept the offer electronically, which is contingent upon successfully passing a background check. Once you accept the offer, our recruiting team will help set up a start date and get you acquainted with our internal tools and resources to help you onboard.

Do you have any pre-employment screening processes in place?

Yes, we are continuing to conduct background, education, and employment verification checks for our new hires.

How are you handling important new hire documents?

Prior to onboarding, we require you to complete the I-9 form, an important employment authorization document. In advance of your start date, you will receive information from your recruiter on the necessary steps to complete the form electronically, which requires verification from a second party. Please be prepared to have another individual, such as a neighbor, help you verify your documents. If you cannot arrange for additional verification, please let your recruiter know so they can work with you and determine the next steps.



New Hire Experience

Will I have to come into the office?

Fannie Mae is committed to offering employees flexibility. Most employees choose where they do their day-to-day work, with periodic expectations of on-site work when business needs require. The expectation of on-site work from an employee is based on the role, it's worker classification (hybrid, remote, or on-site), and business needs.

How do you conduct onboarding for Fannie Mae employees during this time?

Our onboarding has transitioned to a hybrid experience. You may elect to onboard in person in our Plano, TX or Reston, VA office, or virtually. Our onboarding team will host hybrid sessions focused on providing technical support and training, delivering a high-level overview of our company and culture, a benefits overview, and a forum for questions. You will have a chance to connect with new colleagues and leverage Fannie Mae University, our online learning platform, to launch your learning journey.

What tools and resources do you provide when onboarding new employees?

Our recruiting and onboarding team will be in touch with you prior to your start date to begin providing you with important resources to enable you to start work. Your laptop will be shipped to you if you opt to attend New Employee Orientation virtually. You will receive your laptop at Orientation if you elect to attend in person at one of our office locations. Our Technology team hosts workshops to support a positive onboarding experience both in person and virtually.

Prior to your start date, you will receive access to our "Get Ready" page, which provides you details about what to expect during your first day, first week, and beyond. You'll also have the opportunity to see our mission at work and get a sneak peek into what our leaders are reading. Once you've joined Fannie Mae, you will also have access to our Onboarding Portal, which you will leverage during your first six month, guiding you through a variety of tasks tied to your onboarding and integration to Fannie Mae.

What if I have questions about benefits during the onboarding process?

Our onboarding team will provide a benefits roadmap and access to our internal resources to help you navigate your benefits package. For additional questions, you will be able to speak with our HR ServiceCenter during the HR Service Center New Employee Office hours hosted during your first week.