

### A Message About COVID-19

The well-being of our candidates, employees and customers is always our priority. As such, we are committed to adjusting how we recruit talent to protect our communities from the direct and indirect impacts of coronavirus. We continue to hire for all open positions by conducting interviews and onboarding virtually. This change allows us to maintain our fair and inclusive hiring practices while reducing health risks. We appreciate your flexibility and forward to meeting you.



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Our goal is for every person at Freddie Mac to feel energized in life, and that means feeling good about what you do and the environment you're in—in the office. With comprehensive benefits including student loan repayment, parental leave and commuter assistance, we aim to support employees' total well-being.

### How We Stand Out



#### Home Purchase Benefit

We offer eligible first-time homebuyers up to \$12,000 toward purchase to cover such expenses as down payments and closing costs, plus paid time off for closing.



### Student Loan Repayment

We will help pay down an eligible employee's student loan by making contributions totaling up to \$9,000 over a five-year period.



### Commuter Benefits

We provide employees up to \$285 per month to cover their transportation commuting costs.

## YOUR LIFE

- First-time homebuyer down payment and closing cost assistance for eligible employees
- Continuing education assistance for costs associated with courses or certifications
- Student loan repayment assistance
- Monthly contribution for public transportation commuting costs
- Flexible work arrangements
- Casual dress code
- Medical, dental, vision and life insurance coverage for domestic partners and their eligible children
- Parental leave
- Adoption and surrogacy expense reimbursement
- Coverage for in vitro fertilization as well as fertility prescription drug benefits
- New Mothers Program, including lactation rooms, education classes, 24/7 virtual support and a return-to-work consultation
- Back-up child and adult/elder care

## YOUR WELLNESS

- Flexible health care plans that include POS plans, a high deductible plan with a health savings account (HSA), and HMO-style plans
- Dental coverage
- Vision coverage
- Comprehensive wellness program that offers services to assist total well-being, including healthy dining choices in headquarters wellness incentives
- Employee Assistance Program (EAP), provided on-site, with 24/7 for you and your family members
- On-site fitness center at headquarters and health club reimburses regional employees
- On-site wellness center with a medical team that provides urgent care services at no cost
- Chiropractic and acupuncturist services for a minimal fee

## YOUR MONEY

- 401(k) savings plan offering 100% company match on up to 6% of pay and a company contribution equaling 2.5% of pay after one year of employment
- Charitable contribution match
- Flexible spending accounts offering pre-tax savings on eligible expenses
- Life insurance coverage with the option to purchase additional coverage
- Accidental death, personal loss and business travel accident insurance

## YOUR TIME

- Between 15 and 20 vacation days based on level and years of service with an option to purchase additional vacation time
- Ten scheduled federal holidays plus two discretionary holidays
- Eight days of sick leave per calendar year
- Up to 10 days of paid bereavement leave for the death of an immediate family member or household member and five days of paid leave for extended family members
- Military leave consistent with the requirements of the Uniformed Services Employment and Re-Employment Rights Act
- Family and medical leave
- Short-term and long-term disability leave
- Voting leave

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