

# Health & Work/Life Programs: Strategic Rewards

OPM: Strategic Compensation Conference 2000  
August 2000



# Our Business Goals

- Financial
- Mission

*At Fannie Mae, we are in the American Dream business. Our Mission is to tear down barriers, lower costs, and increase the opportunities for homeownership and affordable rental housing for all Americans. Because having a safe place to call home strengthens families, communities, and our nation as a whole.*

# A World-Class Employer - 3 R's

- Recruiting
  - Employer of choice
- Rewarding
  - Strategic compensation
- Retaining
  - LifeStage Programs

# Recruiting

- “Curb Appeal”
  - Competitive compensation
  - Full traditional benefits
  - Generous leave, vacation
  - Full-time business casual dress
  - Mission

# Rewarding

- Strategic compensation: Pay for performance
- Recognition
  - Peer programs
  - Publicity
  - Major Events

# Retaining

- Parent and childcare-related programs
- Eldercare initiatives
- Personal and career development
- Flexible work environment
- “Life-friendly” programs

# Parent/Childcare Programs

- Preconception Planning
- Expectant Parents' Kit
- Healthy Babies Class
- Dependent Care Resource and Referral Program
- Worksite Lactation Program
- Childbirth and Adoption Leave for Mothers and Fathers
- Adoption Reimbursement
- Phase Back to Work
- New Parents' Support Group
- Year-round Emergency Child Care Center
- Dependent Care Vouchers
- Family Sick Leave
- College scholarships for dependents
- Flexible (Tax-Saver) Spending Accounts

# Eldercare Initiatives

- Onsite Eldercare consultant
- Resource and Referral Service to community programs
- Access to Life Design Membership for in-home services
- On-site Seminars

# Personal & Career Development

- Volunteer leave
- Employer-assisted housing loan
- Homebuyer's leave
- Legal counseling
- Affinity groups
- Tuition Reimbursement
- Internal job postings
- Job rotations
- Mentor programs

# The Flexible Work Environment

- Flexible scheduling
- Compressed work schedules
- Telecommuting
- Job Sharing
- Part-time positions

# “Life-friendly” Programs

- Recreation club
- Commuter’s reimbursement
- Matching gifts program
- Credit Union
- Subsidized cafeteria
- Onsite banking services
- Discount employee purchase programs
- Internet access

# Keys to Success

- Analyze and Plan
- Lock in and broadcast senior management sponsorship and company policies to support flexibility
- Develop corporate infrastructure
- Monitor and evaluate

# Fannie Mae's Success Story

- Retention data
- Satisfaction data
- Trillion Dollar Commitment ahead of schedule
- *Working Mother* : Top 10
- *Washingtonian* : "Best Employer Overall"
- *Fortune* : #1 in Mortgage Finance Industry
- *Working Woman* : Top 25 for Executive Women
- *Workforce* : Optimas Award for Work/Life Benefits



# FannieMae

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