

PIONEERING NEURODIVERSITY AT FREDDIE MAC

At Freddie Mac, we are committed to ensuring our people reflect the rich diversity of the world in which we live and work. Different perspectives make us a stronger company, drive innovation and support our mission to make home possible across America. Through efforts like our neurodiversity program, we continue to make strides hiring and promoting diverse employees with a wide range of backgrounds and experiences.

According to the Centers for Disease Control and Prevention, 1 in 59 children lives with autism spectrum disorder (ASD), an umbrella term for a group of disorders impacting communication, behaviors and social interaction. Individuals with ASD may communicate, interact, behave and learn in ways that are different from others. As a result, most adults with ASD lack advocacy and support, and are unemployed or underemployed. In fact, according to advocacy organization Autism Speaks, nearly half of 25-year-olds with ASD have never held a paying job.

In 2012, we partnered with a leading autism organization to create an Autism Internship Program, designed to match our business needs with the unique capabilities of individuals with ASD. This groundbreaking program allowed us to reach into a largely untapped source of talent – highly educated young adults with ASD who have college degrees in fields such as computer science, mathematics and finance.

Individuals with ASD tend to be meticulous, can focus for long periods and are comfortable with repetitive work. To support their success and growth, our internship program selected the person and fashioned a job to fit their skills, rather than choosing a person to fit a predetermined job description. We established the program with a network of autism organizations to identify these talented candidates, create job descriptions for roles best suited to their

abilities, help the selected interns realize their full potential and train managers to aid with the interns' adjustment to corporate life.

Creating an environment where people can contribute at their fullest potential is what makes Freddie Mac's program innovative and successful. Our program began in May 2012 with four summer interns who participated in the same programs and received support from our network of autism organizations throughout their internships. Since that first class, Freddie Mac has engaged nearly 20 individuals with ASD, and the majority of those who converted into full-time roles still work at the company today.

Providing these individuals with employment opportunities in a corporate setting helped lay a foundation for them to build their career. We have successfully placed individuals in quantitative analytics roles in enterprise risk management and information technology roles at Freddie Mac, but we've also placed individuals in business and loan processing roles in our Multifamily and Single-Family business lines.

"At Freddie Mac, we have proven that individuals with ASD can really thrive and make a positive impact to our workforce. Managers and their teams who have had the opportunity to work with these valued employees are convinced they manage and collaborate better as a result," said Jerry Weiss, Freddie Mac executive vice president and chief administrative officer.

Freddie Mac's commitment to neurodiversity is further championed by our Working Parents and Abilities employee resource groups. Each supports the internal awareness and recognition of our neurodiversity efforts. For example, the two groups partnered for Take Your Daughters and Sons to Work Day and

offered quiet room accommodations, so parents and their children with ASD could participate and enjoy the event to the fullest. Abilities also celebrated Autism Awareness Month with an art show featuring an autistic art community organization that provides autistic individuals a venue to share and promote their art. Our facilities department commissioned paintings representing "home" to adorn our walls in support of this community and to raise awareness.

Freddie Mac provides training for our neurotypical employees on ways to be more inclusive of individuals with ASD. Simple adjustments like having conference calls rather than in-person meetings, for example, better support collaboration for individuals with ASD and their teams. We also offer to pair individuals with mentors from our Abilities employee resource group to welcome and help them adapt to the new environment. In addition, quiet spaces, light dimmers and noise cancellation headphones are available to help create an optimal working environment. The program is thoughtfully designed to ensure a positive experience for the employee, their team and the company overall.

Our neurodiversity efforts have evolved through the years, and we are using our learnings to expand our efforts further. This year, we are operationalizing the program full time and expanding the program to be inclusive of forms of neurodiversity beyond ASD, such as dyslexia.

Our people are the foundation of our success, and we are proud to offer a working environment that is welcoming for all. At Freddie Mac, we are committed to fostering a stigma-free, inclusive culture in which we support neurodiverse individuals in building their careers. We're grateful to be recognized as a company that leverages innovation through inclusion and diversity to support business success.

Visit freddiemac.com/about/people/autism-as-asset.html



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