

# Work at PMI



## *We Are...*

- An innovator in affordable housing solutions
- A culture that recognizes and rewards achievement
- A great place to work

*If This Sounds Good to You...Come Work for Us!*

Do you feel that your career should be about more than just collecting a paycheck? If yes, then you've come to the right place. For over 35 years, PMI has served a vital role in opening doors to homeownership and working to keep those doors open with innovative initiatives to preserve homeownership.

PMI is also committed to opening doors for our employees. We offer competitive salaries, comprehensive benefits, professional development, nationally recognized community involvement, and a culture where work/life balance is encouraged and supported.

PMI believes that people are critical to a company's success. We are committed to creating a workplace environment that enables each employee to give his or her best – and to receive the best in return.

We're looking for top talent. If you have what it takes to build PMI's competitive edge, we'd like to hear from you.

# The Benefits of Working at PMI

Health Care Benefits	
<b>Medical Plans</b> <i>Five medical plans offered (availability varies by location); prescription drug benefits included with all options</i>	<ul style="list-style-type: none"> <li>■ <b>CIGNA Network HMO</b> (for all employees): Must use primary care physician and network doctors; generally 100% coverage with \$15 copay for doctor's office visits (\$30 for specialists) and \$250 per hospital admission</li> <li>■ <b>CIGNA Open Access Plus PPO</b> (for all employees): Use any doctor; generally 90% in-network coverage, following a \$100 in-network annual deductible; \$15 copay for doctor's office visits (\$30 for specialists) and \$250 per hospital admission</li> <li>■ <b>CIGNA 1200 HSA Plan</b> (for all employees): Use any doctor; generally 90% coverage and most services apply toward \$1,200 deductible (except preventive care); plan qualifies for a tax-deferred HSA</li> <li>■ <b>CIGNA 2600 HSA Plan</b> (for all employees): Use any doctor; generally 90% coverage and most services apply toward \$2,600 deductible (except preventive care); plan qualifies for a tax-deferred HSA</li> <li>■ <b>Kaiser HMO</b> (for CA employees only): Generally 100% coverage with \$20 copay for doctor's office visits and \$250 copay per hospital admission</li> </ul>
<b>Dental Plans</b>	<ul style="list-style-type: none"> <li>■ <b>CIGNA Dental PPO</b>: Use any dentist; save money by using network dentists; 100% coverage for diagnostic and preventive care; \$1,500 annual benefit per person; \$50 annual deductible (except for preventive care); Orthodontia coverage for children at \$2,000 lifetime maximum</li> <li>■ <b>CIGNA Dental Care (DHMO)</b>: Must use DHMO primary care dentist; copays vary by types of service; generally preventive services are 100%; Orthodontia coverage for adults and children; unlimited annual maximum benefit</li> </ul>
<b>Vision Plan</b>	<ul style="list-style-type: none"> <li>■ <b>Vision Service Plan (VSP)</b>: Exams covered at 100% once every 12 months; eyeglass lenses covered every 12 months; frames covered every 24 months; contact lenses (in lieu of glasses) covered once every 12 months</li> </ul>
<b>Employee Assistance Program</b>	<ul style="list-style-type: none"> <li>■ <b>CIGNA Behavioral Health</b>: Free and confidential short term counseling and referrals for you and your family. Legal and financial consultations also available</li> </ul>
Financial Benefits	
<b>401(k) Savings and Profit Sharing Plan</b>	<ul style="list-style-type: none"> <li>■ Save for your retirement by contributing on a pre-tax basis (up to the IRS annual limit). PMI contributes 25 cents for every dollar you contribute, up to 6% of your annual pay. After one year of service, you share in company profits, as determined by PMI</li> </ul>
<b>Pension Plan</b>	<ul style="list-style-type: none"> <li>■ You are automatically enrolled in the Cash Balance Plan. Benefits accrued in the Cash Balance Plan will vest after three years of service</li> </ul>
<b>Early Retirement Program</b>	<ul style="list-style-type: none"> <li>■ PMI offers a voluntary retirement program for employees who have worked for PMI for 10 years and who are at least 55 years old</li> </ul>
<b>Stock Purchase Plan</b>	<ul style="list-style-type: none"> <li>■ You may purchase PMI stock at a discounted price of 85% of the market price</li> </ul>
<b>Flexible Spending Accounts</b>	<ul style="list-style-type: none"> <li>■ <b>Health Care FSA</b>: Set aside up to \$5,000 on a pre-tax basis per year to pay for eligible health care expenses</li> <li>■ <b>Dependent Care FSA</b>: Set aside up to \$5,000 on a pre-tax basis per year to pay for eligible dependent care expenses</li> </ul>
Income Protection Benefits	
<b>Life and AD&amp;D Insurance</b>	<ul style="list-style-type: none"> <li>■ You are automatically covered for an amount equal to two times your annual earnings, up to a maximum of \$300,000</li> </ul>
<b>Voluntary Life Insurance</b>	<ul style="list-style-type: none"> <li>■ You may purchase additional life insurance coverage for yourself, your spouse/domestic partner and dependent children on an after-tax basis</li> </ul>
<b>Business Travel Accident Insurance</b>	<ul style="list-style-type: none"> <li>■ Pays a benefit up to \$300,000 in the event of your death while traveling on company business; this plan also provides you with Identity Theft Protection, Beneficiary Assistance and Travel Assistance</li> </ul>
<b>Disability Insurance</b>	<ul style="list-style-type: none"> <li>■ <b>Short-Term Disability (STD) Coverage</b>: Provides up to 60% of your weekly pay to a maximum benefit of \$4,150 per week for disabilities lasting from 15 days to 26 weeks</li> <li>■ <b>Long-Term Disability (LTD) Coverage</b>: Provides up to 60% of your monthly earnings to a maximum benefit of \$22,000 per month for disabilities lasting more than 180 days</li> </ul>
Additional Benefits	
<b>Paid Time Off</b>	<ul style="list-style-type: none"> <li>■ You accrue PTO based on years of service and position as follows. <b>Associates/Managers</b>: 0 – 2 years: 20 days; 3 – 5 years: 23 days; 6 – 10 years: 28 days; 11 – 24 years: 30 days; 25+ years: 35 days. <b>Directors</b>: 0 – 2 years: 23 days; 3 – 5 years: 25 days; 6 – 10 years: 28 days; 11 – 24 years: 30 days; 25+ years: 35 days.</li> </ul>
<b>Paid Holidays</b>	<ul style="list-style-type: none"> <li>■ PMI recognizes eight paid holidays</li> </ul>
<b>Tuition Reimbursement Program</b>	<ul style="list-style-type: none"> <li>■ Following successful completion of approved coursework, you may be reimbursed up to \$5,250 per calendar year for tuition costs; eligible after six months of employment</li> </ul>
<b>First Time Home Ownership Program</b>	<ul style="list-style-type: none"> <li>■ Within one year of the purchase date of your new home for first-time homeownership, you are eligible to receive \$1,000 net in your next paycheck</li> </ul>
<b>Adoption Reimbursement Program</b>	<ul style="list-style-type: none"> <li>■ You may be reimbursed up to \$2,500 (gross) for expenses associated with the legal adoption of a child under 18 years of age</li> </ul>
<b>Long Term Care Insurance</b>	<ul style="list-style-type: none"> <li>■ You may purchase Long-Term Care Insurance for yourself and your immediate family members</li> </ul>

The chart above summarizes the benefits offered by PMI as of January 1, 2011. It is not intended to replace any benefit plan summary or insurance company contract. This information does not serve as a contract or offer of employment and is subject to change without notice.