



**2017
IFM
BENEFITS**

**Highlights Brochure
BENEFITS INFORMATION**

FM Benefits

At Freeport-McMoRan, we're committed to offering a competitive benefit program that provides choice, flexibility and the foundation you need to help manage your:

- **Health & Wellness**
- **Financial Security**
- **Quality of Life**

Freeport-McMoRan employees are eligible for benefits on the first day of work.

Whether you're single, married, raising a family or nearing retirement, FM Benefits offers a variety of benefits allowing you to build a strong foundation. The true value of FM Benefits is determined by you.

Health & Wellness Benefits

Medical

FM Benefits offers three medical plan options. Employees can choose from a Consumer Driven Health Plan (CDHP), a Preferred Provider Organization (PPO), or an Exclusive Provider Organization (EPO) administered by UnitedHealthcare.

Health Savings Account

Participants in the CDHP medical option automatically will be enrolled in a Health Savings Account (HSA) through Optum Bank. Freeport-McMoRan will make pro-rated monthly contributions to your account, and you can add your own money, up to the annual IRS limit. You may use your HSA to pay for current eligible medical expenses that count toward your deductible, prescription medications, dental and vision expenses, or save for future expenses on a tax-free basis.

Dental

We offer two dental plan options administered by Delta Dental. Both options allow you to visit any dental provider for preventive and diagnostic, basic, major and orthodontic services. You may save money by using a network dental provider for these covered services.

Vision

Our vision plan, administered by VSP, gives you the option to use both in-network and out-of-network providers. When you use in-network providers, you will receive low-cost regular exams with major discounts on lenses and frames.

Flexible Spending Accounts

We offer three different flexible spending accounts that allow you to pay for eligible health-care and dependent-care costs with pre-tax dollars from your paycheck. You will want to plan carefully. Your FSA contributions are intended for eligible expenses incurred within the 2017 calendar year. Any unused health-care funds over \$500 are forfeited.

Financial Security Benefits

Savings Plan

Freeport-McMoRan provides a 401(k) plan that offers an excellent opportunity to build a foundation for retirement.

The Freeport-McMoRan plan immediately matches your 401(k) contributions dollar for dollar, up to the first 5 percent. The 401(k) plan allows you to design your own investment strategy using a wide variety of funds.

You always are fully vested in the value of your account, including the Company's matching contributions and investment earnings.

The Company makes an additional contribution equal to 5 percent of base pay, including 100 percent of overtime and eligible bonus. This additional contribution is made to your plan account with each paycheck. After you complete three years of service, you will be fully vested. This means that 100 percent of these additional contributions belong to you.

Disability Income Protection

Freeport-McMoRan provides automatic short-term and long-term disability coverage at no cost to you. These plans will pay you a portion of your income if you cannot work because of a serious illness or injury.

Life Insurance

At no cost to you, Freeport-McMoRan provides life and accidental death and dismemberment (AD&D) insurance equal to two times your annual base salary. The Company also provides basic spouse life coverage and basic child life coverage.

You may purchase supplemental coverage between one and five times your annual base salary. You also may purchase additional dependent life insurance coverage for your spouse and/or children.

Group Legal Plan

The group legal plan can provide you with advice and representation for most personal legal matters. If you choose to enroll, you receive access to a nationwide network of attorneys for services that include:

- Preparation of wills, trusts and powers of attorney
- Real estate matters
- Identity theft defense or management
- Tax and bankruptcy questions
- Family law, including adoption and guardianship issues

Quality of Life Benefits

Adoption Assistance

The Adoption Assistance Plan provides financial assistance toward some of the expenses of adopting a child. The plan will reimburse up to \$5,000 for qualified expenses related to the adoption of an eligible child.

Company Scholarships

Freeport-McMoRan is proud to award college scholarships to biological or adopted children of full-time employees.

Education Assistance

The Company provides a tuition reimbursement benefit to employees for further education. The amount of reimbursement depends on the grade received for each course up to a maximum of \$5,250 per year. You must receive prior approval of your program of study to participate.

Employee Assistance Program

The Employee Assistance Program (EAP) provides resources to help you in your personal and professional life. This confidential service provides assistance with substance abuse, family issues, financial problems, depression and work-related concerns. You or your eligible dependents may call our EAP provider 24/7 to receive counseling or a referral to a counselor.

Employee Matching Gifts

The Freeport-McMoRan Foundation matches all contributions from eligible employees to any nonprofit, civic, health, social welfare, educational, cultural, environmental or other community organization that provides a public service. The first \$1,000 contributed per eligible nonprofit organization will be double matched and any amount above \$1,000 will be single matched, up to an annual maximum of \$40,000.

Employee Volunteer Fund

Freeport-McMoRan proudly supports employees that give their time and effort to help those in need. When an employee volunteers a minimum of 25 hours a year with an eligible non-profit organization, the organization is eligible for a \$250 or \$500 grant.

Paid Time Off

We are committed to helping our employees have a healthy work/life balance. We offer a paid time off program that allows you to take time off for vacation, personal illness, family illness or other reasons. You earn time off based on your years of service with the Company:

Years of Service	Paid Time Off	
Less than 1	You earn 10 hours per month for each full month of employment	
1 - 4	15 days	120 hours
5 - 15	20 days	160 hours
15 +	25 days	200 hours



This Benefits Highlights Brochure is designed to inform potential or current Freeport-McMoRan employees about the FM Benefits program. Information contained within this brochure does not replace or alter the official documents that legally govern the terms and operation of any plan, policy or procedure described. If this brochure differs from the official documents of a plan, policy or procedure, the official plan documents govern. Freeport-McMoRan reserves the right to amend, modify or terminate any plan, policy or procedure described at any time.

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