

## **ADDENDUM TO THE FDIC-NTEU 2010-2013 COMPENSATION AGREEMENT**

The parties agreed, in Article XII of the 2010-2013 Compensation Agreement, to negotiate over the Annual Base Pay Adjustment, including any changes to the PMR program, and funding for Locality Pay (Articles II.B and C) for 2012 and 2013. These provisions supersede the corresponding provisions in the 2010-2013 Compensation Agreement and other provisions of that Agreement remain in effect. Accordingly, the 2010-2013 Compensation Agreement shall be amended to include the following.

### **II. ANNUAL PAY**

#### **B. Annual Base Pay Adjustment**

The initial Agreement reached by the parties on the Performance Management and Recognition (PMR) program shall remain in effect, with the following provisions superseded as described below.

1. In the seventh pay period of 2012 and the first pay period in all subsequent years, all employees (except as provided under subsection 4, below) shall receive total compensation payouts based upon which of the five groups they are assigned for the prior year's performance assessment conducted pursuant to the terms of the Memorandum of Understanding on the Performance Management and Recognition (PMR) Program (January 23, 2009). The performance cycle shall end on August 31 starting in 2012. Such assessments shall be completed in a fair, objective and equitable manner. Pay adjustments will be provided to each employee as follows:

| <u>Group</u> | <u>Shares to Basic Pay</u> |
|--------------|----------------------------|
| V            | 6 shares                   |
| IV           | 5 shares                   |
| III          | 4 shares                   |
| II           | 2 shares                   |
| I            | 0 shares                   |

Employees, including employees on "saved pay," whose pay adjustment would cause their salary to exceed the salary range maximum for their grade(s), will have their base pay set at the salary range maximum. Such employees shall receive a lump sum payment of any base pay adjustment

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above the range maximum, which shall be calculated based on their base pay plus the associated locality pay.

2. Pay pools will be established, and funding for share-based increases for each pool will be set at 3.4% of the basic pay of the employees in that pool. The value of each share (expressed as a percentage of salary) will be determined by dividing the 3.4% funding by the number of shares earned by employees in that pool.
3. Total Budget: The total budget amount allocated for each pay pool in 2012 and 2013, and in each subsequent year until this agreement is reopened, for the pay out, described above, shall be 3.4% of basic pay. This amount is added to basic pay according to the value of each share in the appropriate pay pool.
4. Financial Institution Specialist (FIS): Those employees in the Corporate Employee Program, working as a FIS, shall receive pay raises on their anniversary date during 2012 and 2013, and in each subsequent year until this agreement is reopened, of 3.4%. The current agreements on their career progression, and bonus at the completion of three years, will otherwise remain the same.
5. Unchanged
6. Unchanged
7. PMR Program:  
The PMR Design Team (DT) shall continue to use its consensus-based approach to discuss, review and/or negotiate (as appropriate) changes to the PMR program. The DT shall work to help improve the PMR program by meeting and discussing at least the following items:
  - Future surveys or focus groups.
  - Increased specificity in the job standards and possible differentiation by grade.
  - The impact of the behavior standards on overall ratings.
  - Improving feedback from supervisors to employees.
  - Recommended training for supervisors and employees.

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8. Pay Pools:

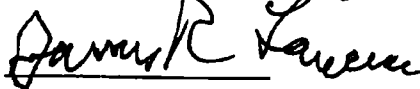
The pay pools shall be defined as the bargaining unit employees in each of the following groups.

|   |
|---|
| Small Offices Consolidated  |
| Corporate University  |
| Division of Administration  |
| DCP and RMS - Atlanta Region  |
| DCP and RMS - Chicago Region  |
| DCP and RMS - Dallas Region   |
| DCP and RMS - Kansas City Region                                    |
| DCP and RMS - New York Region                                       |
| DCP and RMS - San Francisco Region                                  |
| DCP - Washington, DC Headquarters                                   |
| Division of Finance   |
| Division of Information Technology                                  |
| Division of Insurance and Research                                  |
| Division of Resolutions and Receivership (DRR) - Dallas Region      |
| DRR - East Coast Temporary Satellite Office                         |
| DRR - West Coast Temporary Satellite Office (set to sunset 1/13/12) |
| DRR - Midwest Temporary Satellite Office                            |
| DRR - Washington, DC  |
| RMS - Washington, DC Headquarters                                   |
| Legal Division  |
| Office of Complex Financial Institutions                            |

C. Locality Pay

Using the methodology set forth in the 2010-2013 Compensation Agreement, Article II.C, the Locality Rates shall have increased funding of 0.6% for 2012 and 2013, and in each subsequent year unless this agreement is reopened, with a cap on any location of 1.15% for each year. The Locality Rates and year-to-year increases for each location are contained in Attachment A.

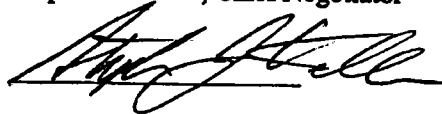
FOR THE FEDERAL DEPOSIT  
INSURANCE CORPORATION:  
James R. Lawrence, Chief Negotiator



12/21/11

Date

FOR THE NATIONAL  
TREASURY EMPLOYEES UNION:  
Stephen J. Keller, Chief Negotiator



12/21/11

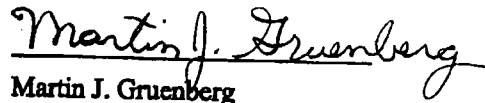
Date

**2010-2013 Compensation Agreement Addendum**

**Kevin J. Glueckert, RMS  
Mary Lavery, DOA  
Robert Schoppe, DRR  
Craig Speece, DCP  
Joyce Yamasaki, DOA**

**Robert B. Packard, Chapter 276  
John W. Peer, Chapter 241  
Dawn M. Sleva, Chapter 242  
Martha Solt, Chapter 207  
Gregory N. Stanfill, Chapter 260  
Jeffrey R. Talley, Chapter 274**

**APPROVED** at Washington, D.C. this 22 of December, 2011.



**Martin J. Gruenberg  
Acting Chairman  
Federal Deposit Insurance Corporation**

|                           |       |       |
|---------------------------|-------|-------|
| <b>LOCALITY PAY RATES</b> | 2010  | 2011  |
| <b>Additional funding</b> | 0.60% | 0.60% |
| <b>Max Annual Inc</b>     | 1.15% | 1.15% |

| FDIC OFFICE LOCATION  | Increase/<br>(Decrease)<br>- 2012 | Increase/<br>(Decrease)<br>- 2013 | 2012<br>Locaity<br>Rates | 2013<br>Locaity<br>Rates |
|-----------------------|-----------------------------------|-----------------------------------|--------------------------|--------------------------|
| ALBANY, GA            | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| ALBUQUERQUE, NM       | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| APPLETON, WI          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| ATLANTA, GA           | 0.54%                             | 0.54%                             | 14.09%                   | 14.63%                   |
| AUSTIN, TX            | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| BATON ROUGE, LA       | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| BILLINGS, MT          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| BLUE BELL, PA         | 0.30%                             | 0.30%                             | 15.38%                   | 15.68%                   |
| BRAINTREE, MA         | 1.00%                             | 1.00%                             | 25.20%                   | 26.20%                   |
| BROOKFIELD, WI        | 0.20%                             | 0.20%                             | 9.79%                    | 9.99%                    |
| BUTLER, PA            | 0.40%                             | 0.40%                             | 7.45%                    | 7.85%                    |
| CEDAR RAPIDS, IA      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| CHAMPAIGN, IL         | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| CHARLOTTE, NC         | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| CHICAGO, IL           | 0.65%                             | 0.65%                             | 17.01%                   | 17.66%                   |
| CINCINNATI, OH        | 0.37%                             | 0.37%                             | 7.44%                    | 7.81%                    |
| CLAYMONT, DE          | 0.30%                             | 0.30%                             | 15.38%                   | 15.68%                   |
| COLUMBIA, MD          | 1.15%                             | 1.15%                             | 18.71%                   | 19.86%                   |
| COLUMBIA, MO          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| COLUMBIA, SC          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| COLUMBUS, OH          | 0.82%                             | 0.82%                             | 6.39%                    | 7.21%                    |
| CONCORD, NH           | 1.00%                             | 1.00%                             | 25.20%                   | 26.20%                   |
| DALLAS, TX            | 0.56%                             | 0.56%                             | 14.99%                   | 15.55%                   |
| DES MOINES, IA        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| DOWNERS GROVE, IL     | 0.65%                             | 0.65%                             | 17.01%                   | 17.66%                   |
| EAU CLAIRE, WI        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| ELIZABETHTOWN, KY     | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| FARGO, ND             | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| FOXBORO, MA           | 1.00%                             | 1.00%                             | 25.20%                   | 26.20%                   |
| GAINESVILLE, FL       | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| GRAND FORKS, ND       | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| GRAND ISLAND, NE      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| GRAND RAPIDS, MI      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| GREENWOOD VILLAGE, CO | 0.43%                             | 0.43%                             | 14.05%                   | 14.48%                   |
| HARRISBURG, PA        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| HAYS, KS              | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| HOOVER, AL            | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| HOPKINSVILLE, KY      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| HOUSTON, TX           | 0.08%                             | 0.08%                             | 18.62%                   | 18.70%                   |
| INDIANAPOLIS, IN      | 0.60%                             | 0.60%                             | 5.39%                    | 5.99%                    |
| IRVINE, CA            | 1.15%                             | 1.15%                             | 20.74%                   | 21.89%                   |
| JACKSON, MS           | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| JACKSONVILLE, FL      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |

| FDIC OFFICE LOCATION | Increase/<br>(Decrease)<br>- 2012 | Increase/<br>(Decrease)<br>- 2013 | 2012<br>Locaity<br>Rates | 2013<br>Locaity<br>Rates |
|----------------------|-----------------------------------|-----------------------------------|--------------------------|--------------------------|
| JAMESBURG, NJ        | 0.00%                             | 0.00%                             | 33.00%                   | 33.00%                   |
| KANSAS CITY, MO      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| KNOXVILLE, TN        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| LEXINGTON, KY        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| LEXINGTON, MA        | 1.00%                             | 1.00%                             | 25.20%                   | 26.20%                   |
| LITTLE ROCK, AR      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| LIVONIA, MI          | 0.32%                             | 0.32%                             | 14.53%                   | 14.85%                   |
| LOS ANGELES, CA      | 1.15%                             | 1.15%                             | 20.74%                   | 21.89%                   |
| LUBBOCK, TX          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| MADISON, WI          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| MANKATO, MN          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| MEMPHIS, TN          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| MIDDLETON, WI        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| MINNEAPOLIS, MN      | 0.58%                             | 0.58%                             | 14.57%                   | 15.15%                   |
| MONROE, NJ           | 0.00%                             | 0.00%                             | 33.00%                   | 33.00%                   |
| MONTGOMERY, AL       | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| MOUNT VERNON, IL     | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| NASHVILLE, TN        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| NEW YORK CITY, NY    | 0.00%                             | 0.00%                             | 33.00%                   | 33.00%                   |
| OKLAHOMA CITY, OK    | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| OMAHA, NE            | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| ORANGE, CA           | 1.15%                             | 1.15%                             | 20.74%                   | 21.89%                   |
| PEMBROKE, NH         | 1.00%                             | 1.00%                             | 25.20%                   | 26.20%                   |
| PENSACOLA, FL        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| PHOENIX, AZ          | 0.90%                             | 0.90%                             | 8.46%                    | 9.36%                    |
| PORTLAND, OR         | 0.23%                             | 0.23%                             | 12.20%                   | 12.43%                   |
| PRINCETON, IL        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| RALIEGH, NC          | 0.12%                             | 0.12%                             | 8.70%                    | 8.82%                    |
| <b>RICHMOND, VA</b>  | 0.37%                             | 0.37%                             | 6.82%                    | 7.19%                    |
| ROCKY HILL, CT       | 0.54%                             | 0.54%                             | 22.59%                   | 23.13%                   |
| SACRAMENTO, CA       | 0.64%                             | 0.64%                             | 17.00%                   | 17.64%                   |
| SALT LAKE CITY, UT   | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| SAN FRANCISCO, CA    | 1.15%                             | 1.15%                             | 39.84%                   | 40.99%                   |
| SAN JUAN, PR         | 0.95%                             | 0.95%                             | 10.52%                   | 11.47%                   |
| SAVANNAH, GA         | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| SCHAUMBURG, IL       | 0.65%                             | 0.65%                             | 17.01%                   | 17.66%                   |
| SCOTT DEPOT, WV      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| SEATTLE, WA          | 0.72%                             | 0.72%                             | 16.03%                   | 16.75%                   |
| SEVEN FIELDS, PA     | 0.36%                             | 0.36%                             | 7.41%                    | 7.77%                    |
| SHREVEPORT, LA       | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| SIOUX CITY, IA       | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| SIOUX FALLS, SD      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| SPRINGFIELD, IL      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| SPRINGFIELD, MA      | 0.54%                             | 0.54%                             | 22.59%                   | 23.13%                   |
| SPRINGFIELD, MO      | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| ST. LOUIS, MO        | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| SUNRISE, FL          | 0.85%                             | 0.85%                             | 12.17%                   | 13.02%                   |
| SYRACUSE, NY         | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| TAMPA, FL            | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| TULSA, OK            | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |

| FDIC OFFICE LOCATION | Increase/<br>(Decrease)<br>- 2012 | Increase/<br>(Decrease)<br>- 2013 | 2012<br>Locaity<br>Rates | 2013<br>Locaity<br>Rates |
|----------------------|-----------------------------------|-----------------------------------|--------------------------|--------------------------|
| WASHINGTON, DC       | 1.15%                             | 1.15%                             | 18.71%                   | 19.86%                   |
| WEST ALLIS, WI       | 0.20%                             | 0.20%                             | 9.79%                    | 9.99%                    |
| WICHITA, KS          | 0.51%                             | 0.51%                             | 4.71%                    | 5.22%                    |
| WILMINGTON, DE       | 0.30%                             | 0.30%                             | 15.38%                   | 15.68%                   |