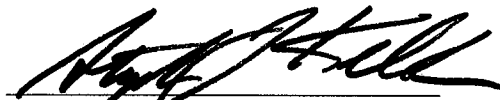


FDIC/NTEU Memorandum of Understanding
FDIC CAREERS (QuickHire)

1. The EMPLOYER agrees to follow all of the provisions of Article 13, Section 6 of the Nationwide Agreement. Any applicant who meets the basic qualifications and selective factors will be rated/ranked against the rating criteria.
2. Screening questions will relate to the position to be filled and to the qualifications established by the Employer. The Employer will periodically review screening questions and check them for compliance with law, rule, or other governing legal requirements. Should the Employer conduct validation studies, copies of such studies will be made available to the Union.
3. For employees who are not already assigned an agency computer and e-mail account, the agency will establish an e-mail account and provide access to a computer terminal at his or her regular duty station, so as to ensure that all employees have online access to vacancy announcements and the electronic application process. Consistent with the past practice, employees will be permitted to prepare and submit applications for FDIC positions during normal duty hours, without charge to leave.
4. The Employer will be responsible for ensuring the confidentiality of applicant information stored or contained in the system.
5. Each applicant will receive an e-mail confirming receipt of his or her application within 24 hours of submission.
6. In accordance with Article 13, Section 7, eligible candidates will be evaluated against the ranking criteria established for the position, which will include performance appraisals, experience, education, awards and training.
7. Top ranked candidates will be referred to the selecting official in accordance with the provisions of Article 13, Section 10.
8. Within three workdays of the referral of the best qualified list to the selecting official, each applicant, upon request, will be notified of:
 - His or her overall score; and
 - The score of the lowest employee on the best qualified list. Such Information will be provided to only those applicants who did not Make the best qualified list.
9. Within three workdays of selection and acceptance of the position, all applicants not selected will be notified of the selection.

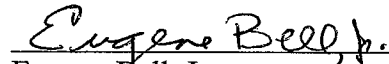
10. The EMPLOYER agrees to follow all of the provisions of Article 13, Section 17. However, the EMPLOYER will include demographic RNO data for each announcement (RNO data will not be specific to individuals).
11. Prior to implementation of FDIC CAREERS, briefings will be held at Headquarters and in the Regions. These briefings will be open to all employees. For employees in Field Offices, the EMPLOYER will provide them a PowerPoint presentation on FDIC CAREERS and tell them to call their Regional HR specialist to ask questions or discuss any aspects of FDIC CAREERS. HRB will notify field office employees of the briefings in the Regions and allow them to call into the briefings.
12. Except as specifically indicated in the foregoing proposals, all provisions of the Nationwide Agreement remain in full force and effect.

FOR NTEU



Stephen J. Keller
Senior Counsel for Compensation Negotiations

FOR FDIC



Eugene Bell, Jr.
Human Resources Specialist

11/3/2004
Date