

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
NATIONAL TREASURY EMPLOYEES UNION (UNION)  
and  
FEDERAL DEPOSIT INSURANCE CORPORATION (EMPLOYER)**

**NTEU Participation on FDIC Diversity Steering Committee**

The Federal Deposit Insurance Corporation (FDIC) and the National Treasury Employees Union (NTEU) agree to the following with respect to NTEU participation on the FDIC Diversity Steering Committee:

1. The FDIC has established the Diversity Steering Committee as the group responsible for leading the FDIC's ongoing diversity initiatives.
2. The Diversity Steering Committee will be comprised of senior management officials of the FDIC appointed by the Chairman, and a representative appointed by the NTEU National President. The Chairman of the FDIC will appoint a senior management official to serve as Chairman of the Diversity Steering Committee. Upon agreement and signature on this Memorandum of Understanding, NTEU may appoint one representative to the Diversity Steering Committee.
3. NTEU agrees that all issues and data discussed or distributed at or for meetings of the Diversity Steering Committee are confidential. The NTEU representative may review general issues with other NTEU leaders but may not disclose any specific information discussed by or learned through affiliation with the Diversity Steering Committee. A breach of this confidentiality will render this memorandum null and void and will result in the removal of NTEU representation on the Diversity Steering Committee.
4. Both parties recognize that this initiative is being undertaken as a partnership effort with certain responsibilities and obligations on both parties to enhance and support these efforts.
5. Both parties agree that once FDIC has made a final policy, if NTEU has a differing opinion, NTEU could express disagreement and the reasons for that disagreement. However, NTEU agrees that it will not express disagreement over issues which are not developed into a formal policy.

The parties agree that any issue(s) regarding the application or interpretation of this Memorandum of Understanding will be discussed at a meeting of the FDIC-NTEU Senior Executive Council. Any disagreement regarding the application or interpretation will not preclude or delay the Diversity Steering Committee from performing its assigned responsibilities.

For the FDIC:

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/s/  
John Bovenzi      7/14/99

For NTEU:

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/s/  
Stephen J. Keller      7/12/99