

**MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN NATIONAL
TREASURY EMPLOYEES UNION (NTEU) AND NATIONAL CREDIT UNION
ADMINISTRATION (NCUA) REGARDING THE REGION 3 REAL ESTATE
REVIEWS**

Region III has determined to develop a new Real Estate Lending Review Supervision Contact Questionnaire, requiring an on-site supervision contact. This Memorandum of Understanding (MOU) between the National Treasury Employees Union (NTEU) and the National Credit Union Administration (NCUA) is entered into between the parties to address the impact and implementation of completing the questionnaire at those special contacts.

1. Should an examiner encounter complex loan products they believe to be beyond their expertise to review or a high ALM risk profile, the examiner may request, through their SE, additional assistance from an SME or Regional Specialist with expertise in that review area.
2. The examiner is encouraged to communicate with the supervisor if he/she is not able to complete all contacts by the designated date.
3. Sufficient time will be allocated to properly complete each review. Should an examiner require more time to complete the assigned work, he or she may contact their immediate supervisor to discuss any pending issues and to request additional time allocations.
4. The supervisory examiner will provide each examiner involved in the project with a copy of the Special Real Estate Loan Review memorandum containing guidance for completion of the of the project, the RE knowledge base for answering RE review questions, the Real Estate Lending Review Questionnaire, and this MOU.
5. In the event that a material item in this specialized contact is not detected, management will consider the totality of the circumstances such as workload, complexity of work, etc, in determining what appropriate action, if any, is necessary.

The term of this agreement shall remain in effect until the Agency determines the need for on-site contacts for Real Estate Lending reviews are no longer necessary. At such time, the Agency will notify the Union.

For NTEU:

Heather Hammes
Heather Hammes, President
NTEU-Chapter 303

Date: 5-5-08

For NCUA:

David M. Marquis
David M. Marquis
NCUA, Chief Negotiator

Date: 5/5/08