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FDIC to Focus on Increasing Banking Access for People with Disabilities

By Sally Kearney, Office of Communications

Until recently, little was known about the banking status of households headed by people with disabilities. Are many such households unbanked? Do they use mainstream banking services? Would they benefit from access to mobile financial services?



At the National Disability Institute's summit on the Americans with Disabilities Act, Chairman Gruenberg shares key FDIC data on the banking practices of people with disabilities and announces a partnership with the NDI to help improve their access to banking services.

Photo credit: Jason Dixon Photography.

At a July 22nd summit hosted by the National Disability Institute (NDI) commemorating the 25th anniversary of the Americans with Disabilities Act (ADA), Chairman Martin Gruenberg shared FDIC research findings that shed light on the banking practices of this segment of the population.

Citing data from the FDIC 2013 National Survey of Unbanked and Underbanked Households, conducted jointly with the U.S. Census Bureau, Chairman Gruenberg said that "households headed by individuals with a disability . . . are less likely than the general population to have a bank account, and more likely to use alternative financial services even when banked." In addition, he noted: "For households headed by a working-age individual with a disability, one in six (18.4 percent) are unbanked and more than one in four (28.1 percent) are underbanked. In short, nearly half (46.5 percent) of these households rely on providers outside of the financial mainstream for some or all of their financial services." As a benchmark, according to the 2013 survey, 7.7 percent (1 in 13) of households in the United States were unbanked in 2013, and 20.0 percent of U.S. households (24.8 million) were underbanked.

Noting that the FDIC's focus is ensuring that all consumers have access to a banking relationship with an insured depository institution, Chairman Gruenberg pointed out that "one in five unbanked households in the United States (20.8 percent) is headed by a working-age individual with a disability."

Turning to mobile banking, he said that the findings offer "intriguing possibilities for helping to expand economic inclusion." Households headed by individuals with disabilities are less likely to use mobile banking, he said, observing that "less than 40 percent report having a smart phone." Moreover, he added, "Even among banked households, those headed by an individual with a disability were only half as likely to use



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Living Your Passion in Retirement



A 25-mile section of the Tallapoosa River was recently named in honor of expert canoeist Harold Banks, who in 2009 paddled the entire length of the 258-mile river. Banks worked with the Alabama Cooperative Extension System, Horseshoe Bend National Military Park, the Clean Water Partnership, and other organizations to create the trail. He is shown here (sixth from left) at the July 24, 2015, ribbon cutting and dedication of the canoe trail named in his honor. *Photo credit: Alabama Cooperative Extension System.*

By Kathy Zeidler, Division of Insurance and Research

How do you react when you hear the word “retirement”? Do you grow concerned that you’ll outlive your nest egg or worry that that you might have to work longer than you hoped? If so, you’re not alone. According to one AARP survey, 65 percent of respondents worry they won’t have enough money to retire, and 72 percent believe they will have to delay retirement.

To combat this fear, we attend seminars, meet with financial planners, create spreadsheets, read books, save and invest, and save some more, all in an effort to make sure we’ll have enough cash to retire comfortably.

For all that financial well-being is crucial to retirement planning, so too is the way we intend to live out our golden years. Retirement activist Robert Laura, whose nationally syndicated columns appear at Forbes.com and in *Financial Advisor* magazine, says that living a passionate life is the ultimate financial achievement. “What a retiree can gain by devoting their time, energy, and resources to living this time passionately can be vastly more rewarding than any amount of money that comes from saving and investing,” Laura said.

FDIC News set out to see if any of our retirees are heeding Laura’s advice. What we found was nothing short of inspiring. Our retirees can be found exploring the world, helping children half a world away, communing with nature, giving back to their communities, and discovering who they are and where they came from. In short, FDIC retirees are defining what it means to live a passionate retirement.

Innate Passion

For as long as he can remember, Harold Banks has had a passion for the outdoors. “As soon as I was allowed to wander out of the yard on my own, I headed for the woods to explore and wade the creeks,” said Banks, a former examiner who retired in 2006 after almost 30 years with the FDIC. A two-week summer camping

vacation with his family solidified his love of nature. "We traveled all over the U.S., and that opened my eyes to the incredible diversity of landscapes in this country. To this day, I continue to be more impressed with the works of nature than the works of man."

Banks' passion is reflected in almost everything he does. He and his wife, Amy, own a 74-acre farm in Tallapoosa County, Alabama, where they raise barred rock hens and honeybees. He maintains three miles of walking trails on the land, and plans to establish raised-bed vegetable gardens and plant an orchard with fruit trees and blueberries. He also built a two-acre catfish pond and a log cabin on the property. "On the coldest nights, I like to go to the cabin, often with a brother or close friend, where we sip adult beverages and discuss adventures past and yet to come," he said.

Among Banks' greatest retirement adventures so far were his solo canoe trips of the Tallapoosa and Alabama Rivers that together took 31 days and covered 658 miles.

His paddling odyssey began in 2009, when he became the first known person to canoe the entire Tallapoosa River, from its major tributary in Paulding County, Georgia, to the confluence of the Coosa and Tallapoosa Rivers near Montgomery, Alabama.

In a travel journal of his trip, he questions whether he is up to the challenge. "Am I truly prepared? Did I train hard enough? ... Am I too old for this sort of venture? These are the same heebie-jeebies I always feel before I start any of the adventures I've taken ... All doubts fade away with the first few paddle strokes, and I feel exhilarated. It's the same feeling I always get when I finally start an expedition."

When Banks finally pulled his canoe out of the river at Fort Toulouse on April 26, 2009, he had paddled 258 grueling miles over 11 days. Still, he said the journey felt "incomplete."

"I'm surprised to feel a stirring inside and a strong desire to get back in my canoe and ride the Alabama down to the salt. But my tired body says not yet," Banks wrote at the time. He resolved to "someday follow the flowing water until its final dissolution with the salty waters of the Gulf of Mexico."

Three years later, in April 2012, he did just that. Putting in at Fort Toulouse, where the first leg of his journey ended, Banks paddled his canoe the entire length of the Alabama River, a 400-mile voyage that took 20 days.

Tim Rich, RMS Assistant Regional Director in Atlanta, worked with Banks and considers him a mentor and "one of the best examiners I've worked with in my 28 years with the Corporation. But, he sets a loftier standard for all of us to remember to seek goals outside of work," Rich said.

Passion Takes Practice

Figuring out where your passions lie and how you'll pursue them in retirement doesn't always come so easy. "It doesn't just unfold into the greatest time of your life. It takes time, practice, and concentrated efforts to make it the best it can be," said Laura.

Chris Bradley would agree. "Some folks retire and know exactly what they want to do. They are lucky," said Bradley, a former FDIC attorney and senior policy analyst. "For me it took 'work' and a few missteps to figure out what was best for me."

Before she retired in 2013, Bradley volunteered with a dog rescue organization. "Sometimes I transported the dogs 100 miles one-way on weekends, meeting another transporter so the dogs could continue on their way. I also fostered dogs, but because of time constraints I wasn't able to do it for several years," she said.



Chris Bradley gives much-needed attention to a few of the "crawlers" at the Cradle of Love orphanage in Tanzania.

Bradley thought she'd have plenty of time to pursue this passion in retirement, but other interests soon won her attention.

In the two years since she's been retired, she has spent nearly six months in Africa, volunteering at orphanages for children and exploring the many natural wonders of the continent.

"I knew years ago that the first thing I wanted to do after retirement was go on a safari in Africa," Bradley said. When she and her husband began planning their itinerary, Bradley reached out to a woman who had recently returned from an African safari. "She mentioned in passing that she had volunteered in a children's orphanage during her trip. When she said it, it was like a lightbulb went off, and I knew that I had to find out more about the orphans in Tanzania. The more I researched, the more certain I was that this would be something I had to do," Bradley said.

In the spring of 2014, Bradley volunteered for more than two months at two orphanages in Tanzania.

"I originally wanted to volunteer with infants," she said, "but when I arrived at the first orphanage [Cradle of Love], the infants were quarantined due to an infection that was spreading." She ended up spending her first day with the "crawlers," children between eight months and two years old. "I fell in love with them and never left," she said.

Figuring out where your passions lie and how you'll pursue them in retirement doesn't always come so easy. "It doesn't just unfold into the greatest time of your life. It takes time, practice, and concentrated efforts to make it the best it can be," said Laura.

Bradley's usual duties involved helping feed, bathe, and clothe the children. Many days, however, were far from routine. "On several occasions I was asked to take one of the kids to the hospital or local clinic. This involved carrying them on two dala dalas [local transport] and communicating with the medical staff, who typically knew few English words," she said. "Many of the kids really only wanted and needed to cuddle. The orphanages try for the most part to see to their emotional needs, but there are just too many children to give them individual attention on a regular basis, so I tried to fill this gap while I was there."

Bradley has mixed emotions about the experience. "One day when I arrived, the kids were in their chairs waiting to be fed. As I came in the room, without encouragement from anyone, they all started pounding on the table. They each had grins and bright eyes. I felt happy and lucky for the opportunity of being there. But remembering also brings tears to my eyes. I intend to go back to see my group, but the reality is that I will probably not be able to find out what happened to all of them," she said. That is because when orphaned children in Tanzania reach the age of 4 or 5, most are sent to boarding school. "They leave all that is familiar and are thrown into a new, foreign environment, alone," she explained.

Following her stint at Cradle of Love, Bradley and her husband spent 17 days on safari in East Africa. "The safari had a great mix of cultural experiences and exceptional game drives," she said. Despite having an incredible time on safari, Bradley was even more excited about her next volunteer opportunity, this time at The Small Things orphanage in the village of Nkoaranga in Northern Tanzania. For nine hours each day, she taught a class of 16 children aged 3½ to 5½ at the orphanage's makeshift school house.

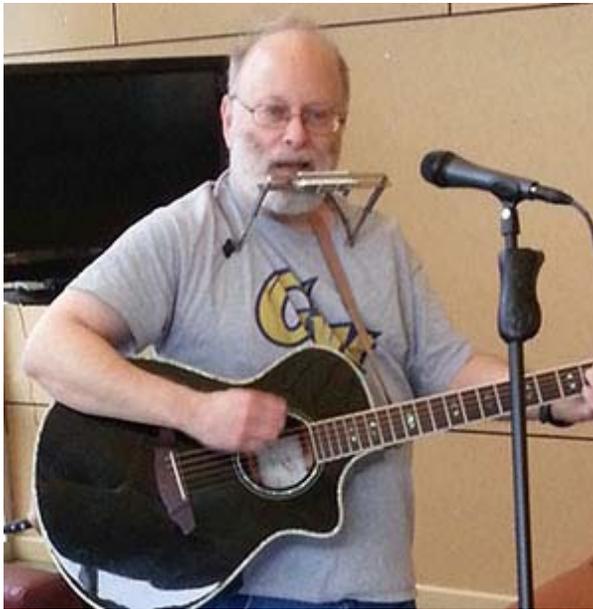
"The children spoke only a few words of English, but I only spoke English to them. That, mixed with my couple of words of Swahili and some pantomime thrown in, we were able to get by. It's amazing how you can spend a day with a child when they don't understand a word that you are saying," she said.

Bradley became very attached to the children at Small Things, even referring to them as "her kids." "And they called me 'Bibi Chris.' Bibi is Swahili for 'grandma'," she said. Unlike Cradle of Love and most other Tanzanian orphanages, Small Things has a program that allows the children to stay within the community until they are 18. She and her husband sponsor three of the children from the orphanage. "We do regular

things that any grandparents who live apart from their grandchildren would do: send cards, notes, trinkets, and clothes.”

Bradley traveled to Africa again in 2015, spending time in Uganda, Tanzania, and Kenya. Although she stopped for a short visit with “her kids” at Small Things, she spent most of her time exploring the continent’s many natural wonders. In addition to volunteering with a rescue organization for chimpanzees, she trekked with the gorillas in the Bwindi Impenetrable Forest in Uganda; snorkeled in the Indian Ocean; visited the Daphne Sheldrick Wildlife Trust in Nairobi, Kenya, where she spent time with elephants that she and her husband sponsor; slept in a tree house in Kibale National Park; camped in the Serengeti; and visited the home and museum of Out of Africa author Karen Blixen, among other things.

Bradley said she is already planning her next trip to Africa and will spend most of it volunteering at The Small Things orphanage. “I can’t wait to see my kids again,” she said.



Carl Gold shares his musical talents during a monthly “acoustic café” for seniors.

Matching Passion with Philanthropy

Volunteering can lead to unique and fulfilling adventures in retirement, as Bradley’s experience shows. Other FDIC retirees are also giving back, some by matching an existing passion to new philanthropy.

Take Carl Gold.

Gold’s passion is music. “I’ve been playing musical instruments since I was in grade school. I took recorder and accordion lessons between the ages of six and ten, played alto sax in junior high, then taught myself harmonica in high school and early in college,” said Gold, who retired from the FDIC’s Legal Division in 2014.

In addition to taking guitar and flute lessons in the 1980s after he finished law school, he also played some small gigs—“mostly drop-in folk-type events”—in the 80s and early 90s. By the mid-1990s, however, he was fully immersed in his career as an FDIC lawyer and didn’t do much with his music for about 15 years. But by 2000, he

had started taking guitar lessons again, and he’s been playing and performing regularly ever since.

One of Gold’s regular gigs is at a local senior center near his Arlington, Virginia, home. He got started on this path somewhat by chance. “My wife belongs to a volunteer group that mends clothes for seniors at a retirement community in Arlington. One day, in about 2002, she came home and said she had a volunteer gig for me. I started doing shows for the seniors—singing and playing my guitar—once a month,” he said.

“The seniors don’t care when I mess up or forget the words to a song,” he said. “I try to tell them some interesting facts about the songs and the musicians whose songs I perform. I think older folks, particularly those living in retirement communities, sometimes feel like they’re excluded, and they appreciate the interaction and attention as well as the music.”

Gold has continued to play for seniors groups since he retired, and his freedom from the office grind has allowed him to take his passion for music in other directions as well.

During the 2014-2015 school year, for example, Gold volunteered with Music for Life, a weekly after-school music program for at-risk youth. He teaches beginner guitar lessons to middle and high school students in the program.

“It’s really rewarding to help the kids explore music as well as learn guitar techniques. A few of them progressed from not being able to play a chord to playing songs or doing simple jamming with me. I think it helped with their confidence and gave them a constructive hobby they can share with friends and

classmates. Next school year, we're going to look for opportunities for them to perform," he said.

Gold hones his craft at open mic nights at his local Whole Foods and as a member of a choral group. He also schedules talent and occasionally performs at a monthly "acoustic café" for seniors at a community center in the northern Virginia area.

He counts himself lucky to be able to pursue his passion for music. "I keep telling people that the good thing about being retired is that you can try things and no one evaluates you on how well you did, so it's OK to make mistakes. And your government pension provides a nice financial backstop."

Adopted Hometown Inspires Impassioned Giving

Certainly our pension and other savings play an important role in retirement. But Laura cautions that it's important to look beyond the numbers. "At the end of the day—or their lives—very few people ask to be surrounded by their stuff as they breathe their last breath. Remember, it's not what [retirees] have that shapes their lives, it's what they do consistently."

Denise Jackson can relate to that sentiment.

Jackson and her husband, Fernandas, moved to Las Vegas from Washington, D.C., shortly after she retired from the FDIC in 2012 after 41 years of federal service. "Fernandas wanted to live where he could ride his motorcycle 12 months a year, and we both wanted to live in a 24-hour city," Jackson said. "We absolutely love it here. No state income tax and the weather ... What more can you ask for?"

But after getting settled, they became increasingly aware that their new hometown was facing some serious issues, including hunger. "We didn't realize at first how bad it was," Jackson said.

In January 2014, they signed up to volunteer at Three Square, an organization that sources food, raises funds, and relies on volunteers to help supply program partners with food and services to provide food to hungry people in four southern Nevada counties.

"Fernandas works in the Kids Café, packing meals that are delivered to local schools. On some days, they pack more than 8,100 meals," Jackson said, noting that more than half of the children in Clark County, Nevada, schools are enrolled in free or reduced-price meal programs.

Jackson started in the Kids Café and then moved to the community kitchen side of the operation, where she helps prepare meals for on-site and off-site catered events.

Volunteering at Three Square has been a "completely different experience" for Jackson and her husband. "It has been exciting and rewarding in ways we could never imagine" she said. "We love every minute that we are there."

In addition to volunteering at the food bank, Jackson also gives her time to Dress for Success of southern Nevada, an organization whose mission is to "promote the economic independence of disadvantaged women in the Las Vegas valley by providing professional attire, a network of support, and career development tools to help them thrive in work and in life."

Jackson helps the women choose professional clothing for new jobs and job interviews. "Once they know that they are in an environment where no one is judging them, they become more comfortable and trusting. It's so rewarding to watch their transformation," she said.

Jackson and her husband plan to continue to enjoy the fruits of their retirement by traveling in the



Denise Jackson (center) spends some of her retirement time volunteering with Three Square, an organization that helps feed the hungry of Southern Nevada. She is shown here with Three Square president & CEO Brian W. Burton and City of Las Vegas Mayor Carolyn G. Goodman at a 2014 appreciation event. *Photo credit: Three Square.*

Southwest United States, but volunteering will continue to play a big part in their lives. "It's one way for us to give back, because we have been so blessed," she said.



George Muraco (far right) uses the skills he gained as an FDIC bank examiner to help local law enforcement in his community of Prescott, AZ.

Putting FDIC Skills to Use in Retirement

Volunteering and doing other charitable work can help retirees replace their work identity and live passionately during retirement. Some FDIC retirees are also finding that the skills they gained on the job can help them live a fulfilling retirement.

George Muraco is a case in point.

Muraco spent 32 years with the FDIC as a bank examiner in Oklahoma City, Denver, Dallas, Memphis, Kansas City, and Washington, DC. When he retired to

Prescott, Arizona, in 2001, he knew he wanted to continue in public service in some capacity. So in 2007, he attended the Prescott Citizens' Police Academy.

"The academy introduced area residents to the Prescott Police Department through demonstrations and lectures," he said. "At the end of the academy, attendees were invited to become volunteers in the police department. After interviews and background checks, three attendees in my class, including me, actually made it to the next step. We were required to ride with officers on normal patrols, observing first-hand the patrol routine and inner workings of the department. Then, we started more intense training."

According to Muraco, FDIC bank examiners have skills that law enforcement agencies sorely need, particularly those in small communities like Prescott that have a small number of police investigators. "Examiners are exceptionally qualified to help local law enforcement agencies investigate financial crimes such as embezzlement, false accounting, and larceny, which often occur against the elderly by caretakers, trustees, legal guardians, and relatives."

He helps with just this type of thing in his role as a Volunteer in Police Service, or VIP, for the Prescott Police Department. As a VIP, Muraco works with detectives to investigate fraud and fraud-related crimes. He also helps train new detectives, assists in making cases for prosecution, and documents crimes.

Muraco is also a Citizen on Patrol, one of 75,000 such volunteers nationwide. "We're the eyes and ears for law enforcement," he said. "We help with traffic control, make police reports for things like graffiti, conduct building checks, and provide other services that free police officers to do more policing and less busy work."

In addition to his volunteer police work, Muraco is the founding president of the Prescott Police Foundation, a not-for-profit organization that supports the Prescott Police Department with charitable activities, including K-9 events and scholarship programs for high school students.

He encourages other retirees to think about continuing their service to the community in retirement. "We gained many unique skills through FDIC training and experience, and I think other retirees would find this type of volunteer work very rewarding. It's given me a great sense of satisfaction because I'm helping people."

Passion for Discovery

Like many retirees, Bob Redmond had a long to-do list when he finally signed his exit papers in December 2010. "I looked forward to the opportunities I'd have with all of the free time. I knew I could enjoy leisurely lunches with my bride of 40 years, spend lots of time with the grandkids, travel, and play golf," he said.

But a more pressing project lay in front of him: the search for his birth parents.

It wasn't until he was 30 years old that Redmond learned that he was adopted. "It was a well-kept family secret," he said. The pending birth of his first daughter led him to discover the truth. "When my wife got pregnant in the late 1970s, I needed information from my mother about my family medical history. Before, she had just brushed off these kinds of questions. With the pregnancy, I think she felt obligated to tell me that I was adopted. It was very painful for her. She was afraid I wouldn't love her anymore."

Redmond began searching for answers about his birth parents, but he had few details to go on. He realized that solving the puzzle would take time that he didn't have, because he had a job and a family of his own to worry about. "I knew it would be all-consuming. I did some research initially but knew that I'd have to wait until after I retired to fully concentrate on the effort. I also knew that, out of deference to my mother's emotions, it could wait," he said.

By May 2011, about six months after he retired, Redmond could wait no longer. "I was determined to find out answers to my past. I knew the truth could bring either anguish or relief, but I had to know. I had insufficient information and some was contradictory, but in my role as a senior project manager at the FDIC, I had been in this position before. This time, though, it was on my timeline."

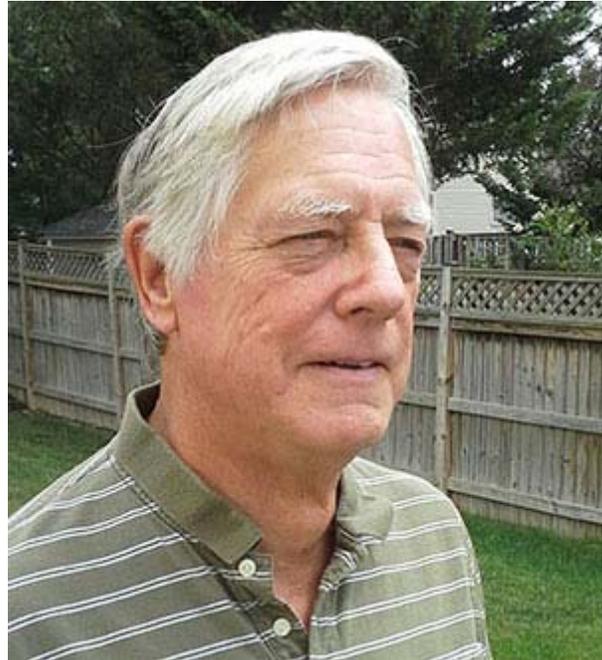
Redmond spent countless hours scouring the Internet in search of answers, but he kept coming up empty. In August 2011, however, an online search he had done many times before led him to an obituary for a woman whose first husband's name matched the name of the birth father listed on his adoption papers. This was the break he had been looking for. The obituary said the woman had three children: two sons and a daughter.

Using the funeral home website, Redmond reached out to the daughter of the deceased. Then, he called her. Their conversations strengthened his belief that he was most likely her biological brother, although his existence was a surprise to her. A DNA test later confirmed that he was indeed her brother.

Redmond says that he always knew he would find his birth family. "I'm a treasure hunter and a problem solver, and these traits, together with a little luck, ultimately helped me solve the puzzle of my birth family."

When he started building a relationship with his biological sister and brothers and other blood relatives, Redmond realized he had an interesting story to share. "As I started to document this experience for my family, it became apparent that the effort could afford me the opportunity to write a book—something I had always wanted to do." Redmond self-published his book, *Puzzles, Pieces and Choices: A Memoir of My Struggle for Understanding and Closure*, in 2015 on Amazon using the pen name R.J. Redmond.

"Finding my birth family was truly a journey of self-discovery, which included anger, disbelief, insecurity,



After learning that he was adopted, Bob Redmond self-published a book chronicling the difficult journey of finding his birth family and reuniting with his biological siblings.

and questions but led to forgiveness and understanding. The journey has brought me peace as well as an additional family," he said.

His travel plans now include visiting relatives and learning about the past they didn't share.



Eileen Flynn and Seamus Bermingham (Charlestown, County Mayo, Ireland historian) stand beside the ruins of a house near the site where Eileen's great-great grandparents once lived.

Like Redmond, Eileen Flynn is also using some of her retirement to discover her family's roots.

"A co-worker of mine at the FDIC got me interested in genealogy about 15 years ago, and it's been a passion of mine ever since," said Flynn, who retired in 2011 after nearly 39 years with the FDIC.

Flynn has been using various websites to trace her family lineage, which she linked to towns in Ireland and England. Through the power of social media, she connected with townspeople who supplied her even more information about her family. "Connecting with people online has helped me learn more

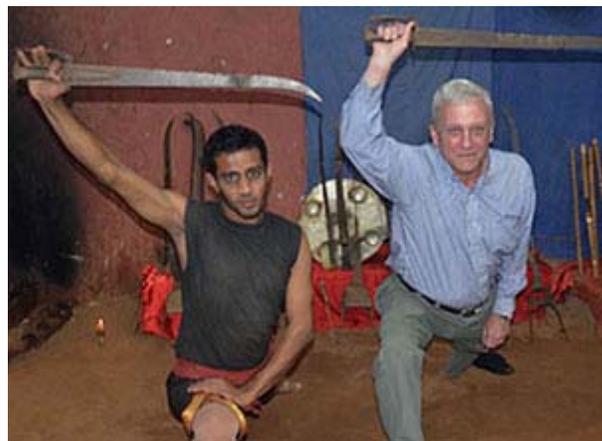
about how and where to search," she said.

"Many people think that the 1921 fire at the Four Courts building in Dublin, Ireland, destroyed all Irish records, making it impossible to find Irish ancestors. But I've learned there are many other ways you can find them," Flynn said.

Inspired by her research, Flynn and her husband, Paul Harless, a 2012 FDIC retiree, booked a month-long trip to Europe to find out more about Flynn's ancestry. They spent two weeks in Ireland, driving along the western coast and visiting several towns along the way. Their most exciting discoveries were in Charlestown, a town of about 800 people in the northwest part of Ireland, where Flynn's great-great-grandparents lived.

"We met with Seamus Bermingham, the town historian, who I had connected with on Facebook," Flynn said. "He was immensely helpful and put us in touch with other townspeople who had heard of my ancestors. They showed us the ruins of the houses where my ancestors had lived and helped us find the cemetery where they are most likely buried. It was so old and remote, we would have never found it on our own," Flynn said.

Flynn and Harless then traveled to Batley, England, where members of Flynn's extended family ultimately moved. Flynn was able to find the burial spot for her great-great grandfather in the Batley Cemetery. "It was fascinating to walk the streets and imagine what my ancestors' lives were like," she said.



Boundless Passion

There's no one right way to live a passionate retirement.

Some might find that focusing on one specific hobby or

activity makes the most sense. Others might discover that their passions are limitless. Jay Hone falls into the latter category.

"I have several serious interests: travel, languages, genealogy, photography, yoga and other forms of exercise, and cooking. Retirement allows me to spend even more time indulging in all of them," Hone said.

Hone first retired from the FDIC in 2000 but came back in 2009 as a rehired annuitant, ultimately retiring for good in 2014.

Hone refers to his first year of retirement as "the year of travel."

Until recently, he and his husband, Neill, owned an apartment in Paris, which they used as a base for visiting the rest of France, Europe, and other parts of the world. "We traveled to India, Cambodia, Laos, Myanmar, Thailand, Ireland, France, the Netherlands, and Mexico last year," Hone said.

Owning an apartment in a foreign country, Hone said, "inspires you to learn the language and try to assimilate with and understand the culture. So, after I retired, we lived in Paris for three two-month periods and I took a four-week intensive French language class at the Institut de Francais. I am now an intermediate speaker of French. Neill and I are also taking Spanish with a private tutor."

There's no one right way to live a passionate retirement. Some might find that focusing on one specific hobby or activity makes the most sense. Others might discover that their passions are limitless. Jay Hone falls into the latter category.

Like Flynn, Hone's passions extend to genealogy. "I spend several hours a week doing research and documenting my family. In 2014 I visited Caheragh, Ireland, where my great-grandmother was born in 1850, and in 2013 I visited Rhinefelden, Switzerland, where my grandfather was born." He also has a love for photography that goes back decades. "I've been an avid amateur photographer since I was in my early 20s. I think that quality photos help you never to forget a moment in time," he said.

Exercise and healthy eating are two of Hone's other passions. He and Neill exercise four times a week, including twice-weekly sessions with a personal trainer and a once-a-week yoga class. "Exercise is fun, helps maintain our weight, and improves our energy and mood." If that weren't enough, he devotes some of his "spare" time to mastering the art of cooking. "Since retiring, I have spent a lot of time learning about Mexican and Indian cooking. And over the past few months, I have been taking classes in bread making. I'm trying to learn how to make the perfect baguette. I have had some success and believe that my baguettes rival those from good bakeries in D.C."

Living Your Bliss

In a 2012 article on Forbes.com, Laura said that "Retirement is a blank slate where each individual who approaches it must fill it with what is important to them." What's "important" is limited only by the depth of our imaginations, as the experiences of FDIC retirees prove. To those pondering retirement, the obvious focus is financial, but perhaps even more important to making these years truly *golden* is finding a way to live our bliss.

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'We Bring Ideas to Life'

From posters to Web pages, the Graphic Design and Printing Unit delivers high-quality products that help convey the FDIC's message.

By Connie Evans, Legal Division

The eye-catching, colorful posters that adorn FDIC buildings may prompt some observers to wonder where they came from. Look no further than the Division of Administration's Graphic Design and Printing Unit (GDPU). This creative team, led by Chief Patricia Hughes, designs and produces an impressive array of communications products for FDIC divisions and offices. The Copy Center, led by Chief Lillie Howard, also provides a wide variety of services to clients.



Printing Services Specialist Khya Hinds (standing, left), with Bindery Operator Benjamin Kidwell (far left), explains a product to a visitor. In response to a request from DIT's Daniel Sellman, Visual Information Specialist Aileen Wu (inside right) displays some products she designs and also shows how to upload those products so they can be read on a personal device.

To acquaint employees with these products and services, Hughes and her team recently undertook an outreach and marketing effort. Staffing display tables at Virginia Square and the 550 17th Street Building, they handed out samples and chatted with interested passers-by. Visitors learned that the group creates publications, business cards, exhibit/display designs, conference-related products, Web-page graphic designs, and more.

Those taking turns at the tables, in addition to Hughes, were: Chief of the Copy Center Group Lillie Howard; Lead Visual Information Specialist Sam Collicchio; Visual Information Specialists Michelle Watson and Aileen Wu; Student Trainee Heather Woods; Student Interns Ulanda Hunter and Evie Series; Printing Services Coordinator Karen Mayes; Bindery Operator Benjamin Kidwell; Lead Bindery Operator Mike McCorkle; and Administrative Assistant Barbara Evans. Also on hand was Printing Services Specialist Khya Hinds, who used a laptop to show how to place a request electronically and showed eBooks prepared by GDPU.



Hughes said that nearly 200 employees stopped at the Virginia Square table and about 50 lingered at the table at the 550 17th Street Building. "We even received a new request for services at one of the events," Hughes said.

Lillie Howard explained that new technology is enabling the Copy Center to offer more services. "With the latest bindery and copy equipment, the Copy Center now provides a variety of high-level services to customers," she said. "We have networked digital duplicators, which enable customers to submit work electronically." In addition to customer convenience, digital input also enhances quality, making it possible to use copiers for work previously done on offset presses. Howard added, "The Copy Center offers a variety of bindery services such as stapling, comb-punch binding, trimming, three-hole drilling, and shrink-wrapping. Bindery services are offered for booklets, brochures, and manuals, and many other products."



(Top) Student Trainee Heather Woods (left), discusses a sample product with a visitor. (Bottom) Chief Patricia Hughes and Lead Visual Information Specialist Sam Collicchio (right), and Visual Information Specialist Michelle Watson (left), enjoy a conversation with Carol Proctor of DOF at Virginia Square.

Hughes said that the GDPU looks forward to continuing its relationship with current customers, as well as

working with new individuals who were previously unaware of its services and capabilities. To learn more about what GDPU has to offer, under Workplace Resources, click on the tab for Workplace Services, select Design and Printing, and select Services at right. On the right side, services and timelines for graphic design and the Copy Center are listed.

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DRR Launches Boot Camp for Receivers-in-Charge



The first RIC Boot Camp graduates stand ready to lead receivership teams: Senior Executive Assistant Maggie Thompson, far left, and Resolutions and Receiverships Specialist Tyler Cavaness, far right, with DRR Deputy Director Randy Taylor and Resolutions and Closings Manager Gail Brooks

By By Roger Johnson,
Division of Resolutions and Receiverships

The role of Receiver-in-Charge, which was critical during the financial crisis, remains essential today.

Since the end of 2008, the Strategic Operations Department in the Division of Resolutions and Receiverships (DRR) has provided Receivers-in-Charge (RIC) and Closing Managers for more than 500 bank failures. In 2010 alone, more than 40 full-time staff members were dedicated to developing and executing Strategic Resolution Plans for receiverships. Under the direction of the Dallas Field Office Branch, Strategic Operations, these individuals served in Dallas and in temporary satellite offices in Irvine, California; Schaumburg, Illinois; and Jacksonville, Florida. As the crisis began to wind down, the temporary offices were closed and the remaining work was consolidated into the Dallas Field Office Branch.

To address DRR's future mission-critical requirements and develop bench strength that will ensure readiness, this year DRR issued an Expression of Interest (EOI) seeking candidates to complete an intensive six-week Receiver-in-Charge and Closing Manager training program. More than 30 individuals responded to the EOI, and 13 candidates were selected and are scheduled to complete the training by 2016. Resolutions and Closings Manager Gail Brooks and her Strategic Operations staff are leading the course, with 50 instructors drawn from DRR, the Legal Division, the Division of Administration, the Division of Information Technology, and the Ombudsman's Office. Instructors from each area offer specific information and guidance and bring real-life perspectives to the various training exercises and simulations.

The first class, attended by Maggie Thompson and Tyler Cavaness, began the RIC boot camp on June 15 and completed the program on July 23. The second class began on August 10, and the last session of 2015 is scheduled to begin October 5. Following their training, the graduates are assigned to an upcoming resolution with a Strategic Operations RIC as mentor.

While Tyler Cavaness, a Resolutions and Receiverships Specialist in Dallas, participated in more than 20 resolutions as a Financial Institutions Specialist during the financial crisis, he wanted to learn more. "I had the opportunity to complete a lot of different assignments, but this training gave me the chance to experience all the things an RIC and Closing Manager accomplish," he said. "I was able to see how the

operations fit together, and the instructors made the boot camp an exceptional learning experience.”

Maggie Thompson, a DRR Senior Executive Assistant in Dallas, had served as a Closing Manager a few times during the financial crisis and wanted the opportunity to reinforce what she had learned. “I thought the training was excellent, and the instructors did an outstanding job,” she said. “They based the training on an actual past resolution of a complex, billion-dollar bank, which enabled us to think about a lot of different closing issues. I was very impressed with how the instructors collaborated to simulate an actual closing and to give us the responsibility to take charge. I am looking forward to applying what I learned and having something different to do.”

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Veteran Legislative Advisor Mike DeLoose Retires

By Sally Kearney, Office of Communications

When Mike DeLoose joined the Resolution Trust Corporation (RTC) in June 1991, he envisioned staying for the duration of the crisis and moving on. More than 24 years later, on the eve of his retirement, DeLoose said humorously, "I only signed up for *one* crisis." In retrospect, remaining for not one but two major crises and the intervening periods turned out to be a good decision for both DeLoose and the FDIC. His advice and counsel on all matters legislative has proven to be a valuable asset for the agency during times of turmoil and calm.

"For more than two decades, Mike provided outstanding service to the FDIC and the Members and staff on Capitol Hill," said Office of Legislative Affairs (OLA) Director Eric Spittler. "His skills and talents will be missed in OLA."

A Fitting Background

An observer of DeLoose as a young man might have predicted a career in academics, because he had earned undergraduate and master's degrees in economics, and taught money, banking, and economics at Illinois State University. Yet a different path beckoned. A stint as a staffer in the Illinois State Legislature was followed by a job with a state regulatory agency and a move to Washington, D.C., as Assistant Director of Legislative Affairs for the Conference of State Bank Supervisors (CSBS). The next eight years saw DeLoose serving as a registered lobbyist for CSBS and becoming its Vice President of Performance Standards. In the latter role he developed, tested, and implemented CSBS's Accreditation Program of state banking departments, a job he relished. "I had the chance to travel the country, spend weeks in individual banking departments evaluating their capabilities, help them see areas in which they could improve, and if they met the standards, accredit them," he said. CSBS is still using the program he designed. A year as Associate Administrator for the General Services Administration directing the Office of Congressional and Intergovernmental Affairs solidified his legislative expertise.

By the time he joined the FDIC, dispatched to the RTC's Office of Government Relations (OGR) on his first day, DeLoose had combined experience in economics, bank regulation, and legislation into a single portfolio. He immediately went to work on continued funding for the RTC and legislation involving the sale of assets. "Between funding and other bills, we were very busy," he recalled.

That work continued when DeLoose accepted a position in 1993 as Legislative Advisor with the FDIC's Office of Legislative Affairs, headed at the time by Director Alice Goodman. Because the RTC and FDIC legislative staffs coordinated closely on bills affecting both agencies, DeLoose made a relatively seamless transition.

A Quintessential Advisor

DeLoose had clearly found his niche at the center of legislative activity relating to the FDIC. Monitoring



Mike DeLoose was widely sought after and widely respected as a Legislative Advisor for the FDIC.

events on Capitol Hill meant deciphering and reinterpreting a constantly changing landscape. Reading the signals correctly and being able to pick out the key issues for the FDIC in complex, voluminous legislation called for judgment and vigilance.

Determining what is consequential for the agency and accurately conveying that information is a group venture. He noted that “a lot of teamwork goes into those judgment calls” and “none of us actually makes those decisions by ourselves.” He added that “a lot goes directly to Eric with our thoughts on whether something should go to the Chairman’s office or whether we can simply keep an eye on it.”

DeLoose understood the care that goes into serving as a reliable information broker. “At OLA, our job is not to produce quarterly banking reports or crunch numbers on financial institutions but to communicate,” he said. “We listen and convey what is happening on the Hill to senior management and listen to senior management about what they want to do so that we can communicate that back to the Hill.”

DeLoose thrived on the many facets of his job. Daily inquiries ran the gamut from individual requests for specific information to fast-moving amendments during bill mark-ups. In the days before a congressional recess, the pace of activity inevitably quickened, and DeLoose found himself “grabbing hearing transcripts and swiftly reviewing them so we knew exactly what was said and could spread that information throughout the FDIC.” He quipped, “Hearing transcripts don’t come out on a nine-to-five schedule.”

DeLoose’s responsibilities also included briefing the Chairman and senior management, helping prepare testimony for senior leaders before congressional committees, and evaluating regulations-in-process arising from recently enacted legislation. Throughout he was grateful for the “enthusiastic support of the major divisions and offices” and their willingness to “step up and say ‘We have an expert for that.’” Those experts often accompanied DeLoose and other OLA staff to the Hill for briefings. “It is a joy to watch our experts describe the FDIC’s work to Hill staff,” he added.



OLA Director Eric Spittler, left, paid tribute to DeLoose’s contributions at a farewell reception.

Among his most memorable times were “those adrenaline-filled last few days before legislation was enacted, when the meetings seemed to be nonstop, when the coordination of legislative language between agencies and Capitol Hill was most frequent, and when the Members were working on legislation until late every evening.” DeLoose described “listening to what was going on in person and feeding that information back” as a highlight of his career.

DeLoose also found time to serve on the editorial boards of the *FDIC News* and the *Consumer News*, where he made significant contributions to the content of both publications.

Colleagues Have Their Say

Colleagues who served with DeLoose over the years appreciated his contributions and personal qualities. “Mike has tremendous knowledge about the Corporation and is always willing to share his expertise and to help out on any projects,” said OLA Legislative Attorney/Advisor Kathleen Brueger. “His calm and easygoing spirit has been much appreciated by all of us, along with his sense of humor, kindness, and perspective. He has kept many trains running over the years and addressed countless congressional matters, all with grace and professionalism. We will miss him very much!”

OLA Legislative Attorney/Advisor Andy Jiminez expressed similar sentiments. “Mike’s been a great teammate. He’s got an institutional knowledge built up over his years working in legislative affairs that will be difficult to replace. He’s always willing to let you bend his ear and offer his sage advice in return. We’ll

miss him.”

Former OLA Director Alice Goodman recalled: “Mike was one of the first employees to transfer from the RTC to the FDIC, where he added value to OLA through his writing skills and attention to detail. I know he is ready to retire and will enjoy his travels.”

“Mike has been a key partner for the Legal Division from the creation of the legislative group in 1996, and that partnership has continued to flourish ever since,” said Assistant General Counsel Ruth Amberg.

“Throughout that time, Mike has been unfailingly generous in sharing his time and considerable expertise with us. I will miss him.”

Deputy to the Chairman Kymberly Copa said: “Seeing Mike retire is truly the end of an era for me. I’ve known him since my start at the RTC in 1991. As a relatively inexperienced attorney working on legislative matters in a very intense environment, I learned so much from Mike and the other legislative advisers in the Office of Government Relations, which we fondly referred to as ‘OGRe.’ Those were fun days, and I was happy to continue working with him at the FDIC.”

Civic Duties

In retirement, DeLoose looks forward to continuing his longstanding participation in civic activities close to home in Springfield, Virginia.

His decade-long work with both the Fairfax County Board of Supervisors’ Commercial Revitalization and Redevelopment Advisory Group and the Springfield Land Use Committee, for which he serves as Vice Chairman, has focused on base realignment, closure, and rezoning issues surrounding Fort Belvoir, commercial revitalization in older parts of the county, and ongoing land-use issues.

A river cruise on the Rhine in 2015 inspired DeLoose to plan a 2016 Alaska cruise with his wife, Debra.

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Transitions



Cameron Tabor (left), and Lee Roy Candelaria (right).

Cameron Tabor was selected as the DIR Regional Manager for the Boston Area Office, Regional Operations Section. Most recently, he served as DIR's Acting Regional Manager in the Boston Area Office.

Tabor joined the FDIC's Division of Liquidation in 1985, resolving failed banks throughout the Midwest and New England. In 1997, he became a Senior Financial Analyst in DIR and served in that position until he was tapped to serve as DIR's Acting Regional Manager

in Boston.

Tabor has a broad range of experience, including analyzing and directing the review of banking conditions in New England; conducting outreach with bankers and other regulators; and supporting analytical efforts of various committees, such as the Regional Risk Committee, and other interdivisional projects.

He has a bachelor of science degree in finance from Tennessee Technological University, Cookeville, Tennessee.

In his 34 years with the FDIC, Lee Roy Candelaria seldom turned down an opportunity to try something new. Whether it was a detail assignment or a position with a recently created division, Candelaria put his versatility to the test in a challenging series of jobs. Candelaria, who retired on July 31, said that he enjoyed the many and varied experiences he had at the FDIC, culminating in his most recent position as Chief of Performance Management for the Corporate Employee Program (CEP).

Candelaria was still in college when in the summer of 1981 he became a co-op intern with the FDIC in Omaha, Nebraska. A summer in Lincoln, Nebraska, and a college semester in Des Moines, Iowa, followed. After graduating in 1983, he moved to Amarillo, Texas, to serve as an examiner with the FDIC's Division of Bank Supervision. He recalled that in those times, examiners conducted both risk and compliance examinations, an early indicator of the diversity that would characterize his career.

Asked to help at a large bank failure in Midland, Texas, he discovered an affinity for liquidation work, enjoying the many responsibilities handed to him. An impromptu conversation with a co-worker about the advantages of serving at the receivership led both Candelaria and his colleague to apply to the new Division of Liquidation (DOL), which was understaffed. They were transferred the next day.

For several years, Candelaria thrived in his work at receiverships in the field. A detail with DOL at headquarters signaled the beginning of more changes to come. After serving as a budget analyst in DOL, he was selected for a detail opportunity in the new Division of Compliance and Consumer Affairs (DCA). Afterward he became an Information Security Manager in DCA. When that division merged into a new division combining risk and compliance supervision, he opted to become an Internal Review Auditor in risk

management, leveraging his accounting background as he audited field and regional offices. Another detail opportunity in the newly formed Corporate Employee Program (CEP) gave Candelaria the chance to offer his considerable skills and experience to another new venture. He then became the CEP Chief of Performance Management, a position he found rewarding.

Looking back, Candelaria said that he often tells colleagues that the FDIC offers abundant opportunities to learn and grow and that “you don’t have to leave to get another job.”

Candelaria’s colleagues spoke highly of his contributions. “Lee Roy was a great representative of the Corporate Employee Program,” said Pamela Stallings, Acting Chief, CEP Performance Management, Corporate University. “He was very approachable in his role of Performance Management Chief and was well respected by everyone he encountered. As a manager and mentor, he was simply the best.”

“I had the pleasure of working with Lee Roy from 2008 to 2010, when I served as a CEP Class Liaison for classes 13, 18, and 20,” said Supervisory Examiner Caroline Harlow of the Concord, New Hampshire, Field Office. “As you would imagine, we interacted quite frequently on the status of the many Financial Institution Specialists in these classes. I was so impressed and I learned a great deal from Lee Roy. He treated everyone respectfully and with kindness, including those who appeared to be struggling with the program. He was an excellent representative for the Corporate Employee Program and the FDIC. I wish him the very best in this next chapter of his life!”

His FDIC career now behind him, Candelaria is testing different waters on the coast of Delaware. He is selling his house in Silver Spring, Maryland, and moving to Rehoboth Beach, a town that he frequented nearly every weekend for 10 years. “For years I would get in my car on a Friday and take off for Rehoboth, and as a result, I got to know my neighbors and the community,” he said. The typical stresses of moving to another state and starting over are therefore not a problem for Candelaria, and he described the transition to retirement as easy so far. He wants to refrain from making any “huge changes,” and looks forward to sampling the local coffee shops and taking leisurely strolls on the boardwalk. Visits to his parents, who live in New Mexico, are also a priority. “My dad is 92 and my mom is 87, so I need to spend time with them,” he said.

Candelaria’s family evidently feels the same way about visiting him. On the evening of his last day at the FDIC, eight relatives from New Mexico joined Candelaria on the Friday drive from Washington, D.C., to Rehoboth Beach. But unlike the Friday evening drives of times past, this ride was in a stretch limo. “We had champagne,” Candelaria said. The next day the celebrations continued with a retirement party—Candelaria’s third—attended by family members and friends.

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Obituaries

Kathy Nagle

Former Associate Director, DCP

Kathy Nagle, a senior FDIC executive who served for 38 years with four federal agencies, died on June 23. She was 62.

Nagle was a deposit insurance expert who used her knowledge to effect strong policies, procedures, and programs during critical times for the nation. She began her career in 1974 in analyst roles with the Federal Home Loan Bank Board and became more deeply involved in deposit insurance issues while at the Federal Savings and Loan Insurance Corporation (FSLIC) from 1984 to 1989. At FSLIC she served with the Insurance Division and eventually became its Director at a time when savings and loan institutions were failing in increasing numbers. In this post she oversaw operations responsible for the payment of insurance to millions of depositors.

As the crisis escalated, leading to the creation of the Resolution Trust Corporation (RTC), Nagle established policies and procedures for the payment of insurance to depositors of failed thrifts as well as the settlement of agreements with failed thrift acquirers.

By 1993, the crisis was beginning to recede, and Nagle moved to the FDIC to help launch the Division of Compliance and Consumer Affairs (DCA) as a section chief responsible for consumer and depositor outreach programs. She served in similar capacities throughout her FDIC tenure. Her success in managing deposit insurance programs proved instrumental once again during the recent financial crisis, as she led her staff in responding to an enormous volume of consumer inquiries and conducting educational sessions on deposit insurance coverage.

Shortly before she retired in 2013, Nagle explained why deposit insurance had mattered to her. "I loved working with deposit insurance, because I felt it was at the core of the mission of all the agencies I worked for," she said. "When you work with deposit insurance, you have a sense of closeness to the mission of the agency and its impact on the public, and you get direct feedback that what you're doing is helping everyday people. If you enjoy helping people, this work is very gratifying."

Nagle was born in Washington, D.C., and grew up in the city's Maryland suburbs. In 1974, she earned a bachelor's degree in finance from the College of Business Administration at the University of Maryland.

Colleagues of Nagle had fond recollections of working with her. "Kathy was extremely knowledgeable about this country's deposit insurance system," said Donna Gambrell, former FDIC Deputy Director for Compliance and Consumer Protection. "Because she wanted consumers to know as much as she did about the deposit insurance rules, she set out early in her career to educate the public. Her creativity, diligence, standards of



Kathy Nagle

excellence, and good humor will be missed.”

Kansas City Region Community Affairs Specialist Kevin Shields recalled what he learned from Nagle. “When I first met Kathy, I was a very young and new federal employee, and she was a strong knowledgeable leader who led by example. This was in 1986 at FSLIC in the days of constant savings and loan closings. Just before my first closing in Escondido, California, where I would be talking with customers who would be uninsured, she said, ‘When dealing with a crowd of angry depositors, relax, keep your cool, and remember that you are there to help them to the best of your ability and you care about what is happening.’ The advice was simple, but it really helped me going into an unknown situation and has helped me in everything I have done in my 30 years here.”

DRR Senior Franchise Marketing Specialist Jim Gallagher was a FSLIC colleague long before they both ended up at the FDIC. “Kathy joined the Insurance Division when the S&L crisis was moving toward full steam,” he said. “The Insurance Division was responsible for the deposit payouts and transfers, and the members did a lot of working and traveling together to make sure that these transactions went well. Kathy was involved in public confidence activities and seeing that thrift customers were informed, assured, and treated fairly.”

“I knew Kathy for close to 25 years,” said Martin Becker, Chief of DCP’s Deposit Insurance Section. “She was a great friend and mentor. She was well respected as a manager not only for her knowledge, but for the fact that she always wanted to know what you were truly thinking and never held it against you if you had a different opinion from hers. I learned a lot from her and will miss her friendship.”

DCP Senior Consumer Affairs Specialist Kate Spears said: “Kathy’s incredible leadership was a major factor as she saw multiple organizations through some very fundamental changes to the banking regulatory system. She worked in responsible roles during the transformation of the Bank Board and FSLIC in the late 1980s. Next, she oversaw her team through the transition from FSLIC to RTC and helped oversee the sunset of RTC to FDIC. At the FDIC, she helped stand up a new division. Her ability to guide her staff successfully through systemic changes was a testament to her skills as a leader.”

Robert Mooney, National Director for Minority Depository Institutions, had high praise for Nagle’s achievements. “Kathy was a true professional and a good friend to those of us who had the privilege of working with her,” he said. “She had reached the senior executive level at a relatively young age when she was tapped to help shepherd FSLIC and the RTC through the savings and loan crisis, a true testament to her sharp intelligence, hard work, and leadership ability. She went on to provide the same kind of leadership at the FDIC. She helped stand up a division for compliance and built a national deposit insurance outreach program that not only has been used as a model for other countries, but also helped this country maintain public confidence through the Great Recession. Almost from scratch, she helped build one of the best consumer protection programs and call centers in the federal government, helping countless consumers over the years. Most important, she fostered loyal relationships with her family, colleagues, and friends. You knew you could always count on Kathy.”

Nagle is survived by her sister, Eileen Chubb; her brothers, Thomas, James, John, and Robert Nagle; her beloved friend Diane Boyle; 15 nieces and nephews; and 10 great-nieces and nephews

Richard Edward Condon

Former Review Examiner, San Francisco Region

Richard (Dick) Edward Condon died in a hospital in Antioch, California on June 8 from ongoing respiratory issues at the age of 76.

Condon was born on October 19, 1938, in the town of Hilo on the Big Island of Hawaii. He graduated from the University of San Francisco in 1960 with a bachelor of science degree in business administration. In 1971, he graduated from the Pacific Coast Banking School at the University of Washington, Seattle.

Condon joined the FDIC in 1960 as an assistant bank examiner in the San Francisco Region. He had a break in service with the FDIC in 1962 to serve two years in the U.S. Army as an infantryman/personnel specialist. After returning, he honed his examination skills by conducting or assisting in the examination of numerous

banks of all sizes and varying degrees of difficulty throughout the San Francisco Region. During this time, he was promoted to Field Office Supervisor of the Los Angeles Field Office, managing one of the largest field offices in the region.

Condon spent the latter part of his career in the San Francisco Regional Office as a review examiner with extensive responsibilities for the region's supervisory program. He spent significant time working through the savings and loan problems of the early 1990s. He was highly regarded as a mentor and coach for inexperienced examiners as well as seasoned examiners who needed advice and guidance on how to handle problems on an examination and present findings to bank management. His advice was frequently sought by other regulators and management. In 1992, he was the recipient of the FDIC's Edward J. Roddy Award, an annual award given to outstanding career bank examiners. He retired in 1994 after 34 years of service.

After retiring from the FDIC, he used his extensive knowledge of banking and bank regulation to do occasional consulting.

In retirement, Condon was active in the local model train club, helping to maintain and improve the club's extensive railroad system. His woodworking skills aided significantly in this endeavor in building new bridges. He enjoyed travel, was a voracious reader, and enjoyed spending time with his wife's grandchildren.

Condon met his wife Lois on a cruise ship 35 years ago while transiting the Panama Canal. Survivors include his wife Lois and her children, son Randy Thomas (wife Barbara) and daughter Suzanne Delmerico, and her four grandchildren, Ben, Ashley, Paige, and Spencer.

Peter "Pete" Gross, III

Former Case Manager, Chicago Region

Peter "Pete" Gross, III, died on May 20 at the age of 74.

Gross was born on July 3, 1940, in Detroit, Michigan. He grew up in Northville, Michigan, where he graduated from Northville High School in 1958. A talented athlete, he earned varsity letters in football, baseball, and golf while attending high school. He attended Michigan State University and graduated in 1964 with a bachelor of arts degree. He also earned a Graduate Certificate in Banking from the Graduate School of Banking at the University of Wisconsin-Madison.

Gross joined the FDIC in 1967 as a bank examiner trainee in Lansing, Michigan. Previously, he was a tax technician with the Internal Revenue Service.

In order to spend more time with his family, Gross left the FDIC in 1974 for a position with Peoples State Bank in Williamston, Michigan, and later, First National Bank of East Lansing. He returned to the Lansing Field Office and his former job in 1980. A promotion to review examiner in 1987 took him to the Chicago Regional Office, but two years later, at his request, he resumed examination work in the Fort Wayne, Indiana, Field Office. In 1993, he was back in Chicago, this time as a review examiner for trust issues. Subsequent positions included trust examination specialist and case manager. He retired in 2002.

But his FDIC service was not over, nor was his time as an examiner. In 2007, at the onset of the financial crisis, Gross returned to the FDIC as a rehired annuitant examiner in Livonia, Michigan. He retired from that position in 2010.

After retiring from the FDIC, Gross continued to work in banking, starting his own consulting firm, PJG and Associates. He worked with a number of banks in Guam and on a joint Task Force with the Justice Department, FBI, and other agencies to track illegal financing and money laundering of terrorist groups.

Gross was an avid sports fan, especially for the Michigan State University Spartans. His son, Garry Gross, said: "He loved golf, gambling, and any home improvement job. Always the optimist, he never saw a golf shot he couldn't make, a table game he couldn't beat, or a home improvement job he couldn't master! He traveled all over the United States, Ireland, and Guam, playing some of the most beautiful golf courses in the world. He loved to travel and golf with his sons and his friends from FDIC."

Survivors include his wife, Janet; sons Peter (wife Penny), Garry (wife Danette), Jim, and Tom (wife Mindy); nine grandchildren; seven great-grandchildren; his mother, Martha Gross; and his brother, Chuck Gross.

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Open Enrollment 2016

By Louise Murrill-Graves, Division of Administration

With summer receding into memory, thoughts turn to seasonal changes, year-end activities, and planning for a new year. In preparation for open enrollment, be certain to include plans to review the benefits coverages that you held during 2015 and determine your needs for 2016.

During the 2015 Open Enrollment Period, which starts Monday, November 9, and ends Monday, December 14, FDIC employees can decide the benefits coverage(s) they wish to have for the 2016 Plan Year under the following plans and programs:

- FDIC Choice Plan
- FDIC Premium Conversion Plan
- Federal Employees Health Benefits (FEHB) Program
- Federal Employees Dental and Vision Insurance Program (FEDVIP)

If you want to keep your current FDIC and federal benefits coverage, you do not have to do anything, except enroll in Flexible Spending Account(s) (FSA) for FDIC Health Care and/or Dependent Care, which requires an annual election. However, it is recommended that you re-evaluate all coverage offerings to be sure that you choose what best meets your needs. Remember: The Vision election made during last year's open enrollment period will apply for a two-year period (2015 and 2016) and remains in effect through December 31, 2016. Unless you experience a life event that permits change, the next opportunity to change your Vision election will be during the open enrollment period a year from now.

In the weeks leading up to the start of the open enrollment period, you will receive plan-specific details that will help you decide on your benefit selections. Be sure to read the information that you receive in global e-mails and through MyEnroll Services, search FDIC's Open Enrollment Information website for answers to your questions, attend an Open Enrollment Benefits Fair, if possible, and seek clarification from the Benefits Hotline or your servicing benefits representative in the Benefits Center. You should review current documents to understand and evaluate available plan choices, major plan changes, relevant dates and deadlines, eligibility requirements, and enrollment procedures. This will help ensure that you select the benefits that best suit your personal circumstances and needs next year.

Following are some details that may affect your benefits coverage decisions for the 2016 Plan Year:

- FDIC Dental Plan provisions will remain unchanged. Plan premiums will decrease slightly for Standard and High Options and increase slightly for the Low Option.
- Premium rates for the FDIC Vision Plan will decrease slightly for the Standard Option and increase for the High Option.
- The Office of Personnel Management (OPM) will implement a new enrollment type, Self Plus One, under the FEHB Program, effective for the 2016 Plan Year. The enrollment type will be included as a choice available to be elected during the open enrollment period.

More detailed information and premiums relative to the noted plans will be included in future Open Enrollment communications and posted to the FDICnet/Benefits for Employees Web page.

During the open enrollment period, eligible employees may elect coverage as follows:

- **FDIC Choice** - You may elect to change coverage under the FDIC Dental, Life, and Long-Term Disability Insurance Plans, in addition to the FDIC Health Care and Dependent Care FSAs. Vision elections made during last year's open enrollment period apply for a two-year period (2015 and 2016). A Vision election, made last year, during a 2015 New Employee Enrollment Period, or as a result of an eligible 2015 life event, will remain in effect through December 31, 2016.

Elections made during the 2015 Open Enrollment Period for benefit plan coverages under FDIC Choice will remain in effect throughout the 2016 Plan Year, unless you experience a life event that permits an election change. If you do not elect any changes to FDIC Choice benefits plans, you will continue to be covered by your current selection of benefits for 2016, except for the Health Care and Dependent Care FSAs. As noted above, you **MUST** make an annual election to be able to contribute to an FSA. If you do not make a new election for 2016, your current FSA contributions to either or both FSAs will end after pay period 24 this year. The default election for 2016 will be "Waiver," which means the annual contribution amount is zero dollars and no deductions will be allocated for an FSA.

- **FEHB Program** - A new FEHB enrollment type, Self Plus One, will be included in available enrollment choices during the open enrollment period. Effective January 2016, the Self Plus One enrollment type will cover the enrollee and one eligible family member.

This enrollment type is suitable for any eligible employee who determines that it meets his or her needs - for example, a single parent, a couple with no dependents, or an employee who has several eligible dependents but wants health coverage for only one of them.

You may choose to enroll in any FEHB plan (e.g., Fee-for-Service, PPO, HMO, etc.), option (e.g., High or Standard), or coverage type (Self Only, Self Plus One, or Self & Family) for which you are eligible. Your choice should be based on several factors, but, most importantly, on how efficiently the plan's benefits will meet your health care needs. Each year, there are FEHB plan additions and terminations, including changes to plan services, providers, and premiums for continuing plans. You will receive notice from your present health insurance carrier if your plan is terminating. If you enroll in a high deductible health plan with provision for a Health Spending Account (HSA), you may not enroll in the FDIC Health Care FSA. **To help lower administrative costs and conserve natural resources, "The Guide To Federal Benefits" will not be produced for the 2015 Open Enrollment. Also, FEHB Plan Brochures *will not* automatically be mailed to FEHB program members.** Employees can view enrollment and premium information online at any time through the OPM's FEHB website, your health plan's website, or the FDICnet/Benefits for Employees Web page. OPM, not the FDIC, governs changes in plan offerings and administers the FEHB Program. FEHB enrollments and changes are made through the National Finance Center Employee Personal Page and *cannot* be made through the MyEnroll.com system.

- **FDIC Premium Conversion Plan** - Under the FDIC Premium Conversion Plan, FEHB premiums are automatically withheld from pay on a pre-tax basis, unless you elect to waive this provision. During the 2015 Open Enrollment Period, enrollees must submit FDIC Form 2820/20 to either waive pre-tax withholdings or to restore pre-tax treatment from an existing election of post-tax treatment.

- **FEDVIP** - The FEDVIP offers federal employees supplemental dental and vision health care choices. Employees eligible for FEHB coverage (need not be actually enrolled in FEHB) may elect to enroll for dental benefits, vision benefits, or both. The employee pays the total premium under this program on a pre-tax basis. Eligible FDIC employees may enroll in FEDVIP and/or FDIC Dental and Vision Programs. The FDIC plan will be the primary payer of benefits under the Dental Plan, but not the Vision Plan, which is subject to typical coordination of benefit rules (basically, the plan you have held the longest pays first). Be certain to understand the details about dual enrollment (i.e., when both members of a married couple are enrolled as subscribers for the same benefit and one or both have included the spouse as a dependent on their enrollment), and the payer sequencing when enrolled in complementary plans under FDIC Choice and FEDVIP. OPM, not the FDIC, governs changes in plan offerings and administers FEDVIP.

Enrollments and changes must be made electronically, unless otherwise noted. To enroll, you will need the

user ID, password, or PIN applicable to each designated enrollment system. If you have lost or forgotten your personal "logins," you should request changes or resets no later than 12 business days prior to the close of the enrollment period. Your user ID, password, or PIN will be issued only upon request, not automatically sent to you. Refer to the guide below to determine how to obtain the necessary access information and the length of time for receipt.

Employees who need assistance or will not be able to access their e-mail or the FDICnet for the open enrollment period should notify the FDIC Benefits Hotline, well in advance of the Open Enrollment ending deadline, at *925 from any FDIC facility; 1-877-334-2111 (TDD: 1-877-334-3092); or FDIC@BASUSA.com via e-mail. The Benefits Hotline is staffed from 8:30 a.m. to 8:00 p.m., Eastern Time, Monday through Friday (except federal holidays). OIG employees must contact the OIG Human Resources Branch at 703-562-6419.

Key Open Enrollment Details				
Program	Effective Dates		Enrollment System	Access Requirement
FDIC Choice Plan: - Dental - Vision* - Life Insurance - Long-Term Disability - Flexible Spending Accounts	<i>Coverage</i>	<i>Premiums</i>	My Enroll: www.MyEnroll.com	FDIC Choice Login ID and Password. If needed, login IDs and passwords can be issued immediately upon request through MyEnroll.com .
	1/1/2016 except for certain life insurance elections requiring medical evidence of insurability (EOI). If EOI is required, the effective date of coverage is the later of 1/1/2016 or the first Pay Period (PP) following EOI approval.	PP 26-15 (12/27/2015) except for life insurance elections requiring medical EOI. If EOI is required, premiums are effective the first pay period after EOI is approved but no earlier than PP 26-15.		
Federal Employees Health Benefits Program	PP 1-16 (1/10/2016)	PP 1-16 (1/10/2016)	NFC's Employee Personal Page: www.nfc.usda.gov Click MyEPP on the Application LaunchPad.	NFC/EPP User ID and Password. New Users can sign up for a User ID and temporary Password on MyEPP. Existing users may request to have a new temporary password issued by e-mail automatically if they have entered their e-mail address under their "Preferences."
FDIC Premium Conversion Plan (FEHB premiums are withheld on a pre-tax basis unless waived.)	PP 1-16 (1/10/2016)	PP 1-16 (1/10/2016)	Submit FDIC Form 2820/20 to waive pre-tax withholding or to restore pre-tax treatment from existing waiver.	FDICnet: Benefits & Compensation/Benefits Main Page/Premium Conversion Plan Waiver-Election.

Federal Employees Dental and Vision Insurance Program	1/1/2016	PP 1-16 (1/10/2016)	Enrollments and changes will be administered online through OPM's BENEFEDS Portal, www.BENEFEDS.com or 1-877-888-3337 (TTY number 1-877-889-5680).	Enter BENEFEDS User ID and Password or sign up on the Web site if you are a new user.
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* An FDIC Vision Plan election made during last year's Open Enrollment Period applies for a two-year period, from 1/1/2015 through 12/31/2016. No Vision Plan change can be made during the 2015 Open Enrollment Period. The next opportunity to change will occur with the Fall 2016 Open Enrollment Period, unless a life event occurs that permits an election change.



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Thrift Savings Plan

Monthly Returns for G, F, C, S, I and L funds - September 1, 2015

Time Period	G Fund	F Fund	U.S. Aggregate Bond Index	C Fund	S&P 500 Index	S Fund	Dow Jones U.S. Completion TSM Index	I Fund	EAFE Index	L Income	L 2020	L 2030	L 2040	L 2050
	%	%	%	%	%	%	%	%	%	%	%	%	%	%
2010	2.81	6.71	6.54	15.06	15.06	29.06	28.62	7.94	7.75	5.74	10.59	12.48	13.89	-
2011	2.45	7.89	7.84	2.11	2.11	(3.38)	(3.76)	(11.81)	(12.14)	2.23	0.41	(0.31)	(0.96)	-
2012	1.47	4.29	4.22	16.07	16.00	18.57	17.89	18.62	17.32	4.77	10.42	12.61	14.27	15.85
2013	1.89	(1.68)	(2.03)	32.45	32.39	38.35	38.05	22.13	22.78	6.97	16.03	20.16	23.23	26.20
2014	2.31	6.73	5.97	13.78	13.69	7.80	7.63	(5.27)	(4.90)	3.77	5.06	5.74	6.22	6.37
2014														
Sep	0.18	(0.58)	(0.68)	(1.40)	(1.40)	(5.10)	(5.08)	(3.82)	(3.84)	(0.42)	(1.36)	(1.84)	(2.18)	(2.50)
Oct	0.20	0.96	0.98	2.45	2.44	4.11	4.04	(0.63)	(1.45)	0.61	1.09	1.36	1.58	1.70
Nov	0.17	0.74	0.70	2.70	2.69	1.33	1.33	0.51	1.36	0.55	1.04	1.27	1.42	1.55
Dec	0.18	0.21	0.09	(0.24)	(0.25)	0.99	0.97	(4.13)	(3.46)	(0.04)	(0.50)	(0.67)	(0.76)	(0.94)
2015														
Jan	0.18	2.13	2.10	(2.99)	(3.00)	(1.85)	(1.89)	1.19	0.49	(0.08)	(0.58)	(0.83)	(1.02)	(1.18)
Feb	0.13	(0.91)	(0.94)	5.75	5.75	6.05	6.03	5.97	5.98	1.19	2.95	3.80	4.39	4.99
Mar	0.16	0.47	0.46	(1.57)	(1.58)	1.24	1.23	(1.43)	(1.52)	(0.07)	(0.44)	(0.58)	(0.64)	(0.76)
Apr	0.15	(0.28)	(0.36)	0.96	0.96	(1.50)	(1.55)	4.11	4.08	0.37	0.81	0.95	1.00	1.16
May	0.17	(0.26)	(0.24)	1.29	1.29	1.84	1.83	(0.42)	(0.51)	0.30	0.50	0.62	0.72	0.78
June	0.17	(1.07)	(1.09)	(1.93)	(1.94)	(0.71)	(0.76)	(2.80)	(2.83)	(0.33)	(0.97)	(1.28)	(1.46)	(1.66)
Jul	0.19	0.74	0.70	2.10	2.10	(0.12)	(0.12)	2.08	2.08	0.55	1.03	1.22	1.33	1.46
Aug	0.18	(0.11)	(0.14)	(6.03)	(6.03)	(5.80)	(5.89)	(7.36)	(7.36)	(1.10)	(3.06)	(4.04)	(4.69)	(5.37)
Year-to-date	1.33	0.68	0.45	(2.84)	(2.88)	(1.24)	(1.52)	0.73	0.21	0.83	0.13	(0.31)	(0.61)	(0.89)
Last 12 Months	2.07	2.01	1.56	0.55	0.48	(0.15)	(0.49)	(7.23)	(7.47)	1.54	0.37	(0.21)	(0.60)	(1.14)

Percentages in () are negative. The G Fund is managed internally by the Federal Retirement Thrift Investment Board. Assets of the F, C, S, and I Funds are managed externally. The Board currently has contracts with BlackRock Institutional Trust Company, N.A. to manage the F, C, S, and I Fund assets. The F, C, S, and I Funds are passively managed index funds. The L Funds are invested in the five individual TSP funds.



mobile banking relative to others (14 versus 30 percent). This difference suggests an opportunity to learn whether and how mobile technology can be better used as a tool for financial inclusion for individuals with disabilities.”

At the conclusion of his remarks, Chairman Gruenberg announced that the NDI has agreed to help the FDIC find ways to improve access to banking services. “To this end, at the fall meeting of our Advisory Committee on Economic Inclusion, a panel will be convened to identify additional opportunities for financial institutions to better serve individuals with disabilities. This will be a focus and priority for the FDIC going forward,” he said.

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