# Set your future in motion

FDIC Savings Plan

FDIC

# Introduction

The purpose of this summary plan description is to familiarize you with important information concerning the FDIC Savings Plan (the Plan), which was amended and restated effective January 1, 2014. This summary, which describes the important features of the Plan in non-technical language, is intended to answer most of your questions about the Plan and replaces all prior announcements by the Employer about the Plan. It nevertheless is only a summary, and if there is any conflict or inconsistencies between the description in this summary and the terms of the Plan, the terms of the Plan will control. If you have any questions about the Plan that are not addressed in this summary, you can contact the Administrator.

# Highlights

| Plan Features | | Plan Provisions |
|---|---|---|
| **Eligibility** | All full-time, temporary, and part-time employees with a regularly scheduled tour of duty | Eligible employees may enroll in the Plan by visiting the T. Rowe Price website at **rps.troweprice.com**. |
| **Contributions** | Salary Deferral Contributions (Pretax and Roth) | Salary Deferral Contributions are made either on a pretax basis, after- tax basis (Roth contributions), or both (up to the Plan limits or IRS annual limits). |
| | Employer Matching | Once eligible, FDIC will match your elective deferral contributions dollar for dollar up to 5% of your compensation. You will receive Employer Matching Contributions beginning with the thirteenth payroll period after your initial employment with the FDIC (i.e., payroll periods begin accruing with your second payroll period), provided you are still an employee. |
| | Rollovers | The Plan generally accepts rollovers from other qualified plans. |
| **Catch-Up Contributions** | | Employees who reach age 50 by the end of the calendar year and have maximized their permissible Salary Deferral Contributions under the Plan and/or IRS rules, may contribute an additional sum to the Plan on a pre-tax basis or after-tax basis in an amount determined annually by the IRS. |
| **Vesting** | Acquiring ownership of the money in your Employee Account | You are fully vested in all amounts held in your Employee Account at all times. |
| **Making Changes** | Account exchanges and contribution changes | You may change your investment fund selection for future contributions and move your current investments to different funds daily (subject to any trading limitations stated in a fund's prospectus).<br>You may change or cancel the amount you contribute at any time. |
| **Investments** | Selected investment choices offered in the Plan plus a "mutual fund window" | The FDIC Savings Plan offers various investment options managed by T. Rowe Price. Investments may also be made through the Mutual Fund Window Path, via T. Rowe Price's TradeLink® service. You can choose investments that best suit your personal long-term financial goals. |
| **Loans** | Borrowing funds from your own account | Access Loan-by-Phone at **1-800-922-9945** or visit the website at **rps.troweprice.com**. Interest rates are based on the Wall Street Journal's Prime Rate published on the first business day of the month. Loan principal and interest are repaid to your own Account through payroll deduction. |
| **Withdrawals** | Events permitting withdrawals | Termination of employment, death, Total and Permanent Disability, retirement, financial hardship, age 59½, or after completing five years of participation. |

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# Eligibility

All full-time, temporary, and part-time FDIC employees with a regularly scheduled tour of duty are eligible to enroll in the Plan. In addition, certain former FDIC employees who were transferred to the Consumer Financial Protection Bureau as a result of the Dodd-Frank Wall Street Reform and Consumer Protection Act may also continue their participation in the Plan. Employees may enroll by visiting the T. Rowe Price website at **rps.troweprice.com** or by calling the T. Rowe Price Plan Account Line at **1-800-922-9945**. Payroll deductions are effective for the pay period following enrollment.

### Important

Enrollment in the Plan is <u>not</u> automatic. An employee must call T. Rowe Price at **1-800-922-9945** or visit the website at **rps.troweprice.com** to enroll.

### Right of Corporation to Amend or Terminate the Plan

While it is the intention of the Corporation to continue the Plan indefinitely, the Corporation reserves the right to terminate its contributions or modify, amend, or terminate the Plan in whole or in part at any time.

# Four sources of contributions

## Salary Deferral Contributions

You may defer from 1% to 10% (in increments of 1%) of your biweekly Compensation. Salary Deferrals are deducted from your pay on a pretax and/or after-tax (Roth) basis (as you elect) and are invested in the available investment funds you select.

## FDIC Matching Contributions

Beginning with the thirteenth payroll period after your initial employment (i.e., payroll periods begin accruing with your second payroll period), and providing you are still an employee and participating in the Plan, the Corporation will begin matching 100% of the first 5% of Compensation that you defer. The matching contributions are contributed each pay period and held in your Employer Matching Account. The Employer Matching Contributions are invested in the same funds you selected for your Salary Deferral Contributions. Although you may choose to defer more than 5% (up to a maximum of 10%), the FDIC will not match this additional amount.

Following the end of the plan year, a test is completed to ensure that Plan Participants received the full amount of Employer Matching Contributions in accordance with the Plan Document. If it is determined that a Participant did not receive the full amount of Employer Matching Contributions, an Employer true-up contribution is made to the Participant's Plan Account.

## Qualified Rollovers

If you are an FDIC employee who participated in a qualified retirement plan with a prior employer, you may generally rollover taxable amounts and Roth contributions payable to you from your former plan. Rollover Contributions may be made either by direct transfer or within 60 calendar days after you receive your distribution from the other plan.

## Catch-Up Contributions

If you are an employee who is at least 50 years old at any time during the year, you may be eligible to defer on a pre-tax and/or post-tax basis, additional Catch-up Contributions to your Plan Account. You must have first elected to defer the maximum annual dollar limit permitted by the IRS, either to the FDIC Savings Plan and/or the Federal Thrift Savings Plan (TSP), before you may elect to make Catch-up Contributions. Catch-up Contributions are not eligible for Employer Matching Contributions. Catch-up Contributions are not subject to the IRS limits on annual additions. (See next section for details about these IRS annual limits.)

## Restrictions on Contributions

### IRS 401(k) Annual Dollar Limit

There is a calendar year dollar limit on the amount you can contribute as elective deferrals for all plans in which you participate. This includes the Plan and the TSP, as well as any other plans to which you contribute based on non-FDIC employment.

### 415 Annual Additions Limit

The 415 Annual Additions Limit is an IRS limit on the amount that may be contributed on your behalf, and considers both your contributions, as well as the FDIC's contributions, to all of your retirement plans which includes the FDIC Savings Plan and the TSP (excluding Catch-up Contributions).

As a general guideline, the 415 Annual Additions Limit should not restrict your contributions to the Plan and/or the TSP.

These IRS limits may change from year to year. Current IRS contribution limits are available on the Benefits for Employees web page located on the FDICnet.

### Changes to Your Contributions

As a Plan Participant, you can increase, decrease, cancel, or resume the percentage of compensation you are contributing to the Plan by calling the T. Rowe Price Plan Account Line at **1-800-922-9945** or visiting the website at **rps.troweprice.com.** Any changes will be effective as of the beginning of the next pay period after T. Rowe Price receives your change request.

**Notice of Address.** Each person entitled to benefits under the Plan must provide the Savings Plan with accurate address and contact information and advise the Plan of any changes. Active employees are required to use the NFC Employee Personal Page (EPP) to make address changes. Once the change is processed through EPP, it will automatically be updated with T. Rowe Price. Employees may access the EPP at www.nfc.usda.gov. Separated employees and other persons entitled to benefits should contact the T. Rowe Price Plan Account Line at **1-800-922-9945** to report a change of address. Any communication, statement, or notice addressed to such person at the address on file shall be deemed sufficient for all purposes of the Plan, and there shall be no obligation on the part of the Employer, the Committee, or the Trustee to search for, or to ascertain the location of, any such person.

# Vesting

Vesting is the process of acquiring ownership of the money in your Plan Account. Vesting determines what percentage of the account you own. You are always 100% vested in your Plan Account balance.

# Loan features

The Plan allows you to borrow funds from your Account without incurring a tax liability. Loans thereby give you greater access to your money, more flexibility in managing your money, and expanded opportunity to take advantage of current tax laws while you save for your future. The Plan was designed to provide you with income after you retire. The amount you will have in your Account at retirement depends on the decisions you make, how much you contribute, how you invest and whether you take money out of your Account before you retire. Therefore, before you borrow from your Account make sure you understand the potential effect a loan has on your retirement income.

## Provisions of the Plan Loan Program

**How to Apply:** Call T. Rowe Price at **1-800-922-9945** or access your Account through the website to initiate a loan.

**Eligibility:** You must be currently employed by FDIC.

**Purpose:** There are no restrictions on the purposes for which the loan is used.

**Minimum Loan Amount:** $1,000

**Maximum Loan Amount:** The maximum amount you may borrow is 100% of your Account balance if that balance is $10,000 or less. If your Account balance exceeds $10,000, the maximum amount you may borrow is $10,000 or 50% of your Account balance plus 50% of your vested TSP benefit (the total of which cannot exceed 100% of your Account balance), whichever is greater, but not to exceed $50,000 reduced by the highest balance of any outstanding loan(s) from both the Plan and the TSP during the prior 12 months.

**Example:** Your total account balance is $12,500. The greater of $6,250 (50% of $12,500) or $10,000 is $10,000. Therefore, the maximum amount you can borrow is $10,000.

**Example:** On 4/15/2013 you borrow $40,000. On 4/14/2014 the outstanding loan balance is $35,000. On 4/15/2014 you want to borrow another $25,000. Can you? NO. The maximum you can borrow is $15,000 ($50,000–$35,000).

*The maximum loan amounts apply to all loan programs sponsored by the Corporation. For this purpose, the TSP Loan Program is included and treated as a loan program sponsored by FDIC.*

**Number of Loans:** The maximum number of outstanding Plan loans that you may have at any one time is two. In addition, there must be a 30-calendar-day waiting period from the time you pay off an existing loan until the time you initiate a new loan.

**Interest Rate:** Loan interest rates are based on the Wall Street Journal's Prime Rate (published on the first business day of the month) in effect on the day you initiate a loan. Interest you pay is credited to your account and is not tax-deductible, regardless of the purpose of the loan.

**Repayment of Loans:** All loans, except those to be used toward the purchase of a primary residence, must be repaid within five years. The only exception to this five-year payback requirement is when the loan is for the purchase of your primary residence, which may be repaid within 15 years. A request for a loan to help finance the immediate purchase of your primary residence must be accompanied by a signed copy of the purchase agreement or construction contract. A loan repayment schedule may be extended only when a missed payment does not extend beyond the last day of the calendar quarter following the calendar quarter in which the required payment was due. However, a loan extension cannot lengthen the loan to a period longer than 5 years for a non-residential loan or 15 years for a primary residence loan, or beyond the date when distributions must otherwise be made from your account.

Loan payments are made in substantially equal installments through biweekly payroll deduction; these deductions will continue until the loan has been repaid (on your Statement of Earnings and Leave, your loan repayment will be shown under code 8850, TSP Loan Repay Non Fed). No partial payments will be accepted, and no loan may be made for less than one year. You may repay the full balance of an outstanding loan at any time or make additional payments in increments of the biweekly payroll deduction amount. You must contact T. Rowe Price at **1-800-922-9945** to initiate a loan payoff, or visit the website at **rps.troweprice.com** to obtain a form to make additional payments. A loan payoff will generally take one to two pay periods to finalize. If a Participant who obtains a loan from the Plan subsequently performs service in the uniformed services (as defined in Chapter 43 of title 38, United States Code), loan repayments shall be suspended during the period of military service.

**Order of Withdrawal:** Money to satisfy a loan request is withdrawn pro rata from a Participant's Salary Deferral Account, Employer Matching Account, and Rollover Account. Amounts held in a Participant's Roth Elective Deferral Account and Catch-up Account are not eligible for loans, but are applied towards the overall loan limit of 50% of a Participant's Employee Account balance.

**Order of Repayment:** If missed loan payments are not paid timely and the loan cannot be extended, upon your termination of employment for any reason, or upon the payment of an earlier lump sum distribution from the Plan, you must repay any outstanding loan balance within 60 calendar days from the date of the event or otherwise default and take the loan as a taxable distribution. This means that the loan balance is treated as taxable income in the year in which the distribution is made. You (or upon your death, your estate) are liable for income tax on the distributed amount and, except as noted below, you may be subject to an additional 10% tax penalty for early withdrawal. **Note: Any unpaid balance that is treated as a taxable distribution cannot be rolled over.**

**Loan Default:**

Taxable Distribution

A distribution made in the following circumstances is not subject to the IRS's additional 10% penalty tax for early withdrawal: due to a Participant's death or Total and Permanent Disability, when or after a Participant reaches age 59½, or following retirement or other termination of employment after attainment of age 55.

**Loan Application Procedure:**

You may obtain a loan application packet by visiting the website at **rps.troweprice.com** or by calling T. Rowe Price at **1-800-922-9945**. T. Rowe Price will send you a loan application, promissory note, and amortization schedule to complete and return to T. Rowe Price. It normally takes T. Rowe Price one to three business days from receipt of complete and accurate paperwork to disburse the funds. Before disbursing the funds, T. Rowe Price will verify that the value of the account(s) from which the money is to be withdrawn is sufficient to cover the loan amount. When you designate how much you want to withdraw for your loan, you must allow a 5% cushion to remain to account for any market fluctuation that may occur between the time of designation and the actual redemption of fund shares. If there is still insufficient money available because of market fluctuations, T. Rowe Price will notify you. You will then be given the opportunity to adjust your loan amount accordingly.

Once the is the loan funds are issued, your biweekly pay will be reduced to deduct your loan payments. Your first loan payment will be reflected in your Statement of Earnings and Leave approximately two pay periods after you receive your check.

A loan may be distinguished from an in-service withdrawal in that money taken as a loan is repaid to your Employee Account with interest and is not subject to taxation. You may request an in-service withdrawal in accordance with Plan criteria while you have outstanding loan balance(s). The maximum amount of such a withdrawal, if approved, is limited to your total applicable Employee Account balance less the outstanding loan balance(s).

**Relationship of Loans to In-Service:**

**Legal Guardian**
Under certain circumstances, loans may be approved upon the request and signature of a Participant's legally appointed conservator or guardian. For example, if an Employee is involved in an accident that renders him or her unable to prepare and sign a loan application, that Employee's legally appointed conservator or guardian may act on his or her behalf in requesting a loan that qualifies under criteria stipulated in this program. In such cases, the conservator or guardian will be required to present acceptable evidence of his or her appointment in that capacity.

**Amendments to Loan Program**
The Savings Plan Committee may terminate this loan program or otherwise alter its provisions at any time. Further, under its general authority to make uniform and nondiscriminatory rules and regulations for the administration and interpretation of the Plan, the Savings Plan Committee may make changes in the provisions of this loan program whenever such changes are deemed to be in the best interest of the Plan and its Participants.

# Distributions during employment

## In-Service Withdrawals

In-Service Withdrawals are distributions to you while you are still employed by the FDIC. The Corporation created the Plan to provide retirement benefits for you. Since these withdrawals allow you to obtain your money prior to retirement, you should give serious consideration to your future financial situation before requesting such a distribution. No more than two withdrawals (including both in-service withdrawals and hardship withdrawals, as described below) may be made during a single Plan year.

A. In-Service (Non-Hardship) Withdrawals From *Employer Matching Account and Rollover Account.* Once you have completed *five years of participation* in the Plan or attained age 59½, you may withdraw all or part of your balance in your Employer Matching Account. You may also withdraw all or part of your Rollover Account at any time. These in-service withdrawals can be made for any reason. However, the maximum amount you may withdraw is reduced by the amount of any outstanding loan(s) from the Plan. The withdrawal will be subject to a 20% withholding tax unless you request a direct rollover. Withdrawals from these accounts will be included in your taxable income in the year the withdrawal is made unless rolled over within 60 calendar days of receiving the distribution. If you want to roll over the total amount eligible, you must replace the taxes that were withheld. You also may be subject to the IRS's additional 10% tax penalty unless you have attained age 59½ at the time of distribution or you roll over your distribution to an IRA or other qualified plan.

B. In-Service (Non-Hardship) Withdrawals From *Salary Deferral Account and/or Catch-Up Account.* Once you attain age 59½, you may withdraw all or part of your balance in your Salary Deferral Account and/or Catch-up Account. These in-service withdrawals can be made for any reason, however you must apply in writing to the Savings Plan Committee for such withdrawals. The maximum amount you may withdraw is reduced by the amount of any outstanding loan(s) from the Plan. Additionally, you must first withdraw 100% of your Employer Matching and Rollover Accounts prior to withdrawing from your Salary Deferral and/or Catch-up accounts, and further, no more than two in-service withdrawals may be made during a single Plan year (including withdrawals from your Employer Matching and Rollover Accounts or those related to a hardship, as discussed below). The withdrawal will be subject to a 20% withholding tax unless you request a direct rollover. Withdrawals from your Salary Deferral and/or Catch-up Accounts will be included in your taxable income in the year the withdrawal is made unless rolled over within 60 calendar days of receiving the distribution. If you want to roll over the total amount eligible, you must replace the taxes that were withheld.

Request an in-service (non-hardship) withdrawal by contacting T. Rowe Price at **1-800-922-9945**.

## Hardship Withdrawals

The Internal Revenue Code establishes the specific criteria under which a hardship withdrawal is permitted. Under most circumstances, you can apply for a hardship withdrawal of funds in your Account regardless of your age or length of Plan participation. No more than two withdrawals (including in-service withdrawals) may be made during a single Plan year.

Exception: Earnings on Salary Deferral Contributions invested in the Plan on or after January 1, 1989, cannot be withdrawn. This restriction does not apply to earnings on Employer Matching Contributions.

All hardship withdrawal requests must satisfy the following two criteria:

1. *There must be an "immediate and heavy" financial need.* The determination of whether or not a particular situation satisfies this requirement will be based on all relevant facts and circumstances surrounding the request. However, requests for hardship withdrawals will automatically satisfy the "immediate and heavy" financial need criterion if the money is to be used:

    a. to pay for unreimbursed medical expenses for you, your spouse, your children, other dependents, or your primary beneficiary;

    b. to purchase (excluding mortgage payments) your principal residence;

    c. to pay for tuition for the next 12 months of post-secondary education for you, your spouse, your children, other dependents, or your primary beneficiary;

    d. to prevent eviction from your principal residence or to prevent foreclosure on the mortgage of your principal residence;

    e. to pay for burial and funeral expenses for the participant's deceased parent, spouse, child(ren), or other dependents, or your primary beneficiary; or

    f. for expenses for the repair of damage to the participant's principal residence that would qualify for the casualty deduction under IRS Code Section 165 (determined without regard to whether the loss exceeds 10% of adjusted gross income).

Appropriate documentation in support of the "immediate and heavy" financial need must accompany the hardship withdrawal request. This may include copies of medical bills, purchase and/or construction contracts for your principal residence, letters from colleges and universities, and letters proposing eviction or foreclosure. Requests for hardship withdrawals that do not automatically meet one of the above "immediate and heavy" financial needs will be evaluated in a uniform and nondiscriminatory manner, taking into account the particular facts and circumstances of the request. If your request is not based on one of the above six automatic "immediate and heavy" financial needs, you will need to supply documentation explaining the facts and circumstances supporting your request for a hardship withdrawal.

**AND**

2. *It must be demonstrated that the financial need cannot be met through other resources reasonably available to you.* Your request may qualify under this criterion in one of two ways **(please note that the second methodology may only be used if your request for a financial hardship withdrawal is not due to one of the six reasons described under #1 above)**.

A. You must sign a statement indicating that the need cannot be satisfied:

  a. through reimbursement or compensation by insurance or otherwise;

  b. by reasonable liquidation of other assets (including assets of your spouse and/or minor children with the exception of property held under an irrevocable trust or under the Uniform Gifts to Minors Act) to the extent that such liquidation would not itself cause an immediate and heavy financial need;

  c. by cessation of Salary Deferral Contributions into the Plan;

  d. by other plan distributions (i.e., in-service withdrawals or loans from the Plan and/or the TSP, if you are a participant of this latter plan); or

  e. by borrowing from commercial sources on reasonable commercial terms.

B. If you choose not to sign the above statement revealing information about your other potential sources of funds, you may still satisfy this criterion if you satisfy and/or agree to all of the following conditions:

  a. the distribution must be requested and documented based on one of the six events described on the previous page, which automatically satisfy the "immediate and heavy" financial need criteria.

  b. the amount of the hardship withdrawal will not exceed the amount required to meet the need (including amounts necessary to satisfy any federal, state, and local taxes and penalties attributable to the distribution);

  c. all other available distributions and loans have been obtained from the Plan and/or the TSP if funds are available from the latter plan.

**Suspension of Salary Deferral Contributions.** Your Salary Deferral Contributions (and any Catch-up Contributions) to the Plan will be suspended for six months following any hardship withdrawal. Unless you elect not to resume Salary Deferral Contributions (and Catch-up Contributions) in accordance with administrative procedures established by the Plan, Salary Deferral Contributions (and Catch-up Contributions, if applicable) will resume following expiration of the established election period. The availability of funds via withdrawals or loans from the Plan and/or the TSP may be verified prior to approval of a hardship withdrawal. If funds are available, withdrawals and/or loans up to the maximum amount permissible from these sources will be required before any remaining amount will be approved for a hardship withdrawal.

In-service withdrawals will be considered taxable income for the year in which the withdrawal is made and is subject to a 20% tax withholding. In addition, an additional 10% tax penalty for early withdrawal may be applicable when you file your income tax return.

Contact T. Rowe Price at **1-800-922-9945** to request a hardship withdrawal packet or visit the website at **rps.troweprice.com**.

## Qualified Domestic Relations Orders

Federal law permits the division of benefits under the Plan in certain domestic relations situations, such as those involving divorce, alimony, or child support. A Domestic Relations Order, or DRO, is an order issued by a court or state administrative agency. The Plan has established procedures to review a DRO and determine whether it is a "Qualified Domestic Relations Order" or "QDRO" that allows the Plan to honor the allocation of benefits to your spouse or former spouse following divorce or legal separation and to comply with federal laws restricting the assignment or alienation of such benefits. Contact T. Rowe Price at **1-800-922-9945** or visit the website at **rps.troweprice.com** to obtain a copy of the Plan's QDRO procedures.

# Termination of employment for reasons other than death

## Distribution Options after Termination of Employment

If your Account balance is $1,000 or less, you have the option to elect a direct rollover to an IRA or other qualified plan or elect to leave your Employee Account balance in the Plan. If you do not make either election, and your balance is less than $1,000, you will receive an immediate, automatic cash out (subject to any applicable tax withholding and any penalties).

If your Account balance is over $1,000, you have the following options (subject to any applicable tax withholding and any penalties):

- Direct rollover of all of your Account balance to an IRA or other qualified plan;
- Direct rollover of part of your Account balance and deferral of the distribution of the remaining balance;
- Direct rollover of part of your Account balance and a distribution to you of the remaining balance;
- Lump sum—you may elect receive your entire Account balance in a single payment;
- Partial distribution—you may elect to receive a partial distribution of your Account balance and defer the distribution of the remaining balance;
- Installment payments—you may elect to receive payments of your Account balance (if over $1,000) in installments (if you die before receiving a total distribution of your Account balance, the remaining amount shall be paid to your beneficiary);
- You may elect to leave your entire Account balance in the Plan. If you elect this option, you are not required to take a distribution until April 1 of the year following the year in which you reach age 70½. However, once you reach age 70½, you must start receiving a minimum distribution if you are not still employed by the FDIC.

Upon termination of employment, you will receive a packet describing your distribution options from T. Rowe Price.

If you elect to defer part or all of your distribution of your Account balance at termination of employment, you may continue to direct your investments by contacting T. Rowe Price at **1-800-922-9945**.

# Death benefit

If a participant dies while employed by the FDIC, the benefit payable to the beneficiary or beneficiaries equals the amount credited to the participant's Employee Account (subject to applicable tax treatment). Payment to the spousal beneficiary(ies) must be made within five years from the participant's date of death. For nonspousal beneficiaries, payment must be made within one year.

If a participant separates from the FDIC and elects the installment method of payment, but dies before he or she receives the entire Account balance, the remaining amount will be paid to the Beneficiary.

## Beneficiary(ies)

A Plan Participant may name a Beneficiary to receive the amount that is due and payable from his or her Plan Account in the event of death. If you have not designated a Beneficiary, payment will be made in the order of precedence shown below:

## Standard Order of Precedence

1. Your widow or widower;
2. If no widow or widower, then to your child or children in equal shares, with the share of any deceased child distributed among the descendants of that child;
3. If none of the above, to your parents in equal shares or the entire amount to the surviving parent;
4. If none of the above, to your estate; or
5. If none of the above, to your next of kin under the laws of your state of domicile on the date of your death.

In the order of precedence, child includes a natural child and an adopted child, but does not include a stepchild; parent does not include a stepparent, unless you have been adopted by the stepparent.

**Keep your designation of Beneficiary current.** When your family status changes, such as marriage, divorce, or death, you may want to change your designated Beneficiary(ies).

You may designate or change your Beneficiary(ies), on-line via the website at **rps.troweprice.com** or by contacting the T. Rowe Price Plan Account Line at **1-800-922-9945** to request a beneficiary designation packet.

# Taxation of distributions

The pre-tax and Employer Matching Contributions made for you and the earnings on these contributions are not subject to taxation until withdrawn or distributed from the Plan. These withdrawals or distributions are taxable income and are subject to a 20% withholding tax unless:

- Rolled over to an IRA or other qualified retirement plan, 403(b), or 457 plan; or
- Received in the form of an annuity, or in substantially equal payments, where the pay period is at least 10 years.

Withdrawals and distributions also may be subject to the IRS's additional 10% tax penalty for early withdrawal. However, there is no tax penalty if you roll over your withdrawal or distribution into an IRA or other qualified plan within the proper time period. In addition, there is no 10% tax penalty if a withdrawal or distribution is made:

- On or after the date on which you attain age 59½;
- To your Beneficiary or to your estate, after your death;
- Because of Total and Permanent Disability, regardless of age; or
- Following termination of employment during the year you reach age 55.

The investment earnings on after-tax (Roth Elective Deferral) contributions will only be tax-free upon distribution if taken at least five years after the year of your first Roth Elective Deferral Contribution **and** you have reached age 59½, become Totally and Permanently Disabled, or died. If your distribution is not qualified, any withdrawal that is not rolled over will be partially taxable, and the amounts allocable to investment earnings may be subject to the IRS's tax penalty for early withdrawal, unless an exception applies.

**Special Rules:** A surviving spouse who is the Beneficiary of a decedent's qualified plan generally may roll over a distribution into the surviving spouse's qualified plan or own IRA. Any Beneficiary other than the spouse may make a direct rollover to an Inherited Individual Retirement Account or Annuity (including a Traditional or Roth IRA). Certain restrictions may apply to the amounts that may be rolled over.

# Employee actions

Call the T. Rowe Price Plan account Line at **1-800-922-9945** or visit the website at **rps.troweprice.com** to perform the following:

- Obtain a Beneficiary designation form
- Request a termination withdrawal
- Request an in-service withdrawal
- Request a hardship withdrawal
- Initiate a loan
- Initiate a loan payoff
- Perform a rollover of funds into the Plan
- Enroll or reenroll in the Plan
- Get Account information
- Make a change to your Account
- Request an Account statement or investment literature
- Get fund prices and performance
- Get loan information
- Request or change your personal identification number (PIN)

To speak with a T. Rowe Price representative, call **1-800-922-9945** Monday through Friday, 7 a.m. to 10 p.m. eastern time. For TDD access, call **1-800-521-0325**.

# Investing your account

The Plan Participants may direct or redirect the investment of their Employee Account balance among the investment options available under the Plan, including the mutual fund window. When directing or redirecting Plan investments among investment alternatives, Participants are subject to any limitations on the frequency of such transactions or other restrictions as may be established by the Trustee and stated in investment fund prospectus documents.

For more details about each of the options, please visit the website at rps.troweprice.com or *call 1-800-922-9945 to request a prospectus, which includes investment objectives, risks, fees, expenses, and other information that you should read and consider carefully before investing.*

# Questions and answers

## 1. What are the Eligibility Requirements?

You must be an FDIC employee with a regularly scheduled tour of duty to make elective deferral contributions. In addition, certain former FDIC employees who were transferred to the Consumer Financial Protection Bureau as a result of the Dodd-Frank Wall Street Reform and Consumer Protection Act may also continue their participation in the Plan.

## 2. What are the Advantages of Participating in the Plan?

- Unique opportunity to save and invest for your future
- Potential to immediately reduce current income tax liability
- Diversified choice of investment options
- Employer matching contributions
- Taxes deferred on investment earnings

## 3. How are Contributions Made in the Plan?

**Salary Deferral Contributions:** You elect to contribute a whole percentage (not to exceed 10%) of your Compensation on a pretax and/or after-tax basis. This contribution is then deducted from your biweekly pay and placed in your Employee Account.

**Employer Matching Contributions:** The FDIC matches 100%—dollar for dollar—of the first 5% of Compensation that you contribute as a Salary Deferral Contribution to the Plan. Employer Matching Contributions begin with the 13th payroll period after your initial employment with the FDIC (payroll periods begin accruing with your second payroll period).

**Catch-Up Contributions:** Individuals age 50 and older are generally allowed to make annual Catch-up Contributions—see Page 3 for additional information and applicable limitations on a pre-tax or post-tax basis if they have elected to contribute the maximum salary deferral contributions.

### 4. May I Change My Salary Deferral Contribution Amount?

You may make changes to your Salary Deferral Contributions at any time by contacting T. Rowe Price directly at **1-800-922-9945** or by visiting the website at **rps.troweprice.com**.

### 5. May I Changes In My Investment Mix?

Yes, you may change your investment fund selection for future contributions and move existing investments to different funds daily (subject to any trading limitations stated in the fund prospectus). To do so, call T. Rowe Price at **1-800-922-9945** between 7 a.m. and 10 p.m. eastern time, or visit the website at **rps.troweprice.com**.

### 6. If I Choose the Retirement Dated Funds Path, May I Invest in More Than One Fund?

Yes. You can invest in the Retirement Active Trusts as a stand-alone pre-assembled option or combine them with other investment options available in the Plan.

### 7. How Can I Obtain Information on T. Rowe Price Mutual Funds and Trusts?

- Each calendar quarter, you will receive a statement from T. Rowe Price that reflects your account activity. The statement indicates the dollar and share value of each invested fund or trust as of the calendar quarter-end.
- You can call **1-800-922-9945** or visit the website at **rps.troweprice.com** for fund or trust performance and information. To speak with a T. Rowe Price representative, call the 800 number and press #, then 0.
- In the mutual funds pages of major newspapers' business sections, you can find your funds listed under "Price Funds."
- The Plan has multiple investment options that are common trust funds rather than mutual funds. Unlike mutual funds, the daily valuations for common trust funds will not be listed in the newspaper. You can obtain performance for these options by calling T. Rowe Price or visiting the website.

### 8. If I Participate in This Plan, May I Also Make Contributions to the TSP?

Yes, provided you meet the eligibility requirements for the TSP, you may participate in both the Plan and the TSP. (See next question.)

### 9. Is There a Limit to the Amount I Can Contribute to the Plan and the TSP?

Yes, there are two limits, the smallest of which determines the amount you can contribute:

- IRS annual elective deferral dollar limit for all the plans in which you contribute, and
- IRS Code Section 415 Annual Additions Limit.

In each calendar year, there is a dollar limit on the amount you can contribute as elective deferrals for all the plans in which you participate. Each January the IRS announces the dollar limit. The sum of the elective deferrals you contribute to the Plan and the TSP cannot exceed the IRS limit. The limit for 2015 is $18,000. These contribution limits do not include Catch-up Contributions (if eligible). The limit for Catch-up Contributions for 2015 is $6,000.

Each year the IRS limits the maximum employee and employer contributions that employees can receive from all the retirement plans in which they participate. This Annual Additions Limit is indexed for inflation and typically increases in $1,000 increments, as announced by the IRS. The limit for 2015 is $53,000.

## 10. May I Borrow Money From My Plan Account?

Yes, you may borrow directly from your Employee Account, provided you meet the loan eligibility criteria. Interest will be charged for borrowing your funds, but both the principal and interest are paid back to your Account as you repay the loan.

To apply for a loan, call T. Rowe Price at **1-800-922-9945**. You will need your PIN and Social Security number to apply for a loan.

## 11. When May I Withdraw Money From My Plan Account?

You may receive a distribution from the Plan upon the following events:

- Leaving FDIC employment;
- Retirement;
- Attaining age 59½;
- Completing five years of participation – you can only withdraw monies from your Employer Matching and Rollover Accounts under this criterion;
- Qualifying for financial hardship;
- Death;
- Total and Permanent Disability.

Limitations on the amount of the distribution and the funds which may be withdrawn may apply.
Please see Page 14 for additional information.

## 12. Are There Any Tax Penalties For Withdrawals?

Yes, see the "Taxation of Distributions" section of this booklet for additional details at Page 16.

## 13. How Can I Receive My Distribution?

Generally, you may receive a distribution in one of the following forms:

- Direct rollover to an IRA or other qualified plan
- Lump sum—
- Installment payments.

Please see Page 14 for additional information about distributions from the Plan and applicable restrictions.

*Note: Financial Hardship Withdrawals are not eligible for rollover to an IRA or other qualified plan.*

## 14. Are There Death Benefits?

Yes. Upon your death, your Beneficiary or Beneficiaries are entitled to 100% of your Employee Account balance in the Plan (subject to applicable taxes).

## 15. Why Must I Complete a "Designation of Beneficiary Form?"

Participants should complete a designation of Beneficiary form to clarify how they want their Account balance to be distributed upon their death. If we do not have a valid Beneficiary designation on file, your Account balance will be distributed based on the standard order of precedence, as described on Page 15.

## 16. Which are the Best Investment Funds for Me?

The FDIC is not in a position to make investment decisions for its employees. There is some risk involved with investments; therefore, each participant is encouraged to review each fund's prospectus and to make his or her own investment selection or to obtain advice from a financial planner or advisor.

### 17. If I Participate in This Plan, May I Also Make Contributions to an Individual Retirement Account (IRA)?

Participation in this Plan does not preclude your making annual contributions to an IRA; however, the tax laws may limit the deductibility of your IRA contributions.

Your IRA provider can give you additional information about the way IRA rules may apply to your situation.

### 18. What is a Rollover?

A rollover is a transfer of funds from one qualified retirement plan to another qualified retirement plan. By properly exercising a rollover, your distribution is exempt from withholding taxes and early withdrawal penalties.

### 19. Who is a Eligible for a Rollover?

Employees who participated in a qualified 401(k), 401(a), 403(a), 403(b), or 457 plan with a previous employer are generally eligible to roll over the contributions from their previous plan into the Plan.

### 20. What are the Advantages of a Rollover?

Three advantages quickly come to mind:

- You can actively invest your rollover funds in the Plan;
- You can take a loan against your rollover funds and pay back the loan through payroll deduction;
- You can defer taxes and potential penalties on the distribution from your prior plan.

### 21. What if My Previous Employer Required That I Take My 401(k), 403(b), or 457?

To roll over 401(k), 403(b), or 457 plan funds into the Plan, you must comply with the following:

- First, when you withdraw the balance of your previous plan, you must put those funds into a Rollover IRA or other qualified plan within 60 calendar days of receiving the distribution. If your previously withdrawn funds were placed in a Rollover IRA or other qualified plan within 60 calendar days of receipt of the initial distribution, those funds may be eligible to be rolled over into the Plan;
- Second, the funds must not be commingled with any other funds; and
- Third, if you remove the funds from the Rollover IRA or other qualified plan, you must ensure that they are

rolled over directly into the Plan within 60 calendar days.

### 22. How are My Rollover Funds Treated in the FDIC Savings Plan?

The amount you roll over will be credited to your Rollover Account. You can direct the investment of the funds in your Rollover Account, and you may withdraw all or part of these funds for any reason at any time (subject to applicable taxes and penalties).

### 23. Can I Borrow from My Rollover Account?

Yes, subject to all existing loan provisions. However, in the event of retirement or other termination of employment, loan balances that remain unpaid are deemed loans in default and may be taxable income for that year. If you are not age 55 at termination, you may be liable for the IRS's additional 10% tax penalty for early withdrawal, unless another exception applies. To avoid having an unpaid loan deemed taxable income, you must repay the loan in a lump sum within 60 calendar days after retirement or termination of employment. See page 5 for loan provisions.

### 24. How Do I Roll Over My Funds into the Plan?

Contact T. Rowe Price at **1-800-922-9945** to request a Rollover Kit.

### 25. Will the Plan Accept a Direct Rollover?

Yes, provided the rollover meets Plan and IRS requirements. A direct rollover occurs where monies are transferred directly from one qualified plan to another qualified plan. With a direct rollover, there is no intermediate step in which you receive a check and then deposit the check into another qualified plan.

# Important addresses

**Plan Administrator's Address:**

Federal Deposit Insurance Corporation
Savings Plan Committee
3501 Fairfax Drive
VS-B-6052
Arlington, VA 22226

**Trustee's Address:**

T. Rowe Price Trust Company
4515 Painters Mill Road
Owings Mills, MD 21117-4903

# How to contact T. Rowe Price

Call the T. Rowe Price Plan Account Line at **1-800-922-9945** or visit the T. Rowe Price website at **rps.troweprice.com**.

T. Rowe Price Investment Services, Inc., distributor, T. Rowe Price mutual funds.