

**2008**  
***Financial Report***



***Office of Thrift***  
***Supervision***

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**LANI EKO & COMPANY, CPAs, PLLC**

100 N. Pitt Street • Suite 320  
Alexandria, VA 22314

Phone: (703) 647-7444

Fax: (703) 299-9360

[www.laniekocpas.com](http://www.laniekocpas.com)

## INDEPENDENT AUDITOR'S REPORT

To the Inspector General  
U.S. Department of the Treasury

We have audited the accompanying statement of financial position of the U.S. Department of the Treasury, Office of Thrift Supervision (OTS) as of September 30, 2008, and the related statements of operations and changes in net position, and cash flows for the year then ended. These financial statements are the responsibility of the OTS' management. Our responsibility is to express an opinion on these financial statements based on our audit. The financial statements of the OTS as of and for the year ended September 30, 2007, were audited by other auditors whose report dated November 2, 2007, expressed an unqualified opinion on those statements.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and applicable Office of Management and Budget (OMB) guidance for audits of federal financial statements. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of OTS as of September 30, 2008, and the results of its operations and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

In accordance with *Government Auditing Standards*, we have also issued a report dated October 31, 2008, on our consideration of the OTS' internal control over financial reporting and a report dated October 31, 2008, on its compliance with laws and regulations. These reports are an integral part of an audit performed in accordance with *Government Auditing Standards* and should be read in conjunction with this report in considering the results of our audit.

*Lani Eko & Company, CPAs, PLLC*

October 31, 2008  
Alexandria, VA



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100 N. Pitt Street • Suite 320  
Alexandria, VA 22314

Phone: (703) 647-7444  
Fax: (703) 299-9360  
[www.laniekocpas.com](http://www.laniekocpas.com)

## **INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING**

To the Inspector General,  
U.S. Department of the Treasury

We have audited the financial statements of the U.S. Department of the Treasury, Office of Thrift Supervision (OTS) as of and for the year ended September 30, 2008, and have issued our report thereon dated October 31, 2008. We conducted our audit in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and applicable Office of Management and Budget (OMB) guidance for audits of federal financial statements.

In planning and performing our audit, we considered the OTS' internal control over financial reporting as a basis for designing our auditing procedures, obtained an understanding of the design effectiveness of internal control, determined whether the internal controls have been placed in operation, assessed control risk, and performed tests of the OTS' internal control for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the OTS' internal control over financial reporting. Accordingly, we do not express an opinion on the effectiveness of the OTS' internal control over financial reporting.

A control deficiency exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect misstatements on a timely basis. A significant deficiency is a control deficiency, or combination of control deficiencies, that adversely affects the OTS' ability to initiate, authorize, record, process, or report financial data reliably in accordance with generally accepted accounting principles such that there is more than a remote likelihood that a misstatement of the OTS' financial statements that is more than inconsequential will not be prevented or detected by the OTS' internal control.

A material weakness is a significant deficiency, or combination of significant deficiencies, that results in more than a remote likelihood that a material misstatement of the financial statements will not be prevented or detected by the OTS' internal control.

Our consideration of internal control was for the limited purpose described in the second paragraph and would not necessarily identify all deficiencies in internal control that might be significant deficiencies or material weaknesses. We did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses, as defined above.

We noted certain matters involving internal control and its operation that we have reported to the OTS' management in a separate letter.

This report is intended solely for the information and use of the Inspector General of the U.S. Department of the Treasury, the management of the OTS, the OMB, the Government Accountability Office and Congress and is not intended to be and should not be used by anyone other than these specified parties.

*Lani Eko & Company, CPAs, PLLC*

October 31, 2008  
Alexandria, VA



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**INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE  
WITH LAWS AND REGULATIONS**

To the Inspector General  
U.S. Department of the Treasury

We have audited the financial statements of the U.S. Department of the Treasury, Office of Thrift Supervision (OTS) as of and for the year ended September 30, 2008, and have issued our report thereon dated October 31, 2008. We conducted our audit in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and applicable Office of Management and Budget (OMB) guidance for audits of federal financial statements. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

As part of obtaining reasonable assurance about whether the OTS' financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of applicable laws, regulations, and contracts, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion.

The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards* or OMB Bulletin 07-04, *Audit Requirements for Federal Financial Statements*, as amended.

This report is intended solely for the information and use of the Inspector General of the U.S. Department of the Treasury, the management of the OTS, the OMB, the Government Accountability Office and Congress and is not intended to be and should not be used by anyone other than these specified parties.

*Lani Eko & Company, CPAs, PLLC*

October 31, 2008  
Alexandria, VA

**UNITED STATES DEPARTMENT OF THE TREASURY  
OFFICE OF THRIFT SUPERVISION  
STATEMENTS OF FINANCIAL POSITION  
(In thousands)**

	<b>As of September 30</b>	
	<b>2008</b>	<b>2007</b>
<b>Assets</b>		
Cash and cash equivalents (Note 3)	\$ 158,164	\$ 227,146
Accrued interest receivable	1,545	706
Accounts receivable	895	1,365
Investments held to maturity (Note 4)	183,902	79,180
Property and equipment, net (Note 5)	30,434	32,167
Other assets	1,014	1,438
<b>Total Assets</b>	<b>\$ 375,954</b>	<b>\$ 342,002</b>
<b>Liabilities and Net Position</b>		
<b>Liabilities</b>		
Accounts payable	\$ 4,248	\$ 1,988
Accrued annual leave	11,377	10,854
Workers' compensation liability (Note 6)	3,791	3,587
Deferred compensation liability (Note 7)	414	471
Deferred assessment revenue	64,643	55,312
Deferred rent credit	2,105	2,155
Post-retirement benefit liability (Note 8)	17,997	16,823
Other retirement plan liabilities (Note 9)	3,343	6,056
Payroll, benefits, and withholding	7,772	12,011
Other accrued liabilities (Note 10)	9,791	5,890
<b>Total Liabilities</b>	<b>\$ 125,481</b>	<b>\$ 115,147</b>
<b>Net Position</b>		
Assumed capital	\$ 41,037	\$ 41,037
Retained earnings	209,436	185,818
<b>Total Net Position (Note 11)</b>	<b>\$ 250,473</b>	<b>226,855</b>
<b>Total Liabilities and Net Position</b>	<b>\$ 375,954</b>	<b>\$ 342,002</b>

*The accompanying notes are an integral part of these financial statements.*

**UNITED STATES DEPARTMENT OF THE TREASURY**  
**OFFICE OF THRIFT SUPERVISION**  
**STATEMENTS OF OPERATIONS AND CHANGES IN NET POSITION**  
**For the Years Ended September 30**  
**(In thousands)**

	<b>For the Years Ended September 30</b>	
	<u><b>2008</b></u>	<u><b>2007</b></u>
<b>Revenues</b>		
Industry assessments	\$ 245,175	\$ 217,506
Examination, application, and security filing fees	7,527	8,156
Interest	8,818	11,528
Rental income (Note 12)	5,020	4,984
Other	<u>777</u>	<u>635</u>
Total Revenues	<u>\$ 267,317</u>	<u>\$ 242,809</u>
<b>Expenses</b>		
Personnel compensation	\$ 122,797	\$ 113,196
Benefits (Note 9)	56,704	59,582
Rent, communication, and utilities (Note 13)	7,449	6,925
Travel and transportation	17,316	15,198
Services	13,228	7,918
Data processing	6,931	2,248
Building expenditures	10,227	5,238
Office equipment and software	3,604	3,107
Miscellaneous	3,528	2,843
Depreciation and amortization	<u>1,915</u>	<u>1,874</u>
Total Expenses	<u>\$ 243,699</u>	<u>\$ 218,129</u>
<b>Excess of Revenues over Expenses</b>	<u>\$ 23,618</u>	<u>\$ 24,680</u>
<b>Net Position, Beginning Balance</b>	<u>226,855</u>	<u>202,175</u>
<b>Net Position, Ending Balance</b>	<u>\$ 250,473</u>	<u>\$ 226,855</u>

*The accompanying notes are an integral part of these financial statements.*



**UNITED STATES DEPARTMENT OF THE TREASURY  
OFFICE OF THRIFT SUPERVISION  
STATEMENTS OF CASH FLOWS  
For the Years Ended September 30  
(In thousands)**

	<b>For the Years Ended September 30</b>	
	<b>2008</b>	<b>2007</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Excess of revenues over expenses	\$ 23,618	\$ 24,680
Adjustments to reconcile excess of revenues over expenses to net cash provided by operating activities:		
Amortization of net bond premium	212	(214)
Depreciation and amortization	1,915	1,874
Loss on disposed assets	2	-
Changes in assets and liabilities:		
(Increase)/Decrease in receivables	(369)	648
Decrease/(Increase) in other assets	424	(329)
Increase in accounts payable	2,260	361
Increase in other liabilities	8,074	625
Net cash provided by operating activities	\$ 36,136	\$ 27,645
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchases of investments	\$ (124,934)	\$ -
Maturities of investments	20,000	45,000
Purchases of equipment	(184)	(1,233)
Equipment proceeds received	-	3
Net cash (used in)/provided by investing activities	\$ (105,118)	\$ 43,770
Net cash (used in)/provided by operating and investing activities	\$ (68,982)	\$ 71,415
Cash and cash equivalents, beginning of year	227,146	155,731
Cash and cash equivalents, end of year	\$ 158,164	\$ 227,146

*The accompanying notes are an integral part of these financial statements.*

**UNITED STATES DEPARTMENT OF THE TREASURY  
OFFICE OF THRIFT SUPERVISION**

**NOTES TO FINANCIAL STATEMENTS**

**1. REPORTING ENTITY**

The Office of Thrift Supervision (OTS) was created when the Financial Institutions Reform, Recovery, and Enforcement Act of 1989 (FIRREA) abolished the Federal Home Loan Bank Board (FHLBB) and transferred all examination and supervisory activities to OTS under the Department of the Treasury. The primary functions of OTS are to: (1) charter federal savings and loan associations; (2) adopt regulations governing the operation of the thrift industry; (3) conduct examinations of federal and state chartered savings institutions and their holding companies; and (4) supervise compliance with federal laws and regulations and OTS directives, taking measures needed to enforce such compliance and rehabilitate troubled institutions.

FIRREA provides that OTS assess the institutions it regulates to recapture operating costs. Assessments are collected semiannually on January 31 and July 31.

**2. SIGNIFICANT ACCOUNTING POLICIES**

**BASIS OF PRESENTATION**

OTS has historically prepared its financial statements in accordance with generally accepted accounting principles based upon accounting standards issued by the Financial Accounting Standards Board (FASB), the private-sector standards-setting body. In October 1999, the American Institute of Certified Public Accountants designated the Federal Accounting Standards Advisory Board (FASAB) as the standards-setting body for financial statements of federal government entities with respect to the establishment of generally accepted accounting principles. FASAB has indicated, however, that financial statements prepared based upon accounting standards published by the FASB may also be regarded as being in accordance with generally accepted accounting principles for those federal entities such as OTS that have issued financial statements based upon FASB accounting standards in the past. Accordingly, consistent with historical reporting, OTS financial statements are presented in accordance with accounting standards published by FASB.

**CASH AND CASH EQUIVALENTS**

Cash and cash equivalents consist of OTS's account at the Department of the Treasury and funds invested overnight by Treasury on behalf of OTS.

**INVESTMENTS HELD TO MATURITY**

Effective January 1, 1994, OTS adopted Statement of Financial Accounting Standards (SFAS) No. 115, "Accounting for Investments in Certain Debt and Equity Securities." Under the statement, OTS is required to classify investment securities under three categories: (1) trading, (2) available for sale, and (3) held to maturity. All of the agency's investments consist of Treasury obligations. OTS has the intent and ability to hold these investments to maturity. Therefore, all investments are classified as held to maturity and are stated at amortized cost. Certain Treasury securities are purchased at a discount or premium. Premiums and discounts are amortized over the term of the security using the interest method.

**UNITED STATES DEPARTMENT OF THE TREASURY  
OFFICE OF THRIFT SUPERVISION**

**NOTES TO FINANCIAL STATEMENTS**

**2. SIGNIFICANT ACCOUNTING POLICIES (continued)**

**POST-RETIREMENT BENEFITS**

OTS provides certain health and life benefits for all retired employees that meet eligibility requirements. Effective January 1, 1993, OTS adopted SFAS No. 106, "Employers' Accounting for Post retirement Benefits Other Than Pensions," to account for its share of the costs of those benefits. Under this statement, OTS's share of the estimated costs that will be paid after retirement is being accrued by charges to expense over the employees' active service periods to the dates that they are fully eligible for benefits, except that OTS has elected to amortize the transition amount (unfunded cost at January 1, 1993) over 20 years beginning in 1993 in accordance with the option available in the statement. Prior to 1993, OTS expensed its share of the costs as the retirees incurred claims and as OTS paid premiums. Pursuant to an agreement with the Office of Personnel Management (OPM) in 1994, OTS agreed to pay a one-time fee to OPM in consideration of OPM assuming the health care portion of the post-retirement plan liability.

**ANNUAL, SICK, AND OTHER LEAVE**

Annual leave is accrued as it is earned, and the accrual is reduced as leave is taken. The balance in the accrued annual leave account reflects current pay rates. Sick leave and other types of nonvested leave are charged to operating costs as taken.

**PROPERTY AND EQUIPMENT**

Fixed assets acquired by OTS are capitalized at cost. Individual fixed assets in excess of \$50,000 and bulk purchases in excess of \$500,000 are capitalized. Aggregate purchases of multiple items directly related to a specific project (for example, leasehold improvements) are capitalized when the total cost exceeds a minimum threshold of \$500,000, and the annual amortization amount exceeds \$50,000. The building owned by OTS is being depreciated over 50 years. The agency's capitalized furniture, fixtures and equipment are depreciated over 3 to 5 years. Depreciation is computed on a straight-line basis.

**INCOME TAXES**

As an agency of the Department of the Treasury, OTS is exempt from all federal and state taxes based on income. OTS is also exempt from state and local property and real estate taxes.

**3. CASH AND CASH EQUIVALENTS**

The following table summarizes the balances of cash and cash equivalents (in thousands):

	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
Cash	\$ 994	\$ 1,019
Overnight investment with Treasury	<u>157,170</u>	<u>226,127</u>
Total cash and cash equivalents	<u>\$ 158,164</u>	<u>\$ 227,146</u>

Interest earned on cash and overnight investments totaled \$4.7 million and \$7.8 million for 2008 and 2007, respectively.

**UNITED STATES DEPARTMENT OF THE TREASURY  
OFFICE OF THRIFT SUPERVISION**

**NOTES TO FINANCIAL STATEMENTS**

**4. INVESTMENTS HELD TO MATURITY**

Investment securities held at September 30, 2008 and 2007 are marketable Treasury securities maturing through May 2013. The amortized cost and market value of these securities are summarized as follows (in thousands):

	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
Face value	\$ 180,000	\$ 80,000
Unamortized premium, net of unamortized discount	<u>3,902</u>	<u>(820)</u>
Book value of investments held to maturity	<u>\$ 183,902</u>	<u>\$ 79,180</u>
Market value	<u>\$ 185,569</u>	<u>\$ 79,231</u>

Effective interest yields range from 1.5 percent to 4.8 percent. Interest earned on these investments totaled \$4.1 million and \$3.7 million for 2008 and 2007, respectively.

**5. PROPERTY AND EQUIPMENT**

The following table summarizes the fixed asset balances (in thousands):

	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
Land	\$ 7,101	\$ 7,101
Building	49,188	49,188
Furniture, fixtures, and equipment	4,231	4,856
Leasehold Improvements	<u>1,852</u>	<u>1,852</u>
Total cost	<u>\$ 62,372</u>	<u>\$ 62,997</u>
Accumulated depreciation, building	\$ (28,652)	\$ (27,599)
Accumulated depreciation, furniture, fixtures, and equipment	(2,506)	(2,591)
Accumulated amortization, leasehold improvements	<u>(780)</u>	<u>(640)</u>
Total accumulated depreciation and amortization	<u>\$ (31,938)</u>	<u>\$ (30,830)</u>
Property and equipment, net	<u>\$ 30,434</u>	<u>\$ 32,167</u>

**6. WORKERS' COMPENSATION LIABILITY**

The Federal Employees' Compensation Act (FECA) provides income and medical cost protection to covered federal civilian employees injured on the job, employees who have incurred a work-related occupational disease, and beneficiaries of employees whose death is attributable to a job-related injury or occupational disease. Benefit claims incurred for active and former employees of OTS and its predecessor, the Federal Home Loan Bank Board, are administered by the U.S. Department of Labor (DOL) and are ultimately paid by OTS. Actuarial estimates of future workers' compensation estimates are generated by DOL. The estimated actuarial liability for FECA benefits

**UNITED STATES DEPARTMENT OF THE TREASURY  
OFFICE OF THRIFT SUPERVISION**

**NOTES TO FINANCIAL STATEMENTS**

**6. WORKERS' COMPENSATION LIABILITY (continued)**

includes the expected liability for death, disability, medical, and miscellaneous costs for approved compensation cases. This method utilizes historical benefit payment patterns related to a specific incurred period to predict the ultimate payments related to that period. The annual benefit payments have been discounted to present value using OMB's economic assumptions for 10-year Treasury notes and bonds. Based on information provided by DOL and the Department of the Treasury, OTS estimates that its FECA liability was \$3.8 million and \$3.6 million as of September 30, 2008 and September 30, 2007, respectively. Actual FECA expenses currently payable are included in other accrued liabilities and totaled \$818 thousand and \$742 thousand as of September 30, 2008 and September 30, 2007, respectively. Changes in the actuarial liability and payments related to FECA are reflected as reductions or increases in benefits expense in the appropriate year.

**7. DEFERRED COMPENSATION LIABILITY**

Under provisions of FIRREA, OTS assumed the Deferred Compensation Plans of the employees transferred from the Federal Home Loan Banks of Dallas and San Francisco. These plans allowed employees to defer a portion of their income and provided for employer matching contributions. OTS froze these plans and discontinued all plan deferrals or employer matches effective January 1, 1991. Under the assumed plans, benefits were intended to be provided by cash value life insurance policies issued by Mutual Benefit Life; Mutual Benefit Life went into rehabilitation on July 16, 1991. OTS surrendered all but two of these policies in 1994 and retained the full cash values on deposit with Mutual Benefit Life. Under the rehabilitation plan, withdrawal of cash values prior to December 31, 1999, was restricted and subject to substantial withdrawal penalties. In 2003, OTS elected to receive the cash values for surrendered policies and invest the funds with Treasury. The cash value of the one remaining policy, included in other assets in the accompanying Statements of Financial Position, is approximately \$16 thousand in 2008 and \$15 thousand in 2007. Plan payments are funded by OTS.

**8. POST-RETIREMENT BENEFIT LIABILITY**

OTS sponsors a life insurance plan (the Plan) for all employees that meet eligibility requirements. The agency funds benefit costs principally on a pay-as-you-go basis, with retiree contributions that are adjusted annually based on certain factors, some of which are discretionary. The Plan is unfunded, with participants paying a portion of the costs. As stated in the Significant Accounting Policies, OTS changed its accounting policy with respect to the Plan as of January 1, 1993. OTS elected to defer recognition of the Plan's transition obligation and amortize such obligation over 20 years on a straight-line basis.

A Memorandum of Understanding (MOU) was signed in December 1994 between OPM and OTS. The purpose of the MOU was to implement legislation permitting annuitants who retired from OTS prior to January 1995, and who were enrolled in the OTS health plan, to enroll in the Federal Employees Health Benefits (FEHB) plan for coverage effective on or after January 8, 1995.

OTS agreed to pay a one-time fee to OPM of approximately \$11.0 million in consideration of OPM assuming the health portion of the post-retirement plan liability. In accordance with SFAS No. 106, the agreement with OPM constitutes a settlement and, accordingly, OTS recognized a gain on the settlement of approximately \$16.7 million in 1994. Such gain includes the health portion of the transition obligation that OTS elected to initially recognize over 20 years in 1993. The post-retirement liability of \$18.0 million in the Statements of Financial Position at September 30, 2008 and \$16.8 million at September 30, 2007 represents OTS's recognized portion of the remaining liability for participants' future life insurance benefits.

**UNITED STATES DEPARTMENT OF THE TREASURY  
OFFICE OF THRIFT SUPERVISION**

**NOTES TO FINANCIAL STATEMENTS**

**8. POST-RETIREMENT BENEFIT LIABILITY (continued)**

Net periodic post-retirement benefit cost for life insurance provisions under the Plan included the following components in 2008 and 2007 (in thousands):

	For the Years Ended	
	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
Service cost - current year	\$ 572	\$ 574
Interest on accumulated post-retirement benefit obligation	1,042	988
Amortization of transition obligation	<u>253</u>	<u>253</u>
Net post-retirement benefit expense	<u>\$ 1,867</u>	<u>\$ 1,815</u>

The following table sets forth the Plan's funded status reconciled with the liability recognized in the Statements of Financial Position (in thousands):

	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
Accumulated post-retirement benefit obligation:		
Retirees	\$ 10,500	\$ 10,478
Other fully eligible participants	99	6,082
Other active participants	<u>8,425</u>	<u>2,733</u>
Accumulated post-retirement benefit obligation	19,024	19,293
Unrecognized transition obligation	(1,074)	(1,327)
Unrecognized net gain or (loss)	<u>47</u>	<u>(1,143)</u>
Total post-retirement benefit liability	<u>\$ 17,997</u>	<u>\$ 16,823</u>

The weighted average discount rates used in estimating the accumulated post-retirement benefit obligations at September 30, 2008 and September 30, 2007 were 5.50 percent and 5.50 percent, respectively

**9. OTHER RETIREMENT PLAN LIABILITIES**

OTS employees participate in three retirement systems. Two are administered by OPM. For funding purposes, these two plans function as defined contribution plans; however, the retirement benefits accrue in a manner consistent with a defined benefit plan. The third is a private defined benefit plan, the Financial Institutions Retirement Fund (FIRF), administered by Pentegra Retirement Services (Pentegra).

The Civil Service Retirement System (CSRS) is two-tiered. For employees hired prior to January 1, 1984, OTS withholds 7 percent of regular earnings. OTS also contributed 7 percent of regular earnings during 2008 and 2007 for each employee in this tier. The sum is transferred to the Civil Service Retirement Fund, from which this employee group will receive retirement benefits. Employees do not contribute to, or receive benefits from, the Social Security System.

**UNITED STATES DEPARTMENT OF THE TREASURY  
OFFICE OF THRIFT SUPERVISION**

**NOTES TO FINANCIAL STATEMENTS**

**9. OTHER RETIREMENT PLAN LIABILITIES (continued)**

For employees with more than 5 years of (not necessarily continuous) service, hired on or after January 1, 1984, OTS withholds 0.8 percent of regular earnings, in addition to Social Security withholding. OTS also contributed 7 percent of regular earnings in 2008 and 2007, respectively, for each employee in this tier. When regular earnings exceed the FICA maximum wages, employees covered under this tier of CSRS are required to have 7 percent of their earnings withheld. This employee group will receive retirement benefits from both CSRS and the Social Security System.

Beginning in January 1987, all employees hired since January 1, 1984, either as new employees or having less than 5 years of accumulated service (with a break in service over one year) are included in the Federal Employee Retirement System (FERS). For these employees, OTS withheld 0.8 percent of regular earnings in 2008 and 2007. The agency contributed 11.2 percent of regular earnings in both 2008 and 2007 for FERS employees. This group of employees will receive benefits from FERS as well as the Social Security System, to which they concurrently contribute.

Pursuant to FIRREA, the Office of Regulatory Activities (ORA) and its twelve examination districts became part of OTS. OTS assumed the cost of their retirement system, which is part of FIRF. OTS contributes a percentage of total FIRF salary. The percentage varies from year to year. Employees do not contribute to FIRF but do contribute to the Social Security System. Changes in percentages are based on the number and average age of active FIRF employees, the number of people who have retired, the benefits paid out, and adjustments to the actuarial gain or loss.

The Minimum Required Contribution (MRC) for each FIRF plan year consists of two components: (1) normal cost and (2) amortization of the retirement plan's shortfall, if any. For the plan year beginning July 1, 2007, three-quarters of which coincide with OTS's 2008 fiscal year, the MRC was calculated under the Employee Retirement Income Security Act rules, which prescribed the calculation of an Unfunded Accrued Liability (UAL). For the plan year beginning July 1, 2007, OTS's estimated UAL was \$48.2 million. The plan year UAL is amortized over approximately 5 years in conformance with IRS Rules.

Prior to OTS's fiscal year closing, OTS receives notice of the plan year MRC from the FIRF plan administrator. OTS recognizes one-fourth of the MRC as current fiscal year expense and the remainder in the next fiscal year. The MRC for the plan year beginning July 1, 2007 was \$25.5 million, which was reduced to \$24.2 million by paying it in full early in the plan year. Accordingly, OTS recognized \$6.1 million in expenses for the fourth quarter of fiscal year 2007. The remainder, \$18.1 million was expensed in fiscal year 2008.

The plan year beginning July 1, 2008 is the first plan year under the rules of the Pension Protection Act of 2006 (PPA). Under this law, the MRC still consists of a normal cost (now called the "Target Normal Cost") and a shortfall amortization, if any. However, the shortfall amortization is calculated differently. Under the new calculations, OTS has a funding target – calculated as the net present value of future liabilities – of \$303.5 million, and plan assets valued at \$290.7 million. The resulting funding percentage of 95.8% is above the minimum required by the PPA for the plan year, so there is no shortfall amortization. Therefore, OTS's MRC for the plan year beginning July 1, 2008 equals the Target Normal Cost, \$13.4 million. Accordingly, OTS recognized \$3.4 million in expenses for the fourth quarter of fiscal year 2008. The remainder, \$10.0 million will be expensed in fiscal year 2009.

OTS funds a portion of CSRS and FERS pension benefits and collects the appropriate payroll withholdings. OTS does not account for the assets of either government retirement plan, nor does it have actuarial data with respect to accumulated plan benefits or the unfunded pension liability relative to its employees. These amounts are reported by OPM for both government retirement systems and are not allocated to the individual agencies.

**UNITED STATES DEPARTMENT OF THE TREASURY  
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**9. OTHER RETIREMENT PLAN LIABILITIES (continued)**

In addition to the retirement plans described above, OTS employees have the option of participating in retirement savings plans. Employees covered under CSRS or FERS may participate in the OPM-sponsored Thrift Savings Plan (TSP), a plan with characteristics similar to a private-sector 401(k) plan. CSRS and FERS covered employees may also participate in the Financial Institutions Thrift Plan (FITP), a 401(k) plan administered by Pentegra. Employees covered under FIRF may participate in FITP only. OTS makes matching contributions of: up to 3 percent for CSRS participants, 8 percent for FERS participants, and 7 percent for FIRF participants.

The liabilities for all OTS plans, included in other retirement plan liabilities in the accompanying Statements of Financial Position, are as follows (in thousands):

	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
FIRF Total	\$ 3,343	\$ 6,056

The expenses for all OTS plans, included in benefits expense in the accompanying Statements of Operations and Changes in Net Position, are as follows (in thousands):

	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
CSRS	\$ 972	\$ 904
FERS	4,603	4,299
FIRF	21,512	29,002
FITP	4,558	4,755
TSP	1,779	1,644
Total	<u>\$ 33,424</u>	<u>\$ 40,604</u>

**10. OTHER ACCRUED LIABILITIES**

The following table summarizes the other accrued liabilities (in thousands):

	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
Post-employment benefits payable	\$ 818	\$ 742
Goods and services	8,973	5,148
Total other accrued liabilities	<u>\$ 9,791</u>	<u>\$ 5,890</u>



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**11. NET POSITION**

The land and building owned by the FHLBB were transferred to OTS under FIRREA. OTS also assumed all furniture, fixtures and equipment previously owned by FHLBB. These assets were recorded at their existing book values established in the FHLBB's accounting records. Their value is reported as assumed capital in the Net Position section of the comparative Statements of Financial Position. Assumed capital totaled \$41.0 million as of September 30, 2008 and 2007.

Beginning in fiscal year 2005, OTS set aside a portion of its retained earnings as contingency and special reserves. The contingency reserve supports OTS's ability to accomplish its mission in the case of significant revenue loss. Unforeseeable events, such as a major change in the thrift industry, are beyond the control of OTS. The special reserve supplements revenue from assessments and other sources that are made available to fund OTS's annual budget. The special reserve reduces the effect on operations of unforecasted revenue shortfalls or unbudgeted and unanticipated requirements or opportunities. Undelivered orders represent the amount of goods and services ordered that have not been actually or constructively received and for which amounts have not been prepaid or advanced.

The following table summarizes the components of the retained earnings (in thousands):

	<u>September 30</u>	
	<u>2008</u>	<u>2007</u>
Contingency reserve	\$ 151,289	\$ 130,222
Special reserve	50,000	50,000
Undelivered orders	<u>8,147</u>	<u>5,596</u>
Total retained earnings	<u>\$ 209,436</u>	<u>\$ 185,818</u>

**12. RENTAL INCOME**

OTS leases a portion of its building as office and retail space under noncancellable operating leases expiring at various dates through 2021. Some of the leases provide renewal options. The leases provide for annual base rent and additional rents for building operating expenses. Some leases provide for fixed future increases in rents over the term of the lease.

The future minimum rentals to be received under noncancellable operating lease arrangements, not including renewals, are as follows (in thousands):

<u>Years ending</u> <u>September 30</u>	<u>Total</u>
2009	\$ 4,628
2010	4,498
2011	4,448
2012	4,409
2013	4,420
Thereafter	<u>2,393</u>
	<u>\$ 24,796</u>

Rental income totaled \$5.0 million and \$5.0 million for 2008 and 2007, respectively.

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**13. LEASE COMMITMENTS**

OTS conducts most of its regional operations in leased facilities under noncancellable operating leases expiring at various dates through 2020. Many of the leases contain a provision to renew at the end of the initial term for an additional one to ten years. The rental payments are based on a minimum rental plus a proportional share of building operating expenses and taxes.

Some of the operating leases provide for rental escalations or stated annual rental increases in the amount of base rent over the lives of the leases. The accompanying comparative Statements of Operations and Changes in Net Position reflect rent expense on a straight-line basis over the lives of the leases.

The minimum rental commitments under noncancellable operating leases are as follows (in thousands):

<u>Years ending September 30</u>	<u>Total</u>
2009	\$ 3,661
2010	3,593
2011	3,339
2012	2,272
2013	1,884
Thereafter	<u>8,045</u>
Total	<u>\$ 22,794</u>

Rent expense under noncancellable operating leases totaled \$4.0 million and \$3.9 million for 2008 and 2007, respectively.

**14. COMMITMENTS AND CONTINGENCIES**

There are approximately sixteen lawsuits pending against the United States in the Court of Federal Claims and the Court of Appeals for the Federal Circuit, in connection with Congress's elimination of the capital treatment of supervisory goodwill or other intangible assets of certain thrift institutions. These cases arise from the enactment of the Financial Institutions Reform, Recovery and Enforcement Act of 1989. The U.S. Department of Justice (Department of Justice) is defending these cases on behalf of the United States, and OTS is supporting the Department of Justice in its defense efforts. Under 28 U.S.C. § 2517, any judgment issued by the Court of Federal Claims must be paid from appropriated funds. Therefore, OTS funds, which are non-appropriated, cannot be used to pay judgments in these cases.

In addition, there is a preliminary matter that has not yet reached the point of litigation. The claimant has submitted an administrative claim for \$5 million in damages, but OTS has not yet issued a decision on the claim. Given the preliminary stage of this matter, OTS is not presently able to estimate either the likelihood of success or any potential loss that may ultimately result if litigation ensues.