

DECISION MEMORANDUM OF THE FINANCE BOARD

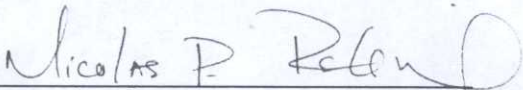
ACTING WITHOUT A QUORUM

Date: December 9, 1994

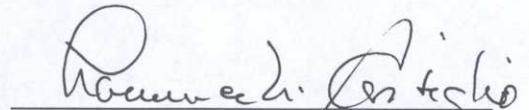
No. 94-DM- 53

ISSUE: The Federal Home Loan Bank (FHLBank) of Cincinnati has requested that the Federal Housing Finance Board (Finance Board) recognize the outstanding performance of Charles Lee Thiemann, President, FHLBank of Cincinnati, on the occasion of his thirtieth year of service.

DECISION: As the agency charged with supervising the FHLBanks and ensuring that they operate in a safe and sound manner, it is appropriate for the Finance Board to recognize publicly the impressive contributions made by Mr. Thiemann to the FHLBank System, as set forth in the attached citation.



Nicolas P. Retsinas



Lawrence U. Costiglio

Attachment



Federal Housing Finance Board

1777 F Street, N.W., Washington, D.C. 20006

Telephone: (202) 408-2500

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Nancy C. Miller-Herron
Chair, Board of Directors
Federal Home Loan Bank of Cincinnati
Post Office Box 598
Cincinnati, Ohio 45201-0598

Dear Ms. Miller-Herron:

This is in response to your letter of November 18, 1994, by which you forwarded a copy of an undated resolution of the Board of Directors of the Federal Home Loan Bank (FHLBank) of Cincinnati recognizing the performance of Charles Lee Thiemann, President of the FHLBank of Cincinnati and authorizing an achievement award in the amount of \$10,000.

It is our position that the achievement award authorized by your board is compensation which must be approved by this agency. Unfortunately, the FHLBank Presidents' Compensation Plan, a comprehensive pay-for-performance plan that provides for base salary, merit increases, and incentive awards, does not contain provisions for achievement awards like the one proposed by your board. Accordingly, it would be inappropriate for the Finance Board, without a quorum, to act on a proposal for such an award.

The Finance Board is, however, very much aware of the impressive contributions Chuck Thiemann has made to the FHLBank of Cincinnati and to the FHLBank System within the past year and throughout his distinguished career. While the Finance Board is not in a position to act on the achievement award, I have been authorized to recognize publicly Chuck's outstanding performance. Please convey our deep appreciation to Chuck along with the enclosed citation on the occasion of his thirtieth year of service.

Sincerely,

Nicolas P. Retsinas
HUD Secretary's
Designee to the Board

Enclosure

BOARD OF DIRECTORS
FEDERAL HOUSING FINANCE BOARD
CITATION

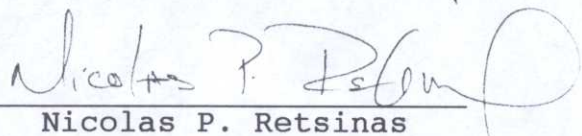
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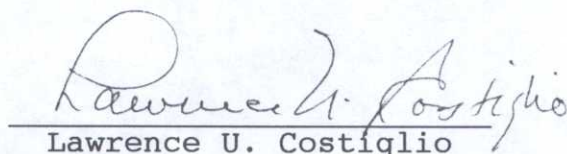
WHEREAS, Charles Lee Thiemann, President of the Federal Home Loan Bank (FHLBank) of Cincinnati, during the past year, has assumed the leadership of the FHLBank Presidents' Finance Committee as its Chairman and lead the FHLBank System in the formation and implementation of a new Financial Management Policy which addresses in an affirmative manner the financial safety and soundness of the System and the earning pressures created by the REFCorp annual assessment; and

WHEREAS, Mr. Thiemann, during the same period, discharged the responsibilities of Chairman of the Capital Restructuring Task Force and has successfully lead the FHLBank System in its efforts to develop a revised capital structure capable of meeting the commitments to its members and to its public policy purposes while preserving the strengths and benefits of the System for its members; and

WHEREAS, Mr. Thiemann has not only accomplished these challenging responsibilities in an exemplary manner, but has continued to provide the FHLBank of Cincinnati with the same level of outstanding leadership he has provided throughout his distinguished tenure as President;

BE IT RESOLVED, upon the occasion of his thirty years of service to the FHLBank of Cincinnati, that the Finance Board hereby recognizes the outstanding performance by Charles Lee Thiemann as President of the FHLBank of Cincinnati and commends him for the leadership he has provided to the FHLBank of Cincinnati and to the FHLBank System.


Nicolas P. Retsinas


Lawrence U. Costiglio