

OFFICE OF COMMUNICATIONS AND EDUCATION

PRESENTED BY
JIM COURTNEY



Thrift Savings Plan

FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
tsp.gov

tsp4gov @

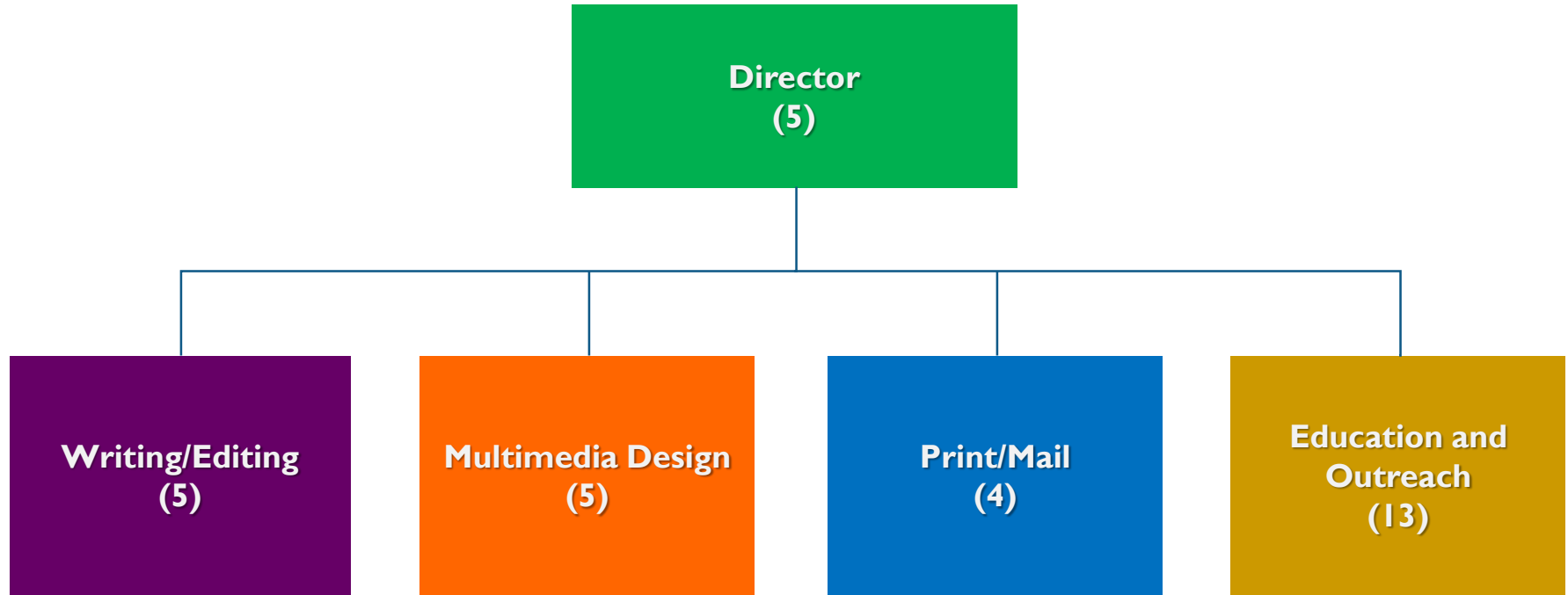


WHAT WE DO

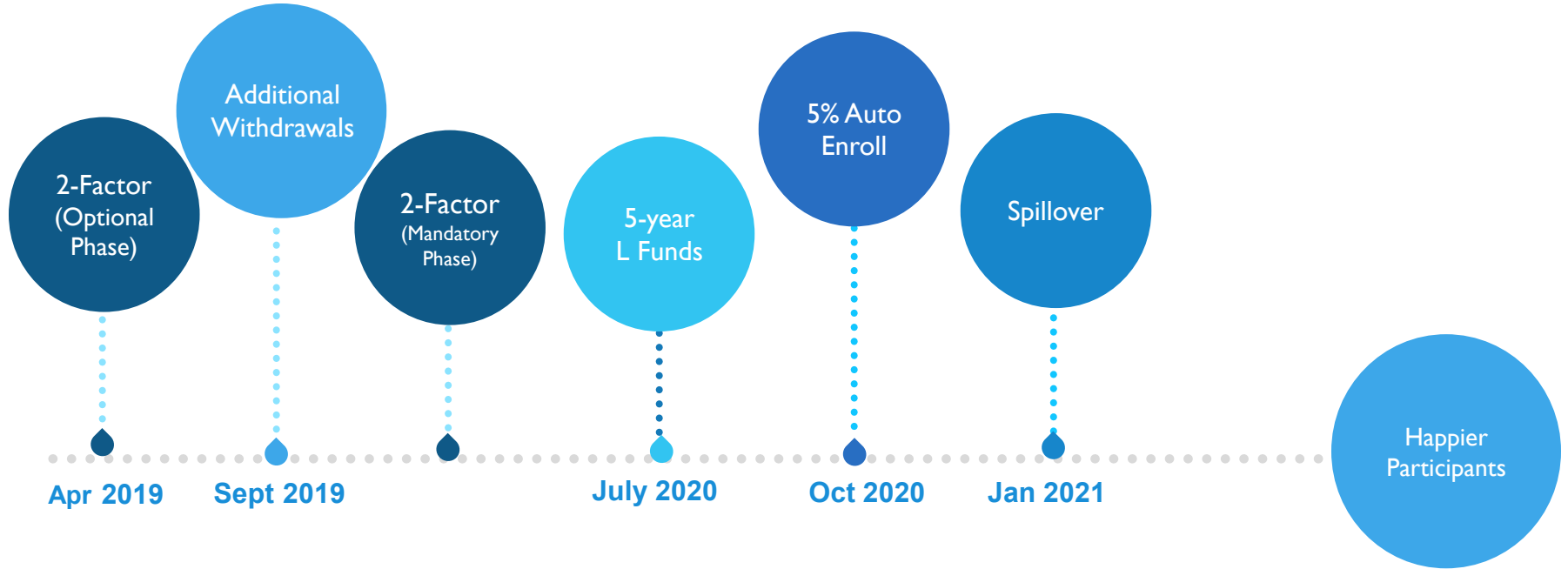
Educate and inform participants, potential participants, beneficiaries, and TSP partners so that participants may take full advantage of the TSP's features and benefits in meeting their retirement goals.



OCE ORGANIZATIONAL CHART



PROJECT LAUNCH TIMELINE



SPILLOVER

- IRS Contribution Limits
- 2019 Elective Deferral Limit (EDL): \$19,000
 - “Regular” Contributions
- Catch-Up Contributions: \$6,000
 - Age 50 or older



CATCH-UP CONTRIBUTIONS

- Almost a **quarter** of the 125,000 FERS participants who made catch-up in 2017 were nowhere near the EDL.
- As of April 2018, **two-thirds** of the ~39,000 FERS participants on track to reach the EDL early were 50 or older.



SPILLOVER



- Contributions “spill over”
- Matching
- Simplified tracking

TSP EDUCATION

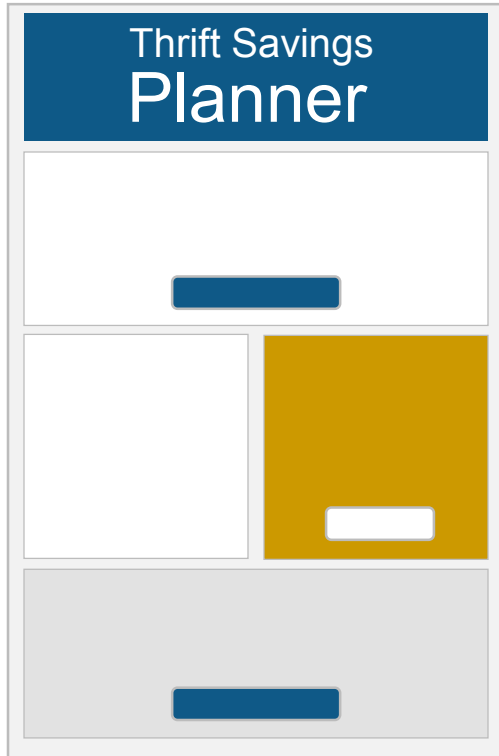


ADDRESS CLEANUP



- National Change of Address Database
- Quarterly Exchange
- Notice mailed to old and new address

ELECTRONIC NEWSLETTER



- Metrics
- Driving traffic
- Feedback
- Timeliness



SOCIAL SCIENCE

Behavioral science

Psychology

Behavioral economics

Neuroscience



SOCIAL SCIENCE



SOCIAL SCIENCE

Auto Enrollees

- 1,254 active federal employees
- Still contributing 3%
- Still missing out on matching



SOCIAL SCIENCE



You're missing out on free money. Here's how to get it

You were automatically enrolled in the TSP, which means you're currently contributing 3% of your salary to your retirement account. But you only get the full "match" from your agency if you contribute **at least 5%** of your pay. When you contribute 5%, your agency contributes 5% too.

You've missed out on \$515.00 in matching so far. Unless you take action, **you could miss even more.**



To change how much you save, log into your [Employee Personal Page](https://nfc.usda.gov/epps): nfc.usda.gov/epps

- Select "TSP."
- Click "Self-Service" and then "Change." (For Roth TSP, choose the "Roth contribution" option.)
- Enter your new dollar amount or percent (for example, 5%), decide the pay period it should start, and click "Continue."
- Review the changes. Click "Yes" to continue and then "Submit."
- Or you can submit [Form TSP-1](#) to your benefits/payroll office.



Need help logging in? Call 1-855-632-4468 and select option 5.



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Last year, automatically enrolled participants who stayed at 3% missed out on **\$515** in matching on average. Don't join them. Here's what you can do:

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SOCIAL SCIENCE

After 3.5 months:

Email 1: What **you** missed: 23%

Email 2: What **others** missed: 26%

No email: 10%

Both were 2x as effective as no email!



SOCIAL SCIENCE

After 3.5 months:

No email: **10%**

Email 1: What **you** missed: **23%**

Email 2: What **others** missed: **26%**

\$140 more/month → ~\$100,000 by age 65

Another **year or more in retirement...**

...from **one email.**



SOCIAL SCIENCE



SOCIAL SCIENCE

Now What?

- Outreach to 100,000 more auto-enrollees
 - Postcard
 - Email



QUESTIONS

