

Know Your Benefits

Department of Transportation
Human Resources
benefits.dot.gov

Thrift Savings Plan

Did You Know? . . .

If an employee puts \$100 per month in the Thrift Savings Plan (TSP) the account could grow to*:

After 10 years	\$18,327
After 20 years	\$59,007
After 30 years	\$149,303

*Assumes 8% average annual rate of return.

Calculate the growth of your TSP account with the calculator available on the TSP web site, www.tsp.gov.

Open Season Dates

The next TSP Open Season runs from April 15 through June 30th. This year, FERS employees may elect to contribute up to 14% of their basic pay each pay period; CSRS employees may elect to contribute up to 9% of their basic pay each pay period. The earliest effective date is June 13.

Catch-up Contributions

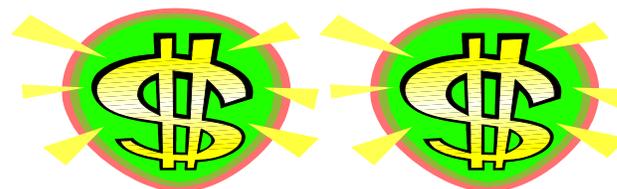
If you are age 50 or older and you are already contributing the maximum amount of regular TSP contributions for which you are eligible, you may elect to make up to \$3,000 in catch-up contributions for 2004. These contributions do not count against the IRS elective deferral limit and may be started at any time.

Elective Deferral Limits

The IRS 2004 annual limit on elective deferrals is \$13,000. FERS employees whose annual base pay exceeds \$93,000 should keep the annual contribution limit in mind when deciding how much to contribute to their TSP account each pay period. Once the IRS limit is reached, the employee contributions will automatically stop. However, once the employee contributions stop, so does the agency match. If you are covered by FERS, be sure to spread your contributions out over the entire year. For more information, see the TSP Fact Sheet on Annual Limit on Elective Deferrals available on the TSP web site.

Maximizing the Agency Match

If you are a FERS employee and you contribute at least 5% of your pay per pay period, you will receive Agency Automatic and Matching Contributions adding up to **another 5%**. FERS employees are encouraged to take full advantage of this chance to increase their retirement savings.



Employee Express PIN vs TSP PIN

You should have two PINs – one for Employee Express (EE) and one for TSP.

With your EE PIN number you can change your savings bonds, financial allotments, direct deposits, federal and state taxes, and home address – *Items that affect your pay*. If you have lost your Employee Express PIN, you may request a new one by calling 1-478-757-3030 or on the web site @ www.employeeexpress.gov. Any change in your TSP contributions (the amount that comes out of your paycheck) must be done through EMPLOYEE EXPRESS using your EE PIN number.

With your TSP PIN you can manage your TSP account without having to visit your HR office to fill out a paper form. Just log in to the TSP web site and check your balance, do an interfund transfer, apply for a loan, and project your account balance, among other things. If you don't have a PIN for your TSP account, you can request one at www.tsp.gov or on the ThriftLine at 504-255-8777.

Distributing Your TSP Money

Contribution allocation – directs the money going into your account from your paycheck to the fund(s) of your choice.

Interfund transfer – redistributes the money already in your account among the investment funds in the proportions you choose. You may want to make an interfund transfer to “rebalance” your account when gains or losses in the funds have changed the proportions you had chosen as part of your investment strategy.

Contribution allocation or interfund transfer requests made on the TSP web site or on the ThriftLine will become effective within two business days. Requests submitted on Form TSP-50 will become effective within two business days after the TSP receives your completed form.

Rollovers from another Retirement Plan to the TSP

You can roll over (i.e., transfer) money from a qualified retirement plan or a conduit IRA into your existing TSP account. The TSP can accept funds only from a qualified retirement plan (or its designated financial institution) or a conduit IRA that was set up to accept your distribution from a qualified retirement plan. Also, the money that you are rolling over must be considered an “eligible rollover distribution” under the Internal Revenue Code.

Form TSP-60 explains the rules and restrictions for transferring money into the TSP. The TSP-60 is on the TSP web site.

Changes to the TSP Loan Program

Effective July 1, 2004, the TSP will make three changes to the Loan Program:

- A \$50 fee will be deducted from the amount of each new loan.
- You will no longer be able to have two general purpose loans at the same time. You will still be able to have one general purpose loan and one residential loan.
- When you pay off one loan, you will not be eligible to apply for another loan for 60 days.

TSP Participant Statements are now available on the TSP Web site. Unless you specifically request to have a paper statement mailed to you, all future statements will be available only on the Web site. You can change the way you are receiving your statements in the Account Access section of the web site, on the ThriftLine, or by contacting the TSP Service Office.

Questions? See your servicing HR Office.

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TSP web site - [www.tsp.gov](http://www.tsp.gov)  
TSP ThriftLine - 504-255-8777