



U.S. Department of Labor Employee Benefits Security Administration

Fiscal Year 2025 Thrift Savings Plan Fiduciary Oversight Program

Presentation to the Federal Retirement Thrift Investment Board
April 22, 2025



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Summary Observations



Completed first major audit cycle of the Converge environment during 2023 and 2024



Overall decrease in number and severity of new recommendations since the implementation of Converge



Number of new IT recommendations decreased because of enhanced system controls in the Converge environment



Number of new process recommendations increased because of ongoing implementation of new operational processes from the legacy IT environment

Scope of TSP Audits

2024 and 2025

IT-Related Performance Audits

	2024	2025
Participant Website Controls	X	
Mainframe Configuration and Security Controls	X	
Mobile Device Security and Governance Controls	X	
Insider Threat Controls	X	
Access and Data Security Controls		X
Detection and Monitoring Security Controls		X
Information Protection Processes and Procedures		X
Vendor Risk Management and Agency Oversight Controls		X

Special Project Audits

	2024	2025
Decommissioning of Legacy Systems Security Controls	X	
Status of Certain Prior Year Findings		X(1)
CaMI Security Controls		X

(1) Includes the evaluation of certain recommendations identified in previous IT-related and process-related performance audits.

Process and Other Performance Audits

Process Performance Audits

	2024	2025
Account Maintenance	X	

Other Performance Audits

	2024	2025
Payroll Service Provider TSP Operations - U.S. Department of Agriculture's National Finance Center	X	
Investment Manager Operations – “F”, “C”, “S”, and “I” Funds - BlackRock Institutional Trust Company, N.A.		X
Payroll Service Provider TSP Operations - Defense Finance and Accounting Service		X
Board Staff		X

Overall Results - 2024 TSP Audits

Summary of Audits Completed in the 2024 Audit Cycle

	IT Audits/ Special Projects	Process Audits	Other TSP Activities	Total
Number of audits completed	5	1	1	7
Instances of material non-compliance with FERSA	—	—	—	—
Number of closed recommendations	10	—	1	11
Number of new recommendations	6	19	—	25

Detail of Audits Completed in the 2024 Audit Cycle

	Scope Period	Prior Year Recs Closed	Prior Year Recs Remaining Open	New Fundamental Recs	New Other Recs	New Findings without Recs
Participant Website Controls	4/1/2023 – 3/31/2024	–	–	–	–	–
Mainframe Configuration and Security Controls	4/1/2023 – 3/31/2024	–	–	–	–	1
Mobile Device Security and Governance Controls	5/1/2023 – 4/30/2024	8	3	4	–	–
Insider Threat Controls	4/1/2023 – 3/31/2024	2	–	–	–	1
Decommissioning of Legacy Systems Security Controls	As of 11/30/2023	–	–	2	–	1
Account Maintenance	1/1/2023 – 2/29/2024	–	–	14	5	2
Payroll Service Provider TSP Operations - U.S. Department of Agriculture's National Finance Center	1/1/2023 – 12/31/2023	1	–	–	–	1
Total		11	3	20	5	6



Key Highlights

Account Maintenance

Recommendations cover various distinct areas of TSP operations.

Fourteen recommendations address instances of inaccurate or untimely processing of transactions or events.

Five recommendations address insufficient segregation of duties in the design of fundamental controls and lack of documentation to support transactions or events.

Four recommendations address insufficient control definitions in policies and/or procedures, and three address inconsistent control implementation in accordance with Agency policies and/or procedures.

The Agency did not concur with one open prior year (2018) recommendation but planned to implement by other means.

Mobile Device Security and Governance Controls

Recommendations pertain to Agency-managed mobile devices.

Aged IT Audit Recommendations

Four fundamental control recommendations issued prior to 2021 remain open.

The recommendations were issued prior to Converge and pertain to processes currently managed by the Agency related to contractual agreements (2*) and mobile devices (2**).

The Agency did not consider the recommendations implemented at the start of the 2025 audit cycle.

Five recommendations are under review as part of the 2025 Board Staff audit.

Three recommendations pertain to the Annuity Operations audit, which has not been performed since 2020.

Aged Process and Other Audit Recommendations

Eight recommendations issued prior to 2021 remain open.

*Will be evaluated in 2025

**Includes the non-concur Mobile Device recommendation



Status of 2025 TSP Audits

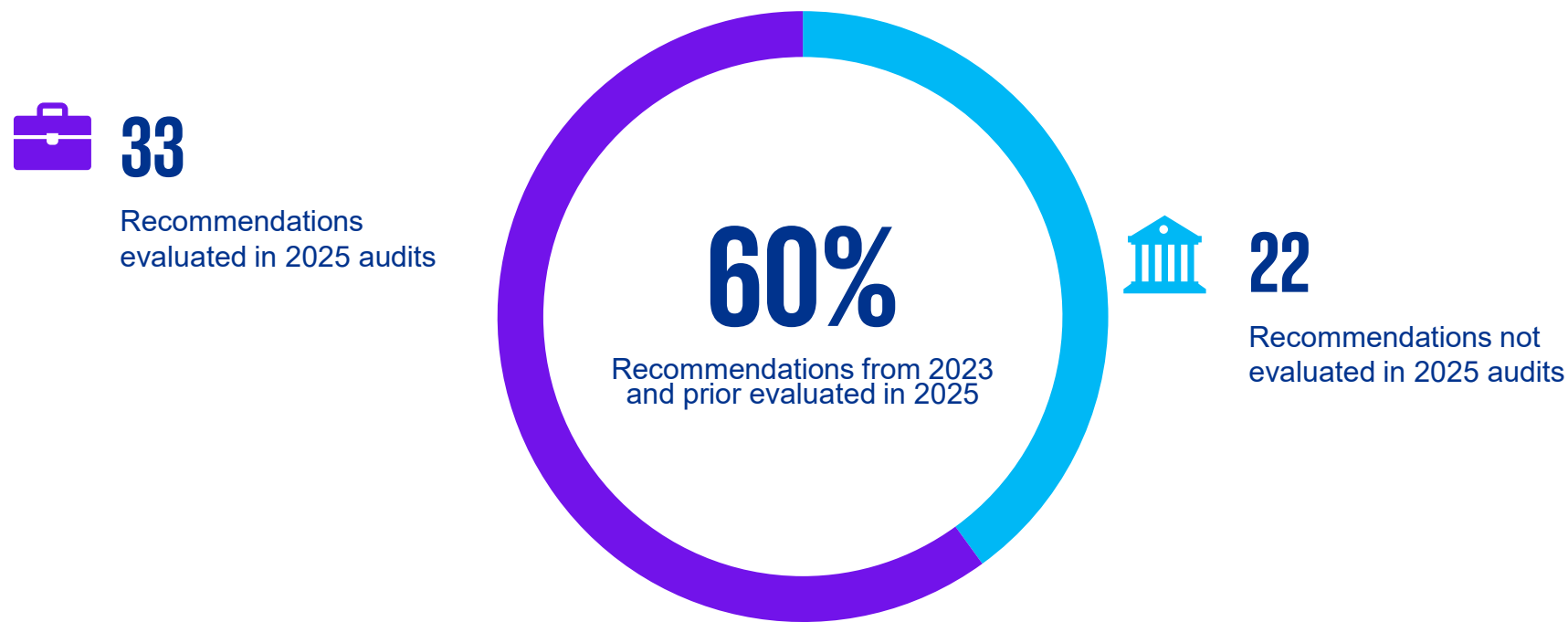
Status of 2025 Performance Audits

	Status as of April 9, 2025	Estimated Report Issuance
Access and Data Security Controls	Draft Section III submitted to Agency	May 2025
Detection and Monitoring Security Controls	Completed Fieldwork	July 2025
Information Protection Processes and Procedures	Completed Fieldwork	June 2025
Vendor Risk Management and Agency Oversight Controls	In Fieldwork	July 2025
Status of Certain Prior Year Findings	In Fieldwork	July 2025
CaMI Security Controls	Draft Section III submitted to EBSA	June 2025
Investment Manager Operations – “F”, “C”, “S”, and “I” Funds - BlackRock Institutional Trust Company, N.A.	In Fieldwork	July 2025
Payroll Service Provider TSP Operations - Defense Finance and Accounting Service	In Fieldwork	July 2025
Board Staff	In Fieldwork	July 2025



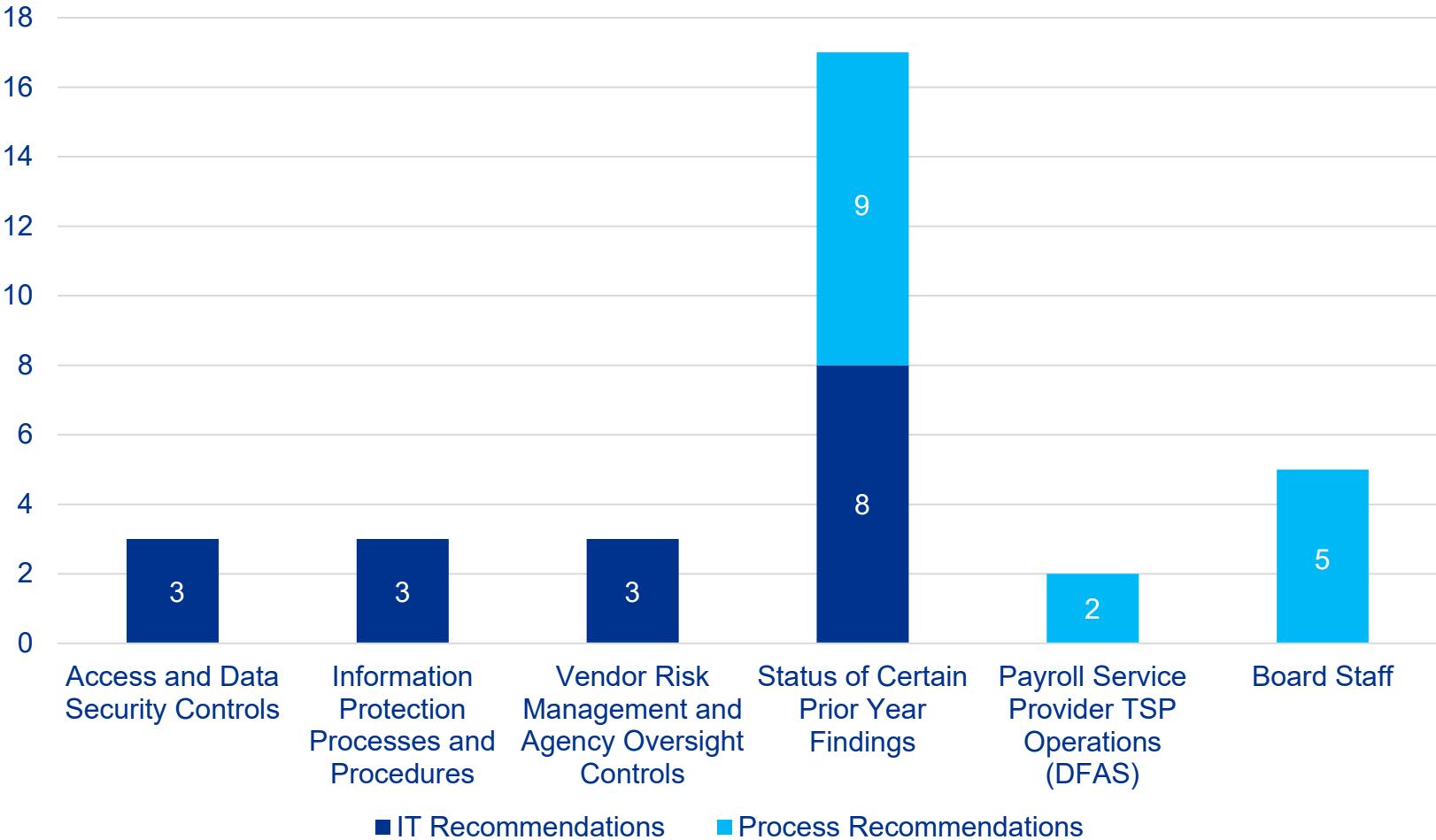
Summary of Open Recommendations Evaluated in 2025 Audits

Recommendations from Audit Cycles 2023 and Prior – Evaluated in 2025 Audits



Summary of Open Recommendations Addressed in 2025 Audits

(continued)



The background is a solid blue color with a large, dark blue, three-dimensional geometric shape on the right side. This shape has a triangular top face and a curved base, creating a sense of depth and shadow. The word "Questions?" is written in white, bold, sans-serif font on the left side of the image, partially overlapping the dark blue shape.

Questions?



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