



# Federal Retirement Thrift Investment Board

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## 2025 Thrift Savings Plan Education Efforts



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# Introduction

*The Board shall annually report to the Committee on Governmental Affairs of the Senate and the Committee on Government Reform in the House of Representatives on its Thrift Savings Plan education efforts on behalf of plan participants.*

*Pub. L. 108-469, §2, 118 Stat. 3891, 3892.*

In response to this requirement from the Thrift Savings Plan (TSP) Open Elections Act of 2004, the Federal Retirement Thrift Investment Board (FRTIB) is pleased to provide this summary of the education and outreach efforts it made in 2025.

The FRTIB manages the TSP solely for the benefit of its participants and beneficiaries. We are committed to delivering compelling messaging that encourages participants to save for retirement; to educating, communicating, and interacting with participants to help them make smart choices; and to creating innovative products and programs to assist participants in achieving their goals.

In 2025, we engaged and educated participants through the TSP website, [tsp.gov](https://tsp.gov); email newsletters; targeted email campaigns; multimedia assets such as videos and webinars; one-to-one communications; and customized training sessions for participants, agency and service representatives, and military financial educators.



# Communications

## Emails

We use email to communicate news about the Plan and to reach and educate participants and beneficiaries.



## Emails to All Participants

In 2025, we continued emailing our electronic newsletter, the *Thrift Savings Planner*, on a quarterly schedule. We sent the newsletter in January, April, July, and October to participants with at least one email address on record and who have elected to receive emails.

We also started the year by sending our Executive Director’s annual letter by mail to approximately 2 million participants and by email to approximately 6.6 million participant email addresses. In it, we featured a Q&A with the TSP’s Executive Director and recapped the previous year’s accomplishments, including introduction of a new Lifecycle Fund, the L 2070. We also noted our switch to a new index in the I Fund.

## Targeted Email Campaigns

We continued to use email to send targeted communication to participants.

Targeting early-career participants, we sent out an email titled *The balancing act of your TSP and student loans* as part of our “Grow with the TSP” campaign, addressing questions that newer participants can have about balancing student loan payments and saving for retirement. We emphasized the advantage of investing for retirement early in one’s career.

To participants nearing or in retirement, we sent a four-part series of emails to alert them to considerations for TSP investment that apply once a participant enters the later stages of their career. Using messages titled *Thinking about your TSP* and *Keep score and save more*, we highlighted the TSP’s flexible withdrawal options, low expenses, and option to maintain one’s TSP account in retirement. We also included a link to our “scorecard” that helps participants compare the TSP to other investment options.

We notified participants with investments in the L 2025 Fund that the fund would be retired in June, and those investments would be transferred into the L Income Fund. We emailed those participants for whom we had an email address and sent letters to the others.

To help participants understand the beneficiary process, we sent two emails dealing with death benefits. The first, titled *What happens to your TSP after you die?* noted that participants can designate as beneficiaries not only individuals, but also organizations and trusts. It also explained the option not to select beneficiaries, including the statutory order of precedence; and it reminded participants to update their plans when their lives change. The second email, titled *Follow-up: your questions about TSP death benefits*, answered some of the most common questions we received in feedback to the initial death benefits email.

We also began a series called “*IN with the TSP*,” our five-part email series for TSP participants already in retirement. We answered key questions that retirees often ask us about IRS required minimum distributions, consolidation of accounts and transfers in retirement, considerations when thinking about TSP withdrawal options, and more.

In September 2025, we began an informational series designed to help participants understand the differences between traditional and Roth balances and to introduce specific changes affecting Roth balances starting in 2026: the introduction of Roth in-plan conversions, and the application of Section 603 of the SECURE Act 2.0. The first email in the Roth series was titled *Roth and traditional: what’s the difference? (Taxes.)* The second was *Roth in-plan conversion overview*; the third was titled *Traditional or Roth? Make the choice that works for you*; and the fourth was called *Roth TSP and Roth IRA: what’s the difference?* The series continues in 2026.

Near the end of the year, we sent an email to actively employed TSP participants who were turning 50 or older in 2026, informing them of upcoming changes to catch-up contributions due to the SECURE Act 2.0. Participants who did not have an email on file with the TSP were sent a postcard (see the next section).

## Postcard Outreach

To about 173,000 actively employed participants who were turning 50 or older in 2026 and did not have an email address on record, we mailed a postcard to inform them of the changes to catch-up contributions beginning in 2026 due to the SECURE Act 2.0.

## Multimedia

In 2025, we posted four new or updated webinars on the TSP’s YouTube channel, TSP4gov. The webinars introduce new participants to the TSP and give existing participants a better understanding of how they can build and manage their TSP accounts.

**Leaving the Uniformed Services? Stay With the TSP!** informs members of the uniformed services that they can keep their TSP account even after leaving the uniformed services. It notes that participants don’t have to take any withdrawals from their accounts until the age when the IRS requires that they begin taking required minimum distributions. This video also ran on American Forces Network.

**Leaving Federal Service? Stay With the TSP!** informs federal employees that they can keep their

TSP account even after leaving the federal workforce. It contains much of the same information as the video for members of the uniformed services.

**Your TSP Investment Options: The I Fund** updated the information we provide about the International Stock Index Investment Fund, also known as the I Fund. It tracks the MSCI ACWI IMI ex USA ex China ex Hong Kong Index. The fund is made up of large, midsize, and small companies in more than 40 developed and emerging markets, excluding the United States, China, and Hong Kong.

**Your TSP Investment Options: The Lifecycle Funds** updated our video information on the professionally designed Lifecycle Funds, also known as the L Funds. Every quarter, the target allocations of all the L Funds except L Income are automatically adjusted, gradually shifting them from higher risk and reward to lower risk and reward as they get closer to their target dates, meaning participants can expect the risk level of their investments to decline as they get closer to retirement.

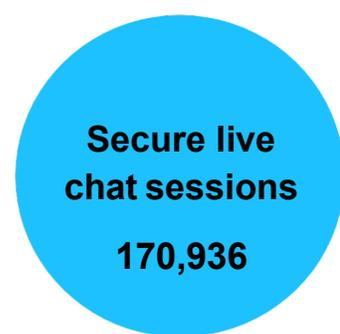
Additionally, we worked with the American Forces Network (AFN) to develop a public service announcement to announce the launch of the L 2075 Fund. AFN reaches an audience of more than 400,000 uniformed services members and their families stationed outside the continental United States.



Photo by Sgt. 1st Class Shane Klestinski - 50th Regional Support Group, Salt Lake City, Utah, US on 02.07.2025

## One-to-One Participant Communications

We continue to offer participants various ways to contact us with specific inquiries about their TSP account: by email, phone, or live chat sessions. Below are the totals in each category for 2025.



# Training for Agency/Service Representatives and Participants

By law (5 U.S.C. § 8350), the Office of Personnel Management (OPM) is required to operate a training program for retirement counselors in employing agencies. This requirement ensures that employees can obtain current information and personal service in response to their retirement-related questions. Since 1987, we have worked with OPM to sustain a network of agency representatives as part of this program. We conduct regular meetings to provide benefits specialists and payroll specialists with information about changes to the Plan.



In 2025, we hosted two coordinators' webinars designed to give updates about the TSP for human resource offices. In April 2025 we had 130 coordinators participate; in December 2025, 157.

We provide free educational sessions to federal employees and uniformed services members using onsite and webinar sessions. In 2025 we held 232 events (40 in-person events and 192 webinars, including 15 for members of the uniformed services), with a total of 26,112 attendees: 4,364 in person and 21,748 through webinars. Participants also had unlimited access to recordings of webinars through the agency's YouTube channel TSP4gov.

We also continued our collaboration with the U.S. Office of Personnel Management, the U.S. Securities and Exchange Commission, and the Social Security Administration to conduct virtual trainings, which extend our outreach to geographically dispersed participants.

# Conclusion

The FRTIB manages the TSP solely for the benefit of its participants and beneficiaries. The purpose of the TSP is to provide federal government employees and uniformed services members, including the Ready Reserve, with a long-term retirement savings and investment plan.

To accomplish this mission, the agency continues to seek new ways to engage with participants and beneficiaries, to provide them with the information they need to make informed decisions, and to help them to save for retirement. The FRTIB and TSP are committed to continuing to communicate with and educate our participants and beneficiaries.