

A SUMMARY OF BENEFITS *for*



POSTAL & CIVIL SERVICE EMPLOYEES

FEDERAL EMPLOYEES GROUP LIFE INSURANCE (FEGLI)

All claims are settled by the Office of Employees' Group Life Insurance, P.O. Box 2627, Jersey City, NJ 07303-2627, a non-governmental office established to administer the insurance on behalf of the insuring companies.

Basic Life

Your basic insurance amount depends upon your annual basic pay. (Excludes COLA)

Line 1 — Your current basic pay \$ _____
 Line 2 — If not an exact thousand, round up to next thousand \$ _____
 Line 3 — Add \$2,000 \$ 2,000
 Line 4 — Total Insurance \$ _____
 (Add lines 2 & 3)

Extra Benefit

AGE	FACTOR	AGE	FACTOR
35 or under	2.0	40	1.5
36	1.9	41	1.4
37	1.8	42	1.3
38	1.7	43	1.2
39	1.6	44	1.1
		45	1.0

Line 5 — Basic Life Insurance (Line 4) \$ _____
 Line 6 — Multiplication factor _____ x
 Line 7 — Total Insurance \$ _____

Option A - Standard (\$10,000)

AGE GROUP	BIWEEKLY	MONTHLY
Under age 35	\$.20	\$.43
35 through 39	\$.20	\$.43
40 through 44	\$.30	\$.65
45 through 49	\$.60	\$ 1.30
50 through 54	\$ 1.00	\$ 2.17
55 through 59	\$ 1.80	\$ 3.90
60 through 64	\$ 6.00	\$13.00
65 through 69	\$ 6.00	\$13.00
70 through 74	\$ 6.00	\$13.00
75 through 79	\$ 6.00	\$13.00
80+	\$ 6.00	\$13.00

Accidental Death and Dismemberment

Accidental Death and Dismemberment (AD&D) protection is included with Basic and Option A insurance at no additional cost. Benefits are payable when you sustain accidental injuries and, within one year, you lose a limb or sight in one or both eyes resulting directly from those injuries. Under Basic insurance, the benefits are equal to one-half of your BIA for the loss of one limb or sight in one eye. Under Option A, payments are equal to one-half of those benefits for the loss of one limb or sight in one eye.

Option B - Additional

Basic Life qualifies you to elect Option B - Additional insurance in an amount equal to (1) one, (2) two, (3) three, (4) four, or (5) five times your annual basic pay after rounding to the next \$1,000.

Line 8 — Put the amount in line 2 here \$ _____
 Line 9 — Multiple _____ x
 Line 10 — Total Insurance \$ _____
 (line 8 times line 9)

WITHHOLDING PER \$1,000 INSURANCE

AGE GROUP	BIWEEKLY	MONTHLY
Under age 35	\$.02	\$.043
35 through 39	\$.02	\$.043
40 through 44	\$.03	\$.065
45 through 49	\$.06	\$.130
50 through 54	\$.10	\$.217
55 through 59	\$.18	\$.390
60 through 64	\$.40	\$.867
65 through 69	\$.48	\$ 1.040
70 through 74	\$.86	\$ 1.863
75 through 79	\$ 1.80	\$ 3.900
80 +	\$ 2.88	\$ 6.240

Option C - Family

Your entitlement to Basic Life qualifies you to elect Option C-Family to cover "eligible family members"; coverage in multiples up to five (5) times of per unit coverage (\$5,000 for spouse and \$2,500 for each dependent child (Maximum \$25,000 on spouse and \$12,500 on each dependent child)).

"Eligible family members" means your present spouse and your unmarried dependent children, including an adopted child, a stepchild, or a recognized natural child who is either living with you or who is receiving regular and substantial support from you. To be covered, a child must be under 22 years of age or, if 22 or over, incapable of self-support because of mental or physical disability which existed before the child became 22 years of age.

AGE GROUP	BIWEEKLY	MONTHLY
Under age 35	\$.20	\$.43
35 through 39	\$.24	\$.52
40 through 44	\$.37	\$.80
45 through 49	\$.53	\$ 1.15
50 through 54	\$.83	\$ 1.80
55 through 59	\$ 1.33	\$ 2.88
60 through 64	\$ 2.43	\$ 5.27
65 through 69	\$ 2.83	\$ 6.13
70 through 74	\$ 3.83	\$ 8.30
75 through 79	\$ 5.76	\$12.48
80+	\$ 7.80	\$16.90

¹ A retiree may elect to keep the full amount of insurance in force but must continue to pay the full premium.

RETIREMENT AT AGE 65

Basic Life & Option A

Option A is free the month after you reach age 65 or retire (if later). It is free but reductions begin. Your Option A-standard coverage will reduce by 2% of the pre-retirement amount per month (\$200.00) until it reaches 25% (\$2500.00) of the pre-retirement amount.

Option B & C

At retirement, you will elect if you want Full Reduction or No Reduction for each multiple. For example, an employee who has three multiples can elect to have two multiples with Full Reduction and one multiple with No Reduction. "Mixed elections" are allowed.

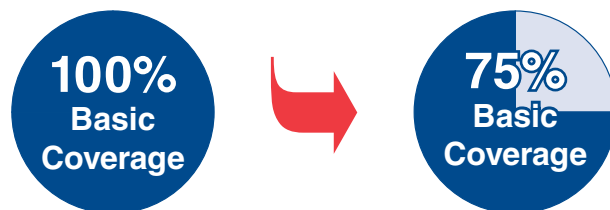
Full Reduction — If you choose Full Reduction, coverage is free after you turn age 65 or retire (if later). Effective at the month after the month you become age 65 or retire (if later), the value of your Full Reduction Option B and C multiples will reduce by 2% of the pre-retirement amount per month for 50 months, at which time coverage on those multiples will end.

No Reduction — If you choose No Reduction, you continue to pay the premium for your age group for the No Reduction multiples for life or until you change your election on those multiples or you otherwise discontinue your coverage. If you choose No Reduction, you can change to Full Reduction at any time.

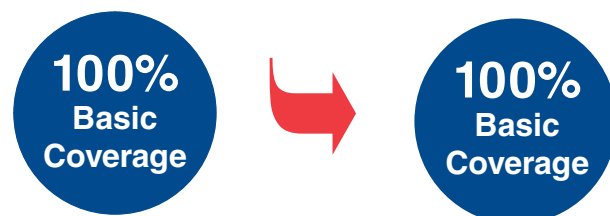
* Effective April 24, 1999, Option B and C coverage may be continued after retirement at per \$1,000 rates indicated on the preceding page.

Note - Costs for continuing level coverage after retirement can become substantial.

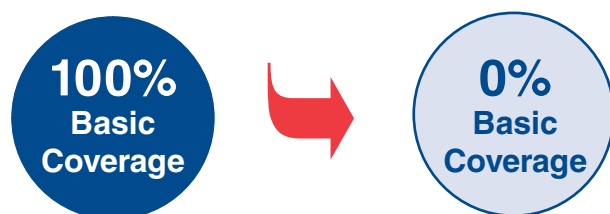
Basic Coverage Option A 75% Reduction*



Basic Coverage Available for Option B & C No Reduction*



Basic Coverage Available for Option B & C Full Reduction*



The regular premium for Basic insurance stops the month after you turn 65. If you elected 75% reduction, your Basic insurance is free once you are retired and reach 65.

If you elected 50% reduction or no reduction, there is an extra premium for this higher level of coverage. The extra premium starts as soon as you retire or become insured as a compensation and continues even after the regular premium stops at age 65.

Cost for Annuitants for each \$1,000 of your Basic Insurance Amount

	75% Reduction	50% Reduction	No Reduction
Until the Month after your 65th Birthday	\$0.3467 monthly	\$1.0967 monthly	\$2.5967 monthly
Starting the Month after your 65th Birthday	Free	\$0.75 monthly**	\$2.25 monthly**

** The applicable withholding for 50% reduction or no reduction will be withheld from your annuity for life (unless you cancel your coverage or change to 75% reduction).

Withholdings are based on your Basic Insurance Amount (BIA) at the time of your retirement. If you elected 50 % reduction, the withholdings do not change when the amount of insurance in force begins to reduce.

CIVIL SERVICE RETIREMENT SYSTEM (CSRS)

Retirement

Retirement benefits are secured by the political commitment of the Federal government to honor its agreements with its retired employees, a commitment that can only be altered by a change in the law.

CSRS Offset was created in 1987 and generally applies to employees who had a break in federal service after 1983 that lasted longer than 1 year and had at least 5 years of civilian service as of January 1, 1987. It also applies to employees who were hired into a civilian job before 1984, but did not acquire retirement coverage until after 1984 and had at least 5 years of service as of January 1, 1987. The amount CSRS Offset employees pay for retirement is the same amount that CSRS employees pay, however it is reduced, or offset, by Social Security taxes (6.2 % of pay).

Retirement Annuities and Survivor Benefits

Under CSRS, a provision can be made for continuing benefits to survivors in the event of the death of the retiree. If a CSRS retiree dies, recurring monthly payments may be made to the surviving spouse if the retiree chooses a survivor annuity option. There are three different survivor annuity options you can choose...

Full Survivor Annuity – 55% of your full pension

Reduced Survivor Annuity – 55% of a portion of your pension

No Survivor Annuity

Recurring monthly benefits may be made to the former spouse of a deceased retiree, if the retiree elected a reduced annuity to provide the benefit, or the benefit is payable under a court order.

Unmarried children who are dependent upon the retiree may receive recurring monthly benefits until they reach age 18, marry, or die. Monthly survivor annuity payments for a child can continue after age 18 if the child is a full-time student attending a recognized school. Benefits can continue until age 22.

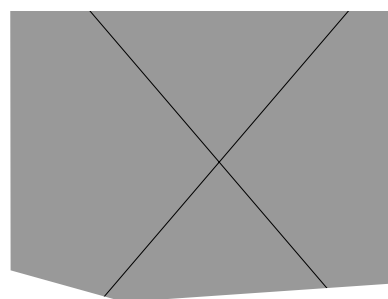
Eligibility to Retire

Benefits under CSRS are payable to workers at age 55 with 30 years of service, or at age 60 with 20 years of service, or at age 62 with 5 years of service. The amount of an employee's annuity depends primarily upon the "high-3" average pay and length of service. "High-3" average pay is the highest average annual pay produced by the employee's basic pay rates during any 3 consecutive years of service.

Earned CSRS Retirement Percentages Based on Years of Service

Years	Percentage	Years	Percentage
5	7.50%	25	46.25%
6	9.25%	26	48.25%
7	11.00%	27	50.25%
8	12.75%	28	52.25%
9	14.50%	29	54.25%
10	16.25%	30	56.25%
11	18.25%	31	58.25%
12	20.25%	32	60.25%
13	22.25%	33	62.25%
14	24.25%	34	64.25%
15	26.25%	35	66.25%
16	28.25%	36	68.25%
17	30.25%	37	70.25%
18	32.25%	38	72.25%
19	34.25%	39	74.25%
20	36.25%	40	76.25%
21	38.25%	41	78.25%
22	40.25%	42	80.00%
23	42.25%	43	80.00%
24	44.25%		

Income Before Retirement



Length of Service

Monthly Income

\$ _____

Income After Retirement



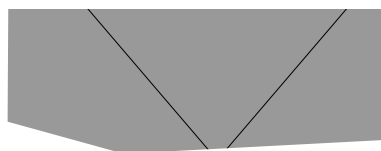
50%
Loss In Income

Reduced Monthly
Income

\$ _____

Surviving Annuity Income

If you select the survivor annuity, your survivor will continue to receive a portion of your pension upon your death.



Loss In Monthly
Income

\$ _____

Surviving Annuity
Income

\$ _____

CIVIL SERVICE RETIREMENT SYSTEM (CSRS)

MONTHLY ANNUITIES COMPUTED UNDER BASIC FORMULAE
(Second line of each salary level reflects annuity with survivor deduction.)

YEARS OF CREDITABLE SERVICE

INCOME	5	10	15	16	17	18	19	20	21	22	23	24	25	30	35	40	42
20,000	125	271	438	471	504	538	571	604	638	671	704	738	771	938	1104	1271	1338
	122	264	416	446	476	506	536	566	596	626	656	686	716	866	1016	1166	1266
23,000	144	311	503	541	580	618	656	695	733	771	810	848	886	1078	1270	1461	1538
	140	304	475	510	544	579	613	648	682	717	751	786	820	993	1165	1338	1407
26,000	163	352	569	612	655	699	742	785	829	872	915	959	1002	1219	1435	1652	1739
	158	339	534	573	612	651	690	729	768	807	846	885	924	1119	1314	1509	1587
30,000	188	406	656	706	756	806	856	906	956	1006	1056	1106	1156	1406	1656	1906	1006
	183	388	613	658	703	748	793	838	883	928	973	1018	1063	1288	1513	1738	1828
33,000	206	447	722	777	832	887	942	997	1052	1107	1162	1217	1272	1547	1822	2097	2207
	201	425	672	722	771	821	870	920	969	1019	1068	1118	1167	1415	1662	1910	2009
36,000	225	488	788	848	908	968	1028	1088	1148	1208	1268	1328	1388	1688	1988	2288	2408
	219	461	731	785	839	893	947	1001	1055	1109	1163	1217	1271	1541	1811	2081	2189
40,000	250	542	875	942	1008	1075	1142	1208	1275	1342	1408	1475	1542	1875	2208	2542	2675
	244	510	810	870	930	990	1050	1110	1170	1230	1290	1350	1410	1710	2010	2310	2430
43,000	269	582	941	1012	1084	1156	1227	1299	1371	1442	1514	1586	1657	2016	2374	2732	2876
	262	547	869	934	998	1063	1127	1192	1256	1321	1385	1450	1514	1837	2159	2482	2611
46,000	288	623	1006	1083	1160	1236	1313	1390	1466	1543	1620	1696	1773	2156	2540	2923	3076
	280	583	928	997	1066	1135	1204	1273	1342	1411	1480	1549	1618	1963	2308	2653	2791
50,000	313	677	1094	1177	1260	1344	1427	1510	1594	1677	1760	1844	1927	2344	2760	3177	3344
	304	632	1007	1082	1157	1232	1307	1382	1457	1532	1607	1682	1757	2132	2507	2882	3032
53,000	331	718	1159	1248	1336	1424	1513	1601	1689	1778	1866	1954	2043	2484	2926	3368	3544
	323	668	1066	1145	1225	1304	1384	1463	1543	1622	1702	1781	1861	2258	2656	3053	3212
56,000	350	758	1225	1318	1412	1505	1598	1692	1785	1878	1972	2065	2158	2625	3092	3558	3745
	341	705	1125	1209	1293	1377	1461	1545	1629	1713	1797	1881	1965	2385	2805	3225	3393
60,000	375	813	1313	1413	1513	1613	1713	1813	1913	2013	2113	2213	2313	2813	3313	3813	4013
	366	754	1204	1294	1384	1474	1564	1654	1744	1834	1924	2014	2104	2554	3004	3454	3634
63,000	394	853	1378	1783	1588	1693	1798	1903	2008	2113	2218	2323	2428	2953	3478	4003	4213
	384	790	1263	1357	1452	1546	1641	1735	1830	1924	2019	2113	2208	2680	3153	3625	3814
66,000	413	894	1444	1554	1664	1774	1884	1994	2104	2214	2324	2432	2544	3094	3644	4194	4414
	394	827	1322	1421	1520	1619	1718	1817	1916	2015	2114	2213	2312	2807	3302	3797	3995
70,000	438	948	1531	1648	1765	1881	1998	2115	2231	2348	2465	2581	2698	3281	3865	4448	4681
	416	876	1401	1516	1611	1716	1821	1926	2031	2136	2241	2346	2451	2976	3501	4026	4236
73,000	456	989	1597	1719	1840	1962	2085	2205	2327	2449	2570	2692	2814	3422	4030	4639	4882
	433	912	1460	1569	1679	1788	1898	2007	2117	2226	2336	2445	2555	3102	3650	4197	4416
76,000	475	1029	1663	1789	1916	2043	2169	2296	2423	2549	2676	2803	2929	3563	4196	4829	5083
	450	949	1519	1633	1747	1861	1975	2089	2203	2317	2431	2545	2659	3229	3799	4369	4597
80,000	500	1083	1750	1883	2017	2150	2293	2417	2550	2683	2817	2950	3083	3750	4417	5083	5350
	473	998	1598	1718	1838	1958	2078	2198	2318	2438	2558	2678	2798	3398	3998	4598	4838
83,000	519	1124	1816	1954	2092	2231	2369	2507	2646	2784	2922	3061	3199	3891	4582	5274	5551
	489	1034	1657	1781	1906	2030	2155	2279	2404	2528	2653	2777	2902	3524	4147	4769	5018
86,000	538	1165	1881	2025	2168	2311	2455	2598	2741	2885	3028	3171	3315	4031	4748	5465	5751
	506	1071	1716	1845	1974	2103	2232	2361	2490	2619	2748	2877	3006	3651	4296	4941	5199
90,000	563	1219	1969	2119	2269	2419	2569	2719	2869	3019	3169	3319	3469	4219	4969	5719	6019
	529	1119	1794	1929	2064	2199	2334	2469	2604	2739	2874	3009	3144	3819	4494	5169	5439
93,000	581	1259	2034	2189	2344	2499	2654	2809	2964	3119	3274	3429	3584	4359	5134	5909	6219
	546	1156	1853	1993	2132	2272	2411	2551	2690	2830	2969	3109	3258	3946	4643	5341	5620
96,000	600	1300	2100	2260	2420	2580	2740	2900	3060	3220	3380	3540	3700	4500	5300	6100	6420
	563	1193	1913	2057	2201	2345	2489	2633	2777	2921	3065	3209	3353	4073	4793	5513	5801
100,000	625	1354	2188	2354	2521	2688	2854	3021	3188	3354	3521	3688	3854	4688	5521	6354	6688
	585	1241	1991	2141	2291	2441	2591	2741	2891	3041	3191	3341	3491	4241	4991	5741	6041
110,000	688	1490	2406	2590	2773	2956	3140	3323	3506	3690	3873	4056	4240	5156	6073	6990	7356
	641	1363	2188	2353	2518	2683	2848	3013	3178	3343	3508	3673	3838	4663	5488	6313	6643

FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS)

Retirement

Almost all new Federal employees hired after December 31, 1983 are automatically covered by FERS. Congress created the FERS in 1986, and it became effective on January 1, 1987. FERS is a retirement plan that provides benefits from three different sources: a Basic Benefit Plan, Social Security, and the Thrift Savings Plan (TSP). Two of the three parts of FERS (Social Security and the TSP) can go with you to your next job if you leave the Federal Government before retirement. The Basic Benefit and Social Security parts of FERS require you to pay your share each pay period. Your agency withholds the cost of the Basic Benefit and Social Security from your pay as payroll deductions. Your agency pays its part too. Then, after you retire, you receive annuity payments each month for the rest of your life.

Eligibility to Retire

Your age and number of years of creditable service determine eligibility. The Federal Employees Retirement System (FERS) Basic Benefit Plan has four categories of benefits: Immediate, Early, Deferred, and Disability. Immediate retirement benefit starts within 30 days from the date you stop working. The early retirement benefit is available in certain involuntary separation cases and cases of voluntary separations during a major reorganization or reduction in force. You may be eligible for deferred retirement benefits if you leave Federal service before you meet the age and service requirements for an immediate retirement benefit and have completed at least five years of creditable civilian service. To be eligible for disability, you must have become disabled while employed in a position subject to FERS because of a disease or injury for useful and efficient service in your current position. This disability must be expected to last at least one year.

Retirement Annuities and Survivor Benefits

Under FERS, a provision can be made for continuing benefits to survivors in the event of the death of the retiree. If you are married and elect a survivor annuity when you retire, your annuity will be automatically computed to provide an annuity to your widow or widower unless you and your spouse state in writing that you do not wish your spouse to receive an annuity upon your death. If you select this option, your monthly income will be reduced. Upon your death, after retirement, the survivor will receive an annuity of 50% of your monthly income.

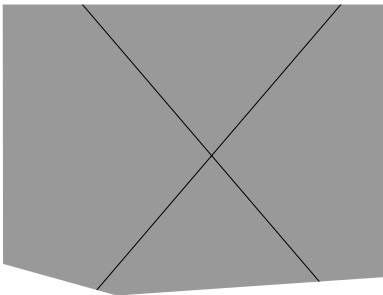
Reduced Benefits for Early Retirement

Workers are able to retire at the MRA with 10 years of service with reductions of 5% for each year the worker is under age 62 at retirement. This option does not exist under CSRS. The computation formula for a FERS retirement benefit depends on the age of retirement, how many years of service, and the "high-3" average salary. The computation formula is: (1) if a retiree is under age 62 or has less than 20 years, then it is $1\% \times \text{"high-3" average salary} \times \text{years of service}$; (2) if a retiree is at least age 62 and has at least 20 years of service, then it is $1.1\% \times \text{"high-3" average salary} \times \text{years of service}$.

Income Before Retirement

Income After Retirement

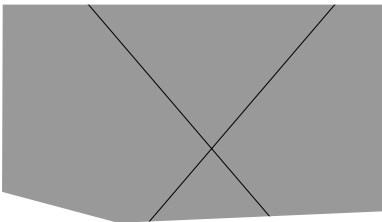
Surviving Annuity Income



Length of Service

Monthly Income
\$ _____

70%*
Loss In Income



Reduced Monthly Income
\$ _____

Surviving Annuity Income
\$ _____

Loss In Monthly Income
\$ _____

If you select the survivor annuity benefit, your spouse will receive approximately 50% of your retirement income upon your death.

* Based on 30 Years of Accredited Service

FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS)

MONTHLY BASIC ANNUITY AMOUNTS BASED ON “HIGH-3” SALARY AND YEARS OF SERVICE FOR EMPLOYEES
(Second line of each salary level reflects annuity with survivor deduction.)

YEARS OF CREDITABLE SERVICE

HIGHEST 3 YEAR AVERAGE SALARY	5	10	15	16	17	18	19	20	21	22	23	24	25	30	35	40	42
20,000	83	167	250	267	283	300	317	333	350	367	383	400	417	500	583	667	700
	75	150	225	240	255	270	285	300	315	330	345	360	375	450	525	600	630
23,000	96	192	288	307	326	345	364	383	403	422	441	460	479	575	671	767	805
	86	173	259	276	293	311	328	345	362	380	397	414	431	518	604	690	725
26,000	108	217	323	347	368	390	412	433	455	477	498	521	542	650	758	867	910
	98	195	293	312	332	351	371	390	410	429	449	468	488	585	683	780	819
30,000	125	250	375	400	425	450	475	500	525	550	575	600	625	750	875	1000	1050
	113	225	338	360	383	405	428	450	473	495	518	540	563	675	788	900	945
33,000	138	275	413	440	468	495	523	550	578	605	633	660	688	825	963	1100	1155
	124	248	371	396	421	446	470	495	520	545	569	594	619	743	866	990	1040
36,000	150	300	450	480	510	540	570	600	630	660	690	720	750	900	1050	1200	1260
	135	270	405	432	459	486	513	540	567	594	621	648	675	810	945	1080	1134
40,000	167	333	500	533	567	600	633	667	700	733	767	800	833	1000	1167	1333	1400
	150	300	450	480	510	540	570	600	630	660	690	720	750	900	1050	1200	1260
43,000	179	358	538	573	609	645	681	717	753	788	824	860	896	1075	1254	1433	1505
	161	323	484	516	548	581	613	645	671	710	742	774	806	968	1129	1290	1355
46,000	192	383	575	613	652	690	728	767	805	843	882	920	958	1150	1342	1533	1610
	173	345	518	552	587	621	656	690	725	759	794	828	863	1035	1208	1380	1449
50,000	208	417	625	667	708	750	792	833	875	917	958	1000	1042	1250	1458	1667	1750
	188	375	563	600	638	675	713	750	788	825	863	900	938	1125	1313	1500	1575
53,000	221	442	663	707	751	795	839	883	928	972	1016	1060	1104	1325	1546	1767	1855
	199	398	596	636	676	716	755	795	835	875	914	954	994	1193	1391	1690	1670
56,000	233	467	700	747	793	840	887	933	980	1027	1073	1120	1167	1400	1633	1867	1960
	210	420	630	672	714	756	798	840	882	924	966	1008	1050	1260	1470	1680	1764
60,000	250	500	750	800	850	900	950	1000	1050	1100	1150	1200	1250	1500	1750	2000	2100
	225	450	675	720	765	810	855	900	945	990	1035	1080	1125	1350	1575	1800	1890
63,000	263	525	788	840	893	945	998	1050	1103	1155	1208	1260	1313	1575	1838	2100	2205
	236	473	709	756	803	851	898	945	992	1040	1087	1134	1188	1418	1654	1890	1985
66,000	275	550	825	880	935	990	1045	1100	1155	1210	1265	1320	1375	1650	1925	2200	2310
	248	495	743	792	842	891	941	990	1040	1089	1139	1188	1238	1485	1733	1980	2079
70,000	292	583	875	933	992	1050	1108	1167	1225	1283	1342	1400	1458	1750	2042	2333	2450
	263	525	788	840	893	945	998	1050	1103	1155	1208	1260	1313	1575	1838	2100	2205
73,000	304	608	913	973	1034	1095	1156	1217	1278	1338	1399	1460	1521	1825	2129	2433	2555
	274	548	821	876	931	986	1040	1095	1150	1205	1259	1314	1369	1643	1916	2190	2300
76,000	317	633	950	1013	1077	1140	1203	1267	1330	1393	1457	1520	1583	1900	2217	2533	2660
	285	570	855	912	969	1026	1083	1140	1197	1254	1311	1368	1425	1710	1995	2280	2394
80,000	333	667	1000	1067	1133	1200	1267	1333	1400	1467	1533	1600	1667	2000	2333	2667	2800
	300	600	900	960	1020	1080	1140	1200	1260	1320	1380	1440	1500	1800	2100	2400	2520
83,000	346	692	1038	1107	1176	1245	1314	1383	1453	1522	1591	1660	1729	2075	2421	2767	2905
	311	623	934	996	1058	1121	1183	1245	1307	1370	1432	1494	1556	1868	2179	2490	2615
86,000	358	717	1075	1147	1218	1290	1362	1433	1505	1577	1648	1720	179-2	2150	2508	2867	3010
	323	645	968	1032	1097	1161	1226	1290	1355	1419	1484	1548	1613	1935	2258	2580	2709
90,000	375	750	1125	1200	1275	1350	1425	1500	1575	1650	1725	1800	1875	2250	2625	3000	3150
	338	675	1013	1080	1148	1215	1283	1350	1418	1485	1553	1620	1688	2025	2363	2700	2835
93,000	388	775	1163	1240	1318	1395	1473	1550	1628	1705	1783	1860	1938	2325	2713	3100	3255
	349	698	1046	1116	1186	1256	1325	1395	1465	1535	1604	1674	1744	2093	2441	2790	2930
96,000	400	800	1200	1280	1360	1440	1520	1600	1680	1760	1840	1920	2000	2400	2800	3200	3360
	360	720	1080	1152	1224	1296	1368	1440	1512	1584	1656	1728	1800	2160	2530	2880	3024
100,000	417	833	1250	1333	1417	1500	1583	1667	1750	1833	1917	2000	2083	2500	2917	3333	3501
	375	750	1125	1200	1275	1350	1425	1500	1575	1650	1725	1800	1875	2250	2625	3000	3150
110,000	458	917	1375	1467	1558	1650	1742	1833	1925	2017	2108	2200	2292	2750	3208	3667	3850
	413	825	1238	1320	1403	1485	1568	1650	1733	1815	1898	1980	2063	2475	2888	3300	3465

THRIFT SAVINGS PLAN (TSP)

The Thrift Savings Plan (TSP) is a retirement savings and investment plan for Federal employees. Congress established the TSP in the Federal Employees' Retirement System Act of 1986. The purpose of the TSP is to provide retirement income through savings and tax-deferred benefits that many private corporations offer their employees. The TSP is similar to private sector 401(k) plans.

The TSP is administered by federal employees, who are also TSP participants, at the Federal Retirement Thrift Investment Board (FRTIB).

The Federal Retirement Thrift Investment Board is an independent Government agency. The five members of the Board and the Executive Director are required by law to manage the TSP prudently and solely in the interest of the participants and their beneficiaries. The Employee Thrift Advisory Council is a statutorily created Advisory Committee comprising of representatives of employee organizations, unions, and the uniformed services. The Council provides advice to the Board and the Executive Director on matters relating to the investment policies and administration of the TSP.

Money in the TSP and earnings on that money cannot be used for any purpose other than providing benefits to participants and their beneficiaries and paying TSP administrative expenses.

Employee Contributions

FERS Participants - You may contribute to TSP on a pay period basis, either in percentage of salary amounts or whole dollar amounts up to an annual dollar maximum. This limit, set by the IRS is \$23,000 for 2024.

Once you are eligible, you will receive:

- Agency Automatic (1%) Contributions
- Agency Matching Contributions
- Immediate vesting in Agency Matching Contributions and vesting - generally in three years - in Agency Automatic (1%) Contributions

CSRS Participants - You may contribute on a pay period basis up to \$23,000 annually (for 2024) to your TSP account. You do not receive any agency contributions.

Employer Matches

	FERS	CSRS
1%-3% of basic pay are matched	100%	0%
4%-5% of basic pay are matched	50%	0%
6% +	0%	0%

FERS - 1% automatic agency contribution.

Investment of TSP Accounts

There are six investment funds for TSP accounts, the G Fund, C Fund, F Fund, S Fund, I Fund, and the Lifecycle funds, L Fund. All employees may elect to invest any portion of their current account balances and/or future contributions between the funds in any way they choose. The assets of the G Fund are managed internally by the Federal Retirement Thrift Investment Board. The assets of the F, C, S, and I Funds are managed by outside investment firms. The Board currently has contracts with Barclays Global Investors, a U.S.-based subsidiary of Barclays PLC (a publicly listed financial services company based in London, England) to manage the F, C, S, and I Fund assets. Barclays invests the assets of the F, C, S, and I Funds into combined trust funds, which the assets of many tax-deferred employee benefit plans are combined and invested together. The F, C, S, and I Funds remain invested in Barclays funds regardless of the performance of the securities markets. The Barclays funds in which the F, C, S, and I Funds are invested are index funds, or passively managed funds, whose portfolios are based on the composition of a market index. The L Funds are invested in the five individual TSP funds based on professionally determined asset allocations. When investing in the funds, you will sign a statement that you understand that you are making an investment at your own risk. You will also not be protected by either the U.S. Government or the Federal Retirement Thrift Investment Board against investment loss in the funds, nor do they guarantee a return on your investment.

ThriftLine

The ThriftLine is an automated telephone service for participants which provides current account information 24 hours a day, seven days a week. The ThriftLine is **877-968-3778**. You will need to know your PIN and Social Security number. Also accessible online through TSP website: www.tsp.gov. Set up on-line access in My Account to chat with a ThriftLine Representative.

You can use the ThriftLine for the following:

- Account balance (total you have in each fund)
- Interfund transfer request (You are allowed two interfund transfers in a calendar month.)
- Loan information (status of a loan)
- Status of a withdrawal
- Most recent rates of return on the C, F, G Funds.
- Change your Personal Identification Number (PIN).

THRIFT SAVINGS PLAN (TSP)

TSP LOAN PROGRAM

Eligibility

- You must be currently employed as a federal civilian worker or member of the uniformed services.
- You are actively being paid, as loan repayments are deducted from your paycheck.
- You have at least \$1,000 of your own contributions invested in the TSP account.
- Loan balance must be within limits of Federal tax law.
- 50% of your own contributions and their earnings, or \$10,000, whichever is greater, minus your outstanding loan balances.
- Must document expenses for the allowed purposes (described below) or demonstrate financial hardship
- FERS employees are required to have spousal consent.

Types of TSP Loans

- Primary Residence Loan - Primary residence includes a house, condominium, townhouse, or mobile home which is not used on a transient basis.
- General Purpose Loans - Loans are available for any purpose according to plan guidelines. You may have one general loan and one residential loan from your TSP account at any one time.

Terms of Loan

- Primary residence loans must be repaid in 5 to 15 years.
- General purpose loans must be repaid in 1 to 5 years.

SOCIAL SECURITY BENEFIT

Federal Employees Who Are Covered

All Federal employees newly hired after December 31, 1983 are covered by Social Security and will pay Social Security taxes. This also includes employees with previous Federal service (other than rehired annuitants) if their break in service was a year or longer.

Coverage by Social Security

The Old-Age, Survivors, and Disability Insurance (OASDI) program is a Federal program designed to protect the worker and his family against economic insecurity when the family's earnings are stopped or reduced because of the worker's disability, death, or retirement.

The program is financed through special taxes paid by workers, their employers, and self-employed people, rather than through general taxation. These taxes are based on earnings. Old-Age, Survivors, and Disability Insurance benefits are in turn based on the worker's average earnings under Social Security. Paid monthly, any one of the three kinds of benefits provided under the program means a significant and regular replacement for lost family income.

As a general rule, the amount of Social Security benefits you'll qualify to receive are based on a combination of your earnings which have been subject to Social Security tax and whether you have earned enough "credits" in your Social Security account.

We recommend that you check on your Social Security every three years. If there is an error, you only have three years and three months to get it corrected.

Fully Insured

Being fully insured is a status achieved after a worker accumulates a specific number of "quarters of coverage" under the Social Security system. You will need 40 quarters to be fully insured for life. Therefore, an individual employed for at least 10 years in jobs covered by Social Security can normally assume that they are fully insured.

Full Benefits

In Social Security language, an individual's full (100%) old-age entitlement is referred to as their "Primary Insurance Account (PIA)". As a general rule, if you wait until reaching the age of 65 before applying for old-age benefits, the amount you receive is based on your full PIA entitlement. Note that the age at which full retirement benefits are payable will be gradually increased from age 65 to age 67 over the coming years. This will be accomplished by increasing the age for full benefits by two months per year for workers who will reach the age of 62 in the year 2000. So if you were born in 1938 or after, you will need to be 67 to receive full Social Security.

Estimating Social Security Benefits

Because computation methods are so complex, it's almost impossible for a person to accurately determine the exact amount of benefits they will qualify to receive at some future point-in-time. This is primarily because benefits can be computed in one of several ways and benefit entitlements are constantly changing.

FOR CURRENT INFORMATION ABOUT SOCIAL SECURITY BENEFITS

CALL 1-800-772-1213

This is an automated telephone service for participants which provides information 24 hours a day, 7 days a week. Teleservice representatives are on duty to answer your calls between 7:00 a.m. and 7:00 p.m. Monday through Friday. Teleservice representatives are able to assist with the following:

- Request a new or replacement Social Security card.
- A record of your earnings and an estimate of your future Social Security benefits.
- Proof of payments received from Social Security.
- How your working affects your Social Security payments.
- Possible payment of Medicare premium for people with limited income and resources.
- Various Social Security programs; Social Security benefits, Social Security disability benefits, benefits for a spouse of a disabled, retired, or deceased worker, about Medicare, benefits for people with HIV infection, and children with disabilities.
- For the address, hours of operation, or directions for your nearest Social Security office.

FORMS FOR COLLECTING BENEFITS

FEDERAL EMPLOYEES GROUP LIFE INSURANCE (FEGLI)

Death and Accident..... SF-2817	An accident must be reported to OPM within 20 days of the accident, all other claims must be filed with OPM within 90 days. All claims are settled by the Office of Federal Employees Group Life Insurance, P.O. Box 6512, Utica, NY 13504-6512. Phone: (800) 633-4542, Fax: (201) 395-7950.
Designation of a Beneficiary..... SF-2823	

CIVIL SERVICE RETIREMENT SYSTEM (CSRS)

Death Benefits..... SF-2800	To receive any of the forms on the left write to: Retirement Operations Center, P.O. Box 45, Boyers, PA 16017 or call (202) 606-0500. To report a death call (888) 767-6738. All forms must be filed with the OPM - usually done through your personnel office. You have one year after separation to file your disability retirement form with OPM.
Retirement..... SF-2801	
Application for Refund..... SF-2802	
Deposit or Redeposit..... SF-2803	
Disability Retirement..... SF-2824	
Deferred Retirement..... SF-1496	

FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS)

Death Benefits..... SF-3104	To receive any of the forms on the left write to: Retirement Operations Center, P.O. Box 45, Boyers, PA 16017 or call (202) 606-0500. To report a death call (888) 767-6738. All forms must be filed with the OPM - usually done through your personnel office. You have one year after separation to file your disability retirement form with OPM.
Disability Retirement..... SF-3105	
Application for Refund..... SF-3106	
Retirement..... SF-3107	
Deferred Retirement..... R-92-19	

THRIFT SAVINGS PLAN (TSP)

Election Form..... TSP-1	To receive any of the forms on the left write to: Thrift Savings Plan Service Office National Finance Center P.O. Box 61500 New Orleans, LA 70161-1500 Phone (504) 255-5199 TDD (877) 968-3778 Mon - Fri 7:45 a.m. - 4:15 p.m. (Central Time). To do interfund transfers, account balance, and current interest rates call (877) 968-3778.
Designation of Beneficiary..... TSP-3	
Change of Address..... TSP-9	
Spouse information and..... TSP-11C	
Change in Name..... TSP-15	
Exception to Spousal..... TSP-16	
Account Balance of Deceased..... TSP-17	
Loan Application..... TSP-20	
Hardship Loan Application..... TSP-20H	
Withdrawal Request..... TSP-70	
Tax Considerations..... TSP-536	

SOCIAL SECURITY BENEFITS (SSI) FOR ALL INFORMATION CALL (800) 772-1213

COMPENSATION

Injured on the Job..... CA-1	File with your personnel office who will forward it to the Office of Workers Compensation Programs, Labor Dept.
Occupational..... CA-2	
Designation of Beneficiary..... SF-1152	

VETERANS BENEFITS CALL (800) 827-1000 FOR ANY FORM

MILITARY TIME RECAPTURE

Write:	
ARMY.....	DFAS - Indianapolis Center, ATTN: IN-FO-FC-A, 8899 E 56, Indianapolis, IN 46249-0875 Fax: (317) 510-7563
NAVY.....	Director, DFAS - Cleveland Center-JJCS/FMCS, Anthony J. Celebreeze Federal Bldg., Cleveland, OH 44199-2055 Fax: (216) 522-6924
AIR FORCE ..	DFAS-DE/FUPBC, 6760 East Irvington Place, Denver, CO 80279-5000 Fax: (303) 676-7408
MARINES	DFAS - Kansas City Center, 1500 East 95th Street, Kansas City, MO 64197-0001 Fax: (800) 929-4207
COAST	Commanding Officer Settlements and Records, U.S. Coast Guard, Military Pay and Personnel Center,
GUARD	444 SE Quincy ST, Topeka, KS 66683-3591 Fax: (785) 295-2544

