

# NEW HAMPSHIRE RETIREMENT SYSTEM

## BOARD MEETING

Tuesday, April 8, 2025

### Agenda

- |            |  |                  |                             |
|------------|--|------------------|-----------------------------|
| 10:00 a.m. | <b>1. Ascertain Quorum and Call to Order</b>   |                  | M. Kelliher                 |
| 10:05 a.m. | <b>2. Approval of Minutes</b>                  | <b>(Pg. 3)</b>   | M. Kelliher                 |
|            | o February 11, 2025                            |                  |                             |
|            | <b>(Action Expected)</b>                       |                  |                             |
| 10:10 a.m. | <b>3. Standing Committee Reports</b>           |                  |                             |
|            | • Audit  | <b>(Pg. 8)</b>   | M. Kelliher                 |
|            | • Governance                                   | <b>(Pg. 9)</b>   | D. Roy                      |
|            | o Annual Voluntary Compliance Program Review   |                  |                             |
|            | o Voluntary Compliance Program Policy Revision |                  |                             |
|            | <b>(Action Expected)</b>                       |                  |                             |
|            | o Fiduciary and Tax Counsel RFP                |                  |                             |
|            | <b>(Action Expected)</b>                       |                  |                             |
|            | • Investments                                  | <b>(Pg. 51)</b>  | M. Kelliher                 |
|            | o IIC Monthly Report                           |                  |                             |
|            | o Callan Monthly Review (Feb. 28, 2025)        |                  | R. Leveque                  |
|            | • Legislative                                  | <b>(Pg. 96)</b>  | K. Merrifield               |
|            | • Benefits                                     | <b>(Pg. 102)</b> | J. Frederick                |
|            | o Consent Agenda Report                        |                  |                             |
|            | • PPCC   | <b>(Pg. 105)</b> | S. Hannan                   |
|            | o ED Performance Evaluation                    |                  |                             |
|            | o <b>(Non-public Expected)</b>                 |                  |                             |
|            | o CBA Negotiation Update                       |                  |                             |
|            | <b>(Non-public Expected)</b>                   |                  |                             |
|            | • Ad Hoc Real Estate Committee                 | <b>(Pg. 106)</b> | J. Quigley                  |
|            | o Architectural Services RFQ                   |                  |                             |
|            | <b>(Action Expected)</b>                       |                  |                             |
| 10:40 a.m. | <b>4. NHRS Disability Process</b>              | <b>(Pg. 140)</b> | D. Crichton<br>M. Cavanaugh |
| 11:10 a.m. | <b>5. Operating Reports</b>                    |                  |                             |
|            | • Executive                                    | <b>(Pg. 141)</b> | J. Goodwin                  |

○ Strategic Plan  
**(Action Expected)**

- Investments (Pg. 170) R. Leveque
- Member Services (Pg. 175) N. Miller
- Finance (Pg. 179) M. Mullen
- Human Resources (Pg. 188) R. Cain
- Legal (Pg. 193) M. Cavanaugh
- PIO (Pg. 197) R. Fabrizio
- IT (Pg. 201) J. Goodwin

- 11:50 a.m. **6. Consent Agenda** (Pg. 207) M. Kelliher
- Modification Request  
**(Action Expected)**
- 10:55 a.m. **7. Trustee Travel** (Pg. 214) M. Kelliher
- Educational Request  
**(Action Expected)**
- 12:00 p.m. **8. Action Items – February 11, 2025** (Pg. 216) J. Goodwin
- 12:05 p.m. **9. Board Checkpoint Discussion** (Pg. 217) M. Kelliher
- 12:10 p.m. **10. Adjournment** M. Kelliher
- 11. Informational Materials** (Pg. 218)

Draft Quarterly Report to the General Court  
 2025 Board Action Calendar  
 Committee Membership  
 Trustee Confidential Contact Information  
 Trustee Appointments and Terms  
 NHRS Conference Resource List  
 NHRS Acronyms

**Remote access information is available at:**

**<https://www.nhrs.org/meetings-events/event/2025/04/08/default-calendar/board-of-trustees-meeting>**

*The following email will be monitored throughout the meeting by someone  
 who can assist with and alert the Board to any technical issues:*

[public\\_relations@nhrs.org](mailto:public_relations@nhrs.org)

NHRS Board of Trustees

**DRAFT** Minutes – February 11, 2025

**Note:** These **draft** minutes from the February 11, 2025, Public Session are subject for approval at a subsequent Board of Trustees meeting.

**Board of Trustees**

**February 11, 2025**

**DRAFT Public Minutes**

**New Hampshire Retirement System  
54 Regional Drive  
Concord, New Hampshire 03301**

Participating: *Trustees Maureen Kelliher, Chair; Jon Frederick, Sue Hannan, Robert Maloney, Leah McKenna, Ken Merrifield, Monica Mezzapelle, Paul Provost, Joshua Quigley, and Don Roy.*

Absent: *Trustees Jason Henry and Andrew Martineau.*

Staff: *Jan Goodwin, Executive Director; Timothy Crutchfield, Deputy Director and Chief Legal Counsel; Rosamond Cain, Director of Human Resources (HR); Raynald Leveque, Chief Investment Officer (CIO); Nancy Miller, Director of Member Services; Marie Mullen, Director of Finance; Shana Bilech, Senior Investment Officer; Nina Calkins, Administrative and Contact Center Manager; Mark Cavanaugh, Deputy Counsel and Compliance Officer; Diana Crichton, Hearings Examiner; Jonathan Diaz, Investment Officer; Deanna Higgins, Contact Center Supervisor; Heather Hoffacker, Internal Auditor; Mariel Holdredge, Executive Assistant; Jesse Pasierb, Investment Operations Analyst; and Gregory Richard, Senior Investment Officer.*

Guests: *Angel Haddad, Jay Kloepfer, Britton Murdoch: Callan.*

Chair Maureen Kelliher called the February 11, 2025, regular meeting of the NHRS Board of Trustees to order at 9:47 a.m. She then gave a warm welcome to Leah McKenna, the newly appointed state employees' Trustee.

A quorum was established and Chair Kelliher called for a vote to approve the minutes of the December 10, 2024, Board meeting. On a motion by Trustee Hannan, seconded by Trustee Roy, the Board voted to approve the meeting minutes, with Jon Frederick abstaining.

Trustee Mezzapelle provided the Audit Committee report, noting the Committee met this morning prior to the Board meeting, during which the Committee heard a presentation from external auditor Plante Moran on the results of the GASB 68 & 75 audit reports, which are reports on the schedule of employer allocations of pension and other post-employment benefit (OPEB) amounts by each employer's proportionate share. Plante Moran issued unmodified opinions for both reports, which the Committee voted to recommend the Board accept. On a motion by Trustee Quigley, seconded by Trustee Maloney, the Board voted to accept the June 30, 2024, GASB 68 & 75 Statement Reports as presented.

Trustee Mezzapelle concluded her report with the Committee's recommendation to select Milliman to perform a Level 2 actuarial audit of GRS' June 30, 2023, valuation and its experience study covering July 1, 2019, through June 30, 2023. On a motion by Trustee Roy, seconded by Trustee Hannan, the Board accepted the Audit Committee's recommendation.

Trustee Frederick provided the Benefits Committee report, noting it met on January 7, 2025, and February 4, 2025. At the January meeting, the Committee reviewed and approved four disability applications on its Consent Agenda. At the February meeting, the Committee reviewed and approved two disability applications and denied one application on its Consent Agenda.

Trustee Hannan provided the PPCC report, which met virtually on January 30, 2025, noting the Committee heard a staffing and recruitment update from Rosamond Cain, Director of Human Resources (HR). The Committee also outlined the timeline and procedure for the Executive Director's annual evaluation, with surveys scheduled to be distributed to the Board on February 25, 2025, and reviewed in a non-public discussion at the April Board meeting.

On a roll call vote motioned by Trustee Hannan, seconded by Trustee Maloney, the Board entered into a non-public session to discuss personnel matters under RSA 91-A:3, II(c). Non-trustees participating in this non-public session included NHRS staff: Rosamond Cain.

On a motion by Trustee Quigley, seconded by Trustee Roy, the Board voted to conclude the non-public session. No action was taken in the non-public session.

Trustee Roy reported that the Governance Committee had a meeting on February 3, 2024, during which the Committee reviewed and recommended the Board approve the 2025 revisions to the Governance Manual. On a motion by Trustee Hannan, seconded by Trustee Mezzapelle, the Board accepted the Committee's recommendation as presented. Trustee Roy concluded his report with the Committee's recommendation to authorize staff to issue an RFP for New Hampshire Counsel. On a motion by Trustee Frederick, seconded by Trustee McKenna, the Board accepted the Governance Committee's recommendation.

Trustee Provost reported on the January 14, 2025, Independent Investment Committee (IIC) meeting, with three of the five members participating, one member absent and one position vacant. The IIC heard performance updates from the team, and unanimously approved several items, including the quarterly Work Plan, investment management agreement renewals, the Real Estate Investment Plan, private equity and credit pacing plans, infrastructure guidelines, and revisions to the Investment Manual and Policy for Board consideration. Trustee Provost invited CIO Raynald Leveque to report on NHRS' recent portfolio performance. Mr. Leveque reviewed investment returns through recent periods and referred to the Callan Monthly Review for the period ending December 31, 2024. He provided an update on portfolio holdings, recent rebalancing activity, liquidity, and discussed the Work Plan.

CIO Raynald Leveque recommended the Board conditionally approve the revised Investment Manual and Policy, including updates to asset allocation, benchmarks, and investment guidelines, along with the addition of an adjustment to align benchmarks across asset classes. On a motion by Trustee Provost, seconded by Trustee Frederick, the Board voted to conditionally approve the revisions to the Investment Manual and Policy.

Trustee Merrifield reported on the February 6, 2025, Legislative Committee meeting, during which the Committee reviewed 13 bills with direct impacts and 11 with indirect impacts on the retirement system. Key topics included proposals for local employer contribution subsidies, a new Group III defined contribution plan, and changes to Tier B, Group II benefits, with notable discussions on the budget process and the implications of retained bills such as House Bill (HB) 727.

Trustee Quigley gave an update on the ad hoc Real Estate Committee, which has not met since the last Board meeting. Executive Director Jan Goodwin noted due diligence for the real estate transaction was completed satisfactorily, with closing expected on or after March 1, 2025.

The Board then heard a presentation from general investment consultant Callan on the 2025 Capital Market Assumptions.

Executive Director Goodwin gave her executive report, highlighting key performance measure (KPM) scores for December and January at 94.03% and 92.00%, respectively. The PGV3 project is 100% completed. Staff continues to test new releases which contain modifications and improvements. She also provided updates on legislative presentations, staffing changes, real estate planning, ongoing member service improvements, and member satisfaction survey results showing largely positive feedback. The Board then heard a contract request for an increase to Plante Moran's 2024 audit fee due to the need for additional resources to complete the audit by the statutory deadline of December 31, 2024. On a motion by Trustee Maloney, seconded by Trustee Hannan, the Board voted to accept the recommendation of the Executive Director to increase Plante Moran's contract as presented.

Director of HR Rosamond Cain shared recent staffing updates, highlighting the successful hire of the Director of Communications and Legislative Affairs. She introduced Communications Taskforce's latest initiative: a weekly staff Question Forum answering organizational questions. Director Cain announced the organization-wide salary surveys are complete and revealed only one department is paid under the 50th percentile in U.S. market comparisons. Lastly, collective bargaining agreement negotiations are ongoing, with most proposals addressing contract language and administrative adjustments.

Executive Director Goodwin provided the Legislative Affairs and Communications operating report, highlighting the large number of legislative bills impacting NHRS and ongoing member education events. She noted missed KPMs in December and January due to staffing changes, with corrective actions implemented to meet future targets.

Executive Director Goodwin then reviewed the IT operating report, noting recent cybersecurity improvements, including a firewall firmware upgrade to address a critical vulnerability. She reported on staffing updates, including the hiring of a temporary cloud systems engineer, a business analyst, and a project manager to enhance IT operations and organizational efficiency. Additional updates included the planned migration to AI-enhanced spam filtering technology, growth in active *My Account 2.0* users, and progress on Pension Gold Version 3 (PGV3) releases and roadmap updates.

CIO Raynald Leveque reviewed the Investments operating report, providing updates on investment performance and operations, noting ongoing recruitment efforts, updates to the Strategic Plan, and upcoming discussions on contract renewals, cost analysis, and technology initiatives to enhance investment analytics.

Director of Member Services Nancy Miller reported progress on key projects, including implementing legislative changes in PGV3, issuing Annual Member Statements and medical subsidy eligibility questionnaires on schedule, and preparing updates to option factors for benefit calculations. Efforts to reduce backlogged benefit finalizations were highlighted, with real-time employer reporting expected to resolve remaining challenges.

Finance Director Marie Mullen reported that the Finance team has completed all outstanding employer balances for FY 24 and is now focused on FY 25 employer reporting and payment postings while addressing audit findings through a corrective action plan. Additional highlights include progress on the automation of employer cash payment posting with Citizens Bank, ongoing improvements to the invoice approval workflow automation, and the successful distribution of Form 1099-Rs. Upcoming priorities include further audit improvements, PGV3 enhancements, and various investment-related process improvements. She concluded her report with a request to revise the FY 25 Trust Fund budget to cover the purchase of new office space, including transfer tax expense. On a motion by Trustee Roy, seconded by Trustee Hannan, the Board voted to increase the Trust Fund budget for the new building.

Deputy Counsel and Compliance Officer Mark Cavanaugh presented the Legal operating report, highlighting progress on finalizing agreements with securities litigation counsel, ongoing casework including a Supreme Court filing, and efforts to resolve an IRS penalty. He also noted challenges in meeting audit-related KPMs due to the complexity of audits for schools and adjustments to the PGV3 system, with plans to streamline the audit process in the future.

There were no Consent Agenda items.

There were no travel reports or requests.

Executive Director Goodwin provided an update on Action Items from the December 10, 2024, Board meeting, noting all action items will be completed or are being implemented at the end of today's meeting.

With no further business to discuss, on a motion by Trustee Maloney, seconded by Trustee Provost, the Board voted unanimously to adjourn the meeting at 11:31 a.m.

Respectfully submitted,

Mariel Holdrege  
Executive Assistant

**AUDIT COMMITTEE***Oral Presentation Only*

## **GOVERNANCE COMMITTEE**



To: NHRS Board of Trustees

From: Mark F. Cavanaugh, Deputy Counsel and Compliance Officer

Date: April 1, 2025

Re: Annual VCP Policy Review

Item: Action:                      Discussion:                      Informational: X

---

Staff has completed its annual review of the operational compliance with the Voluntary Compliance Program (VCP) Policy and has confirmed compliance thereto (see attached 2025 VCP Compliance Review). This is informational and requires no Committee vote.

The VCP Policy is a part of the “plan document” which consists of the NH Constitution, Part I, Article 36-a, RSA 100-A, NHRS administrative rules, and certain Board policies that address plan terms and interpretation. The VCP Policy is a critical document for providing specific terms of the plan that are not found in the statute or the rules. An annual review is a best practice as documented in the VCP Compliance Procedures.

As required under the Section 1.1 of the VCP Compliance Procedures, Groom Law Group, external counsel for fiduciary and tax matters, has reviewed the VCP Policy and recommended we adopt the revisions on pages 3 and 4 of the attached draft.

At its meeting on April 1, 2025 the Governance Committee voted to recommend to the Board that it adopt the revisions to the VCP Policy as proposed.



## **FY 25**

### **VCP Review**

This review was undertaken to assure that NHRS complies with the qualification requirements of the Internal Revenue Code, including, but not limited to, maximum contribution and benefit limits, the trust requirement, forfeiture treatment, required minimum distributions, actuarial assumptions, eligible rollover distributions, prohibited transactions, USERRA requirements, and vesting requirements.

### **Exclusive Benefit**

#### **Internal Revenue Code Section 401(a)(2):**

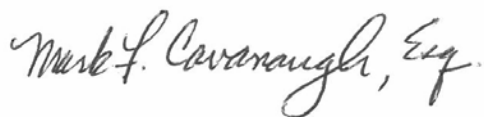
*A trust created or organized in the United States and forming part of a stock bonus, pension, or profit-sharing plan of an employer for the exclusive benefit of his employees or their beneficiaries shall constitute a qualified trust under this section—*

*(2) if under the trust instrument it is impossible, at any time prior to the satisfaction of all liabilities with respect to employees and their beneficiaries under the trust, for any part of the corpus or income to be (within the taxable year or thereafter) used for, or diverted to, purposes other than for the exclusive benefit of his employees or their beneficiaries (but this paragraph shall not be construed, in the case of a multiemployer plan, to prohibit the return of a contribution within 6 months after the plan administrator determines that the contribution was made by a mistake of fact or law (other than a mistake relating to whether the plan is described in section 401(a) or the trust which is part of such plan is exempt from taxation under section 501(a), or the return of any withdrawal liability payment determined to be an overpayment within 6 months of such determination)*

**NHRS Responsible Party:** Legal

**Staff Response:**

NHRS has established a number of measures, including policies, procedures, and best practices, in conformance with the IRC, NH Constitution Part I, Article 36-a and NHRSA 100-A to ensure plan assets are used only for the exclusive benefit of members and beneficiaries and for paying reasonable administrative expenses. Some of these measures include the annual compliance survey of the NHRS Code of Ethics, the establishment of annual and biennial plan budgets, the utilization of an annual compliance calendar, due diligence in the selection and ongoing review of investment advisers and managers, consultants and service providers, review of proposed legislation, and the adoption of an accountability matrix detailing the responsibilities between the Board, the IIC, staff, and consultants.



3/20/25

---

Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

---

Date

## **Forfeitures**

### **Internal Revenue Code Section 401(a)(8):**

*A trust forming part of a defined benefit plan shall not constitute a qualified trust under this section unless the plan provides that forfeitures must not be applied to increase the benefits any employee would otherwise receive under the plan.*

**NHRS Responsible Party:** Member Services

### **Staff Response:**

Member and beneficiary benefits are “forfeited” only in the limited situation where the payee cannot be identified or located. Benefits are never forfeited irrevocably; the benefit will be paid if the payee, or his or her heirs, comes forward to request a payment. No forfeited benefit is used to increase the benefit of any other member or beneficiary.

In addition, NHRS has a number of refund policies and procedures in place to ensure that member refunds are processed in accordance with RSA 100-A:11. When processing a member refund, only the member’s accumulated contributions plus interest are returned to the member.

Properly remitted employer contributions are not refunded from the system. Per RSA 100-A:3, V-a, there is one exception to this rule. For any member who is an employee of a political subdivision, ceases to be a member within 6 months of the initial date of his hire, and withdraws his contributions, the accumulated contributions made by the employer during that 6-month period are returned to the political subdivision. In all other situations, employer contributions remain as general assets of the Trust and are not used to increase the benefit of any other member or beneficiary.

*Nancy J. Miller*

*3/21/25*

\_\_\_\_\_  
Nancy Miller, NHRS Director Member Services

\_\_\_\_\_  
Date

### **Legal Confirmation of Response:**

*Mark F. Cavanaugh, Esq.*

*3/20/2024*

\_\_\_\_\_  
Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

\_\_\_\_\_  
Date

## **Required Minimum Distributions**

### **Internal Revenue Code Section 401(a)(9):**

*(9) Required distributions.—*

*(A) In general.— A trust shall not constitute a qualified trust under this subsection unless the plan provides that the entire interest of each employee—*

*(i) will be distributed to such employee not later than the required beginning date, or*

*(ii) will be distributed, beginning not later than the required beginning date, in accordance with regulations, over the life of such employee or over the lives of such employee and a designated beneficiary (or over a period not extending beyond the life expectancy of such employee or the life expectancy of such employee and a designated beneficiary).*

**NHRS Responsible Party:** Member Services

### **Staff Response:**

Staff has established a process for identifying and paying RMD's prospectively in conformance with IRC. Noncompliant situations were identified by staff and corrected pursuant to a VCP filed with the IRS and approved in a compliance statement from the IRS dated 9/24/2013.

*Nancy Miller*

*3/21/25*

\_\_\_\_\_  
Nancy Miller, NHRS Director Member Services

\_\_\_\_\_  
Date

### **Legal Confirmation of Response:**

*Mark F. Cavanaugh, Esq.*

*3/20/2025*

\_\_\_\_\_  
Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

\_\_\_\_\_  
Date

## **Annual Compensation Limit**

### **Internal Revenue Code Section 401(a)(17):**

*(17) Compensation limit.—*

*(A) In general.— A trust shall not constitute a qualified trust under this section unless, under the plan of which such trust is a part, the annual compensation of each employee taken into account under the plan for any year does not exceed \$200,000.*

*(B) Cost-of-living adjustment.— The Secretary shall adjust annually the \$200,000 amount in subparagraph (A) for increases in the cost-of-living at the same time and in the same manner as adjustments under section 415(d); except that the base period shall be the calendar quarter beginning July 1, 2001, and any increase which is not a multiple of \$5,000 shall be rounded to the next lowest multiple of \$5,000.*

**NHRS Responsible Party:** Member Services

### **Staff Response:**

Legal staff shall provide Member Services and IT with the IRC's annual compensation limits under IRC section 401(a)(17) no later than 5 business days following the publication by the IRS of the applicable limits for the following plan year. Member Services and IT will jointly implement and test the annual limits to ensure compliance.

*Nancy Miller*

*3/21/25*

\_\_\_\_\_  
Nancy Miller, NHRS Director Member Services

\_\_\_\_\_  
Date

### **Legal Confirmation of Response:**

*Mark F. Cavanaugh, Esq.*

*3/20/25*

\_\_\_\_\_  
Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

\_\_\_\_\_  
Date

## **Actuarial Assumptions**

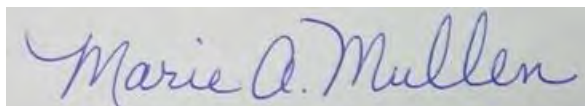
### **Internal Revenue Code Section 401(a)(25):**

*Requirement that actuarial assumptions be specified.— A defined benefit plan shall not be treated as providing definitely determinable benefits unless, whenever the amount of any benefit is to be determined on the basis of actuarial assumptions, such assumptions are specified in the plan in a way which precludes employer discretion.*

**NHRS Responsible Party:** Finance

### **Staff Response:**

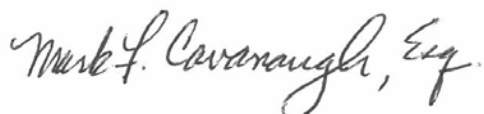
RSA 100-A:14, IX, requires the Board of Trustees, at least every five years, to conduct an experience study of the actuarial assumptions. As a result of this experience study, the Board may adopt some or all new actuarial assumptions. The Director of Finance requested the System's consulting actuary to develop new annuity values and option factors based on the actuarial assumptions adopted by the Board in 2024. The testing of these new annuity values and option factors has been coordinated by the Director of Finance, the Director of Member Services, and the Director of Information Technology and was implemented in March of 2025.



\_\_\_\_\_  
Marie A. Mullen, NHRS Director of Finance

3/20/2025\_\_\_\_  
Date

### **Legal Confirmation of Response:**



\_\_\_\_\_  
Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

3/20/25

\_\_\_\_\_  
Date

## **Eligible Rollover Distributions**

### **Internal Revenue Code Section 401(a)(31):**

*Direct transfer of eligible rollover distributions.—*

*(A) In general.— A trust shall not constitute a qualified trust under this section unless the plan of which such trust is a part provides that if the distributee of any eligible rollover distribution—*

*(i) elects to have such distribution paid directly to an eligible retirement plan, and*

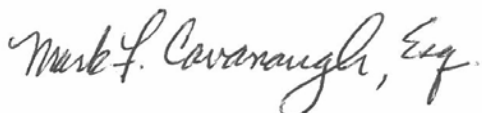
*(ii) specifies the eligible retirement plan to which such distribution is to be paid (in such form and at such time as the plan administrator may prescribe),*

*such distribution shall be made in the form of a direct trustee-to-trustee transfer to the eligible retirement plan so specified.*

**NHRS Responsible Party:** Legal

### **Staff Response:**

RSA 100-A:11-a provides that the distribution of benefits and return of accumulated contributions shall be in conformance with IRC section 401(a)(31); and, NHRS has appropriate notice procedures and forms for elected rollovers. The VCP Policy and relevant procedures have been updated in accordance with statutory changes under the Secure Act and Secure Act 2.0.



3/20/25

---

Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

---

Date

## **Automatic Rollovers**

### **Internal Revenue Code Section 401(a)(31)(B):**

*(B) Certain mandatory distributions.—*

*(i) In general.— In case of a trust which is part of an eligible plan, such trust shall not constitute a qualified trust under this section unless the plan of which such trust is a part provides that if—*

*(I) a distribution described in clause (ii) in excess of \$1,000 is made, and*

*(II) the distributee does not make an election under subparagraph (A) and does not elect to receive the distribution directly,*

*the plan administrator shall make such transfer to an individual retirement plan of a designated trustee or issuer and shall notify the distributee in writing (either separately or as part of the notice under section 402(f)) that the distribution may be transferred to another individual retirement plan.*

*(ii) Eligible plan.— For purposes of clause (i), the term “eligible plan” means a plan which provides that any nonforfeitable accrued benefit for which the present value (as determined under section 411(a)(11)) does not exceed \$57,000 shall be immediately distributed to the participant.*

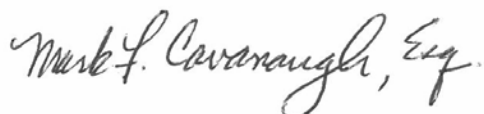
**NHRS Responsible Party:** Legal

### **Staff Response:**

RSA 100-A:11, I(a) and II(a) do not require the mandatory distributions of member contributions.

NHRS is not an “eligible plan” as defined in Section 401(a)(31)(B)(ii) because there are no mandatory distributions of “participant” benefits. In this case, “participant” means a member only and does not include any other beneficiary.

Therefore, automatic rollovers are not required pursuant to Section 401(a)(31)(B)(ii).



3/20/2025

---

Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

---

Date

## **Annual Benefit and Contribution Limits**

### **Internal Revenue Code Section 415:**

#### *(a) General rule*

*(1) Trusts. A trust which is a part of a pension, profit-sharing, or stock bonus plan shall not constitute a qualified trust under section 401(a) if—*

*(A) in the case of a defined benefit plan, the plan provides for the payment of benefits with respect to a participant which exceed the limitation of subsection (b),*

#### *(b) Limitation for defined benefit plans*

##### *(1) In general*

*Benefits with respect to a participant exceed the limitation of this subsection if, when expressed as an annual benefit (within the meaning of paragraph (2)), such annual benefit is greater than the lesser of—*

*(A) \$160,000, or*

*(B) 100 percent of the participant's average compensation for his high 3 years.*

### **NHRS Responsible Party: Member Services**

#### **Staff Response:**

Legal staff shall provide Member Services and IT with the IRC's annual benefit and contribution limits under IRC section 415 no later than 5 business days after such limits are published by the IRS for the following plan year. Member Services and IT will jointly implement and test the annual limits to ensure compliance. Code Section 415(b)(1)(B) is not applicable to governmental plans such as NHRS.

Nancy Miller  
Nancy Miller, NHRS Director Member Services

3/21/25  
Date

#### **Legal Confirmation of Response:**

Mark F. Cavanaugh, Esq.  
Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

3/20/25  
Date

## **Prohibited Transactions**

### **Internal Revenue Code Section 503:**

*(a) Denial of exemption to organizations engaged in prohibited transactions*

*(1) General rule . . .*

*(B) An organization described in section 401(a) which is referred to in section 4975(g) (2) or (3) shall not be exempt from taxation under section 501(a) if it has engaged in a prohibited transaction after March 1, 1954.*

*(b) For purposes of this section, the term “prohibited transaction” means any transaction in which an organization subject to the provisions of this section—*

*(1) lends any part of its income or corpus, without the receipt of adequate security and a reasonable rate of interest, to;*

*(2) pays any compensation, in excess of a reasonable allowance for salaries or other compensation for personal services actually rendered, to;*

*(3) makes any part of its services available on a preferential basis to;*

*(4) makes any substantial purchase of securities or any other property, for more than adequate consideration in money or money's worth, from;*

*(5) sells any substantial part of its securities or other property, for less than an adequate consideration in money or money's worth, to; or*

*(6) engages in any other transaction which results in a substantial diversion of its income or corpus to;*

*the creator of such organization (if a trust); a person who has made a substantial contribution to such organization; a member of the family (as defined in section 267 (c) (4)) of an individual who is the creator of such trust or who has made a substantial contribution to such organization; or a corporation controlled by such creator or person through the ownership, directly or indirectly, of 50 percent or more of the total combined voting power of all classes of stock entitled to vote or 50 percent or more of the total value of shares of all classes of stock of the corporation.*

**NHRS Responsible Party:** Legal

**Staff Response:**

NHRS has established a number of policies, procedures and best practices, in conformance with the IRC and RSA 100-A to ensure against prohibited transactions. Some of these measures include the annual compliance survey of the NHRS Code of Ethics, the annual review of the NHRS Investment Manual, due diligence in the selection and the ongoing review of consultants and service providers.



3/20/2025

---

Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

---

Date

## USERRA

### Internal Revenue Code Section 414(u):

*Special rules relating to veterans' reemployment rights under USERRA and to differential wage payments to members on active duty*

**NHRS Responsible Party:** Member Services

#### **Staff Response:**

NHRS has established a number of measures, including policies, procedures, and best practices, in conformance with the IRC and RSA 100-A:4, IV with regard to NHRS service credit for qualified military service and RSA 100-A:9 with regard to death benefits to ensure that a deceased member's period of qualified military service shall be counted for vesting purposes and all differential wage payments paid to a member while performing qualified military service shall be treated as compensation relative to IRC 415 limits (as applicable).

*Nancy Miller*

*3/21/25*

---

Nancy Miller, NHRS Director Member Services

---

Date

#### **Legal Confirmation of Response:**

*Mark F. Cavanaugh, Esq.*

*2/9/24*

---

Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

---

Date

## **Vesting**

### **Internal Revenue Code Section 411(e):**

*(e) Application of vesting standards to certain plans*

*(1) The provisions of this section (other than paragraph (2)) shall not apply to—*

*(A) a governmental plan (within the meaning of section 414(d)),*

*(2) A plan described in paragraph (1) shall be treated as meeting the requirements of this section, for purposes of section 401(a), if such plan meets the vesting requirements resulting from the application of sections 401(a)(4) and 401(a)(7) as in effect on September 1, 1974.*

**NHRS Responsible Party:** Member Services

### **Staff Response:**

The vesting provisions of RSA 100-A meet the vesting requirements under sections 401(a)(4) and 401(a)(7) as in effect on September 1, 1974. In order to assure compliance with IRC 411(e) and RSA 100-A, NHRS has established policies and procedures with regard to confirming that members are 100% vested upon attainment of Plan age and service requirements for normal retirement and in the event of plan termination. All member records are audited in accordance to the NHRS Record Review Policy and Procedures prior to benefit review appointments, calculation of benefit estimates and actual retirement.

*Nancy Miller*

*3/21/25*

\_\_\_\_\_  
Nancy Miller, NHRS Director Member Services

\_\_\_\_\_  
Date

### **Legal Confirmation of Response:**

*Mark F. Cavanaugh, Esq.*

*3/20/2025*

\_\_\_\_\_  
Mark F. Cavanaugh, Deputy Counsel  
and Compliance Officer

\_\_\_\_\_  
Date

**Voluntary Correction Program Policy - Approved at the June 14, 2011 NHRS Board meeting. Amended May 8, 2012, March 12, 2020, April 11, 2023, and [DATE].**

## NEW HAMPSHIRE RETIREMENT SYSTEM PLAN POLICIES

Policy Number: 2011-1

Topic: Voluntary Correction Program and Determination Letter Compliance

### I. Purpose

Pursuant to RSA 100-A:14, II, this Policy has been approved by the board of trustees of the New Hampshire Retirement System (NHRS) to satisfy the terms of the Voluntary Correction Program compliance statement issued by the Internal Revenue Service to NHRS on September 1, 2010, and the determination letter issued by the Internal Revenue Service to NHRS on March 9, 2011.

- A. Definitions. To clarify the definition of "plan year" under NHRS.
- B. Limits on Compensation. To affirm that the annual compensation taken into account under NHRS will be limited to the maximum permissible amount that may be allowed under the Internal Revenue Code of 1986, as amended (Internal Revenue Code), and to define compensation under Internal Revenue Code Section 415.
- C. Internal Revenue Code Compliance Provisions. To affirm that NHRS will comply with qualification requirements of the Internal Revenue Code, including but not limited to, maximum contribution and benefit limits, the trust requirement, forfeiture treatment, required minimum distributions, actuarial assumptions, eligible rollover distributions, prohibited transactions, USERRA requirements, vesting requirements, and electronic transaction requirements. See e.g., RSA 100-A:1, XVII and XXV, RSA 100-A:2, RSA 100-A:4, IV, RSA 100-A:10, RSA 100-A:11-a, RSA 100-A:13, RSA 100-A:13-b, RSA 100-A:15, and RSA 100-A:54.

### II. Policy

#### A. Definitions

(a) "Plan year" means the fiscal year beginning each July 1 and ending the following June 30.

#### B. Limits on Compensation

(a) Limit under Internal Revenue Code 401(a)(17): In no event will the earnable compensation for purposes of determining average final compensation exceed the limit under Internal Revenue Code Section 401(a)(17) pursuant to Section II.C(e) of this Policy.

(b) Limit under Internal Revenue Code 415:

- (1) Calculation of a member's earnable compensation for the final 12 months of creditable service ending with the termination of employment pursuant to Ret 310.02(c) and Ret 310.03(b) shall include amounts paid after separation from service only if such amounts are paid by the later of 2½ months after an employee's severance from employment or the end of the plan year that includes the date of the employee's severance from employment and if:
  - a. the payment is regular compensation for services during the employee's regular working hours, or compensation for services outside the employee's regular working hours (such as overtime or shift differential), commissions, bonuses or other similar payments, and, absent a severance from employment, the payments would have been paid to the employee while the employee continued in employment with the employer; or
  - b. the payment is for unused accrued bona fide sick, vacation or other leave that the employee would have been able to use if employment had continued.
- (2) Notwithstanding the definition of earnable compensation under Ret 310, for purposes of the limitations under Internal Revenue Code Section 415, the definition of compensation pursuant to Section II.C(i)(2) of this Policy shall apply.

C. Internal Revenue Code Compliance Provisions

(a) Effective as of July 1, 1989, the Retirement System will satisfy the qualification requirements in Internal Revenue Code Section 401, as applicable. In order to meet those requirements, NHRS is subject to the following provisions, notwithstanding any other provision of New Hampshire law. The board of trustees may adopt additional policies to implement this section, including additional policies to comply with the Pension Protection Act of 2006.

(b) Internal Revenue Code Section 401(a)(1), (2): Effective as of July 1, 1989, the assets of NHRS are held in trust and may not be used for or diverted to any purpose other than for the exclusive benefit of the members and their beneficiaries and for paying NHRS's reasonable administrative expenses.

(c) Internal Revenue Code Section 401(a)(8): Effective as of September 1, 1974, NHRS will use forfeitures that arise for any reason, including from termination of employment or death, to reduce employer contributions. Forfeitures may not be applied to increase the benefits of any member.

(d) Internal Revenue Code Section 401(a)(9):

- (1) Effective as of July 1, 1989, NHRS will pay all benefits in accordance with a good faith interpretation of the requirements of Internal Revenue Code Section 401(a)(9) and the regulations in effect under that section, as

applicable to a governmental plan within the meaning of Internal Revenue Code Section 414(d).

(2) Notwithstanding any other provision of this Policy, effective on and after January 1, 2002, NHRS is subject to the following provisions:

- a. Benefits must begin by the required beginning date, which is the later of April 1 of the calendar year following the calendar year in which the member reaches 70½ years of age (or age 72 in the case of a member who attains age 70½ on or after January 1, 2020; or age 73 in the case of a member who attains age 72 after December 31, 2022 and age 73 before January 1, 2033; and age 75 in the case of a member who attains age 74 after December 31, 2032) or April 1 of the calendar year following the calendar year in which the member terminates employment. If a member fails to apply for retirement benefits by April 1 of the calendar year following the calendar year in which he or she reaches 70½ years of age (or age 72 in the case of a member born on or after July 1, 1949 and before January 1, 1951; or age 73 in the case of a member born on or after January 1, 1951 and before January 1, 1960; or age 75 in the case of a member born on or after January 1, 1960) or April 1 of the calendar year following the calendar year in which he or she terminates employment, whichever is later, the board of trustees will begin distributing the benefit as required by this Policy.
- b. The member's entire interest must be distributed over the member's life or the lives of the member and a designated Beneficiary, or over a period not extending beyond the life expectancy of the member or of the member and a designated Beneficiary.
- c. The life expectancy of a member, the member's spouse, or the member's Beneficiary may not be recalculated after the initial determination for purposes of determining benefits.
- d. If a member dies after the required distribution of benefits has begun, the remaining portion of the member's interest must be distributed at least as rapidly as under the method of distribution before the member's death.
- e. If a member dies before required distribution of the member's benefits has begun, the member's entire interest must be either
  - (i) distributed (in accordance with federal regulations) over the life or life expectancy of the designated Beneficiary, with the distributions beginning no later than December 31 of the calendar year following the calendar year of the member's death, or

- (ii) distributed within five years of the member's death. The amount of an annuity paid to a member's Beneficiary may not exceed the maximum determined under the incidental death benefit requirement of Internal Revenue Code Section 401(a)(9)(G), and effective for any annuity commencing on or after July 1, 2008, the minimum distribution incidental benefit rule under Treasury Regulation Section 1.401(a)(9)-6(b)

- (3) The death and disability benefits provided by NHRS are limited by the incidental benefit rule set forth in Internal Revenue Code Section 401(a)(9)(G) and Treasury Regulation Section 1.401-1(b)(1)(i) or any successor regulation thereto. As a result, the total death or disability benefits payable may not exceed 25% of the cost for all of the members' benefits received from NHRS.

(e) Internal Revenue Code Section 401(a)(17):

- (1) Notwithstanding the rules for calculating compensation for determination of benefits under Ret 310, effective July 1, 1996, in accordance with the Omnibus Budget Reconciliation Act of 1993 (OBRA '93), except as provided in this section, the annual compensation NHRS takes into account for any purpose, including contributions or benefits, may not exceed the amount allowed by Internal Revenue Code Section 401(a)(17) as of the first day of the plan year.
- (2) The annual compensation of each member taken into account in determining benefits or contributions for any plan year beginning on or after July 1, 1996, and prior to July 1, 2002, may not exceed \$150,000, as adjusted for cost-of-living increases in accordance with Internal Revenue Code Section 401(a)(17)(B).
- (3) Effective only for the 1996 plan year, the rules of Internal Revenue Code Section 414(q)(6) will apply in determining the annual compensation limitation, except that a member of the family group will include only the spouse of the member and any lineal descendant of the member who has not attained age nineteen (19) before the close of the year. If the annual compensation of a member and his family members is so limited, the annual compensation of the member and each such family member will be equal to the compensation of each such individual determined without regard to Internal Revenue Code Sections 401(a)(17) and 414(q)(6) divided by such annual compensation for all such individuals as so determined and the quotient multiplied by the applicable Internal Revenue Code Section 401(a)(17) limitation amount, as described above.
- (4) The annual compensation of each member taken into account in determining benefits or contributions for any plan year beginning on or after

July 1, 2002, may not exceed \$200,000, as adjusted for cost-of-living increases in accordance with Internal Revenue Code Section 401(a)(17)(B).

- (5) For purposes of paragraphs (e)(1) through (e)(4), annual compensation means compensation during the fiscal year. The cost-of-living adjustment in effect for a calendar year applies to annual compensation for the determination period that begins with or within such calendar year. If the determination period consists of fewer than 12 months, the annual compensation limit is an amount equal to the otherwise applicable annual compensation limit multiplied by a fraction, the numerator of which is the number of months in the short determination period, and the denominator of which is 12. If the compensation for any prior determination period is taken into account in determining a member's contributions or benefits for the current plan year, the compensation for such prior determination period is subject to the applicable annual compensation limit in effect for that prior period.
- (6) The limits referenced in paragraph (e)(1) through (e)(5) above apply only to plan years beginning on or after July 1, 1996, and only to individuals who first become members in plan years beginning on and after July 1, 1996. Individuals who become members before plan years beginning on and after July 1, 1996, are not subject to the limits of Internal Revenue Code Section 401(a)(17). Pursuant to Section 13212(d)(3)(A) of OBRA '93, and the regulations issued under that section, the annual compensation in effect under Internal Revenue Code Section 401(a)(17) does not apply to any such member in any year.

(f) Internal Revenue Code Section 401(a)(25): Effective as of July 1, 1989, NHRS will determine the amount of any benefit that is determined on the basis of actuarial assumptions using assumptions adopted by the board of trustees by policy; such benefits will not be subject to employer discretion. Any such assumptions are incorporated herein by reference.

(g) Internal Revenue Code Section 401(a)(31): This subsection applies to distributions made on or after January 1, 1993. Notwithstanding any contrary provision or retirement law that would otherwise limit a distributee's election under this Policy, a distributee may elect, at the time and in the manner prescribed by the board of trustees, to have any portion of an eligible rollover distribution paid directly to an eligible retirement plan specified by the distributee in a direct rollover.

- (1) Eligible rollover distribution: An eligible rollover distribution is any distribution of all or any portion of the balance to the credit of the distributee, except that an eligible rollover distribution does not include: any distribution that is one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or the life expectancy) of the distributee or the joint lives (or joint life expectancies) of the distributee and the distributee's designated beneficiary, or for a specified period of ten years

or more; any distribution to the extent such distribution is required under Internal Revenue Code Section 401(a)(9); the portion of any distribution that is not includible in gross income; and any other distribution that is reasonably expected to total less than \$200 during the year. Effective January 1, 2002, a portion of a distribution will not fail to be an eligible rollover distribution merely because the portion consists of after-tax employee contributions that are not includible in gross income. However, such portion may be transferred only to an individual retirement account or annuity described in Internal Revenue Code Section 408(a) or (b), or to a qualified defined contribution plan described in Internal Revenue Code Section 401(a) or to a qualified plan described in Internal Revenue Code Section 403(a), or on or after January 1, 2007, to a qualified defined benefit plan described in Internal Revenue Code Section 401(a) or to an annuity contract described in Internal Revenue Code Section 403(b), that agrees to separately account for amounts so transferred (and earnings thereon), including separately accounting for the portion of the distribution that is includible in gross income and the portion of the distribution that is not so includible.

(2) Eligible retirement plan: An eligible retirement plan is:

- a. effective January 1, 2002, a plan eligible under Internal Revenue Code Section 457(b) that is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state that agrees to separately account for amounts transferred into the plan from NHRS,
- b. an individual retirement account described in Internal Revenue Code Section 408(a),
- c. an individual retirement annuity described in Internal Revenue Code Section 408(b),
- d. an annuity plan described in Internal Revenue Code Section 403(a),
- e. effective January 1, 2002, an annuity contract described in Internal Revenue Code Section 403(b),
- f. a qualified trust described in Internal Revenue Code Section 401(a), that accepts the distributee's eligible rollover distribution, or
- g. effective January 1, 2008, a Roth IRA described in Internal Revenue Code Section 408A.

(3) Effective January 1, 2002, the definition of eligible rollover distribution also includes a distribution to a surviving spouse, or to a spouse or former spouse who is an alternate payee under a domestic relations order, as defined in Internal Revenue Code Section 414(p).

(4) Distributee: A distributee includes an employee or former employee. It also

includes the employee's or former employee's surviving spouse and the employee's or former employee's spouse or former spouse who is the alternate payee under a qualified domestic relations order, as defined in Internal Revenue Code Section 414(p). Effective January 1, 2007, it further includes a nonspouse beneficiary who is a designated beneficiary as defined by Internal Revenue Code Section 401(a)(9)(E). However, a nonspouse beneficiary may rollover the distribution only to an individual retirement account or individual retirement annuity established for the purpose of receiving the distribution and the account or annuity will be treated as an "inherited" individual retirement account or annuity.

- (5) Direct rollover: A direct rollover is a payment by NHRS to the eligible retirement plan specified by the distributee.

(h) Automatic Rollovers under Internal Revenue Code Section 401(a)(31)(B): Effective January 1, 2006, in the event of a mandatory distribution greater than \$1,000, if a member does not elect to have such distribution paid directly to an eligible retirement plan specified by the member in a direct rollover or to receive the distribution directly, the board of trustees will pay the distribution in a direct rollover to an individual retirement plan designated by the board of trustees in accordance with Internal Revenue Code Section 401(a)(31)(B) and IRS Notice 2005-5.

(i) Internal Revenue Code Section 415:

- (1) General: Effective as of July 1, 1989, member post-tax contributions paid to, and retirement benefits paid from, NHRS may not exceed the annual limits on contributions and benefits, respectively, allowed by Internal Revenue Code Section 415 and the regulations thereunder. The foregoing section of the Code and the regulations thereunder are incorporated herein by reference. Notwithstanding the foregoing, effective July 1, 2004, the Plan shall comply with the provisions of the Pension Funding Equity Act of 2004 modifying the rules set forth in section 415 of the Code, to the extent applicable.
- (2) Applicable Compensation: For purposes of applying the limits under Internal Revenue Code Section 415, the definition of compensation where applicable will be compensation as defined in Treasury Regulation Section 1.415(c)-2(d)(3), or successor regulation; provided, however, that the definition of compensation will exclude member contributions picked up under Internal Revenue Code Section 414(h)(2), and for limitation years beginning after December 31, 1997, compensation will include the amount of any elective deferrals, as defined in Internal Revenue Code Section 402(g)(3), and any amount contributed or deferred by the employer at the election of the member and which is not includible in the gross income of the member by reason of Internal Revenue Code Section 125 or 457, and for limitation years beginning on and after January 1, 2001, Internal Revenue Code Section 132(f)(4). For limitation years beginning on and after

January 1, 2007, compensation for the limitation year will also include compensation paid by the later of 2½ months after an employee's severance from employment or the end of the limitation year that includes the date of the employee's severance from employment if:

- a. the payment is regular compensation for services during the employee's regular working hours, or compensation for services outside the employee's regular working hours (such as overtime or shift differential), commissions, bonuses or other similar payments, and, absent a severance from employment, the payments would have been paid to the employee while the employee continued in employment with the employer; or
- b. the payment is for unused accrued bona fide sick, vacation or other leave that the employee would have been able to use if employment had continued.

(3) Defined Benefit Limits:

- a. Before July 1, 1995, a member may not receive an annual benefit that exceeds the limits specified in Internal Revenue Code Section 415(b), subject to the applicable adjustments in that section. On and after July 1, 1995, a member may not receive an annual benefit that exceeds the dollar amount specified in Internal Revenue Code Section 415(b)(1)(A), subject to the applicable adjustments in Internal Revenue Code Section 415(b).
- b. On and after July 1, 1995, in no event shall a member's annual benefit payable under NHRS in any limitation year be greater than the limit applicable at the annuity starting date, as increased in subsequent years pursuant to Internal Revenue Code Section 415(d) and the regulations thereunder. If the form of benefit without regard to the automatic benefit increase feature is not a straight life or a qualified joint and survivor annuity, then the preceding sentence is applied by either reducing the Internal Revenue Code Section 415(b) limit applicable at the annuity starting date or adjusting the form of benefit to an actuarially equivalent straight life annuity benefit determined using the following assumptions that takes into account the death benefits under the form of benefit:
  - (i) For a benefit paid in a form to which section Internal Revenue Code Section 417(e)(3) does not apply, the actuarially equivalent straight life annuity benefit which is the greater of (or the reduced Internal Revenue Code Section 415(b) limit applicable at the annuity starting date which is the lesser of when adjusted in

accordance with the following assumptions):

- A. The annual amount of the straight life annuity (if any) payable to the participant under the plan commencing at the same annuity starting date as the form of benefit payable to the participant, or
  - B. The annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the form of benefit payable to the participant, computed using a 5 percent interest assumption (or the applicable statutory interest assumption) and (i) for years prior to July 1, 2009, the applicable mortality tables described in Treasury Regulation Section 1.417(e)-1(d)(2) (Revenue Ruling 2001-62 or any subsequent Revenue Ruling modifying the applicable provisions of Revenue Rulings 2001-62), and (ii) for years beginning on or after July 1, 2009, the applicable mortality tables described in Internal Revenue Code Section 417(e)(3)(B) (Notice 2008-85 or any subsequent Internal Revenue Service guidance implementing Internal Revenue Code Section 417(e)(3)(B)); or
- (ii) For a benefit paid in a form to which Internal Revenue Code Section 417(e)(3) applies, the actuarially equivalent straight life annuity benefit which is the greatest of (or the reduced Internal Revenue Code Section 415(b) limit applicable at the annuity starting date which is the least of when adjusted in accordance with the following assumptions):
- A. The annual amount of the straight life annuity commencing at the annuity starting date that has the same actuarial present value as the particular form of benefit payable, computed using the interest rate and mortality table, or tabular factor, specified in the plan for actuarial experience;
  - B. The annual amount of the straight life annuity commencing at the annuity starting date that has the same actuarial present value as the particular form of benefit payable, computed using a 5.5 percent interest assumption (or the

applicable statutory interest assumption) and (i) for years prior to July 1, 2009, the applicable mortality tables for the distribution under Treasury Regulation Section 1.417(e)-1(d)(2) (the mortality table specified in Revenue Ruling 2001-62 or any subsequent Revenue Ruling modifying the applicable provisions of Revenue Ruling 2001-62), and (ii) for years beginning on or after July 1, 2009, the applicable mortality tables described in Internal Revenue Code Section 417(e)(3)(B) (Notice 2008-85 or any subsequent Internal Revenue Service guidance implementing Internal Revenue Code Section 417(e)(3)(B)); or

- C. the annual amount of the straight life annuity commencing at the annuity starting date that has the same actuarial present value as the particular form of benefit payable (computed using the applicable interest rate for the distribution under Treas. Reg. §1.417(e)-1(d)(3) (the 30-year Treasury rate (prior to July 1, 2007, using the rate in effect for the month prior to retirement, and on and after July 1, 2007, using the rate in effect for the first day of the plan year with a one-year stabilization period)) and (i) for years prior to July 1, 2009, the applicable mortality tables for the distribution under Treasury Regulation Section 1.417(e)-1(d)(2) (the mortality table specified in Revenue Ruling 2001-62 or any subsequent Revenue Ruling modifying the applicable provisions of Revenue Ruling 2001-62), and (ii) for years beginning on or after July 1, 2009, the applicable mortality tables described in Internal Revenue Code Section 417(e)(3)(B) (Notice 2008-85 or any subsequent Internal Revenue Service guidance implementing Internal Revenue Code Section 417(e)(3)(B)), divided by 1.05.

(4) Cost of Living Adjustments: For purposes of applying the limits under Internal Revenue Code Section 415(b) (Limit), the following will apply:

- a. prior to July 1, 2007, adjustments under former RSA 100-A:41-a b and c will be taken into consideration when determining a member's applicable Limit
- b. on and after July 1, 2007, with respect to a member who does

not receive a portion of the member's annual benefit in a lump sum:

- (i) a member's applicable Limit will be applied to the member's annual benefit in the first limitation year without regard to any automatic cost of living increases under former RSA 100-A:41-a, b, and c;
- (ii) to the extent the member's annual benefit equals or exceeds the Limit, the member will no longer be eligible for cost of living increases under former RSA 100-A:41-a, b, and c until such time as the benefit plus the accumulated increases under former RSA 100-A:41-a, b, and c are less than the Limit; and
- (iii) thereafter, in any subsequent limitation year, the member's annual benefit including any automatic cost of living increase applicable under former RSA 100-A:41-a, b, and c shall be tested under the then applicable benefit limit including any adjustment to the Internal Revenue Code Section 415(b)(1)(A) dollar limit under Internal Revenue Code Section 415(d) and the regulations thereunder; and
- c. on and after July 1, 2007, with respect to a member who receives a portion of the member's annual benefit in a lump sum, a member's applicable Limit shall be applied taking into consideration automatic cost of living increases under former RSA 100-A:41-a, b, and c as required by Internal Revenue Code Section 415(b) and applicable Treasury Regulations.

(5) Defined Contribution Limits:

- a. Unless the provisions of paragraph (6) apply, the post-tax member contributions and any additional member annuity contributions will be subject to the annual limits of Internal Revenue Code Section 415(c), subject to annual adjustments.
- b. Notwithstanding any other provision of law to the contrary, the board of trustees may modify a request by a member to make a contribution to NHRS if the amount of the contribution would exceed the limits provided in Internal Revenue Code Section 415 by using the following methods:
  - (i) If the law requires a lump sum payment for the purchase of service credit, the board of trustees may establish a periodic payment plan for the member to avoid a contribution in excess of the limits under Internal Revenue Code Sections 415(c) or 415(n).
  - (ii) If payment pursuant to clause (i) will not avoid a contribution in excess of the limits imposed by Internal

Revenue Code Section 415(c), the board of trustees will either reduce the member's contribution to an amount within the limits of that section or refuse the member's contribution.

(6) Permissive Service Credit Purchases:

- a. Effective for permissive service credit contributions made in years beginning after December 31, 1997, if a member makes one or more contributions to purchase permissive service credit under NHRS, then the requirements of this section will be treated as met only if—
  - (i) the requirements of Internal Revenue Code Section 415(b) are met, determined by treating the accrued benefit derived from all such contributions as an annual benefit for purposes of Internal Revenue Code Section 415(b), or
  - (ii) the requirements of Internal Revenue Code Section 415(c) are met, determined by treating all such contributions as annual additions for purposes of Internal Revenue Code Section 415(c).

For purposes of applying clause (i) NHRS will not fail to meet the reduced limit under Internal Revenue Code Section 415(b)(2)(C) solely by reason of this paragraph (6), and for purposes of applying clause (ii) NHRS will not fail to meet the percentage limitation under Internal Revenue Code Section 415(c)(1)(B) solely by reason of this paragraph (6).

- b. For purposes of this paragraph (6) the term "permissive service credit" means service credit—
  - (i) specifically authorized by state law and recognized by NHRS for purposes of calculating a member's benefit under NHRS,
  - (ii) which such member has not received under NHRS, and
  - (iii) which such member may receive only by making a voluntary additional contribution, in an amount determined under NHRS, which does not exceed the amount necessary to fund the benefit attributable to such service credit.

Effective for permissive service credit contributions made in years beginning after December 31, 1997, such term may include service credit for periods for which there is no performance of service, and, notwithstanding clause (ii), may include service credited in order to provide an increased benefit for service credit which a member is receiving under

NHRS.

- c. The NHRS will fail to meet the requirements of this paragraph
  - (i) If more than 5 years of nonqualified service credit are taken into account for purposes of this paragraph (6), or
  - (ii) any nonqualified service credit is taken into account under this paragraph (6) before the member has at least 5 years of participation under NHRS.
- d. For purposes of subparagraph c, effective for permissive service credit contributions made in years beginning after December 31, 1997, the term "nonqualified service credit" means permissive service credit other than that allowed with respect to—
  - (i) service (including parental, medical, sabbatical, and similar leave) as an employee of the Government of the United States, any State or political subdivision thereof, or any agency or instrumentality of any of the foregoing (other than military service or service for credit which was obtained as a result of a repayment described in Internal Revenue Code Section 415(k)(3)),
  - (ii) service (including parental, medical, sabbatical, and similar leave) as an employee (other than as an employee described in clause (i)) of an education organization described in Internal Revenue Code Section 170(b)(1)(A)(ii) which is a public, private, or sectarian school which provides elementary or secondary education (through grade 12), or a comparable level of education, as determined under the applicable law of the jurisdiction in which the service was performed,
  - (iii) service as an employee of an association of employees who are described in clause (i), or
  - (iv) military service (other than qualified military service under Internal Revenue Code Section 414(u)) recognized by such governmental plan.

In the case of service described in clause (i), (ii), or (iii), such service will be nonqualified service if recognition of such service would cause a member to receive a retirement benefit for the same service under more than one plan.
- e. For an eligible member, the limitation of Internal Revenue Code Section 415(c)(1) shall not be applied to reduce the amount of permissive service credit which may be purchased to an amount less than the amount which was allowed to be

purchased under the terms of NHRS's statutes and rules as in effect on August 5, 1997. For purposes of this subparagraph, an eligible member is an individual who first became a member in NHRS before July 1, 1998.

- (7) Trustee-to-Trustee Transfers: In the case of a trustee-to-trustee transfer after December 31, 2001, to which Internal Revenue Code Section 403(b)(13)(A) or 457(e)(17)(A) applies (without regard to whether the transfer is made between plans maintained by the same employer)—
  - a. the limitations of subparagraph (6)(c) will not apply in determining whether the transfer is for the purchase of permissive service credit, and
  - b. the distribution rules applicable under federal law to NHRS will apply to such amounts and any benefits attributable to such amounts.
- (8) Limitation Year: The limitation year for purposes of Internal Revenue Code Section 415 is the fiscal year beginning each July 1 and ending the following June 30.
- (9) Amendment: Nothing contained in this section will limit the Legislature from modifying benefits to the extent such modifications are permissible by applicable state and federal law.
- (j) Internal Revenue Code Section 503(b): Effective as of July 1, 1989, the board of trustees may not engage in a transaction prohibited by Internal Revenue Code Section 503(b).
- (k) Internal Revenue Code Section 414(u):
  - (1) Effective December 12, 1994, notwithstanding any other provision of NHRS law, contributions, benefits and service credit with respect to qualified military service are governed by Internal Revenue Code Section 414(u) and the Uniformed Services Employment and Reemployment Rights Act of 1994.
  - (2) Effective with respect to deaths occurring on or after January 1, 2007, while a member is performing qualified military service (as defined in chapter 43 of title 38, United States Code), death benefits shall be provided by NHRS under RSA 100-A:9, I to the survivors of a member to the extent required by Internal Revenue Code Section 401(a)(37). A deceased member's period of qualified military service must be counted for vesting purposes.
  - (3) Beginning January 1, 2009, to the extent required by Internal Revenue Code Sections 3401(h) and 414(u)(2), any differential wage payments to an individual from an employer (while the individual is performing qualified military service (as defined in chapter 43 of title 38, United States Code)) shall be treated as compensation for purposes of applying the limits on annual additions under Internal Revenue Code Section 415(c).
- (l) Internal Revenue Code Section 411(e): Effective as of September 1, 1974, in addition to any protection provided by this ordinance and New Hampshire law:

- (1) A member will be 100% vested in all Plan benefits upon attainment of the Plan's age and service requirements for the Plan's normal retirement benefit; and
  - (2) A member will be 100% vested in all Plan benefits, to the extent funded, if the Plan is terminated.
- (m) Electronic Transactions: In those circumstances where a written election or consent is not prohibited by NHRS or the Internal Revenue Code, an electronic or telephonic form, in lieu of or in addition to a written form, may be permitted by NHRS.



To: NHRS Board of Trustees  
From: Mark F. Cavanaugh, Esq., Deputy Counsel and Compliance Officer  
Date: April 1, 2025  
Re: Fiduciary and Tax Counsel - Request for Proposal (RFP)  
Item: Action: ☒ Discussion: ☐ Informational: ☐

---

It is NHRS' policy to conduct RFPs at least every five years for various legal counsel (investment counsel, fiduciary and tax counsel, and NH counsel for administrative proceedings, litigation and employment matters). The last RFPs were issued in 2019. Next up this year is Fiduciary and Tax Counsel for which the current engagement terminates effective 4/30/2025 with provisions to hold over until formal renewal or new counsel are selected.

Attached is a draft RFP for the Board's consideration. It is staff's intent to issue the RFP shortly after the Board authorizes it. Further, it is staff's plan to present its engagement recommendation(s) to Board at the June Board meeting for consideration.

At its meeting on April 1, 2025 the Governance Committee unanimously voted to recommend to the Board that it authorize staff to issue the RFP as presented today.

Legal staff respectfully requests that the Board vote to accept the recommendation of the Governance Committee and authorize staff to issue the Fiduciary and Tax Counsel RFP as presented.

## **NEW HAMPSHIRE RETIREMENT SYSTEM**

### **REQUEST FOR PROPOSALS FOR LEGAL SERVICES**

This Request for Proposals (“RFP”) invites the submission of offers to the New Hampshire Retirement System (“NHRS”) for the provision of legal services for Tax, Fiduciary and Legislative matters.

#### **A. LEGAL SERVICES SOUGHT**

##### **I. Background.**

The New Hampshire Retirement System (“NHRS”) is a contributory governmental defined benefit plan intended to be qualified under section 401(a) of the Internal Revenue Code (Code) and funded through a trust which is exempt from tax under Code Section 501(a). Assets under management were approximately \$12.2 billion as of June 30, 2024. NHRS has approximately 48,000 active members including firefighters, police officers, teachers, and state and local government employees, and approximately 40,000 individuals currently receive a monthly benefit from NHRS. NHRS provides benefits to its eligible members and their beneficiaries upon retirement, disability or death. Separate benefit structures apply to Group I members (employees and teachers) and Group II members (police officers and firefighters). Benefits are based on the members’ average final compensation and years of creditable service. In addition, NHRS administers a Code Section 401(h) subtrust that provides other post-employment medical benefits consisting of a premium subsidy for retiree health care plans sponsored by a retiree’s former employer.

NHRS is governed by the New Hampshire Constitution, Part I, Article 36-a, New Hampshire RSA 100-A, and the administrative rules and policies adopted by the Board, and is a qualified plan subject to the Internal Revenue Code, Section 401, *et. seq.*. The plan is administered by the NHRS Board of Trustees (“Board”) pursuant to RSA 100-A;14 and consists of 13 members including the State Treasurer as an ex-officio member, four public non-members, four employer representatives of employees, teachers, police, and fire, and four employee representatives of employees, teachers, police, and fire. Board members are nominated by the Governor and appointed by the Executive Council.

The investment of plan assets is governed by RSA 100-A:15. The Board of Trustees adopts the investment policy and selects the investment consultant. Related investment matters are governed by a five-member Independent Investment Committee pursuant to RSA 100-A:14-a and A:15.

The Executive Director oversees administrative functions which are carried out by the administrative staff of approximately 75 employees.

##### **II. General Requirements.**

The Board’s activities require legal support as necessary and appropriate. It is expected that outside counsel will advise the Board on legal matters and represent the Board before

third parties. The nature and extent of legal services needed by the Board cannot be predetermined with reasonable precision. Consequently the Board will enter into letters of engagement with one or more legal entities for the provision of legal services in each of the areas described in Section A.III., below. Legal entities may provide services in one or both areas.

### **III. Statement of Work.**

- a. The specific areas in which the Board anticipates needing legal support are:
  1. Fiduciary Counsel: Provision of legal advice on matters such as:
    - A. Fiduciary duties;
    - B. Ethics and conflicts of interests; and
    - C. Investment policies and procedures.
  2. Tax and Benefits Administration and Legislative Counsel: Provision of legal advice on plan administration issues such as:
    - A. Tax qualification issues;
    - B. Taxation of distributions;
    - C. Compliance with IRS reporting requirements;
    - D. Entitlement to and calculation of benefits;
    - E. Qualified Domestic Relations Orders; and
    - F. Drafting, reviewing and interpreting legislation
- b. Under the direction of NHRS Executive Director or designee, the legal areas described above require the successful legal entity to, among other things:
  1. Provide oral and written legal advice to the Board;
  2. Advise the Board on potential risks and liability;
  3. Attend Board meetings and make or review presentations to the Board;
  4. Represent the Board or assist in representing the Board before third parties, including other governmental entities, in matters not involving litigation;
  5. Represent the Board or assist in representing the Board in litigation before

- administrative and judicial tribunals;
- 6. Draft or review Board materials, including policies and procedures;
- 7. Draft or review legislative and regulatory materials;
- 8. Provide the Board with notice of significant changes in the law;
- 9. Provide opinions on behalf of the Board to auditors and other oversight or investigative entities; and
- 10. Conduct training for the Board and staff, as appropriate.

#### **IV. Engagement Provisions.**

The following clauses shall be included in all letters of engagement with the Board:

- a. Compensation.
  - 1. Legal fees will be provided in accordance with section B.III. of this RFP under Fee Proposals.
  - 2. The Executive Director may specify the labor mix for a specific project. The selected firm shall adhere to the specified labor mix unless amended in writing by the Executive Director.
  - 3. Award of an engagement does not guarantee the selected firm will receive a minimum amount of work.
  - 4. Only reasonable, allowable, and allocable direct costs and expenses are reimbursable. Expenses are reimbursable at cost and shall not contain a mark-up of any kind. Such expenses include:
    - a. Postage;
    - b. Messenger and overnight delivery services if requested by the Executive Director.

Expenses that are non-reimbursable include:

- a. Telephone calls, emails, and instant and text messages;
- b. Photocopying;
- c. Secretarial services;
- d. Local transportation (including after-hours transportation);

- e. Paraprofessional overtime expenses; and
  - f. Non-local travel expenses without the prior written authorization of the Executive Director.
5. The Executive Director reserves the right to object to any legal fees and expenses it reasonably considers to be excessive.
- b. The initial period of performance shall be for three years from the effective date of the Engagement. The Engagement will automatically extend for three additional one-year periods unless NHRS provides written notice to the firm of its intent to terminate not less than thirty (30) days prior to the expiration date of the initial period of performance or any subsequent anniversary date.
- c. Administration Data.
- 1. The Chief Legal Counsel is responsible for this Engagement:
 

Name: Timothy J. Crutchfield, Chief Legal Counsel  
 Address: New Hampshire Retirement System  
 54 Regional Drive  
 Concord, NH 03301  
 Telephone: (603) 410-3526  
 Fax: (603) 410-3527  
 Email: tim.crutchfield@nhrs.org  
 Cc: mark.cavanaugh@nhrs.org
  - 2. All instructions, notices, demands, other correspondence to be given by either party to the other party shall be in writing and shall be given by first class mail with verification of delivery or by a recognized delivery or courier service that maintains written verification of actual delivery. Such communications shall be sufficient and effective upon delivery to the Executive Director, his designee or the designated point of contact as herein provided.
  - 3. Invoices for work performed and expenses incurred shall be submitted to the Executive Officer monthly no later than fifteen (15) days after the end of the preceding month. Monthly invoices shall be in two parts consisting of:
    - A. A summary table showing:
      - i. The names of each attorney and paraprofessional who performed work during the preceding month;
      - ii. The time spent by each attorney and paraprofessional during the preceding month broken down by quarter hour;

- iii. The hourly rate for each attorney and paraprofessional;
    - iv. The total charge (hours x hourly rate) for each attorney and paraprofessional; and
    - v. Total expenses incurred for the preceding month broken down by type of expense.
  - B. A detailed table showing:
    - i. All dates work was performed by each attorney and paraprofessional;
    - ii. A brief description of the work performed by date broken down by matter worked on; and
    - iii. The time spent by each attorney and paraprofessional by date broken down by matter worked on.
  - C. Or another mutually agreeable format.
- d. Special Engagement Terms.
  - 1. Bar Membership.
    - A. All attorneys working on matters pursuant to this Agreement shall at all times be active members in good standing of the Bar of the State of New Hampshire, another state, the District of Columbia, or the Commonwealth of Puerto Rico.
    - B. Notwithstanding the above, all attorneys representing the NHRS before any entity of the State of New Hampshire in litigation or any other matter must be active members in good standing of the Bar of the State of New Hampshire or admitted pro hac vice.
  - 2. This Engagement shall be effective upon approval by the Board or its designee.
  - 3. This Engagement may be terminated by the Board or its designee at its discretion at any time with ten (10) days prior written notice to the firm.
  - 4. If the continued provision of legal services to the Board would create a professional conflict of interest that is not subject to mitigation under the New Hampshire Rules of Professional Conduct or other applicable authority (mitigation shall not include a waiver of a conflict by the Board), the firm shall immediately cease performance and notify the Executive Director in writing.

5. Dispute resolution.
  - A. The parties waive the right to trial by jury in any judicial action, proceeding or counterclaim arising from this Engagement.
  - B. Any legal proceedings involving this Engagement shall be filed with a state court located in the State of New Hampshire with subject matter jurisdiction, and New Hampshire law shall apply, excluding its choice of law provisions.
6. Neither party will, directly or indirectly, assign or transfer any claim arising out of this Engagement.
7. The failure of either party to enforce any of the terms of this Engagement shall not be a waiver or relinquishment of any future requirements of this Engagement.
8. This Engagement, which includes the Letter of Engagement, the RFP and the firm's proposal, constitutes the entire engagement between the parties regarding the subject matter of this Engagement. It replaces and supersedes any previous understandings or representations between the parties, whether written or oral, regarding the subject matter of this Engagement. Except as explicitly stated otherwise, this Engagement may not be modified, amended, changed, or altered except by written engagement executed by the parties.
9. The section headers in this Engagement are for information only and shall not be used to construe the meaning of any particular clause.
10. The firm shall discharge its duties and responsibilities under this Engagement with the standard of care, skill, and diligence normally provided by legal counsel in the performance of similar services under similar circumstances.
11. The firm shall at all times maintain sufficient insurance to reimburse the Board and the participants and beneficiaries of the NHRS in full for any professional liability on its part.
12. This Engagement is severable. If any provision or term hereof is determined, for any reason, to be illegal or otherwise unenforceable, such determination shall not affect the validity of the remaining provisions and terms hereof. The provision or term determined to be illegal or unenforceable shall be amended to conform to applicable law and the intent of the parties.
13. The rights and remedies described in this Engagement are cumulative and are in addition to any other remedies available to the Board in law or in equity, and the exercise of any one or more of such remedies shall not be

construed as a waiver of any other right or remedy.

14. The Firm shall promptly notify the Executive Director of any change in the availability of the personnel proposed to perform legal services under this Engagement, and shall propose a replacement of similar experience and knowledge who will be subject to acceptance by the Executive Director.
15. The Firm shall assist the Board in asserting a claim of privilege when so requested.
16. The Firm shall not subcontract any of the services of to be performed under this Engagement without the prior written consent of the Executive Director.
17. In the event of a conflict between a Letter of Engagement, the Board's Request for Proposals (RFP), and the Firm's Proposal, the order of precedence shall be:
  - A. the Letter of Engagement;
  - B. the RFP; and
  - C. the Firm's Proposal.
18. The Firm shall perform such work as is necessary to correct errors, defects, and omissions in the services provided under this Engagement without undue delay and without cost to the NHRS.
19. The Executive Director may order the Firm to suspend, delay, or interrupt all or any part of work it is performing without cost for such period of time as he or she may deem appropriate.
20. During the term of this Engagement, the Firm shall not represent any person or entity in a matter, proceeding, or lawsuit against the NHRS. Following expiration or termination of this Engagement, the Firm shall not represent any person or entity in a matter, proceeding, or lawsuit substantially related to this Engagement for a period of no less than five years after such termination.
21. This Engagement is non-exclusive, and work within the purview of this Engagement may be awarded to other contractors or performed in-house.

## **B. INSTRUCTIONS TO OFFERORS**

### **I. In General.**

- a. Offerors must submit separate technical and price proposals for each area of legal

support for which they seek a contract (Fiduciary Counsel; and/or Tax and Benefits Administration and Legislative Counsel). For example, an Offeror seeking engagement for both areas must submit two separate technical proposals and fee proposals. Offerors must submit an original and four (4) copies of each technical and fee proposal.

- b. Electronic copies of proposals shall be delivered to:

Timothy J. Crutchfield, Chief Legal Counsel  
New Hampshire Retirement System  
54 Regional Drive  
Concord, NH 03301

Fax: (603) 410-3527

Email: [tim.crutchfield@nhrs.org](mailto:tim.crutchfield@nhrs.org)

Cc: [mark.cavanaugh@nhrs.org](mailto:mark.cavanaugh@nhrs.org)

- c. Proposals must be received no later than Tuesday, May 20, 2025, at 4:00 pm EST. Untimely proposals shall not be considered.

- d. Questions about the RFP shall be in writing and directed to:

Timothy J. Crutchfield, Chief Legal Counsel  
New Hampshire Retirement System  
54 Regional Drive  
Concord, NH 03301

Fax: (603) 410-3527

Email: [tim.crutchfield@nhrs.org](mailto:tim.crutchfield@nhrs.org)

Cc: [mark.cavanaugh@nhrs.org](mailto:mark.cavanaugh@nhrs.org)

Questions must be received no later than Tuesday, April 29, 2025, at 4:00 pm EST in order to be assured of a response. Questions and responses may be shared with all offerors at their request.

- e. The Board or NHRS staff may convene a pre-proposal meeting to which all or some of the offerors may be invited, in NHRS' discretion.
- f. The Board may amend or terminate this RFP at its discretion at any time prior to awarding a letter of engagement.
- g. Technical proposals shall be no more than ten (10) pages in length, excluding a cover page described in section B.I.m., below, an introductory page, an index page, and résumés for all personnel identified as available to work on the contract. Pages exceeding this limit will not be read or evaluated.
- h. Fee proposals shall be no more than three (3) pages in length, excluding an introductory page and an index page. Pages exceeding this limit shall not be considered or evaluated.

- i. The text of all proposals shall be in 12 point Times New Roman type.
- j. Pages of a proposal containing confidential or proprietary information shall contain a header and footer with an appropriate restrictive legend.
- k. Under no circumstances shall the NHRS be responsible for the expense of preparing a proposal for this RFP.
- l. Proposals shall be self-containing and shall not refer to a web site or other external sources for additional information.
- m. The cover page of the technical proposal shall contain the name, title, street address, telephone and fax numbers, email address and signature of an individual attesting that:
  - 1. He or she has actual authority to accept the terms of engagement on behalf of the Offeror;
  - 2. The offer may be accepted by the Board without discussions and
  - 3. The entity accepts all of the terms of the engagement as set forth herein.
- n. Proposals may be withdrawn at any time up to award. Unless withdrawn, all offers shall remain in effect for ninety (90) days after the proposal due date, including any extensions thereto.
- o. Graphics in a technical or price proposal shall be included in their respective page limits.

## **II. Technical Proposals.**

Offerors shall provide in their technical proposals:

- a. The names, titles, and résumés of the attorneys who are expected to provide legal services under the Engagement;
- b. A description of the experience and knowledge of those attorneys for the past ten (10) years (or for the entire time they have been practicing, if shorter) in the area(s) for which they are being proposed (*i.e.*, fiduciary counsel; or tax and benefits administration and legislative counsel), including:
  - 1. The nature of advice and representation provided on such matters;
  - 2. The length of engagement;
  - 3. The outcomes of such matters;

- c. The name of the attorney who will serve as the point of contact for strategic, tactical, administrative, and performance matters relating to the engagement;
- d. A brief description of how attorney assignments are made, how work load is managed by the Offeror, and how back up assistance is provided;
- e. The percentage of annual attorney turnover;
- f. A certification that the Offeror is not and has not been for the past thirteen (13) years disbarred or suspended by the State of New Hampshire, the U.S. Government, or any other jurisdiction from doing business, and that no attorney proposed to work on the Agreement has been disbarred or suspended by any jurisdiction for the past thirteen (13) years;
- g. A certification that the Offeror has no known conflicts that would restrict its ability to provide advice to the Board; if any conflict is known, the nature of the conflict and its effect on performance of the contract must be described in detail;
- h. A description of the Offeror's conflicts avoidance procedures;
- i. A description of the Offeror's professional liability insurance applicable to the work described in this contract, including limits of coverage;
- j. The Offeror's process and resources for keeping abreast of proposed and actual changes in the laws affecting its area(s) of engagement;
- k. A description of any other relevant experience and knowledge; and
- l. Names and telephone numbers of three clients for purposes of reference checking.

**Technical proposals shall not contain or describe proposed hourly rates or other price factors. Proposals violating this requirement shall not be considered.**

### **III. Fee Proposals.**

- a. Offerors shall provide in their fee proposals the hourly rates of the attorneys and paraprofessionals proposed to perform services and their fully-loaded hourly rates, including discount rates for governmental plans. In the alternative, Offerors have an option to provide blended rates.
- b. Offerors shall provide justifications for proposed hourly rates significantly below or in excess of prevailing market rates.

**IV. Evaluation of Proposals.**

- a. Proposals shall be reviewed for soundness of technical capability and reasonableness of fees. Technical factors shall constitute 2/3 of a proposal's overall rating and fees shall constitute 1/3 of its overall rating.
- b. Awards shall be made to those Offerors whose proposals are most advantageous to the NHRS, fees and other factors considered.
- c. Appropriate NHRS staff will evaluate the proposals and provide recommendations to the Board for selection.
- d. Offerors may be required to make presentations to the Board or a Board committee prior to award of an engagement. Offerors shall be solely responsible for any costs associated with such presentations, including travel expenses.

**INDEPENDENT INVESTMENT COMMITTEE (IIC)**

# Independent Investment Committee's Monthly Report to the Board

NHRS Investment Team  
Board of Trustees Meeting  
April 8, 2025

# Total Plan Performance as of February 28, 2025



Net of Fees Returns for Periods Ended February 28, 2025									
Composite	Total Fund Weighting As of 2/28/2025	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
<b>Total Domestic Equity</b>	<b>31.44%</b>	<b>-2.57%</b>	<b>-3.86%</b>	<b>9.49%</b>	<b>0.55%</b>	<b>14.81%</b>	<b>9.48%</b>	<b>14.58%</b>	<b>10.89%</b>
Domestic Equity Benchmark(1)		-1.92%	-1.91%	10.31%	1.18%	17.53%	11.59%	15.66%	12.45%
Excess Return		-0.65%	-1.95%	-0.83%	-0.63%	-2.73%	-2.10%	-1.08%	-1.56%
<b>Total Non US Equity</b>	<b>19.35%</b>	<b>1.56%</b>	<b>2.87%</b>	<b>6.91%</b>	<b>5.96%</b>	<b>9.96%</b>	<b>6.89%</b>	<b>8.01%</b>	<b>5.57%</b>
Non US Equity Benchmark(2)		1.39%	3.42%	5.32%	5.47%	9.65%	4.62%	7.55%	4.83%
Excess Return		0.17%	-0.55%	1.60%	0.49%	0.31%	2.27%	0.46%	0.74%
<b>Total Fixed Income</b>	<b>21.47%</b>	<b>1.87%</b>	<b>0.89%</b>	<b>4.84%</b>	<b>2.64%</b>	<b>5.69%</b>	<b>0.41%</b>	<b>1.06%</b>	<b>2.28%</b>
Bloomberg Capital Universe Bond Index		2.07%	1.13%	5.07%	2.68%	6.30%	0.11%	-0.07%	1.87%
Excess Return		-0.20%	-0.24%	-0.23%	-0.04%	-0.61%	0.30%	1.13%	0.41%
<b>Total Cash</b>	<b>1.32%</b>	<b>0.32%</b>	<b>1.09%</b>	<b>3.24%</b>	<b>0.68%</b>	<b>5.05%</b>	<b>4.24%</b>	<b>2.61%</b>	<b>1.92%</b>
3-Month Treasury Bill		0.32%	1.09%	3.26%	0.69%	5.09%	4.13%	2.55%	1.84%
Excess Return		0.00%	0.00%	-0.02%	0.00%	-0.05%	0.11%	0.06%	0.08%
<b>Total Real Estate (Q3)*</b>	<b>8.53%</b>	<b>0.60%</b>	<b>0.70%</b>	<b>0.66%</b>	<b>0.67%</b>	<b>-4.51%</b>	<b>1.19%</b>	<b>5.77%</b>	<b>8.14%</b>
Real Estate Benchmark(3)		0.32%	0.65%	0.00%	0.64%	-4.23%	-2.44%	2.01%	5.07%
Excess Return		0.28%	0.06%	0.66%	0.03%	-0.28%	3.63%	3.76%	3.06%
<b>Total Private Equity (Q3)*</b>	<b>13.02%</b>	<b>0.00%</b>	<b>1.45%</b>	<b>1.46%</b>	<b>-0.04%</b>	<b>5.22%</b>	<b>4.42%</b>	<b>12.87%</b>	<b>12.19%</b>
Private Equity Benchmark(4)		6.73%	8.48%	17.41%	6.14%	36.62%	13.56%	18.53%	16.44%
Excess Return		-6.73%	-7.03%	-15.95%	-6.18%	-31.39%	-9.14%	-5.66%	-4.25%
<b>Total Private Debt (Q3)*</b>	<b>4.88%</b>	<b>0.00%</b>	<b>1.82%</b>	<b>1.74%</b>	<b>0.00%</b>	<b>5.73%</b>	<b>5.88%</b>	<b>5.88%</b>	<b>6.19%</b>
Private Debt Benchmark(5)		1.19%	2.69%	7.27%	1.48%	12.57%	6.98%	5.63%	4.76%
Excess Return		-1.19%	-0.87%	-5.53%	-1.48%	-6.84%	-1.09%	0.25%	1.43%
<b>Total Fund Composite</b>	<b>100.00%</b>	<b>-0.08%</b>	<b>-0.18%</b>	<b>5.83%</b>	<b>1.91%</b>	<b>8.41%</b>	<b>5.51%</b>	<b>8.79%</b>	<b>7.36%</b>
Total Fund Benchmark(6)		0.98%	1.45%	7.60%	2.90%	12.42%	6.22%	8.85%	7.69%
Excess Return		-1.07%	-1.64%	-1.77%	-0.99%	-4.01%	-0.71%	-0.07%	-0.34%

(1) The Domestic Equity Benchmark is the Russell 3000 Index as of 7/1/2021.

(2) The Non US Equity Index is the MSCI ACWI ex US Index as of 7/1/2003. Prior to 7/1/2003 it was the MSCI EAFE Index.

(3) The Real Estate Benchmark is the NCREIF NFI-ODCE Value Weight Net Index lagged 1 quarter as of 7/1/2015.

(4) The Private Equity Benchmark is the Russell 3000 Index + 2% lagged 1 quarter as of 7/1/2022.

(5) The Private Debt Benchmark is (50% MStar LSTA Leveraged Loan 100 Idx + 50% Bloomberg High Yield Index) + 1% lagged 1 quarter as of 7/1/2022.

(6) Current Month Target = 30.0% Russell 3000 Index, 25.0% Bloomberg Universal, 20.0% MSCI ACWI ex-US, 10.0% NCREIF NFI-ODCE Value Weight Net lagged 3 months, 10.0% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg High Yield Corp lagged 3 months+1.0% and 2.5% MStar LSTA Lev Loan 100 lagged 3 months +1.0%.

(7) For the trailing 25 year period ended 2/28/25, the Total Fund has returned 6.01% versus the Total Fund Custom Benchmark return of 6.68%.

\*Real Estate and Alternatives market values reflect current custodian valuations, which are typically lagged approximately 1 quarter.

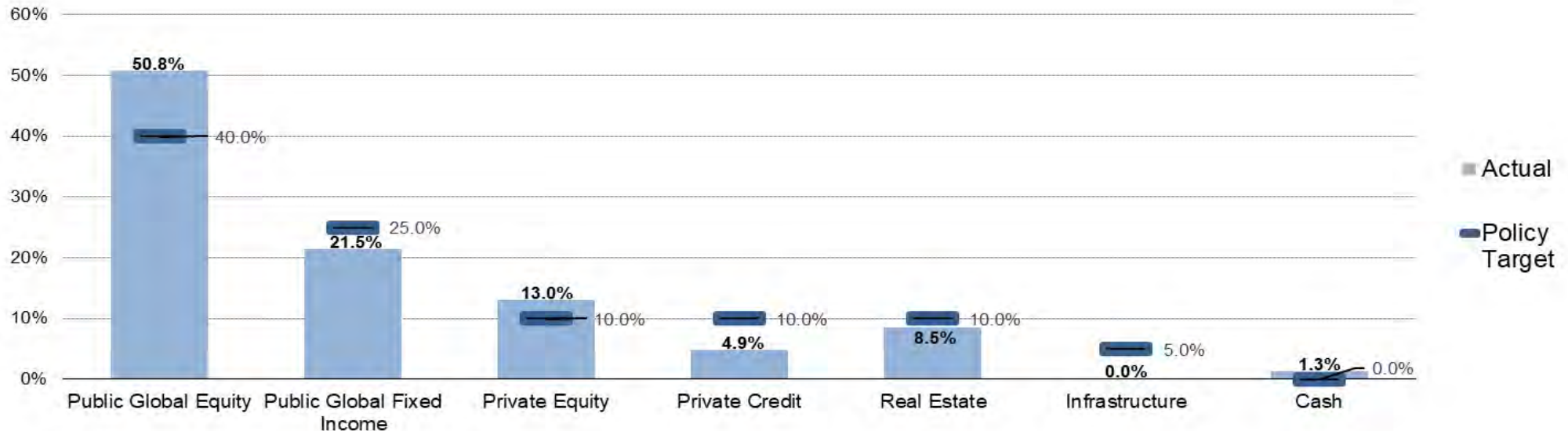
FYTD Fiscal Year to Date  
CYTD Calendar Year to Date  
LTM Last Twelve Months

Source: Callan

# Asset Class Policy Targets vs. Actual Allocation



## Asset Class Targets vs. Actual Allocation as of February 28, 2025 (Preliminary)



Figures in **bold** represent actual allocation amount.

Asset Class	Policy Target	Actual	Range
Public Global Equity	40.0%	50.8%	30 - 50%
Public Global Fixed Income	25.0%	21.5%	18 - 32%
Private Equity	10.0%	13.0%	5 - 15%
Private Credit	10.0%	4.9%	0 - 15%
Real Estate	10.0%	8.5%	5 - 20%
Infrastructure	5.0%	0.0%	0 - 15%
Cash	0.0%	1.3%	0 - 5%
	100.0%		

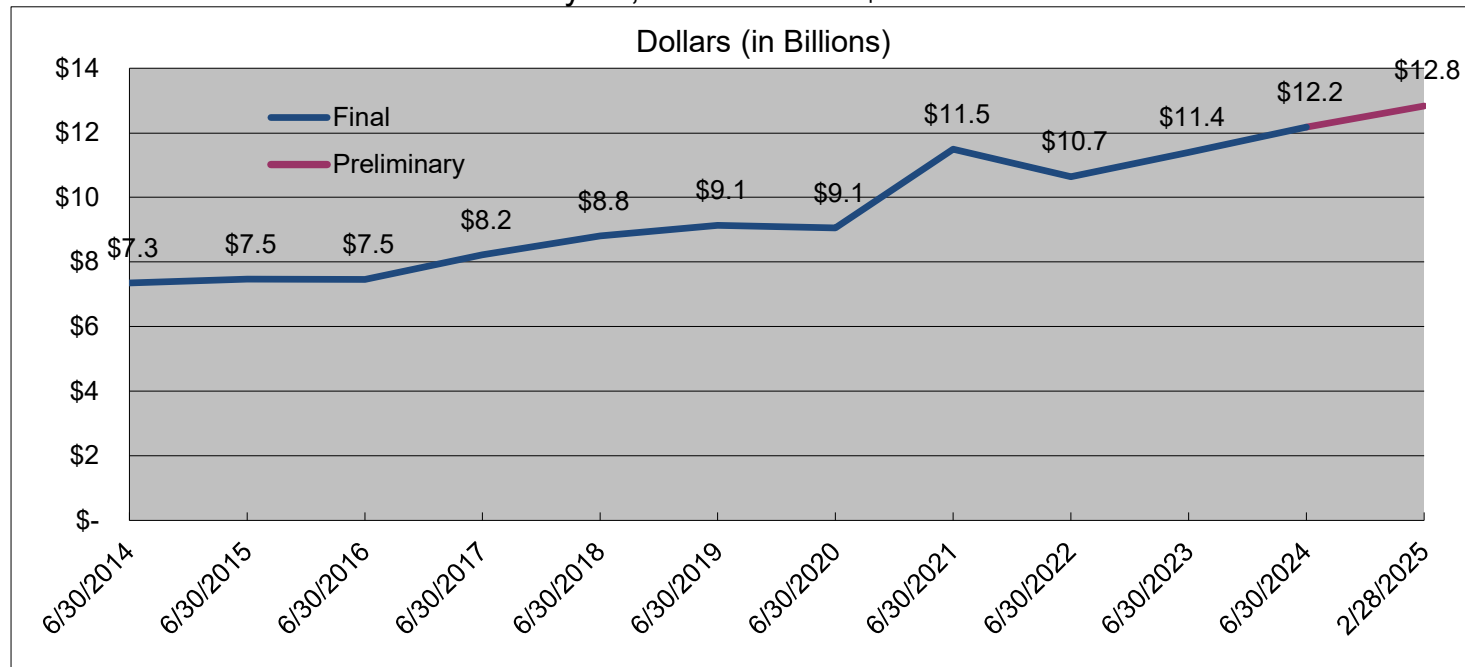
Note: private infrastructure and private credit allocations will be scaled up incrementally in subsequent periods to meet target allocations effective as of 7/1/2024.

Source: NHRS

# Total Fund Market Value



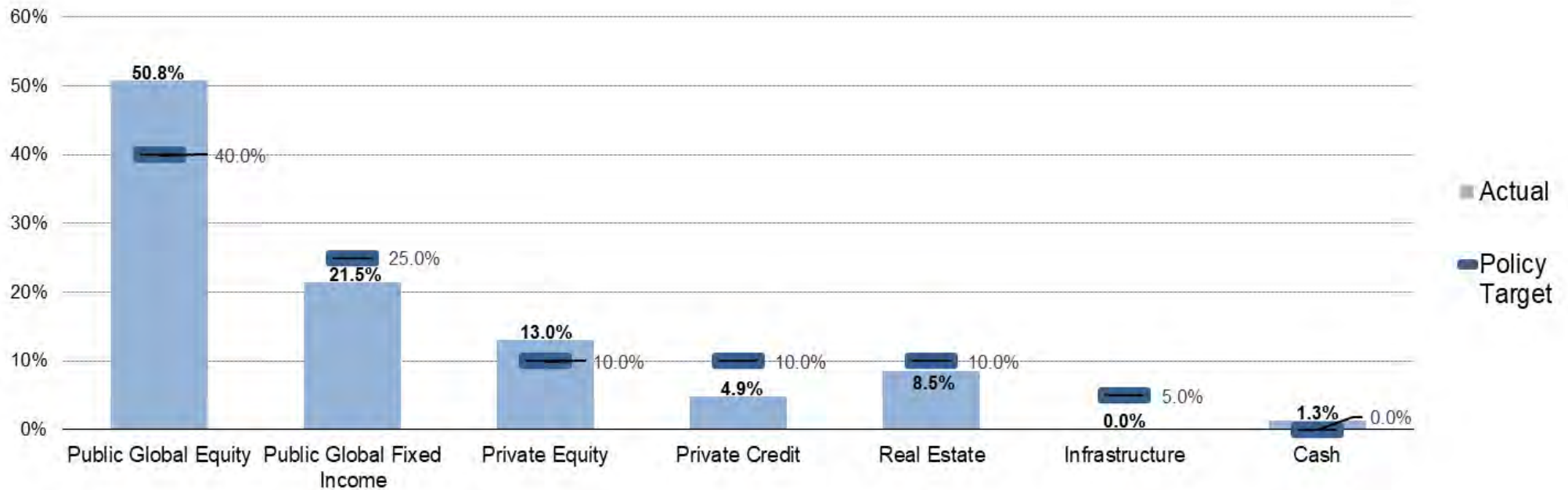
Fiscal Year	Dollars (in Billions)
June 30, 2014	\$7.3
June 30, 2015	\$7.5
June 30, 2016	\$7.5
June 30, 2017	\$8.2
June 30, 2018	\$8.8
June 30, 2019	\$9.1
June 30, 2020	\$9.1
June 30, 2021	\$11.5
June 30, 2022	\$10.7
June 30, 2023	\$11.4
June 30, 2024	\$12.2
February 28, 2025	\$12.8



Source: NHRS

# Current Status

## Class Targets vs. Actual Allocation as of February 28, 2025 (Preliminary)



Figures in **bold** represent actual allocation amount.

*Note: private infrastructure and private credit allocations will be scaled up incrementally in subsequent periods to meet target allocations effective as of 7/1/2024.*

# Asset Class Allocations Relative to Policy Targets and Ranges



***As of February 28, 2025 (preliminary)***

Asset Class	Allocation				Objective	Comments
	Range <sup>1</sup>	Target	Actual	Variance		
Public Markets						
Global Equity	30 - 50%	40.0%	50.8%	10.8%	Action	Actual allocation to be reduced over subsequent periods to fund new infrastructure allocation and increase to private credit.
Fixed Income	18 - 32%	25.0%	21.5%	-3.5%	Monitor	Portfolio was rebalanced on December 5, 2024, using funds drawn from Global Equity.
Private Markets						
Equity <sup>1</sup>	5 - 15%	10.0%	13.0%	3.0%	Monitor	No immediate action needed.
Credit <sup>1</sup>	0 - 15%	10.0%	4.9%	-5.1%	Action	To be scaled up incrementally over subsequent periods as part of SAA implementation.
Infrastructure	0 - 15%	5.0%	0.0%	-5.0%	Action	To be scaled up incrementally over subsequent periods as part of SAA implementation.
Real Estate (RE) <sup>3</sup>	5 - 20%	10.0%	8.5%	-1.5%	Monitor	No immediate action needed.
Cash Equivalents	0 - 5%	0.0%	1.3%	1.3%	No Action	Minimal cash balance to provide liquidity, as needed, for annuities, capital calls and other plan needs.
		100.0%	100.0%	0.0%		

<sup>1</sup>As reported on the February 28, 2025 Callan Monthly Review.

# Callan

February 28, 2025



## **New Hampshire Retirement System**

### **Investment Measurement Service Monthly Review**

The table below details the rates of return for the fund's asset classes over various time periods ended February 28, 2025. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended February 28, 2025									
Composite	Total Fund Weighting As of 2/28/2025	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
<b>Total Domestic Equity</b>	<b>31.44%</b>	<b>-2.57%</b>	<b>-3.86%</b>	<b>9.49%</b>	<b>0.55%</b>	<b>14.81%</b>	<b>9.48%</b>	<b>14.58%</b>	<b>10.89%</b>
Domestic Equity Benchmark(1)		-1.92%	-1.91%	10.31%	1.18%	17.53%	11.59%	15.66%	12.45%
Excess Return		-0.65%	-1.95%	-0.83%	-0.63%	-2.73%	-2.10%	-1.08%	-1.56%
<b>Total Non US Equity</b>	<b>19.35%</b>	<b>1.56%</b>	<b>2.87%</b>	<b>6.91%</b>	<b>5.96%</b>	<b>9.96%</b>	<b>6.89%</b>	<b>8.01%</b>	<b>5.57%</b>
Non US Equity Benchmark(2)		1.39%	3.42%	5.32%	5.47%	9.65%	4.62%	7.55%	4.83%
Excess Return		0.17%	-0.55%	1.60%	0.49%	0.31%	2.27%	0.46%	0.74%
<b>Total Fixed Income</b>	<b>21.47%</b>	<b>1.87%</b>	<b>0.89%</b>	<b>4.84%</b>	<b>2.64%</b>	<b>5.69%</b>	<b>0.41%</b>	<b>1.06%</b>	<b>2.28%</b>
Bloomberg Capital Universe Bond Index		2.07%	1.13%	5.07%	2.68%	6.30%	0.11%	-0.07%	1.87%
Excess Return		-0.20%	-0.24%	-0.23%	-0.04%	-0.61%	0.30%	1.13%	0.41%
<b>Total Cash</b>	<b>1.32%</b>	<b>0.32%</b>	<b>1.09%</b>	<b>3.24%</b>	<b>0.68%</b>	<b>5.05%</b>	<b>4.24%</b>	<b>2.61%</b>	<b>1.92%</b>
3-Month Treasury Bill		0.32%	1.09%	3.26%	0.69%	5.09%	4.13%	2.55%	1.84%
Excess Return		0.00%	0.00%	-0.02%	0.00%	-0.05%	0.11%	0.06%	0.08%
<b>Total Real Estate (Q3)*</b>	<b>8.53%</b>	<b>0.60%</b>	<b>0.70%</b>	<b>0.66%</b>	<b>0.67%</b>	<b>-4.51%</b>	<b>1.19%</b>	<b>5.77%</b>	<b>8.14%</b>
Real Estate Benchmark(3)		0.32%	0.65%	0.00%	0.64%	-4.23%	-2.44%	2.01%	5.07%
Excess Return		0.28%	0.06%	0.66%	0.03%	-0.28%	3.63%	3.76%	3.06%
<b>Total Private Equity (Q3)*</b>	<b>13.02%</b>	<b>0.00%</b>	<b>1.45%</b>	<b>1.46%</b>	<b>-0.04%</b>	<b>5.22%</b>	<b>4.42%</b>	<b>12.87%</b>	<b>12.19%</b>
Private Equity Benchmark(4)		6.73%	8.48%	17.41%	6.14%	36.62%	13.56%	18.53%	16.44%
Excess Return		-6.73%	-7.03%	-15.95%	-6.18%	-31.39%	-9.14%	-5.66%	-4.25%
<b>Total Private Debt (Q3)*</b>	<b>4.88%</b>	<b>0.00%</b>	<b>1.82%</b>	<b>1.74%</b>	<b>0.00%</b>	<b>5.73%</b>	<b>5.88%</b>	<b>5.88%</b>	<b>6.19%</b>
Private Debt Benchmark(5)		1.19%	2.69%	7.27%	1.48%	12.57%	6.98%	5.63%	4.76%
Excess Return		-1.19%	-0.87%	-5.53%	-1.48%	-6.84%	-1.09%	0.25%	1.43%
<b>Total Fund Composite</b>	<b>100.00%</b>	<b>-0.08%</b>	<b>-0.18%</b>	<b>5.83%</b>	<b>1.91%</b>	<b>8.41%</b>	<b>5.51%</b>	<b>8.79%</b>	<b>7.36%</b>
Total Fund Benchmark(6)		0.98%	1.45%	7.60%	2.90%	12.42%	6.22%	8.85%	7.69%
Excess Return		-1.07%	-1.64%	-1.77%	-0.99%	-4.01%	-0.71%	-0.07%	-0.34%

(1) The Domestic Equity Benchmark is the Russell 3000 Index as of 7/1/2021.

(2) The Non US Equity Index is the MSCI ACWI ex US Index as of 7/1/2003. Prior to 7/1/2003 it was the MSCI EAFE Index.

(3) The Real Estate Benchmark is the NCREIF NFI-ODCE Value Weight Net Index lagged 1 quarter as of 7/1/2015.

(4) The Private Equity Benchmark is the Russell 3000 Index + 2% lagged 1 quarter as of 7/1/2022.

(5) The Private Debt Benchmark is (50% MStar LSTA Leveraged Loan 100 Idx + 50% Bloomberg High Yield Index) + 1% lagged 1 quarter as of 7/1/2022.

(6) Current Month Target = 30.0% Russell 3000 Index, 25.0% Bloomberg Universal, 20.0% MSCI ACWI ex-US, 10.0% NCREIF NFI-ODCE Value Weight Net lagged 3 months, 10.0% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg High Yield Corp lagged 3 months+1.0% and 2.5% MStar LSTA Lev Loan 100 lagged 3 months +1.0%.

(7) For the trailing 25 year period ended 2/28/25, the Total Fund has returned 6.01% versus the Total Fund Custom Benchmark return of 6.68%.

\*Real Estate and Alternatives market values reflect current custodian valuations, which are typically lagged approximately 1 quarter.

## Domestic Equity Excess Returns

February 28, 2025

The table below details the rates of return for the fund's investment managers over various time periods ended February 28, 2025. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended February 28, 2025									
Composite	Total Fund Weighting As of 2/28/2025	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
<b>Total Domestic Equity</b>	<b>31.44%</b>	<b>-2.57%</b>	<b>-3.86%</b>	<b>9.49%</b>	<b>0.55%</b>	<b>14.81%</b>	<b>9.48%</b>	<b>14.58%</b>	<b>10.89%</b>
Domestic Equity Benchmark(1)		-1.92%	-1.91%	10.31%	1.18%	17.53%	11.59%	15.66%	12.45%
Excess Return		-0.65%	-1.95%	-0.83%	-0.63%	-2.73%	-2.10%	-1.08%	-1.56%
<b>Large Cap Domestic Equity</b>	<b>18.99%</b>	<b>-1.31%</b>	<b>-0.98%</b>	<b>9.99%</b>	<b>1.44%</b>	<b>18.46%</b>	<b>12.51%</b>	<b>16.32%</b>	<b>12.12%</b>
S&P 500 Index		-1.30%	-0.97%	10.00%	1.44%	18.41%	12.55%	16.85%	12.98%
Excess Return		0.00%	0.00%	-0.02%	0.00%	0.06%	-0.04%	-0.54%	-0.86%
<b>BlackRock S&amp;P 500</b>	<b>18.99%</b>	<b>-1.31%</b>	<b>-0.98%</b>	<b>9.99%</b>	<b>1.44%</b>	<b>18.46%</b>	<b>12.51%</b>	<b>16.81%</b>	<b>12.95%</b>
S&P 500 Index		-1.30%	-0.97%	10.00%	1.44%	18.41%	12.55%	16.85%	12.98%
Excess Return		0.00%	0.00%	-0.02%	0.00%	0.06%	-0.04%	-0.05%	-0.03%
<b>Smid Cap Domestic Equity</b>	<b>5.97%</b>	<b>-4.08%</b>	<b>-6.57%</b>	<b>8.38%</b>	<b>-0.12%</b>	<b>8.29%</b>	<b>4.45%</b>	<b>11.44%</b>	<b>8.05%</b>
Russell 2500 Index		-4.69%	-8.75%	7.98%	-1.32%	7.64%	4.55%	10.85%	8.30%
Excess Return		0.61%	2.18%	0.39%	1.20%	0.66%	-0.10%	0.59%	-0.25%
<b>AllianceBernstein</b>	<b>3.72%</b>	<b>-5.96%</b>	<b>-8.78%</b>	<b>6.78%</b>	<b>-1.41%</b>	<b>6.10%</b>	<b>3.35%</b>	<b>11.66%</b>	<b>8.95%</b>
Russell 2500 Index		-4.69%	-8.75%	7.98%	-1.32%	7.64%	4.55%	10.85%	8.30%
Excess Return		-1.26%	-0.03%	-1.20%	-0.10%	-1.54%	-1.20%	0.81%	0.65%
<b>TSW</b>	<b>2.24%</b>	<b>-0.81%</b>	<b>-2.66%</b>	<b>11.13%</b>	<b>2.10%</b>	<b>12.14%</b>	<b>6.39%</b>	<b>11.07%</b>	<b>6.73%</b>
TSW Blended Benchmark (2)		-3.70%	-7.57%	8.88%	-0.42%	9.33%	4.92%	11.39%	8.24%
Excess Return		2.89%	4.91%	2.25%	2.52%	2.81%	1.47%	-0.32%	-1.51%
<b>Small Cap Domestic Equity</b>	<b>6.48%</b>	<b>-4.77%</b>	<b>-9.11%</b>	<b>8.38%</b>	<b>-1.40%</b>	<b>10.53%</b>	<b>5.82%</b>	<b>12.80%</b>	<b>9.92%</b>
Russell 2000 Index		-5.35%	-10.89%	6.49%	-2.87%	6.69%	3.34%	9.39%	7.23%
Excess Return		0.58%	1.77%	1.88%	1.47%	3.84%	2.49%	3.41%	2.68%
<b>Boston Trust</b>	<b>2.05%</b>	<b>-2.51%</b>	<b>-7.98%</b>	<b>10.66%</b>	<b>0.00%</b>	<b>11.05%</b>	<b>6.55%</b>	<b>13.19%</b>	<b>10.20%</b>
Russell 2000 Index		-5.35%	-10.89%	6.49%	-2.87%	6.69%	3.34%	9.39%	7.23%
Excess Return		2.84%	2.91%	4.17%	2.87%	4.36%	3.21%	3.80%	2.97%
<b>Segall Bryant &amp; Hamill</b>	<b>2.13%</b>	<b>-5.71%</b>	<b>-9.35%</b>	<b>4.22%</b>	<b>-2.06%</b>	<b>6.70%</b>	<b>5.12%</b>	<b>13.11%</b>	<b>9.34%</b>
Russell 2000 Index		-5.35%	-10.89%	6.49%	-2.87%	6.69%	3.34%	9.39%	7.23%
Excess Return		-0.37%	1.54%	-2.27%	0.81%	0.00%	1.79%	3.73%	2.10%
<b>Wellington</b>	<b>2.30%</b>	<b>-5.83%</b>	<b>-9.88%</b>	<b>9.28%</b>	<b>-2.01%</b>	<b>12.20%</b>	<b>5.72%</b>	<b>12.34%</b>	<b>10.08%</b>
Russell 2000 Index		-5.35%	-10.89%	6.49%	-2.87%	6.69%	3.34%	9.39%	7.23%
Excess Return		-0.48%	1.01%	2.78%	0.86%	5.51%	2.38%	2.95%	2.84%

(1) The Domestic Equity Benchmark is the Russell 3000 Index as of 7/1/2021.

(2) TSW Blended Benchmark is the Russell 2500 Value Index as of 7/1/2019. Prior to 7/1/2019 it was the Russell 2500.

## Non-US Equity Excess Returns

February 28, 2025

The table below details the rates of return for the fund's investment managers over various time periods ended February 28, 2025. Negative manager excess returns are shown in **red**, positive excess returns in **green**. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended February 28, 2025									
Composite	Total Fund Weighting As of 2/28/2025	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
<b>Total Non US Equity</b>	<b>19.35%</b>	<b>1.56%</b>	<b>2.87%</b>	<b>6.91%</b>	<b>5.96%</b>	<b>9.96%</b>	<b>6.89%</b>	<b>8.01%</b>	<b>5.57%</b>
Non US Equity Benchmark (1)		1.39%	3.42%	5.32%	5.47%	9.65%	4.62%	7.55%	4.83%
Excess Return		0.17%	-0.55%	1.60%	0.49%	0.31%	2.27%	0.46%	0.74%
<b>Core Non US Equity</b>	<b>11.99%</b>	<b>3.08%</b>	<b>5.92%</b>	<b>9.28%</b>	<b>8.35%</b>	<b>12.81%</b>	<b>8.50%</b>	<b>8.97%</b>	<b>5.30%</b>
Core Non US Benchmark (2)		1.39%	3.42%	5.32%	5.47%	9.65%	4.62%	7.55%	4.83%
Excess Return		1.69%	2.50%	3.96%	2.88%	3.16%	3.88%	1.42%	0.47%
<b>Aristotle</b>	<b>1.50%</b>	<b>-0.12%</b>	<b>1.12%</b>	<b>7.65%</b>	<b>4.09%</b>	<b>9.30%</b>	<b>5.12%</b>	-	-
MSCI EAFE		1.94%	4.86%	5.75%	7.30%	8.77%	6.42%	-	-
Excess Return		-2.06%	-3.73%	1.90%	-3.20%	0.53%	-1.30%	-	-
<b>Artisan Partners</b>	<b>3.57%</b>	<b>3.74%</b>	<b>6.69%</b>	<b>12.21%</b>	<b>9.64%</b>	<b>15.73%</b>	<b>9.19%</b>	<b>8.10%</b>	<b>5.62%</b>
MSCI EAFE		1.94%	4.86%	5.75%	7.30%	8.77%	6.42%	8.70%	5.28%
Excess Return		1.80%	1.83%	6.46%	2.34%	6.96%	2.77%	-0.60%	0.34%
<b>BlackRock SuperFund</b>	<b>1.64%</b>	<b>1.30%</b>	<b>3.35%</b>	<b>5.22%</b>	<b>5.58%</b>	<b>9.69%</b>	-	-	-
MSCI ACWI Ex-US		1.39%	3.42%	5.32%	5.47%	9.65%	-	-	-
Excess Return		-0.08%	-0.08%	-0.09%	0.11%	0.04%	-	-	-
<b>Causeway Capital</b>	<b>3.92%</b>	<b>5.29%</b>	<b>9.50%</b>	<b>11.57%</b>	<b>10.86%</b>	<b>17.35%</b>	<b>12.33%</b>	<b>13.42%</b>	<b>6.55%</b>
MSCI EAFE		1.94%	4.86%	5.75%	7.30%	8.77%	6.42%	8.70%	5.28%
Excess Return		3.35%	4.64%	5.82%	3.57%	8.58%	5.91%	4.71%	1.28%
<b>Lazard</b>	<b>1.36%</b>	<b>0.95%</b>	<b>2.75%</b>	<b>2.67%</b>	<b>6.28%</b>	<b>1.79%</b>	<b>3.43%</b>	-	-
MSCI EAFE		1.94%	4.86%	5.75%	7.30%	8.77%	6.42%	-	-
Excess Return		-0.99%	-2.10%	-3.08%	-1.02%	-6.98%	-2.99%	-	-
<b>Emerging Markets</b>	<b>1.44%</b>	<b>1.39%</b>	<b>-0.42%</b>	<b>2.25%</b>	<b>2.14%</b>	<b>7.04%</b>	<b>0.93%</b>	<b>1.80%</b>	<b>2.28%</b>
MSCI EM		0.48%	2.14%	2.30%	2.28%	10.07%	0.46%	4.26%	3.49%
Excess Return		0.91%	-2.56%	-0.05%	-0.14%	-3.03%	0.47%	-2.46%	-1.22%
<b>Wellington Emerging Markets</b>	<b>1.44%</b>	<b>1.39%</b>	<b>-0.42%</b>	<b>2.25%</b>	<b>2.14%</b>	<b>7.04%</b>	<b>1.10%</b>	<b>1.88%</b>	<b>2.85%</b>
MSCI EM		0.48%	2.14%	2.30%	2.28%	10.07%	0.46%	4.26%	3.49%
Excess Return		0.91%	-2.56%	-0.05%	-0.14%	-3.03%	0.63%	-2.38%	-0.64%
<b>Non US Small Cap</b>	<b>1.11%</b>	<b>0.42%</b>	<b>0.26%</b>	<b>3.87%</b>	<b>3.56%</b>	<b>5.16%</b>	<b>1.65%</b>	<b>2.62%</b>	<b>0.64%</b>
MSCI EAFE Small Cap		-0.29%	0.77%	4.48%	3.14%	6.37%	0.69%	5.70%	5.17%
Excess Return		0.72%	-0.51%	-0.61%	0.41%	-1.21%	0.96%	-3.08%	-4.53%
<b>Wellington Int'l Small Cap Research</b>	<b>1.11%</b>	<b>0.42%</b>	<b>0.26%</b>	<b>3.87%</b>	<b>3.56%</b>	<b>5.16%</b>	<b>1.65%</b>	-	-
MSCI EAFE Small Cap		-0.29%	0.77%	4.48%	3.14%	6.37%	0.69%	-	-
Excess Return		0.72%	-0.51%	-0.61%	0.41%	-1.21%	0.96%	-	-
<b>Global Equity</b>	<b>4.80%</b>	<b>-1.73%</b>	<b>-2.57%</b>	<b>3.44%</b>	<b>2.05%</b>	<b>5.31%</b>	<b>7.46%</b>	<b>11.27%</b>	<b>10.63%</b>
MSCI ACWI net		-0.60%	0.30%	8.45%	2.73%	15.06%	9.14%	12.79%	9.11%
Excess Return		-1.13%	-2.87%	-5.00%	-0.69%	-9.75%	-1.68%	-1.52%	1.52%
<b>Walter Scott Global Equity</b>	<b>4.80%</b>	<b>-1.73%</b>	<b>-2.57%</b>	<b>3.44%</b>	<b>2.05%</b>	<b>5.31%</b>	<b>7.46%</b>	<b>11.27%</b>	<b>10.63%</b>
Walter Scott Blended Benchmark (3)		-0.60%	0.30%	8.45%	2.73%	15.06%	9.14%	12.79%	9.11%
Excess Return		-1.13%	-2.87%	-5.00%	-0.69%	-9.75%	-1.68%	-1.52%	1.52%

(1) The Non US Equity Index is the MSCI ACWI ex US Index as of 7/1/2003. Prior to 7/1/2003 it was the MSCI EAFE Index.

(2) The Core Non US Equity Index is the MSCI ACWI ex US as of 7/1/2007. Prior to 7/1/2007 it was the MSCI EAFE Index.

(3) The Walter Scott Blended Benchmark is the MSCI ACWI Index as 5/1/2008. Prior to 5/1/2008 it was the MSCI EAFE Index.

The table below details the rates of return for the fund's investment managers over various time periods ended February 28, 2025. Negative manager excess returns are shown in **red**, positive excess returns in **green**. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended February 28, 2025									
Composite	Total Fund Weighting As of 2/28/2025	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
<b>Total Fixed Income</b>	<b>21.47%</b>	<b>1.87%</b>	<b>0.89%</b>	<b>4.84%</b>	<b>2.64%</b>	<b>5.69%</b>	<b>0.41%</b>	<b>1.06%</b>	<b>2.28%</b>
<i>Fixed Income Benchmark (1)</i>		2.07%	1.13%	5.07%	2.68%	6.30%	0.11%	-0.07%	1.87%
<i>Excess Return</i>		-0.20%	-0.24%	-0.23%	-0.04%	-0.61%	0.30%	1.13%	0.41%
<b>BlackRock SIO Bond Fund</b>	<b>2.23%</b>	<b>1.11%</b>	<b>1.65%</b>	<b>5.39%</b>	<b>2.02%</b>	<b>7.13%</b>	<b>3.28%</b>	<b>3.00%</b>	<b>-</b>
<i>BlackRock Custom Benchmark (2)</i>		0.34%	1.11%	3.35%	0.71%	5.19%	4.31%	2.69%	-
<i>Excess Return</i>		0.77%	0.53%	2.04%	1.31%	1.94%	-1.03%	0.31%	-
<b>Brandywine Asset Mgmt</b>	<b>1.76%</b>	<b>1.68%</b>	<b>-1.62%</b>	<b>1.33%</b>	<b>3.34%</b>	<b>-1.26%</b>	<b>-4.57%</b>	<b>-1.27%</b>	<b>0.12%</b>
<i>Brandywine Custom Benchmark (3)</i>		1.67%	-0.58%	2.98%	2.12%	1.59%	-4.39%	-3.32%	-0.28%
<i>Excess Return</i>		0.01%	-1.04%	-1.65%	1.22%	-2.85%	-0.19%	2.05%	0.41%
<b>FIAM (Fidelity) Tactical Bond</b>	<b>3.09%</b>	<b>2.31%</b>	<b>1.01%</b>	<b>5.25%</b>	<b>3.08%</b>	<b>6.28%</b>	<b>1.00%</b>	<b>1.76%</b>	<b>-</b>
<i>Bloomberg Aggregate</i>		2.20%	1.06%	4.77%	2.74%	5.81%	-0.44%	-0.52%	-
<i>Excess Return</i>		0.11%	-0.05%	0.48%	0.34%	0.47%	1.43%	2.28%	-
<b>Income Research &amp; Management</b>	<b>6.41%</b>	<b>2.17%</b>	<b>1.03%</b>	<b>4.80%</b>	<b>2.74%</b>	<b>5.87%</b>	<b>-0.29%</b>	<b>-0.15%</b>	<b>1.94%</b>
<i>Bloomberg Gov/Credit</i>		2.10%	0.94%	4.56%	2.65%	5.53%	-0.53%	-0.58%	1.63%
<i>Excess Return</i>		0.07%	0.10%	0.23%	0.09%	0.35%	0.24%	0.42%	0.31%
<b>Loomis Sayles</b>	<b>2.41%</b>	<b>1.48%</b>	<b>1.48%</b>	<b>6.70%</b>	<b>2.42%</b>	<b>8.42%</b>	<b>2.43%</b>	<b>3.30%</b>	<b>3.88%</b>
<i>Loomis Sayles Custom Benchmark (4)</i>		1.67%	1.26%	5.77%	2.50%	7.30%	1.45%	1.42%	2.79%
<i>Excess Return</i>		-0.18%	0.22%	0.93%	-0.08%	1.12%	0.99%	1.88%	1.08%
<b>Manulife Strategic Fixed Income</b>	<b>1.76%</b>	<b>0.97%</b>	<b>0.77%</b>	<b>4.70%</b>	<b>1.72%</b>	<b>5.86%</b>	<b>1.67%</b>	<b>1.83%</b>	<b>2.39%</b>
<i>Bloomberg Multiverse</i>		1.40%	-0.11%	3.73%	2.03%	3.25%	-2.51%	-1.71%	0.64%
<i>Excess Return</i>		-0.43%	0.88%	0.98%	-0.31%	2.62%	4.18%	3.54%	1.75%
<b>Mellon US Agg Bond Index</b>	<b>3.81%</b>	<b>2.20%</b>	<b>1.00%</b>	<b>4.71%</b>	<b>2.75%</b>	<b>5.76%</b>	<b>-</b>	<b>-</b>	<b>-</b>
<i>Bloomberg Aggregate Bond Index</i>		2.20%	1.06%	4.77%	2.74%	5.81%	-	-	-
<i>Excess Return</i>		0.00%	-0.06%	-0.06%	0.00%	-0.05%	-	-	-
<b>Total Cash</b>	<b>1.32%</b>	<b>0.32%</b>	<b>1.09%</b>	<b>3.24%</b>	<b>0.68%</b>	<b>5.05%</b>	<b>4.24%</b>	<b>2.61%</b>	<b>1.92%</b>
<i>3-month Treasury Bill</i>		0.32%	1.09%	3.26%	0.69%	5.09%	4.13%	2.55%	1.84%
<i>Excess Return</i>		0.00%	0.00%	-0.02%	0.00%	-0.05%	0.11%	0.06%	0.08%
<b>Total Marketable Assets</b>	<b>73.57%</b>	<b>-0.18%</b>	<b>-0.69%</b>	<b>7.57%</b>	<b>2.52%</b>	<b>10.99%</b>	<b>6.18%</b>	<b>8.68%</b>	<b>6.88%</b>
<i>Total Marketable Index (5)</i>		0.29%	0.53%	7.31%	2.84%	11.72%	6.02%	8.34%	7.05%
<i>Excess Return</i>		-0.47%	-1.22%	0.27%	-0.32%	-0.72%	0.16%	0.33%	-0.17%

(1) The Fixed Income Benchmark is the Bloomberg Universal Bond Index as of 7/1/2007.

(2) The BlackRock Custom Benchmark is 3 Month SOFR compounded in arrears as of 1/1/2022.

(3) The Brandywine Blended Benchmark is the FTSE WGBI Ex-China Index as of 11/1/2021.

(4) The Loomis Sayles Custom Benchmark is 65% Bloomberg Aggregate and 35% Bloomberg High Yield.

(5) Marketable Assets Index is 40% Russell 3000, 26.7% MSCI ACWI ex US, and 33.3% Bloomberg Universal as of 7/1/2021.

The table below details the rates of return for the fund's investment managers over various time periods ended February 28, 2025. Negative manager excess returns are shown in **red**, positive excess returns in **green**. Returns for one year or greater are annualized.

Net of Fees Returns for Periods Ended February 28, 2025									
Composite	Total Fund Weighting As of 2/28/2025	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
<b>Total Real Estate (Q3)* (5)</b>	<b>8.53%</b>	<b>0.60%</b>	<b>0.70%</b>	<b>0.66%</b>	<b>0.67%</b>	<b>-4.51%</b>	<b>1.19%</b>	<b>5.77%</b>	<b>8.14%</b>
Real Estate Benchmark (1)		0.32%	0.65%	0.00%	0.64%	-4.23%	-2.44%	2.01%	5.07%
Excess Return		0.28%	0.06%	0.66%	0.03%	-0.28%	3.63%	3.76%	3.06%
<b>Strategic Core Real Estate (Q3)*</b>	<b>4.79%</b>	<b>0.97%</b>	<b>1.06%</b>	<b>1.08%</b>	<b>0.97%</b>	<b>-7.02%</b>	<b>0.11%</b>	<b>3.68%</b>	<b>6.84%</b>
Real Estate Benchmark (1)		0.32%	0.65%	0.00%	0.64%	-4.23%	-2.44%	2.01%	5.07%
Excess Return		0.65%	0.41%	1.08%	0.33%	-2.79%	2.56%	1.67%	1.76%
<b>Tactical Non-Core Real Estate (Q3)*</b>	<b>3.74%</b>	<b>0.12%</b>	<b>0.24%</b>	<b>0.12%</b>	<b>0.29%</b>	<b>-0.48%</b>	<b>2.94%</b>	<b>9.48%</b>	<b>10.42%</b>
Real Estate Benchmark (1)		0.32%	0.65%	0.00%	0.64%	-4.23%	-2.44%	2.01%	5.07%
Excess Return		-0.20%	-0.40%	0.13%	-0.35%	3.75%	5.39%	7.47%	5.34%
<b>Total Alternative Assets (Q3)*</b>	<b>17.90%</b>	<b>0.00%</b>	<b>1.54%</b>	<b>1.53%</b>	<b>-0.03%</b>	<b>5.35%</b>	<b>4.78%</b>	<b>10.72%</b>	<b>9.17%</b>
Alternative Assets Benchmark (2)		4.89%	6.55%	14.01%	4.60%	28.22%	11.52%	14.16%	11.57%
Excess Return		-4.88%	-5.01%	-12.48%	-4.63%	-22.87%	-6.73%	-3.43%	-2.40%
<b>Total Private Equity (Q3)*</b>	<b>13.02%</b>	<b>0.00%</b>	<b>1.45%</b>	<b>1.46%</b>	<b>-0.04%</b>	<b>5.22%</b>	<b>4.42%</b>	<b>12.87%</b>	<b>12.19%</b>
Private Equity Benchmark (3)		6.73%	8.48%	17.41%	6.14%	36.62%	13.56%	18.53%	16.44%
Excess Return		-6.73%	-7.03%	-15.95%	-6.18%	-31.39%	-9.14%	-5.66%	-4.25%
<b>Total Private Debt (Q3)*</b>	<b>4.88%</b>	<b>0.00%</b>	<b>1.82%</b>	<b>1.74%</b>	<b>0.00%</b>	<b>5.73%</b>	<b>5.88%</b>	<b>5.88%</b>	<b>6.19%</b>
Private Debt Benchmark (4)		1.19%	2.69%	7.27%	1.48%	12.57%	6.98%	5.63%	4.76%
Excess Return		-1.19%	-0.87%	-5.53%	-1.48%	-6.84%	-1.09%	0.25%	1.43%

(1) The Real Estate Benchmark is the NCREIF NFI-ODCE Value Weight Net Index lagged 1 quarter as of 7/1/2015.

(2) The Alternative Assets Benchmark is 66.7% Russell 3000 Index + 2% lagged 1 quarter and 33.3% ((50% S&P LSTA Leveraged Loan 100 Index + 50% Bloomberg High Yield Index) + 1%) lagged 1 quarter as of 7/1/2022.

(3) The Private Equity Benchmark is the Russell 3000 Index + 2% lagged 1 quarter as of 7/1/2022.

(4) The Private Debt Benchmark is (50% MStar LSTA Leveraged Loan 100 Index / 50% Bloomberg High Yield Index) + 1% lagged 1 quarter as of 7/1/2022.

(5) Total Real Estate returns includes Townsend discretionary fee as of 7/1/2022.

\*Real Estate and Alternatives market values reflect current custodian valuations, which are typically lagged approximately 1 quarter.

## Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of February 28, 2025, with the distribution as of January 31, 2025. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

### Asset Distribution Across Investment Managers

	February 28, 2025				January 31, 2025	
	Market Value	Weight	Net New Inv.	Inv. Return	Market Value	Weight
<b>Total Domestic Equity</b>	<b>\$4,035,198,055</b>	<b>31.44%</b>	<b>\$0</b>	<b>\$(105,707,035)</b>	<b>\$4,140,905,090</b>	<b>32.21%</b>
<b>Large Cap Domestic Equity</b>	<b>\$2,437,753,602</b>	<b>18.99%</b>	<b>\$0</b>	<b>\$(32,240,888)</b>	<b>\$2,469,994,490</b>	<b>19.21%</b>
Blackrock S&P 500	2,437,753,602	18.99%	0	(32,240,888)	2,469,994,490	19.21%
<b>SMid Cap Domestic Equity</b>	<b>\$766,010,244</b>	<b>5.97%</b>	<b>\$0</b>	<b>\$(32,264,062)</b>	<b>\$798,274,306</b>	<b>6.21%</b>
AllianceBernstein	477,869,166	3.72%	0	(30,046,745)	507,915,910	3.95%
TSW	288,141,078	2.24%	0	(2,217,317)	290,358,395	2.26%
<b>Small Cap Domestic Equity</b>	<b>\$831,434,209</b>	<b>6.48%</b>	<b>\$0</b>	<b>\$(41,202,085)</b>	<b>\$872,636,294</b>	<b>6.79%</b>
Boston Trust	262,828,398	2.05%	0	(6,692,941)	269,521,339	2.10%
Segall Bryant & Hamill	273,161,691	2.13%	0	(16,384,687)	289,546,378	2.25%
Wellington	295,444,120	2.30%	0	(18,124,457)	313,568,577	2.44%
<b>Total Non US Equity</b>	<b>\$2,482,966,749</b>	<b>19.35%</b>	<b>\$0</b>	<b>\$39,133,593</b>	<b>\$2,443,833,157</b>	<b>19.01%</b>
<b>Core Non US Equity (1)</b>	<b>\$1,538,900,580</b>	<b>11.99%</b>	<b>\$0</b>	<b>\$46,449,854</b>	<b>\$1,492,450,727</b>	<b>11.61%</b>
Aristotle	191,928,470	1.50%	0	(167,023)	192,095,493	1.49%
Artisan Partners	458,630,720	3.57%	0	16,744,751	441,885,969	3.44%
BlackRock Superfund	209,921,789	1.64%	0	2,707,224	207,214,565	1.61%
Causeway Capital	503,499,352	3.92%	0	25,466,603	478,032,748	3.72%
Lazard	174,429,842	1.36%	0	1,698,075	172,731,767	1.34%
<b>Emerging Markets</b>	<b>\$185,081,733</b>	<b>1.44%</b>	<b>\$0</b>	<b>\$2,680,556</b>	<b>\$182,401,177</b>	<b>1.42%</b>
Wellington Emerging Markets	185,081,733	1.44%	0	2,680,556	182,401,177	1.42%
<b>Non US Small Cap</b>	<b>\$142,585,908</b>	<b>1.11%</b>	<b>\$0</b>	<b>\$676,004</b>	<b>\$141,909,905</b>	<b>1.10%</b>
Wellington Int'l Small Cap Research	142,585,908	1.11%	0	676,004	141,909,905	1.10%
<b>Global Equity</b>	<b>\$616,398,527</b>	<b>4.80%</b>	<b>\$0</b>	<b>\$(10,672,821)</b>	<b>\$627,071,349</b>	<b>4.88%</b>
Walter Scott Global Equity	616,398,527	4.80%	0	(10,672,821)	627,071,349	4.88%
<b>Total Fixed Income</b>	<b>\$2,755,548,235</b>	<b>21.47%</b>	<b>\$0</b>	<b>\$50,956,933</b>	<b>\$2,704,591,302</b>	<b>21.04%</b>
BlackRock SIO Bond Fund	286,295,705	2.23%	0	3,246,500	283,049,204	2.20%
Brandywine Asset Mgmt	225,381,936	1.76%	0	3,768,349	221,613,587	1.72%
FIAM (Fidelity) Tactical Bond	395,957,302	3.09%	0	9,021,812	386,935,490	3.01%
Income Research & Management	823,167,769	6.41%	0	17,559,561	805,608,208	6.27%
Loomis Sayles	309,714,650	2.41%	0	4,599,676	305,114,974	2.37%
Manulife Strategic Fixed Income	226,323,796	1.76%	0	2,213,852	224,109,944	1.74%
Mellon US Agg Bond Index	488,707,076	3.81%	0	10,547,182	478,159,895	3.72%
<b>Total Cash</b>	<b>\$169,527,499</b>	<b>1.32%</b>	<b>\$(68,530,081)</b>	<b>\$764,758</b>	<b>\$237,292,822</b>	<b>1.85%</b>
<b>Total Marketable Assets</b>	<b>\$9,443,240,538</b>	<b>73.57%</b>	<b>\$(68,530,081)</b>	<b>\$(14,851,752)</b>	<b>\$9,526,622,371</b>	<b>74.11%</b>
<b>Total Real Estate</b>	<b>\$1,094,315,630</b>	<b>8.53%</b>	<b>\$(11,159,831)</b>	<b>\$6,482,659</b>	<b>\$1,098,992,802</b>	<b>8.55%</b>
Strategic Core Real Estate	614,853,686	4.79%	(5,676,125)	5,912,342	614,617,469	4.78%
Tactical Non-Core Real Estate	479,461,943	3.74%	(5,483,706)	570,317	484,375,332	3.77%
<b>Total Alternative Assets</b>	<b>\$2,297,350,073</b>	<b>17.90%</b>	<b>\$67,566,020</b>	<b>\$62,967</b>	<b>\$2,229,721,086</b>	<b>17.34%</b>
Private Equity	1,670,637,220	13.02%	(3,522,824)	61,652	1,674,098,392	13.02%
Private Debt	626,712,852	4.88%	71,088,844	1,315	555,622,694	4.32%
<b>Total Fund Composite</b>	<b>\$12,834,906,241</b>	<b>100.0%</b>	<b>\$(12,123,892)</b>	<b>\$(8,306,126)</b>	<b>\$12,855,336,259</b>	<b>100.0%</b>

-Alternatives market values reflect current custodian valuations, which may not be up to date.

(1) Includes \$490,407 in legacy assets that are not actively managed and in liquidation following the termination of Fisher Investments.

## New Hampshire Retirement System Target History

30-Jun-2022 - 28-Feb-2025			
Domestic Broad			
Eq	Russell 3000 Index	30.00%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF NFI-ODCE Value Weight Net	10.00%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	Russell 3000 Index+2.00%	10.00%	
Other Alternatives	Bloomberg HY Corporate+1.00%	2.50%	
Other Alternatives	Morningstar LSTA Leveraged Loan 100+1.00%	2.50%	
		100.00%	
30-Jun-2021 - 30-Jun-2022			
Domestic Broad			
Eq	Russell 3000 Index	30.00%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF NFI-ODCE Value Weight Net	10.00%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+3.00%	10.00%	
Other Alternatives	Morningstar LSTA Leveraged Loan 100	5.00%	
		100.00%	
30-Sep-2020 - 30-Jun-2021			
Domestic Broad			
Eq	S&P 500 Index	30.00%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF NFI-ODCE Value Weight Net	10.00%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+3.00%	10.00%	
Other Alternatives	Morningstar LSTA Leveraged Loan 100	5.00%	
		100.00%	
30-Jun-2015 - 30-Sep-2020			
Domestic Broad			
Eq	S&P 500 Index	30.00%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF NFI-ODCE Value Weight Net	10.00%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	Alternative Asset Benchmark	15.00%	
		100.00%	
31-Mar-2015 - 30-Jun-2015			
Domestic Broad			
Eq	Russell 3000 Index	37.30%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	8.70%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+5.00%	9.00%	
		100.00%	
31-Dec-2014 - 31-Mar-2015			
Domestic Broad			
Eq	Russell 3000 Index	37.70%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	8.80%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+5.00%	8.50%	
		100.00%	
30-Sep-2014 - 31-Dec-2014			
Domestic Broad			
Eq	Russell 3000 Index	39.00%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	8.60%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+5.00%	7.40%	
		100.00%	
30-Jun-2014 - 30-Sep-2014			
Domestic Broad			
Eq	Russell 3000 Index	39.60%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	8.90%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+5.00%	6.50%	
		100.00%	
31-Mar-2014 - 30-Jun-2014			
Domestic Broad			
Eq	Russell 3000 Index	42.20%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	8.60%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+5.00%	4.20%	
		100.00%	
31-Dec-2013 - 31-Mar-2014			
Domestic Broad			
Eq	Russell 3000 Index	41.80%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	9.10%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+5.00%	4.10%	
		100.00%	
30-Sep-2013 - 31-Dec-2013			
Domestic Broad			
Eq	Russell 3000 Index	42.90%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	8.60%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+5.00%	3.50%	
		100.00%	
30-Jun-2013 - 30-Sep-2013			
Domestic Broad			
Eq	Russell 3000 Index	42.50%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	9.00%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	S&P 500 Index+5.00%	3.50%	
		100.00%	
31-Mar-2013 - 30-Jun-2013			
Domestic Broad			
Eq	Russell 3000 Index	43.00%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	8.60%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	Alternative Asset Benchmark	3.40%	
		100.00%	
31-Dec-2012 - 31-Mar-2013			
Domestic Broad			
Eq	Russell 3000 Index	43.60%	
Domestic Fixed	Bloomberg Universal	25.00%	
Real Estate	NCREIF Property Index+0.50%	8.80%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	Alternative Asset Benchmark	2.60%	
		100.00%	

Alternatives Benchmark represents from 7/1/2022 to present: 66.7% Russell 3000 Idx + 2% (1 qtr lag) and 33.3% ((50% S&P LSTA Leveraged Loan 100 Idx + 50% Bloomberg HY Idx) + 1%) (1 qtr lag).

From 7/1/2019 to 7/1/2022: 66.7% S&P 500 +3% (1 qtr lag) + 33.3% S&P LSTA Leverage Loan 100 Index (1 qtr lag). From 7/1/2016 to 7/1/2019: 33.3% S&P 500 +3% (1 qtr lag) + 33.3% S&P LSTA Leverage Loan 100 Index (1 qtr lag) + 33.3% of Cash (6-mo USD LIBOR) + 5%. From 7/1/2015 to 7/1/2016: 33.3% S&P 500 +3% (1qtr lag) + 33.3% S&P LSTA Leverage Loan 100 Idx(1 qtr lag) + 33.3% of Cash (1 month USD LIBID) +5%. From 7/1/2013 to 7/1/2015: S&P 500 plus 5% (1 qtr lag). From 7/1/2011 to 7/1/2013: Qtr ending weight of Private Equity x S&P 500 plus 5% + Qtr ending weight Absolute Return x CPI + 5%. Prior to 7/1/2011: CPI + 5%.

## New Hampshire Retirement System Target History

30-Sep-2012 - 31-Dec-2012			31-Dec-2010 - 31-Mar-2011		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	43.90%	Eq	Russell 3000 Index	43.00%
Domestic Fixed	Bloomberg Universal	25.00%	Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	8.70%	Real Estate	NCREIF Property Index+0.50%	5.20%
Intl Equity	MSCI ACWI xUS (Net)	20.00%	Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	2.40%	Other Alternatives	Alternative Asset Benchmark	1.80%
		100.00%	Global Equity		
			Broad	MSCI ACWI (Net)	5.00%
					100.00%
30-Jun-2012 - 30-Sep-2012			30-Sep-2010 - 31-Dec-2010		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	43.50%	Eq	Russell 3000 Index	42.80%
Domestic Fixed	Bloomberg Universal	25.00%	Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	9.00%	Real Estate	NCREIF Property Index+0.50%	5.40%
Intl Equity	MSCI ACWI xUS (Net)	20.00%	Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	2.50%	Other Alternatives	Alternative Asset Benchmark	1.80%
		100.00%	Global Equity		
			Broad	MSCI ACWI (Net)	5.00%
					100.00%
31-Mar-2012 - 30-Jun-2012			30-Jun-2010 - 30-Sep-2010		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	40.10%	Eq	Russell 3000 Index	42.90%
Domestic Fixed	Bloomberg Universal	30.00%	Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	7.60%	Real Estate	NCREIF Property Index+0.50%	5.00%
Intl Equity	MSCI ACWI xUS (Net)	20.00%	Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	2.30%	Other Alternatives	Alternative Asset Benchmark	2.10%
		100.00%	Global Equity		
			Broad	MSCI ACWI (Net)	5.00%
					100.00%
31-Dec-2011 - 31-Mar-2012			31-Dec-2009 - 30-Jun-2010		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	39.70%	Eq	Russell 3000 Index	43.30%
Domestic Fixed	Bloomberg Universal	30.00%	Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	8.00%	Real Estate	NCREIF Property Index+0.50%	4.70%
Intl Equity	MSCI ACWI xUS (Net)	20.00%	Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	2.30%	Other Alternatives	Alternative Asset Benchmark	2.00%
		100.00%	Global Equity		
			Broad	MSCI ACWI (Net)	5.00%
					100.00%
30-Sep-2011 - 31-Dec-2011			30-Sep-2009 - 31-Dec-2009		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	40.20%	Eq	Russell 3000 Index	42.30%
Domestic Fixed	Bloomberg Universal	30.00%	Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	7.40%	Real Estate	NCREIF Property Index+0.50%	5.50%
Intl Equity	MSCI ACWI xUS (Net)	20.00%	Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	2.40%	Other Alternatives	Alternative Asset Benchmark	2.20%
		100.00%	Global Equity		
			Broad	MSCI ACWI (Net)	5.00%
					100.00%
30-Jun-2011 - 30-Sep-2011			30-Jun-2009 - 30-Sep-2009		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	42.50%	Eq	Russell 3000 Index	41.50%
Domestic Fixed	Bloomberg Universal	30.00%	Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	5.40%	Real Estate	NCREIF Property Index+0.50%	6.20%
Intl Equity	MSCI ACWI xUS (Net)	20.00%	Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	2.10%	Other Alternatives	Alternative Asset Benchmark	2.30%
		100.00%	Global Equity		
			Broad	MSCI ACWI (Net)	5.00%
					100.00%
31-Mar-2011 - 30-Jun-2011					
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	43.00%	Eq	Russell 3000 Index	41.50%
Domestic Fixed	Bloomberg Universal	30.00%	Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	5.30%	Real Estate	NCREIF Property Index+0.50%	6.20%
Intl Equity	MSCI ACWI xUS (Net)	15.00%	Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	1.70%	Other Alternatives	Alternative Asset Benchmark	2.30%
Global Equity			Global Equity		
Broad	MSCI ACWI (Net)	5.00%	Broad	MSCI ACWI (Net)	5.00%
		100.00%			100.00%

Alternatives Benchmark represents from 7/1/2022 to present: 66.7% Russell 3000 Idx + 2% (1 qtr lag) and 33.3% ((50% S&P LSTA Leveraged Loan 100 Idx + 50% Bloomberg HY Idx) + 1%) (1 qtr lag).

From 7/1/2019 to 7/1/2022: 66.7% S&P 500 +3% (1 qtr lag) + 33.3% S&P LSTA Leveraged Loan 100 Index (1 qtr lag). From 7/1/2016 to 7/1/2019: 33.3% S&P 500 +3% (1 qtr lag) + 33.3% S&P LSTA Leveraged Loan 100 Index (1 qtr lag) + 33.3% of Cash (6-mo USD LIBOR) + 5%. From 7/1/2015 to 7/1/2016: 33.3% S&P 500 +3% (1qtr lag) + 33.3% S&P LSTA Leveraged Loan 100 Idx(1 qtr lag) + 33.3% of Cash (1 month USD LIBID) +5%. From 7/1/2013 to 7/1/2015: S&P 500 plus 5% (1 qtr lag). From 7/1/2011 to 7/1/2013: Qtr ending weight of Private Equity x S&P 500 plus 5% + Qtr ending weight Absolute Return x CPI + 5%. Prior to 7/1/2011: CPI + 5%.

## New Hampshire Retirement System Target History

31-Mar-2009 - 30-Jun-2009			30-Jun-2003 - 30-Nov-2006		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	38.00%	Eq	Russell 3000 Index	47.00%
Domestic Fixed	Bloomberg Universal	30.00%	Domestic Fixed	Bloomberg Universal	18.00%
Real Estate	NCREIF Property Index+0.50%	9.30%	Real Estate	NCREIF Property Index	10.00%
Intl Equity	MSCI ACWI xUS (Net)	15.00%	Intl Equity	MSCI ACWI xUS (Net)	12.00%
Other Alternatives	Alternative Asset Benchmark	2.70%	Other Alternatives	Consumer Price Index (W) + 5%	10.00%
Global Equity			Global Fixed-Inc	Brandywine Blended Benchmark	3.00%
Broad	MSCI ACWI (Net)	5.00%			100.00%
		100.00%			
31-Dec-2008 - 31-Mar-2009			31-Oct-1997 - 30-Jun-2003		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	37.20%	Eq	S&P 500 Index	50.00%
Domestic Fixed	Bloomberg Universal	30.00%	Domestic Fixed	Bloomberg Universal	18.00%
Real Estate	NCREIF Property Index+0.50%	9.70%	Real Estate	NCREIF Property Index	10.00%
Intl Equity	MSCI ACWI xUS (Net)	15.00%	Intl Equity	MSCI EAFE (Net)	9.00%
Other Alternatives	Alternative Asset Benchmark	3.10%	Other Alternatives	Consumer Price Index (W) + 5%	10.00%
Global Equity			Global Fixed-Inc	Brandywine Blended Benchmark	3.00%
Broad	MSCI ACWI (Net)	5.00%			100.00%
		100.00%			
30-Sep-2008 - 31-Dec-2008			31-Mar-1990 - 31-Oct-1997		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	38.90%	Eq	S&P 500 Index	50.00%
Domestic Fixed	Bloomberg Universal	30.00%	Domestic Fixed	Bloomberg Universal	18.00%
Real Estate	NCREIF Property Index	8.20%	Real Estate	NCREIF Property Index	10.00%
Intl Equity	MSCI ACWI xUS (Net)	15.00%	Intl Equity	MSCI EAFE (Net)	9.00%
Other Alternatives	Consumer Price Index (W) + 5%	2.90%	Other Alternatives	Consumer Price Index (W) + 5%	10.00%
Global Equity			Global Fixed-Inc	JPM GBI Global Unhedged USD	3.00%
Broad	MSCI ACWI (Net)	5.00%			100.00%
		100.00%			
30-Jun-2008 - 30-Sep-2008			30-Jun-1975 - 31-Mar-1990		
Domestic Broad			Domestic Broad		
Eq	Russell 3000 Index	40.00%	Eq	S&P 500 Index	50.00%
Domestic Fixed	Bloomberg Universal	30.00%	Real Estate	NCREIF Property Index	10.00%
Real Estate	NCREIF Property Index	7.30%	Intl Equity	MSCI EAFE (Net)	9.00%
Intl Equity	MSCI ACWI xUS (Net)	15.00%	Other Alternatives	Consumer Price Index (W) + 5%	10.00%
Other Alternatives	Consumer Price Index (W) + 5%	2.70%	Global Fixed-Inc	JPM GBI Global Unhedged USD	3.00%
Global Equity					82.00%
Broad	MSCI ACWI (Net)	5.00%			
		100.00%			
30-Jun-2007 - 30-Jun-2008					
Domestic Broad					
Eq	Russell 3000 Index	44.00%			
Domestic Fixed	Bloomberg Universal	30.00%			
Real Estate	NCREIF Property Index	5.00%			
Intl Equity	MSCI ACWI xUS (Net)	16.00%			
Other Alternatives	Consumer Price Index (W) + 5%	5.00%			
		100.00%			
30-Nov-2006 - 30-Jun-2007					
Domestic Broad					
Eq	Russell 3000 Index	44.00%			
Domestic Fixed	Bloomberg Universal	26.00%			
Real Estate	NCREIF Property Index	5.00%			
Intl Equity	MSCI ACWI xUS (Net)	16.00%			
Other Alternatives	Consumer Price Index (W) + 5%	5.00%			
Global Fixed-Inc	Brandywine Blended Benchmark	4.00%			
		100.00%			

Alternatives Benchmark represents from 7/1/2022 to present: 66.7% Russell 3000 Idx + 2% (1 qtr lag) and 33.3% ((50% S&P LSTA Leveraged Loan 100 Idx + 50% Bloomberg HY Idx) + 1%) (1 qtr lag).

From 7/1/2019 to 7/1/2022: 66.7% S&P 500 +3% (1 qtr lag) + 33.3% S&P LSTA Leverage Loan 100 Index (1 qtr lag). From 7/1/2016 to 7/1/2019: 33.3% S&P 500 +3% (1 qtr lag) + 33.3% S&P LSTA Leverage Loan 100 Index (1 qtr lag) + 33.3% of Cash (6-mo USD LIBOR) + 5%. From 7/1/2015 to 7/1/2016: 33.3% S&P 500 +3% (1qtr lag) + 33.3% S&P LSTA Leverage Loan 100 Idx(1 qtr lag) + 33.3% of Cash (1 month USD LIBID) +5%. From 7/1/2013 to 7/1/2015: S&P 500 plus 5% (1 qtr lag). From 7/1/2011 to 7/1/2013: Qtr ending weight of Private Equity x S&P 500 plus 5% + Qtr ending weight Absolute Return x CPI + 5%. Prior to 7/1/2011: CPI + 5%.

### Important Disclosures

Information contained in this document may include confidential, trade secret and/or proprietary information of Callan and the client. It is incumbent upon the user to maintain such information in strict confidence. Neither this document nor any specific information contained herein is to be used other than by the intended recipient for its intended purpose.

The content of this document is particular to the client and should not be relied upon by any other individual or entity. There can be no assurance that the performance of any account or investment will be comparable to the performance information presented in this document.

Certain information herein has been compiled by Callan from a variety of sources believed to be reliable but for which Callan has not necessarily verified for accuracy or completeness. Information contained herein may not be current. Callan has no obligation to bring current the information contained herein.

Callan's performance, market value, and, if applicable, liability calculations are inherently estimates based on data available at the time each calculation is performed and may later be determined to be incorrect or require subsequent material adjustment due to many variables including, but not limited to, reliance on third party data, differences in calculation methodology, presence of illiquid assets, the timing and magnitude of unrecognized cash flows, and other data/assumptions needed to prepare such estimated calculations. In no event should the performance measurement and reporting services provided by Callan be used in the calculation, deliberation, policy determination, or any other action of the client as it pertains to determining amounts, timing or activity of contribution levels or funding amounts, rebalancing activity, benefit payments, distribution amounts, and/or performance-based fee amounts, unless the client understands and accepts the inherent limitations of Callan's estimated performance, market value, and liability calculations.

Callan's performance measurement service reports estimated returns for a portfolio and compares them against relevant benchmarks and peer groups, as appropriate; such service may also report on historical portfolio holdings, comparing them to holdings of relevant benchmarks and peer groups, as appropriate ("portfolio holdings analysis"). To the extent that Callan's reports include a portfolio holdings analysis, Callan relies entirely on holdings, pricing, characteristics, and risk data provided by third parties including custodian banks, record keepers, pricing services, index providers, and investment managers. Callan reports the performance and holdings data as received and does not attempt to audit or verify the holdings data. Callan is not responsible for the accuracy or completeness of the performance or holdings data received from third parties and such data may not have been verified for accuracy or completeness.

Callan's performance measurement service may report on illiquid asset classes, including, but not limited to, private real estate, private equity, private credit, hedge funds and infrastructure. The final valuation reports, which Callan receives from third parties, for of these types of asset classes may not be available at the time a Callan performance report is issued. As a result, the estimated returns and market values reported for these illiquid asset classes, as well as for any composites including these illiquid asset classes, including any total fund composite prepared, may not reflect final data, and therefore may be subject to revision in future quarters.

The content of this document may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. The opinions expressed herein may change based upon changes in economic, market, financial and political conditions and other factors. Callan has no obligation to bring current the opinions expressed herein.

The information contained herein may include forward-looking statements regarding future results. The forward-looking statements herein: (i) are best estimations consistent with the information available as of the date hereof and (ii) involve known and unknown risks and uncertainties. Actual results may vary, perhaps materially, from the future results projected in this document. Undue reliance should not be placed on forward-looking statements.

Callan is not responsible for reviewing the risks of individual securities or the compliance/non-compliance of individual security holdings with a client's investment policy guidelines.

This document should not be construed as legal or tax advice on any matter. You should consult with legal and tax advisers before applying any of this information to your particular situation.

Reference to, or inclusion in this document of, any product, service or entity should not necessarily be construed as recommendation, approval, or endorsement or such product, service or entity by Callan. This document is provided in connection with Callan's consulting services and should not be viewed as an advertisement of Callan, or of the strategies or products discussed or referenced herein.

The issues considered and risks highlighted herein are not comprehensive and other risks may exist that the user of this document may deem material regarding the enclosed information. Please see any applicable full performance report or annual communication for other important disclosures.

Unless Callan has been specifically engaged to do so, Callan does not conduct background checks or in-depth due diligence of the operations of any investment manager search candidate or investment vehicle, as may be typically performed in an operational due diligence evaluation assignment and in no event does Callan conduct due diligence beyond what is described in its report to the client.

Any decision made on the basis of this document is sole responsibility of the client, as the intended recipient, and it is incumbent upon the client to make an independent determination of the suitability and consequences of such a decision.

Callan undertakes no obligation to update the information contained herein except as specifically requested by the client.

Past performance is no guarantee of future results.



# NHRS

New Hampshire Retirement System

---

## **Independent Investment Committee's Quarterly Report to the Board April 8, 2025**



## Discussion Topics

- Asset Allocation and Portfolio Structure
- Investment Performance
- Universe Comparisons
- Investment Expenses by Asset Class

## Key Observations

### NHRS Pension Plan

#### Asset Allocation and Portfolio Structure

- Overall, the Fund's asset allocation was within the permissible Policy ranges at quarter-end. The Fund's allocation to defensive positions, including fixed income and cash, represented 23% of total assets. The fixed income allocation was 21.3%, below the policy's 25% target but within the policy's 20%-30% range. The Fund had an overweight to domestic equity and alternatives relative to target, and underweight positions to international equity fixed income, and real estate.

#### Investment Performance

- The Fund had a gross return of -0.76% over the second quarter of Fiscal Year 2025, underperforming the market benchmark return of -0.58% and ranking in the 37<sup>th</sup> percentile of its peers. On a net-of-fees basis, the Fund returned -0.89%.
  - The Alternative Assets and Fixed Income portfolios detracted most from relative performance over the quarter. The Domestic Equity and Real Estate portfolios detracted to a lesser degree. The Fund's underweight to Real Estate also slightly detracted from performance. By definition, the Alternative Assets portfolio will not keep up with the benchmark during high momentum markets given the benchmark proxies that are used to measure the performance of this component of the portfolio.
  - By contrast, the Non-U.S. Equity portfolio contributed to performance. The Fund's overweight to Alternatives, Domestic Equity, and Cash as well as an underweight to Fixed Income and Non-U.S. Equity also contributed to performance.
- Overall, performance is competitive relative to both benchmarks over longer periods measured. The Fund outperformed the peer group median over the long term, ranking in the top 29% of peers for the trailing 10-year period. However, over the last 25 years, the Fund ranked in the 60<sup>th</sup> percentile of peers.
- The Fund exhibits attractive risk-adjusted performance, as measured by the Sharpe Ratio over the last five years. In addition, relative risk-adjusted scores, as measured by the Excess Return Ratio, are also strong. Both of these ratios ranked in the top 31% of peers.

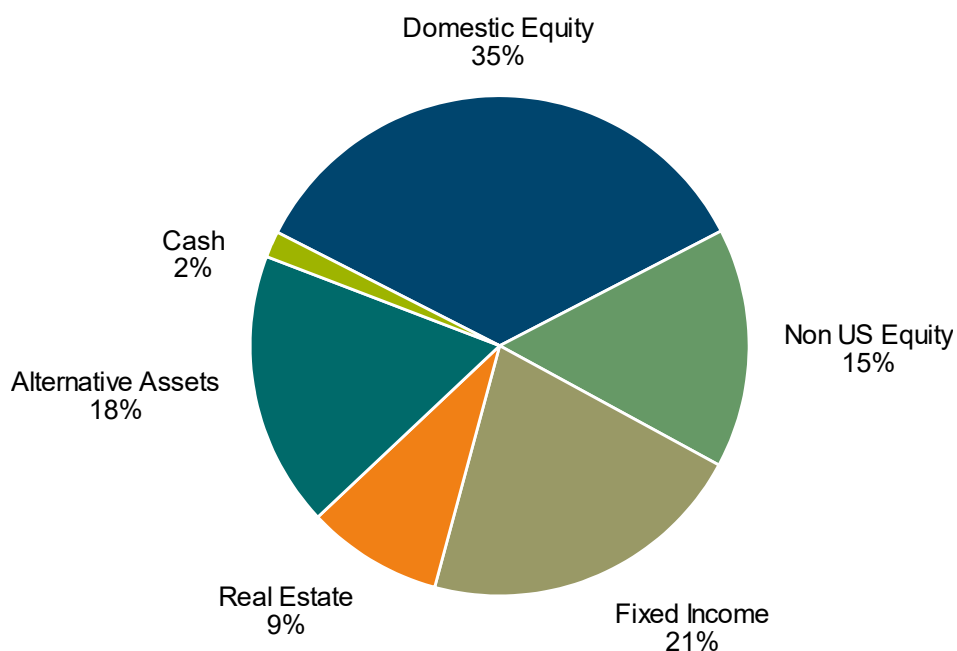
#### Other Developments

- Callan and NHRS Staff are working to implement the recently approved asset allocation strategy.

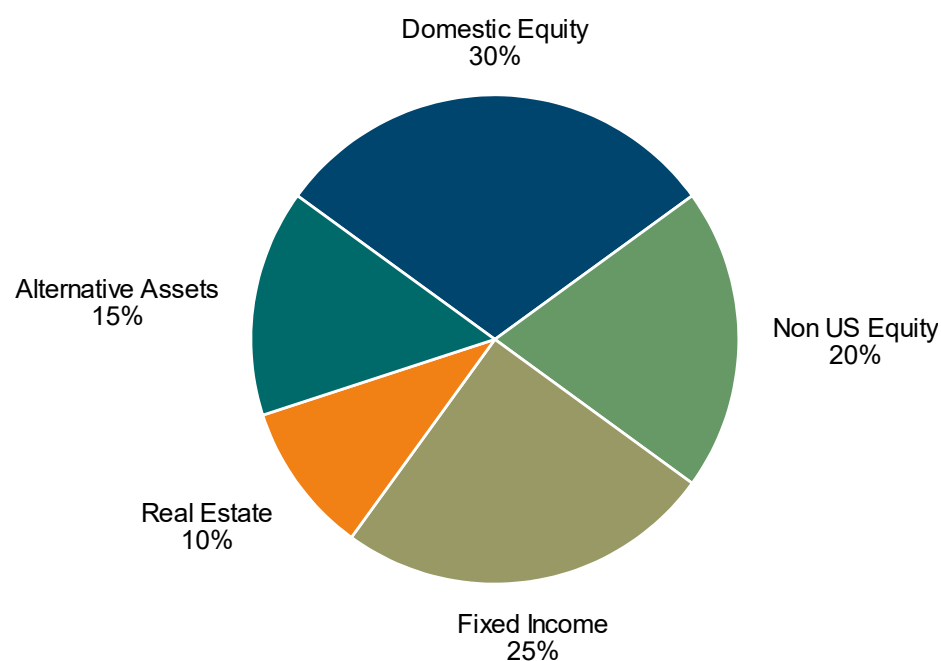
## Total Fund

Actual Asset Allocation vs. Target as of December 31, 2024

**Actual Asset Allocation**



**Target Asset Allocation**



Asset Class	\$Millions Actual	Weight Actual	Target	Percent Difference	\$Millions Difference
Domestic Equity	4,400	34.9%	30.0%	4.9%	619
Non US Equity	1,953	15.5%	20.0%	(4.5%)	(567)
Fixed Income	2,684	21.3%	25.0%	(3.7%)	(467)
Real Estate	1,107	8.8%	10.0%	(1.2%)	(153)
Alternative Assets	2,242	17.8%	15.0%	2.8%	352
Cash	217	1.7%	0.0%	1.7%	217
<b>Total</b>	<b>12,603</b>	<b>100.0%</b>	<b>100.0%</b>		

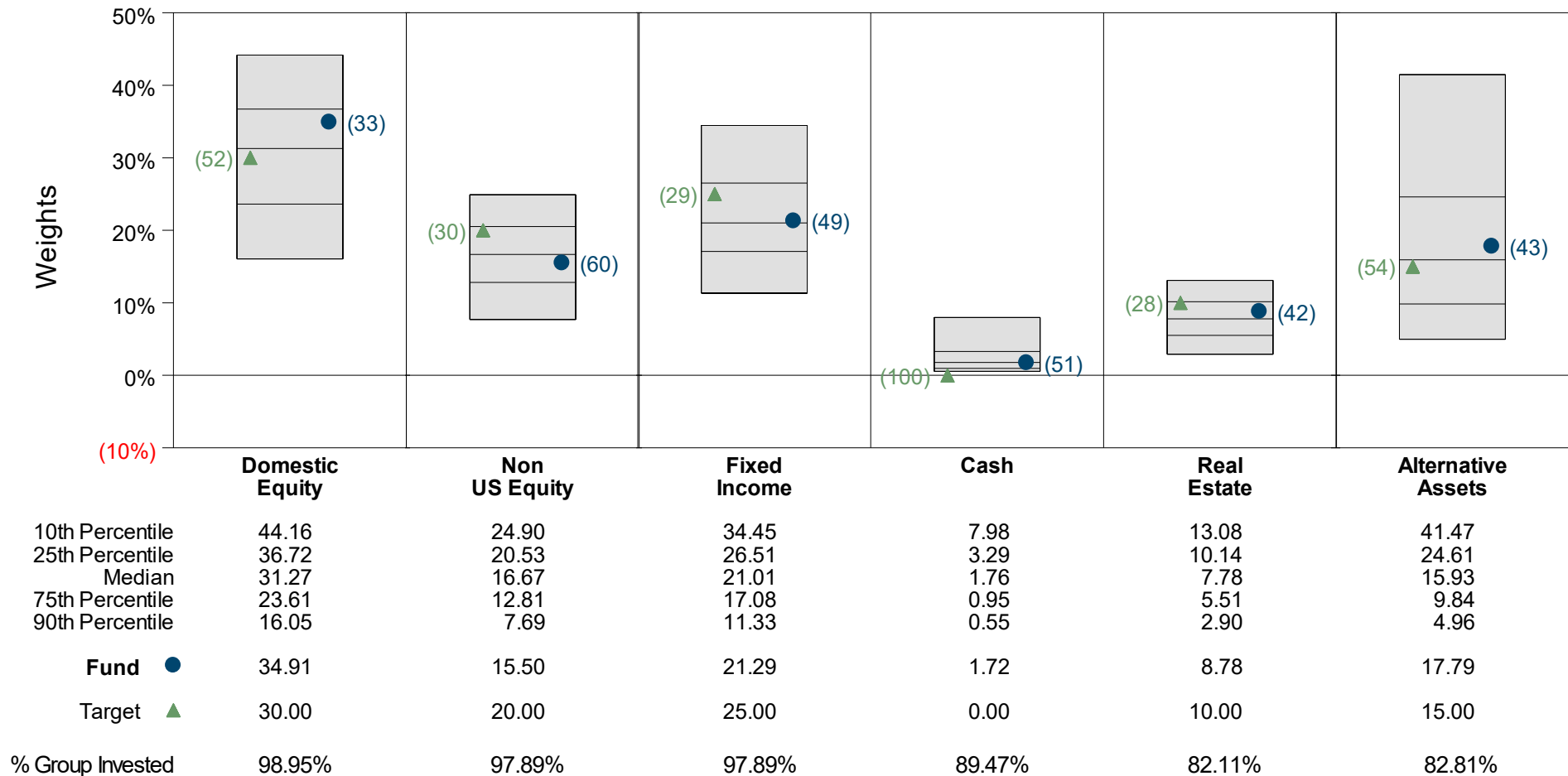
\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

\*\*The United States equity portion of the Walter Scott Global Equity fund is allocated to the Domestic Equity composite.

## Total Fund

Actual Asset Allocation vs. Large Public DB Plan (>\$1B) Peer Group, as of December 31, 2024

### Asset Class Weights vs Callan Public Fund Spons - Large (>1B)

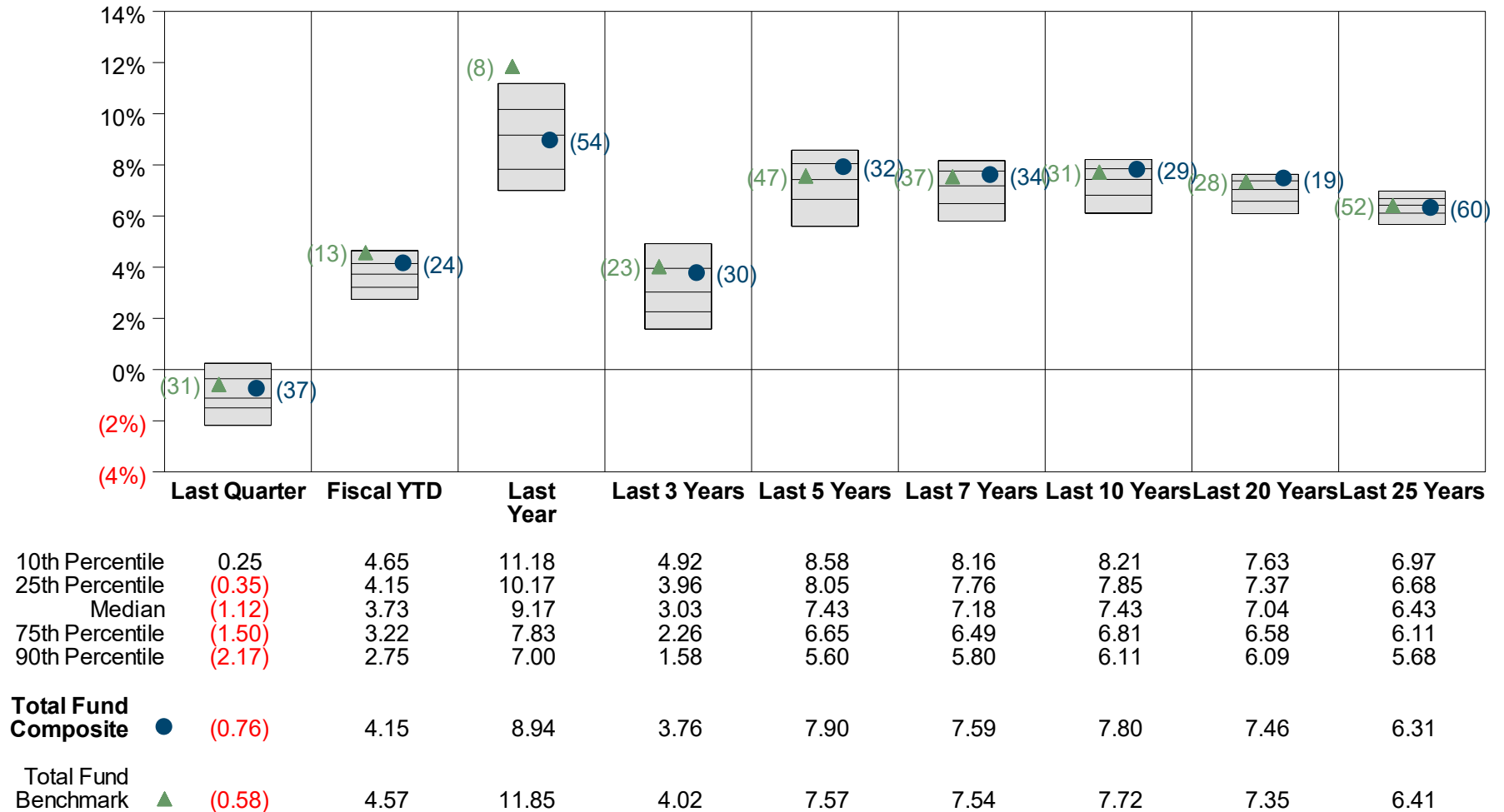


\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

# Total Fund Performance – Gross of Investment Management Fees

Performance vs. Large Public DB Plan (>\$1B) Peers, as of December 31, 2024

## Performance vs Callan Public Fund Large DB (Gross)



Note: Investment results are shown gross of investment management fees versus corresponding peer group.

\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

## INVESTMENT EXPENSES BY ASSET CLASS

Investment activity fees and other related expenses:

For the Quarter and Fiscal Year to Date through 12/31/24 (in thousands)

	Assets Under Management	Fees (Quarter)	Fees (FYTD)
Equity Investments			
Domestic (U.S.)	4,399,728	3,212	6,597
Non-U.S.	1,953,432	2,419	4,905
Fixed Income Investments	2,683,675	1,560	3,124
Alternative Investments	2,242,319	6,163	14,727
Real Estate Investments*	1,106,859	1,442	4,265
Cash	217,258		
<b>Subtotal Gross Investment Mgt Fees</b>		<b>14,796</b>	<b>33,618</b>
Custodial Fees		176	352
Brokerage Fees		572	1,226
Investment Advisor Fees		163	325
Investment Professional Fees		150	357
Investment Staff Administrative Expense		275	558
<b>Subtotal Investment Servicing Fees</b>		<b>1,335</b>	<b>2,818</b>
<b>TOTAL GROSS INVESTMENT EXPENSES</b>	<b>12,603,272</b>	<b>16,131</b>	<b>36,436</b>

Notes:

\*Real Estate fees are based on preliminary figures, with approximately 70% of NAV reporting for the quarter ended 12/31/2024.

1. Fees for both the Quarter and the Fiscal Year to Date shown here are reported on a cash basis. For most fees, there is a lag between the service provided and payment of the fee.

2. Gross fees are those paid in the quarter for partnership operating costs.

3. Annual audited GAAP accrual fee amounts are included in the Annual Comprehensive Financial Report (ACFR), audited by the external auditor Plante Moran, as well as in the Comprehensive Annual Investment Report (CAIR). Both reports are available at <https://www.nhrs.org/funding-and-investments/reports-valuations>.

4. NHRS requires a "most favored nation" clause in investment contracts that states that if another comparable public plan invests in a fund at a lower fee structure, NHRS' fees will also be adjusted downward.

## **DEFINITION OF ASSET CLASSES**

**Domestic Equity:** The allocation to domestic equity serves to expose the fund to the largest economy of the world. An allocation to domestic equity should allow for return enhancement and principal appreciation.

**Non-U.S. Equity:** The allocation to non-U.S. equity, both developed and emerging markets, will serve as potential for return enhancement and principal appreciation. A secondary consideration is the diversification it provides from the U.S. market. While the U.S. and non-U.S. markets are considerably correlated, they are not perfectly correlated. Assets that are not perfectly correlated serve to reduce volatility over the long term.

**Fixed Income:** The investment in fixed income will serve to reduce volatility experienced in the equity markets, as well as offer an opportunity for return enhancement by investment in selected securities (for example, investment grade corporates and high yield). A portion of the fixed income allocation is expected to be invested in Treasury or other government-related issues, which will serve to reduce risk within the portfolio.

**Alternative Investments:** Alternative investments are nontraditional investments, not covered by another investment class. In general, alternative investments are incorporated into the NHRS asset allocation to enhance the portfolio's risk-adjusted return (private equity/private debt) or to diversify volatility (opportunistic strategies). While the risk associated with these types of investments is higher than that of other asset classes, the expected return is also higher.

**Real Estate:** The investment in real estate will serve as an inflation hedge, return enhancement opportunity, income generator, and diversification source and will include investments within core, value-added, and opportunistic opportunities.

# Callan



February 28, 2025

## **New Hampshire Retirement System – Defined Benefit Plan**

Fourth Quarter 2024

Executive Summary

---

**Angel G. Haddad**

Senior Vice President, Fund Sponsor Consulting

**Britton M. Murdoch**

Senior Vice President, Fund Sponsor Consulting

Important Disclosures regarding the use of this document are included at the end of this document. These disclosures are an integral part of this document and should be considered by the user.

## Equity Markets Up Sharply in 2024

Stocks have recovered losses of 2022; fixed income still lags

### S&P 500 climbed 25% in 2024

- U.S. large cap substantially outperformed U.S. small cap, developed ex-U.S. markets, and emerging markets. Technology and AI drove the S&P 500.

### Weak 4Q for core fixed income

- The Bloomberg Aggregate fell 3.1%. Long duration and non-U.S. bonds saw even greater declines.
- Interest rates remain volatile as the markets assess how the Fed will continue with easing.
- CPI-U came in at 2.9% (year-over-year) through December, up from 3Q, but with a welcome decline in the core figure, which rose 3.2%.

### Solid growth through 2024

- 3Q GDP came in at a surprisingly strong 3.1%, after another surprise in 2Q, and saw 2.3% growth in 4Q. Consumer spending continues to drive GDP growth.

Returns for Periods ended 12/31/24

	Quarter	1 Year	3 Years	5 Years	10 Years	25 Years
<b>U.S. Equity</b>						
Russell 3000	2.63	23.81	8.01	13.86	12.55	7.84
S&P 500	2.41	25.02	8.94	14.53	13.10	7.70
Russell 2000	0.33	11.54	1.24	7.40	7.82	7.55
<b>Global ex-U.S. Equity</b>						
MSCI World ex USA	-7.43	4.70	1.91	5.10	5.26	3.78
MSCI Emerging Markets	-8.01	7.50	-1.92	1.70	3.64	--
MSCI ACWI ex USA Small Cap	-7.66	3.36	-1.47	4.30	5.66	6.23
<b>Fixed Income</b>						
Bloomberg Aggregate	-3.06	1.25	-2.41	-0.33	1.35	3.94
90-day T-Bill	1.17	5.25	3.89	2.46	1.77	1.91
Bloomberg Long Gov/Credit	-7.42	-4.15	-9.20	-3.26	0.99	5.36
Bloomberg Global Agg ex-US	-6.84	-4.22	-6.28	-3.37	-0.90	2.45
<b>Real Estate</b>						
NCREIF Property Index	0.90	0.43	-0.82	3.13	5.66	7.58
FTSE Nareit Equity	-6.21	8.73	-2.20	4.27	5.73	9.84
<b>Alternatives</b>						
Cambridge Private Equity*	2.68	7.93	2.75	14.27	13.40	12.39
Cambridge Senior Debt*	3.35	10.18	7.08	7.89	7.31	4.59
HFRI Fund Weighted	1.49	9.83	4.41	7.00	5.26	5.57
Bloomberg Commodity	-0.45	5.38	4.05	6.77	1.28	2.15
Gold Spot Price	-0.69	27.47	13.04	11.64	8.35	9.24
<b>Inflation: CPI-U*</b>	0.10	2.89	4.22	4.20	3.00	2.54

\*Cambridge Private Equity and Cambridge Senior Debt data as of 9/30/24. Returns greater than one year are annualized.

Sources: Bloomberg, Callan, Cambridge, FTSE Russell, HFRI, MSCI, NCREIF, S&P Dow Jones Indices

## Key Observations

### NHRS Pension Plan

#### Asset Allocation and Portfolio Structure

- Overall, the Fund's asset allocation was within the permissible Policy ranges at quarter-end. The Fund's allocation to defensive positions, including fixed income and cash, represented 23% of total assets. The fixed income allocation was 21.3%, below the policy's 25% target but within the policy's 20%-30% range. The Fund had an overweight to domestic equity and alternatives relative to target, and underweight positions to international equity fixed income, and real estate.

#### Investment Performance

- The Fund had a gross return of -0.76% over the second quarter of Fiscal Year 2025, underperforming the market benchmark return of -0.58% and ranking in the 37<sup>th</sup> percentile of its peers. On a net-of-fees basis, the Fund returned -0.89%.
  - The Alternative Assets and Fixed Income portfolios detracted most from relative performance over the quarter. The Domestic Equity and Real Estate portfolios detracted to a lesser degree. The Fund's underweight to Real Estate also slightly detracted from performance. By definition, the Alternative Assets portfolio will not keep up with the benchmark during high momentum markets given the benchmark proxies that are used to measure the performance of this component of the portfolio.
  - By contrast, the Non-U.S. Equity portfolio contributed to performance. The Fund's overweight to Alternatives, Domestic Equity, and Cash as well as an underweight to Fixed Income and Non-U.S. Equity also contributed to performance.
- Overall, performance is competitive relative to both benchmarks over longer periods measured. The Fund outperformed the peer group median over the long term, ranking in the top 29% of peers for the trailing 10-year period. However, over the last 25 years, the Fund ranked in the 60<sup>th</sup> percentile of peers.
- The Fund exhibits attractive risk-adjusted performance, as measured by the Sharpe Ratio over the last five years. In addition, relative risk-adjusted scores, as measured by the Excess Return Ratio, are also strong. Both of these ratios ranked in the top 31% of peers.

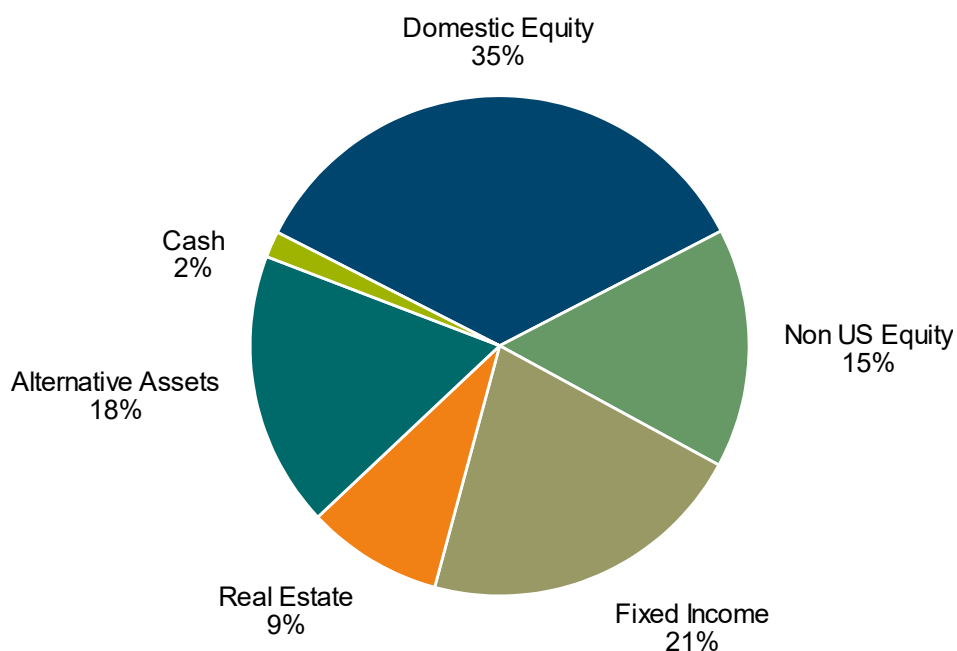
#### Other Developments

- Callan and NHRS Staff are working to implement the recently approved asset allocation strategy.

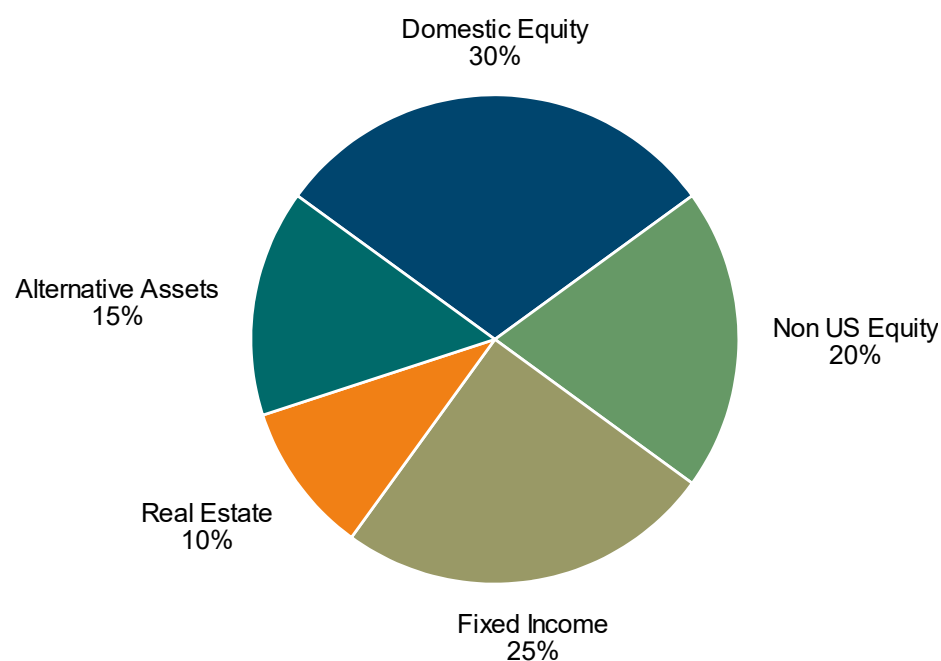
## Total Fund

Actual Asset Allocation vs. Target as of December 31, 2024

**Actual Asset Allocation**



**Target Asset Allocation**



Asset Class	\$Millions Actual	Weight Actual	Target	Percent Difference	\$Millions Difference
Domestic Equity	4,400	34.9%	30.0%	4.9%	619
Non US Equity	1,953	15.5%	20.0%	(4.5%)	(567)
Fixed Income	2,684	21.3%	25.0%	(3.7%)	(467)
Real Estate	1,107	8.8%	10.0%	(1.2%)	(153)
Alternative Assets	2,242	17.8%	15.0%	2.8%	352
Cash	217	1.7%	0.0%	1.7%	217
<b>Total</b>	<b>12,603</b>	<b>100.0%</b>	<b>100.0%</b>		

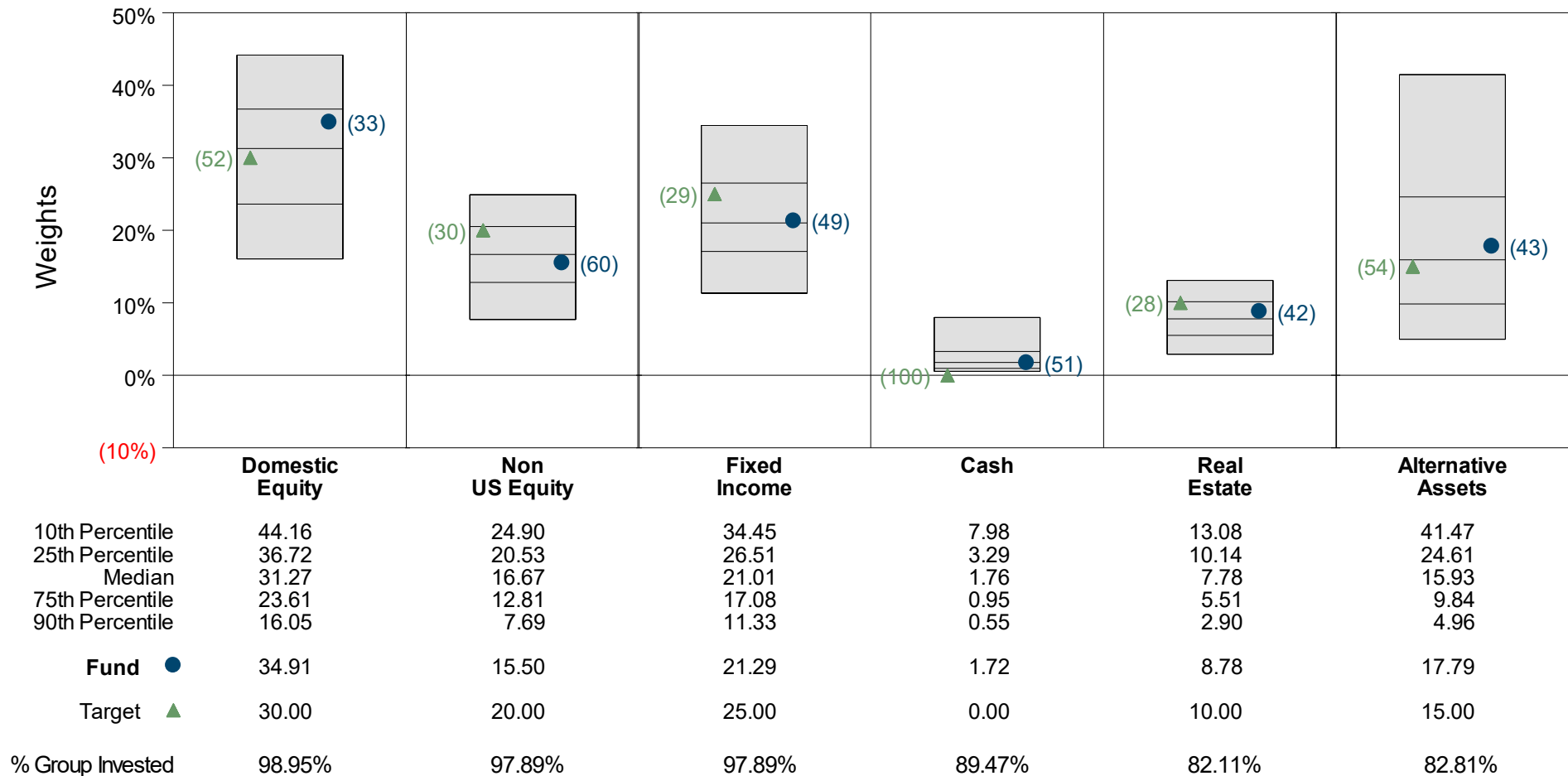
\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

\*\*The United States equity portion of the Walter Scott Global Equity fund is allocated to the Domestic Equity composite.

## Total Fund

Actual Asset Allocation vs. Large Public DB Plan (>\$1B) Peer Group, as of December 31, 2024

### Asset Class Weights vs Callan Public Fund Spons - Large (>1B)



\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

# Total Fund

## Market Values

	December 31, 2024				September 30, 2024	
	Market Value	Weight	Net New Inv.	Inv. Return	Market Value	Weight
<b>Total Domestic Equity</b>	<b>\$4,011,772,952</b>	<b>31.83%</b>	<b>\$(300,000,000)</b>	<b>\$84,738,696</b>	<b>\$4,227,034,257</b>	<b>33.13%</b>
<b>Large Cap Domestic Equity</b>	<b>\$2,403,099,778</b>	<b>19.07%</b>	<b>\$(100,000,000)</b>	<b>\$62,069,684</b>	<b>\$2,441,030,094</b>	<b>19.13%</b>
Blackrock S&P 500	2,403,099,778	19.07%	(100,000,000)	62,069,684	2,441,030,094	19.13%
<b>S Mid Cap Domestic Equity</b>	<b>\$766,265,066</b>	<b>6.08%</b>	<b>\$0</b>	<b>\$4,113,637</b>	<b>\$762,151,429</b>	<b>5.97%</b>
AllianceBernstein	484,319,368	3.84%	0	1,854,003	482,465,366	3.78%
TSW	281,945,698	2.24%	0	2,259,634	279,686,063	2.19%
<b>Small Cap Domestic Equity</b>	<b>\$842,408,108</b>	<b>6.68%</b>	<b>\$(200,000,000)</b>	<b>\$18,555,374</b>	<b>\$1,023,852,733</b>	<b>8.02%</b>
Boston Trust	262,663,157	2.08%	0	1,476,933	261,186,224	2.05%
Segall Bryant & Hamill	278,576,506	2.21%	0	376,130	278,200,376	2.18%
Wellington	301,168,445	2.39%	(200,000,000)	16,702,312	484,466,133	3.80%
<b>Total Non US Equity *</b>	<b>\$2,341,386,892</b>	<b>18.58%</b>	<b>\$(671)</b>	<b>\$(144,029,058)</b>	<b>\$2,485,416,621</b>	<b>19.48%</b>
<b>Core Non US Equity *</b>	<b>\$1,419,297,456</b>	<b>11.26%</b>	<b>\$(671)</b>	<b>\$(97,268,135)</b>	<b>\$1,516,566,261</b>	<b>11.89%</b>
Aristotle	184,261,031	1.46%	0	(13,203,862)	197,464,893	1.55%
Artisan Partners	417,917,802	3.32%	(671)	(14,093,969)	432,012,442	3.39%
BlackRock Superfund	198,813,151	1.58%	0	(16,498,758)	215,311,909	1.69%
Causeway Capital	453,812,704	3.60%	0	(38,540,913)	492,353,617	3.86%
Lazard	164,004,481	1.30%	0	(14,892,644)	178,897,125	1.40%
<b>Emerging Markets</b>	<b>\$180,917,946</b>	<b>1.44%</b>	<b>\$0</b>	<b>\$(17,614,306)</b>	<b>\$198,532,252</b>	<b>1.56%</b>
Wellington Emerging Markets	180,917,946	1.44%	0	(17,614,306)	198,532,252	1.56%
<b>Non US Small Cap</b>	<b>\$137,538,873</b>	<b>1.09%</b>	<b>\$0</b>	<b>\$(13,568,374)</b>	<b>\$151,107,247</b>	<b>1.18%</b>
Wellington Int'l Small Cap Research	137,538,873	1.09%	0	(13,568,374)	151,107,247	1.18%
<b>Global Equity</b>	<b>\$603,632,618</b>	<b>4.79%</b>	<b>\$0</b>	<b>\$(15,578,243)</b>	<b>\$619,210,861</b>	<b>4.85%</b>
Walter Scott Global Equity	603,632,618	4.79%	0	(15,578,243)	619,210,861	4.85%

\*Includes \$488,286 in legacy assets that are not actively managed and in liquidation following the termination of Fisher

# Total Fund

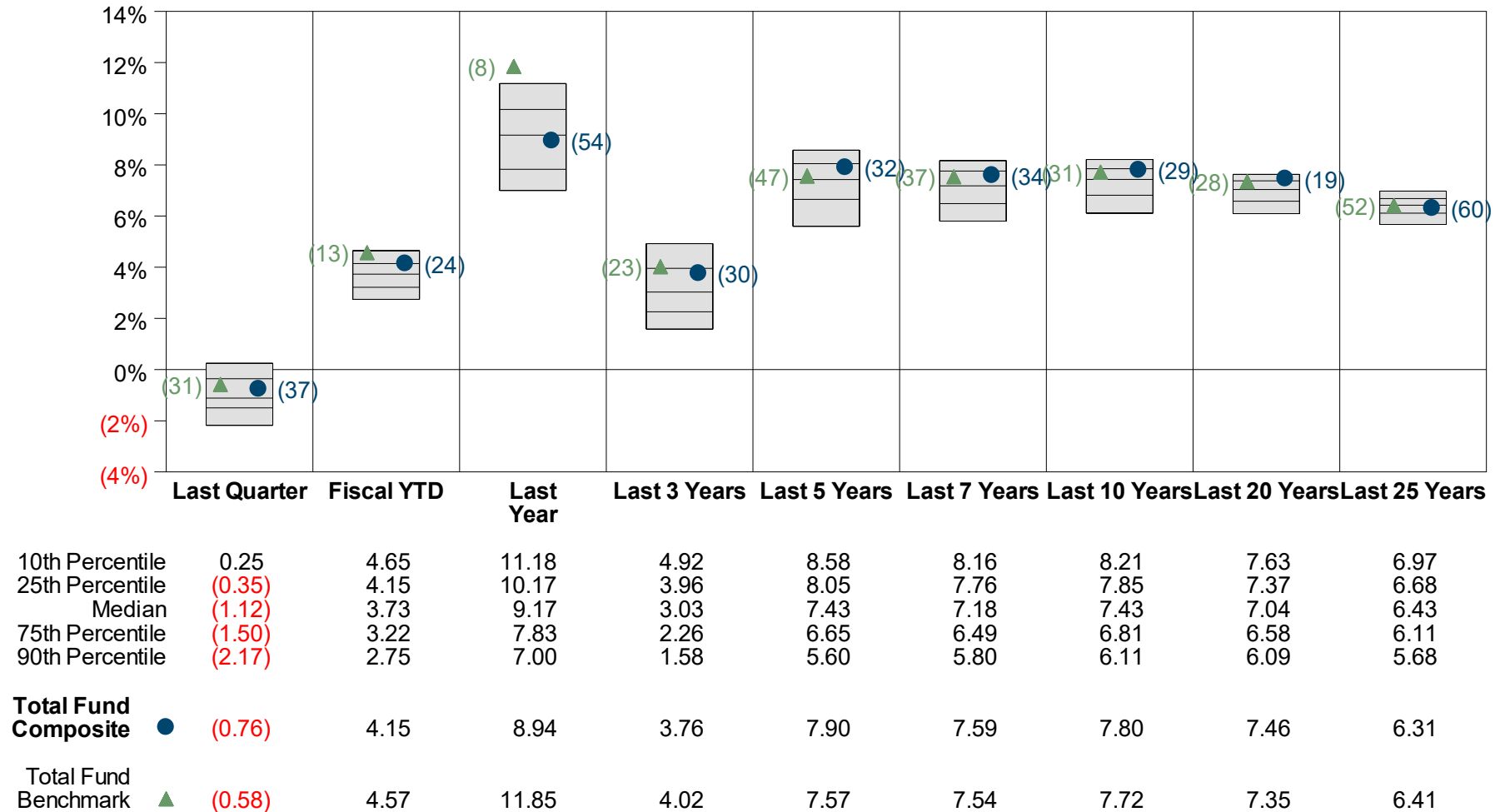
## Market Values

	December 31, 2024				September 30, 2024	
	Market Value	Weight	Net New Inv.	Inv. Return	Market Value	Weight
<b>Total Fixed Income</b>	<b>\$2,683,675,107</b>	<b>21.29%</b>	<b>\$300,000,000</b>	<b>\$(80,400,673)</b>	<b>\$2,464,075,780</b>	<b>19.31%</b>
BlackRock SIO Bond Fund	280,412,435	2.22%	0	(2,056,033)	282,468,468	2.21%
Brandywine Asset Mgmt	218,003,975	1.73%	0	(23,471,386)	241,475,361	1.89%
FIAM (Fidelity) Tactical Bond	383,928,220	3.05%	0	(11,778,477)	395,706,696	3.10%
Income Research & Management	801,047,806	6.36%	0	(23,303,925)	824,351,731	6.46%
Loomis Sayles	302,245,379	2.40%	0	(4,029,701)	306,275,081	2.40%
Manulife Strategic Fixed Income	222,406,981	1.76%	0	(4,257,408)	226,664,388	1.78%
Mellon US Agg Bond Index	475,630,310	3.77%	300,000,000	(11,503,743)	187,134,054	1.47%
<b>Total Cash</b>	<b>\$217,258,340</b>	<b>1.72%</b>	<b>\$13,471,183</b>	<b>\$2,538,443</b>	<b>\$201,248,714</b>	<b>1.58%</b>
<b>Total Marketable Assets</b>	<b>\$9,254,093,292</b>	<b>73.43%</b>	<b>\$13,470,512</b>	<b>\$(137,152,592)</b>	<b>\$9,377,775,372</b>	<b>73.50%</b>
<b>Total Real Estate</b>	<b>\$1,106,859,014</b>	<b>8.78%</b>	<b>\$(39,794,455)</b>	<b>\$182,151</b>	<b>\$1,146,471,318</b>	<b>8.99%</b>
Strategic Core Real Estate	628,459,573	4.99%	(25,084,146)	843,946	652,699,773	5.12%
Tactical Non-Core Real Estate	478,399,440	3.80%	(13,850,456)	(1,521,648)	493,771,544	3.87%
<b>Total Alternative Assets</b>	<b>\$2,242,319,233</b>	<b>17.79%</b>	<b>\$(33,587,594)</b>	<b>\$41,059,885</b>	<b>\$2,234,846,942</b>	<b>17.52%</b>
Private Equity	1,680,665,885	13.34%	(19,907,686)	27,444,899	1,673,128,673	13.11%
Private Debt	561,653,348	4.46%	(13,679,907)	13,614,986	561,718,269	4.40%
<b>Total Fund Composite</b>	<b>\$12,603,271,539</b>	<b>100.00%</b>	<b>\$(59,911,537)</b>	<b>\$(95,910,556)</b>	<b>\$12,759,093,632</b>	<b>100.00%</b>

# Total Fund Performance – Gross of Investment Management Fees

Performance vs. Large Public DB Plan (>\$1B) Peers, as of December 31, 2024

## Performance vs Callan Public Fund Large DB (Gross)



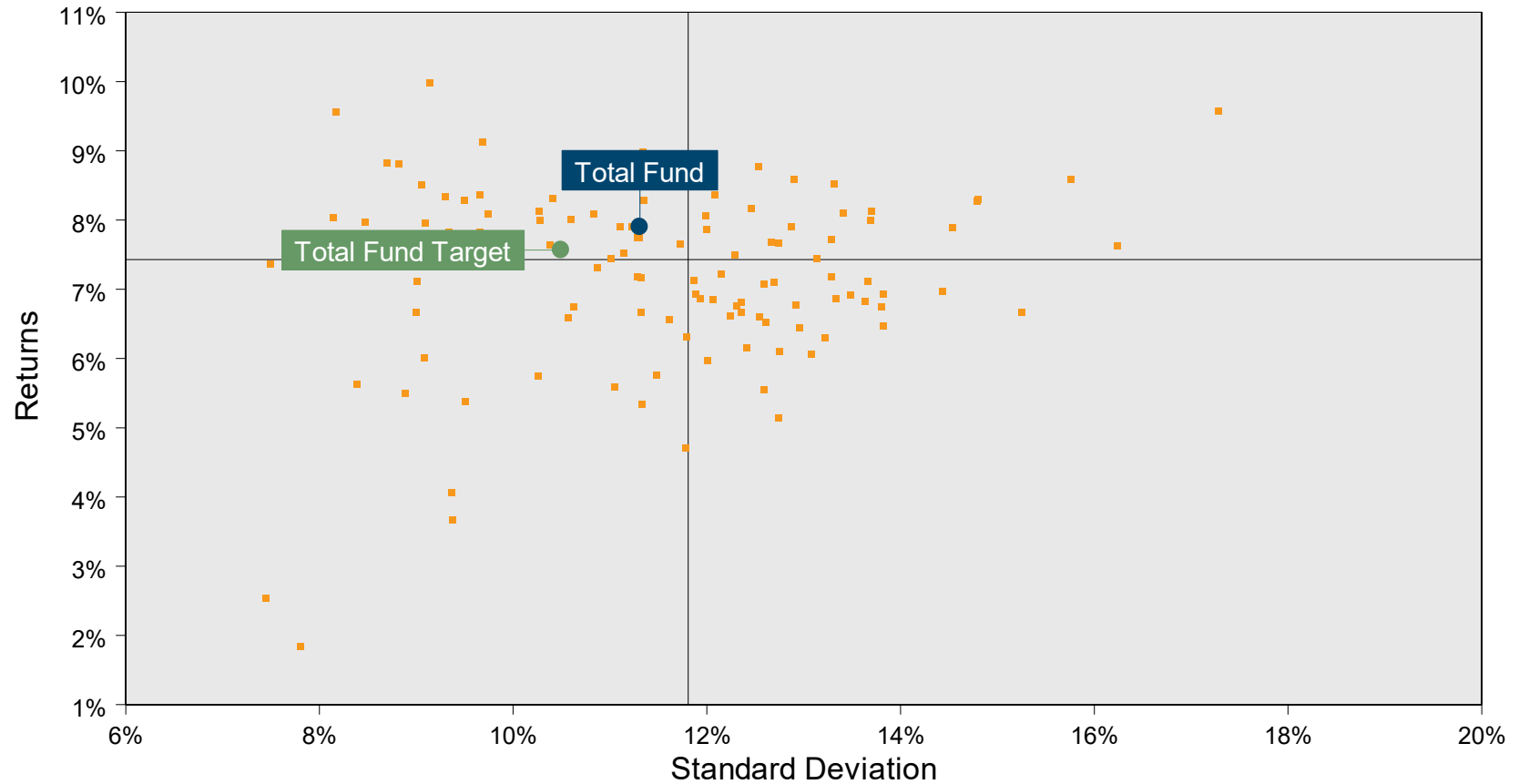
Note: Investment results are shown gross of investment management fees versus corresponding peer group.

\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

# Total Fund Performance – Gross of Investment Management Fees

Five-Year Risk/Return Analysis as of December 31, 2024

## Five Year Annualized Risk vs Return



Squares represent membership of the Callan Public Fund Spons - Large (>1B)

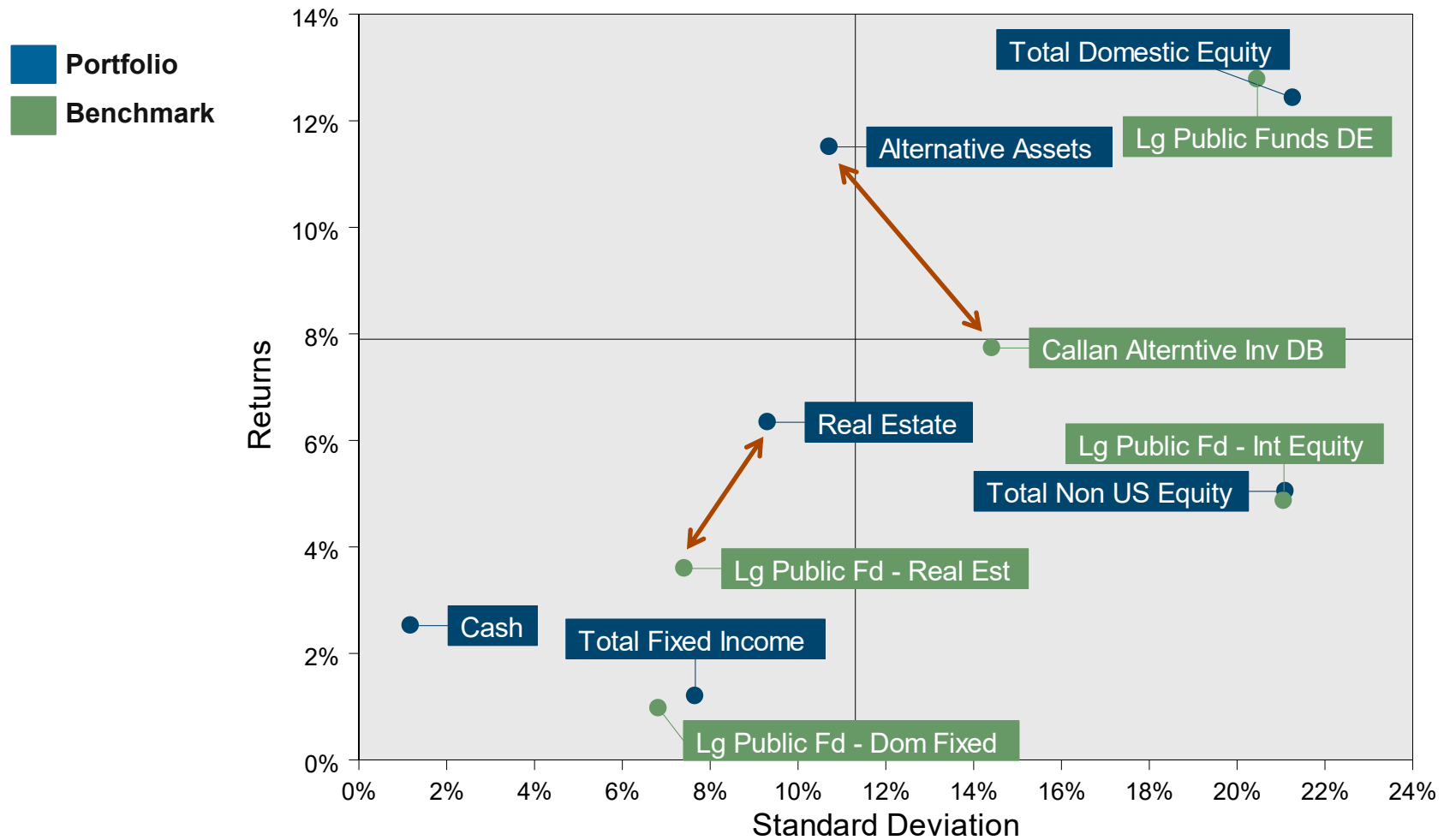
Note: Investment results are shown gross of investment management fees versus corresponding peer group.

\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

# Total Fund Performance – Gross of Investment Management Fees

Asset Class Composites – Five-Year Risk/Return Analysis as of December 31, 2024

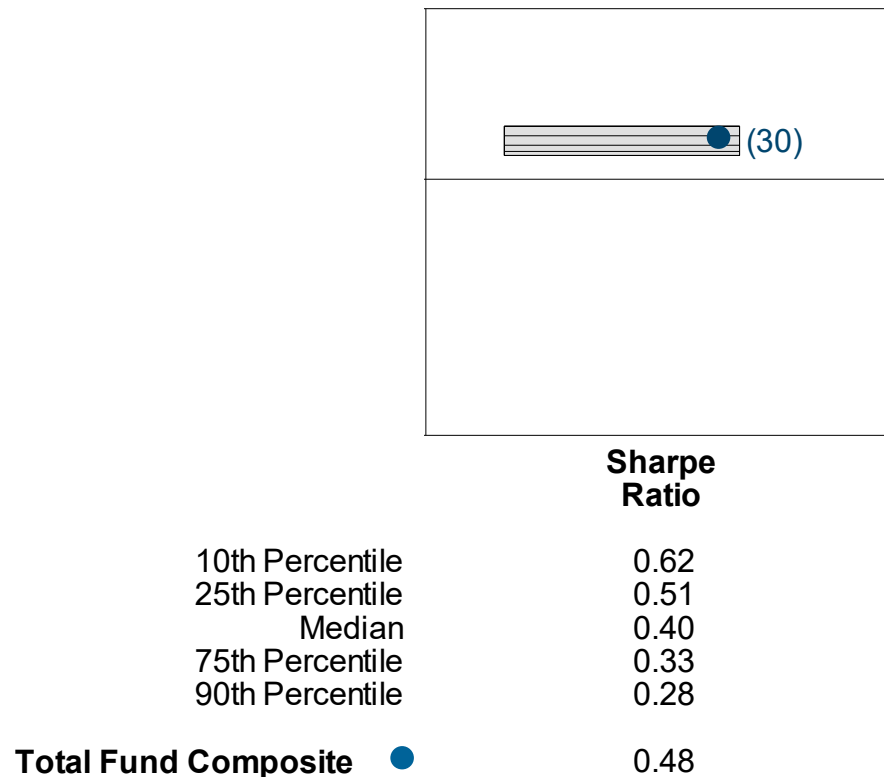
Five Year Annualized Risk vs Return  
Asset Classes vs Asset Class Median



Note: Investment results are shown gross of investment management fees.

## Total Fund Performance – Gross of Investment Management Fees

Five-Year Sharpe Ratio, as of December 31, 2024



- Measures absolute risk-adjusted performance, taking into account the risk-free rate and portfolio volatility
- Ranks near the top quartile of the peer group

Note: Investment results are shown gross of investment management fees versus corresponding peer group.

## Total Fund Performance – Net of Investment Management Fees

One-Year Attribution Analysis vs. Policy Benchmark, as of December 31, 2024

### One Year Relative Attribution Effects

Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	33%	30%	20.11%	23.81%	(1.08%)	0.27%	(0.81%)
Non US Equity	19%	20%	6.73%	5.53%	0.22%	0.05%	0.27%
Fixed Income	20%	25%	1.55%	2.04%	(0.11%)	0.56%	0.45%
Real Estate	9%	10%	(5.40%)	(8.04%)	0.32%	0.03%	0.35%
Alternative Assets	18%	15%	5.35%	29.11%	(4.17%)	0.50%	(3.67%)
Cash	1%	0%	5.25%	5.25%	0.00%	(0.09%)	(0.09%)
<b>Total</b>			<b>8.37%</b>	<b>= 11.85%</b>	<b>+ (4.80%)</b>	<b>+ 1.32%</b>	<b>(3.48%)</b>

#### What helped relative performance?

- Strong relative performance from the real estate and non-US equity portfolios
- An underweight to fixed income, non-US equity, and real estate relative to target
- An overweight alternatives and domestic equity relative to target

#### What hurt relative performance?

- Weak relative performance from the alternative assets, domestic equity, and fixed income portfolios
- A slight overweight to cash relative to target

\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

## Total Fund Performance – Net of Investment Management Fees

Five-Year Attribution Analysis vs. Policy Benchmark, as of December 31, 2024

### Five Year Annualized Relative Attribution Effects

Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	31%	30%	12.13%	13.42%	(0.33%)	(0.06%)	(0.39%)
Non US Equity	18%	20%	4.41%	4.10%	0.04%	(0.01%)	0.04%
Fixed Income	20%	25%	0.92%	0.06%	0.17%	0.35%	0.53%
Real Estate	11%	10%	5.63%	2.05%	0.39%	(0.07%)	0.32%
Alternative Assets	19%	15%	10.72%	14.12%	(0.71%)	0.14%	(0.57%)
Cash	1%	0%	2.52%	2.52%	0.00%	(0.07%)	(0.07%)
<b>Total</b>			<b>7.42%</b>	<b>= 7.57%</b>	<b>+ (0.44%)</b>	<b>+ 0.29%</b>	<b>(0.15%)</b>

#### What helped relative performance?

- Strong relative performance from real estate, fixed income, and non-U.S. equity portfolios
- An underweight to fixed income relative to target
- An overweight to alternative assets relative to target

#### What hurt relative performance?

- Weak relative performance from alternative assets and domestic equity portfolios
- An underweight to non-U.S. equity relative to target
- A slight overweight to real estate, domestic equity, and cash relative to target

\*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&P/LSTA Lev Loan 100 lagged 3 months+1.0%.

Callan

---

## Appendix

# Investment Manager Returns – Net of Investment Management Fees

As of December 31, 2024

	Last Quarter	Fiscal YTD	Last Year	Last 3 Years	Last 5 Years
<b>Net of Fees</b>					
<b>Total Domestic Equity</b>	<b>1.59%</b>	<b>8.89%</b>	<b>20.11%</b>	<b>6.41%</b>	<b>12.13%</b>
Domestic Equity Benchmark (1)	2.63%	9.03%	23.81%	8.01%	13.42%
Secondary Domestic Equity Bmk (6)	1.70%	9.03%	19.79%	6.20%	12.10%
<b>Large Cap Domestic Equity</b>	<b>2.41%</b>	<b>8.43%</b>	<b>25.08%</b>	<b>8.90%</b>	<b>13.74%</b>
S&P 500 Index	2.41%	8.44%	25.02%	8.94%	14.53%
Blackrock S&P 500	2.41%	8.43%	25.08%	8.90%	14.48%
<b>SMid Cap Domestic Equity</b>	<b>0.40%</b>	<b>8.51%</b>	<b>11.90%</b>	<b>1.81%</b>	<b>9.14%</b>
Russell 2500 Index	0.62%	9.42%	12.00%	2.39%	8.77%
AllianceBernstein	0.25%	8.31%	13.20%	0.31%	9.87%
TSW	0.65%	8.84%	9.73%	4.62%	7.95%
TSW Blended Benchmark (2)	(0.26%)	9.34%	10.98%	3.81%	8.44%
<b>Small Cap Domestic Equity</b>	<b>0.15%</b>	<b>9.91%</b>	<b>14.40%</b>	<b>3.79%</b>	<b>10.58%</b>
Russell 2000 Index	0.33%	9.64%	11.54%	1.24%	7.40%
Boston Trust	0.47%	10.65%	12.69%	4.45%	10.10%
Segall Bryant & Hamill	(0.06%)	6.41%	12.27%	3.86%	11.24%
Wellington	0.02%	11.52%	16.53%	3.36%	10.46%
<b>Total Non US Equity</b>	<b>(5.92%)</b>	<b>0.90%</b>	<b>6.73%</b>	<b>1.55%</b>	<b>4.43%</b>
Non US Equity Benchmark (3)	(7.60%)	(0.15%)	5.53%	0.82%	4.10%
<b>Core Non US Equity</b>	<b>(6.53%)</b>	<b>0.86%</b>	<b>6.23%</b>	<b>2.79%</b>	<b>4.56%</b>
Core Non US Benchmark (4)	(7.60%)	(0.15%)	5.53%	0.82%	4.10%
Aristotle	(6.79%)	3.42%	6.25%	(0.06%)	-
Artisan Partners	(3.42%)	2.34%	11.15%	1.43%	4.14%
BlackRock Superfund	(7.67%)	(0.34%)	5.49%	-	-
Causeway Capital	(7.95%)	0.64%	4.95%	7.59%	7.72%
Lazard	(8.44%)	(3.40%)	(0.73%)	(0.79%)	-
<b>Emerging Markets</b>	<b>(9.11%)</b>	<b>0.10%</b>	<b>6.68%</b>	<b>(3.03%)</b>	<b>(0.30%)</b>
MSCI EM	(8.01%)	0.02%	7.50%	(1.92%)	1.70%
Wellington Emerging Markets	(9.11%)	0.10%	6.68%	(3.08%)	(0.13%)
<b>Non US Small Cap</b>	<b>(9.15%)</b>	<b>0.31%</b>	<b>1.19%</b>	<b>(3.65%)</b>	<b>(1.34%)</b>
Wellington Int'l Small Cap Research	(9.15%)	0.31%	1.19%	(3.65%)	-
MSCI EAFE Small Cap	(8.36%)	1.30%	1.82%	(3.25%)	2.30%
<b>Global Equity</b>	<b>(2.62%)</b>	<b>1.37%</b>	<b>9.30%</b>	<b>2.77%</b>	<b>9.01%</b>
MSCI ACWI net	(0.99%)	5.56%	17.49%	5.44%	10.06%
Walter Scott Global Equity	(2.62%)	1.37%	9.30%	2.77%	9.01%
Walter Scott Blended Benchmark (5)	(0.99%)	5.56%	17.49%	5.44%	10.06%

(1) The Domestic Equity Benchmark is the Russell 3000 index as of 7/1/2021. From 7/1/2015 to 6/30/2021 the benchmark was the S&P 500 Index. From 7/1/2003 to 6/30/2015 the benchmark was the Russell 3000 Index. Prior to 7/1/2003 the benchmark was the S&P 500.

(2) TSW Blended Benchmark is the Russell 2500 Value Index as of 7/1/2019. Prior to 7/1/2019 it was the Russell 2500.

(3) The Non US Equity Index is the MSCI ACWI ex US Index as of 7/1/2003. Prior to 7/1/2003 it was the MSCI EAFE Index.

(4) The Core Non US Equity Index is the MSCI ACWI ex US as of 7/1/2007. Prior to 7/1/2007 it was the MSCI EAFE Index.

(5) The Walter Scott Blended Benchmark is the MSCI ACWI Index as 5/1/2008. Prior to 5/1/2008 it was the MSCI EAFE Index.

(6) The Secondary Domestic Equity Bmk consists of 60% S&P 500, 20% Russell 2500, and 20% Russell 2000.

# Investment Manager Returns – Net of Investment Management Fees

As of December 31, 2024

	Last Quarter	Fiscal YTD	Last Year	Last 3 Years	Last 5 Years	
<b>Net of Fees</b>						
<b>Total Fixed Income</b>	<b>(3.10%)</b>	<b>2.14%</b>	<b>1.55%</b>	<b>(1.48%)</b>	<b>0.92%</b>	<p>*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net lagged 3 months, 10% Russell 3000 Index lagged 3 months+2.0%, 2.5% Bloomberg HY Corp lagged 3 months+1.0%, and 2.5% S&amp;P/LSTA Lev Loan 100 lagged 3 months+1.0%.</p> <p>(1) The Fixed Income Benchmark is the Bloomberg Capital Universal Bond Index as of 7/1/2007.</p> <p>(2) The BlackRock Custom Benchmark is 3 Month SOFR compounded in arrears as of 1/1/2022.</p> <p>(3) The Brandywine Blended Benchmark is the FTSE WGBI Ex-China Index as of 11/1/2021.</p> <p>(4) The Loomis Sayles Custom Benchmark is 65% Bloomberg Aggregate and 35% Bloomberg High Yield.</p> <p>(5) Marketable Assets Index is 40% Russell 3000, 26.7% MSCI ACWI ex US, and 33.3% Bloomberg Universal as of 7/1/2021.</p> <p>(6) The Real Estate Benchmark is the NCREIF NFI-ODCE Value Weight Net Index as of 7/1/2015.</p> <p>(7) The Alternative Assets Benchmark is 66.7% Russell 3000 Index + 2% and 33.3% ((50% S&amp;P LSTA Leveraged Loan 100 Index + 50% Bloomberg High Yield Index) + 1%) as of 7/1/2022.</p> <p>(8) The Private Equity Benchmark is the Russell 3000 Index + 2% as of 7/1/2022.</p> <p>(9) The Private Debt Benchmark is (50% S&amp;P LSTA Leveraged Loan 100 Index &amp; 50% Bloomberg HY Index) + 1% as of 7/1/2022..</p> <p>(10) Total Real Estate returns includes Townsend discretionary fee as of 7/1/2022.</p>
Fixed Income Benchmark (1)	(2.73%)	2.32%	2.04%	(1.95%)	0.06%	
Bloomberg Aggregate	(3.06%)	1.98%	1.25%	(2.41%)	(0.33%)	
BlackRock SIO Bond Fund	(0.85%)	3.30%	4.80%	1.83%	2.74%	
BlackRock Custom Benchmark (2)	1.26%	2.65%	5.44%	3.93%	2.53%	
Brandywine Asset Mgmt	(9.79%)	(1.95%)	(9.11%)	(6.25%)	(2.60%)	
Brandywine Custom Benchmark (3)	(5.93%)	0.84%	(3.58%)	(6.07%)	(3.22%)	
FIAM (Fidelity) Tactical Bond	(3.06%)	2.10%	1.94%	(0.92%)	1.49%	
Bloomberg Aggregate	(3.06%)	1.98%	1.25%	(2.41%)	(0.33%)	
Income Research & Management	(2.87%)	2.00%	1.75%	(2.36%)	0.27%	
Bloomberg Gov/Credit	(3.08%)	1.87%	1.18%	(2.59%)	(0.21%)	
Loomis Sayles	(1.40%)	4.18%	5.40%	0.39%	3.11%	
Loomis Sayles Custom Benchmark (4)	(1.93%)	3.19%	3.64%	(0.54%)	1.31%	
Manulife Strategic Fixed Income	(1.95%)	2.94%	3.20%	0.03%	1.61%	
Bloomberg Multiverse	(4.96%)	1.66%	(1.34%)	(4.22%)	(1.77%)	
Mellon US Agg Bond Index	(3.13%)	1.91%	1.19%	-	-	
Bloomberg Aggregate	(3.06%)	1.98%	1.25%	(2.41%)	(0.33%)	
<b>Total Cash</b>	<b>1.21%</b>	<b>2.54%</b>	<b>5.25%</b>	<b>4.00%</b>	<b>2.52%</b>	
3-month Treasury Bill	1.17%	2.55%	5.25%	3.89%	2.46%	
<b>Total Marketable Assets</b>	<b>(1.55%)</b>	<b>4.93%</b>	<b>11.18%</b>	<b>2.92%</b>	<b>6.79%</b>	
Total Marketable Index (5)	(1.91%)	4.34%	11.40%	2.90%	6.63%	
<b>Total Real Estate (10)</b>	<b>(0.18%)</b>	<b>(0.01%)</b>	<b>(5.40%)</b>	<b>0.95%</b>	<b>5.63%</b>	
Real Estate Benchmark (6)	0.02%	(0.64%)	(8.04%)	(1.04%)	2.05%	
Strategic Core Real Estate	0.09%	0.11%	(8.18%)	(0.21%)	3.52%	
Tactical Non-Core Real Estate	(0.54%)	(0.16%)	(1.00%)	2.80%	9.32%	
<b>Total Alternative Assets</b>	<b>1.53%</b>	<b>1.56%</b>	<b>5.35%</b>	<b>4.82%</b>	<b>10.72%</b>	
Alternative Assets Benchmark (7)	5.69%	9.00%	29.11%	11.41%	14.12%	
Total Private Equity	1.46%	1.50%	5.23%	4.43%	12.88%	
Private Equity Benchmark (8)	6.64%	10.62%	37.37%	13.74%	18.55%	
Cambridge Global PE Idx 1 Qtr Lag	2.53%	3.54%	7.22%	3.72%	12.60%	
Total Private Debt	1.73%	1.74%	5.71%	6.00%	5.86%	
Private Debt Benchmark (9)	3.82%	5.70%	13.61%	6.29%	5.43%	
Cambridge Private Credit Idx 1 Qtr Lag	2.82%	4.77%	10.10%	7.74%	9.22%	
<b>Total Fund Composite</b>	<b>(0.89%)</b>	<b>3.85%</b>	<b>8.37%</b>	<b>3.16%</b>	<b>7.41%</b>	
Total Fund Benchmark *	(0.58%)	4.57%	11.85%	4.02%	7.57%	

## Important Disclosures

Information contained in this document may include confidential, trade secret and/or proprietary information of Callan and the client. It is incumbent upon the user to maintain such information in strict confidence. Neither this document nor any specific information contained herein is to be used other than by the intended recipient for its intended purpose.

The content of this document is particular to the client and should not be relied upon by any other individual or entity. There can be no assurance that the performance of any account or investment will be comparable to the performance information presented in this document.

Certain information herein has been compiled by Callan from a variety of sources believed to be reliable but for which Callan has not necessarily verified for accuracy or completeness. Information contained herein may not be current. Callan has no obligation to bring current the information contained herein.

Callan's performance, market value, and, if applicable, liability calculations are inherently estimates based on data available at the time each calculation is performed and may later be determined to be incorrect or require subsequent material adjustment due to many variables including, but not limited to, reliance on third party data, differences in calculation methodology, presence of illiquid assets, the timing and magnitude of unrecognized cash flows, and other data/assumptions needed to prepare such estimated calculations. In no event should the performance measurement and reporting services provided by Callan be used in the calculation, deliberation, policy determination, or any other action of the client as it pertains to determining amounts, timing or activity of contribution levels or funding amounts, rebalancing activity, benefit payments, distribution amounts, and/or performance-based fee amounts, unless the client understands and accepts the inherent limitations of Callan's estimated performance, market value, and liability calculations.

Callan's performance measurement service reports estimated returns for a portfolio and compares them against relevant benchmarks and peer groups, as appropriate; such service may also report on historical portfolio holdings, comparing them to holdings of relevant benchmarks and peer groups, as appropriate ("portfolio holdings analysis"). To the extent that Callan's reports include a portfolio holdings analysis, Callan relies entirely on holdings, pricing, characteristics, and risk data provided by third parties including custodian banks, record keepers, pricing services, index providers, and investment managers. Callan reports the performance and holdings data as received and does not attempt to audit or verify the holdings data. Callan is not responsible for the accuracy or completeness of the performance or holdings data received from third parties and such data may not have been verified for accuracy or completeness.

Callan's performance measurement service may report on illiquid asset classes, including, but not limited to, private real estate, private equity, private credit, hedge funds and infrastructure. The final valuation reports, which Callan receives from third parties, for of these types of asset classes may not be available at the time a Callan performance report is issued. As a result, the estimated returns and market values reported for these illiquid asset classes, as well as for any composites including these illiquid asset classes, including any total fund composite prepared, may not reflect final data, and therefore may be subject to revision in future quarters.

The content of this document may consist of statements of opinion, which are made as of the date they are expressed and are not statements of fact. The opinions expressed herein may change based upon changes in economic, market, financial and political conditions and other factors. Callan has no obligation to bring current the opinions expressed herein.

The information contained herein may include forward-looking statements regarding future results. The forward-looking statements herein: (i) are best estimations consistent with the information available as of the date hereof and (ii) involve known and unknown risks and uncertainties. Actual results may vary, perhaps materially, from the future results projected in this document. Undue reliance should not be placed on forward-looking statements.

Callan is not responsible for reviewing the risks of individual securities or the compliance/non-compliance of individual security holdings with a client's investment policy guidelines.

This document should not be construed as legal or tax advice on any matter. You should consult with legal and tax advisers before applying any of this information to your particular situation.

Reference to, or inclusion in this document of, any product, service or entity should not necessarily be construed as recommendation, approval, or endorsement of such product, service or entity by Callan. This document is provided in connection with Callan's consulting services and should not be viewed as an advertisement of Callan, or of the strategies or products discussed or referenced herein.

---

## Important Disclosures (continued)

The issues considered and risks highlighted herein are not comprehensive and other risks may exist that the user of this document may deem material regarding the enclosed information. Please see any applicable full performance report or annual communication for other important disclosures.

Unless Callan has been specifically engaged to do so, Callan does not conduct background checks or in-depth due diligence of the operations of any investment manager search candidate or investment vehicle, as may be typically performed in an operational due diligence evaluation assignment and in no event does Callan conduct due diligence beyond what is described in its report to the client.

Any decision made on the basis of this document is sole responsibility of the client, as the intended recipient, and it is incumbent upon the client to make an independent determination of the suitability and consequences of such a decision.

Callan undertakes no obligation to update the information contained herein except as specifically requested by the client.

Past performance is no guarantee of future results.

## **LEGISLATIVE COMMITTEE**



New Hampshire Retirement System  
 54 Regional Drive, Concord, NH 03301  
 Phone: (603) 410-3500 - Fax: (603) 410-3501  
 Website: [www.nhrs.org](http://www.nhrs.org) - Email: [info@nhrs.org](mailto:info@nhrs.org)

## 2025 Legislative Tracker

April 3, 2025

Legislation introduced in the 2025 session that would impact the New Hampshire Retirement System is listed below. For details on a particular bill, visit the State of New Hampshire General Court website at:

<http://gencourt.state.nh.us/>

Note: Bills that have been killed or for which no further action is expected in the current legislative session are shaded in gray.

BILL #	BRIEF DESCRIPTION	PRIMARY SPONSOR	STATUS
<b>2025 NHRS-RELATED BILLS</b>			
HB 2	The budget trailer bill includes the Group II changes found in HB 727, which return the benefits for Tier B members to Tier A level.	Rep. Kenneth Weyler	3/31/25: Executive session: Finance Committee voted 21-4 to approve amendment #2025-1443h and 25-0 to approve amendment #2025-1439h. 4/3/25: Executive session.
HB 197	This bill provides that the state shall pay 7.5% of contributions of retirement system employers other than the state for group I teachers and group II members.	Rep. Michael Edgar	3/4/25: Finance Committee retained bill.
HB 216	This bill removes the one-year cap of creditable service towards retirement benefits for workers' compensation.	Rep. Carol McGuire	2/6/25: House voted OTP by voice vote and referred to Finance. 3/5/25: Finance Division 1 voted 7-0 to retain bill.
HB 445	This bill establishes a commission, that includes a representative from the NHRS' Board, appointed by the Board, to study the causes of and ways to alleviate the shortage of law enforcement officers in New Hampshire.	Rep. Terry Roy	3/26/25: House voted OTP by voice vote. 3/27/25: Introduced and referred to Senate ED&A.
HB 534	This bill excludes supplemental pay paid by the employer while the member is receiving workers' compensation from the calculation of the average percentage of compensation paid in excess of the full base rate of compensation.	Rep. Mark Pearson	2/20/25: House voted for ITL by voice vote. <b>Bill is dead.</b>
HB 536	This bill provides a COLA to NHRS retirees who have been retired for at least 60 months as of 7/1/25.	Rep. Jaci Grote	3/13/25: House voted 185-177 to table.
HB 581	This bill establishes a group III, defined contribution state retirement plan for new state employee members of the retirement system, who begin service on or after 7/1/25.	Rep. Dan McGuire	3/13/25: House voted to table by voice vote. 3/19/25: Finance Division 1 voted 5-4 to add bill's provisions to HB 2.

BILL #	BRIEF DESCRIPTION	PRIMARY SPONSOR	STATUS
HB 622	This bill increases the hours that a part-time employee in the NHRS can work, removes the 28-day waiting period before a retiree may be employed on a part-time basis, and adds that certain detail assignments performed by retired law enforcement officers shall not count towards the maximum hours cap.	Rep. Douglas Trottier	3/6/25: House voted for ITL by voice vote. <b>Bill is dead.</b>
HB 637	This bill provides that the reduction of a retiree's annuity at the member's full retirement age under the federal Social Security system shall apply to any group I retired state employee member or retired teacher member of group I who retired prior to 7/1/23, and who has not reached full Social Security retirement age by 7/1/25.	Rep. David Luneau	3/13/25: House voted 229-136 to table.
HB 702	This bill adds specific provisions regarding extra or special duty pay in the context of part-time employment for retired members of the New Hampshire retirement system.	Sen. Fred Doucette	3/13/25: House voted ITL by voice vote. <b>Bill is dead.</b>
HB 727	This bill makes significant changes to the NHRS, including the maximum retirement benefits for certain employees, the dates and percentages related to the calculation of retirement benefit, and the definition of "earnable compensation."	Rep. Charles Foote	2/11/25: House ED&A voted to retain bill. <b>Note:</b> Group II changes from this bill are included in HB 2.
HB 728	This bill authorizes and regulates video lottery terminals, and repeals the authorization of historic horse racing. NOTE: 4.75 percent of the amount collected to the group II retirement system under RSA 100-A.	Rep. Doucette	3/18/25: Executive session. House Ways and Means Committee voted 20-0 to retain bill. <b>Note:</b> Bill's section concerning contribution to group II retirement system is included in HB 2.
SB 20	This bill provides that the state shall pay 7.5% of local employer retirement contributions for Group I Teachers and Group II Police and Fire members.	Sen. Cindy Rosenwald	1/30/25: Senate voted 23-0 for Ought to Pass, then tabled by voice vote.
SB 83	This bill: I. Establishes an elderly, disabled, blind, and deaf property tax exemption fund to provide reimbursements to municipalities. II. Authorizes video lottery terminals at facilities licensed to conduct charitable gaming. III. Creates a statewide self-exclusion list to combat problem gambling. IV. Renames the state lottery commission to better reflect its statutory obligations.	Sen. Timothy Lang	3/27/25: Senate voted OTP with amendment #2025-1102s by voice vote. 3/27/25: Introduced and referred to House Ways and Means. <b>Note:</b> VLT provisions (§ II) from this bill are included in HB2.
SB 242	This bill establishes a cost of living adjustment in 2025 to be paid by the retirement system on the first \$50,000 of a retired group II member's or beneficiary's allowance. The cost of this supplemental allowance is paid from the state general fund.	Sen. Bill Gannon	3/6/25: Senate voted for OTP by voice vote and then tabled by voice vote.
<p><b>Committee Key:</b> ED&amp;A = Executive Departments &amp; Administration;  <b>Location Key:</b> LOB = Legislative Office Building; SH = State House.  OTP – Ought to Pass; ITL – Inexpedient to Legislate</p>			

OTHER BILLS OF INTEREST			
BILL #	BRIEF DESCRIPTION	PRIMARY SPONSOR	STATUS
HB 66	This bill allows any person to invoke the right to know law, includes preliminary drafts of documents that are distributed to a quorum of a body among the materials that must be disclosed, allows persons to request documents in either paper or electronic form, ...	Rep. Bob Lynn	2/20/25: House voted 13-4 for OTP with amendment #2025-0110h, referred to Finance. 4/1/25: Finance Division I executive session. Committee voted 16-9 for OTP with amendment #2025-1005h.
HB 74	This bill defines the term citizen as a citizen of New Hampshire, includes the press in the definition of citizen, and provides for disclosure of preliminary drafts circulated to a quorum or majority of a public body.	Rep. Jess Edwards	3/14/25: House Judiciary Committee voted to retain.
HB 80	This bill requires a public body's member to be physically present at a meeting unless physical presence is unavoidable [and provides that physical presence is required for voting.] <i>Removed by House amendment.</i>	Rep. Len Turcotte	2/20/25: House voted 188-181 for OTP with amendment 2025-0312h. 3/6/25: Introduced and referred to Senate Judiciary.
HB 195	This bill regulates the collection, retention, and use of personal information and establishes a cause of action for violations of an individual's expectation of privacy in personal information.	Rep. Bob Lynn	3/26/25: House voted 261-79 OTP with amendment #2025-0890h. 3/27/25: Introduced and referred to Senate Judiciary.
HB 265	This bill requires that public meeting minutes be documented with the start time, end time, and recording secretary's signature.	Rep. M. Smith	2/20/25: House voted OTP by voice vote. 3/6/25: Introduced and referred to Senate Election Law and Municipal Affairs. 4/8/25: Public hearing.
HB 456	This bill requires that state agency personnel and state employees shall only provide information to the committee at the committee's request and shall not take a position on a matter before the committee.	Rep. Potenza	3/26/25: House voted 178-170 for OTP with amendment #2025-0908h. House then voted 187-163 to Indefinitely Postpone. <b>Bill is dead.</b>
HB 522	This bill establishes an expectation of privacy in personal information maintained by the state.	Rep. Keith Erf	3/26/25: House voted for OTP with amendment #2025-0929h by voice vote. 3/27/25: Introduced and referred to Senate Judiciary.
HB 765	This bill: I. Consolidates the authority and duties of school administrative units. II. Empowers school boards to develop, evaluate, and implement school curriculums. III. Makes school superintendents elected officials.	Rep. Dan McGuire	3/26/25: House voted ITL by voice vote. <b>Bill is dead.</b>

OTHER BILLS OF INTEREST			
BILL #	BRIEF DESCRIPTION	PRIMARY SPONSOR	STATUS
SB 148	This bill: Enacts a chapter that prohibits a person who intentionally and feloniously kills another person from certain financial benefits from the estate of the decedent or other contractual provisions, and enacts provisions governing the disposition of the estate in such instances.	Sen. Victoria Sullivan	3/13/25: Senate voted OTP with amendment #2025-0746s by voice vote. 3/27/25: Introduced and referred to House Judiciary.
SB 181	This bill expands the presumption that heart or lung disease is occupationally related for firefighters unless there is clear and convincing evidence to the contrary.	Sen. Rebecca Perkins Kwoka	3/20/25: Senate voted OTP by voice vote, then tabled by voice vote.
SB 297	This bill would shift the risk of losses from NH RSA 5-B pooled risk management programs, such as HealthTrust, to the towns, cities, school districts, counties, and other public sector organizations they serve.	Sen. Carson	3/20/25: Senate voted Ought to Pass with amendment #2025-0951s by voice vote. 3/27/25: Introduced and referred to House Commerce and Consumer Affairs.

## 2025 House Schedule

Thursday, March 27 — Last day to act on House bills not in a second committee, except budget bills

Thursday, April 3 — Last day to report all remaining House bills

Last day to report list of retained House bills

Thursday, April 10 — CROSSOVER, last day to act on all bills

Thursday, May 8 — Last day to report Senate bills going to a second committee

Thursday, May 15 — Last day to act on Senate bills going to a second committee

Thursday, May 29 — Last day to report all remaining Senate bills

Last day to report list of retained Senate bills

Thursday, June 5 — Last day to act on Senate bills

Thursday, June 12 — Last day to form Committees of Conference

Thursday, June 19 — Last day to sign Committee of Conference reports (4 p.m.)

Thursday, June 26 — Last day to act on Committee of Conference reports

## 2025 Senate Schedule

Thursday, March 27 — CROSSOVER, deadline to act on all Senate bills.

Thursday, May 15 — Deadline for Policy Committees to act on all House bills with a fiscal impact, except bills exempted pursuant to Senate Rule 4-5.

Thursday, June 5 — Deadline to act on all House bills.

Thursday, June 12 — Deadline to form Committees of Conference.

Thursday, June 19 — Deadline to sign Committee of Conference Reports.

Thursday, June 26 — Deadline to act on Committee of Conference Reports

**BENEFITS COMMITTEE**

**New Hampshire Retirement System  
Benefits Committee Meeting**

**Consent Agenda  
March 4, 2025**

**Disability Application Recommendations**

1. K.B. Grant ordinary disability retirement (ODR) to this group I member who worked for the State of New Hampshire, and has 15 years and 7 months of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties to a medical condition.
2. C.D. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 14 years and 4 months of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties due to a medical condition.
3. F.G. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 9 years and 3 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties due to a medical condition.
4. D.I. Grant accidental disability retirement (ADR) to this group I member who worked for the State of New Hampshire and has 16 years and 9 months of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties due to a medical condition.
5. E.K. Grant accidental disability retirement (ADR) to this group I member who worked for a political subdivision and has 20 years of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties due to a medical condition.
6. T.M. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 5 years and 1 month of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties due to a medical condition.

**New Hampshire Retirement System  
Benefits Committee Meeting**

**Consent Agenda  
April 1, 2025**

**Disability Application Recommendations**

1. T.R. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 21 years and 7 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties due to a medical condition.

**PERSONNEL PERFORMANCE & COMPENSATION COMMITTEE***Oral Presentation Only*

**AD HOC REAL ESTATE COMMITTEE**



To: NHRS Board of Trustees  
From: Jan Goodwin, Executive Director  
Date: April 3, 2025  
Re: Request for Letters of Qualifications: Architectural Services  
Item: Action: ☒ Discussion: Informational:

---

Staff has been researching the most efficient way to do the yet to be determined renovations to 80 Commercial Street. The work must be completed by March 31, 2026, which is the end date of NHRS' lease at 54 Regional Drive. After researching alternatives such as Requests for Proposals and Requests for Letters of Qualification (RFQ), the ETeam members supporting the Ad Hoc Real Estate Committee recommend issuing a Request for Letters of Qualifications for Architectural Services. An architect would bring the skills necessary to make the renovation a success as they prioritize design, aesthetics and aesthetics. The attached RFQ includes, in the scope of services, the hiring of a construction project manager to ensure the project is completed on time and on budget.

The use of RFQ has been increasing in the public sector. Since 1972 this type of process has been required by law for federal projects. In New Hampshire, the state is required to use this type of process and many municipalities and counties have adopted this practice. For additional information on this process, please review the attached materials.



**REQUEST FOR LETTERS OF  
QUALIFICATIONS  
FOR  
ARCHITECTURAL SERVICES**

**NEW HAMPSHIRE RETIREMENT SYSTEM**

**54 Regional Drive  
Concord, NH 03301**

**Jan Goodwin  
Executive Director  
April 10, 2025**

## **TABLE OF CONTENTS**

### **INTRODUCTION**

1.0 Invitation to Submit Letters of Qualifications .....	1
1.1 Contact Person .....	1
1.2 Tentative Timetable .....	2
1.3 Pension Plan Background and Additional Information .....	2

### **NATURE OF SERVICES REQUIRED**

2.0 Project Overview .....	2
2.1 Scope of Work to be Performed.....	3
2.2 Timetable And Deliverables .....	4

### **LETTERS OF QUALIFICATIONS SUBMISSION REQUIREMENTS**

3.0 Proposal Format and Content.....	5
3.1 Proposal Delivery.....	6
3.2 Proposal Conditions and Disclaimers .....	7

### **EVALUATION PROCESS AND FINAL SELECTION**

4.0 Methodology For Evaluating Letters of Qualification.....	7
4.1 Notice of Selection.....	8

**NEW HAMPSHIRE RETIREMENT SYSTEM  
REQUEST FOR LETTERS OF  
QUALIFICATIONS  
ARCHITECTURAL SERVICES**

**A. INTRODUCTION**

**1. INVITATION TO SUBMIT LETTERS OF QUALIFICATIONS**

The Ad Hoc Real Estate Committee of the New Hampshire Retirement System (NHRS), through its Executive Director, Jan Goodwin, requests letters of qualifications from firms interested in providing architectural services to the NHRS. This Request for Letters of Qualifications (RFQ) is to select an architectural firm to design and oversee the partial renovation and the logistics of an office move to a recently acquired office building located at 80 Commercial Street, Concord, New Hampshire. The selected firm will be responsible for coordinating all phases of the renovation, ensuring that the project is completed on time, within budget, and in accordance with all applicable regulations and quality standards. The move will take place before March 31, 2026.

**2. CONTACT PERSON**

Direct all questions and correspondence regarding this RFQ to:

**Jan Goodwin**  
**Executive Director**  
**New Hampshire Retirement System**  
**54 Regional Drive**  
**Concord, NH 03301**  
**Phone: 603-410-3520**  
[jan.goodwin@nhrs.org](mailto:jan.goodwin@nhrs.org)

Only questions submitted by the deadline in Section A.3 will be accepted. NHRS answers shall be made to the requesting RFQ respondent and are available to other RFQ respondents on request.

Firms that intend to submit Letters of Qualifications should not contact any NHRS Staff, Board Trustee, or Independent Investment Committee (IIC) member other than to submit written questions to the “Contact Person” identified above. Communicating directly or indirectly with any other NHRS staff, Board Trustee or IIC member during this RFQ process will result in immediate elimination from the selection process.

### 3. TIMETABLE

The following is the timetable applicable to this RFQ. All dates may be extended by NHRS.

**Issuance of RFQ and official notices placed:** April 10, 2025

**RFQ Question deadline:** April 24, 2025

**RFQ Deadline:** May 9, 2025

**RFQ Evaluations by Committee and NHRS staff:** May 12-May 23, 2025

**Finalist interviews by the NHRS (if necessary):** May 27-May 30, 2025

**Ad Hoc Real Estate Committee recommendation & Board approval:** June 10, 2025

**Contract award / finalization:** June 30, 2025

### 4. PENSION PLAN BACKGROUND AND ADDITIONAL INFORMATION

The NHRS is a \$12.2 billion (June 30, 2024), multi-employer contributory defined benefit plan (Plan) qualified as a tax-exempt entity under section 401(a) and 501(a) of the Internal Revenue Code. The Plan has approximately 48,000 contributing members, more than 45,000 retirees and beneficiaries, over 460 contributing employers, and is managed in accordance with the provisions of New Hampshire RSA 100-A:14, 15, and 16. The NHRS provides retirement, disability, and death benefits to its members and their beneficiaries. The NHRS also administers a separate post-retirement medical (OPEB) plan which provides a fixed dollar subsidy for post-retirement medical premiums for eligible members.

**Board of Trustees:** The Board is comprised of thirteen members: four public members, four employer members, four employee members and the State Treasurer as an ex-officio member. The Board of Trustees approves administrative policies and procedures and authorizes benefit payments to members.

**Ad Hoc Real Estate Committee:** The Board has an Ad Hoc Real Estate Committee comprised of four members, one of whom is the Board Chair.

**Independent Investment Committee (IIC):** The NHRS is administered by the Board, but certain investment-related responsibilities are delegated to the IIC as described in statute (NH RSA Chapter 100-A). The IIC is comprised of not more than five voting members, three of whom shall be persons who are not Trustees.

## B. NATURE OF SERVICES REQUIRED

### 1. PROJECT OVERVIEW

- Building location: 80 Commercial Street, Concord, NH
- Building size: 32,572 square feet
- The project will include, but is not limited to:
  - Interior office space reconfiguration;
  - HVAC, electrical, and plumbing upgrades, as needed;

- Common area improvements (lobby and breakrooms);
- ADA compliance modifications, as needed;
- Logistical coordination for office move;
- Security and IT infrastructure upgrades; and
- Selection and oversight of a construction project manager.

## **2. GENERAL SCOPE OF WORK TO BE PERFORMED**

The selected architectural firm will be responsible for:

- Pre-Construction Phase
  - Conducting site assessments and feasibility analysis;
  - Assisting in finalizing the renovation scope and budget;
  - Developing a detailed project timeline and milestones;
  - Procuring and managing architectural, engineering, and construction teams; and
  - Identifying and mitigating potential risks.
- Construction Phase
  - Overseeing contractor performance and adherence to project specifications;
  - Ensuring compliance with building codes, permits, and safety regulations;
  - Managing project schedules and resolving delays;
  - Coordinating communications among stakeholders; and
  - Monitoring quality control and conducting progress inspections.
- Post-Construction Phase
  - Conducting final walkthroughs and punch list resolution;
  - Ensuring successful completion of inspections and occupancy approvals;
  - Overseeing closeout documentation and warranty coordination; and
  - Logistical coordination of office move for equipment and staff to new building.

## **3. SPECIFIC TIMETABLE AND DELIVERABLES**

An estimated timetable for the project shall be determined jointly by the Vendor and NHRS staff. The schedule will address the following:

### **Phase 1: Project Initiation**

- Define project goals and scope;
- Establish project team and roles;
- Develop preliminary budget and timeline; and
- Obtain necessary permits and approvals.

### **Phase 2: Planning & Design**

- Hire engineers (if needed);
- Hire construction project manager
- Conduct structural assessments;

- Finalize design plans and specifications;
- Secure contractor bids and proposals;
- Develop risk management and safety plans; and
- Refine budget and schedule.

#### Phase 3: Pre-Construction

- Obtain final permits and approvals;
- Order long-lead materials;
- Prepare site logistics and safety plans;
- Finalize contractor agreements; and
- Develop a detailed project schedule.

#### Phase 4: Construction

- Demolition;
- Mechanical, electrical and plumbing installations;
- Interior finishes (walls, flooring, ceilings, and fixtures); and
- Regular progress reports and quality control checks.

#### Phase 5: Inspection & Commissioning

- Final inspections and compliance checks;
- System testing (HVAC, electrical, plumbing, and security);
- Address punch list items
- Staff training on new systems; and
- Obtain certificate of occupancy.

#### Phase 6: Project Closeout & Handover

- Final walkthrough and acceptance;
- Deliver as-built drawings and manuals;
- Complete financial reconciliation; and
- Post-project evaluation and lessons learned.

#### Phase 7: Logistical Coordination of Office Move

- Subcontract with vendor to complete move;
- Develop plan to coordinate the move of equipment and staff;
- Coordinate and communicate plan with NHRS management;
- Obtain all materials needed for move; and
- Coordinate with selected vendor during move and finalize any concerns or issues identified.

### **C. LETTERS OF QUALIFICATIONS SUBMISSION REQUIREMENTS**

The purpose of this section is to demonstrate the qualifications and competence of the Vendor seeking to undertake the work identified in this RFQ. Each Vendor must adhere to the proposal requirements contained in this section for proposal content and format to ensure comparability among proposals.

## PROPOSAL FORMAT AND CONTENT

- Title Page –The proposal title page should show the proposal title, name of the firm, local address, telephone number, name and address of the contact person authorized to represent the firm, and the date the proposal was submitted.
- Table of Contents – The table of contents should clearly identify all items of the proposal by section: transmittal letter, qualifications and experience section, and fee.
- Transmittal Letter – The proposal should be sent with a transmittal letter on letterhead of the firm. The letter must state it is part of the proposal being submitted and that it is signed by an individual authorized to legally bind the firm and, further, that the firm is solely responsible for all aspects of the engagement. It should state the Vendor’s understanding of the RFQ and the work to be performed. It should make a positive statement regarding the firm’s commitment to perform the work required as specified and on schedule, and state the proposal is valid one hundred-twenty (120) days from the deadline for submission and thereafter, until the firm withdraws it, or a contract is executed between the Vendor and the NHRS, or the RFQ is cancelled, whichever occurs first.

### 1. Qualifications and Experience

The proposal for services must, at a minimum, include the following:

- The Vendor’s name, address of the office providing services under the contract, telephone number, email address and website, if applicable.
- A general description of the Vendor, including size, number of employees, primary business, other business or services offered, years in business and relevant experience, and certifications, licenses, and industry affiliations.
- Identification of the manager and key personnel that would be assigned to the project that would be assigned to the engagement and contact information.
- If known, identify any subcontractors with a description of the services they will provide, prior work, qualifications, experience, and successful projects relevant to this RFQ.
- Summary information regarding the professional qualifications and relevant experience of the manager and other personnel who will perform the work under the contract.
- A description of the Vendor’s experience in providing project management services for public and private entities and a list of the public and private entities for which the firm has performed services like those identified in this RFQ.
- A description of your understanding of the requested consulting services including your proposed approach in providing the services requested.
- Estimated fees, quoted on both a “best estimate” and “not to exceed” basis.

- A proposed preliminary timetable for completion of the project.
- The signature of a representative of the Vendor with acknowledgment that such individual is authorized to contractually bind the Vendor.

## **2. Project Approach**

- Proposed methodology for managing the renovation; and
- Strategies for cost control, scheduling and risk management.

## **3. Past Projects and References**

- Summary of at least three similar projects completed in the last five years of a renovation or partial renovation of an office building and office move; and
- Client references with contact information on completed projects including sub-contractor firms, if used.

## **4. Insurance**

The Vendor, and each subcontractor, shall keep the following insurance coverages in force through the tenure of this Contract including any applicable warranty period. The Vendor or subcontractor shall provide NHRS with certificates of insurance designating NHRS as a named insured thereby entitling NHRS to receive all notices from the insurer with respect to the nonpayment of premiums, cancellation, renewal or alterations in the coverage provided. All applicable coverage terms and limits will be negotiated and memorialized in the contract.

- Commercial General Liability Insurance;
- Owners and Contractors Protective Liability Insurance;
- Workers' Compensation Insurance as required under NH RSA Chapter 281-A;
- Commercial Automobile Liability Insurance; and
- Commercial Umbrella Liability Insurance.

## **5. Proposal Delivery**

Proposals shall be delivered by electronic copy, to the Contact Person at the above listed email address, NO LATER THAN 4:00 p.m. EDT on the Response Deadline of May 9, 2025. All responses and materials related to this RFQ will become the property of the NHRS.

**PROPOSALS NOT RECEIVED BY THE RESPONSE DEADLINE WILL  
NOT BE CONSIDERED.**

## Proposal Conditions and Disclaimers

- **WAIVER/CURE OF MINOR INFORMALITIES, ERRORS AND OMISSIONS:** The NHRS in its sole discretion, reserves the right to waive or permit cure of minor informalities, errors or omissions with respect to this RFQ.
- **REJECTION OF PROPOSALS:** The NHRS reserves the right to reject without prejudice any or all proposals, to waive any informality and to retain all proposals submitted, and use any idea or concept in a submitted proposal regardless of whether that proposal is selected.
- **PRE-PROPOSAL QUESTIONS:** Specific questions or explanations desired by an RFQ respondent concerning the RFQ should be submitted by email to the Contact Person listed above by the question deadline.
- **COSTS OF PREPARING THE PROPOSAL:** The costs and delivery of the proposal are solely the responsibility of the Vendor. The NHRS is not liable for any costs incurred by the proposer in replying to this RFQ.
- **RFQ SUPPLEMENTAL REVISIONS:** If, after the RFQ Deadline in Section 1.2, NHRS issues any supplemental instructions, amendments, or revisions to this RFQ, notice of such shall be sent by email to all RFQ respondents.
- **CHANGES TO PROPOSAL:** If, prior to the final filing date for submission of proposals, an RFQ respondent discovers an error or omission in a proposal already submitted to the NHRS, the RFQ respondent may correct the original submission by sending the changed content with tracked changes.
- **DISCLOSURE:** The NHRS is a component unit of the New Hampshire government and is subject to the provisions of New Hampshire's Right to Know laws (NHRSA 91-A). RFQ respondents should be aware that it is common practice for third parties to request access to information and materials submitted by an RFQ respondents and such materials will be produced unless there is an applicable exception to the requirement.

## **D. EVALUATION PROCESS AND FINAL SELECTION**

### **1. METHODOLOGY FOR EVALUATING PROPOSALS**

The contract for architectural services will be awarded based on demonstrated competence and qualifications to perform the services for a fair and reasonable price. The following is the evaluation process that NHRS will use for evaluating proposals and making the contract award:

- The Executive Director will designate an ad hoc committee (Committee) to facilitate the proposal evaluation process. The Committee will consist of available Ad Hoc Real

Estate Committee members and selected NHRS staff.

- All proposals timely received that meet the submission requirements will be evaluated by the Committee.
- The Committee will evaluate the qualifications and experience of the Vendor and proposed fee.
- The Committee will use the following criteria in evaluating the proposals:
  - Relevant experience and past performance (30%);
  - Project approach and methodology (30%);
  - Team qualifications (25%); and
  - References and client feedback (15%).
- At the discretion of the Committee, the Vendors submitting responses may be requested to provide supplemental information or make a verbal presentation as part of the evaluation process.
- The Committee will recommend one or more finalists for consideration by the full NHRS Ad Hoc Real Estate Committee.
- The NHRS Ad Hoc Real Estate Committee will review the Committee's recommendation and vote whether or not to make a recommendation to the Board.
- The Board will vote whether or not to approve the recommendation of the Ad Hoc Real Estate Committee.

## **2. NOTICE OF SELECTION**

NHRS will provide notice to the Vendor selected, and a final contract will be negotiated as the parties agree.




---

## Qualifications-Based Selection (QBS) for Design Professionals: What QBS Is And Why Municipalities Should Use It

---

***The information contained in this article is not intended as legal advice and may no longer be accurate due to changes in the law. Consult NHMA's legal services or your municipal attorney.***

Design and construction projects can be complicated. Public and private owners make significant investments in projects of all types: buildings, site developments, utilities, transportation, infrastructure, and others. Maximizing value while maintaining project goals is often the municipality's, or owner's, prime objective.

Most projects require design professionals to evaluate and conceptualize alternatives, prepare preliminary and final designs, procure contractors for construction, and represent the owner during construction. Therefore, selection of the most effective and advantageous team of design professionals is critical for a successful project. The team should have experience and background needed for the project, and have good ideas and approaches to project development and completion. They should also have the ability to establish effective working relationships with the owner and other project participants, and to work in an atmosphere of mutual trust and respect.

For many projects, the best way to engage a design team that will best serve the owner's interests throughout a project, and assure the best value from a total project perspective, is Qualifications-Based Selection, or QBS.

The QBS process focuses on the professional capabilities, experience, project design approach, schedule, and responsiveness to the owner's needs. Based on these attributes, the owner ranks firms and identifies the most preferred firm. With the preferred firm, the owner participates fully in the development of the alternatives to the approach for the design project's scope of work, schedules, and other aspects of the project. When there is a common understanding of the design scope and process, the design firm develops costs for these services, which are negotiated. The QBS process can best balance design costs with design objectives and scopes, recognizing that the cost of design is usually a small fraction of total project and life cycle costs. If an acceptable final contract cannot be established in the owner's interest and opinion, negotiation with the first firm ends and the owner negotiates with the next ranked firm.

A prime advantage for owners using the QBS process is that the owner maintains maximum control over the design process of the project, and the costs for design services. The costs for services are developed jointly between the owner and designer. When QBS is not used, and selection is made primarily on initial proposed costs (bids), there is often a disconnect between an owner's expectations and the services actually received, as designers are essentially encouraged to propose the least possible design effort, rather than maximizing value over the entire project life. Again, design costs are often a small fraction of total project costs.

Key steps of the QBS process typically include:

- Issuance by the owner of a Request for Qualifications (RFQ) for professional design services. The RFQ will present the project, project requirements and objectives, requirements for responses, and an outline of criteria for selection;
- Submittal of qualifications packages by design teams of experience, capabilities, personnel, project understanding and approach;
- Interviews with most favorable firms (typically 3-4);
- Ranking of firms; and
- Negotiation of project elements, scope, costs, and contracts with the selected firm.

Central to the QBS approach are the interests of the owner. With this process, owners are best assured that they are provided with the right capabilities and project approach, responsiveness, good communication, mutual trust, management, quality control, and design excellence.

A common comparison to the selection of design professionals is how doctors or lawyers are chosen. If someone required major surgery, or had an important legal problem, would they send out for bids from doctors or lawyers, or would they seek a professional relationship based on capabilities, experience, and trust? Few would accept “low-bid surgery.”

The QBS process is required for many projects by federal agencies, and for many state programs that use federal funding. This is because these governmental agencies understand that QBS of design professionals results in the most favorable overall project outcomes.

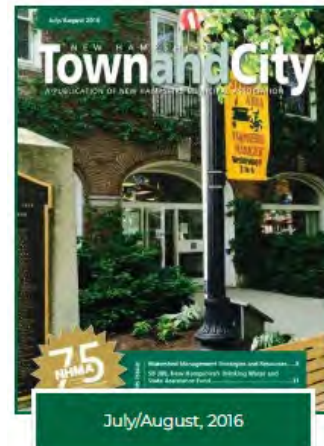
In New Hampshire, organizations of design professionals participate in the NH QBS Coalition, whose mission it is to promote the use of qualifications based selection, and to educate owners, funding and regulatory agencies on the advantages of the QBS process. Visit the NH QBS Coalition website at [www.NHQBS.org](http://www.NHQBS.org). The member organizations of the coalition include the American Council of Engineering Companies-NH (ACEC-NH), the American Institute of Architects –NH (AIA-NH), Granite State Landscape Architects (GSLA), the NH Section of the American Society of Civil Engineers (NH-ASCE), the NH Society of

Professional Engineers (NHSPE), Structural Engineers of NH (SENH), and the NH Land Surveyors Association (NHLA).

*William Straub, P.E., P.G. (wstraub@cmaengineers.com) and Jonathan Halle, AIA, ASLA (jh@warrenstreet.coop) are co-chairs of the NH QBS Coalition.*

Author

William Straub, P.E., P.G. and Jonathan Halle, AIA, ASLA





## ABOUT NHQBS

---

### If You Bid Professional Services Consider...

The low bidder is often the one who proposes to provide the least service, not the firm with the best approach or qualifications.

You may need assistance defining your need for services.

A failure to clearly define your needs may result in a disparity between your expectations and the contracted services.

QBS has been required by law for all Federal Projects since 1972. In New Hampshire, state law requires that all State Agencies use QBS. Numerous other organizations and municipalities use QBS because it works. In addition, the QBS process is included in the American Bar Association's Model Procurement Code for State and Local Governments.

### What is QBS?

Qualifications-Based Selection (QBS)... a quality investment which will result in substantial savings over the life of a project.

It's a process which provides a fair and rational procedure enabling you to obtain the services of qualified architects, engineers and land surveyors based on professional qualifications, at a fair and reasonable cost.

### Why use QBS?

QBS has been required by law for all Federal projects since 1972. In New Hampshire, State law mandates that all State Agencies use QBS. Numerous other organizations and municipalities use QBS because it works. In addition, the QBS process is included in the American Bar Association's Model Procurement Code for State and Local Government.

- American Institute of Architects New Hampshire Chapter (AIANH).
- New Hampshire Society of Professional Engineers (NHSPE).
- American Council of Engineering Companies – New Hampshire (ACEC-NH).
- American Society of Civil Engineers New Hampshire Section (ASCE-NH).
- Structural Engineers of New Hampshire (SENH).
- New Hampshire Land Surveyors Association (NHLA).

## The Qualifications-Based Selection Process

### The QBS process usually involves the following steps:

Owner prepares the preliminary scope of services, describing the project to be built or problem to be solved and formulates a schedule of activities. (See Model Forms 1, 2)

Owner places legal notices of invitation in newspapers and/or invites qualified firms to submit letters of qualifications in a format provided by Owner. (See Model Forms 3, 4)

Owner reviews letters of qualifications, checks references, ranks firms and selects 3 to 5 firms for interviews. All other firms are notified in writing of the selections. Pre-interview site visits are arranged with the firms to be interviewed to provide the opportunity for a better understanding of the project requirements. (See Model Forms 5a, 5b, 6, 7a, 7b)

Interviews are conducted. During this process, it is important that the same questions be asked of each firm. In fact, it is suggested that qualification criteria and interview format material be made available to each firm prior to being interviewed. (See Model Form 8)

Following the interviews, the Owner ranks each firm in accordance with a predetermined ranking system. All interviewed firms are notified of the results. (See Model Forms 9, 10)

The highest-ranking firm is asked to participate in the preparation of a detailed scope of services and to negotiate conditions of the contract, including a fair and equitable fee.

If a satisfactory agreement cannot be reached, negotiations with that firm are suspended and negotiations are commenced with the second-highest ranking firm. The process continues until an agreement is reached and a formal contract is executed.

### Model Forms:

Model forms are offered here to assist in the selection process. They may be customized to fit your particular needs, based upon the size and scope of the project.

1. [Preliminary Scope of Services](#)
2. [Schedule of Activities](#)
3. [Request for Letters of Qualifications](#)
4. [Requirements for Letters of Qualifications](#)
5. [Letters of Qualifications Evaluation Process](#)
6. [Letters of Qualifications Evaluation Process – Tally Sheet](#)
7. [Reference Check Form](#)
8. [Memo to Firms Not Selected for an Interview](#)
9. [Memo to Firms Selected for an Interview](#)

10. [Interview Process: Issues & Score Sheet](#)

11. [Group Interview Evaluation Form](#)

12. [Memo to Firms After Interview](#)

13. [Download All Forms](#)

**For assistance call:**

AIANH at (603) 357-2863

NHSPE at (603) 524-8243

NHLSA at (603) 895-482

**News and Information**

[QBS Resources Portal](#)

Check out this ACEC of British Columbia Video on QBS below





NHQBS  
P.O. Box 398,  
Keene New Hampshire 03431-0398  
Telephone 603.357.2863  
Fax 603.357.0835  
E-mail: [info@nhqbs.org](mailto:info@nhqbs.org)  
[www.nhqbs.org](http://www.nhqbs.org)

# MODEL FORMS FOR A QUALITY BASED SELECTION PROCESS

*Qualifications-Based Selection  
of  
Architects, Engineers, Land Surveyors,  
&  
Landscape Architects*

## NEW HAMPSHIRE QBS COALITION

An affiliation of:

American Institute of Architects New Hampshire Chapter (AIA-NH), American Council of Engineering Companies – New Hampshire (ACEC-NH),  
American Society of Civil Engineers – New Hampshire Section (ASCE-NH), New Hampshire Society of Professional Engineers (NHSPE)  
Structural Engineers of New Hampshire (SENH), Granite State Landscape Architects (GSLA)

***QBS** has been required by law for all Federal projects since 1972. In New Hampshire, State law mandates that all State Agencies use QBS. Numerous other organizations and municipalities use QBS because it works. In addition, the QBS process is included in the American Bar Association's Model Procurement Code for State and Local Government.*

- American Institute of Architects New Hampshire Chapter (AIANH).
- New Hampshire Society of Professional Engineers (NHSPE).
- American Council of Engineering Companies - New Hampshire (ACEC-NH).
- American Society of Civil Engineers New Hampshire Section (ASCE-NH).
- Structural Engineers of New Hampshire (SENH).
- New Hampshire Land Surveyors Association (NHLSA).
- Granite State Landscape Architects (GSLA).

New Hampshire QBS Coalition

[www.nhqbs.org](http://www.nhqbs.org)

## QBS Coalition Sponsor Organizations

The NH QBS Coalition is sponsored by six of the leading professional associations who represent New Hampshire Architects, Engineers, Land Surveyors and Landscape Architects.

- AIA NH – American Institute of Architects  
New Hampshire Chapter  
Website: [www.aianh.org](http://www.aianh.org)
- NHSPE – New Hampshire Society of Professional Engineers  
Website: [www.nhspe.org](http://www.nhspe.org)
- ACEC-NH – American Council of Engineering Companies – New Hampshire  
Website: [www.acec-nh.org](http://www.acec-nh.org)
- ASCE-NH – American Society of Civil Engineers  
New Hampshire Section  
Website: [www.ascenh.org](http://www.ascenh.org)
- SENH – Structural Engineers of New Hampshire  
Website: [www.senh.org](http://www.senh.org)
- NHLSA – New Hampshire Land Surveyors Association  
Website: [www.nhlsa.org](http://www.nhlsa.org)
- GSLA – Granite State Landscape Architects

## Preliminary Scope of Services

---

*(Owner, Contact Person, Project, Project Location)*

*The scope of services for each project should include the following information in general terms and be limited to one page:*

- Identification and involvement of groups such as building committees, boards, citizen groups, etc.
- Description of the requirements for meetings with the above groups.
- Description of studies, surveys, or preliminary feasibility work which may be relevant, useful and available to the firms to be interviewed.
- Requirements for further feasibility planning prior to design and construction.
- Project outline and anticipated general requirements, such as demolition, renovation, new construction, energy, environmental, land use, waste management, site selection, and other factors, as appropriate.
- Anticipated project start and finish time frame.
- Approval process / involvement of groups.
- Other requirements, for example, referendums, public meetings and/or hearings, etc.

## Schedule of Activities

---

*(Owner, Project)*

DATE

- \_\_\_\_\_ 1. A preliminary scope of services/needs is developed by the Owner.
- \_\_\_\_\_ 2. A request for Letters of Qualifications is advertised.
- \_\_\_\_\_ 3. Letters of Qualifications due. *(Allow a minimum of 10 days for the firms to submit their materials. Before the next action date, references should be reviewed.)*
- \_\_\_\_\_ 4. A short list of approximately 3 to 5 firms is developed for subsequent interviews. *Selection should be based on qualifications, references, and compatibility with Owner's project.*
- \_\_\_\_\_ 5. Selected firms are contacted by phone advising of the date for interview and pre-interview site tour, along with criteria to be discussed at the interview. *(See Model Form 7b)*
- \_\_\_\_\_ 6. Memo is mailed to unsuccessful firms informing them of who will be interviewed and expressing appreciation for their interest. *(See Model Form 7a)*
- \_\_\_\_\_ 7. Site/facilities are toured *(date, time and location)*. *Tours should be scheduled at least 10 days prior to the date of the interviews to allow for preparation.*
- \_\_\_\_\_ 8. Scheduled interviews are conducted. *Firms are ranked according to qualifications.*
- \_\_\_\_\_ 9. Scope of services is developed jointly with the Owner and the highest ranked firm, and a contract is negotiated.
- \_\_\_\_\_ 10. Memo is mailed to all firms interviewed indicating the results of the selection process and expressing appreciation for their involvement.
- \_\_\_\_\_ 11. Post-selection requirements, (public hearing, referendum, as applicable).

## Request for *Letter of Qualifications*

---

To: *(List all firms in alphabetical order)*

From: *(Owner, Contact Person)*

Re: Request for Letters of Qualifications

Your firm is invited to submit your Letter of Qualifications for *(architectural / engineering / surveying) services related to (name of proposed project)*.

Project description: *(provide a brief description)*.

Preliminary requirements are based on studies performed by *the (name of committee or organization)*.

Enclosed are the following:

1. A list of information to be included with your Letter of Qualification.
2. A general definition of the preliminary scope of services.
3. A schedule of dates and requirements for the selection process.

A tour of the facility / site will be arranged for firms that are selected for interview.

Your Letter of Qualifications must be received no later than *(time, day, date)* and shall be addressed to:

*(Name and Title)*

*(Address)*

## Requirements for *Letters of Qualifications*

---

*(Owner, Project)*

Please include the following information in your Letter of Qualifications:

1. Name, address, brief history and description of firm.
2. Résumés of key personnel to be assigned to this project.
3. Related projects / areas of expertise / experience.
  - a) Description of other projects designed by this firm similar to this project.
  - b) Include reference contact information.
4. Description of budgeting, cost and quality control procedures.
5. A brief description of the firm's approach to planning, designing and implementing the project.
6. You are invited to include a maximum of one page of information not covered above, which you feel may be useful.

## Letters of Qualifications *Evaluation Process*

*(The following sample is provided for your use. It is suggested that rating scales be consistent with those used for the interview evaluation. Rating factor: 1 to 5, with 5 being the best.)*

Firm Name: \_\_\_\_\_  
(Architectural, Engineering, Surveying)

### ***Rating:***

1. Firm's history and resource capability to perform required services.

\_\_\_\_\_

2. Evaluation of proposed personnel.

\_\_\_\_\_

3. Related experience.

\_\_\_\_\_

4. Budget, cost-control experience.

\_\_\_\_\_

5. Familiarity with local area and construction practices.

\_\_\_\_\_

6. Firm's perception of project requirements and project approach.

\_\_\_\_\_

7. Quality control procedures.

\_\_\_\_\_

8. Reference check.

\_\_\_\_\_

**Grand Total**

\_\_\_\_\_

*(You may wish to consider weighting some of the evaluation factors.)*

## Letters of Qualifications *Evaluation Process – Tally Sheet*

---

*For use by the review committee to compile the evaluation results of all Letters of Qualifications submitted.*

	<b>Firms</b>									
	1	2	3	4	5	6	7	8	9	10
Reviewer 1	—	—	—	—	—	—	—	—	—	—
Reviewer 2	—	—	—	—	—	—	—	—	—	—
Reviewer 3	—	—	—	—	—	—	—	—	—	—
Reviewer 4	—	—	—	—	—	—	—	—	—	—
Reviewer 5	—	—	—	—	—	—	—	—	—	—
Reviewer 6	—	—	—	—	—	—	—	—	—	—
<hr/>										
<b>Totals</b>	—	—	—	—	—	—	—	—	—	—
 <i>Highest total score is highest ranked firm. Establish ranking for all firms.</i>										
<b>Ranking</b>	—	—	—	—	—	—	—	—	—	—

## Reference Check Form

---

Sample questions to be asked of references provided in the firm's Letter of Qualifications.

**Firm Name:** \_\_\_\_\_  
(Architectural, Engineering, Survey)

Project Reference: \_\_\_\_\_

Person Contacted: \_\_\_\_\_

1. What was your project?
2. When was it completed?
3. What did the firm do for you on this project?
4. Who was the chief staff person assigned to work with you?
5. Were you satisfied with this person's work?
6. Was the project started and completed as scheduled?
7. Did the firm achieve the project's goals?
8. Did the firm demonstrate good problem solving skills?
9. Were budget and cost control measures handled effectively?
10. Did you and the design team work well together?
11. Would you hire the firm again for another similar project?
12. What is your overall evaluation of the firm based on your experience?

## Memo to Firms

### *Not Selected for an Interview*

---

To: *(List firms not asked to interview – in alphabetical order)*

From: *(Owner, Contact Person, Address)*

Re: Status of the Selection Process

The *(committee or board)* would like to express their appreciation to you and your firm for submitting your Letter of Qualifications.

After careful consideration of all firms who submitted their qualifications, \_\_\_\_ (#) firms have been selected for interviews.

For you information, the firms selected for further consideration are:

*(List in alphabetical order)*

- 1.
- 2.
- 3.
- 4.
- 5.

While you firm was not selected for an interview, we appreciate your interest in our project and the time spent in the preparation of your submission.

## Memo to Firms

### *Selected for an Interview*

To: *(List firms asked to interview – in alphabetical order)*

From: *(Owner, Contact Person, Address)*

Re: Status of the Selection Process

The *(committee or board)* would like to express their appreciation to you and your firm for submitting your Letter of Qualifications. The firms listed above have been selected for interviews.

Enclosed are the following:

1. List of criteria to be used in the evaluation process.  
*(Items on Form 8)*
2. A copy of *(name of studies or reports)* compiled by *(name of committee of group)* for your information and review.

Each firm will be allowed \_\_\_\_ minutes to present their qualifications and to answer questions. At the completion of the interviews, the committee will rank the firms interviewed in accordance with their determination of which firm is most competent and compatible for the project. The highest ranked firm will enter into discussions with the Owner regarding required scope of professional services and contract negotiations. If contract terms cannot be reached, negotiations will be terminated and the firm ranked second will be invited in for scope of services discussions and contract negotiations.

Interviews will be held on *(date)*, at *(location)*.

The order and time of interviews is:

Firm A: *(Time)*  
 Firm B: *(Time)*  
 Firm C: *(Time)*  
 Firm D: *(Time)*  
 etc.

A tour of the site/facility has been arranged for *(date, time)*. Please send your firm's representative to this tour.

## Interview Process

### *Issues and Score Sheet*

This interview criteria list is for use by Interviewers and may be provided to firms prior to interviews for their information:

Category	Points Awarded	Possible Points
<b>1. Grasp of Project Requirements</b> (firm's analysis, preparation and interest)	_____	_____
<b>2. Design Approach/Methodology</b> (firm's creativity and problem solving)	_____	_____
<b>3. Key Personnel and Roles</b> (experience and professional skills)	_____	_____
<b>4. Pertinent Experience of Firm</b> (related completed projects)	_____	_____
<b>5. Pertinent Experience of Individuals</b> (related completed projects)	_____	_____
<b>6. Consultant/In-House Resources</b> (range of support expertise, 3CAD)	_____	_____
<b>7. Technical Management/Quality Control</b> (cost and quality control, field work)	_____	_____
<b>8. Responsiveness to Owner's Concerns</b> (personal chemistry, communications)	_____	_____
<b>9. Method of Contraction</b> (lump sum, actual cost, etc.)	_____	_____
<b>10. Proposed Schedule for the Work</b> (realistic, major milestones included)	_____	_____
<b>11. Other Relevant Issues</b> (other issues presented by firm)	_____	_____
<b>GRAND TOTAL</b>	_____	_____

*Notes:*

## Group Interview Evaluation Form

---

*For use by chairperson to compile all scores of interviewers.*

### Combined Group Totals

	Firm A	Firm B	Firm C	Firm D
Interviewer 1	_____	_____	_____	_____
Interviewer 2	_____	_____	_____	_____
Interviewer 3	_____	_____	_____	_____
Interviewer 4	_____	_____	_____	_____
Interviewer 5	_____	_____	_____	_____
Interviewer 6	_____	_____	_____	_____
Interviewer 7	_____	_____	_____	_____
Interviewer 8	_____	_____	_____	_____
<b>Grand Total</b>	_____	_____	_____	_____
<b>Ranking</b>	_____	_____	_____	_____

## Memo to Firms

### *After Interview*

---

To: *(All firms interviewed – in alphabetical order)*

From: *(Owner, Contact Person, Address, Project)*

Re: Status of the Selection Process

The Selection process for professional services for the above named project has been completed.

Our objective has been to select the most qualified firm to perform this service. The *(committee or board)* has chosen *(Firm #1 name)* as the best-qualified firm to assist us in this project.

We have now entered into contract negotiations with *(Firm #1 name)*. The *(committee or board)* expresses their appreciation for your interest, time and effort spent on our behalf.

## Design Professional Performance Evaluation *After Completion of Services*

*This can be very helpful in the selection of design professionals. A properly performed performance evaluation contributes to the building of a relationship of mutual trust between the owner and the design professional.*

1. Immediately after project completion, two or three key people from the owner's staff independently complete this evaluation form, then meet to discuss and reach a consensus on a composite evaluation.
2. When consensus is achieved, a copy of the evaluation is sent to the design professional and a meeting scheduled to discuss the various points on the evaluation.
3. This discussion must be candid and without rancor. The owner must be open to allowing the design professional to explain extenuating circumstances that may have contributed to any apparent poor showing. Similarly, the design professional must accept responsibility if the firm's services fell short in any areas.
4. Once agreement is reached on the evaluation, both parties sign the form in the spaces provided.
5. A copy is given to the design professional and a copy placed in the owner's project file.

Name of Firm:

Project :

Location:

1. Did the project meet the program requirements?
2. Was the project completed on time?
3. Was the project completed within the budget?
4. Were the construction documents adequate?
5. Were the change orders the result of a revision of the scope of work or incomplete construction documents?
6. Did the design professional relate satisfactorily with the owner and the contractor(s) on the project?
7. Did the design professional handle the project administration in a complete and efficient manner?
8. Would you retain the design professional again on a future project?
9. Overall performance rating? (excellent, good, fair, poor) Comments:

---

Owner

---

Firm



**Disability Retirement**  
**April 2025**



To: Board of Trustees  
 From: Jan Goodwin, Executive Director  
 Date: March 27, 2025  
 Re: Executive Director Operating Report  
 Item: Action: ☐ Discussion: ☐ Informational: ☒

---

### **Significant Developments and Priority Issues**

- We are in the midst of a busy and complex legislative session.
- We continue to regularly review our current year's budget to determine which priority items can be accelerated from the next biennium to the current biennium.
- We have closed on 80 Commercial Street and are evaluating the most cost-effective and transparent way to make the necessary renovations.

### **Current Months' Highlights – February and March**

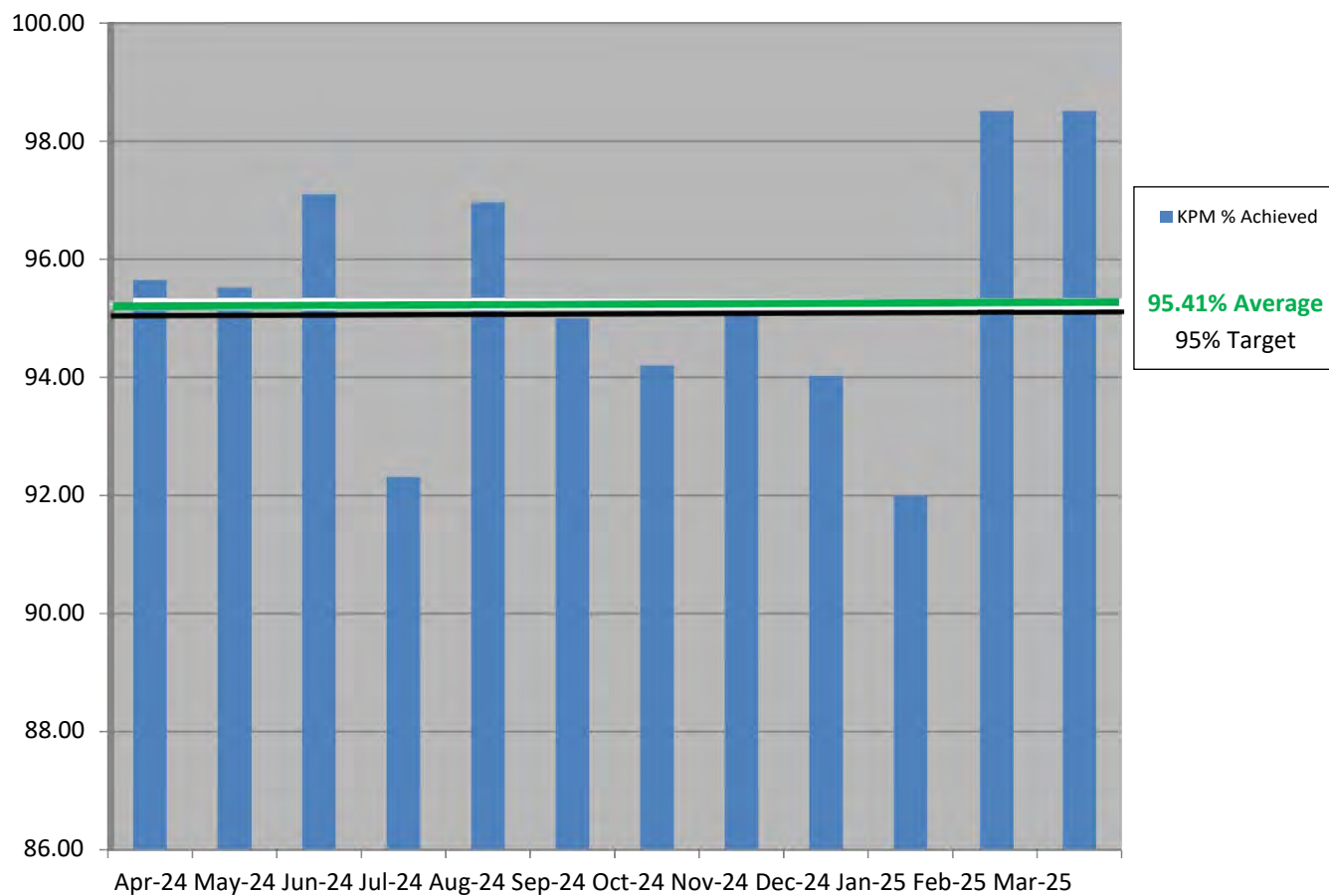
- The KPM scores for February and March were 98.51% and 98.51%, respectively. See 12-month rolling average chart, attached.
- PGV3 is 100% completed. Staff continues to test new releases which contain modifications and improvements.
- 14 of the ED's KPMs were achieved for February and March (two were N/A).
- Linea Services is providing interim IT Director services as we are recruiting for a new Director of IT.
- Collective bargaining began in January as the current three-year agreement ends on June 30, 2025 and is continuing.
- Milliman, an actuarial firm, is conducting a Level 2 actuarial audit of GRS' June 30, 2023 actuarial valuation and its experience study covering July 1, 2019 through June 30, 2023.
- We have placed the Independent Verification & Validation project for PGV3 on hold so we can better refine the project's scope.
- All of the 2024 legislation has been implemented.

### **Upcoming Plans & Projects**

- We are working with Stibler Associates, a long-time NHRS contractor, to identify configurations of our new office space and will be identifying other service providers to maintain the property.
- We will be meeting with the New Hampshire Association of School business Officials to address their concerns about the changes made to the employer Data Reporting Services caused by the PGV3 upgrade.

**Our Mission: To provide secure retirement benefits and superior service.**

## KPM Rolling 12-Month Average February/March 2025



**Our Mission: To provide secure retirement benefits and superior service.**

## KPM MONTHLY REPORTING

### February/March 2025

“No” answers must include a comment, whereas “Yes” answers can include a comment, but a comment is not required. N/A should be used only in cases where reporting is not required, i.e., task is quarterly (comment must so indicate).

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
<b>Overall Score</b>	X			X			We achieved a 98.51% success ratio in February and a 98.51% in March. We failed on 1 KPM in February and 1 in March.
<b>Executive</b>							
1. Distribute weekly email updates to all Trustees on or before the end of business on Friday of every week.	X			X			
2. Distribute weekly email updates to all staff on or before the end of business on Monday of every week.	X			X			
3. Prepare and distribute Board materials electronically by the Thursday before the Tuesday meeting.			X	X			No board meeting in February.
4. Post Board and committee meeting notices according to 91-A:2.	X			X			
5. Prepare minutes of Board and Board Committee meetings according to the timeliness guidelines in 91-A:2 and 91-A:3, with draft minutes for internal review ready by close-of-business on the Friday following the Board meeting. Internal review of Board draft meeting minutes and posting of such minutes are to be completed within five (5) business days of the meeting.	X			X			
6. Prepare draft MTeam meeting minutes and forward to Executive Director for review within five (5) business days of meeting; to managers for review within seven (7) business days of meeting; and post final meeting minutes to the common drive within eight (8) business days of the meeting.	X			X			

## KPM MONTHLY REPORTING

February/March 2025

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
7. Maintain expenditures at or less than Trust Fund Budget.	X			X			
8. Maintain expenditures at or less than Board of Trustees Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
<b>IT</b>							
1. All vital servers maintain an uptime of 99% or higher.	X			X			
2. All PensionGold requests are prioritized within thirty-one (31) calendar days.	X			X			
3. All help desk requests are followed up with a conversation (phone/email) within four (4) business days.	X			X			
4. Maintain help desk survey scores above satisfactory marks of 95% or higher.			X			X	
5. All US-CERT email security advisories are placed into the help desk system to be addressed within two (2) business days.	X			X			
6. Respond to all phone calls within one (1) business day.	X			X			
7. Maintain expenditures at or less than IT budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
<b>Finance</b>							
1. Prepare the NHRS Annual Comprehensive Financial Report (ACFR): unaudited by October 31, and the audited ACFR by December 31, in accordance with generally accepted accounting principles.			X			X	Not due until October & December 2025.
2. Reconcile operating bank account within 60 days of the end of the month.		X			X		This was not met as we continue to get caught up on our monthly bank reconciliations.
3. Produce and distribute monthly actual-to-plan-	X			X			

# KPM MONTHLY REPORTING

February/March 2025

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
budget reports within ten (10) business days from the end of the prior month.							
4. Produce the monthly financial statements (FS) for the Board of Trustees meeting at least three (3) business days prior to the scheduled Board mailing.			X	X			No board meeting in February.
5. Post all cash receipts for a month, for which we have received the associated voucher, into the pension benefit system (Pension Gold) within ten (10) business days after the close of the month.			X			X	Suspended due to PGV3 implementation.
6. Issue all NHRS annuitant pension payments timely and accurately.	X			X			
7. File annual payroll tax return (form 945) for the annuity payroll by January 31.			X			X	Not due until January 2026.
8. Reconcile all employer accounts sufficiently to allow for interest posting for the reporting month within ninety (90) days of the end of the reporting month, for which we have received all payments and back-up from employers.			X			X	Suspended due to PGV3 implementation.
9. Process all confirmed post-retirement electronic direct deposit change requests received by the date that the pre-note wizard is run in Pension Gold and direct funds accordingly in the same month.	X			X			
10. Deposit all payments received at NHRS offices, with appropriate supporting documents, into local custodial bank within three (3) business days of receipt, with any payments secured on any intervening days.	X			X			
11. Annually for the preceding tax year, post electronic 1099-R forms to MyAccount by January 24 and mail hard copy 1099-R forms by January 31 of the subsequent year.			X			X	Not due until January 2026.

## KPM MONTHLY REPORTING

February/March 2025

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
12. Maintain expenditures at or less than Finance Budget as reported in the most recent manager's report (1-month lag).	X			X			
<b>Investment</b>							
1. Generate investment returns for three (3) and five (5) Year Total Fund Performance greater than the applicable Total Fund Benchmark <b>measured quarterly</b> .			X			X	
2. Generate investment returns for the long-term (25 years) Total Fund Performance greater than the applicable Actuarial Assumed Rate of Return (6.75%) <b>measured each June 30</b> .			X			X	Not due until July 2025.
3. Generate investment returns for three (3) and five (5) Year Total Fund Performance greater than the applicable peer universe median <b>measured quarterly</b> .			X			X	
4. Complete the IIC's Private Debt & Private Equity Strategic Plan for the calendar year.			X			X	
5. Manage cash flow and make funds available for the payment of monthly retirement benefits, expenses and capital calls on or before the last business day of the month.	X			X			
6. Manage continuously the asset allocation within approved ranges and rebalance as appropriate.	X			X			
7. Maintain trading cost at or below median of applicable peer universe as measured for the calendar year.			X			X	
8. Ensure all proxies are voted consistent with the Board approved Proxy Policy.	X			X			
9. Distribute complete and accurate Investment Committee materials to all members of the Investment Committee on the Friday before the regularly scheduled monthly Investment	X					X	No Investment Committee meeting in March 2025.

## KPM MONTHLY REPORTING

February/March 2025

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
Committee meeting.							
10. Maintain internal expenditures at or less than Investment Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
<b>Legal</b>							
1. Assure no instances of statutory or regulatory non-compliance.	X			X			
2. Provide disability recommendations to the Benefits Committee within sixty (60) calendar days of receipt in the Legal Dept.	X			X			
3. Commence an adjudicative proceeding within sixty (60) calendar days of receipt of administrative appeal.	X			X			
4. Present a recommended decision to the Board within seventy-five (75) calendar days after the close of the record in an appeal.	X			X			
5. Perform employer compliance field audits; a rolling average of 1.5 audits per experienced auditor per month over the prior 12-month period.			X			X	
6. Present one (1) employer education session per quarter.	X			X			
7. Maintain expenditures at or less than Legal Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
<b>Member Services</b>							
1. Calculate all preliminary retirement benefits within thirty (30) calendar days of member-requested date of retirement.	X			X			
2. Calculate 100% of final retirement benefits (EXCLUDING JULY applications) within seven (7) months of member requested date of retirement provided that all statutorily required			X			X	Suspended due to PGV3 implementation.

## KPM MONTHLY REPORTING

February/March 2025

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
documentation has been received and all wages have been reported.							
3. Calculate 100% of July final retirements within eight (8) months of member requested date of retirement provided that all statutorily required documentation has been received and all wages have been reported.			X			X	Suspended due to PGV3 implementation.
4. Schedule member meetings with Benefit Specialists within ten (10) business days of request.	X			X			
5. Issue all member retirement benefit estimates within thirty (30) business days of receipt of request.	X			X			
6. Process member refund requests within ninety (90) calendar days of receipt of written request.	X			X			
7. Process service purchases within fifteen (15) business days of request receipt.	X			X			
8. Process additional contribution calculations within ninety (90) calendar days of receipt.	X			X			
9. Post all interest to member accounts within the month that Finance authorized the activity.	X			X			
10. Adhere to payroll "close" schedule for benefit setup balancing purposes.	X			X			
11. Process all pension changes within thirty (30) calendar days of receipt/notification.	X			X			
12. Process retiree death benefit refund payments within sixty (60) calendar days following receipt of all required paperwork.	X			X			
13. Establish survivorship benefit setup for payment within sixty (60) calendar days following receipt of all required death documentation and pension recoveries.	X			X			
14. Submit new recoupment cases to Recoupment Committee by next committee meeting following discovery.	X			X			

## KPM MONTHLY REPORTING

February/March 2025

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
15. Initiate Recoupment/Benefits Committee recoupment decisions within seven (7) business days of decision.	X			X			
16. Review and balance updates submitted by employers and TPAs to PG for insurance rate changes received by the first business day of each month within four (4) business days.	X			X			
17. Complete monthly insurance non-rate changes by processing all authorizations received by the date the annuity payroll is posted with zero carryovers.	X			X			
18. Maintain expenditures at or less than Member Services Budget as reported by Finance in the most recent manager’s report (1-month lag).	X			X			
Human Resources							
1. Ensure compliance with all Federal, State and CBA rules and regulations as measured by no notices of violation.	X			X			
2. Respond to all payroll errors within one (1) business day and correct all payroll errors within one pay cycle.	X			X			
3. Reduce recruitment time for open staff positions to no more than forty-five (45) business days and open management/executive positions to no more than ninety (90) business days.	X			X			
4. Maintain expenditures at or less than HR Budget as reported by Finance in the most recent manager’s report (1-month lag).	X			X			
Communications/Legislative Affairs							
1. Schedule a minimum of thirty (30) online or in-person member/constituent education sessions each year.	X			X			

## KPM MONTHLY REPORTING

February/March 2025

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
2. Achieve ninety-five percent (95%) rating from members attending an-education session that the session was “completely/moderately” easy to understand.	X			X			
3. Meet all deadlines in editorial calendar.	X			X			
4. Monitor media coverage of NHRS and provide articles to Board, IIC and Staff within two (2) business days.	X			X			
5. Post updated legislative summaries on <a href="http://www.nhrs.org">www.nhrs.org</a> by the end of business every Friday throughout the legislative session.	X			X			
6. Prepare and deliver Quarterly Report to the General Court by January 1, April 1, July 1 and October 1.			X	X			
7. Maintain expenditures at or less than PIO Budget as reported by Finance in the most recent manager’s report (1-month lag).	X			X			
Internal Audit							
1. Prepare a Risk Assessment and Fiscal Year Audit Plan for the approval of the Audit Committee annually.	X			X			
2. Execute and present an engagement to the Audit Committee on a quarterly basis.	X			X			
3. On behalf of the external auditors, administer the GASB census data audits and provide the completed audits to the external auditors by the established due date.	X			X			
4. Prepare the updated NHRS Audit Issues Tracking Report for the Audit Committee and Board of Trustees at least three (3) business days prior to the scheduled Board/Committee mailing.	X			X			
5. Distribute complete and accurate meeting materials to all members of the Audit Committee	X					X	No meeting in March.

## KPM MONTHLY REPORTING

February/March 2025

	FEBRUARY 2025			MARCH 2025			
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	COMMENTS
at least three (3) business days prior to the scheduled Audit Committee meetings.							
6. Prepare draft Audit Committee Meeting minutes for review within three (3) business day of the meeting.	X					X	No meeting in March.
7. Maintain expenditures at or less than Internal Audit Budget as reported by Finance in the most recent manager's report (1-month lag).	X			X			
<b>Contact Center</b>							
1. Respond to all incoming emails within 24 business hours.	X			X			
2. Maintain an average speed of answer within two (2) minutes.	X						
3. Maintain a 95% call satisfaction rating for callers' experience with the Contact Center Representative (CCR).	X			X			We achieved a 99.31% satisfaction rate in February and a 96.61% satisfaction rate in March.
<b>Administrative</b>							
1. Assure that formal complaints are responded to within five (5) business days.			X			X	No complaints were received in either February or March.
2. Maintain expenditures, at or less than Administration Budget, as reported by Finance in the most recent manager's report (1-month lag).	X			X			

Contact Center  
Feb-25

Phone Calls

	Total	Percentage
Calls addressed by CCRs	3857	98.37%
Calls forwarded to SMEs	59	1.50%
Calls forwarded to SME Manager	5	0.13%
Total	3,921	100.00%

Post Call Surveys

	Total
Total Calls Handled	3,921
Surveys Completed	157
% of Total Calls Completion Rate	4.00%

Walk Ins

	Total
Number of Walk-Ins	238
Total Walk In Time (hours)	35.58
Average Walk In time (minutes)	2135

Emails

	Total	Percentage
Emails addressed by CCRs	695	70.99%
Emails forwarded to SMEs	284	29.01%
Total	979	100.00%

Message Center Threads

	Total
Handled by Contact Center	107

Goal: Answer calls within 2 minutes with 5% abandon rate.

Queue Name	Calls Presented	Calls Handled	Percentage	Calls Abandoned	Percentage	Average Queue Time	Average Speed of Answer	Average Time to Abandon	Average Handle Time
Employer	167	141	84.43%	26	15.57%	1:31:00	0:46:00	2:33:00	3:28:00
My Account	811	689	84.96%	122	15.04%	2:20:00	2:56:00	3:12:00	6:20:00
Member	1277	1124	88.02%	153	11.98%	2:02	3:27:00	3:38:00	5:23:00
Retiree	2105	1800	85.51%	305	14.49%	2:04:00	2:20:00	2:05:00	4:10:00
1099	298	251	84.23%	47	15.77%	1:42:00	1:20:00	0:00:40	2:23:00
Totals	4658	4005	85.98%	653	14.02%	1:55:48	2:09:48	2:17:44	4:20:48

Average

Contact Center  
Mar-25

Phone Calls

	Total	Percentage
Calls addressed by CCRs	3219	97.84%
Calls forwarded to SMEs	64	1.95%
Calls forwarded to SME Manager	7	0.21%
Total	3,290	100.00%

Post Call Surveys

	Total
Total Calls Handled	3,085
Surveys Completed	64
% of Total Calls Completion Rate	2.07%

Walk Ins

	Total
Number of Walk-Ins	318
Total Walk In Time (hours)	48.72
Average Walk In time (minutes)	2135

Emails

	Total	Percentage
Emails addressed by CCRs	630	69.23%
Emails forwarded to SMEs	280	30.77%
Total	910	100.00%

Message Center Threads

	Total
Handled by Contact Center	76

Goal: Answer calls within 2 minutes with 5% abandon rate.

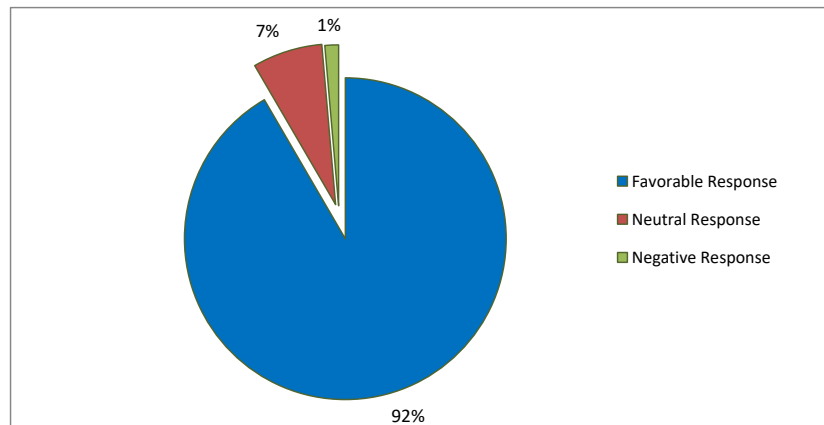
Queue Name	Calls Presented	Calls Handled	Percentage	Calls Abandoned	Percentage	Average Queue Time	Average Speed of Answer	Average Time to Abandon	Average Handle Time
Employer	146	122	83.56%	19	13.01%	1:41:00	1:28:00	0:31:00	3:45:00
My Account	354	293	82.77%	54	15.25%	1:54:00	1:45:00	2:24:00	8:16:00
Member	1233	1084	87.92%	133	10.79%	1:46:00	1:36:00	2:50:00	6:30:00
Retiree	1743	1386	79.52%	317	18.19%	1:47:00	1:38:00	2:25:00	5:46:00
1099	439	334	76.08%	96	21.87%	1:45:00	1:45:00	1:34:00	6:13:00
Totals	3915	3219	82.22%	619	15.81%	1:46:36	1:38:24	1:56:48	6:06:00

Average

**NHRS Board Monthly Reporting Package**  
**Process Improvement**  
**February - March, 2025**

**Executive Director Telephone Survey Results**

	Number of Names on Call List	Number of Connections Made	Favorable Response (1)	Neutral Response (2)	Negative Response (3)	Left VM No Call Back (4)	Bad Phone Number/Not in Service/No VM (5)
2025							
March	30	12	11	0	1	11	7
February	40	15	15	0	0	17	8
January	40	18	18	0	0	13	9
2024							
January - December	520	224	213	7	4	207	89
2023							
January - December	520	251	226	19	6	219	50
2022							
January - December	520	291	265	21	5	174	55
2021							
January - December	130	73	64	8	1	42	15
2020							
January - December	100	50	47	2	1	37	13
2019							
January - December	500	228	216	7	5	150	122
2018							
January - December	490	227	217	8	2	183	80
2017							
January - December	460	214	204	8	2	168	78
2016							
January - December	520	258	230	25	3	189	73
2015							
January - December	510	273	242	28	3	152	85
2014							
October - December	87	36	28	8	0	30	21
	4467	2170	1996	141	33	1592	705



**Last 12 Months Executive Director Contract Approvals (as of 3/28/25)**

Vendor Name	Effective Date	Amount	Description
Korn Ferry	6/13/2024	\$56,400	3 years Personnel Evaluation Services (\$18,000/year plus set up costs)
Travelers	7/1/2024	\$5,332	Workers Compensation Policy
Citizens Bank	1/1/2025	\$650,000	5-year renewal option on same terms*
Single Wire	10/1/2024	\$9,000	SaaS notification software
GRS	1/1/2025	\$175,000	One-year extension on same terms*
NH Print and Mail	9/24/2024	\$25,503	1099R Form Preparation
BNY/Mellon	10/1/2024	\$25,000	Adding NonLagged reporting Capabilities
McLagan	10/3/2024	\$17,500	Investment Positions Evaluations
Liberty Mutual	10/20/2024	\$4,500	Business Owners Insurance Policy
Sara Bownstein	11/1/2024	Hourly Rate	Financial consultant for preparation of ACFR
Bloomberg	11/30/2024	\$26,580	Additional Terminal
De Lage Landen Financial Services	11/12/2024	\$13,968	Copier Lease - 5 years
ePlus Technologies	1/13/2025	\$10,600	Network Engineering Consulting Services
Linea Solutions	1/22/2025	\$168,450	5 year consulting contract for PGV3 Implementation and Improvement Analysis
Linea Solutions	2/20/2025	\$5,600	Interim IT oversight consulting services of indeterminate duration; monthly minimum rate against hourly billing in excess of 20 hours
Twin Elms Enviromental Brokerage	3/4/2025	\$16,003	Site Pollution Insriance for 80 Commercial Street
Milliman	3/12/2025	\$37,500	Audit of 2024 Acturial Valuation by GRS
		<u>\$1,246,936</u>	

\*As per the NHRS Procurement Policy, "The renewal or extension of a contract under preexisting terms and pricing does not require Board approval. The Executive Director will inform the Board of such contracts at its next regularly scheduled meeting."



To: NHRS Trustees  
 From: Jan Goodwin, Executive Director  
 Date: March 31, 2025  
 Re: FYs 26-28 Strategic Plan  
 Item: Action: ☐ Discussion: ☒ Informational: ☐

---

The Board's Governance Manual includes a requirement for the Board to adopt a 3- to 5-year rolling strategic plan which is to be updated annually. The strategic plan is the basis for creating action plans for each operating area within the retirement system and developing the trust fund budget. Performance in achieving the objectives of the action plans and managing budgetary expenditures is reported to the Board monthly throughout the year.

The first step in the annual planning process is to engage the Board in an exercise referred to "Preserve, Achieve and Avoid" (PAA). This is an interactive discussion to identify functions and activities that are positive contributors to the NHRS mission; additional opportunities or initiatives not yet being realized; and, situations or circumstances that are perceived as detrimental and ought to be mitigated or eliminated.

The same exercise is undertaken internally with senior managers to supplement the determinations of the Trustees.

All of this information is evaluated, prioritized and integrated into the Strategic Plan, subject to review and approval by the Trustees. Action Plans for all Direct Reports to the Executive Director are developed, focusing on the significant operational issues which have been identified, including any plans from the prior year which have not been completed.

The Strategic Plan and the Action Plans are not intended to address day-to-day operations, which are instead monitored and managed via Key Performance Measures ("KPMs"). The Action Plans focus on specific objectives to be achieved over the next fiscal year as opposed to "ordinary course of business" activities or functions.

Included with this memorandum is the NHRS Mission Statement, a working draft of the PAA document, an update on the FYs 25-27 Strategic Plan, and a preliminary draft of the FYs 26-28 Strategic Plan for review and approval at the June Board meeting.

**Our Mission: To provide secure retirement benefits and superior service.**

## NEW HAMPSHIRE RETIREMENT SYSTEM

# Mission, Vision, and Values

The New Hampshire Retirement System plays an important role in the long-term economic well-being of the state's public employees, teachers, police officers, and firefighters. NHRS strives to meet this responsibility through a commitment to our mission, vision, and values.

### OUR MISSION

To provide secure retirement benefits and superior service.

### OUR VISION

NHRS will fulfill our role as fiduciary of the trust and deliver retirement benefits to our members and beneficiaries through a commitment to value, innovation and excellence.

### OUR VALUES

**Security** – Providing promised benefits and guarding the confidentiality of personal information.

**Excellence** – Striving to exceed expectations through innovation, accountability, and teamwork.

**Respect** – By recognizing the uniqueness and importance of our stakeholders, our co-workers, and ourselves, we foster collaboration and cooperation.

**Value** – Committing to be a trusted and effective fiduciary by always acting in the best interest of our membership.

**Integrity** – Acting in an ethical, honest, and professional manner in all our interactions.

**Communication** – Providing responsive, accurate, and timely information to our stakeholders.

**Empathy** – Being aware of the feelings of others and how our actions affect them enables us to be responsive to the needs of all we encounter.

NHRS  
54 Regional Drive  
Concord, NH 03301

(603) 410-3500  
[www.nhrs.org](http://www.nhrs.org)  
[info@nhrs.org](mailto:info@nhrs.org)



**NHRS FYs 26-28 STRATEGIC PLAN “PAA”**  
**March 31, 2025 - DRAFT**

PRESERVE	ACHIEVE	AVOID
<ul style="list-style-type: none"> <li>• Positive Working Relationship with Legislature</li> <li>• Compliance</li> <li>• Organizational Communication</li> <li>• Good Board &amp; IIC Relationship</li> <li>• Transparency</li> <li>• Responsiveness</li> <li>• Desire to Improve</li> <li>• Knowledge Base</li> <li>• Objective Data Analysis</li> <li>• Public Education Sessions with Members</li> <li>• Seek to Stabilize Long-Term Investments, Without Reaction to Short-Term Market Volatility</li> <li>• Performance Measurement &amp; Reporting</li> <li>• Productivity</li> <li>• Accountability</li> <li>• Financial Controls and prudence</li> <li>• Operating Budget</li> <li>• Business Continuity Plan</li> <li>• Succession Planning</li> <li>• Electronic Filing/Access</li> <li>• IT capabilities / security</li> <li>• Leverage IIC expertise</li> <li>• Employee Engagement</li> <li>• Pro-active Employer Relations:</li> <li>• Inter-Departmental Communication and Cooperation</li> <li>• Middle Management Effectiveness</li> <li>• Employer payment by ACH/ <i>Quickpay</i></li> </ul>	<ul style="list-style-type: none"> <li>• Organizational Efficiency</li> <li>• Cross Training</li> <li>• Enhanced data &amp; cybersecurity</li> <li>• PGV3 implementation</li> <li>• Improved customer service / contact</li> <li>• FY 26&amp;27 employer contribution rates</li> <li>• Outreach to younger members</li> <li>• Optimization of Investment Process to improve net performance</li> <li>• Reduce reliance on external vendors to execute key functions for NHRS in investments</li> <li>• Policies &amp; Procedures in a user-friendly format</li> <li>• IT resiliency and availability</li> </ul>	<ul style="list-style-type: none"> <li>• Operational “Silos”</li> <li>• “That’s the way we always did it”</li> <li>• Surprises</li> <li>• Letting others define NHRS</li> <li>• Path of Least Resistance</li> <li>• Unclear Communication</li> <li>• Avoid Cybersecurity Breaches</li> <li>• Unintended consequences</li> <li>• Spreadsheets / manual processes</li> <li>• Trying to do too much at once and as a result doing things poorly</li> <li>• Putting any other considerations above serving our members, beneficiaries and employers</li> <li>• Application downtime</li> </ul>

## NHRS FYs 25-27 Strategic Plan

Goals and Strategies	Vital Signs/ Metrics	ETeam Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure	Status
<b>Goal 1: Build on the new pension administration IT platform and implement a longer-term retirement operations strategy and plan.</b>					
1. Achieve timeline for stability with full utilization of PGV3 as intended/described.	Multiple metrics, e.g. <ul style="list-style-type: none"> <li>• Critical PIRs no longer open.</li> <li>• Up-to-date employer reporting (ER) on consistent basis.</li> </ul>	Nancy, Marie, TBD	<ul style="list-style-type: none"> <li>• PIRs: 11/24</li> <li>• ER: 6/25</li> </ul>	X	<ul style="list-style-type: none"> <li>• Critical PIRs - Have areas needing attention related to Teacher Contracts, RET 304s, etc.</li> <li>• ER – Completed.</li> </ul>
2. Return to “normal” operations.	Meeting expected normal process metrics – KPMs and tolerances.	Nancy, Marie, TBD	1/26	X	<p>ER – Cash receipt posting and monthly ER on track. Additional enhancements needed for Teacher Contracts. Working through reconciliation of employer accounts for 2024.</p> <p>Member Services will not be able to achieve all “normal” KPMs move from backlog of benefit finalizations until ER recon becomes more current and NHRS moves to having employers report employee termination and final pay.</p>

3. Effectively monitor and improve member and employer service levels.	Monitoring dashboards implemented – internal process metrics, member/employer surveys.	Nancy, Marie, TBD	Initial: 8/25 Enhanced: 8/26	X	ER has developed manual reporting dashboards and metrics that are being monitored. Automation to Power BI has been delayed.
4. Develop and implement a long-term plan for future service enhancements.	Long-term member and employer services enhancement roadmap completed.	Nancy, Marie, TBD	Plan complete: 6/27	X	ER – In process: Developing training materials for both internal and employer use. Plan completion will depend on Legislative changes that are passed in the 2025 session.

Goals and Strategies	Vital Signs/ Metrics	ETeam Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure	Status
<b>Goal 2: Improve organizational effectiveness and accountability.</b>					
1. Improve discipline in vetting new initiatives through a consistently applied Critical Issue and Options summary.	Adopt and adapt critical issues option summaries.	ETeam	12/24		Completed.
2. Manage the ETeam meeting agenda to improve meeting preparation.	Initiate more structured ETeam meeting agendas.	Jan	12/24		Completed.
3. Improve operational oversight through more integrated reporting systems and exception reporting.	Develop an overall business IT plan.	TBD	12/25	X	
	Explore technology integration options.	ETeam by dept	6/27	X	Finance - Completed Citizens Quick Pay upgrade and Outlook Connector implementations. Several projects in process for Finance and Investment automation.  HR - Implemented using ADP to obtain signatures on salary changes, benefit updates and other documents requiring acknowledgment.
	Revisit performance measure/methodology tracking using metrics.	ETeam by dept	6/27	X	
4. Consider revising the organization structure to better align with NHRS' vital functions (i.e., retirement operations, investments, enterprise administration).	Complete a review of the organization structure and implement appropriate changes.	Jan, Rosamond, Tim	12/26	X	Not yet started. Work to begin in FY 26.

Goals and Strategies	Vital Signs/ Metrics	ETeam Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure	Status
<b>Goal 3: Build additional Investment Office capabilities to reduce costs and reliance on external resources while improving performance.</b>					
1. Successfully build the Investment Office staff through experienced hires.	Ability to hire the right talent (salary, CBA, payroll structure, location).	Raynald	Q2-2026	X	In Process.
	Hire the right talent as appropriate to the departments (e.g. legal, technology).	Raynald	Two IO hires: Q2-2026 IT: Q2-2026 Legal: Q4-2025 Finance: Q2-2026	X	In Process: Head of Private Markets ETA April 2025.
	Trim cost where prudent (external costs).	Raynald	Q4-2026	None	On Track: Completed CEM Benchmarking study for 2022-2023.
2. Build an internal middle- and back-office capability, including supporting infrastructure.	Investment team is self-sufficient in: <ul style="list-style-type: none"> <li>• Total plan exposure</li> <li>• Cash flow management (internal)</li> <li>• Controls</li> </ul>	Raynald	<ul style="list-style-type: none"> <li>• Exposure: Q2-2026</li> <li>• Cash flow: Q4-2026</li> <li>• Controls: Q4-2026</li> </ul>	X	Delayed: Coordination with new Director of IT.

Goals and Strategies	Vital Signs/ Metrics	ETeam Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure	Status
<b>Goal 4: Build organizational resilience.</b>					
1. Implement a formal cross training program aligned with succession planning.	Documented processes. Identified positions for cross training intradepartmental. Identified positions for cross interdepartmental.	Rosamond	12/27	X	In Process.
2. Develop the CBA negotiating strategy/plan.	Completed strategy.	Rosamond	1/25		Complete. In negotiations for CBA.

## NHRS FYs 26-28 Strategic Plan

Goals and Strategies	Vital Signs/ Metrics	ETeam Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure
<b>Goal 1: Build on the new pension administration IT platform and implement a longer-term retirement operations strategy and plan.</b>				
1. Achieve timeline for stability with full utilization of PGV3 as intended/described.	Multiple metrics, e.g. <ul style="list-style-type: none"> <li>• Critical PIRs no longer open.</li> </ul>	Nancy, Marie, TBD	• PIRs: 1/26	X
2. Return to “normal” operations.	Meeting expected normal process metrics – KPMs and tolerances.	Nancy, Marie, TBD	1/26	X
3. Effectively monitor and improve member and employer service levels.	Monitoring dashboards implemented – internal process metrics, member/ employer surveys.	Nancy, Marie, TBD	Initial: 01/26 Employer Survey: 9/25 Enhanced: 8/26	X
4. Develop and implement a long-term plan for future service enhancements.	Long-term member and employer services enhancement roadmap completed.	Nancy, Marie, TBD	Plan complete: 6/27	X

Goals and Strategies	Vital Signs/ Metrics	ETeam Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure
<b>Goal 2: Improve organizational effectiveness and accountability.</b>				
1. Improve operational oversight through more integrated reporting systems and exception reporting.	Develop an overall business IT plan.	TBD	12/25	X
	Explore technology integration options.	ETeam by dept	6/28	X
	Revisit performance measure/ methodology tracking using metrics.	ETeam by dept	6/27	X
	Capture and disclose investment management fees.	Investment/ Finance	6/26	X
2. Consider revising the organization structure to better align with NHRS' vital functions (i.e., retirement operations, investments, enterprise administration).	Complete a review of the organization structure and implement appropriate changes.	Jan, Rosamond, Tim	12/26	X

Goals and Strategies	Vital Signs/ Metrics	ETeam Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure
<b>Goal 3: Build additional Investment Office capabilities to reduce costs and reliance on external resources while improving performance.</b>				
1. Successfully build the Investment Office staff through experienced hires.	Ability to hire the right talent (salary, CBA, payroll structure, location).	Raynald	Q2-2026	X
	Hire the right talent as appropriate to the departments (e.g. legal, technology).	Raynald	Two IO hires: Q2-2026 IT: Q2-2026 Legal: Q2-2026 Finance: Q2-2026	X
	Trim cost where prudent (external costs).	Raynald	Q4-2026	None.
2. Build an internal middle- and back-office capability, including supporting infrastructure.	Investment team is self-sufficient in: <ul style="list-style-type: none"> <li>• Total plan exposure</li> <li>• Cash flow management (internal)</li> <li>• Controls</li> </ul>	Raynald	<ul style="list-style-type: none"> <li>• Exposure: Q2-2026</li> <li>• Controls: Q4-2026</li> <li>• Cash flow: Q4-2026</li> </ul>	X

Goals and Strategies	Vital Signs/ Metrics	ETeam Lead(s)	Timing/ Milestones	Budget: People, Systems, Infrastructure
<b>Goal 4: Build organizational resilience.</b>				
1. Implement a formal cross training program aligned with succession planning.	Documented processes. Identified positions for cross training intradepartmental. Identified positions for cross interdepartmental.	Rosamond	12/27	X

Department: Executive  
Executive Team Member: J. Goodwin

Date: 3/27/25  
Approved: 7/31/24

### FYs 25-27 Executive Strategic Plan Summary

<b>ACTION</b>	<b>PRIME MOVER(S)</b>	<b>TARGET DATE</b>	<b>STATUS/COMMENTS</b>	<b>ALIGNMENT WITH NHRS STRATEGIC PLAN</b>
1. Oversee implementation of FYs 25-27 Strategic Plan.	JG	6/30/25	<i>In process.</i>	Goals 1-4.
2. Continue progress on Roadmap for LRS Pension Gold (PGV3) project.	JG/IT/NM/MM	6/30/25	<i>This is a continuation of the five-year project completed in FY 24.</i>	Goal 1.
3. Identify areas for improved efficiencies across the organization, including assessing and improving employee engagement.	JG/ETeam	6/30/25	<i>Ongoing.</i>	Goal 2.
4. Enhance member, beneficiary, and employer education: identify/review industry best practices for education and engagement; adjust existing education programming, as needed.	JG/RF	6/30/25	<i>In process.</i>	Goal 1.
5. Implement agreed-upon elements of Vision for NHRS.	JG/ETeam	6/30/25	<i>Presented to BOT in 8/24. In process.</i>	Goals 1-4.
6. Attend two professional conferences.	JG	6/30/25	<i>Participated in NASRA's conference 8/3/24 – 8/7/24.</i>	Goal 2.

7. Begin reviewing the organization structure to better align with the system's vital functions.	JG/RC/TC	12/31/26	<i>Not started.</i>	Goal 2.
--	----------	----------	---------------------	---------

**Variables:** Legislative changes, personnel changes/turnover, technology changes.



To: Board of Trustees  
 From: Raynald Leveque, Chief Investment Officer  
 Date: March 27, 2025  
 Re: Investments Operating Report  
 Item: Action: ☐ Discussion: ☐ Informational: ☒

### Significant Developments and Priority Issues

- February Investment Committee (Committee) Meeting Recap:
  - The Investment Team presented an update on the monthly performance of the public market asset classes of the NHRS, holdings, the Work Plan, and the Global Equity and Fixed Income Plan Implementation.
  - The Investment Team presented a recommendation to revise the Non-U.S. Equity benchmark to the MSCI ACWI ex. US IMI.
  - The Committee voted to approve the revised Investment Manual and Policy, including the updated Non-U.S. Equity benchmark specification.
  - Callan presented its Calendar Year 2025 Capital Market Assumptions.
  - Boston Trust Walden, a public equity manager, made a presentation in conjunction with the five-year contract renewal process.
  - Abel Noser made a presentation on the annual Trading Cost Analysis and Commission Sharing Agreement Review.

### Current Months' Highlights – January and February

- Preliminary Performance for January Period:

As of 1/31/2025	1 Month	Fiscal Year to Date	1-YR	3-YR	5-YR	10-YR
NHRS Total Fund <u>Net</u> Return	+1.99%	+5.92%	+10.61%	+5.02%	+7.96%	+7.71%
Policy Benchmark Return	+1.89%	+6.55%	+14.39%	+5.41%	+7.93%	+7.95%
Net Return Minus Benchmark (in basis points)	+10	-63	-377	-39	+3	-25

Source: Callan, NHRS

- KPM Performance for February:

**Our Mission: To provide secure retirement benefits and superior service.**

- Five reported KPMs were achieved; five were not applicable.
- Preliminary Performance for February 2025 Period:

As of 2/28/2025	1 Month	Fiscal Year to Date	1-YR	3-YR	5-YR	10-YR
NHRS Total Fund <u>Net</u> Return	-0.08%	+5.83%	+8.41%	+5.51%	+8.79%	+7.36%
Policy Benchmark Return	+0.98%	+7.60%	+12.42%	+6.22%	+8.85%	+7.69%
Net Return Minus Benchmark (in basis points)	-1.07	-177	-401	-71	-7	-34

- KPM Performance for March:
  - Four reported KPMs were achieved; six were not applicable.

### Upcoming Plans & Projects

- April Committee Meeting:
  - The Investment Team will present an update on the monthly performance of the public market asset classes of the NHRS, holdings, and the Work Plan.
  - The Committee will vote on the five-year contract renewal for U.S. small cap public equity manager Boston Trust Walden.
  - Comvest Partners, private credit manager, will make a presentation on an opportunity to invest in Comvest Credit Partners Fund VII.
  - The Committee will discuss the structure of the Core Europe Australasia and Far East (EAFE) Non-U.S. Equity allocation.
  - Wellington Management, Segall Bryant and Hamill, public equity managers, will make presentations on their U.S. small cap mandates.

## Securities Litigation Summary

The Investment Team regularly monitors and participates in class action securities litigation to recover NHRS funds lost through investments in public securities. NHRS engages with our custodian bank, and outside securities litigation counsel, to participate in standard U.S. class action litigation (the current custodian is BNY Mellon). NHRS hired ISS in 2018 to provide litigation research and claims filing solutions for non-standard U.S. class action and international securities litigation. In 2025, NHRS engaged the law firms of Berman Tabacco and Labaton Keller and Sucharow. The table below reports the annual historical recoveries for the NHRS.

Calendar Year	Amount
2005	\$ 624,261
2006	\$ 1,373,631
2007	\$ 2,410,390
2008	\$ 1,980,702
2009	\$ 1,972,216
2010	\$ 1,374,754
2011	\$ 550,324
2012	\$ 835,766
2013	\$ 310,321
2014	\$ 803,621
2015	\$ 627,131
2016	\$ 670,404
2017	\$ 1,280,969
2018	\$ 279,783
2019	\$ 675,406
2020	\$ 289,418
2021	\$ 483,889
2022	\$ 265,959
2023	\$ 754,938
2024	\$ 326,643
2025 through February 28th	\$ 72,841
<b>Total:</b>	<b>\$ 17,963,367</b>

Source: BNY, ISS, NHRS, Northern Trust

**Our Mission: To provide secure retirement benefits and superior service.**

Department: Investments  
Executive Team Member: R. Leveque

Date: 3/27/25  
Approved: 8/23/24

### FYs 25-27 Investments Strategic Plan Summary

<b>ACTION</b>	<b>PRIME MOVER(S)</b>	<b>TARGET DATE</b>	<b>STATUS/COMMENTS</b>	<b>ALIGNMENT WITH NHRS STRATEGIC PLAN</b>
1. Complete a 5-yr Strategic Plan for the Investments department at NHRS for approval with the IIC and the BOT.	RL/IIC/BOT	8/24	<i>Completed. IIC approved Investment Office Strategic plan at the 7/24 IIC meeting. BOT approved Investment Office Strategic Plan in the 8/24 BOT meeting.</i>	Goal 3.
2. Develop and gain approval for plan to expanding the talent and resources to support the Investment Office.	RL/JG	FYs 25-26	<i>In Process. Working with recruiting firm to hire senior investment officer for Investment Office.</i>	Goal 3.
3. Review the NHRS portfolio and Investment Office cost benchmarking study.	RL	FY 25	<i>In Process. Completed presentation of Global Equity and Global Fixed Income strategic review will occur at the 10/24 IIC meeting. CEM Cost Benchmarking study currently in process with the Finance &amp; Accounting department.</i>	Goal 3.
4. Address areas of cost efficiencies in the NHRS portfolio and/or Investment team services.	RL	FYs 25-27	<i>Not Started. Work estimated to begin at the conclusion of the CEM Cost Benchmarking study.</i>	Goal 3.

5. Work with Legal, IT, and Finance to implement middle and back-office capabilities for the Investment Office.	RL/JG/ TC/JL/MM	FYs 25-27	<i>In Process. Completed McLagan review of Investment, Legal and Finance positions. Recruiting for senior investment professional in-process with an completion date of May 2025.</i>	Goal 3.
6. Develop and gain approval for specific technology plan to support the Investment Office.	RL/JG	FYs 25-27	<i>Not Started. Work estimated to begin in Q1-2025.</i>	Goal 3.
7. Investigate and recommend additional services for fee monitoring and validation at the total plan and asset class levels.	RL	FYs 25-26	<i>In Process. Identified vendor for fee monitoring to recommend to the Executive Director in April 2025.</i>	Goal 4.
8. Identify, enroll and complete professional development for Investment Office.	RL	FYs 25-26	<i>Not Started. Work estimated to begin in Q2-2025.</i>	Goal 4.
9. Assure compliance with all relevant statutory and regulatory requirements.	RL/IIC/BOT	6/25	<i>Ongoing. In compliance with all relevant statutory and regulatory requirements.</i>	Goal 2.
10. Complete Work Plans for Alternatives Asset Classes.	RL/IIC	12/25	<i>Ongoing. Presented overall strategy for NHRS public market asset classes at January IIC.</i>	Goal 2.
11. Maintain investment expenses within budget.	RL/IIC	6/25	<i>Ongoing. Expenses in line with Trust Budget.</i>	Goal 2.

**Variables:** Legislative changes, personnel changes/turnover, technology changes.



To: Board of Trustees  
From: Nancy J. Miller, Director of Member Services  
Date: March 31, 2025  
Re: Member Services Operating Report  
Item: Action: ☐ Discussion: ☐ Informational: ☒

---

### **Significant Developments and Priority Issues**

- All three legislative changes have been implemented in PG. This was a significant effort involving multiple departments and LRS.
- The adjusted (new) option factors for benefit calculations moved to production and are now in use.
- Member Benefits is preparing for the opening of the July 2025 retirement application filing period: 4/2/25 to 6/1/25.

### **Current Months' Highlights – February and March**

- Member Services carried out its annual Internal Audit risk assessment review.
- A working group of multiple department teams have come together to create a central review and answer process for answering earnable compensation questions. This will provide consistency in answers and a resource for reference and education.
- Member Benefits continues to focus on reducing backlogged benefit finalizations now that employer reporting has reached a much more current and complete level.
- The PG project and roadmap item plans were revisited to align targeted deliverable dates with current competing organizational activities and priorities.

### **Upcoming Plans & Projects**

- We will be carrying out some position duty realignments in the Member Accounts team and will then move forward with recruiting for some full-time requisitions that had been put on hold.
- Significant staff training continues to bring new Benefit Specialist and Benefit Certifiers up to speed to assist in processing the July retirement volumes.

**Our Mission: To provide secure retirement benefits and superior service.**

**NHRS New Retirement Applicants Placed on Payroll**

	2025	2024	2023	2022	2021	2020
June		77	105	106	126	98
May		81	88	110	92	99
April		93	76	117	95	100
March	91	74	97	104	97	85
February	82	94	89	105	93	94
January	161	125	131	200	154	142
December	75	64	88	71	78	66
November	81	90	66	91	113	90
October	103	103	110	128	118	96
September	119	143	116	128	129	97
August	140	180	162	210	147	137
July	606	579	731	775	694	703
Total	1,285	1,703	1,859	2,145	1936	1,807

**NHRS Retirement Appointment Total by Month for Fiscal Year**

	2025	2024	2023	2022	2021	2020
June		77	55	25	42	60
May		187	115	34	34	129
April		137	84	49	135	166
March	61	67	36	22	38	188
February	59	52	25	15	44	75
January	44	29	22	13	25	60
December	33	49	15	13	39	65
November	48	54	15	19	37	96
October	57	32	24	23	48	96
September	30	33	10	23	44	61
August	52	46	14	19	32	76
July	56	38	15	25	28	68
Total	320	801	430	280	546	1,138

**Our Mission: To provide secure retirement benefits and superior service.**

Department: Member Services (MS)  
Executive Team Member: N. Miller

Date: 3/31/25  
Approved: 7/1/24

### FYs 25-27 Member Services Strategic Plan Summary

<b>ACTION</b>	<b>PRIME MOVER(S)</b>	<b>TARGET DATE</b>	<b>STATUS/COMMENTS</b>	<b>ALIGNMENT WITH NHRS STRATEGIC PLAN</b>
1. Adhere to and complete PGV3 Roadmap enhancements and projects (i.e. teacher salary contract project, Community College population project).	NM/MS/IT/ LRS	FYs 25-27	<i>Some projects in flight, others having dates prioritized over upcoming calendar year quarters.</i>	Goal 1.
2. Develop and deliver Project Nexus Employer Reporting Trainings (earnable compensation, paycodes project, salary variance).	NM/MS/IT/ Finance	FY 25	<i>Completed.</i>	Goal 1.
3. Coordinate, test and load new benefit option factors in PGV3.	NM/MS/IT/ LRS/GRS	FY 25	<i>Completed.</i>	–
4. Create, design and implement a MS PGV3 Dashboard that correlates to KPMs.	NM/MS/IT/ LRS	Start 6/24 Finalized FY 25	<i>In process, MS provided materials for LRS review.</i>	Goals 1 & 3.
5. Design, test and implement legislative changes relative to Benefit calculations according to effective dates determined in statute.	NM/MS/IT/ LRS	FY 25	<i>Completed.</i>	–

6. Implement new and adjusted procedures for Retiree Death Case processing to realign NHRS collection procedures (audit finding).	NM/MS/IT/ Legal/ Finance	FYs 25-26	<i>Best practice research underway.</i>	–
---	--------------------------------	-----------	---	---

**Variables:** Legislative changes, personnel changes/turnover, technology changes.



To: Board of Trustees  
 From: Marie A. Mullen, Director of Finance  
 Date: March 27, 2025  
 Re: Finance Operating Report  
 Item: Action: ☐ Discussion: ☐ Informational: ☒

---

### **Significant Developments and Priority Issues**

- Employer Reporting has been focused on FY 2025 reporting and cash receipt posting and has made significant progress on delinquent employers. As of March 24, 94% of employers are up to date with February wages due March reporting.
- We have identified several significant enhancements for Employer Reporting related to school and SAU reporting. We are working with IT on requirements and have prioritized these with our vendor for completion by the end of Q4 FY 25.
- Corrective Action Plan is in process to eliminate FY 2024 audit finding. Goals through March have been met and we continue to prioritize resources in this area to meet our target.

### **Current Months' Highlights – February and March**

- Finance completed five of 12 KPMs for February and six of 12 for March. For February, four KPMs did not have deliverables and two were suspended due to the PGV3 implementation. One was not met as we continue to get caught up on our monthly bank reconciliations. For March, three KPMs did not have deliverables for the month and two were suspended due to the PGV3 implementation. One was not met as we continue to get caught up on our monthly bank reconciliations.
- Successfully completed the Citizens Bank project that automated posting of cash payments received from employers through our QuickPay portal. This was accomplished with a cross-functional team from Employer Reporting, IT, and Communications.
- Continued testing the invoice approval workflow automation project and completing documentation.
- FY 25 year-to-date spending through February was within budget including the balance forward from the previous year.
- Completed CEM Benchmarking data for CY 23. Currently working on CY 24 data to be submitted by end of April.
- Management Fee payment transition project is in progress and will be implemented in Q4 FY25.
- Developed requirements for the investment automated document acquisition and validation project. Vendor identified with anticipated implementation completion in Q1 FY26.

**Our Mission: To provide secure retirement benefits and superior service.**

**Upcoming Plans & Projects**

- Continue work on identified internal and external audit improvements.
- Continued improvements and enhancements to PGV3.
- Inaugural employer survey development.
- Review of software to streamline annual report compilation (i.e. ACFR).

**Our Mission: To provide secure retirement benefits and superior service.**

Division: Finance  
Executive Team Member: M. Mullen

Date: 3/24/25  
Approved: 7/24/24

### FYs 25-27 Finance Strategic Plan Summary

<b>ACTION</b>	<b>PRIME MOVER(S)</b>	<b>TARGET DATE</b>	<b>STATUS/COMMENTS</b>	<b>ALIGNMENT WITH NHRS STRATEGIC PLAN</b>
1. Complete Finance organizational changes.	MM/JG/RC	Q1-FY 25	<i>Complete.</i>	Goal 1.
2. Employer Reporting functions current for Year-end and Member Statements.	MM	Q2-FY 25	<i>Complete.</i>	Goal 1.
3. Develop Employer Reporting internal training manual.	MM/KN/IT	Q4-FY 25	<i>In coordination with IT, several processes have been documented. Developed list with prioritization for other items to be included.</i>	Goal 1.
4. Develop Employer training program for DRS reporting.*	MM/KN/IT/ Finance	Ongoing.	<i>Planning is in progress to establish training manual and employer training topics.</i>	Goal 1.
5. Develop and deploy first annual employer survey.	MM/JG/PIO/ KN	Q4-FY 25	<i>In coordination with PIO. Not started.</i>	Goals 1 & 2.

6. Improve and develop Employer Reporting dashboards and reports.	MM/KN/IT	Q4-FY 25	<i>Currently using ad hoc reports. Additional dashboards have been developed utilizing excel. (Completed) In coordination with IT, build automated dashboard reports using Power BI (this will shift to FY 26).</i>	Goals 1 & 2.
7. Implementation of financial and other software applications to automate processes, improve reporting, streamline financial analysis, and improve security.*	MM/IT/KN J. Gordon	Ongoing.	<p><i>In coordination with IT – in process of implementing automated workflow for invoice approvals.</i></p> <p><b>Completed automation of posting cash receipts through Citizens Bill Pay.</b></p> <p><b>Completed implementation of PG Outlook Connector which eliminated cumbersome e-mail folders and tracking of employer correspondence.</b></p> <p><i>Creating a new chart of accounts to be utilized in preparation of financial system upgrade and report automation.</i></p>	Goal 2.

8. Implementation of Finance related items in Investment Strategic Plan.*	MM/JG/Investments	Ongoing.	<i>In coordination with Investments. Transition of processing management fee payments direct to Investment Accounts (Q4 FY25). Automate investment documentation acquisition for cap calls, financials, cap statements, etc. and validation to BNY data. (Q1 FY26)</i>	Goal 3.
9. Assist and participate in Intra-department training program.	Finance	Q2-FY 25	<i>Complete.</i>	Goal 4.
10. Develop schedule to update Finance policies and procedures.	MM/JG/KN/J. Gordon	Q4-FY 25	<i>Not started.</i>	–
11. Attend Professional Conference.	MM	Q2-FY 25	<i>Complete.</i>	Goal 4.

\* - This goal will have a more detailed action plan associated with it, listing more granular actions and target dates.

**Variables:** Legislative changes, personnel changes/turnover, technology changes.

**FY 2025 BUDGET vs. ACTUAL****Investments & Non-Investment Administrative Expenses**

July 1, 2024 through February 28, 2025

	<b>Total Budget</b>	<b>FY25 Balance Forward and Transfers</b>	<b>FYTD Budget</b>	<b>Actual</b>	<b>Difference</b>
<b>Investment</b>					
<b>Administrative Expenses</b>					
Internal	\$ 2,455,695	\$ -	\$ 1,616,992	\$ 800,705	\$ 816,287
External (Manager & Custodial)	\$ 36,599,000	\$ -	\$ 24,399,333	\$ 24,208,967	\$ 190,366
Subtotal	\$ 39,054,695	\$ -	\$ 26,016,325	\$ 25,009,672	\$ 1,006,653
<b>Non-Investment</b>					
<b>Administrative Expenses</b>					
Internal (Statutory Administrative)	\$ 13,632,278	\$ 463,680	\$ 8,972,398	\$ 9,270,785	\$ 165,293
External (Actuary, Legal, Audit)	\$ 6,339,137	\$ -	\$ 4,226,092	\$ 1,209,303	\$ 3,016,789
Subtotal	\$ 19,971,415	\$ 463,680	\$ 13,198,490	\$ 10,480,088	\$ 3,182,082
<b>Total Administrative Expense</b>	<b>\$ 59,026,110</b>	<b>\$ 463,680</b>	<b>\$ 39,214,815</b>	<b>\$ 35,489,760</b>	<b>\$ 4,188,735</b>

			<b>New Hampshire Retirement System</b>			
			<b>Investment &amp; Non-Investment Administrative Expenses</b>			
			<b>Budget vs. Actual</b>			
			<b>July 1, 2024 Through February 28, 2025</b>			
			<b>FY 2025</b>			
		<b>TOTAL</b>	<b>FY24 Balance</b>	<b>FYTD</b>	<b>FYTD</b>	
		<b>Budget</b>	<b>Forward and</b>	<b>Budget</b>	<b>Actual</b>	<b>Difference</b>
			<b>Transfers</b>			<b>Variance Explanations</b>
1	<b>Investment Administrative Expenses</b>					
2	<b>Internal Investment Expenses</b>					
3	Salaries & Benefits	\$ 1,570,743		\$ 1,027,024	\$ 668,639	\$ 358,385
5	Current Expenses/Supplies/Education	66,400		44,267	10,182	34,085
6	Subscriptions	5,852		3,901	1,920	1,981
7	Consultants	350,000		233,333	42,633	190,700
8	Technology & Analytical Systems	400,575		267,050	51,984	215,066
9	Organizational Dues	18,525		12,350	14,521	(2,171)
10	Travel	43,600		29,067	10,826	18,241
11	<b>Subtotal Internal Investment</b>	<b>2,455,695</b>	<b>-</b>	<b>1,616,992</b>	<b>800,705</b>	<b>816,287</b>
12	<b>External Investment Expenses</b>					
13	Management Fees					
14	Marketable Investments	31,250,000		20,833,333	21,362,321	(528,988)
15	Real Estate	3,200,000		2,133,333	1,533,209	600,124
16	<b>Subtotal Management Fees</b>	<b>34,450,000</b>	<b>-</b>	<b>22,966,666</b>	<b>22,895,530</b>	<b>71,136</b>
17	<b>Investment Administrative Expenses</b>					
18	Custody Fees					
19	Master-BNY Mellon	705,000		470,000	352,194	117,806
20	General Investment Consultant Fees	700,000		466,667	487,500	(20,833)
21	Legal-Investment	550,000		366,667	438,156	(71,489)
22	Other Fees	194,000		129,333	35,587	93,746
23	<b>Subtotal Invest. Administrative Expenses</b>	<b>2,149,000</b>	<b>-</b>	<b>1,432,667</b>	<b>1,313,437</b>	<b>119,230</b>
24	<b>Subtotal External Investment</b>	<b>36,599,000</b>	<b>-</b>	<b>24,399,333</b>	<b>24,208,967</b>	<b>190,366</b>
25						
26	<b>Total Investment Internal &amp; External</b>	<b>\$ 39,054,695</b>	<b>\$ -</b>	<b>\$ 26,016,325</b>	<b>\$ 25,009,672</b>	<b>\$ 1,006,653</b>
27	<b>Non-Investment Administrative Expenses</b>					
28	<b>Internal Non-Investment Expenses</b>					
29	Salaries & Benefits	\$ 8,959,938	\$ 128,748	\$ 5,858,421	\$ 6,141,954	\$ (154,785)
30	Current Expenses	232,075	8,709	154,717	62,625	\$ 100,801
31	Rents & Leases	461,000	38	306,417	297,794	\$ 8,661
32	Equipment	28,950	693	19,300	1,037	\$ 18,956
33	Technology-Software & Hardware	2,918,000	(215,783)	1,945,333	1,650,320	\$ 79,230
34	Payroll & Other Services	59,890	1,427	39,927	52,005	\$ (10,651)
35	Independent Med. Examiners/Consultants	250,000	100,699	166,667	265,780	\$ 1,586
36	Retiree Health Insurance	165,200	60	110,133	87,376	\$ 22,817
37	Other	557,225	439,089	371,483	711,894	\$ 98,678
38	<b>Subtotal Internal Non-Invest. Adm</b>	<b>13,632,278</b>	<b>463,680</b>	<b>8,972,398</b>	<b>9,270,785</b>	<b>165,293</b>
39						
42	<b>External Non-Investment Expenses</b>					
43	Actuarial Fees	\$ 253,000		168,667	\$ 225,634	\$ (56,967)
44	Legal Fees	225,000		150,000	96,540	53,460
45	Audit Fees	357,000	52,500	238,000	252,500	38,000
46	Other Consulting Fees	165,000		110,000	40,331	69,669
47	Insurance Expense	56,500		37,667	53,892	(16,225)
48	Local Custodian	118,000		78,667	40,406	38,261
49	Other	164,637	(52,500)	109,758	-	57,258
50	Capital Expense	5,000,000		3,333,333	500,000	2,833,333
51	Depreciation Expense	-		-	-	-
52	<b>Subtotal External Non-Invest. Adm</b>	<b>6,339,137</b>	<b>-</b>	<b>4,226,092</b>	<b>1,209,303</b>	<b>3,016,789</b>
53						
54	<b>Total Non-Invest. Internal &amp; External</b>	<b>\$ 19,971,415</b>	<b>\$ 463,680</b>	<b>\$ 13,198,490</b>	<b>\$ 10,480,088</b>	<b>\$ 3,182,082</b>
55						
56	<b>Total Administrative Expense</b>	<b>\$ 59,026,110</b>	<b>\$ 463,680</b>	<b>\$ 39,214,815</b>	<b>\$ 35,489,760</b>	<b>\$ 4,188,735</b>



New Hampshire Retirement System  
54 Regional Drive, Concord, NH 03301  
Phone: (603) 410-3500 - Fax: (603) 410-3501  
Website: [www.nhrs.org](http://www.nhrs.org) - Email: [info@nhrs.org](mailto:info@nhrs.org)

## NHRS DASHBOARD: FY 2025 Second Quarter

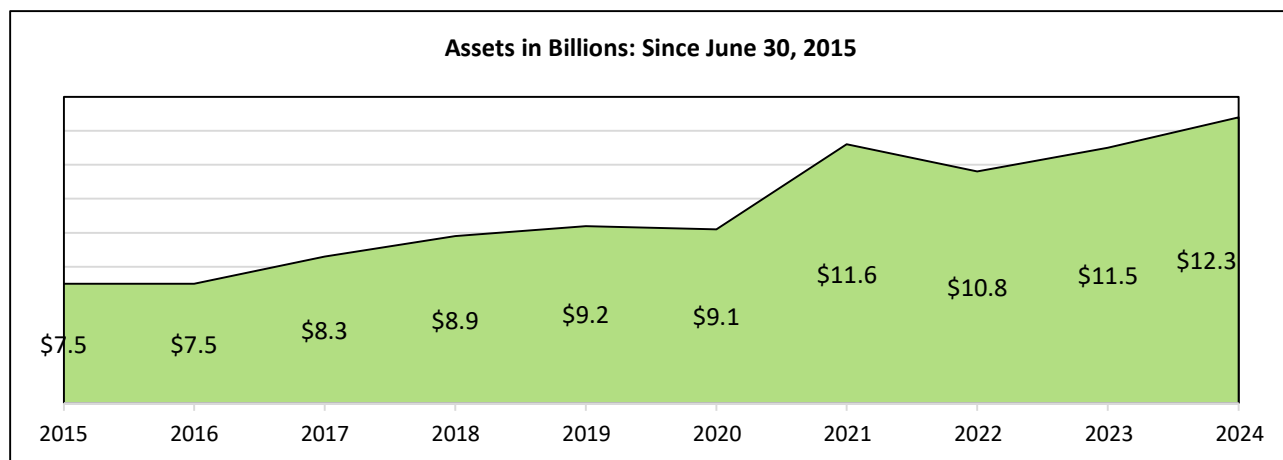
For the period July 1, 2024, to December 31, 2024

Updated: February 2025

### TRUST FUND

2nd Quarter FY 2024: \$11.8 billion

2nd Quarter FY 2025: \$12.6 billion\*



\*FY 2025 is unaudited

### INVESTMENT PERFORMANCE

Net-of-fees returns	FYTD – 12/31/24*	1 yr. at 6/30/24	3 yr. at 6/30/24	5 yr. at 6/30/24	10 yr. at 6/30/24
Total Fund Composite	3.9%	8.8%	3.4%	7.7%	7.0%
Peer comparison (percentile)	NA	68th	36th	36th	27th

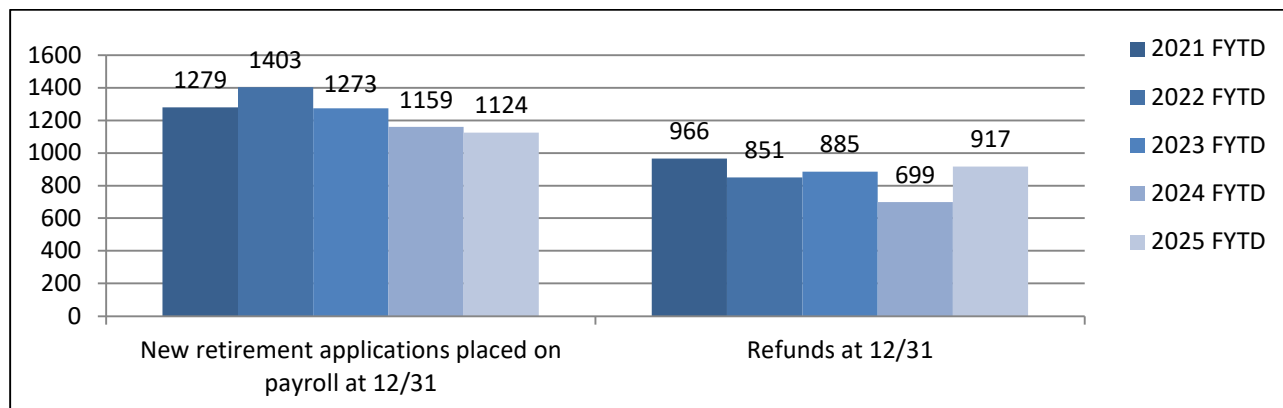
Assumed Rate of Return: 6.75%; \* - Annualized; valuation of real estate and alternative investments lagged three months.

### KEY PERFORMANCE MEASURES

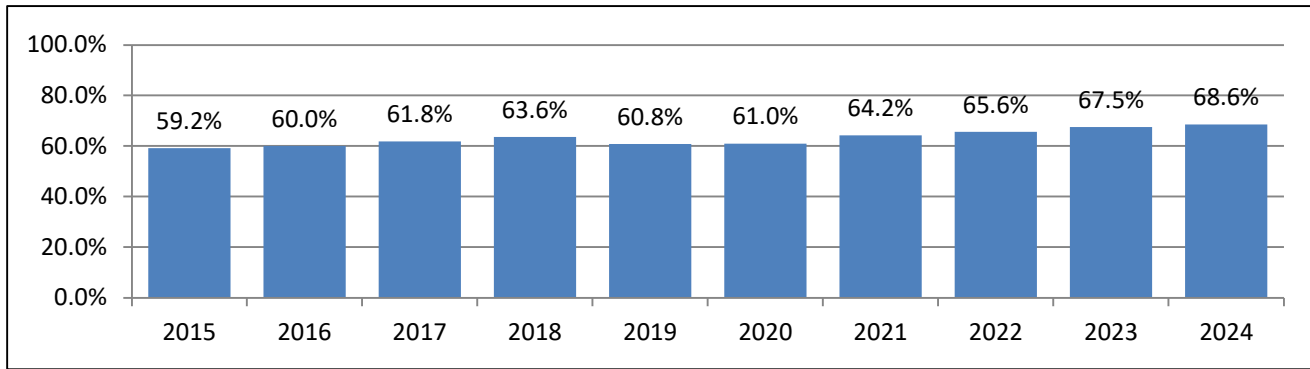
October 2024: 94.2%	November 2024: 95.08%	December 2024: 95.52%	12-month rolling average: 96.06%
---------------------	-----------------------	-----------------------	----------------------------------

Target: 95%

### RETIREMENTS AND REFUNDS

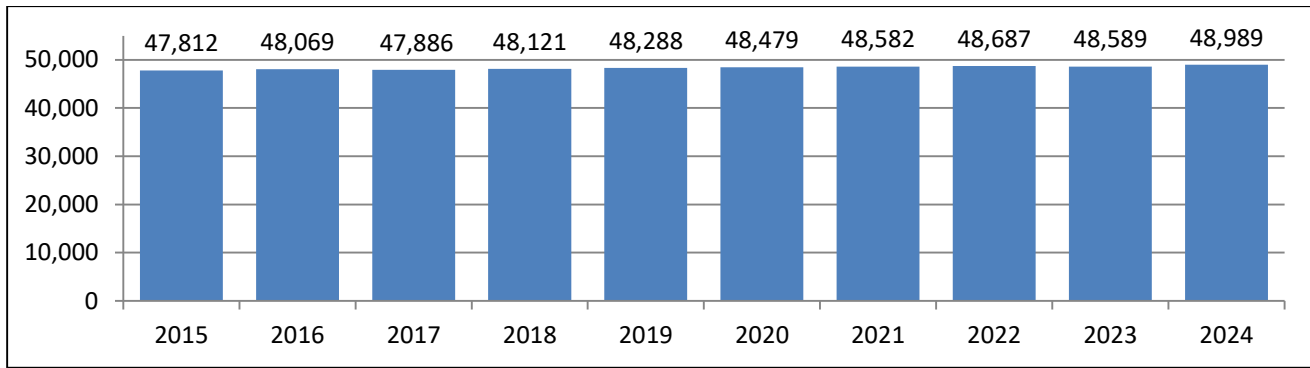


### ACTUARIAL FUNDED RATIO

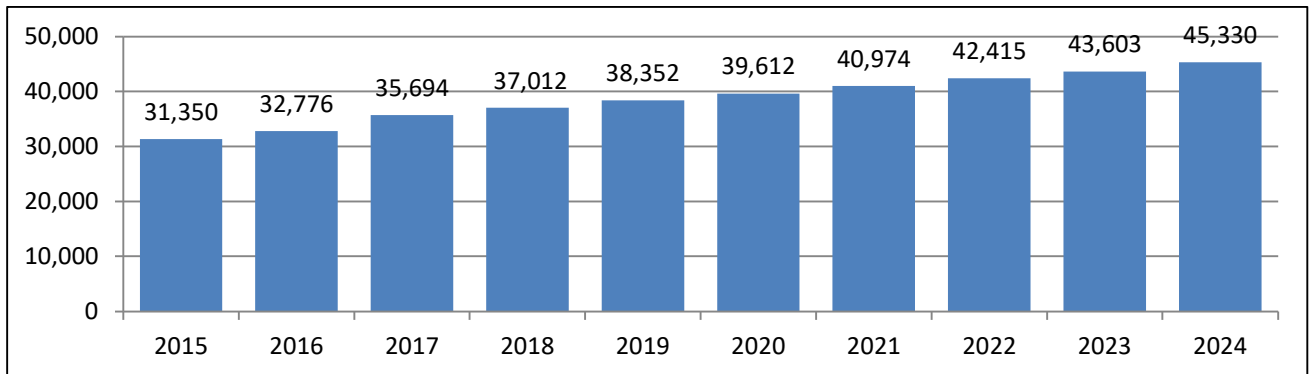


*Funded ratio impacted by reductions to assumed rate of return and revised actuarial assumptions in 2016 and 2020 and for revised actuarial assumptions in 2023.*

### ACTIVE MEMBERS



### RETIREEES & BENEFICIARIES





To: Board of Trustees  
From: Rosamond Cain, Director of Human Resources  
Date: March 26, 2025  
Re: HR Operating Report  
Item: Action: ☐ Discussion: ☐ Informational: ☒

---

### **Significant Developments and Priority Issues**

- NHRS has filled the Director of Communications and Legislative Affairs position, Rick Fabrizio started on March 10. We are recruiting for a Head of Private Markets a Director of IT and multiple positions in Member Services.
- The NHRS Communications Taskforce implemented “Questions for the ED”. A weekly opportunity for staff to post questions that Jan answers in her weekly email to staff. A sample of questions and answers is attached.
- The 2025 Total Compensation Statements were distributed to staff in March, a sample is attached.
- HR has begun working with a couple of positions on updating training manuals.
- HR has begun reviewing and updating position descriptions to capture job changes due to the implementation of PGV3.

### **Current Months’ Highlights – February and March**

- HR met all four KPMs for the past two months.
- HR continues to work with the ETeam on staffing numbers, positions and job descriptions for FYs 25-27.

### **Upcoming Plans & Projects**

- Planning an All Staff training on communication styles.
- All policies and procedures will be reviewed and updated if necessary.
- Updates to the NHRS Handbook are being considered.

**Our Mission: To provide secure retirement benefits and superior service.**

Division: Human Resources (HR)  
Executive Team Member: R. Cain

Date: 03/26/2025  
Approved: 7/1/24

### FYs 25-27 Human Resources Strategic Plan Summary

<b>ACTION</b>	<b>PRIME MOVER(S)</b>	<b>TARGET DATE</b>	<b>STATUS/COMMENTS</b>	<b>ALIGNMENT WITH NHRS STRATEGIC PLAN</b>
1. Plan, schedule, and present two trainings for our staff annual training plan.	RC/JG/ETeam/ MTeam	6/30/25	<i>First of two trainings completed 10/24. Second training planned for June.</i>	Goal 4.
2. Maintain a management development program for middle managers and staff identified as possible managers.	RC/JG/ETeam/ MTeam	6/30/25	<i>Ongoing.</i>	Goal 2.
3. Assist in monitoring and maintaining staffing levels in all departments to keep organization on time and budget.	RC/ETeam/ MTeam	6/30/25	<i>Ongoing.</i>	Goals 2 & 4.
4. Create, implement, and maintain electronic performance appraisals utilizing the ADP software.	RC/MTeam	6/30/25	<i>Ongoing.</i>	Goal 2.
5. Create plan for 7/1/25 CBA.	RC/ETeam	1/1/25	<i>Negotiations have commenced.</i>	Goal 4.
6. Begin a review of the organization structure and implement appropriate changes if warranted.	RC/TC/JG	12/31/26	<i>FY 26 AP Item.</i>	Goal 2.

7. Begin review of all training manuals to reflect PGV3.	RC/MTeam/ Staff	1/31/25	<i>Ongoing.</i>	Goal 4.
8. Begin review of all position descriptions to reflect PGV3.	RC/MTeam/ Staff	1/31/25	<i>Ongoing.</i>	Goal 4.
9. Complete a full salary survey of all NHRS positions.	RC	1/1/25	<i>Current.</i>	Goal 2.
10. Implement a formal cross training program aligned with succession planning.	RC/ETeam/ MTeam	12/31/27	<i>Not started.</i>	Goal 4.
11. Ensure compliance with all federal, state and CBA rules and regulations.	RC/Legal/ J. Goodridge	6/30/25	<i>Current.</i>	–
12. HR Tech. to identify and enroll in a professional development program.	J. Goodridge/ RC	12/31/24	<i>Complete.</i>	–
13. HR Mgr. to identify, enroll in, and complete a professional development program.	RC/JG	12/31/24	<i>Complete.</i>	–
14. Create, implement, and maintain electronic onboarding utilizing the ADP software.*	J. Goodridge/ RC	4/30/25	<i>J. Goodridge to create AP for this goal.</i>	–

\* - This goal will have a more detailed action plan associated with it, listing more granular actions and target dates.

**Variables:** Legislative changes, personnel changes/turnover, technology changes.

### Sample “Questions for the ED”

Q. Who is leading the IT department now without an [sic] IT director?

A. I am meeting with the IT management team on a weekly basis, and the IT Team knows that I am available if an issue develops between the time of our regular meetings. In addition, we have put in place interim coverage with an external vendor to assist the IT team with priorities and any challenges that arise.

Q. Do we have a floor plan for the new office of where departments will be?

A. Not yet, we are working with a design firm, Stibler Associates, to help us create a floor plan.

Q. Would you consider doing any team building exercises?

A. We have and do encourage team building exercise. Do you have suggestions?

SAMPLE 2025 TOTAL COMPENSATION STATEMENT (TCS)**For Year Ending December 31, 2024****Your Total Compensation Report**

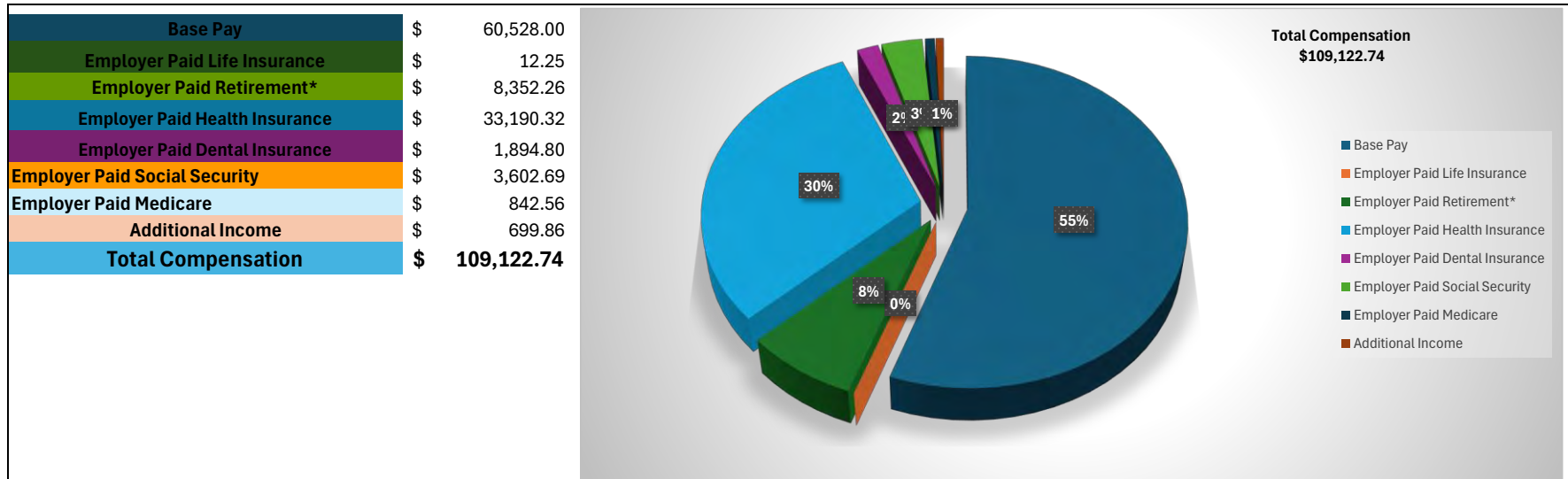
This is your personalized compensation statement which shows you the total value of the pay and benefits which you received from NHRS in 2024. It is sometimes easy to forget that our total compensation goes beyond what we see in our take home pay. We hope that this information provides you with a more complete picture of how we value your contribution to the organization. Your dedication and continued commitment to achieving our Mission of providing secure retirement benefits and superior service is sincerely appreciated.

Staff Name

Thank you for your years of service to NHRS and its members, retirees and beneficiaries.

Date of Hire: Date of Hire

Jan Goodwin, Executive Director



		NHRS			
Insurance Benefits		Contribution	Your Contribution	Retirement Benefits	
Insurance Benefits Total				Retirement Benefits Total	
Health	\$	33,190.32	\$ 1,560.00	Retirement*	\$ 8,352.26
Dental	\$	1,894.80	\$ -	Social Security	\$ 3,602.69
Life	\$	12.25	\$ -	Medicare	\$ 842.56
<b>Totals</b>		<b>\$ 35,097.37</b>	<b>\$ 1,560.00</b>	<b>Totals</b>	<b>\$ 12,797.51</b>
					<b>\$ 8,666.64</b>

**Leave Time Benefits Total**

Annual time, 18 Days per year	Included in your base pay	Holidays, 10 days per year	Included in your base pay
Sick Time, 15 Days per year	Included in your base pay	Floating Holidays, 3 days per year	Included in your base pay (unless unused and paid out)

\*The NHRS employer contribution rate is 13.53% of your base salary. Of that 13.53%, 2.48% is for the pension benefit, 10.79% is to amortize the unfunded actuarial accrued liability and 0.26% is for the medical subsidy.

Additional Income may or may not include FYB, FH and/or comp time payouts, stipend or longevity . Totals may vary due to rounding.



To: Board of Trustees  
From: Mark Cavanaugh, Deputy Counsel and Compliance Officer  
Date: March 27, 2025  
Re: Legal Team Operating Report  
Item: Action: ☐ Discussion: ☐ Informational: ☒

---

### **Significant Developments and Priority Issues**

- Staff expects to present an RFP for Fiduciary, Tax and Legislative Counsel to the Governance Committee and the Board at the April Board meeting.
- An appeal was filed with the NH Supreme Court in the Matter of Scott Marshall regarding the Board's December 2024 reconsideration decision that Mr. Marshall was properly classified as a Group II Tier B member. The Court has accepted the appeal, and the NHRS certified record is due to the Court no later than May 6, 2025.

### **Current Months' Highlights – February and March**

- Over the past 12 months, the Employer Audit Team has completed 48 standard audits and all 23 GASB audits for 2024. There are 8 standard audits in process.
- Legal achieved six of seven KPMs in February and March with one KPM not applicable each month.
- Staff have begun conducting the GASB census audits.
- 423 Gainful Occupation Letters for 2024 income were sent in early March. 93 responses have been received and 76 have been processed.
- Staff continues to work with Groom Law to contest an IRS penalty for an alleged failure to file a required report, contrary to what our records indicate.

### **Upcoming Plans & Projects**

- Legal staff continues to work with IT and LRS to enhance the employer audit process in PGV3.

**Our Mission: To provide secure retirement benefits and superior service.**

### Administrative Appeals

Prior 12 months	Total Cases on Appeal at start of the month	New Appeals	Closed Appeals	Total Cases on Appeal end of the month
Feb. '25	5	0	0	5
Jan. '25	7	0	2	5
Dec. '24	7	1	1	7
Nov. '24	7	2	2	7
Oct. '24	8	0	1	7
Sept. '24	7	1	0	8
Aug. '24	9	0	2	7
July '24	11	0	2	9
June '24	13	0	2	11
May '24	12	1	0	13
April '24	8	4	0	12
Mar. '24	8	0	0	8
Totals		9	12	

### Disability Appeals

Prior 12 months	Total Cases on Appeal at start of the month	New Appeals	Closed Appeals	Total Cases on Appeal end of the month
Feb. '25	1	0	0	1
Jan. '25	1	0	0	1
Dec. '24	1	0	0	1
Nov. '24	1	0	0	1
Oct. '24	1	0	0	1
Sept. '24	1	0	0	1
Aug. '24	1	0	0	1
July '24	1	0	0	1
June '24	1	0	0	1
May '24	1	0	0	1
April '24	1	0	0	1
Mar. '24	2	0	1	1
Totals		0	1	

**Our Mission: To provide secure retirement benefits and superior service.**

Department: Legal/Compliance  
Executive Team Member: T. Crutchfield

Date: 3/27/25  
Approved: 5/28/24

### FYs 25-27 Legal Strategic Plan Summary

<b>ACTION</b>	<b>PRIME MOVER(S)</b>	<b>TARGET DATE</b>	<b>STATUS/COMMENTS</b>	<b>ALIGNMENT WITH NHRS STRATEGIC PLAN</b>
1. Assist in the PGV3 implementation and long-term enhancements.	TC	6/30/25	<i>Ongoing.</i>	Goal 1.
2. Conduct and document annual review of NHRS legal and governance policies, procedures, and manuals to assure best practices.	TC/ M. Cavanaugh	12/31/24	<i>Ongoing.</i>	-
3. Update the annual compliance calendar to enhance timely compliance in all organizational areas.	TC	12/31/24	<i>Completed.</i>	-
4. Ensure annual compliance with the Voluntary Correction Program Policy.	TC/ M. Cavanaugh	3/31/25	<i>Completed.</i> To be presented to Board at April meeting	-
5. Assure legal compliance with all legislative proposals adopted and effective in 2024.	TC	6/30/25	<i>Completed</i>	-
6. Review NHRS website for legal compliance with updates as needed.	TC/RF/ M. Cavanaugh	6/30/25	<i>Ongoing.</i>	-

7. Identify, enroll, and complete a professional development program.	TC/ M. Cavanaugh/ D. Crichton	6/30/25	<i>Completed. MC NAPPA Winter Conference DC completed CAPPP certification</i>	-
8. Begin reviewing the organization structure to better align with the system's vital functions.	JG/RC/TC	12/31/26		Goal 2.
9. Evaluate and develop PGV3 capabilities for employer audits.	M. Cavanaugh	6/30/25	<i>In process.</i>	Goal 1.

**Variables:** Legislative changes, personnel changes/turnover, technology changes.



To: Board of Trustees  
From: Rick Fabrizio, Director of Communications and Legislative Affairs  
Date: March 27, 2025  
Re: Communications/Legislative Affairs Operating Report  
Item: Action: ☐ Discussion: ☐ Informational: ☒

---

### **Significant Developments and Priority Issues**

- Tracking 15 NHRS-related bills and ten other bills of interest.
- Implementation efforts for the three NHRS-related bills signed into law in 2024 are complete.

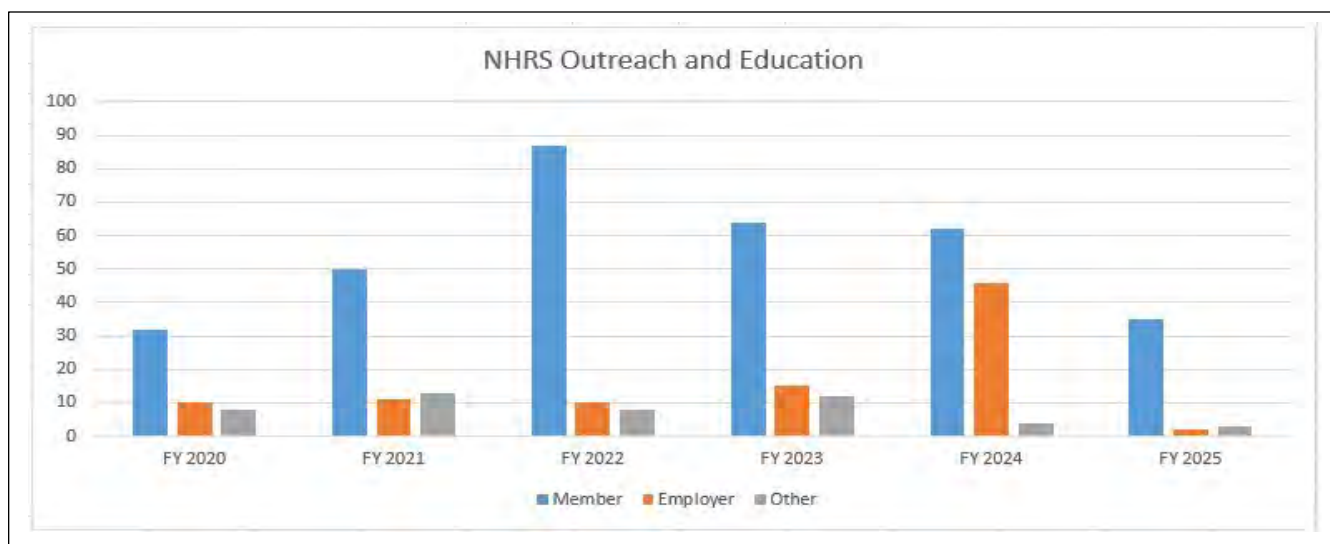
### **Current Months' Highlights – February and March**

- The Communications team continues to work closely with multiple functional teams to develop messaging for employers, members, and retirees related to employer reporting and *My Account 2.0*.
- Hosted or participated in 15 member education events in February and March.
- PIO met seven of seven applicable KPMs in February and March.

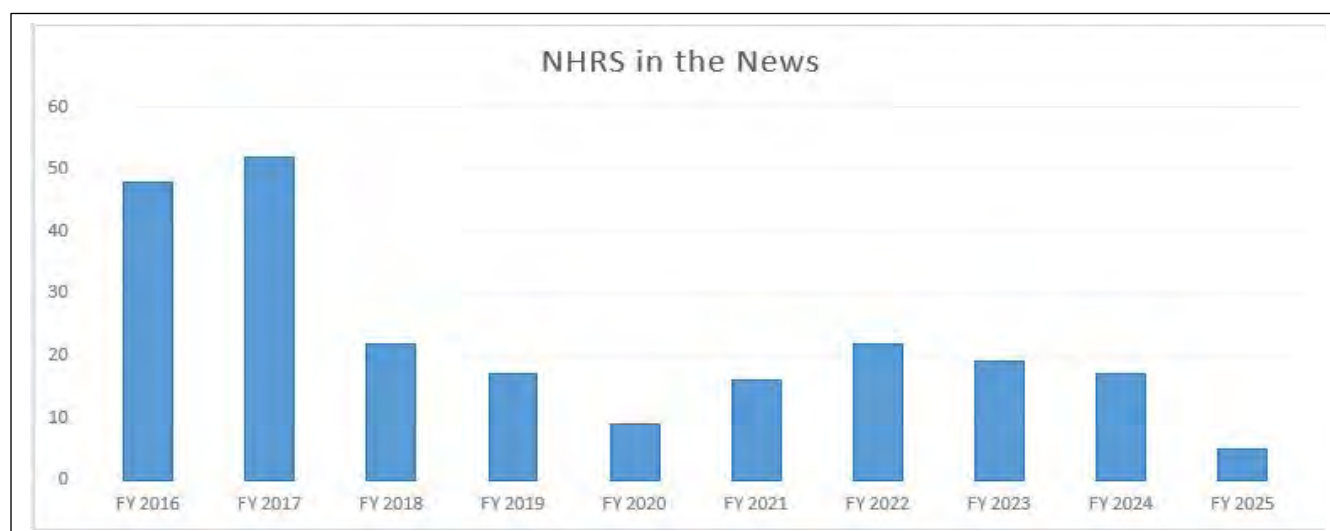
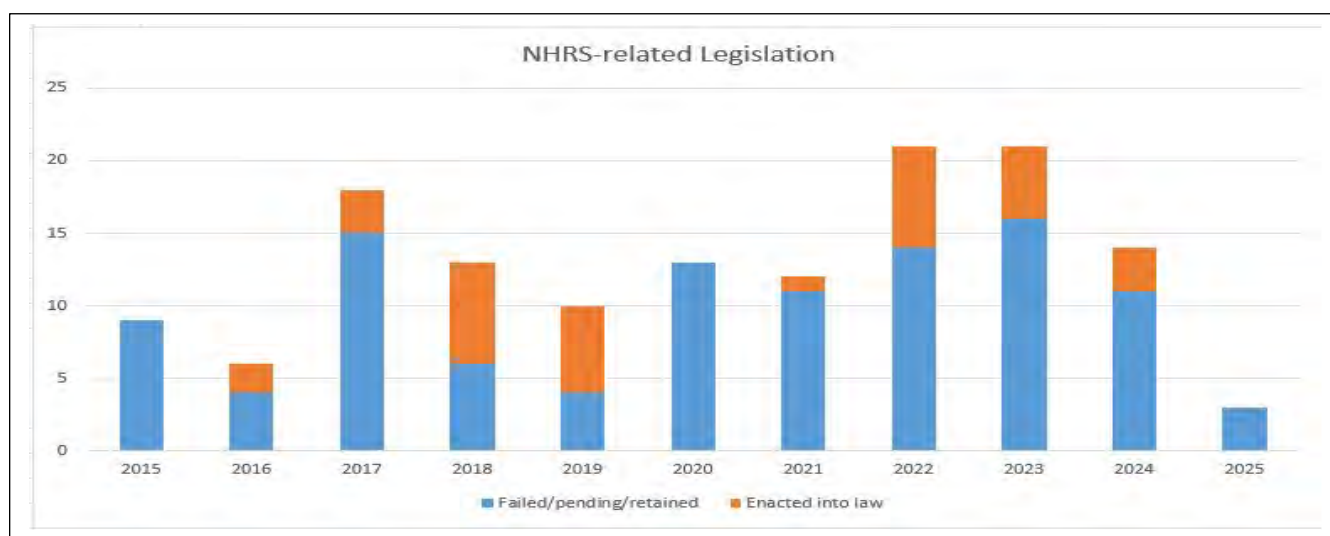
### **Upcoming Plans & Projects**

- Following 2025 legislative session.
- Updating employer education materials and scheduling employer education presentations.
- Hosting or participating in nine member events in April and May.

**Our Mission: To provide secure retirement benefits and superior service.**



*“Other” events include presentations to member, employer, and retiree organizations.*



*News articles and commentary in NH and national media outlets in which NHRS is the primary subject.*

**Our Mission: To provide secure retirement benefits and superior service.**

Department: Communications (PIO)  
Executive Team Member: R. Fabrizio

Date: 3/27/25  
Approved: 7/1/24

### FYs 25-27 Communications Strategic Plan Summary

<b>ACTION</b>	<b>PRIME MOVER(S)</b>	<b>TARGET DATE</b>	<b>STATUS/COMMENTS</b>	<b>ALIGNMENT WITH NHRS STRATEGIC PLAN</b>
1. In collaboration with the Finance team, implement new, ongoing employer training program for DRS reporting.*	PIO/ Finance	FYs 25-26	<i>In progress and transitioned to IT.</i>	Goal 1.
2. Develop and deploy first annual member survey assessing knowledge of NHRS benefits and preferences for future member education efforts.	RF/PIO	FY 25	<i>In progress.</i>	Goal 2.
3. Update and expand member education.*	RF/PIO	FYs 25-26	<i>In progress. All presentation materials and handouts updated to reflect legislative changes from 2024.</i>	Goal 2.
4. Investigate further integration of PIO and the Contact Center.	RF/JG/NM	FYs 25-26	<i>In progress.</i>	Goal 4.

5. Implement ongoing campaign to encourage members and retirees to sign up for <i>My Account 2.0</i> .	PIO/NM	FY 25	<i>In progress. Communications team continues to work closely with multiple functional teams to develop messaging for employers, members, and retirees related to My Account 2.0.</i>	Goal 1.
6. Assist Finance team in developing and deploying first annual employer survey.	Finance/PIO	FY 26	<i>FY 26 goal.</i>	Goal 2.
7. Maintain positive and constructive working relationship with the NH Legislature.	RF	FYs 25-27	<i>In progress.</i>	—
8. Coordinate NHRS interactions with and prepare materials for statutory commission to study retirement benefits and retention of employees scheduled to meet in the summer of 2027.	RF/PIO	FY 26	<i>FY 26 goal.</i>	—
9. Annually identify, enroll, and complete a professional development opportunity.	RF	FYs 25-27	<i>TBD.</i>	—
10.				

\* - *This goal will have a more detailed action plan associated with it, listing more granular actions and target dates.*

**Variables:** Legislative changes, personnel changes/turnover, technology changes.



To: Board of Trustees

From: Lindsay Doyle, Application Manager  
 Jeffrey O'Connor, IT Infrastructure Manager

Date: March 27, 2025

Re: Information Technology Operating Report

Item: Action: ☐ Discussion: ☐ Informational: ☒

---

### **Significant Developments and Priority Issues**

- The security group addressed critical vulnerabilities discovered with virtual machine hosting platform, ESXi.
- Cybersecurity Awareness – no new issues; phishing testing continues.
- Executed contract with Linea Solutions for interim Director of IT services.
- Engaging vendors for building services at 80 Commercial Street.
- Application & PMO Updates:
  - Finalized the prioritization of the product roadmap for calendar year 2025 and confirmed delivery with our vendor to ensure timely execution.
  - Enhancing the process for Employer Reporting: Teacher Contracts and File Improvements, which is on track for delivery by the June reporting period. This includes communication and training for employers.
  - We have surpassed the 34,000-user mark for *My Account 2.0*, exceeding previous PGV2 user numbers.

### **Current Months' Highlights – February and March**

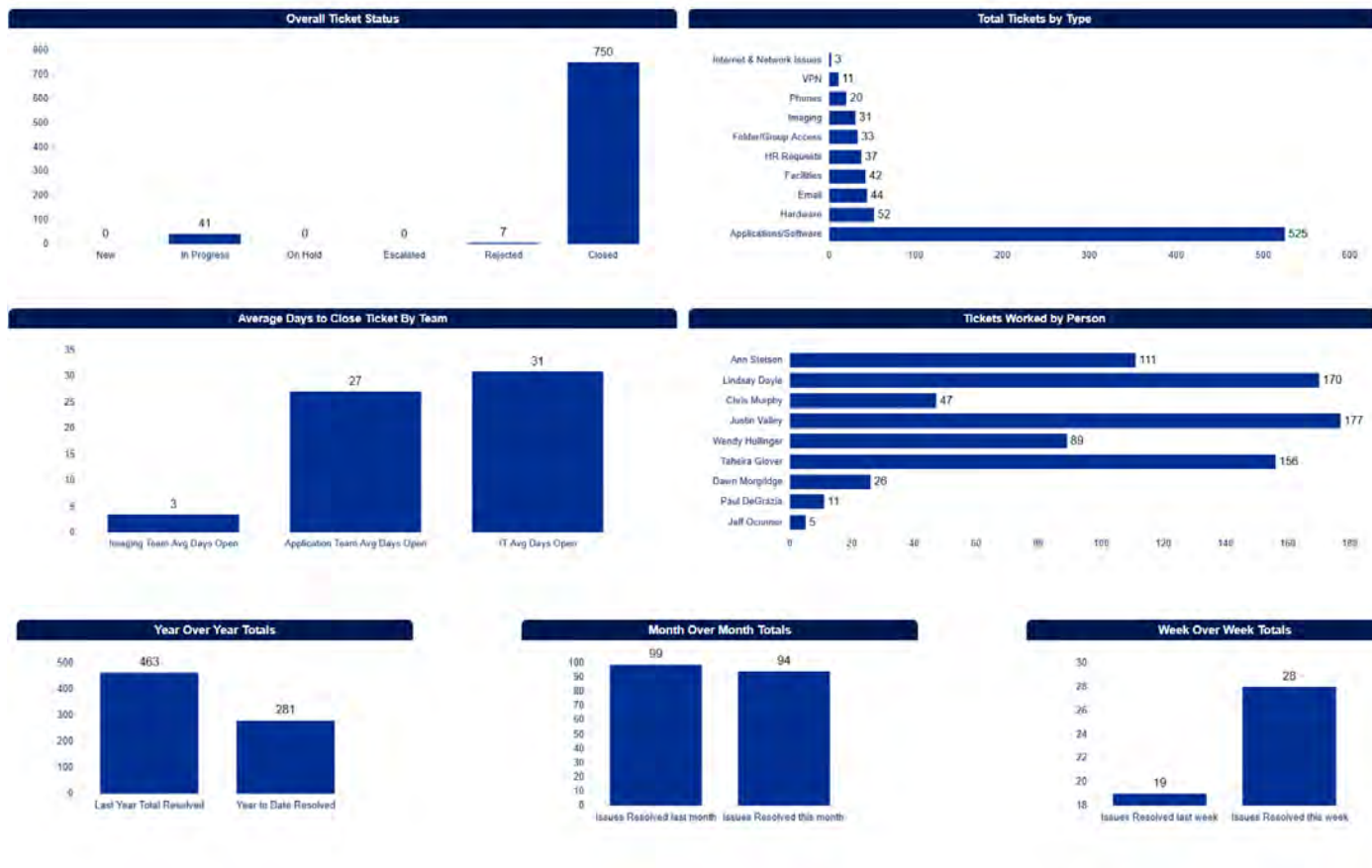
- IT met all seven of its KPMs each month.
- 190 help desk tickets were submitted to IT & Application Support between February and March and the teams closed 159 with an average of five days.
- February to March 2025: 79 change requests were approved and deployed into the production environment, 38 of which were PGV3 changes.
- Completed enterprise-wide system patching.
- Completed work to support the legislative change for Group II multiplier, HB 1647.
- Citizens Bank Automation has been implemented.
- Training was completed on HVAC system at 80 Commercial Street.
- Application & PMO Updates:
  - Resolved 31 bug/issues or support requests directly with the vendor.
  - Closed seven projects since the last Board report, including critical items on the roadmap for legislative work.
  - Managing 11 key projects.
  - Internal help desk ticket closure time averages 27 days due to the need for extensive troubleshooting with the LRS.

**Our Mission: To provide secure retirement benefits and superior service.**

## Upcoming Plans & Projects

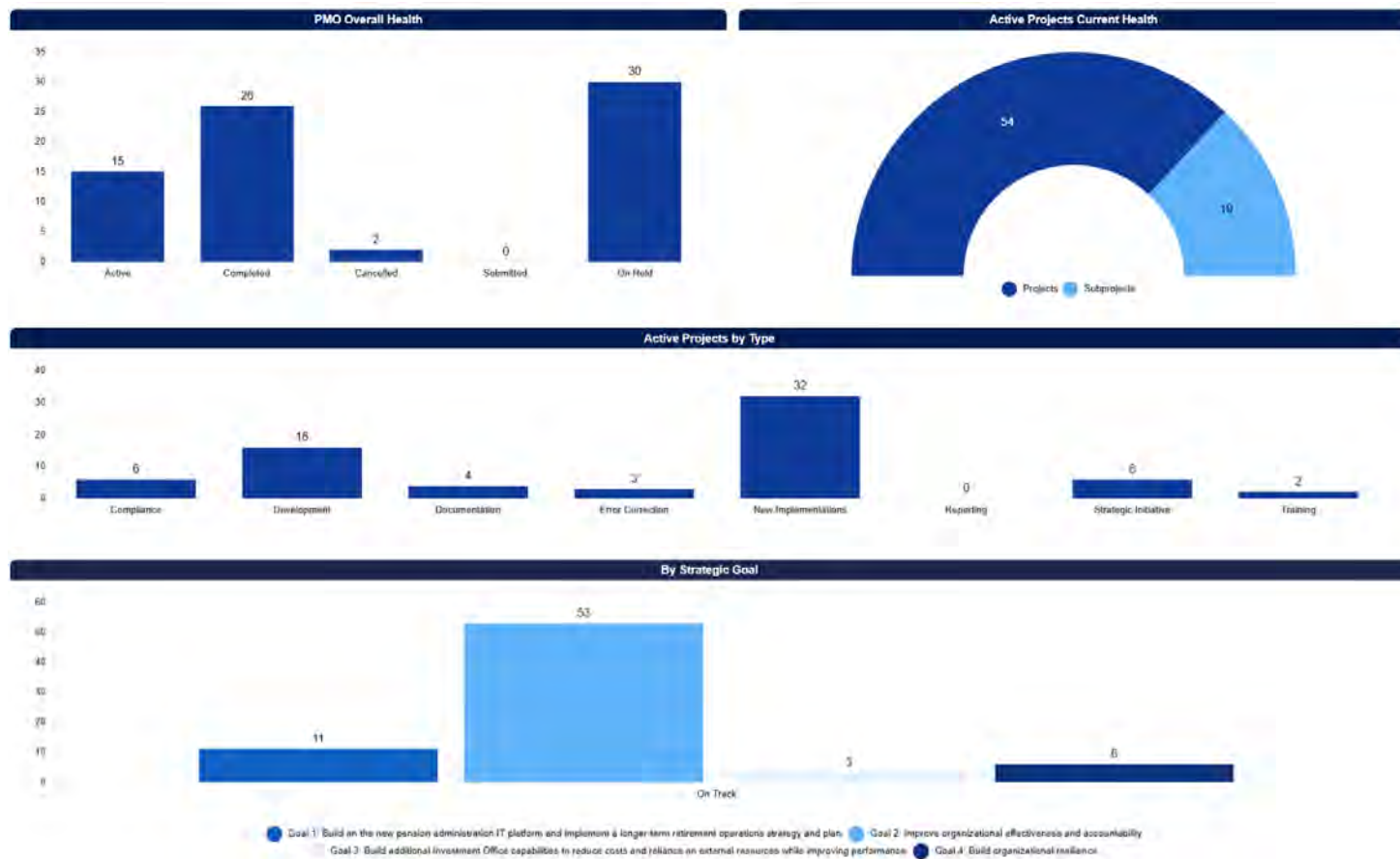
- Focus on delivering the Employer and Teacher Contract enhancements by the July reporting period, including communication and training.
- Continue to streamline internal help desk ticket resolution.
- Acquire services for 80 Commercial Street to continue maintenance and upkeep.

## Help Desk Ticketing Dashboard



**Our Mission: To provide secure retirement benefits and superior service.**

## NHRS PMO Dashboard



## Change Management Totals

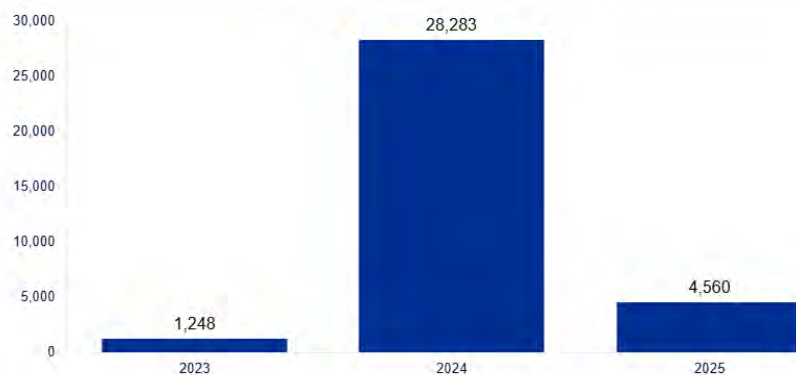
**CAB 8-Week Total: 1/29/25-3/26/25**

Type	Totals
Normal - IT	31
Emergency - IT	6
Normal - PG	18
Emergency - PG	20
Normal - Contact Center	0
Emergency - Contact Center	2
On hold	2
<b>Total requests</b>	<b>79</b>
<b>Total PGV3 requests</b>	<b>38</b>

**Our Mission: To provide secure retirement benefits and superior service.**

## MyAccount Totals

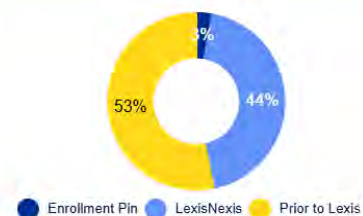
Total MyAccount Accounts Created Year to Year



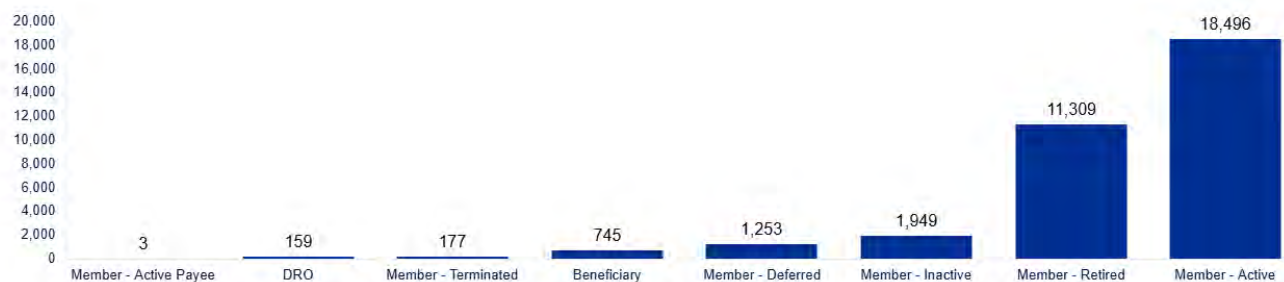
Total MyAccount Users

34,091

Enrollment Type



MyAccount Member Types

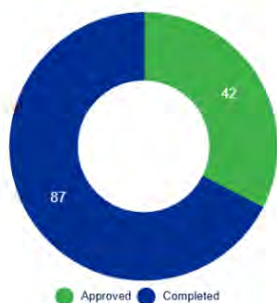


## PensionGold Roadmap & Releases

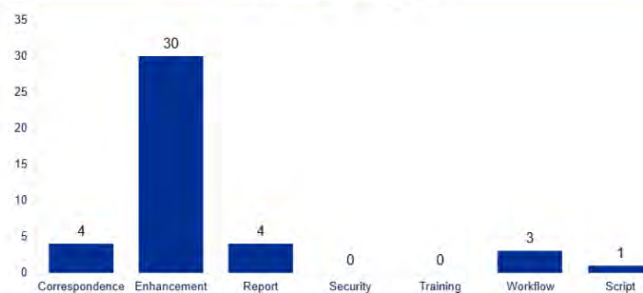
Total Enhancements

146

Enhancement Requests by Status



Open Roadmap Items by Type



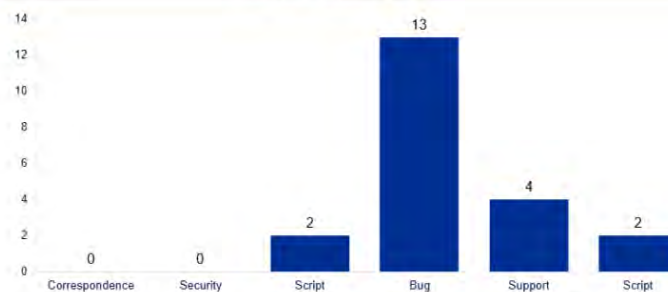
Total Bugs & Issues

144

Enhancement Requests by Status



Open PG Issues by Type



**Our Mission: To provide secure retirement benefits and superior service.**

Department: Information Technology  
Executive Team Member: TBD

Date: 03/27/25  
Approved: 5/23/24

### FYs 25-27 Information Technology Strategic Plan Summary

<b>ACTION</b>	<b>PRIME MOVER(S)</b>	<b>TARGET DATE</b>	<b>STATUS/COMMENTS</b>	<b>ALIGNMENT WITH NHRS STRATEGIC PLAN</b>
1. Establish timeline for stability with full utilization of PGV3 as intended/described.	TBD/NM/MM/LD	FY 25	<i>Ongoing.</i>	Goal 1.
2. Return to “normal” operations.	TBD/NM/MM/LD	FY 25	<i>Ongoing.</i>	Goal 1.
3. Effectively monitor and improve member and employer service levels.	TBD/NM/MM/LD	FYs 25-26	<i>Ongoing.</i>	Goal 1.
4. Begin the development of a long-term plan for future service enhancements.	TBD/NM/MM/LD	FYs 25-27	<i>Ongoing.</i>	Goal 1.
5. Develop a Project Management Office (PMO).	TBD/LD/AS	FY 25	<i>Completed.</i>	–
6. Investigate further integration of PIO and the Contact Center.	TBD/JG/RF	FYs 25-26	<i>Ongoing.</i>	–
7. Identify AI platform to be used internally.	TBD/JO	FY 25	<i>Ongoing.</i>	–
8. Provide a roadmap for a mobile application.	TBD	FY 25	<i>Ongoing. Identifying options.</i>	–
9. Optimize the cloud infrastructure.	TBD/JO/PD	FY 25	<i>Completed for FY 25.</i>	–

10. Upgrade financial system application.	TBD/MM/LD	FYs 25-26	<i>Ongoing. The project started phase I requirements identified.</i>	–
11. Integrate vendor and bank account verification services.	TBD/JO/PD	FY 25	<i>Not started.</i>	–
12. Integrate communication interfaces for external systems – PG, BNY, Citizens.	TBD/JO/PD	FY 25	<i>Ongoing.</i>	–
13. Develop an enterprise Structured Support System that incorporates Ticketing, Troubleshooting, Enhancement Requests, and change control.	TBD/LD	FY 25	<i>Ongoing. Current in Phase II.</i>	–

**Variables:** Legislative changes, personnel changes/turnover, technology changes.

**New Hampshire Retirement System  
Board Meeting**

**Consent Agenda  
April 8, 2025**

**Modification Participation Requests**

Town of Dalton

Prepared by: AMBER PERKINS Date: 2/27/25



New Hampshire Retirement System  
54 Regional Drive, Concord, NH 03301  
Phone: (603) 410-3500 - Fax: (603) 410-3501  
Website: www.nhrs.org - Email: info@nhrs.org

## REQUEST FOR COST CALCULATION TO PURCHASE SERVICE CREDIT MODIFICATIONS

### GENERAL INFORMATION

To purchase service credit for full-time service with a New Hampshire Retirement System (NHRS) employer that was served prior to that employer's effective date of participation with NHRS, a member must be *In Service* with the newly participating employer on the date that employer's NHRS participation becomes effective and must have elected to become a member of NHRS within one year after the effective date of the employer's election to participate. The service credit may be purchased by the employer or by the NHRS member.

- If the member is purchasing the modifications service credit, the payment will be deposited to the member's account, and must be made prior to retirement. The payment could be made in one lump sum with either:
  - a trustee-to-trustee transfer from a Section 403(b) or 457 plan; or
  - post-tax dollars; or
  - a combination of both
- If the employer is purchasing the modifications service credit, the service must be purchased with employer funds, and the payment will be deposited to the NHRS State Annuity Accumulation Fund.

### SECTION I - TO BE COMPLETED BY MEMBER

Member Name: Jeanette T Charon

Last 4 of SS#: [REDACTED]

Address: [REDACTED]

Phone: [REDACTED]

Period of prior full-time employment: From 07 / 18 / 2022 To 08 / 31 / 2024  
month day year month day year

I understand that if I elect a trustee-to-trustee transfer to purchase this service credit, I will be responsible for any tax liability when the transferred funds are distributed from NHRS, and that service credit will be granted only when payment in full has been made.

Signature: Jeanette T. Charon

Date: 2-25-2025

### SECTION II - TO BE COMPLETED AND CERTIFIED BY THE EMPLOYER

Employer Name/Address: Town of Dalton

Please provide and certify the following information about the member identified in Section I:

- Date of full-time hire: 07 / 18 / 2022  
month day year
- Current annual (base) rate of compensation at the time of purchase for member identified in Section I (Fiscal year July 1 - June 30):  
\$ 65,834.86
- Regular yearly work schedule (Check one) ☐ 10 month ☒ 12 month
- The employer is (Check one) ☐ willing ☒ unwilling to purchase service credit on behalf of this member.
- This employee participated in an employer-sponsored pension plan for some or all of the period of service requested. ☐ Yes ☒ No
- If yes, identify plan(s): ☐ 403(b) ☐ 457 ☐ Other: \_\_\_\_\_

Name/Title of Certifying Officer: Eric Moore

Phone: \_\_\_\_\_

Signature of Certifying Officer: Eric Moore

Date: 2-20-25

\* ERIC MOORE - TOWN OF DALTON SELECTMAN

The New Hampshire Retirement System (NHRS) is governed by New Hampshire RSA 100-A, rules, regulations, and Federal laws including the Internal Revenue Code. NHRS also implements policies adopted by the Board of Trustees. These laws, rules, regulations, and policies are subject to change. Even though the goal of NHRS is to provide information that is current, correct, and complete, NHRS does not make any representation or warranty as to the current applicability, accuracy, or completeness of any information provided. The information herein is intended to provide general information only, and should not be construed as a legal opinion or as legal advice. Members are encouraged to address specific questions regarding NHRS with an NHRS representative. In the event of any conflict between the information herein and the laws, rules, and regulations which govern NHRS, the laws, rules, and regulations shall prevail.

Plan	Employer	Salary Category	Salary Payable Amount	Subject To	Posted	Cancelled	Record Type	Pay Period Dates
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	2/18/2025		Normal	1/5/2025-1/18/2025
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	2/18/2025		Normal	12/22/2024-1/4/2025
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	1/15/2025		Normal	12/8/2024-12/21/2024
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	1/15/2025		Normal	11/24/2024-12/7/2024
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	1/15/2025		Normal	11/10/2024-11/23/2024
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	1/15/2025		Normal	10/27/2024-11/9/2024
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	1/15/2025		Normal	10/13/2024-10/26/2024
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	1/15/2025		Normal	9/29/2024-10/12/2024
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	1/15/2025		Normal	9/15/2024-9/28/2024
Tier C - Group I - Employee	TOWN OF DALTON	Contributio Base Pay	\$2,532.11	TRUE	1/15/2025		Normal	9/1/2024-9/14/2024

**Perkins, Amber**

---

**From:** Town Admin <townadmin@townofdaltonnh.gov>  
**Sent:** Thursday, February 27, 2025 9:03 AM  
**To:** Perkins, Amber  
**Subject:** RE: Request for Calculation to Purchase Service Credit

Good morning,

We never filled out any forms. Everything was done online with our rep at the time. Can you please send me what you need and we can get those taken care of?

Thank you,  
 Jeanette

-----Original Message-----

**From:** Perkins, Amber <Amber.Perkins@nhrs.org>  
**Sent:** Thursday, February 27, 2025 9:01 AM  
**To:** Town Admin <townadmin@townofdaltonnh.gov>  
**Subject:** RE: Request for Calculation to Purchase Service Credit

Good Morning Jeanette,

Thank you for sending this over to us.

I was reviewing your record and noted that we never received an NHRS Enrollment form from you employer when you were enrolled.

Would it be possible for you to send us a copy of the enrollment form you completed so we can have it for our records while processing this request for you?

Thank you.

Amber Perkins  
 Member Services Clerk  
 603-410-3554 | amber.perkins@nhrs.org  
 NHRS online: Website | Facebook

Our Mission: To provide secure  
 retirement benefits and superior service

-----Original Message-----

**From:** Town Admin <townadmin@townofdaltonnh.gov>  
**Sent:** Wednesday, February 26, 2025 10:56 AM  
**To:** Perkins, Amber <Amber.Perkins@nhrs.org>  
**Subject:** Request for Calculation to Purchase Service Credit

Good morning,

Please find attached request for processing.

Thank you,  
 Jeanette Charon

March 24, 2025

**Request to Consider Prior Service Purchase Application Under RSA 100-A:22  
Modifications Filed by a **Town of Dalton** prior employee.**

The following **Town of Dalton** prior employee has filed a request to purchase prior service credit under RSA 100-A:22 Modifications.

**JEANETTE CHARON**

The **Town of Dalton** became a participating employer of the New Hampshire Retirement System effective **9/1/2024**.

Sincerely,

*Amber Perkins*

Amber Perkins  
Member Account Technician  
603-410-3554  
Amber.perkins@nhrs.org

## Member Request for Cost Calculation Under RSA 100-A:22 Modifications

<b>Employer:</b> Town of Dalton	<b>Period of Prior Service from date of full-time hire to date of Membership</b>	<b>Amount of Prior Service requested</b>	<b>Total Eligible Prior Service</b>
<b>Election:</b>	July 18, 2022-August 31, 2024	2 year 2 months	2 year 2 months
<b>Name:</b> Jeanette Charon			

Prepared by: Amber Perkins  
Member Account Technician

3/24/25  
Date

Approved by: \_\_\_\_\_  
Board of Trustees

Denied:

Date:

Reason Denied:

**TRUSTEE TRAVEL**

**NEW HAMPSHIRE RETIREMENT SYSTEM  
TRUSTEE CONTINUING EDUCATION REQUEST FORM**

<b>TRUSTEE NAME</b>	<b>Leah McKenna</b>		
<b>DESTINATION</b>	<b>Denver, CO</b>		
<b>DATE(S)</b>	<b>May 17-18 (possible travel days May 16 and/or 19)</b>		
<b>TRAVEL CATEGORY</b>	<b>CLIENT CONFERENCES OF CURRENT SERVICE PROVIDERS, SUCH AS THE BOARD'S PENSION CONSULTANT(S), INVESTMENT MANAGERS, AND CUSTODIAN BANK</b>	<b>SPECIFIC EVENT WHERE BOARD HAS EXISTING RELATIONSHIP (MEMBERSHIP OR ASSOCIATION, E.G., REPRESENTATION AT CII MEETING, GFOA MEETING, NAPPA MEETING)</b>	<b>CONTINUING EDUCATION EVENT/CONFERENCE (IFE, INSTITUTIONAL INVESTORS, ETC.)</b>
<b>PLACE "X" IN BOX (RIGHT) UNDER PROPER CATEGORY</b>			<b>X</b>
<b>PURPOSE OF TRIP</b>	<b>To gain insight into Trustee responsibilities</b>		

**ESTIMATE OF EXPENSES (PER PERSON):**

<b>TRANSPORTATION</b>	\$750
<b>LODGING AND PER DIEM</b>	(3 nights) \$1050
<b>REGISTRATION FEE</b>	\$500
<b>ESTIMATED TOTAL</b>	\$2300

**BOARD APPROVAL DATE** \_\_\_\_\_



To: NHRS Board of Trustees  
From: Jan Goodwin, Executive Director  
Date: March 31, 2025  
Re: February 11, 2025 - Action Items  
Item: Action: ☐ Discussion: ☐ Informational: ☒

---

1. Post final GASB Statements 68 and 75 Reports to website. MM  
**Action: Completed**
2. Finalize actuarial audit contract with Milliman. MM/TC  
**Action: Completed**
3. Post 2025 Governance Manual to website. TC/MC  
**Action: Completed**
4. Issue NH Counsel RFP. TC/MC  
**Action: Completed**
5. Closing on Real Estate Purchase. JG  
**Action: Completed**
6. Post revised Investment Manual to website. RL  
**Action: Completed**
7. Trust Fund Budget. MM  
**Action: Completed**
8. Amend Plante Moran Agreement for Fee Increase. MM/TC  
**Action: Completed**
9. Issue Gainful Occupation Letters by 3/15/25. MC/TM  
**Action: Completed**

## **BOARD CHECKPOINT DISCUSSION**



New Hampshire Retirement System  
 54 Regional Drive, Concord, NH 03301  
 Phone: (603) 410-3500 - Fax: (603) 410-3501  
 Website: [www.nhrs.org](http://www.nhrs.org) - Email: [info@nhrs.org](mailto:info@nhrs.org)

TO: Senator Howard Pearl, Chair, Senate Executive Departments & Administration Committee  
 Representative Carol McGuire, Chair, House Executive Departments & Administration Committee

FROM: New Hampshire Retirement System Board of Trustees  
 (Prepared by Jan Goodwin, Executive Director)

RE: Quarterly Report to the General Court – April 1, 2025

Dear Senator Pearl and Representative McGuire:

Pursuant to RSA 100-A:14, VII-a, the Board of Trustees of the New Hampshire Retirement System (NHRS, the retirement system) is submitting this quarterly report to the General Court.

Here is a summary of NHRS activities during the quarter ending March 31, 2025:

- For the Fiscal Year (FY) that ended June 30, 2024, NHRS realized an 8.8% return on investments. The three-year, five-year, 10-year, and 25-year returns for the periods ended June 30, 2024, were 3.4%, 7.7%, 7.0%, and 6.3%, respectively. All returns are net of fees. The retirement system's assumed rate of investment return is 6.75%.
- The June 30, 2024 NHRS funded ratio – the actuarial value of assets divided by the projected value of future benefits – is 68.6%, up from 67.5% as of June 30, 2023. The retirement system's audited net position held in trust was \$12.3 billion, an increase of \$831 million from the prior fiscal year, which stood at \$11.5 billion.
- 14 LSRs related to the retirement system have been introduced, 11 in the House and 3 in the Senate.
- Trustees in December voted to accept the Annual Comprehensive Financial Report (ACFR) and Comprehensive Annual Investment Report (CAIR) for the fiscal year ended June 30, 2024.

In addition to this cover letter, the report contains:

- An executive summary of NHRS Board activity from February.
- Minutes of the February 11, 2025, Board meeting.
- Final FY 2024 investment performance information.
- Quarterly Total Fund investment information through September 30, 2024, which is the most recent data available.
- Monthly investment information on marketable assets through February 28, 2025, which is the most recent data available.
- Quarterly Investment Compliance Notice provided to the Legislative Budget Assistant.
- A list of 2025 LSRs related to the retirement system is attached.

If you have any questions or would like additional information, please do not hesitate to contact me.

Respectfully,

Jan Goodwin  
 Executive Director

cc: Office of Governor Kelly Ayotte

**CY 2025 BOARD ACTION CALENDAR****JANUARY 2025 – No Meeting****FEBRUARY**

<b>Date</b>	<b>Board Action Item</b>	<b>Requirement</b>	<b>Responsible Party</b>
2/11/25	Board and Audit Committee approval of FY24 GASB 68/75 Reports	Best Practice	Board of Trustees
2/11/25	Annual Governance Manual revisions	Best Practice	Board of Trustees
2/11/25	Presentation of Capital Markets Assumptions	Best Practice	Investments
2/11/25	Quarterly IIC Report (Incl Inv. Fees and Sole Interest Statement)	RSA 100-A:15, II-a(c)	IIC
2/11/25	Trustee Education	Best Practice	ED
2/11/25	BCP Testing Report	Best Practice	ED
2/11/25	Initiate Review of Strategic Plan - PAA	Best Practice	Board of Trustees
2/11/25	Confirm quarterly report to chairpersons of House & Senate ED&A Committees describing recent Board actions including any changes to actuarial assumptions and investment returns and Sole Interest Statement were submitted.	RSA 100-A:14, VII-a & RSA 100-A:15, II-a(c) & VIII(b)	ED

**MARCH – No Meeting****APRIL**

<b>Date</b>	<b>Board Action Item</b>	<b>Requirement</b>	<b>Responsible Party</b>
4/8/25	Confirm quarterly report to chairpersons of House & Senate ED&A Committees describing recent Board actions including any changes to actuarial assumptions and investment returns and Sole Interest Statement were submitted.	RSA 100-A:14, VII-a & RSA 100-A:15, II-a(c) & VIII(b)	ED
4/8/25	Approve the Strategic Plan	Best Practice	Board of Trustees
4/8/25	Annual VCP Review	Best Practice	Legal/Board of Trustees

**MAY – No Meeting**

**JUNE**

<b>Date</b>	<b>Board Action Item</b>	<b>Requirement</b>	<b>Responsible Party</b>
6/10/25	Review and Approve annual Trust Fund Budget (non-statutory portion)	Best Practice	Board of Trustees
6/10/25			
6/10/25	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c)	IIC

**JULY – No Meeting****AUGUST**

<b>Date</b>	<b>Board Action Items</b>	<b>Requirement</b>	<b>Responsible Party</b>
8/12/25	Annual IIC Real Estate update to the Board	Best Practice	IIC
8/12/25		RSA 100-A:14, XIII	Board of Trustees
8/12/25		RSA 100-A:14, X	Board of Trustees
8/12/25	Office of Foreign Asset Control (OFAC) Compliance Report	Best Practice	Board of Trustees
8/12/25	Working After Retirement Report	Best Practice	Board of Trustees
8/12/25	Confirm quarterly report to chairpersons of House & Senate ED&A Committees describing recent Board actions including any changes to actuarial assumptions and investment returns and Sole Interest Statement were submitted.	RSA 100-A:14, VII-a & RSA 100-A:15, II-a(c) & VIII(b)	ED

**SEPTEMBER – No Meeting****OCTOBER**

<b>Date</b>	<b>Board Action Items</b>	<b>Requirement</b>	<b>Responsible Party</b>
10/14/25	Confirm quarterly report to chairpersons of House & Senate ED&A Committees describing recent Board actions including any changes to actuarial assumptions and investment returns and Sole Interest Statement were submitted.	RSA 100-A:14, VII-a & RSA 100-A:15, II-a(c) & VIII(b)	ED
10/14/25	Gainful Occupation Report	RSA 100-A:6, III(b)	Board of Trustees
10/14/25	Review charters for Board Committees	Governance Manual	Appropriate Board Committee
10/14/25	Annual Board Fiduciary Education	Best Practice	Board of Trustees
10/14/25	Annual Independent Medical Examiner (IME) Review	IME Policy	Board of Trustees
10/14/25	Set Board of Trustees meeting schedule for next calendar year	Governance Manual	Board of Trustees
10/14/25	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c) & VIII(b)	IIC
10/14/25	Call Firefighter Report	Best Practice	Board of Trustees

**NOVEMBER – No Meeting****DECEMBER**

<b>Date</b>	<b>Board Action Items</b>	<b>Requirement</b>	<b>Responsible Party</b>
12/9/25	Audited ACFR to Audit Committee and Board for approval	RSA 100-A:15, VI(a)	External Auditor
12/9/25	Audit Committee recommends that the Board approve the audited ACFR	RSA 100-A:15, VI(a)	Board of Trustees
12/9/25	RSA 15-A Statement of Financial Interests Reminder – due 3 <sup>rd</sup> Fri. in Jan	RSA 15-A	Board of Trustees
12/9/25	The IIC recommends that the Board approve the CAIR	RSA 100-A:15, VII	Board of Trustees
12/9/25	Present annual ethics survey results	Ret. 401	Legal
12/9/25	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c) & VIII(b)	IIC
12/9/25	Deadline for issuing member statements for fiscal year ending 6/30/25	RSA 100-A:14, XI	Board of Trustees
12/9/25	ACFR and CAIR delivered per statute	RSA 100-A:15, VI(c)	PIO

**NHRS Board of Trustees  
Committee Membership List  
as of April 1, 2025**

<b>Committee</b>	<b>Audit</b>	<b>Benefits</b>	<b>Governance</b>	<b>Legislative</b>	<b>PPCC</b>	<b>Investment</b>
Staff Liaison	Heather Hoffacker	Timothy Crutchfield/ Nancy Miller	Timothy Crutchfield	Rick Fabrizio	Rosamond Cain	Raynald Leveque
Frederick, Jon		<b>X-Ch</b>		X		
Hannan, Sue				X	<b>X-Ch</b>	
Henry, Jason	X	X				
Kelliher, Maureen	X				X	X
Maloney, Robert			X		X	
Martineau, Andrew		X		X		
McKenna, Leah	X	X				
Merrifield, Ken				<b>X-Ch</b>	X	
Mezzapelle, Monica	<b>X-Ch</b>		X			
Provost, Paul			X			X
Quigley, Joshua				X	X	
Roy, Donald		X	<b>X-Ch</b>			
Saltzman, Steven	X		X			
<b>TOTAL MEMBERS</b>	5/5	5/5	5/5	5/5	5/5	2/6*

\*Per RSA 100-A:14-b, I, the Independent Investment Committee shall consist of not more than 6 members, and up to 2 of whom shall be Trustees.

**New Hampshire Retirement System Board of Trustees**  
**As of March 31, 2025**

Jon Frederick, Jaffrey  
 September 21, 2022, to September 5, 2025  
 NH Municipal Association

Sue Ellen Hannan, Derry  
 July 27, 2018, to July 1, 2021  
 NH Education Association

Jason M. Henry, Brentwood  
 May 17, 2023, to July 13, 2025  
 NH Association of Counties

Maureen Kelliher, Dover  
 June 18, 2014, to July 13, 2025  
 Non-member Trustee

Robert Maloney, Holderness  
 July 27, 2018, to July 13, 2024  
 Non-member Trustee

Andrew Martineau, Bow  
 December 18, 2020, to July 1, 2024  
 NH State Permanent Firemen's Association

Leah McKenna, Concord  
 December 18, 2024, to July 1, 2027  
 State Employees' Association

Kenneth Merrifield, Franklin  
 March 24, 2021, to July 13, 2025  
 NH State Employer

Monica Mezzapelle, Concord  
 March 25, 2020, to January 7, 2025  
 State Treasurer

Paul Provost, Concord  
 November 2, 2022, to November 2, 2025  
 Non-member Trustee

Joshua Quigley, Bedford  
 October 19, 2022, to July 1, 2024  
 NH Police Association

Donald M. Roy, Jr., North Hampton  
 July 13, 2011, to July 13, 2025  
 NH School Boards Association

Steven G. Saltzman, Concord  
 March 12, 2025, to November 30, 2025  
 Non-member Trustee

**Educational Seminars for Board Members,  
as of March 31, 2025**

Sponsor	Program	Description
(IFEBP)  Int'l Foundation of Employee Benefit Plans <a href="http://www.ifebp.org">www.ifebp.org</a>	<b>New Trustees Institute Level I: Core Concepts</b> June 23 – 25, 2025 Nashville, TN  November 7 – 9, 2025 Honolulu, HI	<ul style="list-style-type: none"> <li>▪ Ideal for new Trustees to learn fiduciary responsibilities, and the technical aspects of serving as a Trustee.</li> <li>▪ Topics include Trustee responsibility and legal environment, retirement plans, investing health and welfare pension assets, and governance.</li> </ul>
	<b>Trustees Institute Level II: Concepts in Practice</b> June 21 – 22, 2025 Nashville, TN  November 8 – 9, 2025 Honolulu, HI	<ul style="list-style-type: none"> <li>▪ Ideal for plan professionals, and for Trustees who've served 3 to 5 years and completed Level I: Core Concepts.</li> <li>▪ Learn from industry experts on current events and reform initiatives.</li> <li>▪ Network with peers facing similar challenges – share best practices, ideas, and solutions.</li> <li>▪ Gain insight and garner resource materials to share with colleagues.</li> </ul>
	<b>Advanced Trustees &amp; Administrators Institute</b> June 23 – 25, 2025 Nashville, TN	<ul style="list-style-type: none"> <li>▪ Ideal for Trustees and plan administrators who've served two or more years. Seek to network and learn about the latest industry issues/trends, attend sessions that cover such topics as emerging benefit trends, legal and regulatory update, crisis management, artificial intelligence (AI), and cybersecurity.</li> </ul>
	<b>Public Plan Trustees Institute (formerly known as CAPPP) Level I</b> July 15-July 16, 2025 Chicago, IL	<ul style="list-style-type: none"> <li>▪ For all-level Trustees.</li> <li>▪ Pension-related topics include fiduciary responsibility, plan governance, legal, legislative, &amp; regulatory developments.</li> <li>▪ Gain comprehensive knowledge of public employee plan management.</li> </ul>

Sponsor	Program	Description
<p>(NCPERS)</p> <p>National Conference on Public Employee Retirement Systems</p> <p><a href="http://www.ncpers.org">www.ncpers.org</a></p>	<p><b>2025 NCPERS Trustee Educational Seminar (TEDS)*</b> May 17 – 18, 2025 Denver, CO</p> <p><b>2025 NCPERS Accredited Fiduciary (NAF)**</b></p> <p><b>NAF Modules 1 &amp; 2</b> May 17 – 18, 2025 Denver, CO</p> <p><b>NAF Modules 3 &amp; 4</b> May 17 – 18, 2025 Denver, CO</p> <p><i>*Runs concurrently with the Annual Conference &amp; Exhibition (ACE).</i></p> <p><i>**Trustees who wish to earn their NCPERS Accredited Fiduciary (NAF) accreditation take TEDS first.</i></p> <p><b>2025 Annual Conference &amp; Exhibition (ACE)</b> May 18 – 21, 2025 Denver, CO</p>	<ul style="list-style-type: none"> <li>▪ Gain comprehensive insights into Trustee responsibilities, investment strategies, and pension management.</li> <li>▪ Engage in interactive sessions covering plan governance, investment roles, actuarial valuations, funding policies, fiduciary duties, and asset allocation challenges.</li> <li>▪ For Trustees with at least five years of experience. Trustee Education Seminar (TEDS) is a pre-requisite.</li> <li>▪ Earn continuing education credits.</li> <li>▪ Strengthen knowledge of pensions and governance.</li> <li>▪ Topics include investing principles, understanding actuarial science, board policies and fundamental concepts.</li> <li>▪ Good for new and experienced Trustees, administrators, public pension plan members, staff, local officials, and financial and union officers.</li> <li>▪ The new Trustees session occurs immediately before the conference.</li> </ul>
<p>(NASRA)</p> <p>National Association of State Retirement Administrators</p> <p><a href="http://www.nasra.org">www.nasra.org</a></p>	<p><b>NASRA Annual Conference</b> August 9 – 13, 2025 Seattle, WA</p>	<ul style="list-style-type: none"> <li>▪ Hear from leaders in the retirement field on a variety of subjects including investment management, world events relative to the pension industry, economy, and trends.</li> </ul>
<p>(NCTR)</p> <p>National Council on Teacher Retirement</p> <p><a href="http://www.nctr.org">www.nctr.org</a></p>	<p><b>NCTR's 25<sup>th</sup> Annual Trustee Workshop</b> July 13-16, 2025 Williamsburg, VA</p> <p><b>NCTR's 103<sup>rd</sup> Conference</b> October 4-7, 2025 Salt Lake City, UT</p>	<ul style="list-style-type: none"> <li>▪ Good for new and experienced Trustees.</li> <li>▪ Workshop sessions.</li> <li>▪ Ideal for all pension system staff, members, and key stakeholders.</li> <li>▪ Agenda TBD.</li> </ul>

## NHRS Abbreviations and Acronyms

### **BENEFITS**

ADR	= Accidental Disability Retirement (job-related)
AFC	= Average Final Compensation
COB	= Compensation over base pay
COLAs	= Cost of Living Adjustments
EDD	= Electronic Direct Deposit
ESDP	= Extra or Special Duty Pay
GI/GII	= Group I (Employee, Teacher) / Group II (Police, Fire)
GO	= Gainful Occupation
IME	= Independent Medical Examiner/Examination
ODR	= Ordinary Disability Retirement (non-job-related)
QDRO	= Qualified Domestic Relations Order
Tier A	= Members vested prior to 1/1/12
Tier B	= Members in service prior to 7/1/11 but not vested prior to 1/1/12
Tier C	= Members hired on or after 7/1/11
TPS	= Treating Physician's Statement
TSA	= Temporary Supplemental Allowance (a one-time retiree payment)

### **BUSINESS OPERATIONS/VENDORS**

APs	= Action Plans
DRAPP	= Data Risk Assessment Project Plan
GRS	= Gabriel, Roeder, Smith & Co (NHRS actuary)
KPMs	= Key Performance Measures
LRS	= Levi, Ray and Shoup, Inc. (PensionGold vendor)

PM	= Plante Moran (NHRS external auditor)
PPM	= Policy and Procedure Manager (database software system for NHRS policies/procedures)
PIP	= Process Improvement Program

### **GENERAL**

ACFR	= Annual Comprehensive Financial Report
AU	= Audit
BOT	= Board of Trustees
CAIR	= Comprehensive Annual Investment Report
EE	= Employee
ER	= Employer
FA	= Facilities
HB 2	= House Bill 2 (2011 version, which made major changes to NHRS benefits)
IIC	= Independent Investment Committee
JLMC	= Joint Loss Management Committee (a.k.a. Safety Committee)
MS	= Member Services
NHRS	= New Hampshire Retirement System
OPEB	= Other Post-Employment Benefits (i.e. Medical Subsidy)
PIO	= Public Information Office(r)
PPCC	= Personnel, Performance and Compensation Committee
P. Sub (or “subs”)	= Political Subdivision (i.e. any NHRS employer other than the state)
RTK	= Right to Know request
SAU	= School Administrative Unit
SD	= School District
UAAL	= Unfunded Actuarial Accrued Liability

**IT**

CO-LO	= Co-location site for backup servers
DRS	= NHRS Data Reporting System (employer portal)
PG	= Pension Gold (current pension application from LRS)
PGV3	= Pension Gold Version 3 project

**LEGISLATIVE**

ED&A	= House (or Senate) Executive Departments and Administration Committee
HB	= House Bill
ITL	= Inexpedient to Legislate
JLCAR	= Joint Legislative Committee on Administrative Rules
LOB	= Legislative Office Building
LSR	= Legislative Services Request (a request to draft a bill)
OTP	= Ought to Pass
SB	= Senate Bill
SH	= State House
VV	= Voice Vote

**OTHER**

BCCRR	= Boston College Center for Retirement Research
COB	= Close of Business
EOB	= End of Business
GASB	= Governmental Accounting Standards Board
G&C	= Governor & Executive Council
JRP	= Judicial Retirement Plan (not affiliated with NHRS)

NASRA	= National Association of State Retirement Administrators
NCPERS	= National Council on Public Employee Retirement Systems
NCTR	= National Council on Teachers Retirement
NIRS	= National Institute for Retirement Security