

**NEW HAMPSHIRE RETIREMENT SYSTEM
BOARD MEETING**

Tuesday, December 10, 2024

Agenda

- | | | | |
|-----------|---|------------------|---------------|
| 9:30 a.m. | 1. Ascertain Quorum and Call to Order | | M. Kelliher |
| 9:35 a.m. | 2. Approval of Minutes | (Pg. 4) | M. Kelliher |
| | o October 8, 2024
(Action Expected) | | |
| 9:40 a.m. | 3. Standing Committee Reports | | |
| | • Ad Hoc Real Estate Committee | (Pg. 10) | J. Quigley |
| | o Space Options
(Non-public Expected) | | |
| | • Audit | (Pg. 12) | M. Mezzapelle |
| | o Annual Ethics Report
(Action Expected) | | |
| | o ACFR Recommendation
(Action Expected) | | |
| | o Actuarial Audit RFP
(Action Expected) | | |
| | • Governance | (Pg. 34) | D. Roy |
| | o Investment Counsel
(Action Expected) | | |
| | • Investments | (Pg. 36) | P. Provost |
| | o IIC Monthly Report | | |
| | o Callan Monthly Review (9/30/24) | | R. Leveque |
| | o Quarterly IIC Report | | R. Leveque |
| | o Callan Annual Review (6/30/24) | | R. Leveque |
| | o CAIR Recommendation
(Action Expected) | | R. Leveque |
| | o SAA Ranges and Benchmarks
(Action Expected) | | R. Leveque |
| | o Investment Performance and Benchmarks | | R. Leveque |
| | o 2025 IIC Meeting Schedule | | R. Leveque |
| | • Legislative | (Pg. 128) | K. Merrifield |
| | • Benefits | (Pg. 132) | J. Frederick |
| | o Disability Consent Agenda Reports | | |

	○ Gainful Occupation Report (Action Expected)		
	• PPCC	(Pg. 136)	S. Hannan
11:00 a.m.	4. Fiduciary Presentation	(Pg. 137)	D. Levine, Groom Law
11:30 a.m.	5. Operating Reports		
	• Executive	(Pg.156)	J. Goodwin
	○ Contracts (Non-public Expected) (Action Expected)		
	• Member Services	(Pg. 252)	N. Miller
	• Investments	(Pg. 256)	R. Leveque
	• Finance	(Pg. 261)	M Mullen
	• Human Resources	(Pg. 268)	R. Cain
	• Legal	(Pg. 271)	T. Crutchfield
	• PIO	(Pg. 275)	J. Goodwin
	• IT	(Pg. 279)	J. Laferriere
11:35 a.m.	6. Consent Agenda (Action Expected)	(Pg. 285)	M. Kelliher
11:40 a.m.	7. Trustee Travel	(Pg. 318)	M. Kelliher
11:45 a.m.	8. Action Items – October 8, 2024	(Pg. 319)	J. Goodwin
11:50 a.m.	9. Board Checkpoint Discussion	(Pg. 320)	M. Kelliher
	• Board Self-Evaluation Review (Non-public Expected)		
12:10 p.m.	10. Adjournment		M. Kelliher
	11. Informational Materials	(Pg. 324)	
	Draft Quarterly Report to the General Court		
	Draft Executive Summary of Board Actions		
	2024 Board Action Calendar		
	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/2024/12/10/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

NHRS Board of Trustees

DRAFT Minutes – October 8, 2024

Note: These **draft** minutes from the October 8, 2024, Public Session are subject for approval at a subsequent Board of Trustees meeting.

Board of Trustees

October 8, 2024

DRAFT Public Minutes

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

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

* Participating remotely. Because a Trustee was participating remotely, all votes were by roll call.

Staff: *Jan Goodwin, Executive Director; Timothy Crutchfield, Deputy Director and Chief Legal Counsel; Rosamond Cain, Director of Human Resources (HR); Marty Karlon, Director of Communications & Legislative Affairs; John Laferriere, Director of Information Technology (IT); Raynald Leveque, Chief Investment Officer (CIO); Nancy Miller, Director of Member Services; Marie Mullen, Director of Finance; Shana Bilech, 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: *Tony Pietro: The Townsend Group.*

Chair Maureen Kelliher called the October 8, 2024, regular meeting of the NHRS Board of Trustees to order at 9:30 a.m.

A quorum was established and Chair Kelliher called for a vote to approve the minutes of the August 13, 2024, Board meeting. On a motion by Trustee Roy, seconded by Trustee Hannan, the Board voted unanimously to approve the meeting minutes.

Trustee Mezzapelle provided the Audit Committee report, which met immediately prior to the Board meeting. The Committee heard updates from Internal Audit and proposed minor revisions to the Committee's Policy and Charter to reflect updated audit standards for internal auditing. On a motion by Trustee Maloney, seconded by Trustee Roy, the Board voted unanimously to accept the recommendation of the Audit Committee to approve the proposed revisions to the Audit Policy and Charter as presented.

Trustee Roy reported that the Governance Committee has not met since August but will

convene before the December Board meeting to review staff recommendations on the proposals received for investment counsel from the RFP issued in August.

Next, Trustee Provost reported on the August 13, 2024, Independent Investment Committee (IIC) meeting, with four of the five members participating and one position vacant. He reported that the IIC heard from CIO Raynald Leveque, who reviewed investment returns, holdings, and reported on the team's investment activities and work plan.

Trustee Provost turned to Mr. Leveque, who reported on NHRS' portfolio performance as of August 31, 2024. He noted the Plan's 12-month return and discussed the impact of mid- and small-cap equity underperformance, while emphasizing a focus on long-term diversified strategies, as well as positive returns across equities and fixed income for August. Mr. Leveque discussed the team's active implementation of the Board-approved strategic asset allocation, which merges U.S. and non-U.S. equities into a global equity asset class, as well as upcoming plans to rebalance the portfolio by reducing the global equity allocation, increasing fixed income, and introducing infrastructure as a new asset class were also discussed, with a focus on private core and core-plus investments for 2025. A brief discussion ensued regarding the infrastructure allocation, focusing on whether it would involve private or publicly traded investments and touched on the guidelines for infrastructure, the level of risk involved, and the source of funds to be used for investments. As of August 31, 2024, the Plan's assets totaled \$12.6 billion and continue to grow.

Executive Director Goodwin then responded to a Trustee's question about the unfunded actuarially accrued liability (UAAL), noting that NHRS is still waiting for the newest actuarial report from our external actuary, but that as of June 30, 2023, the UAAL \$5.5 billion. The retirement plan is paying down the UAAL as anticipated within the statutory 30-year amortization established in 2009, and it has stopped growing.

Trustee Merrifield gave an update on the Legislative Committee, which met on September 30, 2024, and completed its annual charter review, with no changes proposed. The Committee also heard from Director of Communications & Legislative Affairs Marty Karlon, who reviewed the four legislative service requests (LSRs) received-to-date that may impact NHRS, with more LSRs expected after the November election. Trustee Merrifield then requested Board certification of \$400,000, determined by GRS under House Bill (HB) 1307, for reimbursement to NHRS from the State's General Fund for the \$500 payment to eligible retirees and beneficiaries. On a motion by Trustee Frederick, seconded by Trustee Hannan, the Board unanimously approved the certification to the Governor for reimbursement.

Trustee Frederick provided the Benefits Committee report, noting it met on September 3, 2024, and October 1, 2024, approving a total of 12 disability applications and reviewing staff-proposed revisions to the IME Review Policy, which reflects the opportunity to engage with companies that perform independent medical exams (IMEs) in addition to contracting with individual physicians. On a motion by Trustee Roy, seconded by Trustee Mezzapelle, the Board voted unanimously to accept the recommendation of the Benefits Committee to adopt the proposed revisions to the IME Review Policy as presented.

Trustee Frederick next introduced a motion coming out of the IME RFP review process to increase the number of individual physicians performing IMEs as well as the opportunity to engage with two companies for the first time. On a motion by Trustee Quigley, seconded by Trustee Merrifield, the Board voted unanimously to accept the recommendation of the

Benefits Committee to authorize staff to negotiate contracts with the providers noted in the Board materials.

Trustee Hannan provided the PPCC report, which met on September 18, 2024. The Committee received a staffing update from HR Director Rosamond Cain, and reviewed the 2024 succession planning process, approving related documents.

Next, Trustee Quigley, the ad hoc Real Estate Committee Chair, reported that the Committee met on September 13, 2024, to discuss office space options and recommended the Board enter a non-public session to discuss the topic further. On a roll call vote motioned by Trustee Hannan and seconded by Trustee Mezzapelle, the Board entered into a non-public session to discuss the possible lease or acquisition of real property under RSA 91-A:3, II(d). Non-trustees participating in this non-public session included NHRS staff: Jan Goodwin, Timothy Crutchfield, Rosamond Cain, Marty Karlon, John Laferriere, Raynald Leveque, Nancy Miller, and Marie Mullen. Non-NHRS staff participating included Tony Pietro of The Townsend Group.

On a motion by Trustee Hannan, seconded by Trustee Quigley, the Board voted unanimously to conclude the non-public session and seal the non-public minutes.

Executive Director Goodwin gave her executive report, highlighting key performance measure (KPM) scores for August and September at 96.92% and 94.91%, respectively. The PGV3 project is at 89% completion, at the 10-month mark of the 12-month warranty period with the transition from implementation support to regular support from LRS under way. Results of the most recent cyber security reviews are being examined and NHRS plans to benchmark with ERISA standards for best practices. The need for new registration to access *My Account 2.0* has led to longer tech support call times for the Contact Center, prompting a review of staffing and self-service options. The annual Call Fire Fund report confirmed sufficient assets for the remaining beneficiary, with surplus funds to be returned to the general fund. Additionally, contract renewals with Citizens Bank and GRS were noted.

Director of IT John Laferriere reported on the department's completion of a thorough cyber security review, including extensive penetration testing, with strong results. The IT Team continues to advance security efforts by implementing cloud-based services, monitoring risks, and ensuring compliance with best practices to improve NHRS' cyber security score. He provided updates on several key projects, including the rollout of *My Account 2.0*, OneDrive for document management, and a new project management office (PMO) to track IT and organization-wide initiatives. Most recently, the team implemented cost-saving cloud optimizations and system patching, with plans in place to handle increased call center volume due to new systems.

Director of Member Services Nancy Miller updated the Board on the department's key efforts, focusing on legislative changes, particularly the Group II violent accidental disability retirement (VADR) benefit and Group II multiplier, with testing planned in the coming months. The team is progressing with member statements and benefit option factor testing, having established a plan for testing in a single environment starting at the end of the month. Recruiting for one open Benefit Specialist position continues.

CIO Raynald Leveque reviewed the Investments operating report, providing updates in July and August performance reports, noting that in September, four KPMs were achieved, while one related to rebalancing was not. A rebalancing plan for global equities and fixed income

will be presented at the October IIC meeting. Asset class strategy discussions are ongoing, focusing on global equity and fixed income asset classes, with use of more analytical systems being utilized by the Investment Team. Upcoming priorities include reviewing investment policy revisions, setting new benchmarks, and rebalancing ranges, reviewing Infrastructure guidelines for the Investment Manual, and improving usage of portfolio analytics.

Finance Director Marie Mullen's operating report highlighted continued progress in Employer Reporting, the review of both the preliminary unaudited net position and cash flow for FY 24, and year-to-date administrative expenses as compared to budget for FY 25. Ms. Mullen announced the completion of a five-year contract extension with Citizens Bank and the submission of the FYs 26 and 27 Statutory Administrative Budget to the state. The Finance department is also working with NHRS' external auditor, Plante Moran, with the audit continuing through October and November.

Director of HR Rosamond Cain began her operating report with positive hiring and recruiting updates and noted that the communications task force is working on a comprehensive plan to centralize internal staff communications. The all-position salary survey has begun and feedback from Korn Ferry is being analyzed and compared to current assessments. Professional development highlights include Director Cain's recent attendance of the NCPERS HR Summit and an all-staff training on unconscious bias scheduled for mid-October.

Deputy Director and Chief Legal Counsel Timothy Crutchfield began his Legal report by expressing his appreciation for the Board's approval of the IME Review Policy revisions and IME RFP recommendations. He then reported on staff's ongoing review of the 18 investment counsel proposals, which is expected to yield recommendations for the Governance Committee by December. Upcoming initiatives include enhancing employer audit capabilities and preparing for the implications of a recent New Hampshire Supreme Court decision affecting early retirement stipends for certain Keene School District retirees. He then proposed the CY 25 Board meeting schedule, continuing with bimonthly meetings on the second Tuesday of even-numbered months. On a motion by Trustee Roy, seconded by Trustee Maloney, the Board voted unanimously to approve the 2025 Board Meeting Calendar as presented.

Mr. Karlon provided his Legislative Affairs and Communications operating report, highlighting efforts to build the user base for *My Account 2.0*, with a 340% spike in sign-ups following recent targeted email campaigns. The department is preparing for higher engagement in the coming months, driven by member statements and tax forms. A new internal communications style guide will be rolled out to staff and the team is actively participating in numerous presentations and events. Legislative activity remains quiet for now, but preparations are under way for expected future developments.

Hearings Examiner Diana Crichton then provided a summary to the Board of an administrative appeal on the Consent Agenda regarding the denial of a school district's appeal of payment of contributions due to erroneous reporting and the related interest penalty. Trustee Quigley moved and Trustee Provost seconded a motion to approve the Consent Agenda that was unanimously approved, as presented.

Trustees Mezzapelle and Quigley presented travel reports, both with positive comments on CAPP.

Executive Director Goodwin provided an update on Action Items from the August 13, 2024,

Board meeting, noting all action items except for numbers six, seven, eight and 11, have been completed.

Following up on her instructions from the August 13, 2024, Board Checkpoint discussion, Chair Kelliher requested that the Board members complete Board evaluations as part of best practices and good governance. These evaluations will be discussed at the December meeting.

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

Respectfully submitted,

Mariel Holdrege
Executive Assistant

DRAFT

AD HOC REAL ESTATE COMMITTEE

AUDIT COMMITTEE



Annual Code of Ethics Report Card

FY 2024

Scorecard of Responses Received as of 11/25/2024

<u>RESPONDENTS</u>	<u>TOTAL REQUESTS</u>	<u>TOTAL RESPONSES</u>	<u>PERCENT RESPONDING</u>
Public Mkt.Mgrs.\Svc. Providers	105	96	91%
Trustees\IIC\Management	36	36	100%
Former Trustees\IIC\Management	3	3	100%
Employees	54	54	100%
Former Employees	6	2	33%
Totals	204	191	94%

RESPONSE SUMMARY

Staff has reviewed the responses regarding compliance with the NHRS Code of Conduct. In the responses received, there are no comments that staff believes necessitate further review by the Audit Committee or the Board of Trustees.



To: Audit Committee
From: Jan Goodwin, Executive Director
Date: November 25, 2024
Re: Actuarial Audit
Item: Action: Discussion: Informational:

GRS has provided actuarial services to NHRS since 2007 when they were engaged to replace Buck Consulting. Buck had been NHRS' actuarial firm since NHRS' inception in 1967, and was in that role when the open group aggregate methodology was adopted by the legislature in 1994. Our initial pension administrations system was a Buck system and was in place until 2004, when we replaced it with LRS and its PensionGold version 2 product.

In May 2014, GFOA adopted best practices which recommend that actuarial audits be undertaken at least on an every five year basis, unless there has been a change in actuarial firms (attached). NHRS had its most recent actuarial audit performed in 2019. Consistent with best practices, I recommend that NHRS issue an RFP for a Level 2 actuarial audit as this is the best combination of level of work and cost of the services for NHRS. Please see attached for a document prepared by GRS, which explains the different types of actuarial audits.

The ETeam recommends that an actuarial audit of GRS be initiated in 2025 as this will provide us with an independent perspective on the actuarial assumptions currently used by NHRS and the quality of GRS' work. As noted earlier in this memo, GFOA's best practices recommend performing an actuarial audit every five years; however, NHRS receives actuarial valuations every two years (as proscribed in statute) and has our actuary perform an experience study every four years. Therefore, a four-year cycle, immediately after the performance of the experience study, makes the most sense for the timing for NHRS to have an actuarial audit performed. Accordingly, we ask the Audit Committee to recommend to the Board that it authorize the release of an RFP for actuarial audit services included with this memo.

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



REQUEST FOR PROPOSALS
FOR
ACTUARIAL AUDIT SERVICES

NEW HAMPSHIRE RETIREMENT SYSTEM

54 Regional Drive
Concord, NH 03301

Jan Goodwin
Executive Director
December 11, 2024

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**NEW HAMPSHIRE RETIREMENT SYSTEM
REQUEST FOR PROPOSAL
ACTUARIAL AUDIT SERVICES**

INTRODUCTION

1.0 INVITATION TO SUBMIT PROPOSAL

The Audit Committee of the New Hampshire Retirement System (NHRS), through its Executive Director, Jan Goodwin, requests proposals from firms interested in providing actuarial audit services to the NHRS. This Request for Proposal (RFP) is to select a Contractor to perform a Level 2 audit of the Actuarial Valuation Report as of June 30, 2023 (Valuation Report) and the 4-year experience study covering July 1, 2019 through June 30, 2023 to assure that the results presented are actuarially sound, reasonable, and consistent with industry standards.

1.1 CONTACT PERSON

Direct all questions and correspondence regarding this RFP to:

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

Only written questions submitted by the question deadline in Section 1.2 will be accepted. Written answers to such questions shall be sent to each person on record as having received an RFP and will be posted on the NHRS website at: <https://www.nhrs.org/about-nhrs/rfp-rfi>

After December 11, 2024, firms that intend to submit a Proposal 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 RFP process will result in immediate elimination from the selection process.

1.2 TENTATIVE TIMETABLE

The following is the tentative time schedule applicable to this RFP. All dates are subject to modification by NHRS.

Issuance of RFP and official notices placed: December 11, 2024

RFP Question deadline: December 27, 2024

RFP deadline: January 10, 2025

RFP evaluations by NHRS staff: January 13- 24, 2025

Finalist interviews by the NHRS (if necessary): January 27-31, 2025

Audit Committee recommendation & Board approval: February 11, 2025

Contract award / finalization: February 28, 2025

1.3 PENSION PLAN BACKGROUND AND ADDITIONAL INFORMATION

The NHRS is a \$12.4 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.

Audit Committee: The Board has an Audit Committee comprised of five members, one of whom is the State Treasurer.

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.

NATURE OF SERVICES REQUIRED

2.0 SCOPE OF WORK TO BE PERFORMED

Actuarial Audit Services

The purpose of this assignment is to seek an independent evaluation of existing actuarial studies produced by the NHRS consulting actuary, Gabriel, Roeder, Smith & Company (GRS). Specifically, the engagement is for a Level 2 audit of the Actuarial Valuation Report as of June 30, 2023 (Valuation Report) and the 4-year experience study covering July 1, 2019 through June 30, 2023 (Experience Study) to assure that the results presented are actuarially sound, reasonable, and consistent with industry standards. A copy of the reports can be found at:

Actuarial valuation:

https://www.nhrs.org/docs/default-source/actuarial/2023-actuarial-valuation.pdf?sfvrsn=f16715b4_4

Experience study:

https://www.nhrs.org/docs/default-source/actuarial/july-1-2019---june-30-2023-experience-study.pdf?sfvrsn=72f15b4_3

The Contractor should review the work of GRS to the degree necessary to express opinions relating to the following:

- The appropriateness of the demographic and financial information used by GRS in the NHRS Valuation Report and the Experience Study.
- The actuarial valuation assumptions are reasonable and consistent with generally accepted actuarial standards and practices; are reasonable based on NHRS' experience; and are appropriate for NHRS' structure and funding objectives.
- The GRS valuation methods and procedures are reasonable and consistent with generally accepted actuarial standards and practices; are appropriate for NHRS' structure and funding objectives.
- The GRS valuation results reflect the requirements set forth in state statutes and Board policies.
- The GRS valuation results are reasonable, including analysis of contribution rates and accrued liabilities.
- The recommended assumption changes in the latest experience study are reasonable and in compliance with Actuarial Standards of Practice.
- The valuations were performed by qualified actuaries and were performed in accordance with principles and practices prescribed by the Actuarial Standards Board.

The completed audit should culminate with a written report to the NHRS Audit Committee and Board of Trustees that:

- Provides an evaluation and expresses an opinion regarding the reasonableness and accuracy of the June 30, 2023 valuation results including a determination of actuarial accrued liability, normal cost, and the employer contribution.
- Provides an evaluation and expresses an opinion regarding the reasonableness and accuracy of the 4-year experience study covering July 1, 2019 through June 30, 2023
- Includes any recommendations regarding reasonable alternatives to the actuarial assumptions currently being used.
- Provides any recommendations to improve the quality and understanding of the valuation report.

2.1 TIMETABLE AND DELIVERABLES

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

- An audit implementation meeting with NHRS staff and GRS.
- Field work.
- Draft actuarial audit report presentation to NHRS staff.
- Exit conference with NHRS staff.
- Final copy of the actuarial audit report and presentation of the audit results to the Audit Committee and Board of Trustees.

PROPOSAL SUBMISSION REQUIREMENTS

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

3.0 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 Contractor’s understanding of the RFP 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 Contractor and the NHRS, or the RFP is cancelled, whichever occurs first.

Qualifications and Experience

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

- The Contractor’s name, address of the office providing services under the contract, telephone number, email address and website, if applicable.
- A general description of the Contractor, including size, number of employees, primary business, and other business or services offered.

- Identification of the supervising actuary that would be assigned to the engagement and contact information. Identification of other personnel who will be performing work under the contract.
- Summary information regarding the professional qualifications and relevant experience of supervising and support actuaries and other personnel who will perform work under the contract.
- A description of the Contractor's experience in providing actuarial and consulting services for large public employee retirement systems and a list of the public employee retirement systems for which the firm has performed services like those identified in this RFP.
- 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 audit and delivery of an audit report.
- The signature of a representative of the Contractor with acknowledgment that such individual is authorized to contractually bind the Contractor.

Actuarial Audit Services Fee

All proposals must include the total fee summary including any Contractor expenses for travel, overhead or other costs. Firms should be prepared to identify the level of staff, billing rates and approximate number of hours that are included in the proposed fee.

3.1 PROPOSAL DELIVERY

Deliver proposals: one (1) 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 January 10, 2025**. All responses and materials related to this RFP will become the property of the NHRS.

PROPOSALS NOT RECEIVED BY THE RESPONSE DEADLINE AT THE ABOVE ADDRESS WILL NOT BE CONSIDERED.

3.2 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 RFP.

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 a bidder concerning the RFP 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 Contractor. The NHRS is not liable for any costs incurred by the proposer in replying to this RFP.

ADDENDA: Any supplemental instructions, amendments, or changes in this RFP, or attached documents, shall be in the form of a written addendum to this Request. If issued, such addenda shall be sent by email to all firms on record as having submitted an RFP.

CHANGES TO PROPOSAL: The NHRS shall unconditionally accept a proposal without alteration or correction, except as provided in this paragraph. If, prior to the final filing date for submission of proposals, and a Contractor discovers an error or omission in a proposal already submitted to the NHRS, the Contractor may correct the original submission by sending the changed content from the original response in a Word document and making the necessary corrections using track changes so the changes can be easily identified. Modification offered in any other manner - oral, written, electronically or facsimile transmission - will not be considered.

DISCLOSURE: The NHRS is a public defined benefit pension system, subject to the provisions of New Hampshire's Right to Know laws (NHRSA 91-A). Bidders should be aware that it is common practice for third parties to request access to information and materials submitted by RFP respondents and such materials will be produced unless there is an applicable exception to the requirement.

EVALUATION PROCESS AND FINAL SELECTION

4.0 METHODOLOGY FOR EVALUATING PROPOSALS

The contract for actuarial audit 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 Audit 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 Contractor and proposed fee.

- At the discretion of the Committee, the Contractors submitting responses may be requested to provide supplemental information or to make a verbal presentation as part of the evaluation process.
- The Committee will recommend one or more finalists for consideration by the full NHRS Audit Committee.
- The NHRS Audit 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 Audit Committee.

4.1 NOTICE OF SELECTION

NHRS will provide notice to the Contractor selected and provide a service agreement for signature to formalize the agreement.



BEST PRACTICE

Actuarial Audits

BACKGROUND:

Due diligence requires that pension plan fiduciaries and plan sponsors exercise prudence in selecting service providers such as actuaries, and monitor the quality of their work. An *actuarial audit* is a valuable tool for monitoring the quality of actuarial services performed on behalf of the pension plan.

An actuarial audit involves engaging the services of an outside actuary (*reviewing actuary*) to scrutinize the work of the plans consulting actuary.¹ Actuarial audits are helpful for several reasons:

1. They enhance the credibility of the actuarial valuation process by providing independent assurance that it was performed in accordance with actuarial standards of practice;
2. They increase public trust in how the pension plan is being governed;
3. They help plan fiduciaries to assess whether the pension plan is meeting its funding objectives;
4. They can lead to the remediation of errors that might otherwise go undiscovered; and
5. They can provide recommendations for improving the actuarial valuation process, including how information is presented in the actuarial valuation report and in other communications.

Actuarial audits are not all the same. Various levels of actuarial audits are distinguished from one another by the types of services performed by the reviewing actuary.

1. In a *level one*, or full-scope, actuarial audit, the reviewing actuary fully replicates the original actuarial valuation, based on the same census data, assumptions, and actuarial methods used by the plans consulting actuary. In addition, the reviewing actuary examines the consulting actuary's methods and assumptions for reasonableness and internal consistency.
2. In a *level two* actuarial audit, the reviewing actuary does *not* fully replicate the consulting actuary's valuation, but instead uses a sampling of the plans participant data to test the results of the valuation. The reviewing actuary also examines the consulting actuary's methods and assumptions for reasonableness and internal consistency.
3. In a *level three* actuarial audit, the reviewing actuary examines the consulting actuary's methods and assumptions for reasonableness and internal consistency, but does *not* perform actuarial calculations.

RECOMMENDATION:

The GFOA recommends that public pension plan fiduciaries:

1. Gain an understanding of the types of actuarial audits.
2. Provide for actuarial audits at least once every five years.²
3. Determine the level of actuarial audit most appropriate when a red flag appears, such as:
 1. Significant and unanticipated changes in asset or liability trends or funded ratio.

2. Computed contribution rates change without adequate explanation.
3. The actuarial methods and assumptions used are not consistent with those approved by the plans board.
4. The actuarial methods and assumptions are not consistent with plan objectives.

Often when a new consulting actuary is engaged the new consulting actuary performs a full replication of the previous actuarial valuation to establish a baseline. This practice, when feasible,³ is highly encouraged.

Notes:

1. When procuring services for a reviewing actuary, plan fiduciaries and plan sponsors are encouraged to use the same RFP process as for a consulting actuary. Recommendations for procuring these services can be found in the GFOA best practice, Procuring Actuarial Services (CORBA 2012).
2. This recommendation is designed to ensure that more than one actuary has performed or replicated the actuarial valuation during any five-year period. Therefore, an actuarial audit would not be necessary if the consulting actuary had changed during that time.
3. A full replication may not be practical, for example, for an agent multiple-employer plan.

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PERSPECTIVES

The Role of Actuarial Audits in Performing Due Diligence

Louise Gates, ASA, FCA, MAAA

Over the past several years, public sector defined benefit retirement plans have been receiving a great deal of attention. Some significant reasons for the increased attention may include:

- The aging of the U.S. population and a greater focus on financial security in retirement;
- Growing criticism of public sector retirement plans by think tanks and other ideological organizations; and
- Dwindling tax revenue and reductions in state and federal revenue sharing have put tremendous pressure on governmental budgets making it difficult for employers to contribute the full actuarially determined amounts to their retirement plans.

Public sector retirement plan governance is a responsibility shared by several stakeholders, including the retirement system board of trustees. The retirement board of trustees are fiduciaries tasked primarily with retirement system administration. With the increased focus on public plans, there is a heightened awareness of the need for due diligence on the part of retirement plan trustees in performing their fiduciary duties. Trustees have a duty to select plan service providers prudently, and once selected, to monitor the quality of their work.

This article discusses actuarial audits as a due diligence tool for plan trustees to help manage retirement plan risk. High quality actuarial work can do much to ensure the long-term financial strength of a retirement plan. Similarly, low quality actuarial work, when left undiscovered, can undermine a plan's financial security in a relatively short time period.

What is an Actuarial Audit?

An actuarial audit is the scrutiny of one actuary's work by another qualified actuary. The goal is to ensure that: 1) actuarial valuations are performed correctly; 2) the methods and assumptions used are reasonable; and 3) the advice given is sound. Actuarial audits provide assurance to plan trustees and other interested parties that the financial condition of the plan is accurate, as stated by the plan's actuary.

How Often Should Actuarial Audits Be Performed?

The Government Finance Officers Association (GFOA) recommends that actuarial audits be conducted at least every five years unless there is a change in actuary.¹ In some plans, audits are performed regularly based on the retirement board's policy or state law. In other plans, they are performed when danger signs appear in the financial structure of the plan.

Some examples of danger signs include:

- Retired life liabilities being less than fully funded with no significant progress toward full funding;
- A protracted period of decline in the funded ratio or increases in computed contributions without adequate explanation; and
- An inconsistent relationship among the various valuation assumptions (sometimes difficult for an untrained person to notice).

¹ GFOA Best Practices Procuring Actuarial Services
<https://www.gfoa.org/materials/procuring-actuarial-services>



What are the Benefits of an Actuarial Audit?

The outcome of the actuarial audit reveals whether the procedures used in the actuarial valuations of the plan are technically sound and if plan objectives are being met. Equally important, this type of review helps to generate a sense of security among those concerned with plan financing. The value of such knowledge may make the cost of the audit incidental.

The dialogue generated by the audit process usually has educational value. The basic funding principle of paying for a benefit when it is earned may be easy to grasp. However, the implementation of the concept is often confusing, particularly if the plan includes a Deferred Retirement Option Plan (DROP) or other complicated features. The proper utilization of qualified advisors provides an opportunity to get a good look at the forest rather than getting lost among the trees of technicalities.

If the advice a plan has been receiving is inaccurate or inappropriate, the actuarial audit should bring this to light so that remedial action can be initiated. Finally, we may all benefit from someone looking over our shoulder occasionally. The mere possibility that a fellow practitioner may analyze an actuary's work can result in additional care being taken in the valuation process.

What are the Different Types of Actuarial Audits?

There are different types of actuarial audits that can be classified depending upon the level of audit desired. The types of actuarial audits are described below as Levels One through Four (with Level One being the most comprehensive and Level Four being the least comprehensive).

TYPES OF ACTUARIAL AUDITS	
Level One Audit	A complete actuarial valuation of the plan based on the same census data, assumptions and actuarial methods used by the plan's actuary
Level Two Audit	A review of the plan's actuarial reports and testing of valuation results using a sample of individuals included in the valuation
Level Three Audit	A review of the previous actuarial valuation and experience study reports, including dialogue with the retained actuary and plan representatives, and a presentation of findings
Level Four Audit	A review of the most recent available actuarial report and a disclosure of the findings in a letter format

Level One

A Level One audit is a complete actuarial valuation of the plan based on the same census data, assumptions and actuarial methods used by the plan's actuary. The goal is to replicate the results of the most recent valuation, which is sometimes called a replication audit. Generally, there is some testing of plan experience as part of the review, and also dialogue among the retirement plan representatives, the retained actuary, and the reviewing actuary. A detailed report and presentation of the findings in a meeting with plan representatives is standard.

Level Two

A Level Two audit includes a review of the actuarial reports of the plan and a test of the valuation results using a mathematical model of plan activity or sampling (as opposed to performing a complete replication of the retained actuary's valuation of the plan). As in a Level One audit, there is dialogue with the plan's actuary and plan representatives. A detailed report and presentation of the findings would be included. An auditing actuarial firm with broad public plan experience and technical capability can usually verify the retained actuary's previous results reasonably well with a Level Two audit. If results cannot be verified or explained, it may be necessary to expand the scope of the audit to Level One. This would be recommended before any action is taken as a result of the audit.

Level Three

A Level Three audit includes a review of the previous actuarial valuation and experience study reports, dialogue with the retained actuary and plan representatives, and a presentation of findings. At this level, there are no independent calculations. This approach may lead to savings of time and money, but the results may have less value. A Level Three audit may be of interest to smaller plans with limited budgets. Sometimes a plan can benefit by listening to the views of another trained actuary with different experiences and viewpoints than the retained actuary.

Level Four

A Level Four audit includes only a review of the most recent available actuarial report and a disclosure of the findings in a letter format. The actuarial report should state the actuarial findings and identify methods, procedures, assumptions and data used by the actuary with sufficient clarity that another actuary qualified in the same practice area could make an objective appraisal of the reasonableness of the actuarial



work.² Since actuaries have a duty to follow actuarial standards of practice, this approach may also be useful although more limited in scope than the other levels.

What are the Alternatives?

A small number of people in the public retirement plan community have suggested changing actuaries every three to five years to get the benefit of different viewpoints and possibly savings in actuarial fees. Continuity and consistency in actuarial service providers help to ensure high quality actuarial work and saves time for retirement system staff since a new actuary does not have to be educated on system practices and plan provisions. Continuity in service providers may be critical during periods of stress or turnover in retirement system staff and trustees. Generally, this continuity helps to reduce retirement system costs through the efficient delivery of services and the historical knowledge of the retained actuary, which are disrupted or lost when there is a change in actuarial service providers.

What Guidelines Should Be Used When Selecting an Auditing Actuary?

GRS' experience with actuarial audits is considerable and was developed over time serving as both auditing actuary and audited actuary. The following guidelines have been developed as a result of our experience serving public employee retirement plans for over 80 years. The auditing actuary is typically selected through a competitive bidding process (i.e., the use of a Request for Proposal (RFP)). The auditing actuary should have experience with the type of plan being audited and the legislative environment in which the plan operates. In addition, the advice provided should be unbiased and the audit assignment should not be viewed as an opportunity to gain a new client.

An actuarial firm that offers audit services to public retirement systems should have the infrastructure necessary to perform public plan actuarial work, including:

- Valuation software designed to model the wide range of public retirement plan designs without the use of approximations;
- A secure file transfer site necessary to protect plan member data which may be transferred during the course of the audit;

- Robust tools for validating investment return and other key actuarial assumptions;
- A large number of current public retirement plan clients, in particular those with plan design features similar to the plan being audited; and
- Sufficient staff to provide the work promised to the retirement system in a timely manner.

Fees for an actuarial audit can vary widely depending on the complexity of the plan and the extent of the audit. A Level One audit could cost as much as the retained actuary's annual fees. A Level Four audit could cost as little as a few thousand dollars. In addition, depending upon the scope of the audit, fees may be charged to the system for the additional time spent responding to an auditor's questions and requests for information. Consider a plan with liabilities of \$1 billion and, in this case, a 5% mistake is found. The value of that mistake would be \$50 million, which makes the fees for the audit seem relatively small.

How are Audit Results Communicated to the Retirement System?

With any type of audit, there should be formal, written communication summarizing the auditing actuary's findings. Typically, with most types of audits, this would include an audit report. The audit report should provide constructive criticisms of the retained actuary's work and suggestions for improvement. This information should be listed in the order of relative importance and should clarify the difference between issues that the auditing actuary believes to be large and those that are minor or matters of judgement. Without this form of classification, the audit results may cause unnecessary confusion.

Depending on the type of audit that is performed, the auditing actuary should provide a comparison of their mathematical results to those of the retained actuary. The comparison should discuss whether or not the differences between the two sets of calculations are within reasonable bounds. It should also provide comments on the assumptions and methods used by the retained actuary. The audit should verify that the retained actuary is following Actuarial Standards of Practice.³ An actuarial audit can include a critique of the plan actuary's judgment concerning the plan's exposure to risk.

² Actuarial Standard of Practice No. 41, Section 3.2

http://www.actuarialstandardsboard.org/wp-content/uploads/2014/02/asop041_120.pdf

³ <http://www.actuarialstandardsboard.org/standards-of-practice/>



Generally, in actuarial work, there is no unique, correct answer, but rather a range of reasonableness. Commonly, no two actuaries will ever agree exactly on the results of an actuarial valuation. In light of this, one might wonder what constitutes an actuarial mistake. In our experience, there are two basic types of errors: 1) actuarial results that fall outside of a reasonable range; and 2) actuarial results that are in a reasonable range, but contain math errors, show poor judgment or are based on false premises or bad data. The second type of mistake is more common than the first.

An actuarial valuation is a complex process involving many assumptions, methods and calculations. If the reviewing actuary believes that the plan has been getting good advice, this should be stated as part of the findings that are communicated to the retirement system. If areas of concern are discovered during the audit, the reviewing and retained actuary should ideally work together to resolve any concerns. If errors are found, these errors should be corrected in a professional manner. Furthermore, the next audit should verify that the corrections have been made.

Conclusion

From GRS' perspective, an actuarial audit is an important process with a goal of sound financial management of public employee retirement plans. An actuarial audit is an important tool available to plan trustees in fulfilling their fiduciary duties. It is in everyone's best interest to ensure that the retained actuary is following the Actuarial Standards of Practice, providing sound advice and accurate financial measurements to enable the system to meet its financial obligations today and in the future.

About the Author

LOUISE GATES, ASA, FCA, MAAA is a Senior Consultant who has more than 30 years of public pension and retiree health plan consulting experience. She is the lead consulting actuary for several large retirement systems in Michigan, Oklahoma, and South Dakota.



Louise has significant experience with public employee retirement plan design, including Deferred Retirement Option Plans (DROP), defined benefit to defined contribution conversion studies, benefit tiers, hybrid plans and Early Retirement Incentive Programs. She also has extensive experience with actuarial audits for municipal and statewide retirement systems and retirement plan obligation bonds.

Contact Louise at: louise.gates@grsconsulting.com

The author thanks Brian Murphy and Mary Ann Vitale for their review and helpful comments.

About GRS

GRS is a national actuarial and benefits consulting firm. We help our clients develop and maintain fiscally sustainable benefit programs that preserve financial security for millions of Americans. Our reputation for providing independent advice and quality consulting services has remained unmatched for more than 80 years. To locate a GRS office, visit our website at: www.grsconsulting.com.

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GOVERNANCE COMMITTEE



To: NHRS Board of Trustees
From: Tim Crutchfield, Deputy Director and Chief Legal Counsel
Date: November 26, 2024
Re: Investment Counsel - Request for Proposal (RFP)
Item: Action: Discussion: Informational:

NHRS's policy is to conduct Request for Proposals (RFPs) for various legal counsel (investments, fiduciary and tax, NH law) at least every five years. The last RFPs for these services were issued in 2019.

NHRS issued an RFP on August 14, 2024 for Investment Counsel, and for the first time, Securities Litigation Counsel. NHRS staff has completed a review of the RFP candidates for both engagements. NHRS received submissions from five firms for the Investment Counsel, and after a final round of fee negotiation and follow-up questions, **recommended engagements with the incumbent firm, Foster Garvey, and with Nossaman**, a firm based in San Francisco.

NHRS also received submissions from 13 firms for the Securities Litigation Counsel, and after a final round of fee negotiation and follow-up questions, **recommended engagements with two firms: Labaton, Keller, and Sucharow**, a New York firm with offices in Delaware and London, as well as **Berman Tobacco**, a firm with offices in Boston and San Francisco.

At its November 26, 2024 meeting, the Governance Committee unanimously voted to recommend to the Board of Trustees that it authorize staff to engage with the four recommended firms to procure legal counsel services.

INDEPENDENT INVESTMENT COMMITTEE (IIC)

Independent Investment Committee's Monthly Report to the Board

NHRS Investment Team
Board of Trustees Meeting
December 10, 2024

Total Plan Performance as of September 30, 2024



Net of Fees Returns for Periods Ended September 30, 2024									
Composite	Total Fund Weighting As of 9/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	33.13%	1.81%	7.18%	7.18%	18.22%	32.05%	8.96%	13.64%	11.56%
<i>Domestic Equity Benchmark(1)</i>		2.07%	6.23%	6.23%	20.63%	35.19%	10.29%	14.81%	12.92%
<i>Excess Return</i>		-0.25%	0.96%	0.96%	-2.41%	-3.14%	-1.33%	-1.16%	-1.35%
Total Non US Equity	19.48%	1.44%	7.25%	7.25%	13.44%	25.02%	4.46%	7.59%	5.85%
<i>Non US Equity Benchmark(2)</i>		2.69%	8.06%	8.06%	14.21%	25.35%	4.14%	7.59%	5.22%
<i>Excess Return</i>		-1.25%	-0.82%	-0.82%	-0.77%	-0.33%	0.33%	0.00%	0.63%
Total Fixed Income	19.31%	1.52%	5.41%	5.41%	4.80%	12.31%	-0.43%	1.83%	2.52%
<i>Bloomberg Capital Universe Bond Index</i>		1.37%	5.20%	5.20%	4.91%	12.08%	-1.05%	0.70%	2.15%
<i>Excess Return</i>		0.15%	0.21%	0.21%	-0.10%	0.23%	0.62%	1.12%	0.37%
Total Cash	1.58%	0.42%	1.31%	1.31%	3.99%	5.45%	3.59%	2.41%	1.73%
<i>3-Month Treasury Bill</i>		0.43%	1.37%	1.37%	4.03%	5.46%	3.49%	2.32%	1.65%
<i>Excess Return</i>		-0.01%	-0.06%	-0.06%	-0.04%	-0.01%	0.09%	0.09%	0.08%
Total Real Estate (Q2)*	8.99%	0.08%	0.17%	0.17%	-5.23%	-6.88%	3.75%	6.02%	8.33%
<i>Real Estate Benchmark(3)</i>		-0.22%	-0.66%	-0.66%	-8.06%	-9.99%	1.02%	2.27%	5.51%
<i>Excess Return</i>		0.30%	0.83%	0.83%	2.83%	3.11%	2.73%	3.76%	2.83%
Total Private Equity (Q2)*	13.11%	0.00%	0.04%	0.04%	3.71%	5.12%	5.72%	13.03%	11.69%
<i>Private Equity Benchmark(4)</i>		3.21%	3.72%	3.72%	28.82%	25.39%	11.84%	17.60%	15.95%
<i>Excess Return</i>		-3.22%	-3.69%	-3.69%	-25.10%	-20.27%	-6.12%	-4.56%	-4.26%
Total Private Debt (Q2)*	4.40%	-0.38%	0.01%	0.01%	3.92%	5.69%	6.36%	5.57%	5.83%
<i>Private Debt Benchmark(5)</i>		0.73%	1.82%	1.82%	9.44%	11.65%	5.31%	4.92%	5.07%
<i>Excess Return</i>		-1.11%	-1.81%	-1.81%	-5.52%	-5.95%	1.05%	0.64%	0.76%
Total Fund Composite	100.00%	1.17%	4.78%	4.78%	9.35%	16.87%	5.16%	8.63%	7.72%
<i>Total Fund Benchmark(6)</i>		1.84%	5.18%	5.18%	12.51%	20.30%	5.59%	8.75%	7.99%
<i>Excess Return</i>		-0.67%	-0.40%	-0.40%	-3.16%	-3.43%	-0.43%	-0.12%	-0.27%

(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 9/30/24, the Total Fund has returned 6.56% versus the Total Fund Custom Benchmark return of 6.82%.

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

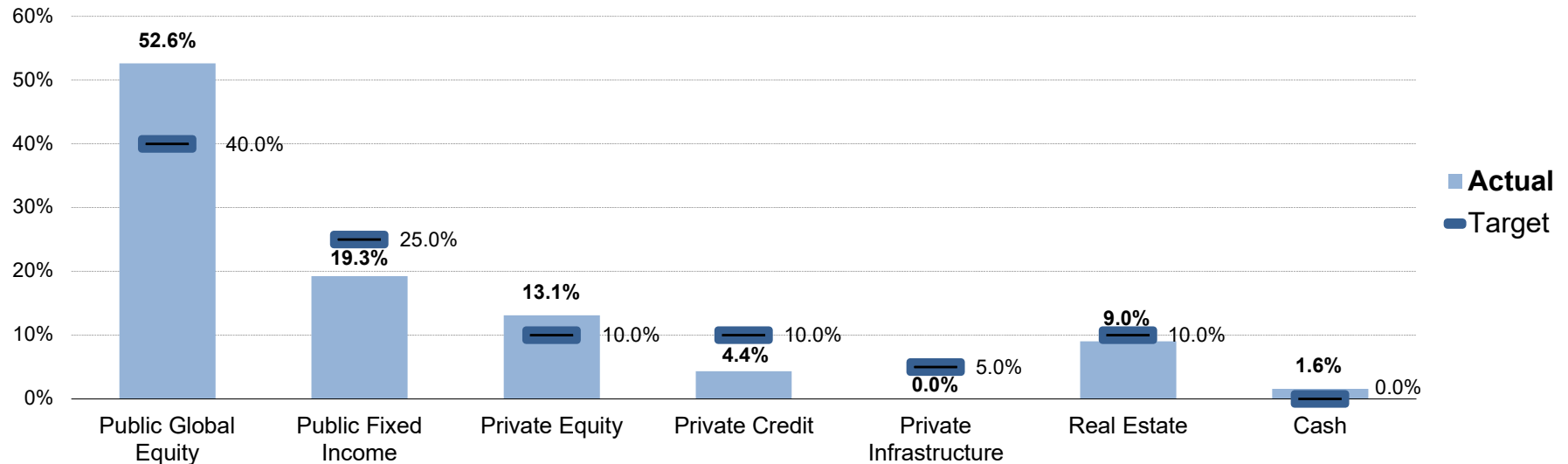
FYTD Fiscal Year to Date
CYTD Calendar Year to Date
LTM Last Twelve Months

Source: Callan

Asset Class Policy Targets vs. Actual Allocation



Asset Class Targets vs. Actual Allocation as of September 30, 2024 (Preliminary)



Asset Class	Policy Target	Actual	Range
Public Global Equity	40.0%	52.6%	TBD
Public Global Fixed Income	25.0%	19.3%	20 -30%
Private Equity	10.0%	13.1%	5 - 15%
Private Credit	10.0%	4.4%	TBD
Real Estate	10.0%	9.0%	5 - 20%
Infrastructure	5.0%	0.0%	TBD
Cash	0.0%	1.6%	NA
	100.0%	100.0%	

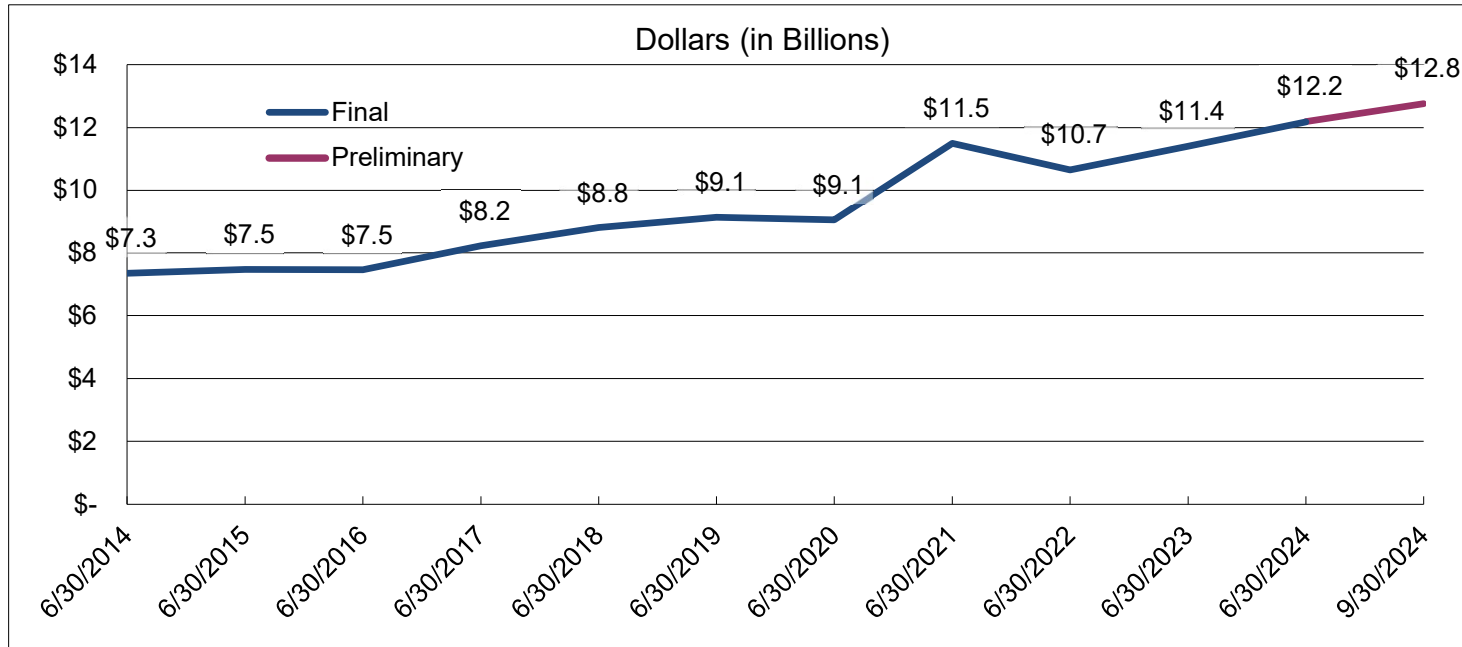
¹New allocation ranges will be established as part of the implementation plan for the updated Strategic Asset Allocation.

²The investment team will adjust the allocation within the target ranges at the conclusion of the ongoing implementation plan for Global Fixed Income.

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
September 30, 2024	\$12.8



Source: NHRS

September 30, 2024



New Hampshire Retirement System

**Investment Measurement Service
Monthly Review**

Asset Class Excess Returns

The table below details the rates of return for the fund's asset classes over various time periods ended September 30, 2024. 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 September 30, 2024									
Composite	Total Fund Weighting As of 9/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	33.13%	1.81%	7.18%	7.18%	18.22%	32.05%	8.96%	13.64%	11.56%
<i>Domestic Equity Benchmark(1)</i>		2.07%	6.23%	6.23%	20.63%	35.19%	10.29%	14.81%	12.92%
<i>Excess Return</i>		-0.25%	0.96%	0.96%	-2.41%	-3.14%	-1.33%	-1.16%	-1.35%
Total Non US Equity	19.48%	1.44%	7.25%	7.25%	13.44%	25.02%	4.46%	7.59%	5.85%
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<i>Excess Return</i>		-0.01%	-0.06%	-0.06%	-0.04%	-0.01%	0.09%	0.09%	0.08%
Total Real Estate (Q2)*	8.99%	0.08%	0.17%	0.17%	-5.23%	-6.88%	3.75%	6.02%	8.33%
<i>Real Estate Benchmark(3)</i>		-0.22%	-0.66%	-0.66%	-8.06%	-9.99%	1.02%	2.27%	5.51%
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<i>Private Debt Benchmark(5)</i>		0.73%	1.82%	1.82%	9.44%	11.65%	5.31%	4.92%	5.07%
<i>Excess Return</i>		-1.11%	-1.81%	-1.81%	-5.52%	-5.95%	1.05%	0.64%	0.76%
Total Fund Composite	100.00%	1.17%	4.78%	4.78%	9.35%	16.87%	5.16%	8.63%	7.72%
<i>Total Fund Benchmark(6)</i>		1.84%	5.18%	5.18%	12.51%	20.30%	5.59%	8.75%	7.99%
<i>Excess Return</i>		-0.67%	-0.40%	-0.40%	-3.16%	-3.43%	-0.43%	-0.12%	-0.27%

(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 9/30/24, the Total Fund has returned 6.56% versus the Total Fund Custom Benchmark return of 6.82%.

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

Domestic Equity Excess Returns

The table below details the rates of return for the fund's investment managers over various time periods ended September 30, 2024. 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 September 30, 2024									
Composite	Total Fund Weighting As of 9/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	33.13%	1.81%	7.18%	7.18%	18.22%	32.05%	8.96%	13.64%	11.56%
<i>Domestic Equity Benchmark(1)</i>		2.07%	6.23%	6.23%	20.63%	35.19%	10.29%	14.81%	12.92%
<i>Excess Return</i>		-0.25%	0.96%	0.96%	-2.41%	-3.14%	-1.33%	-1.16%	-1.35%
Large Cap Domestic Equity	19.13%	2.13%	5.88%	5.88%	22.14%	36.41%	11.88%	15.19%	12.51%
<i>S&P 500 Index</i>		2.14%	5.89%	5.89%	22.08%	36.35%	11.91%	15.98%	13.38%
<i>Excess Return</i>		0.00%	-0.01%	-0.01%	0.06%	0.06%	-0.04%	-0.79%	-0.87%
BlackRock S&P 500	19.13%	2.13%	5.88%	5.88%	22.14%	36.41%	11.88%	15.93%	13.35%
<i>S&P 500 Index</i>		2.14%	5.89%	5.89%	22.08%	36.35%	11.91%	15.98%	13.38%
<i>Excess Return</i>		0.00%	-0.01%	-0.01%	0.06%	0.06%	-0.04%	-0.05%	-0.03%
Smid Cap Domestic Equity	5.97%	1.30%	8.08%	8.08%	11.45%	23.89%	3.54%	10.53%	9.05%
<i>Russell 2500 Index</i>		1.49%	8.75%	8.75%	11.30%	26.17%	3.47%	10.43%	9.50%
<i>Excess Return</i>		-0.19%	-0.67%	-0.67%	0.15%	-2.28%	0.07%	0.10%	-0.44%
AllianceBernstein	3.78%	1.75%	8.04%	8.04%	12.92%	28.53%	2.07%	11.52%	10.10%
<i>Russell 2500 Index</i>		1.49%	8.75%	8.75%	11.30%	26.17%	3.47%	10.43%	9.50%
<i>Excess Return</i>		0.26%	-0.70%	-0.70%	1.62%	2.36%	-1.39%	1.09%	0.60%
TSW	2.19%	0.54%	8.13%	8.13%	9.02%	16.62%	6.29%	8.93%	7.46%
<i>TSW Blended Benchmark (2)</i>		1.42%	9.63%	9.63%	11.28%	26.59%	6.06%	9.99%	9.43%
<i>Excess Return</i>		-0.88%	-1.49%	-1.49%	-2.26%	-9.96%	0.23%	-1.05%	-1.97%
Small Cap Domestic Equity	8.02%	1.44%	9.74%	9.74%	14.22%	28.09%	6.13%	12.40%	11.29%
<i>Russell 2000 Index</i>		0.70%	9.27%	9.27%	11.17%	26.76%	1.84%	9.39%	8.78%
<i>Excess Return</i>		0.74%	0.47%	0.47%	3.06%	1.33%	4.28%	3.01%	2.51%
Boston Trust	2.05%	2.26%	10.14%	10.14%	12.16%	23.84%	6.93%	11.40%	11.29%
<i>Russell 2000 Index</i>		0.70%	9.27%	9.27%	11.17%	26.76%	1.84%	9.39%	8.78%
<i>Excess Return</i>		1.56%	0.87%	0.87%	1.00%	-2.92%	5.08%	2.01%	2.50%
Segall Bryant & Hamill	2.18%	-0.24%	6.47%	6.47%	12.33%	25.73%	6.77%	12.74%	10.63%
<i>Russell 2000 Index</i>		0.70%	9.27%	9.27%	11.17%	26.76%	1.84%	9.39%	8.78%
<i>Excess Return</i>		-0.94%	-2.80%	-2.80%	1.17%	-1.03%	4.93%	3.35%	1.85%
Wellington	3.80%	1.99%	11.49%	11.49%	16.50%	31.96%	5.34%	12.76%	11.70%
<i>Russell 2000 Index</i>		0.70%	9.27%	9.27%	11.17%	26.76%	1.84%	9.39%	8.78%
<i>Excess Return</i>		1.29%	2.22%	2.22%	5.34%	5.19%	3.49%	3.38%	2.92%

(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

The table below details the rates of return for the fund's investment managers over various time periods ended September 30, 2024. 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 September 30, 2024									
Composite	Total Fund Weighting As of 9/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Non US Equity	19.48%	1.44%	7.25%	7.25%	13.44%	25.02%	4.46%	7.59%	5.85%
Non US Equity Benchmark (1)		2.69%	8.06%	8.06%	14.21%	25.35%	4.14%	7.59%	5.22%
Excess Return		-1.25%	-0.82%	-0.82%	-0.77%	-0.33%	0.33%	0.00%	0.63%
Core Non US Equity	11.89%	1.22%	7.90%	7.90%	13.65%	24.83%	5.82%	7.82%	5.58%
Core Non US Benchmark (2)		2.69%	8.06%	8.06%	14.21%	25.35%	4.14%	7.59%	5.22%
Excess Return		-1.47%	-0.16%	-0.16%	-0.56%	-0.52%	1.68%	0.24%	0.36%
Aristotle	1.55%	2.39%	10.95%	10.95%	13.99%	25.61%	4.14%	-	-
MSCI EAFE		0.92%	7.26%	7.26%	12.99%	24.77%	5.48%	-	-
Excess Return		1.47%	3.69%	3.69%	1.00%	0.84%	-1.34%	-	-
Artisan Partners	3.39%	0.10%	5.96%	5.96%	15.08%	25.97%	3.48%	6.41%	-
MSCI EAFE		0.92%	7.26%	7.26%	12.99%	24.77%	5.48%	8.20%	-
Excess Return		-0.83%	-1.30%	-1.30%	2.09%	1.20%	-2.00%	-1.78%	-
BlackRock SuperFund	1.69%	2.69%	7.94%	7.94%	14.26%	25.24%	-	-	-
MSCI ACWI Ex-US		2.69%	8.06%	8.06%	14.21%	25.35%	-	-	-
Excess Return		-0.01%	-0.12%	-0.12%	0.05%	-0.11%	-	-	-
Causeway Capital	3.86%	1.81%	9.33%	9.33%	14.02%	24.83%	10.98%	11.91%	6.41%
MSCI EAFE		0.92%	7.26%	7.26%	12.99%	24.77%	5.48%	8.20%	5.71%
Excess Return		0.89%	2.06%	2.06%	1.03%	0.06%	5.50%	3.71%	0.70%
Lazard	1.40%	-0.63%	5.51%	5.51%	8.43%	20.99%	1.83%	-	-
MSCI EAFE		0.92%	7.26%	7.26%	12.99%	24.77%	5.48%	-	-
Excess Return		-1.56%	-1.75%	-1.75%	-4.56%	-3.78%	-3.65%	-	-
Emerging Markets	1.56%	7.18%	10.14%	10.14%	17.37%	24.99%	-0.46%	3.49%	2.85%
MSCI EM		6.68%	8.72%	8.72%	16.86%	26.05%	0.40%	5.75%	4.03%
Excess Return		0.50%	1.41%	1.41%	0.51%	-1.06%	-0.87%	-2.26%	-1.18%
Wellington Emerging Markets	1.56%	7.18%	10.14%	10.14%	17.37%	24.99%	-0.84%	3.69%	3.57%
MSCI EM		6.68%	8.72%	8.72%	16.86%	26.05%	0.40%	5.75%	4.03%
Excess Return		0.50%	1.41%	1.41%	0.51%	-1.06%	-1.25%	-2.06%	-0.46%
Non US Small Cap	1.18%	2.59%	10.41%	10.41%	11.37%	25.48%	-1.58%	2.92%	1.63%
MSCI EAFE Small Cap		2.55%	10.54%	10.54%	11.11%	23.48%	-0.36%	6.40%	6.21%
Excess Return		0.04%	-0.14%	-0.14%	0.27%	2.00%	-1.22%	-3.48%	-4.58%
Wellington Int'l Small Cap Research	1.18%	2.59%	10.41%	10.41%	11.37%	25.48%	-	-	-
MSCI EAFE Small Cap		2.55%	10.54%	10.54%	11.11%	23.48%	-	-	-
Excess Return		0.04%	-0.14%	-0.14%	0.27%	2.00%	-	-	-
Global Equity	4.85%	-0.01%	4.10%	4.10%	12.24%	25.38%	6.30%	11.31%	11.13%
MSCI ACWI net		2.32%	6.61%	6.61%	18.66%	31.76%	8.09%	12.19%	9.39%
Excess Return		-2.33%	-2.52%	-2.52%	-6.42%	-6.37%	-1.79%	-0.88%	1.75%
Walter Scott Global Equity	4.85%	-0.01%	4.10%	4.10%	12.24%	25.38%	6.30%	11.31%	11.13%
Walter Scott Blended Benchmark (3)		2.32%	6.61%	6.61%	18.66%	31.76%	8.09%	12.19%	9.39%
Excess Return		-2.33%	-2.52%	-2.52%	-6.42%	-6.37%	-1.79%	-0.88%	1.75%

(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 September 30, 2024. 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 September 30, 2024									
Composite	Total Fund Weighting As of 9/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Fixed Income	19.31%	1.52%	5.41%	5.41%	4.80%	12.31%	-0.43%	1.83%	2.52%
<i>Fixed Income Benchmark (1)</i>		1.37%	5.20%	5.20%	4.91%	12.08%	-1.05%	0.70%	2.15%
<i>Excess Return</i>		0.15%	0.21%	0.21%	-0.10%	0.23%	0.62%	1.12%	0.37%
BlackRock SIO Bond Fund	2.21%	1.26%	4.19%	4.19%	5.70%	11.55%	2.19%	3.22%	-
<i>BlackRock Custom Benchmark (2)</i>		0.45%	1.40%	1.40%	4.15%	5.56%	3.66%	2.46%	-
<i>Excess Return</i>		0.81%	2.79%	2.79%	1.55%	5.99%	-1.47%	0.76%	-
Brandywine Asset Mgmt	1.89%	2.16%	8.69%	8.69%	0.75%	13.44%	-3.16%	0.24%	0.98%
<i>Brandywine Custom Benchmark (3)</i>		1.70%	7.20%	7.20%	2.50%	11.07%	-4.49%	-2.10%	-0.17%
<i>Excess Return</i>		0.46%	1.49%	1.49%	-1.75%	2.37%	1.34%	2.34%	1.16%
FIAM (Fidelity) Tactical Bond	3.10%	1.39%	5.32%	5.32%	5.16%	12.67%	0.32%	2.43%	-
<i>Bloomberg Aggregate</i>		1.34%	5.20%	5.20%	4.45%	11.57%	-1.39%	0.33%	-
<i>Excess Return</i>		0.05%	0.13%	0.13%	0.71%	1.10%	1.71%	2.10%	-
Income Research & Management	6.46%	1.41%	5.02%	5.02%	4.75%	11.55%	-1.43%	0.81%	2.30%
<i>Bloomberg Gov/Credit</i>		1.40%	5.10%	5.10%	4.39%	11.31%	-1.50%	0.41%	2.00%
<i>Excess Return</i>		0.02%	-0.09%	-0.09%	0.36%	0.24%	0.08%	0.40%	0.31%
Loomis Sayles	2.40%	1.83%	5.65%	5.65%	6.89%	14.41%	0.80%	3.76%	3.88%
<i>Loomis Sayles Custom Benchmark (4)</i>		1.44%	5.23%	5.23%	5.69%	13.02%	0.19%	1.91%	3.01%
<i>Excess Return</i>		0.39%	0.43%	0.43%	1.20%	1.39%	0.60%	1.85%	0.88%
Manulife Strategic Fixed Income	1.78%	1.50%	4.98%	4.98%	5.25%	12.01%	0.71%	2.24%	-
<i>Bloomberg Multiverse</i>		1.73%	6.97%	6.97%	3.81%	12.25%	-2.81%	-0.63%	-
<i>Excess Return</i>		-0.23%	-1.99%	-1.99%	1.44%	-0.24%	3.52%	2.87%	-
Mellon US Agg Bond Index	1.47%	1.34%	5.20%	5.20%	4.46%	11.59%	-	-	-
<i>Bloomberg Aggregate Bond Index</i>		1.34%	5.20%	5.20%	4.45%	11.57%	-	-	-
<i>Excess Return</i>		0.00%	0.01%	0.01%	0.01%	0.02%	-	-	-
Total Cash	1.58%	0.42%	1.31%	1.31%	3.99%	5.45%	3.59%	2.41%	1.73%
<i>3-month Treasury Bill</i>		0.43%	1.37%	1.37%	4.03%	5.46%	3.49%	2.32%	1.65%
<i>Excess Return</i>		-0.01%	-0.06%	-0.06%	-0.04%	-0.01%	0.09%	0.09%	0.08%
Total Marketable Assets	73.50%	1.60%	6.58%	6.58%	12.93%	24.11%	5.04%	8.42%	7.32%
<i>Total Marketable Index (5)</i>		2.00%	6.37%	6.37%	13.56%	24.60%	4.99%	8.32%	7.47%
<i>Excess Return</i>		-0.40%	0.21%	0.21%	-0.63%	-0.49%	0.06%	0.10%	-0.15%

(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.

Alternatives Excess Returns

The table below details the rates of return for the fund's investment managers over various time periods ended September 30, 2024. 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 September 30, 2024									
Composite	Total Fund Weighting As of 9/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Real Estate (Q2)* (5)	8.99%	0.08%	0.17%	0.17%	-5.23%	-6.88%	3.75%	6.02%	8.33%
<i>Real Estate Benchmark (1)</i>		-0.22%	-0.66%	-0.66%	-8.06%	-9.99%	1.02%	2.27%	5.51%
<i>Excess Return</i>		0.30%	0.83%	0.83%	2.83%	3.11%	2.73%	3.76%	2.83%
Strategic Core Real Estate (Q2)*	5.12%	0.02%	0.02%	0.02%	-8.26%	-9.78%	2.19%	3.78%	7.05%
<i>Real Estate Benchmark (1)</i>		-0.22%	-0.66%	-0.66%	-8.06%	-9.99%	1.02%	2.27%	5.51%
<i>Excess Return</i>		0.24%	0.68%	0.68%	-0.20%	0.22%	1.17%	1.51%	1.54%
Tactical Non-Core Real Estate (Q2)*	3.87%	0.16%	0.38%	0.38%	-0.47%	-2.36%	6.30%	9.95%	10.59%
<i>Real Estate Benchmark (1)</i>		-0.22%	-0.66%	-0.66%	-8.06%	-9.99%	1.02%	2.27%	5.51%
<i>Excess Return</i>		0.38%	1.04%	1.04%	7.59%	7.64%	5.28%	7.69%	5.08%
Total Alternative Assets (Q2)*	17.52%	-0.10%	0.03%	0.03%	3.76%	5.26%	5.88%	10.73%	9.00%
<i>Alternative Assets Benchmark (2)</i>		2.39%	3.12%	3.12%	22.15%	20.79%	9.76%	13.29%	11.33%
<i>Excess Return</i>		-2.49%	-3.08%	-3.08%	-18.39%	-15.52%	-3.87%	-2.56%	-2.33%
Total Private Equity (Q2)*	13.11%	0.00%	0.04%	0.04%	3.71%	5.12%	5.72%	13.03%	11.69%
<i>Private Equity Benchmark (3)</i>		3.21%	3.72%	3.72%	28.82%	25.39%	11.84%	17.60%	15.95%
<i>Excess Return</i>		-3.22%	-3.69%	-3.69%	-25.10%	-20.27%	-6.12%	-4.56%	-4.26%
Total Private Debt (Q2)*	4.40%	-0.38%	0.01%	0.01%	3.92%	5.69%	6.36%	5.57%	5.83%
<i>Private Debt Benchmark (4)</i>		0.73%	1.82%	1.82%	9.44%	11.65%	5.31%	4.92%	5.07%
<i>Excess Return</i>		-1.11%	-1.81%	-1.81%	-5.52%	-5.95%	1.05%	0.64%	0.76%

(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 September 30, 2024, with the distribution as of August 31, 2024. 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

	September 30, 2024		Net New Inv.	Inv. Return	August 31, 2024	
	Market Value	Weight			Market Value	Weight
Total Domestic Equity	\$4,227,034,257	33.13%	\$0	\$76,145,903	\$4,150,888,354	32.86%
Large Cap Domestic Equity	\$2,441,030,094	19.13%	\$0	\$51,003,537	\$2,390,026,557	18.92%
Blackrock S&P 500	2,441,030,094	19.13%	0	51,003,537	2,390,026,557	18.92%
SMid Cap Domestic Equity	\$762,151,429	5.97%	\$0	\$10,117,645	\$752,033,784	5.95%
AllianceBernstein	482,465,366	3.78%	0	8,481,876	473,983,490	3.75%
TSW	279,686,063	2.19%	0	1,635,768	278,050,295	2.20%
Small Cap Domestic Equity	\$1,023,852,733	8.02%	\$0	\$15,024,721	\$1,008,828,012	7.99%
Boston Trust	261,186,224	2.05%	0	5,839,401	255,346,823	2.02%
Segall Bryant & Hamill	278,200,376	2.18%	0	(509,004)	278,709,380	2.21%
Wellington	484,466,133	3.80%	0	9,694,324	474,771,809	3.76%
Total Non US Equity	\$2,485,416,621	19.48%	\$(52,087)	\$36,325,407	\$2,449,143,301	19.39%
Core Non US Equity (1)	\$1,516,566,261	11.89%	\$(52,087)	\$18,839,093	\$1,497,779,256	11.86%
Aristotle	197,464,893	1.55%	0	4,673,088	192,791,805	1.53%
Artisan Partners	432,012,442	3.39%	0	634,752	431,377,689	3.41%
BlackRock Superfund	215,311,909	1.69%	0	5,641,954	209,669,955	1.66%
Causeway Capital	492,353,617	3.86%	0	8,952,393	483,401,224	3.83%
Lazard	178,897,125	1.40%	0	(1,067,702)	179,964,827	1.42%
Emerging Markets	\$198,532,252	1.56%	\$0	\$13,431,293	\$185,100,958	1.47%
Wellington Emerging Markets	198,532,252	1.56%	0	13,431,293	185,100,958	1.47%
Non US Small Cap	\$151,107,247	1.18%	\$0	\$3,899,636	\$147,207,611	1.17%
Wellington Int'l Small Cap Research	151,107,247	1.18%	0	3,899,636	147,207,611	1.17%
Global Equity	\$619,210,861	4.85%	\$0	\$155,385	\$619,055,476	4.90%
Walter Scott Global Equity	619,210,861	4.85%	0	155,385	619,055,476	4.90%
Total Fixed Income	\$2,464,075,780	19.31%	\$0	\$37,346,521	\$2,426,729,258	19.21%
BlackRock SIO Bond Fund	282,468,468	2.21%	0	3,623,101	278,845,368	2.21%
Brandywine Asset Mgmt	241,475,361	1.89%	0	5,168,867	236,306,494	1.87%
FIAM (Fidelity) Tactical Bond	395,706,696	3.10%	0	5,513,330	390,193,367	3.09%
Income Research & Management	824,351,731	6.46%	0	11,588,779	812,762,952	6.43%
Loomis Sayles	306,275,081	2.40%	0	5,571,407	300,703,674	2.38%
Manulife Strategic Fixed Income	226,664,388	1.78%	0	3,405,926	223,258,462	1.77%
Mellon US Agg Bond Index	187,134,054	1.47%	0	2,475,113	184,658,941	1.46%
Total Cash	\$201,248,714	1.58%	\$(40,664,935)	\$983,968	\$240,929,682	1.91%
Total Marketable Assets	\$9,377,775,372	73.50%	\$(40,717,022)	\$150,801,799	\$9,267,690,595	73.36%
Total Real Estate	\$1,146,471,318	8.99%	\$5,313,251	\$3,846,874	\$1,137,311,193	9.00%
Strategic Core Real Estate	652,699,773	5.12%	303,281	863,586	651,532,906	5.16%
Tactical Non-Core Real Estate	493,771,544	3.87%	5,739,853	2,253,405	485,778,286	3.85%
Total Alternative Assets	\$2,234,846,942	17.52%	\$329,558	\$6,238,247	\$2,228,279,137	17.64%
Private Equity	1,673,128,673	13.11%	(6,095,919)	4,671,266	1,674,553,326	13.26%
Private Debt	561,718,269	4.40%	6,425,477	1,566,981	553,725,811	4.38%
Total Fund Composite	\$12,759,093,632	100.0%	\$(35,074,212)	\$160,886,920	\$12,633,280,924	100.0%

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

(1) Includes \$526,276 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 - 30-Sep-2024		
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			
Domestic Broad			
Eq	Russell 3000 Index	43.90%	
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	Alternative Asset Benchmark	2.40%	
		100.00%	

31-Dec-2010 - 31-Mar-2011			
Domestic Broad			
Eq	Russell 3000 Index	43.00%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	5.20%	
Intl Equity	MSCI ACWI xUS (Net)	15.00%	
Other Alternatives	Alternative Asset Benchmark	1.80%	
Global Equity			
Broad	MSCI ACWI (Net)	5.00%	
		100.00%	

30-Jun-2012 - 30-Sep-2012			
Domestic Broad			
Eq	Russell 3000 Index	43.50%	
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	Alternative Asset Benchmark	2.50%	
		100.00%	

30-Sep-2010 - 31-Dec-2010			
Domestic Broad			
Eq	Russell 3000 Index	42.80%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	5.40%	
Intl Equity	MSCI ACWI xUS (Net)	15.00%	
Other Alternatives	Alternative Asset Benchmark	1.80%	
Global Equity			
Broad	MSCI ACWI (Net)	5.00%	
		100.00%	

30-Jun-2010 - 30-Sep-2010			
Domestic Broad			
Eq	Russell 3000 Index	42.90%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	5.00%	
Intl Equity	MSCI ACWI xUS (Net)	15.00%	
Other Alternatives	Alternative Asset Benchmark	2.10%	
Global Equity			
Broad	MSCI ACWI (Net)	5.00%	
		100.00%	

31-Dec-2011 - 31-Mar-2012			
Domestic Broad			
Eq	Russell 3000 Index	39.70%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	8.00%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	Alternative Asset Benchmark	2.30%	
		100.00%	

30-Sep-2011 - 31-Dec-2011			
Domestic Broad			
Eq	Russell 3000 Index	40.20%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	7.40%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	Alternative Asset Benchmark	2.40%	
		100.00%	

30-Jun-2011 - 30-Sep-2011			
Domestic Broad			
Eq	Russell 3000 Index	42.50%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	5.40%	
Intl Equity	MSCI ACWI xUS (Net)	20.00%	
Other Alternatives	Alternative Asset Benchmark	2.10%	
		100.00%	

31-Mar-2011 - 30-Jun-2011			
Domestic Broad			
Eq	Russell 3000 Index	43.00%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	5.30%	
Intl Equity	MSCI ACWI xUS (Net)	15.00%	
Other Alternatives	Alternative Asset Benchmark	1.70%	
Global Equity			
Broad	MSCI ACWI (Net)	5.00%	
		100.00%	

31-Dec-2009 - 30-Jun-2010			
Domestic Broad			
Eq	Russell 3000 Index	43.30%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	4.70%	
Intl Equity	MSCI ACWI xUS (Net)	15.00%	
Other Alternatives	Alternative Asset Benchmark	2.00%	
Global Equity			
Broad	MSCI ACWI (Net)	5.00%	
		100.00%	

30-Sep-2009 - 31-Dec-2009			
Domestic Broad			
Eq	Russell 3000 Index	42.30%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	5.50%	
Intl Equity	MSCI ACWI xUS (Net)	15.00%	
Other Alternatives	Alternative Asset Benchmark	2.20%	
Global Equity			
Broad	MSCI ACWI (Net)	5.00%	
		100.00%	

30-Jun-2009 - 30-Sep-2009			
Domestic Broad			
Eq	Russell 3000 Index	41.50%	
Domestic Fixed	Bloomberg Universal	30.00%	
Real Estate	NCREIF Property Index+0.50%	6.20%	
Intl Equity	MSCI ACWI xUS (Net)	15.00%	
Other Alternatives	Alternative Asset Benchmark	2.30%	
Global Equity			
Broad	MSCI ACWI (Net)	5.00%	
		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%.

New Hampshire Retirement System Target History

31-Mar-2009 - 30-Jun-2009		
Domestic Broad		
Eq	Russell 3000 Index	38.00%
Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	9.30%
Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	2.70%
Global Equity		
Broad	MSCI ACWI (Net)	5.00%
		100.00%

30-Jun-2003 - 30-Nov-2006		
Domestic Broad		
Eq	Russell 3000 Index	47.00%
Domestic Fixed	Bloomberg Universal	18.00%
Real Estate	NCREIF Property Index	10.00%
Intl Equity	MSCI ACWI xUS (Net)	12.00%
Other Alternatives	Consumer Price Index (W) + 5%	10.00%
Global Fixed-Inc	Brandywine Blended Benchmark	3.00%
		100.00%

31-Dec-2008 - 31-Mar-2009		
Domestic Broad		
Eq	Russell 3000 Index	37.20%
Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index+0.50%	9.70%
Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Alternative Asset Benchmark	3.10%
Global Equity		
Broad	MSCI ACWI (Net)	5.00%
		100.00%

30-Sep-2008 - 31-Dec-2008		
Domestic Broad		
Eq	Russell 3000 Index	38.90%
Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index	8.20%
Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Consumer Price Index (W) + 5%	2.90%
Global Equity		
Broad	MSCI ACWI (Net)	5.00%
		100.00%

30-Jun-2008 - 30-Sep-2008		
Domestic Broad		
Eq	Russell 3000 Index	40.00%
Domestic Fixed	Bloomberg Universal	30.00%
Real Estate	NCREIF Property Index	7.30%
Intl Equity	MSCI ACWI xUS (Net)	15.00%
Other Alternatives	Consumer Price Index (W) + 5%	2.70%
Global Equity		
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%

31-Oct-1997 - 30-Jun-2003		
Domestic Broad		
Eq	S&P 500 Index	50.00%
Domestic Fixed	Bloomberg Universal	18.00%
Real Estate	NCREIF Property Index	10.00%
Intl Equity	MSCI EAFE (Net)	9.00%
Other Alternatives	Consumer Price Index (W) + 5%	10.00%
Global Fixed-Inc	Brandywine Blended Benchmark	3.00%
		100.00%

31-Mar-1990 - 31-Oct-1997		
Domestic Broad		
Eq	S&P 500 Index	50.00%
Domestic Fixed	Bloomberg Universal	18.00%
Real Estate	NCREIF Property Index	10.00%
Intl Equity	MSCI EAFE (Net)	9.00%
Other Alternatives	Consumer Price Index (W) + 5%	10.00%
Global Fixed-Inc	JPM GBI Global Unhedged USD	3.00%
		100.00%

30-Jun-1975 - 31-Mar-1990		
Domestic Broad		
Eq	S&P 500 Index	50.00%
Real Estate	NCREIF Property Index	10.00%
Intl Equity	MSCI EAFE (Net)	9.00%
Other Alternatives	Consumer Price Index (W) + 5%	10.00%
Global Fixed-Inc	JPM GBI Global Unhedged USD	3.00%
		82.00%

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%.

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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 December 10, 2024



NHRS

New Hampshire Retirement System

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 close to the permissible Policy ranges at quarter-end. The Fund's allocation to defensive positions, including fixed income and cash, represented 20.7% of total assets. The fixed income allocation was slightly below the current policy range by 0.9%, partially balanced by a 1.6% allocation to cash equivalent instruments. The Fund had an overweight to domestic equity and alternatives relative to target, and underweight positions to international equity, fixed income, and real estate. Note that NHRS investment Staff presented new policy ranges for each asset class to the Independent Investment Committee (IIC) at the October 8th IIC meeting, which will in effect expand the respective ranges to better reflect the volatility inherent in the Fund's investments and the new asset allocation strategy. The new policy ranges will be presented to the Board for approval and adoption

Investment Performance

- The Fund had a gross return of 0.74% over the fourth quarter of Fiscal Year 2024, underperforming the market benchmark return of 1.63% and ranking in the 89th percentile of its peers. On a net-of-fees basis, the Fund returned 0.61%
 - The Domestic Equity, Non-U.S. Equity, and Real Estate portfolios detracted most from relative performance over the quarter. The Alternative Assets portfolio detracted slightly from performance
 - By contrast, the Fixed Income portfolio contributed to performance. The Fund's overweight to Alternative Assets 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 27% of peers for the trailing 10-year period, and in the top 45% of peers over the last 25 years
- 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. These ratios ranked in the top 40% of peers

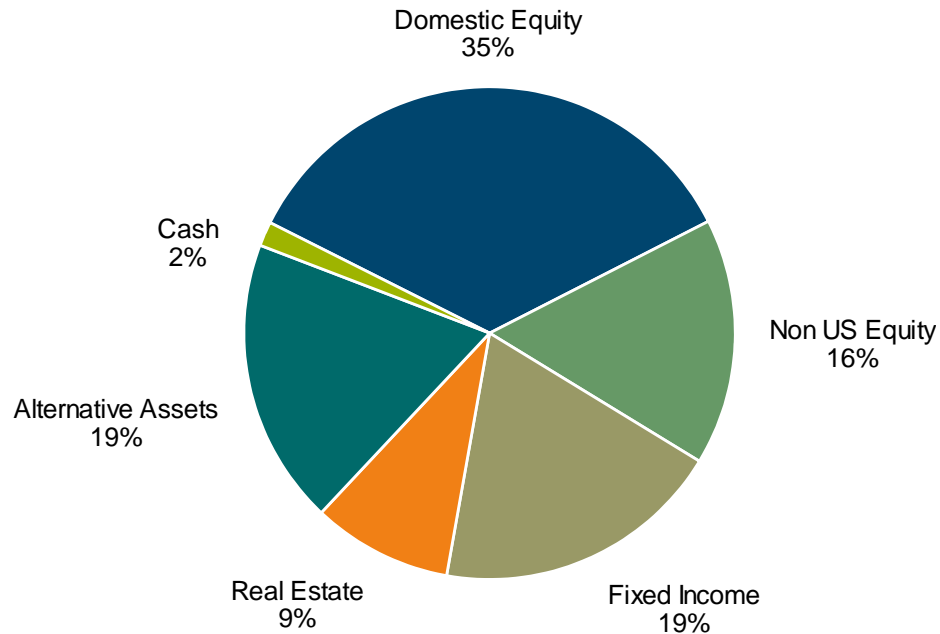
Other Developments

- NHRS Staff is working diligently to implement the recently approved asset allocation strategy and impending structural modifications. Callan will collaborate closely with Staff to achieve these objectives

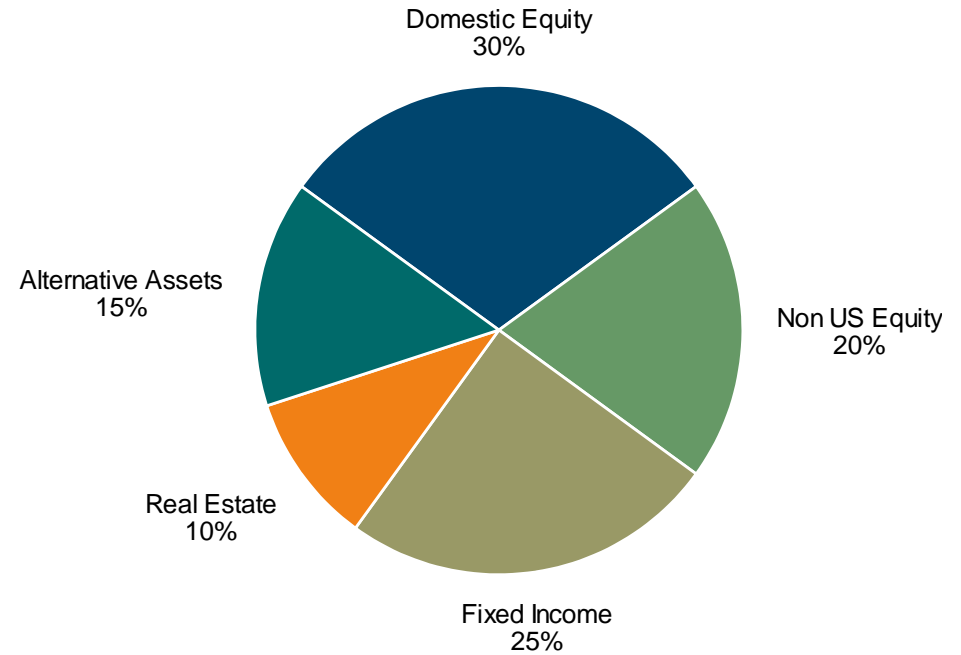
Total Fund

Actual Asset Allocation vs. Target, as of June 30, 2024

Actual Asset Allocation



Target Asset Allocation



Asset Class	\$Millions Actual	Weight Actual	Target	Percent Difference	\$Millions Difference
Domestic Equity	4,282	35.1%	30.0%	5.1%	619
Non US Equity	1,974	16.2%	20.0%	(3.8%)	(467)
Fixed Income	2,336	19.1%	25.0%	(5.9%)	(716)
Real Estate	1,129	9.2%	10.0%	(0.8%)	(92)
Alternative Assets	2,291	18.8%	15.0%	3.8%	460
Cash	196	1.6%	0.0%	1.6%	196
Total	12,208	100.0%	100.0%		

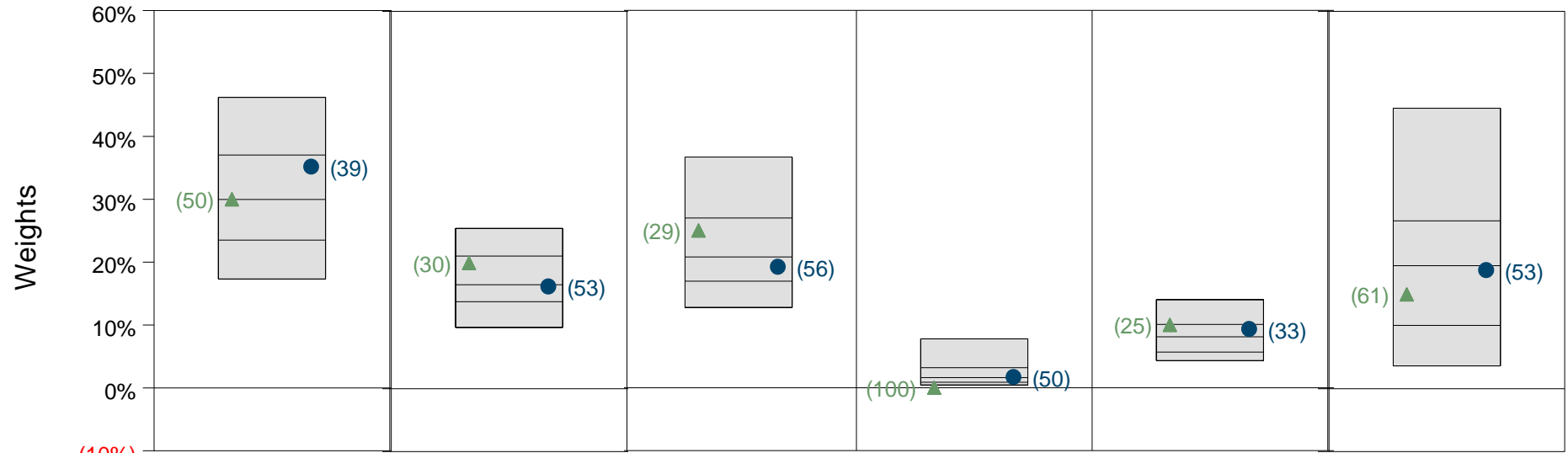
*Current Quarter Target = 30% Russell 3000 Index, 25% Bloomberg Universal, 20% MSCI ACWI ex US, 10% NCREIF NFI-ODCE Val Wt Net, 10% Russell 3000 Index +2.0%, 2.5% Bloomberg HY Corp +1.0%, and 2.5% Mstar LSTA Lev Loan 100 +1.0%.

**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 June 30, 2024

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



(10%)

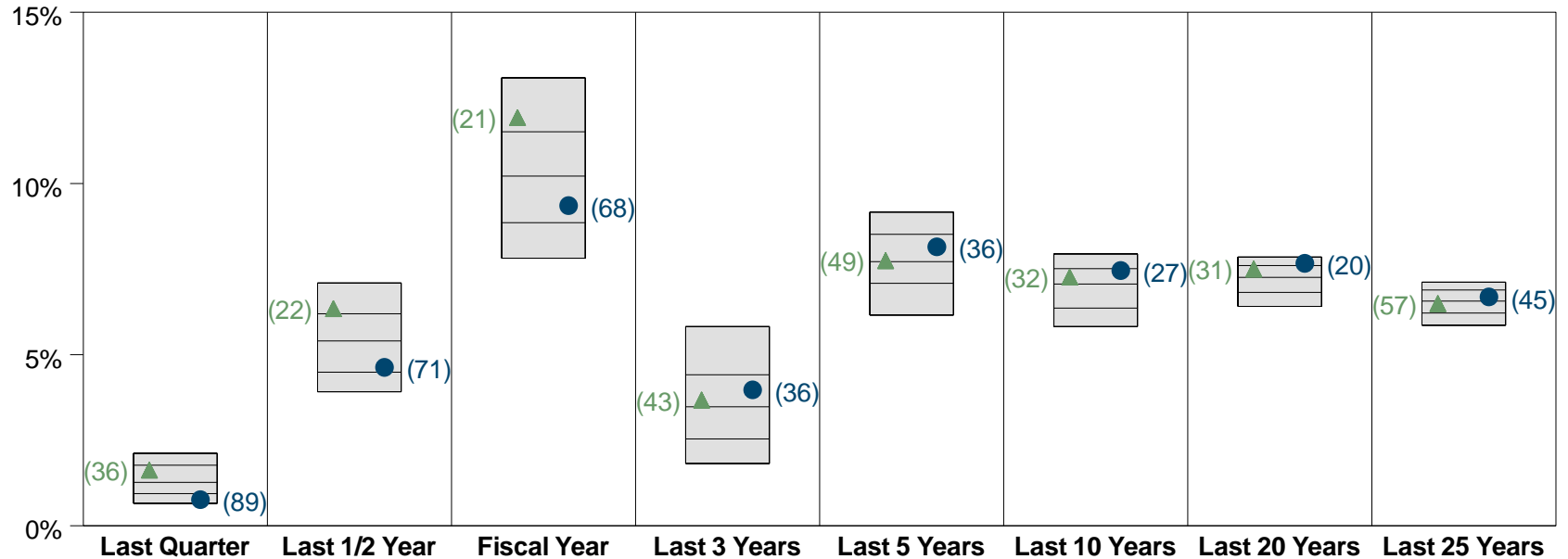
	Domestic Equity	Non US Equity	Fixed Income	Cash	Real Estate	Alternative Assets
10th Percentile	46.21	25.47	36.67	7.75	14.01	44.60
25th Percentile	37.02	21.10	26.98	3.17	10.07	26.69
Median	29.97	16.55	20.80	1.61	8.10	19.57
75th Percentile	23.51	13.83	16.93	0.87	5.66	10.07
90th Percentile	17.31	9.73	12.75	0.43	4.31	3.63
Fund ●	35.07	16.17	19.14	1.61	9.24	18.77
Target ▲	30.00	20.00	25.00	0.00	10.00	15.00
% Group Invested	100.00%	98.44%	96.88%	85.94%	79.69%	81.01%

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

Total Fund Performance – Gross of Investment Management Fees

Performance vs. Large Public DB Plan (>\$1B) Peers, as of June 30, 2024

Performance vs Callan Public Fund Large DB (Gross)



10th Percentile	2.12	7.09	13.08	5.82	9.16	7.94	7.85	7.12
25th Percentile	1.77	6.19	11.51	4.41	8.52	7.51	7.60	6.89
Median	1.27	5.40	10.21	3.48	7.72	7.06	7.25	6.56
75th Percentile	0.94	4.49	8.85	2.54	7.08	6.36	6.82	6.22
90th Percentile	0.66	3.91	7.82	1.82	6.16	5.82	6.41	5.86
Total Fund Composite	● 0.74	4.61	9.33	3.95	8.13	7.44	7.64	6.66
Total Fund Benchmark - Unlagged	▲ 1.63	6.35	11.92	3.67	7.74	7.27	7.50	6.49

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, 10% Russell 3000 Index +2.0%, 2.5% Bloomberg HY Corp +1.0%, and 2.5% Mstar LSTA Lev Loan 100 +1.0%.

INVESTMENT EXPENSES BY ASSET CLASS

Investment activity fees and other related expenses:
For the Quarter and Fiscal Year to Date through 6/30/24 (in thousands)

	Assets Under Management	Fees (Quarter)	Fees (FYTD)
Equity Investments			
Domestic (U.S.)	4,277,695	2,947	11,206
Non-U.S.	1,958,332	2,381	9,033
Fixed Income Investments	2,332,643	1,492	5,915
Alternative Investments	2,291,255	7,970	22,539
Real Estate Investments	1,128,554	3,171	12,289
Cash	195,521		
Subtotal Gross Investment Mgt Fees		17,962	60,982
Custodial Fees		350	1,029
Brokerage Fees		478	2,029
Investment Advisor Fees		163	650
Investment Professional Fees		109	532
Investment Staff Administrative Expense		299	1,080
Subtotal Investment Servicing Fees		1,399	5,319
TOTAL GROSS INVESTMENT EXPENSES	12,184,001	19,361	66,301

Notes:

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.

June 30, 2024



New Hampshire Retirement System

**Investment Measurement Service
Annual Review**

Asset Class Excess Returns

The table below details the rates of return for the fund's asset classes over various time periods ended June 30, 2024. 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 June 30, 2024									
Composite	Total Fund Weighting As of 6/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	32.28%	1.54%	1.28%	18.95%	10.30%	18.95%	6.48%	12.21%	10.64%
<i>Domestic Equity Benchmark(1)</i>		3.10%	3.22%	23.13%	13.56%	23.13%	8.05%	13.81%	12.24%
<i>Excess Return</i>		-1.56%	-1.94%	-4.17%	-3.26%	-4.17%	-1.57%	-1.60%	-1.60%
Total Non US Equity	18.96%	-0.52%	-0.22%	11.31%	5.78%	11.31%	1.47%	5.80%	4.57%
<i>Non US Equity Benchmark(2)</i>		-0.10%	0.96%	11.62%	5.69%	11.62%	0.46%	5.55%	3.84%
<i>Excess Return</i>		-0.42%	-1.18%	-0.32%	0.09%	-0.32%	1.01%	0.25%	0.73%
Total Fixed Income	19.14%	0.73%	-0.04%	3.50%	-0.58%	3.50%	-2.25%	1.04%	1.90%
<i>Bloomberg Capital Universe Bond Index</i>		0.91%	0.19%	3.47%	-0.28%	3.47%	-2.68%	0.11%	1.63%
<i>Excess Return</i>		-0.18%	-0.23%	0.03%	-0.30%	0.03%	0.43%	0.93%	0.27%
Total Cash	1.61%	0.44%	1.30%	5.48%	2.65%	5.48%	3.14%	2.25%	1.60%
<i>3-Month Treasury Bill</i>		0.41%	1.32%	5.40%	2.63%	5.40%	3.03%	2.16%	1.51%
<i>Excess Return</i>		0.03%	-0.02%	0.08%	0.02%	0.08%	0.11%	0.10%	0.09%
Total Real Estate (Q2)*	9.24%	-1.32%	-2.56%	-7.20%	-5.39%	-7.20%	3.64%	5.96%	8.29%
<i>Real Estate Benchmark(3)</i>		-0.22%	-0.66%	-9.99%	-3.22%	-9.99%	1.02%	2.27%	5.47%
<i>Excess Return</i>		-1.10%	-1.90%	2.79%	-2.17%	2.79%	2.62%	3.69%	2.82%
Total Private Equity (Q2)*	14.02%	2.38%	2.72%	5.05%	3.67%	5.05%	5.70%	13.01%	11.58%
<i>Private Equity Benchmark(4)</i>		3.21%	3.72%	25.39%	14.51%	25.39%	12.30%	17.88%	16.10%
<i>Excess Return</i>		-0.83%	-1.00%	-20.33%	-10.84%	-20.33%	-6.60%	-4.87%	-4.52%
Total Private Debt (Q2)*	4.75%	2.55%	2.82%	5.65%	3.90%	5.65%	6.34%	5.53%	5.83%
<i>Private Debt Benchmark(5)</i>		0.73%	1.82%	11.65%	3.81%	11.65%	5.31%	4.92%	5.07%
<i>Excess Return</i>		1.82%	1.00%	-6.00%	0.09%	-6.00%	1.03%	0.60%	0.76%
Total Fund Composite	100.00%	0.86%	0.61%	8.81%	4.36%	8.81%	3.40%	7.67%	7.04%
<i>Total Fund Benchmark(6)</i>		1.47%	1.63%	11.92%	6.35%	11.92%	3.67%	7.74%	7.27%
<i>Excess Return</i>		-0.61%	-1.01%	-3.12%	-1.99%	-3.12%	-0.27%	-0.07%	-0.23%

(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% 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, 10.0% Russell 3000 Index +2.0%, 2.5% Bloomberg High Yield Corp +1.0% and 2.5% MStar LSTA Lev Loan 100+ 1.0%.

(7) For the trailing 25 year period ended 6/30/24, the Total Fund has returned 6.29% versus the Total Fund Custom Benchmark return of 6.49%.

*Real Estate and Alternatives market values are not lagged and reflect custodian valuations through FYE (2Q24).

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

Domestic Equity Excess Returns

The table below details the rates of return for the fund's investment managers over various time periods ended June 30, 2024. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Composite	Total Fund Weighting As of 6/30/2024	Net of Fees Returns for Periods Ended June 30, 2024							
		Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	32.28%	1.54%	1.28%	18.95%	10.30%	18.95%	6.48%	12.21%	10.64%
<i>Domestic Equity Benchmark(1)</i>		3.10%	3.22%	23.13%	13.56%	23.13%	8.05%	13.81%	12.24%
<i>Excess Return</i>		-1.56%	-1.94%	-4.17%	-3.26%	-4.17%	-1.57%	-1.60%	-1.60%
Large Cap Domestic Equity	18.88%	3.59%	4.35%	24.63%	15.36%	24.63%	9.99%	14.24%	11.94%
<i>S&P 500 Index</i>		3.59%	4.28%	24.56%	15.29%	24.56%	10.01%	15.05%	12.86%
<i>Excess Return</i>		0.00%	0.07%	0.07%	0.07%	0.07%	-0.02%	-0.80%	-0.92%
BlackRock S&P 500	18.88%	3.59%	4.35%	24.63%	15.36%	24.63%	9.99%	15.00%	12.83%
<i>S&P 500 Index</i>		3.59%	4.28%	24.56%	15.29%	24.56%	10.01%	15.05%	12.86%
<i>Excess Return</i>		0.00%	0.07%	0.07%	0.07%	0.07%	-0.02%	-0.04%	-0.03%
Smid Cap Domestic Equity	5.77%	-1.82%	-4.29%	10.09%	3.13%	10.09%	0.74%	8.46%	7.59%
<i>Russell 2500 Index</i>		-1.50%	-4.27%	10.47%	2.35%	10.47%	-0.29%	8.31%	7.99%
<i>Excess Return</i>		-0.32%	-0.02%	-0.38%	0.78%	-0.38%	1.03%	0.15%	-0.40%
AllianceBernstein	3.65%	-1.41%	-4.53%	12.61%	4.51%	12.61%	-0.51%	8.97%	8.73%
<i>Russell 2500 Index</i>		-1.50%	-4.27%	10.47%	2.35%	10.47%	-0.29%	8.31%	7.99%
<i>Excess Return</i>		0.08%	-0.25%	2.14%	2.16%	2.14%	-0.21%	0.66%	0.74%
TSW	2.12%	-2.51%	-3.88%	5.99%	0.82%	5.99%	3.06%	7.61%	5.88%
<i>TSW Blended Benchmark (2)</i>		-2.01%	-4.31%	11.24%	1.50%	11.24%	2.15%	8.01%	7.84%
<i>Excess Return</i>		-0.50%	0.42%	-5.25%	-0.69%	-5.25%	0.91%	-0.41%	-1.95%
Small Cap Domestic Equity	7.63%	-0.74%	-1.63%	12.63%	4.08%	12.63%	2.54%	10.25%	9.52%
<i>Russell 2000 Index</i>		-0.93%	-3.28%	10.06%	1.73%	10.06%	-2.58%	6.94%	7.00%
<i>Excess Return</i>		0.18%	1.65%	2.57%	2.35%	2.57%	5.12%	3.30%	2.52%
Boston Trust	1.94%	-1.16%	-3.08%	7.92%	1.84%	7.92%	4.39%	9.59%	9.37%
<i>Russell 2000 Index</i>		-0.93%	-3.28%	10.06%	1.73%	10.06%	-2.58%	6.94%	7.00%
<i>Excess Return</i>		-0.23%	0.20%	-2.14%	0.11%	-2.14%	6.97%	2.65%	2.36%
Segall Bryant & Hamill	2.14%	-0.78%	-1.17%	14.65%	5.50%	14.65%	4.27%	11.48%	9.09%
<i>Russell 2000 Index</i>		-0.93%	-3.28%	10.06%	1.73%	10.06%	-2.58%	6.94%	7.00%
<i>Excess Return</i>		0.14%	2.11%	4.60%	3.77%	4.60%	6.85%	4.54%	2.09%
Wellington	3.55%	-0.49%	-1.10%	14.14%	4.50%	14.14%	0.62%	9.90%	9.87%
<i>Russell 2000 Index</i>		-0.93%	-3.28%	10.06%	1.73%	10.06%	-2.58%	6.94%	7.00%
<i>Excess Return</i>		0.43%	2.17%	4.09%	2.76%	4.09%	3.20%	2.96%	2.87%

(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

The table below details the rates of return for the fund's investment managers over various time periods ended June 30, 2024. 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 June 30, 2024									
Composite	Total Fund Weighting As of 6/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Non US Equity	18.96%	-0.52%	-0.22%	11.31%	5.78%	11.31%	1.47%	5.80%	4.57%
Non US Equity Benchmark (1)		-0.10%	0.96%	11.62%	5.69%	11.62%	0.46%	5.55%	3.84%
Excess Return		-0.42%	-1.18%	-0.32%	0.09%	-0.32%	1.01%	0.25%	0.73%
Core Non US Equity	11.50%	-1.40%	-0.30%	11.12%	5.33%	11.12%	3.09%	5.95%	4.11%
Core Non US Benchmark (2)		-0.10%	0.96%	11.62%	5.69%	11.62%	0.46%	5.55%	3.84%
Excess Return		-1.30%	-1.26%	-0.50%	-0.36%	-0.50%	2.64%	0.40%	0.26%
Aristotle	1.46%	-2.21%	-0.88%	8.16%	2.74%	8.16%	0.82%	-	-
MSCI EAFE		-1.61%	-0.42%	11.54%	5.34%	11.54%	2.89%	-	-
Excess Return		-0.59%	-0.46%	-3.38%	-2.60%	-3.38%	-2.07%	-	-
Artisan Partners	3.33%	-0.58%	-1.26%	13.97%	8.60%	13.97%	1.55%	5.32%	-
MSCI EAFE		-1.61%	-0.42%	11.54%	5.34%	11.54%	2.89%	6.46%	-
Excess Return		1.03%	-0.84%	2.43%	3.26%	2.43%	-1.35%	-1.14%	-
BlackRock SuperFund	1.63%	-0.12%	1.14%	11.68%	5.85%	11.68%	-	-	-
MSCI ACWI Ex-US		-0.10%	0.96%	11.62%	5.69%	11.62%	-	-	-
Excess Return		-0.02%	0.18%	0.05%	0.16%	0.05%	-	-	-
Causeway Capital	3.68%	-2.28%	1.30%	10.71%	4.29%	10.71%	7.44%	9.45%	-
MSCI EAFE		-1.61%	-0.42%	11.54%	5.34%	11.54%	2.89%	6.46%	-
Excess Return		-0.67%	1.72%	-0.83%	-1.05%	-0.83%	4.55%	2.98%	-
Lazard	1.39%	-1.62%	-3.12%	8.23%	2.76%	8.23%	-0.20%	-	-
MSCI EAFE		-1.61%	-0.42%	11.54%	5.34%	11.54%	2.89%	-	-
Excess Return		-0.01%	-2.70%	-3.30%	-2.58%	-3.30%	-3.10%	-	-
Emerging Markets	1.47%	0.79%	2.68%	9.43%	6.57%	9.43%	-6.49%	0.76%	1.59%
MSCI EM		3.94%	5.00%	12.55%	7.49%	12.55%	-5.07%	3.10%	2.79%
Excess Return		-3.16%	-2.32%	-3.12%	-0.92%	-3.12%	-1.42%	-2.34%	-1.20%
Wellington Emerging Markets	1.47%	0.79%	2.68%	9.43%	6.57%	9.43%	-6.46%	0.66%	2.47%
MSCI EM		3.94%	5.00%	12.55%	7.49%	12.55%	-5.07%	3.10%	2.79%
Excess Return		-3.16%	-2.32%	-3.12%	-0.92%	-3.12%	-1.39%	-2.43%	-0.32%
Non US Small Cap	1.12%	-3.75%	-3.42%	8.67%	0.87%	8.67%	-5.13%	0.66%	-0.51%
MSCI EAFE Small Cap		-3.04%	-1.84%	7.78%	0.51%	7.78%	-3.35%	4.19%	4.30%
Excess Return		-0.71%	-1.58%	0.88%	0.36%	0.88%	-1.78%	-3.53%	-4.80%
Wellington Int'l Small Cap Research	1.12%	-3.75%	-3.42%	8.67%	0.87%	8.67%	-	-	-
MSCI EAFE Small Cap		-3.04%	-1.84%	7.78%	0.51%	7.78%	-	-	-
Excess Return		-0.71%	-1.58%	0.88%	0.36%	0.88%	-	-	-
Global Equity	4.87%	2.03%	-0.12%	12.97%	7.82%	12.97%	5.25%	10.53%	10.59%
MSCI ACWI net		2.23%	2.87%	19.38%	11.30%	19.38%	5.43%	10.76%	8.43%
Excess Return		-0.20%	-2.99%	-6.41%	-3.48%	-6.41%	-0.18%	-0.22%	2.15%
Walter Scott Global Equity	4.87%	2.03%	-0.12%	12.97%	7.82%	12.97%	5.25%	10.53%	10.59%
Walter Scott Blended Benchmark (3)		2.23%	2.87%	19.38%	11.30%	19.38%	5.43%	10.76%	8.43%
Excess Return		-0.20%	-2.99%	-6.41%	-3.48%	-6.41%	-0.18%	-0.22%	2.15%

(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.

Fixed Income Excess Returns

The table below details the rates of return for the fund's investment managers over various time periods ended June 30, 2024. Negative manager excess returns are shown in red, positive excess returns in green. Returns for one year or greater are annualized.

Composite	Net of Fees Returns for Periods Ended June 30, 2024								
	Total Fund Weighting As of 6/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Fixed Income	19.14%	0.73%	-0.04%	3.50%	-0.58%	3.50%	-2.25%	1.04%	1.90%
<i>Fixed Income Benchmark (1)</i>		0.91%	0.19%	3.47%	-0.28%	3.47%	-2.68%	0.11%	1.63%
<i>Excess Return</i>		-0.18%	-0.23%	0.03%	-0.30%	0.03%	0.43%	0.93%	0.27%
BlackRock SIO Bond Fund	2.22%	0.90%	0.75%	6.89%	1.45%	6.89%	0.85%	2.57%	-
<i>BlackRock Custom Benchmark (2)</i>		0.41%	1.37%	5.49%	2.72%	5.49%	3.19%	2.29%	-
<i>Excess Return</i>		0.49%	-0.61%	1.39%	-1.27%	1.39%	-2.35%	0.28%	-
Brandywine Asset Mgmt	1.82%	-0.52%	-2.65%	-3.29%	-7.31%	-3.29%	-6.90%	-1.74%	-0.05%
<i>Brandywine Custom Benchmark (3)</i>		-0.10%	-1.83%	-1.06%	-4.38%	-1.06%	-7.07%	-3.29%	-1.24%
<i>Excess Return</i>		-0.42%	-0.82%	-2.23%	-2.92%	-2.23%	0.17%	1.55%	1.19%
FIAM (Fidelity) Tactical Bond	3.08%	0.78%	-0.01%	3.62%	-0.16%	3.62%	-1.28%	1.84%	-
<i>Bloomberg Aggregate</i>		0.95%	0.07%	2.63%	-0.71%	2.63%	-3.02%	-0.23%	-
<i>Excess Return</i>		-0.16%	-0.08%	0.99%	0.55%	0.99%	1.75%	2.08%	-
Income Research & Management	6.43%	0.90%	0.13%	3.12%	-0.25%	3.12%	-3.00%	0.36%	1.83%
<i>Bloomberg Gov/Credit</i>		0.87%	0.05%	2.74%	-0.68%	2.74%	-3.11%	-0.07%	1.51%
<i>Excess Return</i>		0.03%	0.09%	0.38%	0.42%	0.38%	0.12%	0.43%	0.33%
Loomis Sayles	2.37%	0.85%	0.51%	6.93%	1.17%	6.93%	-0.91%	2.92%	3.12%
<i>Loomis Sayles Custom Benchmark (4)</i>		0.95%	0.43%	5.31%	0.44%	5.31%	-1.38%	1.27%	2.43%
<i>Excess Return</i>		-0.09%	0.09%	1.62%	0.74%	1.62%	0.47%	1.65%	0.70%
Manulife Strategic Fixed Income	1.77%	0.77%	0.25%	4.33%	0.26%	4.33%	-0.95%	1.67%	-
<i>Bloomberg Multiverse</i>		0.15%	-1.03%	1.30%	-2.95%	1.30%	-5.26%	-1.84%	-
<i>Excess Return</i>		0.62%	1.28%	3.03%	3.21%	3.03%	4.30%	3.51%	-
Mellon US Agg Bond Index	1.46%	0.95%	0.07%	2.64%	-0.71%	2.64%	-	-	-
<i>Bloomberg Aggregate Bond Index</i>		0.95%	0.07%	2.63%	-0.71%	2.63%	-	-	-
<i>Excess Return</i>		0.00%	0.01%	0.01%	0.00%	0.01%	-	-	-
Total Cash	1.61%	0.44%	1.30%	5.48%	2.65%	5.48%	3.14%	2.25%	1.60%
<i>3-month Treasury Bill</i>		0.41%	1.32%	5.40%	2.63%	5.40%	3.03%	2.16%	1.51%
<i>Excess Return</i>		0.03%	-0.02%	0.08%	0.02%	0.08%	0.11%	0.10%	0.09%
Total Marketable Assets	71.99%	0.75%	0.50%	12.37%	5.96%	12.37%	2.66%	7.13%	6.42%
<i>Total Marketable Index (5)</i>		1.52%	1.62%	13.34%	6.76%	13.34%	2.57%	7.19%	6.68%
<i>Excess Return</i>		-0.77%	-1.12%	-0.97%	-0.80%	-0.97%	0.08%	-0.06%	-0.26%

(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.

Alternatives Excess Returns

The table below details the rates of return for the fund's investment managers over various time periods ended June 30, 2024. 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 June 30, 2024									
Composite	Total Fund Weighting As of 6/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Real Estate (Q2)* (5)	9.24%	-1.32%	-2.56%	-7.20%	-5.39%	-7.20%	3.64%	5.96%	8.29%
Real Estate Benchmark (1)		-0.22%	-0.66%	-9.99%	-3.22%	-9.99%	1.02%	2.27%	5.47%
Excess Return		-1.10%	-1.90%	2.79%	-2.17%	2.79%	2.62%	3.69%	2.82%
Strategic Core Real Estate (Q2)*	5.40%	-3.06%	-4.28%	-9.88%	-8.28%	-9.88%	2.18%	3.77%	7.05%
Real Estate Benchmark (1)		-0.22%	-0.66%	-9.99%	-3.22%	-9.99%	1.02%	2.27%	5.47%
Excess Return		-2.84%	-3.62%	0.12%	-5.06%	0.12%	1.16%	1.50%	1.58%
Tactical Non-Core Real Estate (Q2)*	3.84%	1.27%	-0.01%	-3.02%	-0.84%	-3.02%	6.02%	9.78%	10.51%
Real Estate Benchmark (1)		-0.22%	-0.66%	-9.99%	-3.22%	-9.99%	1.02%	2.27%	5.47%
Excess Return		1.49%	0.66%	6.97%	2.38%	6.97%	5.00%	7.51%	5.03%
Total Alternative Assets (Q2)*	18.77%	2.42%	2.75%	5.20%	3.73%	5.20%	5.86%	10.70%	9.02%
Alternative Assets Benchmark (2)		2.39%	3.12%	20.79%	10.91%	20.79%	10.28%	13.63%	11.58%
Excess Return		0.03%	-0.37%	-15.58%	-7.18%	-15.58%	-4.42%	-2.93%	-2.56%
Total Private Equity (Q2)*	14.02%	2.38%	2.72%	5.05%	3.67%	5.05%	5.70%	13.01%	11.58%
Private Equity Benchmark (3)		3.21%	3.72%	25.39%	14.51%	25.39%	12.30%	17.88%	16.10%
Excess Return		-0.83%	-1.00%	-20.33%	-10.84%	-20.33%	-6.60%	-4.87%	-4.52%
Total Private Debt (Q2)*	4.75%	2.55%	2.82%	5.65%	3.90%	5.65%	6.34%	5.53%	5.83%
Private Debt Benchmark (4)		0.73%	1.82%	11.65%	3.81%	11.65%	5.31%	4.92%	5.07%
Excess Return		1.82%	1.00%	-6.00%	0.09%	-6.00%	1.03%	0.60%	0.76%

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

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

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

(4) The Private Debt Benchmark is (50% MStar LSTA Leveraged Loan 100 Index / 50% Bloomberg High Yield Index) + 1% 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 are not lagged and reflect custodian valuations through FYE (2Q24).

Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of June 30, 2024, with the distribution as of May 31, 2024. 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

	June 30, 2024		Net New Inv.	Inv. Return	May 31, 2024	
	Market Value	Weight			Market Value	Weight
Total Domestic Equity	\$3,941,147,389	32.28%	\$0	\$60,541,314	\$3,880,606,075	32.01%
Large Cap Domestic Equity	\$2,305,420,983	18.88%	\$0	\$79,826,696	\$2,225,594,288	18.36%
Blackrock S&P 500	2,305,420,983	18.88%	0	79,826,696	2,225,594,288	18.36%
SMid Cap Domestic Equity	\$704,220,158	5.77%	\$0	\$(12,754,909)	\$716,975,067	5.91%
AllianceBernstein	445,959,496	3.65%	0	(6,218,531)	452,178,028	3.73%
TSW	258,260,662	2.12%	0	(6,536,377)	264,797,039	2.18%
Small Cap Domestic Equity	\$931,506,248	7.63%	\$0	\$(6,530,473)	\$938,036,720	7.74%
Boston Trust	236,923,311	1.94%	0	(2,705,850)	239,629,160	1.98%
Segall Bryant & Hamill	260,802,217	2.14%	0	(1,905,155)	262,707,371	2.17%
Wellington	433,780,720	3.55%	0	(1,919,469)	435,700,189	3.59%
Total Non US Equity	\$2,314,686,635	18.96%	\$0	\$(11,145,163)	\$2,325,831,798	19.18%
Core Non US Equity (1)	\$1,404,064,350	11.50%	\$0	\$(19,420,800)	\$1,423,485,150	11.74%
Aristotle	177,787,986	1.46%	0	(3,955,558)	181,743,544	1.50%
Artisan Partners	407,062,258	3.33%	0	(2,180,441)	409,242,699	3.38%
BlackRock Superfund	199,447,677	1.63%	0	(232,705)	199,680,382	1.65%
Causeway Capital	449,774,683	3.68%	0	(10,319,570)	460,094,253	3.79%
Lazard	169,339,080	1.39%	0	(2,724,095)	172,063,175	1.42%
Emerging Markets	\$179,813,061	1.47%	\$0	\$1,541,737	\$178,271,324	1.47%
Wellington Emerging Markets	179,813,061	1.47%	0	1,541,737	178,271,324	1.47%
Non US Small Cap	\$136,620,364	1.12%	\$0	\$(5,250,115)	\$141,870,480	1.17%
Wellington Int'l Small Cap Research	136,620,364	1.12%	0	(5,250,115)	141,870,480	1.17%
Global Equity	\$594,188,859	4.87%	\$0	\$11,984,015	\$582,204,844	4.80%
Walter Scott Global Equity	594,188,859	4.87%	0	11,984,015	582,204,844	4.80%
Total Fixed Income	\$2,336,137,563	19.14%	\$0	\$17,366,498	\$2,318,771,064	19.13%
BlackRock SIO Bond Fund	270,789,712	2.22%	0	2,499,255	268,290,457	2.21%
Brandywine Asset Mgmt	221,997,543	1.82%	0	(1,104,055)	223,101,598	1.84%
FIAM (Fidelity) Tactical Bond	375,407,619	3.08%	0	3,007,271	372,400,349	3.07%
Income Research & Management	784,651,371	6.43%	0	7,058,525	777,592,847	6.41%
Loomis Sayles	289,656,164	2.37%	0	2,523,351	287,132,813	2.37%
Manulife Strategic Fixed Income	215,765,425	1.77%	0	1,702,963	214,062,461	1.77%
Mellon US Agg Bond Index	177,869,728	1.46%	0	1,679,188	176,190,539	1.45%
Total Cash	\$196,464,243	1.61%	\$(25,434,694)	\$948,268	\$220,950,669	1.82%
Total Marketable Assets	\$8,788,435,830	71.99%	\$(25,434,694)	\$67,710,917	\$8,746,159,607	72.14%
Total Real Estate	\$1,128,553,548	9.24%	\$2,442,061	\$(13,221,178)	\$1,139,332,665	9.40%
Strategic Core Real Estate	659,725,899	5.40%	(2,971,436)	(19,943,778)	682,641,113	5.63%
Tactical Non-Core Real Estate	468,827,648	3.84%	6,181,696	5,954,401	456,691,551	3.77%
Total Alternative Assets	\$2,291,255,110	18.77%	\$(6,528,374)	\$58,984,680	\$2,238,798,803	18.47%
Private Equity	1,711,322,271	14.02%	(10,235,123)	42,287,655	1,679,269,739	13.85%
Private Debt	579,932,839	4.75%	3,706,749	16,697,026	559,529,065	4.61%
Total Fund Composite	\$12,208,244,488	100.0%	\$(29,521,007)	\$113,474,419	\$12,124,291,075	100.0%

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

(1) Includes \$689,161 in legacy assets that are not actively managed and in liquidation following the termination of Fisher Investments.

New Hampshire Retirement System

A Component Unit of the State of New Hampshire

Comprehensive Annual Investment Report

For the Fiscal Year Ended June 30, 2024



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December 10, 2024

The Honorable Christopher Sununu, Governor
 The Honorable Jeb Bradley, President of the Senate
 The Honorable Sherman Packard, Speaker of the House of Representatives

Annual Report for Fiscal Year 2024

The Independent Investment Committee (Investment Committee) of the New Hampshire Retirement System (NHRS, System) is pleased to present the Comprehensive Annual Investment Report for the Fiscal Year ended June 30, 2024, in accordance with the provisions of the Revised Statutes Annotated (RSA) 100-A:15, VII of the State of New Hampshire.

Asset Allocation & Summary of Results

Total assets at the end of Fiscal Year 2024 were \$12.2 billion, reflecting a \$0.8 billion increase compared to \$11.4 billion the prior year. The System's investment portfolio is prudently managed for the long-term in order to generate adequate returns to support benefit payments promised to members. To achieve that goal, investments are broadly diversified across the following asset classes: domestic (U.S.) and non-U.S. stocks, bonds, real estate, and alternative investments.

The target allocation and range for each asset class shown below was adopted by the Board of Trustees on May 14, 2019, based on a recommendation of the Investment Committee.

Asset Class	Target Allocation	Allocation Range	Actual Allocation at June 30, 2024*
U.S. Equity	30%	20 - 40%	35.1%
Non-U.S. Equity	20%	15 - 25%	16.2%
Fixed Income	25%	20 – 30%	20.8%
Real Estate	10%	5 – 20%	9.3%
Alternative Investments	15%	5 – 25%	18.5%

* U.S. Equity and Non-U.S. Equity have been adjusted to reflect a global equity portfolio which may opportunistically invest in each of these asset classes. Fixed Income includes cash. Refer to Appendix C for additional detail.

As illustrated in the table, as of June 30, 2024, all asset classes were within the allocation ranges.

The NHRS return was 8.81% net of fees for the Fiscal Year ended June 30, 2024, compared to the benchmark return of 11.92%. The five-year annualized net of fees return was 7.67% compared to the benchmark return of 7.74%. The ten-year annualized net of fees return was 7.04% compared to the benchmark return of 7.27%. Note that these benchmarks do not include any management fees which would be incurred if NHRS invested in the underlying indices. Compared to our peers, NHRS ranked in the top 36% and 27% for the five and ten-year trailing periods, respectively. These rankings are based on the Callan Public Fund Large Defined Benefit Gross Universe.

Over the long-term, the 25-year annualized net of fees return was 6.29%. The System's actuarial assumed rate of return is 6.75%.

Please refer to Appendix A for a detailed review of investment performance as well as market commentary.

The Investment Committee

The Investment Committee is responsible for investing in accordance with policies established by the NHRS Board of Trustees (Board), and making recommendations to the Board regarding asset allocation, investment consultants, and other investment policy matters. In addition, the Investment Committee is responsible for selecting investment managers, agents, custodial banks, and reviewing performance.

The Investment Committee meets most months and is comprised of six members: three independent voting members and an active non-voting member of the retirement system appointed by the Governor and Executive Council; and two voting members of the Board of Trustees appointed by the Chair of the Board. All members are required by statute to have significant experience in institutional investing or finance. As of June 30, 2024, the Chair of the IIC was Christine Clinton, CFA; the independent member was Brian Bickford, CFA; and the active non-voting member was Michael McMahon.

The two Board members serving on the Investment Committee were Maureen Kelliher, CFA (Chair); and Paul Provost, CFP®. One vacancy remains for an independent voting member. Brief biographies and photographs of the Investment Committee members as of June 30, 2024, follow this report.

The Committee would like to recognize prior Committee Chair, Maureen Kelliher, for her contributions and dedicated service. Ms. Kelliher served as Chair of the Investment Committee from March 2017 to February 2024. Ms. Kelliher continues her service to the New Hampshire Retirement System as Chair of its Board of Trustees and as a voting member of the Investment Committee.

Investment Manual

The NHRS Investment Manual provides governance and oversight of the pension fund assets and is presented in Appendix C of this report. Highlights are listed below:

- The Investment Policy and Accountability Matrix provide a description of the roles and responsibilities of the Board, the Investment Committee, NHRS Staff, and the System's service providers.
- The Proxy Voting Policy and Securities Lending Policy provide specific guidance on these individual topics.
- The program's benchmarks and asset allocation policy are detailed along with discussions of risk management, liquidity, rebalancing and portfolio monitoring controls.
- Various considerations related to the oversight of investments are described, including the selection of service providers and use of active or passive strategies.
- Asset class guidelines detail portfolio construction, permissible and prohibited investment vehicles, as well as concentration limits.

The Board sets the assumed rate of return based on the recommendations of the System's actuary, NHRS Staff, the Investment Committee, and analysis provided by the investment consultant and

other industry experts. A written opinion letter on this subject is included in this report as Appendix B.

Governance, Benchmarks and Measurement of Outcomes

The management and administration of the pension trust is a complex effort involving multiple stakeholders with distinct roles and responsibilities as described in the Investment Manual and in statute. At each regular meeting of the Board or Investment Committee, status reports are provided regarding the outcomes of various investment initiatives. Additionally, performance is reviewed versus benchmarks at the manager-level, asset class-level, and portfolio-level on a monthly and quarterly basis, as appropriate, and over various time-periods since the inception of a particular investment mandate or strategy to continually evaluate the portfolio.

NHRS continuously monitors the investment fees paid to managers and discloses alternative investment fees on an aggregate basis each quarter in compliance with the New Hampshire House Bill (HB) 173 passed in 2021. NHRS has a procedure to monitor Environmental, Social, and Governance factors for all marketable managers.

Administrative Comments

The Investment Committee meets at the System's offices monthly. Notice is provided regarding the time, agenda and location of these meetings pursuant to RSA 91-A:2, II. The Investment Committee promotes transparency regarding the investment program through these public meetings, investment materials and reports. Meeting minutes are posted on the NHRS website. Certain investment matters may require discussion in non-public session in accordance with statute. On a regular basis, the Investment Committee receives presentations from investment managers currently retained by NHRS as well as from prospective managers.

Raynald D. Leveque was the System's Chief Investment Officer for the Fiscal Year ending June 30, 2024. Leading a team of four investment professionals, Mr. Leveque served as the primary staff liaison on investment matters. In addition, the investment team directs all aspects of the System's investment program including the development of recommendations regarding the System's overall investment strategy and asset allocation; oversight of external portfolio

managers; and promoting productive relationships with investment consultants and service providers. A biography of Mr. Leveque follows this report.

Each fiscal year, NHRS produces an Annual Comprehensive Financial Report (ACFR), which details the operation and financial condition of the retirement system. This report also includes a financial section which outlines the funded status and unfunded actuarial accrued liability, in addition to other actuarial statistics. ACFR reports are available on the System's website, www.nhrs.org.

Overview of Significant Investment Committee Initiatives during the 2024 Fiscal Year:

- Approved the development and implementation of a new Strategic Asset Allocation.
- Development of a long-term Strategic Plan for the NHRS Investment Office.
- Elected Christine Clinton as IIC Chairperson, following the appointment of Maureen Kelliher the prior IIC Chairperson, to Chairperson of the Board of Trustees.
- Reviewed the long-term performance of all current marketable investment managers against their respective benchmarks and renewed their contracts, where appropriate.
- Reviewed and renewed, where appropriate, service provider/other contracts:
 - Renewed the trading cost analysis services agreement with Abel Noser for an additional two-year period and expanded the scope of services to include fixed income and foreign exchange cost analysis.
 - Renewed the real estate investment management agreement with The Townsend Group for an additional two-year period.
- Approved a revised proxy voting policy which was subsequently approved by the NHRS Board of Trustees.
- Continued the expansion of the alternative investments program; new commitments of \$400 million in aggregate were made to one private equity and four private credit investment strategies respectively.

- Performed a comprehensive review of all private debt and equity commitments made since the program's restart in 2009 and adopted an annual private debt and equity investment plan.
- Adopted an annual real estate investment plan.

The Investment Committee is dedicated to achieving the best long-term investment results possible within acceptable levels of risk and consistent with prudent policies and practices.

Respectfully submitted,

Christine Clinton, Chair
Brian Bickford
Maureen Kelliher
Paul Provost
Michael McMahan

Jan Goodwin, Executive Director
Raynald Leveque, Chief Investment Officer



Christine Clinton

Christine Clinton has been working in the investment management industry for more than two decades after cofounding Bluestone Wealth Management LLC. Prior to Bluestone, she worked as a Corporate Controller for several high-tech start-ups in the communications, finance, and biotech industries in the Boston area. Christine is a CPA as well as a Chartered Financial Analyst® (CFA) charterholder. She is a member of the CFA Institute and Boston Securities Analysts Society. She lives in Dublin.



Maureen Kelliher

Maureen Kelliher has over four decades of investment management experience, having served as Co-Chief and Chief Investment Officer for trust and investment management firms, as well as Money Desk Manager for several banks. She holds the Chartered Financial Analyst® (CFA®) designation and is a member of the CFA Institute. Maureen resides in Dover, New Hampshire.



Paul Provost

Paul Provost is a 30-year veteran of the wealth management and trust business, he has led the wealth management businesses for local community banks in New Hampshire since 2002. He is the president of New Hampshire Trust Company (NHTrust), a subsidiary of New Hampshire Mutual Bancorp headquartered in Concord. Paul earned a bachelor's degree from the University of Vermont and a master's degree in Administrative Management from Saint Michael's College. He is a Certified Financial Planner. He also serves on the boards of the New Hampshire Higher Education Loan Corporation and the Concord Hospital Trust. He previously served as a board chair for the NH Charitable Foundation, Capital Region, and the Central New Hampshire Boys & Girls Club. He lives in Concord.



Mike McMahon

Mike McMahon has been a member of Hampton Fire Rescue for nearly 30 years, where he currently serves as Fire Chief. During this time, he has served in a variety of financial and investment roles. He has spent over two decades in credit union leadership and is currently a director at Service Credit Union. Mike was a member of the 2017 Decennial Retirement Commission and serves in many other community leadership roles.



Brian Bickford

Brian Bickford has over 30 years of investment management experience and has been managing money in New Hampshire for more than 25 years. He is a senior vice president and director of client portfolio management at Cambridge Trust. Brian earned a Bachelor of Science degree in Business Administration at the University of Maine and a Master of Science degree in Finance at Florida International University. He is a Chartered Financial Analyst® (CFA®), a CERTIFIED FINANCIAL PLANNERTM professional and a Chartered Market Technician® CMT®. Brian serves on the finance committee for the Pope Memorial SPCA in Concord, NH. He lives in Hopkinton.



Raynald Leveque

Raynald Leveque is the Chief Investment Officer for the New Hampshire Retirement System. Before joining New Hampshire in 2022, Raynald was the Deputy Chief Investment Officer for the State of Connecticut's \$41 billion Retirement Plans and Trust Funds. Prior to the State of Connecticut, Raynald held leadership roles in strategic asset allocation, risk management and quantitative portfolio management at the \$254 billion New York State Common Retirement Fund, and Invesco (formerly OppenheimerFunds). Raynald earned his master's degree in finance from Fordham University and a bachelor's degree in computer engineering from the Rochester Institute of Technology.

Appendix A

Investment Consultant's Letter

Investment Performance Review & Market Commentary

Investment Reports

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Summit, NJ 07901

Main 908.522.3880
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www.callan.com

November 19, 2024

Board of Trustees
Investment Committee
Executive Director

The New Hampshire Retirement System

54 Regional Drive
Concord, NH 03301-8507

Dear NHRS Fiduciaries:

Callan LLC (Callan) is pleased to provide an overview of the New Hampshire Retirement System (NHRS) investment program for the fiscal year ended June 30, 2024. The capital markets registered strong returns over Fiscal Year 2024 (FY2024), with the U.S. market leading the way with a return of 23.1%, as measured by Russell 3000 Index. The U.S. economy was resilient during the Fiscal Year. Despite stubborn inflation, the labor market remained relatively strong and persistent growth in consumption spending kept surprising to the upside, contributing to relatively solid GDP growth over the last four quarters, ranging from 1.6% to 4.4% over this period.

So how should we interpret all the contrasting economic data we have observed over the last Fiscal Year, where in each quarter the economy kept surprising on the upside despite relatively pessimistic expectations? To put things in the right context, consider that four years ago U.S. GDP dropped by an incredible 28% in one quarter. While it quickly recovered, the country suffered a pandemic of stunning cost, both economically, and, more importantly, in terms of lost lives, severed social connections, missed education opportunities, and worsening mental health. And yet, here we are, on the verge of something that is very difficult to achieve: a “soft landing” for the U.S. economy, where inflation is brought down while growth gradually subsides, but we avoid a recession. This would be a remarkable achievement. In terms of the international arena, with very few exceptions, the global equity markets registered double-digit returns over the Fiscal Year, despite uncertainty regarding future economic growth across some developed non-U.S. economies, political instability, and divergent central bank policies. By contrast, emerging markets rebounded sharply over the last quarter of the fiscal year, after underperforming developed markets for multiple quarters, as both China and India produced strong returns. India’s rapid growth has benefited from positive demographics with a large working population, registering one of the highest real GDP growth rates globally in recent years compared to other countries. China posted negative returns over the Fiscal Year, struggling with increased regulatory scrutiny and economic slowdown. However, China’s GDP growth exceeded expectations in the last quarter of the Fiscal Year with a rebound in industrial production, manufacturing and exports.

NHRS follows an investment strategy designed to meet its funding requirements over the long-term. Assets are allocated efficiently to ensure that beneficiaries will receive the benefits they were promised. The Fund is managed on a total return basis, while recognizing the importance of capital preservation and prudent risk management. Additionally, the Independent Investment Committee (IIC) administers the Fund in accordance with sound fiduciary standards and industry best practices. The Fund’s strategic asset allocation and related objectives, parameters and specific delegation of responsibilities are explicitly defined in the Investment Policy Statement. The IIC manages the investment program pursuant to the investment policy, develops asset class guidelines, monitors and evaluates performance, and makes decisions regarding the retention or termination of asset managers. The investment manual includes all investment policies and asset class guidelines and may be obtained from the NHRS website at www.nhrs.org. The following pages report on the performance and attributes of the investment program for FY2024.

Market and Economic Review for the Year Ended June 30, 2024

The hunt for signs of the much-anticipated slowdown in the U.S. economy continues to be thwarted. Every data release is scrutinized: However, despite stubborn inflation, the labor market has remained relatively strong and persistent growth in consumption spending has kept surprising to the upside. Inflation eased from the worrisome rise in 1Q24, but still sits at 3.0% compared to a year ago, well above the Fed's target. The labor market looked like it finally cracked in April, creating just 108,000 jobs after adding 800,000 in the first three months of the year. Then job growth rebounded to 218,000 in May and 206,000 in June, clearly softer than the average monthly rate of 250,000 in 2023 and the surge in 1Q, but still solid. The unemployment rate remains low at 4.1%, although initial unemployment claims have been rising gradually since the recent low set in January. The labor market is indeed softening, which should reduce pressure on wage inflation at some point. A softer labor market will likely dampen consumer demand, and therefore provide more relief to inflation pressures. Consumer spending slowed from a robust 3% growth rate in the second half of 2023 to 1.5% in 1Q, another potential crack in the façade. Consumer spending rebounded to a 2.3% gain in 2Q and drove a surprising 2Q GDP growth rate of 2.8%, about double the rate expected for the quarter. In addition to consumer spending, GDP growth was driven by private inventory investment and business fixed investment, particularly in equipment and intellectual property. GDP growth in Q1 came in at just 1.4%, the first sure sign of the anticipated slowdown—or so it seemed. Interest rates have been higher for a longer period than many expected, including the Fed. There are surprisingly few signs that these higher rates have taken the expected toll on the economy. The economy does appear to be gradually slowing, current contradictory indicators like the strong GDP report aside. The cost of borrowing is sharply higher, and delinquencies in auto loans and credit cards are rising.

The Russell 3000 Index rose 23.1% over the fiscal year while the MSCI ACWI Ex-US Index rose 11.6%. Emerging markets equities, as measured by the MSCI Emerging Markets Index, returned 12.6%, outperforming non-U.S. developed markets equities. Within emerging markets, both China and India produced strong returns. China's GDP growth exceeded expectations with a rebound in industrial production, manufacturing, and exports. Further, the Chinese government implemented several measures to support capital markets. The fixed income market produced more modest returns, ending the volatile Fiscal Year with a return of 2.6%, as measured by the Bloomberg Aggregate Index, partly in response to interest rate uncertainty.

NHRS Investment Portfolio Review

For the fiscal year ended June 30, 2024, the NHRS Total Fund returned 9.3% gross of investment management fees (or "gross") and 8.8% net of investment management fees (or "net"), underperforming the Total Fund Benchmark return of 11.9%. The Fund's 9.3% gross return ranked in the 68th percentile relative to peers in Callan's Large Defined Benefit Public Fund Universe, which consisted of 139 constituents as of June 30, 2024 (gross of fees returns are referenced in this section, as peer group returns and related rankings are also gross of fees). Domestic stocks and high yield bonds were among the best-performing asset classes over Fiscal Year 2024. The Fund's public equity and alternatives portfolios underperformed their respective benchmarks. The Fund's underperformance over the year was mostly attributable to the more modest valuations impacting private equity and private credit investments, following the aftermath of the market correction we experienced in 2022. Additionally, the disconnect between the investment results of these instruments and the public market benchmarks used to measure their performance, and associated premiums to account for liquidity risk, also contributed to these results. For example, the alternatives investments had a total return of 5.2% over the fiscal year, compared to a return of 20.8% of the benchmark. The benchmark reflects the combined return of the Russell 3000 Index, plus a premium of 2%, and the Bloomberg HY Corporate Index, plus a premium of 1%. Domestic stocks and high yield bonds were among the best-performing asset classes over Fiscal Year 2024. Consistent with our experience, it is difficult for private market investments to be able to "keep up" with their public market counterparts during high

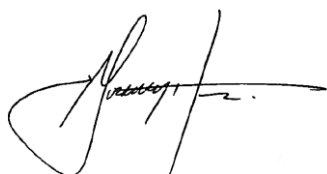
momentum markets, as was the case during the Fiscal Year, particularly considering the high level of concentration in the U.S. equity market, and the impressive returns registered by the “Magnificent Seven” technology stocks. This helps explain most of the underperformance registered using time weighted returns and the above-referenced benchmarks. For the trailing three-year period, the Fund returned 4.0%, gross of investment management fees (3.4% net), ranking in the 36th percentile of its peers (peer group rankings are measured gross of investment management fees). For the trailing five-year period, the Fund returned 8.1%, gross of investment management fees (7.7% net), ranking in the 36th percentile of the peer group. For the trailing ten-year period, the Fund returned 7.4%, gross of investment management fees (7.0% net), ranking in the 27th percentile of its peers, and for the trailing twenty-five year period, the Fund returned 6.7%, gross of investment management fees (6.3% net), ranking in the 45th percentile of its peers.

During fiscal year 2024, the IIC engaged in the following activities:

- **Strategic Asset Allocation:** Reevaluated the Fund’s strategic asset allocation in November 2023. After a careful evaluation of several alternative asset mixes proposed by NHRS Staff, the Board adopted a new asset allocation, which enhances diversification and expected risk-adjusted outcomes. The new strategic allocation reduces exposure to public equity by 10%, increases the target allocation to private credit by 5% and introduces private infrastructure investments, with a target allocation of 5%.
- **Portfolio Structure Analysis:** NHRS Staff worked closely with the investment consultant to evaluate the structure of the Fund’s public equity and fixed income portfolios. This analysis is being carried out in different stages to provide the Independent Investment Committee with an evaluation of the current structure and different alternatives for consideration for the eventual implementation of the new strategic asset allocation.
- **Alternative Assets Portfolio:** Continued to implement the approved allocations within the Alternative Assets portfolio. The portfolio continued to grow during the year, with an 8.2% increase in paid-in (contributed) capital and a 13.3% increase in distributed capital through December 31, 2023. The target allocation to private credit was increased from 5% to 10% of the total fund, effective June 30, 2024. The portfolio continued to make commitments to new and existing partnerships, with \$100 million in private equity commitments to one manager, and \$300 million in private credit commitments to three managers, in line with expected pacing. The private equity portfolio is expanding its allocation to U.S. buyout and co-investment opportunities, while the private credit portfolio increased its multi-strategy and direct lending allocations.

Callan LLC provides NHRS with strategic planning, implementation, performance monitoring services, and on-going research and education on a variety of relevant topics for institutional investors. The investment performance analysis produced by Callan has been developed using performance evaluation methodologies that are consistent with industry best practices. The performance results presented in this letter are calculated using a time-weighted returns and are reported both gross of investment management fees, as well as net of fees.

Sincerely,



Angel Haddad
Senior Vice President



Britton M. Murdoch
Senior Vice President

Investment Performance Review – Fiscal Year 2024

Overview

For the fiscal year ended June 30, 2024, the NHRS Total Fund returned 9.3% gross of investment management fees (or “gross”) and 8.8% net of investment management fees (or “net”), underperforming the Total Fund Benchmark return of 11.9%. The Fund’s 9.3% gross return ranked in the 68th percentile relative to peers in Callan’s Large Defined Benefit Public Fund Universe, which consisted of 139 constituents as of June 30, 2024. The Fund’s public equity and alternatives portfolios underperformed their respective benchmarks. The Fund’s underperformance over the year was mostly attributable to the more modest valuations impacting private equity and private credit investments, following the aftermath of the market correction we experienced in 2022. Additionally, the disconnect between the investment results of these instruments and the public market benchmarks used to measure their performance, and associated premiums to account for liquidity risk, also contributed to these results.

U.S. Equity Markets

U.S. stocks registered a return of 23.1% over the fiscal year, as measured by the Russell 3000 Index. The annualized return over the past 10 years was 12.2%. Sector-level performance was positive within the U.S. equity market. For example, all of the sectors represented in one of the most widely known equity index, the S&P 500 Index, produced positive returns over the fiscal year, led by the Communication Services and Information Technology sectors posting returns above 40%. Growth stocks outperformed value stocks by over 20% within the large cap segment over the period, but small cap value stocks outperformed their growth counterparts. Small cap stocks produced strong absolute returns but similar to Fiscal Year 2023, underperformed large cap stocks in 2024, returning 10.1%, as measured by the Russell 2000 Index.

Non-U.S. Equities

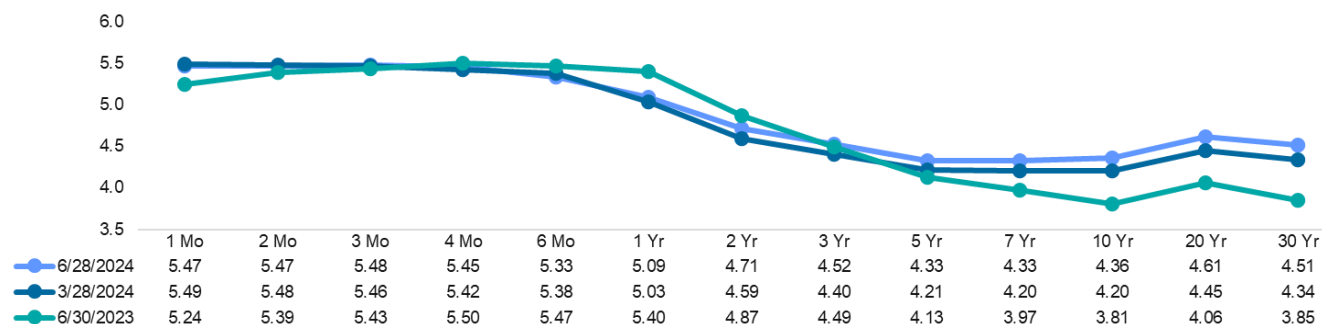
Developed non-U.S. equities and emerging market equities produced positive returns during the fiscal year. The MSCI ACWI Ex-US Index posted a return of 11.6% over the period, and emerging markets, as measured by MSCI Emerging Markets Index, posted a return of 12.6%. Non-U.S. markets delivered strong returns on the decreasing expected probability of a recession in the U.S., continued optimism around artificial intelligence, and dovish signaling from central banks. Contrary to recent trends, emerging markets stocks outperformed their non-U.S. developed counterparts by a comfortable margin. India posted particularly strong returns over the fiscal year, +34.4% as measured by the MSCI India Index, due to positive demographics with a large growing working population and one of the highest real GDP growth rates globally when compared to other major countries/regions.

Fixed Income

The fixed income market produced positive returns during the fiscal year with the Bloomberg Aggregate increasing 2.6%. The first quarter of the fiscal year brought weak returns as the Fed maintained high interest rates and yields increased. However, over second quarter of the fiscal year, the U.S. Aggregate produced its highest quarterly return in over 30 years (+6.8%) driven by the prospect of falling interest rates in 2024 and falling yields. The last two quarter’s of the fiscal year brought flat returns with the market trying to assess when and how swiftly the Fed would begin easing interest rates. The U.S. Treasury yield curve remained inverted over the fiscal year, though the inversion generally decreased, resulting in poor performance for long duration markets. High yield corporates produced very strong returns over the period as defaults remained low and the economy resilient. The 10-year U.S. Treasury yield remained at high levels relative to recent history during fiscal year 2024, beginning at 3.81% as of June 30, 2023, and ending at 4.36% as of June 30, 2024.

Callan

U.S. Treasury Yield Curves



Real Estate and Alternative Investments

The real estate market returned -10.3% for the fiscal year, as measured by the NCREIF ODCE Index, with depreciation of 12.8% and income returns of 3.1%. During the fiscal year, ODCE redemption queues continued to steadily increase and transaction volume was flat, remaining significantly lower than 2022. Real estate valuations continue to be reflective of the high interest rate environment, which has put upward pressure on capitalization rate and discount rate assumptions. Income returns remained positive throughout each quarter of the fiscal year across all sectors. Underperformance was broadly spread across region and property types. The Office and Apartment sectors performed worst, depreciating over 20% and 9% over the fiscal year, respectively.

Alternative investments posted positive returns for the fiscal year. Public equity's exceptional performance during fiscal year 2024 (led by the "Magnificent Seven" technology stocks) has left private equity in its wake. Due to the "smoothing effect," private equity does not experience the sharp rises and falls that drive the public markets over the short term. Broad private equity returns were positive for the fiscal year, with all strategy types exhibiting high single digit performance other than venture capital which produced negative returns given the valuation adjustments from the highs of 2021. In 2023, the number of private equity funds raised sharply declined by ~50% followed by a decline of 42% in 1Q24 as compared to 1Q23. As was the case in 2023, capital continues to concentrate with larger funds. The 2023 vintage experienced the full impact of the denominator effect, which when combined with slower deal activity and exits, left minimal capital for new commitments.

NHRS Asset Class Highlights

NHRS Asset Class	FY 2024 Return (Net of Fees)
Total Fund	8.81%
<i>Total Fund Custom Index</i>	11.92%
Total Domestic Equity	18.95%
<i>US Equity Index</i>	23.13%
Total Non-US Equity	11.31%
<i>Non-US Equity Index</i>	11.62%
Total Fixed Income	3.50%
<i>Fixed Income Benchmark</i>	3.47%
Total Real Estate	-7.20%
<i>Real Estate Benchmark</i>	-9.99%
Total Alternatives	5.20%
<i>Alternative Assets Benchmark</i>	20.79%

The NHRS Total Domestic Equity portfolio, comprised of both passive and actively managed portfolios, returned 19.0% (net), underperforming the strategic benchmark (Russell 3000 Index) by 418 basis points over fiscal year 2024. The Domestic Equity portfolio's passive large cap exposure had a 24.6% return compared to 10.1% for the

small/mid-cap composite and 12.6% for the small cap composite. The small/mid-cap composite underperformed its Russell 2500 benchmark and the small cap composite outperformed its Russell 2000 benchmark.

The NHRS Total Non-U.S. Equity portfolio, which is comprised of both passive and actively managed portfolios with exposures to both developed and emerging markets, returned 11.3% (net). The Non-U.S. Equity portfolio underperformed its benchmark by 31 basis points during the fiscal year as global equity, emerging markets, and multiple active core non-US equity managers underperformed their respective benchmarks.

The NHRS Total Fixed Income portfolio is comprised of passive and broadly diversified actively managed portfolios, including domestic and international exposures. This aggregate portfolio had a 3.5% return (net), outperforming the Total Fixed Income Index return by 3 basis points. An overweight to lower quality and higher yielding issues relative to the Bloomberg Universal Index had a positive impact on relative performance. Exposure to non-U.S. and slightly longer duration issues detracted from relative performance, as non-U.S. bonds and long duration posted negative returns over the fiscal year.

The NHRS Real Estate portfolio returned -7.2% (net), outperforming its benchmark return of -10.0%. Outperformance was driven by the Tactical Non-Core Real Estate allocation within the portfolio; the Strategic Core portfolio also contributed to relative results.

Lastly, for fiscal year 2024, the Alternative Investments portfolio generated a return of 5.2% (net) while its benchmark returned 20.8%. Underperformance was driven by both the private equity and private debt allocations within the portfolio, given more modest valuations for alternative investments in 2024.

Investment Market Update (by asset type)

Index Summary (6/30/24)	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
Equity Indices				
S&P 500 Index	24.6%	10.0%	15.1%	12.9%
Russell 1000 Index	23.9%	8.7%	14.6%	12.5%
Russell 1000 Growth Index	33.5%	11.3%	19.3%	16.3%
Russell 1000 Value Index	13.1%	5.5%	9.0%	8.2%
Russell 2000 Index	10.1%	-2.6%	6.9%	7.0%
Russell 2000 Growth Index	9.1%	-4.9%	6.2%	7.4%
Russell 2000 Value Index	10.9%	-0.5%	7.1%	6.2%
Russell 2500 Index	10.5%	-0.3%	8.3%	8.0%
Russell 3000 Index	23.1%	8.1%	14.1%	12.2%
MSCI ACWI Index	19.4%	5.4%	10.8%	8.4%
MSCI ACWI ex US Index	11.6%	0.5%	5.6%	3.8%
MSCI EAFE Index	11.5%	2.9%	6.5%	4.3%
MSCI EAFE Growth Index	9.4%	0.1%	6.5%	5.4%
MSCI EAFE Value Index	13.8%	5.6%	6.1%	3.0%
MSCI Europe Index	11.7%	3.9%	7.1%	4.2%
MSCI Japan Index	13.2%	2.3%	6.6%	5.5%
MSCI Pacific ex JPN Index	6.8%	-1.3%	2.4%	3.2%
MSCI EM Index	12.6%	-5.1%	3.1%	2.8%
Fixed Income Indices				
Bloomberg Aggregate Index	2.6%	-3.0%	-0.2%	1.4%
Bloomberg Gov't/Credit Index	2.7%	-3.1%	-0.1%	1.5%
Bloomberg TIPS Index	2.7%	-1.3%	2.1%	1.9%
Bloomberg High Yield Corporate Index	10.4%	1.6%	3.9%	4.3%
S&P LSTA Leveraged Loan 100 Index	10.8%	5.9%	5.2%	4.2%
Bloomberg Global Aggregate Index	0.9%	-5.5%	-2.0%	-0.4%
Bloomberg High Yield Muni Index	8.9%	0.1%	3.0%	4.7%
JPM EMBI Global Diversified Index	9.2%	-2.6%	-0.0%	2.6%
JPM GBI-EM Global Diversified Index	0.7%	-3.3%	-1.3%	-0.9%
Other Indices				
Bloomberg Commodity Price Index	-0.5%	2.2%	4.9%	-2.8%
S&P GSCI Index	15.0%	12.7%	8.3%	-3.1%
Alerian MLP Index	35.8%	22.7%	12.2%	2.0%
FTSE NAREIT Composite Index	5.7%	-1.9%	3.1%	5.9%
NCREIF NFI-ODCE Equal Weight Net Index	-10.3%	1.1%	2.6%	5.8%

Investment Market Update (sorted by best to worst 1-year performance)

Index Summary (6/30/24)	Last Year	Last 3 Years	Last 5 Years	Last 10 Years
Alerian MLP Index	35.8%	22.7%	12.2%	2.0%
Russell 1000 Growth Index	33.5%	11.3%	19.3%	16.3%
S&P 500 Index	24.6%	10.0%	15.1%	12.9%
Russell 1000 Index	23.9%	8.7%	14.6%	12.5%
Russell 3000 Index	23.1%	8.1%	14.1%	12.2%
MSCI ACWI Index	19.4%	5.4%	10.8%	8.4%
S&P GSCI Index	15.0%	12.7%	8.3%	-3.1%
MSCI EAFE Value Index	13.8%	5.6%	6.1%	3.0%
MSCI Japan Index	13.2%	2.3%	6.6%	5.5%
Russell 1000 Value Index	13.1%	5.5%	9.0%	8.2%
MSCI EM Index	12.6%	-5.1%	3.1%	2.8%
MSCI Europe Index	11.7%	3.9%	7.1%	4.2%
MSCI ACWI ex US Index	11.6%	0.5%	5.6%	3.8%
MSCI EAFE Index	11.5%	2.9%	6.5%	4.3%
Russell 2000 Value Index	10.9%	-0.5%	7.1%	6.2%
S&P LSTA Leveraged Loan 100 Index	10.8%	5.9%	5.2%	4.2%
Russell 2500 Index	10.5%	-0.3%	8.3%	8.0%
Bloomberg High Yield Corporate Index	10.4%	1.6%	3.9%	4.3%
Russell 2000 Index	10.1%	-2.6%	6.9%	7.0%
MSCI EAFE Growth Index	9.4%	0.1%	6.5%	5.4%
JPM EMBI Global Diversified Index	9.2%	-2.6%	-0.0%	2.6%
Russell 2000 Growth Index	9.1%	-4.9%	6.2%	7.4%
Bloomberg High Yield Muni Index	8.9%	0.1%	3.0%	4.7%
MSCI Pacific ex JPN Index	6.8%	-1.3%	2.4%	3.2%
FTSE NAREIT Composite Index	5.7%	-1.9%	3.1%	5.9%
Bloomberg Gov't/Credit Index	2.7%	-3.1%	-0.1%	1.5%
Bloomberg TIPS Index	2.7%	-1.3%	2.1%	1.9%
Bloomberg Aggregate Index	2.6%	-3.0%	-0.2%	1.4%
Bloomberg Global Aggregate Index	0.9%	-5.5%	-2.0%	-0.4%
JPM GBI-EM Global Diversified Index	0.7%	-3.3%	-1.3%	-0.9%
Bloomberg Commodity Price Index	-0.5%	2.2%	4.9%	-2.8%
NCREIF NFI-ODCE Equal Weight Net Index	-10.3%	1.1%	2.6%	5.8%

S&P 500 Sectors (sorted by best to worst 1-year performance)

Sector	Benchmark Weight (%) as of 6/30/24	Benchmark Return (%) as of 6/30/24
Communication Services	9.3%	44.9%
Information Technology	32.4%	41.8%
Financial	12.4%	24.2%
Energy	3.6%	15.9%
Industrials	8.1%	15.5%
Consumer Discretionary	10.0%	13.1%
Health Care	11.7%	11.7%
Materials	2.2%	8.7%
Consumer Staples	5.8%	8.2%
Utilities	2.3%	7.8%
Real Estate	2.2%	5.6%

Note: Figures may not add up to exactly 100% due to rounding.

Summary

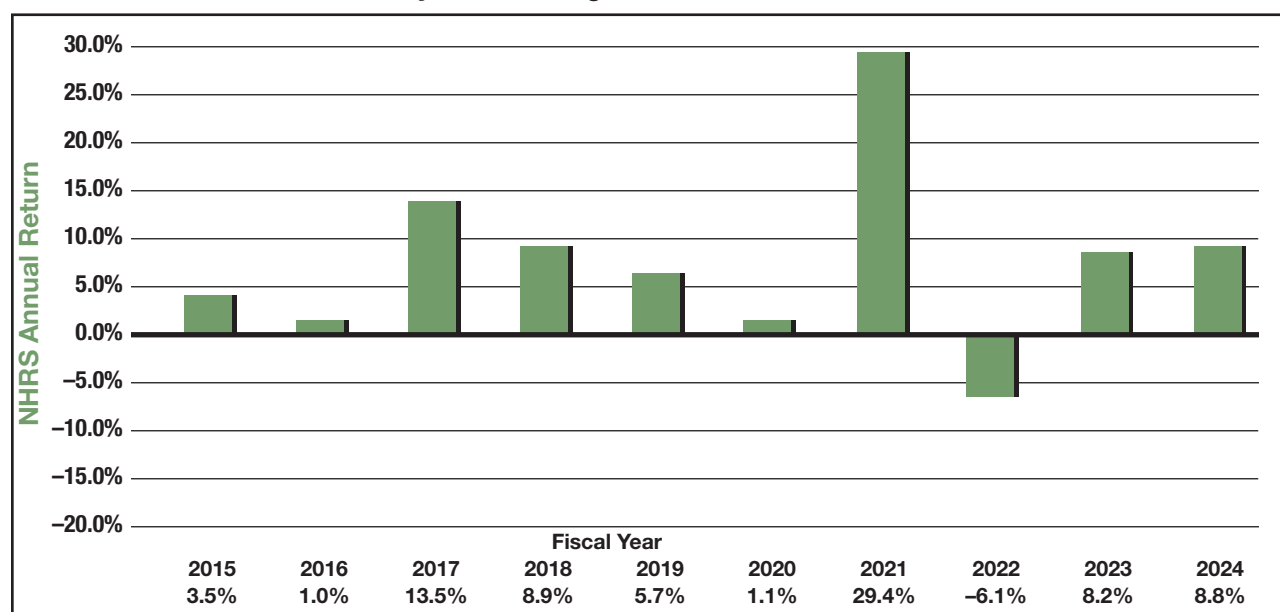
Callan will continue to work closely with the NHRS Investment Staff (Staff or Team) to carry forward the Fund's strategic plan and related initiatives. We believe the new asset allocation strategy will benefit the Fund in several ways, including enhancing diversification opportunities across a mix of complementary asset classes and the potential for favorable expected risk-adjusted outcomes. The Team's implementation strategy will be critical in this process. The capital markets were quite volatile over the last Fiscal Year, but the portfolio continued to exhibit resilience in this environment, producing strong absolute returns above and beyond the actuarial expected rate of return of 6.75%. We will continue to work closely with Staff, as necessary, to support the needs of the Fund going forward.

ANNUALIZED INVESTMENT RETURNS—ACTUAL VERSUS INDICES

	Current Year 2024	3 Year	Annualized 5 Year	10 Year
Total NHRS Fund	8.8%	3.4%	7.7%	7.0%
Total Fund Custom Index*	11.9	3.7	7.7	7.3
Domestic Equity	19.0	6.5	12.2	10.6
Total Domestic Equity Blended Benchmark*	23.1	8.1	13.8	12.2
Non-U.S. Equity	11.3	1.5	5.8	4.6
Total Non-U.S. Equity Blended Benchmark*	11.6	.5	5.6	3.8
Fixed Income	3.5	(2.3)	1.0	1.9
Total Fixed Income Blended Benchmark*	3.5	(2.7)	.1	1.6
Real Estate	(7.2)	3.6	6.0	8.3
Total Real Estate Blended Benchmark*	(10.0)	1.0	2.3	5.5
Alternative Investments	5.2	5.9	10.7	9.0
Total Alternative Investments Benchmark*	20.8	10.3	13.6	11.6
Cash Equivalents	5.5	3.1	2.3	1.6
90 Day T-Bills	5.4	3.0	2.2	1.5

Performance returns are calculated on a net-of-fees time-weighted rate of return basis.

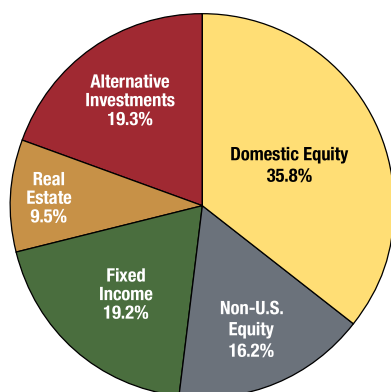
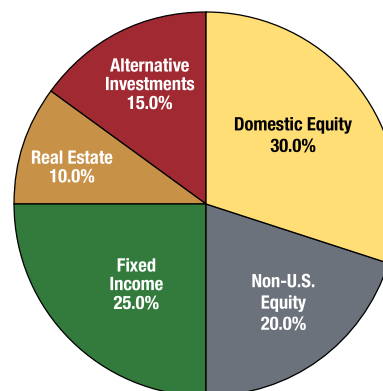
*In a dynamic market, strategies and objectives evolve over time. Consequently, these benchmarks are blended due to historical investment strategy decisions. Detailed descriptions of the benchmarks above are available by contacting NHRS.

Ten Year History of Time-Weighted Total NHRS Fund Annual Returns

ACTUAL ASSET ALLOCATION VERSUS TARGET ASSET ALLOCATION*

	Actual %	As of June 30, 2024	
		Target %	Target Range %
Domestic Equity	35.8%	30.0%	20-40
Non-U.S. Equity	16.2	20.0	15-25
Fixed Income	19.2	25.0	20-30
Real Estate	9.5	10.0	5-20
Alternative Investments	19.3	15.0	5-25
TOTAL FUND	100.0%	100.0%	

*excludes cash

Actual Asset Allocation as of June 30, 2024**Target Asset Allocation as of June 30, 2024**

TEN LARGEST STOCK HOLDINGS BY FAIR VALUE*

(in thousands)

	Shares	Stock	June 30, 2024 Fair Value
1	433,424	MICROSOFT CORP	\$193,719
2	1,234,247	NVIDIA CORP	152,479
3	723,239	APPLE INC	152,329
4	575,006	AMAZON.COM INC	111,120
5	353,480	ALPHABET INC	64,835
6	109,958	META PLATFORMS INC	55,443
7	371,965	NOVO NORDISK A/S	53,756
8	294,734	ALPHABET INC	53,686
9	90,837	BERKSHIRE HATHAWAY INC	36,952
10	40,058	ELI LILLY & CO	36,268

TEN LARGEST FIXED INCOME HOLDINGS BY FAIR VALUE*

(in thousands)

	Par**	Security	June 30, 2024 Fair Value
1	44,520,000	U.S. Treasury Bond — 4.375%, 2043	\$42,972
2	32,602,000	U.S. Treasury Note — 3.625%, 2028	31,674
3	28,558,000	U.S. Treasury Note — 4.000%, 2029	28,118
4	21,931,000	U.S. Treasury Note — 4.625%, 2029	22,183
5	25,823,000	U.S. Treasury Bond — 3.625%, 2053	21,975
6	20,635,000	U.S. Treasury Note — 4.375%, 2028	20,611
7	20,563,000	U.S. Treasury Note — 4.000%, 2034	19,959
8	17,250,000	U.S. Treasury Note — 4.625%, 2026	17,188
9	17,080,000	U.S. Treasury Note — 4.375%, 2028	17,077
10	22,630,000	U.S. Treasury Bond — 3.000%, 2052	17,025

**A complete listing of separate account portfolio holdings is available by contacting the NHRS offices. NHRS also invests in various commingled investment vehicles, for which the underlying investments are custodied outside of The Bank of NY Mellon (Master Custodian for NHRS), as reported on the Summary of Investments schedule.

**Par value is denoted in local currency.

SCHEDULE OF INVESTMENT MANAGEMENT AND SERVICE FEES

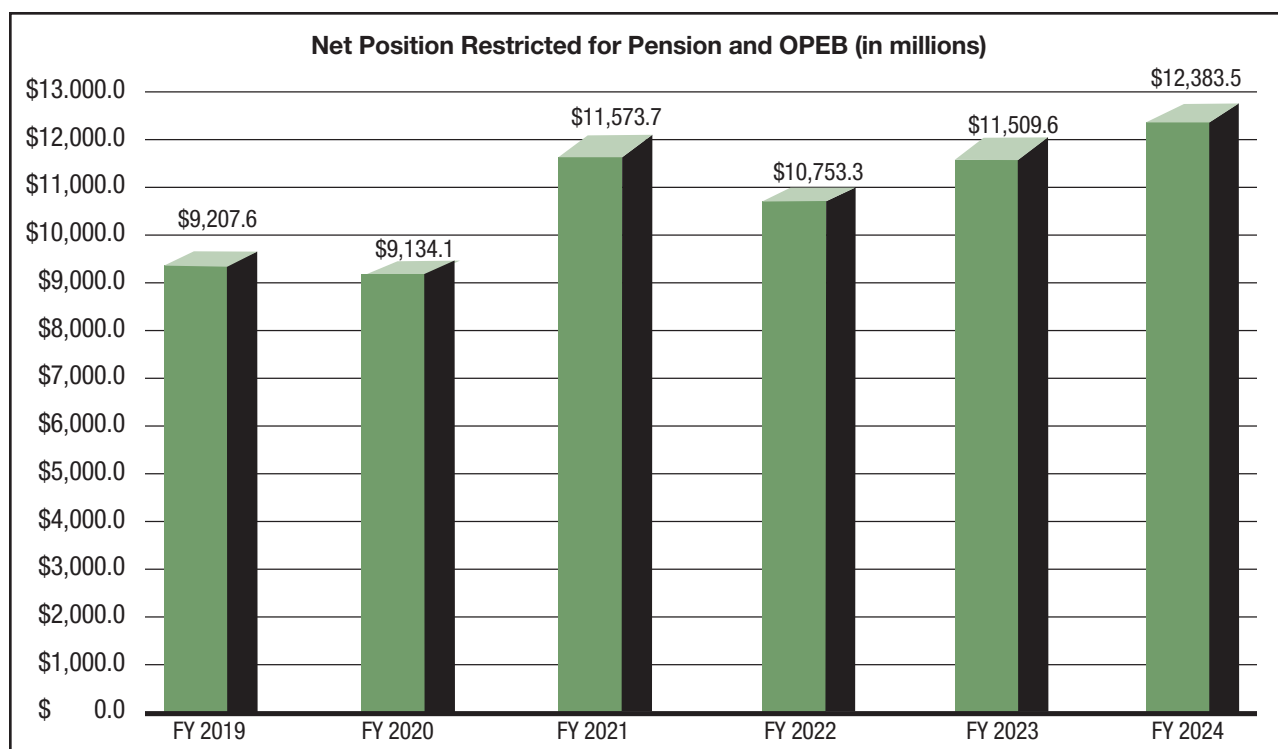
	YEAR ENDED JUNE 30, 2024		
	Assets Under Management (in thousands)	Fees (in thousands)	Average Basis Points
INVESTMENT MANAGEMENT FEES			
Equity Portfolios:			
Domestic	\$ 4,234,465	\$ 11,206	26
Non-U.S.	1,919,586	8,747	46
Fixed Income Portfolios	2,278,980	5,920	26
Alternative Investments*	2,291,255	18,423	80
Real Estate	1,127,946	12,288	109
Cash and Cash Equivalents	331,768	—	—
TOTAL INVESTMENT MANAGEMENT FEES	\$12,184,000	\$ 56,584	46
INVESTMENT SERVICE FEES			
Custodial Fees	\$12,184,000	\$ 704	1
Investment Advisor Fees — External	12,184,000	650	1
Investment Professional Fees	12,184,000	452	—
Investment Administrative Expenses — Internal	12,184,000	1,109	1
TOTAL INVESTMENT MANAGEMENT AND SERVICE FEES	\$12,184,000	\$ 59,499	49

*The custodian records all transactions on a net of fee basis.

SCHEDULE OF BROKERAGE COMMISSIONS PAID

Brokerage Firm	YEAR ENDED JUNE 30, 2024		
	Number of Shares Traded (in thousands)	Total Commissions (in thousands)	Commissions Per Share
GOLDMAN SACHS & CO, NY	5,580	\$ 136	0.02
J.P MORGAN SECURITIES INC, NEW YORK	4,670	135	0.03
MORGAN STANLEY AND CO., LLC, NEW YORK	5,755	130	0.02
MERRILL LYNCH INTL LONDON EQUITIES	6,389	94	0.01
JEFFERIES & CO INC, NEW YORK	4,551	87	0.02
MERRILL LYNCH PIERCE FENNER SMITH INC NY	3,769	84	0.02
J P MORGAN SECS LTD, LONDON	3,085	70	0.02
UBS SECURITIES LLC, STAMFORD	4,071	59	0.01
WELLS FARGO SECURITIES, LLC, NEW YORK	2,256	57	0.03
LIQUIDNET INC, NEW YORK	2,810	49	0.02
PERSHING LLC, JERSEY CITY	2,445	47	0.02
RBC CAPITAL MARKETS LLC, NEW YORK	3,975	45	0.01
UBS EQUITIES, LONDON	4,245	40	0.01
BERNSTEIN SANFORD C & CO, NEW YORK	2,494	34	0.01
BAIRD, ROBERT W & CO INC, MILWAUKEE	1,812	34	0.02
BMO CAPITAL MARKETS CORP, NEW YORK	1,580	29	0.02
BTIG LLC, NEW YORK	1,238	29	0.02
BARCLAYS CAPITAL, LONDON (BARCGB33)	1,317	29	0.02
RAYMOND JAMES & ASSOC INC, ST PETERSBURG	1,178	29	0.02
All Others (174 not listed separately)	47,801	810	0.02
TOTAL BROKERAGE COMMISSIONS PAID	111,022	\$ 2,029	0.02

Commission detail is not included in the schedule above for the commingled funds in which NHRS invests.



SUMMARY OF INVESTMENTS

TYPE OF INVESTMENT	June 30, 2024	
	Fair Value (in millions)	Percent of Total Fair Value
FIXED INCOME		
Collateralized/Asset Backed Securities	\$ 169.0	1.4%
Corporate Bonds	500.3	4.2%
Government and Agency Bonds	566.0	4.8%
Blackrock Strategic Income Opportunities	270.8	2.3%
Fidelity	375.4	3.2%
Inc. and Research Management	3.9	0.0%
Manulife	215.8	1.8%
Mellon US AG Bond	177.9	1.5%
TOTAL FIXED INCOME	\$ 2,279.0	19.1%
EQUITY		
Consumer Cyclical	\$ 621.0	5.2%
Consumer Non-Cyclical	1,161.6	9.8%
Energy	207.2	1.7%
Financial Services	883.7	7.5%
Industrial Materials	765.9	6.5%
Technology	1,132.1	9.6%
Basic Materials	206.5	1.7%
Communications	524.3	4.4%
Utilities	127.5	1.1%
Blackrock Superfund	199.4	1.7%
Wellington NHT	8.5	0.1%
Wellington ISCRE	136.6	1.2%
Wellington Emerging Markets Local Equity Fund	179.8	1.5%
TOTAL EQUITY	\$ 6,154.1	51.9%
OTHER INVESTMENTS		
Alternative Investments	\$ 2,291.3	19.4%
Real Estate	1,127.9	9.5%
TOTAL INVESTMENTS	\$ 11,852.2	100.0%

Appendix B

Gabriel Roeder Smith & Company Actuarial Opinion Letter

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October 3, 2024

Board of Trustees
New Hampshire Retirement System
54 Regional Drive
Concord, New Hampshire 03301

Re: Reasonableness of the Assumed Rate of Return

Dear Board Members:

The purpose of this letter is to provide our actuarial opinion regarding the reasonableness of the assumed rate of return for the New Hampshire Retirement System and to address any differences between the assumed rate of return and the expected rate of return under the System's investment policy statement as required under New Hampshire statute.

Background:

The requirement under New Hampshire statute is as follows:

RSA 100-A:15 VII.

- (c) An annual investment policy statement which shall incorporate the following:
- (1) A clear statement of investment objectives including the adoption of a reasonable and sound expected rate of return the retirement system is attempting to earn. The expected rate of return utilized for the statement of investment objectives shall bear some reasonable relationship to the assumed rate of return set by the trustees for the biennial actuarial calculation. *The retirement system's actuaries shall issue a written opinion in regard to the reasonableness of the assumed rate of return that shall address any difference between the assumed rate of return and the expected rate of return.*

We understand the new asset allocation targets and ranges, adopted by the Board of Trustees effective July 1, 2024, are based on asset liability modeling and asset allocation recommendations from investment consultants. The Independent Investment Committee reviewed the results of asset/liability and asset allocation studies and confirmed the asset allocation targets and ranges remain appropriate. Based on the 2024 capital market assumptions, Callan has indicated the following expectations for NHRS' current asset allocation:

- During the next 10-year period:
 - The expected rate of return is 7.65% per year;
 - The standard deviation is 12.05% per year; and
 - The implicit price inflation rate is 2.50% per year.

- During the next 30-year period:
 - The expected rate of return is 7.80% per year;
 - The standard deviation is 12.05% per year; and
 - The implicit price inflation rate is 2.50% per year.

In determining the assumed rate of return for the actuarial valuation, we abide by Actuarial Standard of Practice (ASOP) No. 27, Selection of Economic Assumptions for Measuring Pension Obligations, as adopted by the Actuarial Standards Board.

Under ASOP No. 27, we determine a reasonable assumption for each economic assumption. The reasonable assumption must be appropriate for the purpose of the measurement, reflect the actuary's professional judgement, take into account relevant historical and current demographic data, reflect the actuary's estimate of future experience or the estimates inherent in the market data and have no significant bias. For the investment return assumption, our analysis is based on forward-looking measures of expected investment return outcomes for the asset classes in the System's current investment policy.

For purposes of this analysis, we have analyzed the System's investment policy with the capital market assumptions from thirteen nationally recognized investment firms and the 2024 GRS Capital Market Assumption Modeler (CMAM). The capital market assumptions in the 2024 CMAM are from the following investment firms (in alphabetical order): Aon, Blackrock, BNY Mellon, Callan, Cambridge, JPMorgan, Meketa, Mercer, NEPC, Northern Trust, RVK, Verus, and Wilshire. Twelve of these firms provide capital market expectations for a 10-year horizon, eight of them provide expectations for longer horizons of 20-30 years. Capital market expectations can vary significantly from year to year and often are contrarian. The financial markets at the end of 2022 were not particularly strong resulting in higher expectations in 2023 and 2024 than in prior years.



Our analysis is based on the GRS 2024 CMAM. The purpose of the CMAM is to assess the reasonability of the assumed rate of return for use in the actuarial valuations for the plan. In our professional judgment, the CMAM has the capability to provide results that are consistent with this purpose. We performed tests to ensure that the model reasonably represents that which is intended to be modeled. We are relying on the GRS actuaries and Internal Software, Training, and Processes Team who developed and maintain the model.

Actuarial Opinion:

For the June 30, 2024 valuation, the actuarial assumed rate of return is made up of a price inflation assumption of 2.25% and a real rate of return assumption of 4.50% for a total of 6.75% per year, net of investment expenses. This assumption was adopted by the Board to be effective in the June 30, 2023 valuation based on the 2019-2023 Experience Study.

Based on our independent analysis using NHRS' target asset allocation and the 2024 CMAM, the median rate of return is 6.74% over a 10-year horizon. As discussed, this year's expectations are slightly higher than prior years.

Over the longer horizon of 20-30 years, the median rate of return is 6.94%. The current NHRS net investment rate assumption of 6.75% is reasonable when compared to our 2024 CMAM medians of 6.74% - 6.94% and Callan's 7.65% - 7.80% current estimates for the expected rate of return.

It should be noted that due to the methods utilized by the GRS CMAM, differences in the underlying inflation assumption between the actuarial valuation (2.25%) and Callan's (2.50%) result in expected returns that may not be directly comparable. For example, if Callan's inflation assumption of 2.50% was used in our analysis, the expected returns discussed above based on the 2024 GRS CMAM would be approximately 0.25% higher.

Differences between the expected rate of return in the System's Investment Policy and the actuarial assumed rate of return are attributable in part to the different objectives of the measurement. Key differences are:

- The Investment Policy focuses on asset allocation decisions and establishes benchmarks for manager performance. The assumed rate of return is a long-term assumption for funding policy.
- The Investment Horizon of 10 years in the Investment Policy is based on a shorter time frame than used to determine the assumed rate of return which can be 20-30 years or longer. When focusing on the 20- 30-year time horizon, the policy and the actuarial assumption produce similar expected returns.



Board of Trustees
October 3, 2024
Page 4

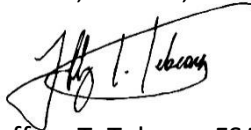
Given the purpose and use of the different assumptions, different results are not uncommon. Under the current actuarial standard of practice, the current assumed rate of return for valuation purposes is reasonable and, therefore, meets the requirements of those standards.

Governmental Accounting Standards Board (GASB) Statement No. 67:

The statutory funding requirements of RSA 100-A:16 and the NHRS' Actuarial Funding Policy call for the NHRS pension unfunded actuarial accrued liability as of June 30, 2017 to be amortized through 2039. Each subsequent change in liability as calculated in odd-numbered years shall be separately amortized over a fixed period of no longer than 20 years. Based on this, the GASB discount rate will be equal to the assumed rate of investment return of 6.75%.

Jeffrey T. Tebeau, Heidi G. Barry, and Casey T. Ahlbrandt-Rains are independent of the plan sponsor, are Members of the American Academy of Actuaries (MAAA), and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,
Gabriel, Roeder, Smith & Company



Jeffrey T. Tebeau, FSA, EA, FCA, MAAA



Heidi G. Barry, ASA, FCA, MAAA



Casey T. Ahlbrandt-Rains, ASA, FCA, MAAA

JTT/HGB/CTA:ah



Appendix C

Investment Manual

NHRS Investment Philosophy

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The NHRS Investment Manual can be accessed by clicking [here](#).





Changes to the NHRS Investment Policy

This document outlines changes to the NHRS Investment Policy since the founding of the Independent Investment Committee (IIC) under RSA 100-A:14-b, on January 1, 2009.

Assumed Rate of Return

The Board of Trustees (Board) approved the following based on recommendations of the IIC. All changes were effective starting July 1 of the fiscal year subsequent to approval.

- May 10, 2011: 8.50% to 7.75%
- May 10, 2016: 7.75% to 7.25%
- June 9, 2020: 7.25% to 6.75%

Asset Allocation Targets and Ranges

The Board adopted the following changes based on recommendations of the IIC. All changes were effective at the start of the month subsequent to approval.

- July 13, 2010:
 - Domestic Equity allocation range changed from 26 - 43% to 20 - 50%.
 - Non-U.S. Equity target allocation increased from 15% to 20% and the 5% target allocation to Global Equity was removed. The Non-U.S. Equity allocation range changed from 11 - 19% to 15 - 25%.
 - Fixed Income allocation range changed from 26 - 34% to 25 - 35%.
 - Real Estate range changed from 5 - 15% to 0 - 15%.
- September 11, 2012:
 - Fixed income target allocation was reduced from 30% to 25%. The allocation range changed from 25 - 35% to 20 - 30%.
 - Alternative Investments target allocation was increased from 10% to 15%. The allocation range changed from 0 - 15% to 0 - 20%.
- June 9, 2015:
 - Real Estate allocation range changed from 0 - 15% to 5 - 20%.
 - Alternative Investments allocation range changed from 0 - 20% to 5 - 25%.
- May 14, 2019:
 - U.S. Equity allocation range changed from 20 - 50% to 20 - 40%.
- December 12, 2023:
 - Domestic Equity and Non-US Equity target allocation decreased from 50% to 40%.
 - Private Credit target allocation increased from 5% to 10%.
 - Infrastructure asset class was created with a target allocation of 5%.
 - All changes were effective in Fiscal Year 2025.

Benchmark Changes

The IIC approved the following changes which were subsequently reviewed by the Board. All changes were effective starting July 1 of the fiscal year subsequent to approval.

- April 24, 2015:
 - The U.S. Equity benchmark changed from the Russell 3000 Index to the S&P 500 Index.
 - The Real Estate benchmark changed from the NCREIF Property Index + 50 basis points to the NCREIF NFI-ODCE Index.
 - The Alternative Investments benchmark changed from the S&P 500 Index + 5% or Consumer Price Index + 5% to the following:
 - 33.3% Private Equity: S&P 500 Index + 3%.
 - 33.3% Private Debt: S&P/LSTA U.S. Leveraged Loan 100 Index.
 - 33.3% Opportunistic: 1-month LIBID + 5%.
- May 14, 2019:
 - The Opportunistic benchmark was eliminated and the Alternative Investments benchmark was changed to the following:
 - 66.7% Private Equity (S&P 500 Index + 3%).
 - 33.3% Private Debt (S&P LSTA Leveraged Loan 100 Index).
- June 18, 2021:
 - The U.S. Equity benchmark changed from the S&P 500 Index to the Russell 3000 Index.
- June 14, 2022:
 - The Private Equity benchmark was updated from the S&P 500 + 3% to the Russell 3000 + 2%.
 - The Private Debt benchmark was updated from the S&P/LSTA U.S. Leveraged Loan 100 Index to a blend of (50% S&P/LSTA 100 Index and 50% Bloomberg High Yield Index) + 1%.

NHRS Investment Philosophy:

Adopted by the Investment Committee at the July 17, 2009 meeting

Purpose: The New Hampshire Retirement System (“NHRS” or “System”) Investment Philosophy sets forth guiding principles for the management of the investment program.

Description of the Fund: The NHRS is a defined-benefit pension plan. Contributions to the plan are made by employees and employers participating in the System. These contributions are invested to support the payment of plan benefits and to pay reasonable expenses of administering the System.

The System’s assets are invested pursuant to the Constitution of the State of New Hampshire and all applicable statutes and are managed in accordance with the NHRS Statement of Investment Policy for the exclusive purpose of providing plan benefits to members and beneficiaries. NHRS plan fiduciaries are beholden to a duty of loyalty and a standard of care as described in RSA 100-A:15. The Board of Trustees (“Board”) and the Investment Committee (“Committee”) seek the advice and assistance of internal and external professionals and shall exercise conscious discretion when making investment decisions. The Committee members recognize their fiduciary duty to invest the System's funds prudently and in continued recognition of the fundamental long-term nature of the System.

The NHRS investment program has a distinctive profile. The objective of supporting plan benefits is one primary differentiator from the goals of other types of institutional investors, for example, endowments or foundations. The NHRS also differs from other public pension plans because each plan has its own distinctive characteristics such as benefit structures and legislative mandates. The System has a high proportion of retirees relative to actively-contributing members. The demographics of a mature plan require more liquidity from the investment program because contributions into the plan do not fully offset the benefits paid. Additionally, the size of the NHRS investment program provides the System with the ability to invest in certain opportunities but may not provide the scale necessary to gain access to other opportunities. All of these factors guide the design of the NHRS investment program.

Investment Objectives: The NHRS pursues an investment strategy designed to support the long-term funding obligations of the plan. The Board adopts an assumed rate of return and sets asset-allocation policy. The Committee manages the components of the investment program with the goal of achieving the plan’s objectives with a comprehensive understanding of risk. This involves designing a program that balances expected return and risk over long time periods through a range of market conditions. For the reasons previously mentioned, peer performance or universe comparisons are not the most appropriate measurements of the effectiveness of the NHRS investment program. Performance comparisons within the context of the stated investment objectives will promote alignment with the System’s mission.

The primary objective of the Committee is to manage the investment program to support the payment of plan benefits over the long-term. A secondary objective is to exceed the policy benchmark on a net-of-fees basis over a three to five-year period.

NHRS Investment Philosophy:

Market View and Context: The Committee believes that financial markets are largely, but not entirely, efficient. This means that there is a central tendency to the markets and that in some developed and accessible segments it is difficult to gain an advantage relative to other investors. However, there are areas of the market in which inefficiencies exist due to more limited access, information, coverage, or other factors; and investors can benefit from participation in these areas. Investment opportunities emerge and evolve over time and the NHRS Committee, staff, and consultants will remain vigilant concerning market developments in order to identify these opportunities and to build a sustainable advantage.

Diversification: The Board and the Committee recognize that it is necessary to maintain broad diversification both among and within various asset classes. The asset allocation of the investment program will be reviewed monthly by staff relative to the asset-class policy targets and ranges established by the Board in the Statement of Investment Policy. Staff shall strive to maintain the System's asset allocation within policy ranges. When rebalancing assets already within ranges, staff will give due consideration to market conditions, costs and risks of implementation, potential impacts on manager-level performance, and other relevant factors.

Portfolio Structure and Implementation: The Committee may utilize a combination of passive and active management strategies. The goal of passive management is to gain diversified exposure to the desired asset class while incurring minimal expense and seeking performance returns comparable to the asset class benchmark. The goal of active management is to exceed the performance of the appropriate benchmark on a net-of-fees basis, measured across market cycles, at a commensurate level of risk. The Committee will structure the program and implement its philosophy through the use of external investment management firms.

Performance Measurement: The ultimate measurement of the pension plan is how well it achieves its funding objectives and supports plan benefits. This is a shared responsibility between the Board who set the assumed rate of return and also determines the contribution rates and the Committee who seek to augment those contributions with investment returns over the long term. Achievement of the plan objectives in absolute terms is contingent on sound return assumptions and the execution of a clear investment process which recognizes that market conditions will vary over time.

Relative investment performance can be an important measurement tool. The Board adopts specific benchmarks which represent the standards of measurement used for the various asset classes utilized by the NHRS. Individual managers are also measured relative to benchmarks. As a model for performance measurement of the investment program, the NHRS uses a plan-level policy benchmark comprised of index returns (or proxy asset returns in the case of illiquid assets) weighted to reflect the asset-allocation policy targets set by the Board. This provides insight into the ways in which the actual portfolio performs relative to a passively-managed representation of plan policy during various market conditions.

Since investment returns will vary under different economic conditions and market cycles, an optimal period for effectively measuring performance would span three to five years or more. NHRS returns are expected to exceed the relevant benchmark on a net-of-fees basis over time.

NHRS Investment Philosophy:

Risk: Risk must be viewed within the context of the total portfolio. Since most risks are not readily quantifiable, defining the appropriate level of risk and creating a portfolio that reflects a reasonable balance between potential risk and return is a matter of judgment. Risk comes in a variety of forms including the risk of the unknown, liquidity risk, valuation risk, regulatory risk, geopolitical risk, and volatility risk as well as excessive diversification, fraud, inconsistency of investment discipline, and the risk of the destruction of capital. The Committee takes a broad view of risk in its oversight and endeavors to mitigate risk through rebalancing, monitoring managers, and conducting strategic reviews of the portfolio.



To: Board of Trustees
 From: Raynald Leveque, Chief Investment Officer
 Date: December 10, 2024
 Re: **Strategic Asset Allocation Ranges & Asset Class Benchmarks**
 Item: Action: Discussion: Informational:

At its December 2023 meeting, the Board of Trustees (Board) approved a new Strategic Asset Allocation (SAA). As a reminder, the significant changes to the SAA are outlined below.

Global Equity: combined U.S. equity and non-U.S. equity into one asset class and reduced the asset allocation target from **50% to 40%**

Private Credit: increased the asset allocation target from **5% to 10%**

Infrastructure: increased the asset allocation target from **0% to 5%**

In conjunction with the new SAA, Investment Staff developed an SAA implementation strategy over the past few months. At the October 2024 Independent Investment Committee (IC) meeting, Investment Staff and Callan presented the SAA implementation strategy, which included updated SAA ranges and two new benchmarks. The details are below (only asset classes with proposed changes are listed).

	<u>Proposed Ranges</u>	<u>Old Ranges</u>	<u>Asset Allocation Target</u>
Global Equity:	30% to 50%	New	40%
Private Credit:	0% to 15%	0% to 10%	10%
Infrastructure:	0% to 10%	New	5%
Public Fixed Income:	18% to 32%	20% to 30%	25%
Cash:	0% to 5%	N/A	0%

	<u>Proposed New Benchmarks</u>	<u>Description</u>
Global Equity:	MSCI ACWI IMI	(All Country World Index)
Infrastructure:	CPI + 4%	(Consumer Price Index)

The IC unanimously approved the above SAA Ranges and New Benchmarks for recommendation to the Board for consideration and approval.

For completeness and transparency, the Board materials include all the same materials from the October 2024 IC meeting supporting this recommendation.

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

Investment Performance Refresher for NHRS Board of Trustees

Raynald Leveque, Chief Investment Officer
Angel Haddad, Callan LLC

- Brief highlights of key investment concepts to help trustees oversee broad issues related to performance evaluation
- Performance evaluation is our main mechanism to monitor the investment program strength and weaknesses
- The Investment Team collaborated with Callan, our investment consultant, to prepare a refresher for performance evaluation

Monitoring the Investment Program

The art and science of the monitoring process

Performance Measurement (Science)

- ▶ Collect and categorize raw transaction data and market value information
- ▶ Calculate time-weighted returns over various periods
- ▶ Compare rate of return with benchmarks and appropriate style groups
- ▶ Calculate measures of risk and risk/reward trade-offs
- ▶ Calculate characteristics and attribution

Performance Evaluation (Art)

- ▶ Analyze and interpret quantitative information
- ▶ Form judgments and make recommendations
- ▶ Educate to foster reasonable expectations
- ▶ Consider qualitative factors
 - Client policies
 - Client needs and tolerances
 - Market trends
 - Changes at firm
 - Manager strategies

Framing the Discussion

A recommended fiduciary process for all types of funds

Step 1

Analyze
Current
Position

Step 2

Design
Optimal
Portfolio

Step 3

Formalize
Investment
Policy

Step 4

Implement
Policy

Review

Step 5

Monitor
and
Supervise

- Review performance measurement and reporting procedures
- Monitor ongoing manager performance
- Make program refinements as required

Market Benchmark

Criteria and definitions

The Research Foundation of the CFA Institute published *A Primer for Investment Trustees* that established criteria for judging performance benchmarks:

- 1) **Unambiguous** – the benchmark should be clearly understood by all parties involved in the investment program
- 2) **Investable** – the benchmark should represent an investable alternative; that is, the trustees could choose to hold the benchmark rather than hire the particular manager
- 3) **Measurable** – the benchmark's rate of return should be readily calculable
- 4) **Appropriate** – the benchmark should reflect the manager's typical risk characteristics and area of expertise
- 5) **Specified in advance** – the benchmark must be specified prior to the evaluation period and known to all interested parties
- 6) **Owned** – the benchmark should be acknowledged and accepted as an appropriate accountability standard by the party responsible for the performance

Risk and Risk-Adjusted Statistics

A primer for institutional investors

Standard Deviation (absolute risk)

- Volatility of portfolio returns around average portfolio return

Downside Risk

- Measures only risk of returns below benchmark return

Tracking Error (relative risk or active risk)

- Standard deviation of return differences between portfolio and benchmark

Sharpe Ratio (absolute return/risk trade-off)

- Return minus risk free rate per unit of total portfolio risk

Excess Return Ratio (or Information Ratio)

- Excess return per unit of tracking error relative to benchmark

Alpha (value added)

- Measures manager's return in excess of the market, adjusted for risk
- Positive Alpha = Good; Negative Alpha = Poor

Beta (market risk)

- Measures the manager's sensitivity of portfolio returns compared to movements in the market
- Beta > 1 = More; Beta < 1 = Less
- 0.8 means every 1% move of the market implies a 0.8% return of the portfolio

Benchmarks

Market indices vs. peer group benchmarks

Index Benchmarks

- ▶ Benchmarks provide the framework for risk management.
- ▶ For portfolios of public securities, benchmarks should be investable (a passive alternative).
- ▶ The different benchmarks used for individual mandates should fit together to reflect the objectives of the asset class as a whole. This helps reduce/monitor MisFit Risk.
- ▶ Investment managers should be able to discuss their investment process in relation to the relevant benchmark.
- ▶ For private market investments, there is not one single “perfect solution” to measure the performance of these instruments. Multiple tools are needed in the evaluation process

Peer Group Benchmarks

- ▶ A range of outcomes for similar active strategies using actual returns of managers/products, as applicable to public and private market investments.
- ▶ They provide a second measure of relative performance in addition to index comparisons.
- ▶ They enable the plan sponsor to assess a manager’s performance in relation to similar active managers that are available.
- ▶ Quality style group construction techniques are needed to ensure style group return distributions that are fair and reasonable representations of investment manager styles.
- ▶ Universes and style groups are not investable.
- ▶ Some issues: sample size vs. purity trade-off, management of survivorship bias, membership turnover

Risk and Risk-Adjusted Statistics

- Need to monitor and be aware of investment risk, but...
- Risk is NOT necessarily bad, it just needs to be recognized and communicated.
- Do not view in isolation; consider manager's mandate and role in structure.
- It is important to understand which benchmark is being used to generate risk statistics.
- All risk statistics need reasonably lengthy track records.

Challenges Associated with Private Market Benchmarks

Multiple tools needed to measure success

- **Institutional portfolios have become more complex over time**, consisting of liquid, public market investments, as well as private market instruments with less liquidity
- Monitoring process accounts for the evolution of the private market components and how they interact at the “Total Fund” level
- Benchmarking public market instruments is relatively intuitive. Benchmarks can be selected based on portfolio objectives and underlying fundamental characteristics, as applicable to both equity and fixed income investments
- However, **benchmarking private market investments is relatively complicated** – requires multiple tools to measure success, including dollar-weighted return calculations (e.g., IRR), multiples on paid-in-capital (e.g., TVPI, DPI, RVPI), and time-weighted return calculations to put the performance of these instruments in the right context at the “Total Fund” level
- There is **no single “perfect solution” to benchmark private market investments**. Benchmarks typically consist of:
 1. A public market benchmark plus a premium (accounts for liquidity risk);
 2. A public market equivalent benchmark, or PME;
 3. Multiples on paid-in capital;
 4. Private market fund benchmarks (e.g., Refinitiv/Cambridge; Burgiss; etc.)
- There is a **natural “disconnect” between public market indices** (and associated premiums) and the evolution of **private market investments**

- Investment performance should be evaluated over the long-term – over full market cycles
 - Full market cycles occur in different time intervals, but **three to five years serves as a good reference point**
- Long-term performance is necessary to yield statistical significance in the evaluation process
- **Short-term performance can be quite volatile**, offering limited insight into the Fund’s strategic posture or the characteristics inherent in the investment structure
- Due to the nature of time-weighted return calculations, recent performance can have a meaningful impact on geometric average results – the key is to evaluate **performance consistency over time**
- Absolute and relative risk-adjusted scores are critical components of the evaluation process

All asset class benchmarks are public market indexes except for the NCREIF ODCE for Real Estate.

- The Domestic Equity Benchmark (1) is the **Russell 3000 Index** as of 7/1/2021.
- The Non-US Equity Index (2) is the **MSCI ACWI ex US Index** as of 7/1/2003. Prior to 7/1/2003, it was the MSCI EAFE Index.
- The Fixed Income Benchmark is the **Bloomberg Universal Bond Index** as of 7/1/2007.
- The Total Cash Benchmark is the single **3-Month Treasury Bill Security**.
- The Real Estate Benchmark (3) is the **NCREIF NFI-ODCE Value Weight Net Index** lagged one quarter as of 7/1/2015.
- The Private Equity Benchmark (4) is the **Russell 3000 Index + 2%** lagged one quarter as of 7/1/2022.
- The Private Debt Benchmark (5) is (50% **Morningstar LSTA Leveraged Loan 100 Index + 50% Bloomberg High Yield Index**) + 1% lagged 1 quarter as of 7/1/2022.

September 2024 Total Plan Performance

Net of Fees Returns for Periods Ended September 30, 2024									
Composite	Total Fund Weighting As of 9/30/2024	Last Month	Last 3 Months	FYTD	CYTD	LTM	3-YR	5-YR	10-YR
Total Domestic Equity	33.13%	1.81%	7.18%	7.18%	18.22%	32.05%	8.96%	13.64%	11.56%
<i>Domestic Equity Benchmark(1)</i>		2.07%	6.23%	6.23%	20.63%	35.19%	10.29%	14.81%	12.92%
<i>Excess Return</i>		-0.25%	0.96%	0.96%	-2.41%	-3.14%	-1.33%	-1.16%	-1.35%
Total Non US Equity	19.48%	1.44%	7.25%	7.25%	13.44%	25.02%	4.46%	7.59%	5.85%
<i>Non US Equity Benchmark(2)</i>		2.69%	8.06%	8.06%	14.21%	25.35%	4.14%	7.59%	5.22%
<i>Excess Return</i>		-1.25%	-0.82%	-0.82%	-0.77%	-0.33%	0.33%	0.00%	0.63%
Total Fixed Income	19.31%	1.52%	5.41%	5.41%	4.80%	12.31%	-0.43%	1.83%	2.52%
<i>Bloomberg Capital Universe Bond Index</i>		1.37%	5.20%	5.20%	4.91%	12.08%	-1.05%	0.70%	2.15%
<i>Excess Return</i>		0.15%	0.21%	0.21%	-0.10%	0.23%	0.62%	1.12%	0.37%
Total Cash	1.58%	0.42%	1.31%	1.31%	3.99%	5.45%	3.59%	2.41%	1.73%
<i>3-Month Treasury Bill</i>		0.43%	1.37%	1.37%	4.03%	5.46%	3.49%	2.32%	1.65%
<i>Excess Return</i>		-0.01%	-0.06%	-0.06%	-0.04%	-0.01%	0.09%	0.09%	0.08%
Total Real Estate (Q2)*	8.99%	0.08%	0.17%	0.17%	-5.23%	-6.88%	3.75%	6.02%	8.33%
<i>Real Estate Benchmark(3)</i>		-0.22%	-0.66%	-0.66%	-8.06%	-9.99%	1.02%	2.27%	5.51%
<i>Excess Return</i>		0.30%	0.83%	0.83%	2.83%	3.11%	2.73%	3.76%	2.83%
Total Private Equity (Q2)*	13.11%	0.00%	0.04%	0.04%	3.71%	5.12%	5.72%	13.03%	11.69%
<i>Private Equity Benchmark(4)</i>		3.21%	3.72%	3.72%	28.82%	25.39%	11.84%	17.60%	15.95%
<i>Excess Return</i>		-3.22%	-3.69%	-3.69%	-25.10%	-20.27%	-6.12%	-4.56%	-4.26%
Total Private Debt (Q2)*	4.40%	-0.38%	0.01%	0.01%	3.92%	5.69%	6.36%	5.57%	5.83%
<i>Private Debt Benchmark(5)</i>		0.73%	1.82%	1.82%	9.44%	11.65%	5.31%	4.92%	5.07%
<i>Excess Return</i>		-1.11%	-1.81%	-1.81%	-5.52%	-5.95%	1.05%	0.64%	0.76%
Total Fund Composite	100.00%	1.17%	4.78%	4.78%	9.35%	16.87%	5.16%	8.63%	7.72%
<i>Total Fund Benchmark(6)</i>		1.84%	5.18%	5.18%	12.51%	20.30%	5.59%	8.75%	7.99%
<i>Excess Return</i>		-0.67%	-0.40%	-0.40%	-3.16%	-3.43%	-0.43%	-0.12%	-0.27%

Source: Callan Monthly Performance

- Performance monitoring is not formulaic – more art than science
- Investment Team with assistance from Callan periodically reviews all fund benchmarks to determine relevancy and appropriateness
- Performance evaluation occurs at the manager-level, with manager specific benchmarks to evaluate relative performance
- Investment Team utilizes secondary benchmarks to gain more insight on total plan, asset class, and manager performance
- Evaluation of performance occurs both over the short horizon (months and quarters) as well as the long-term horizon (3-yr, 5-yr and 10-yr periods)



APPENDIX

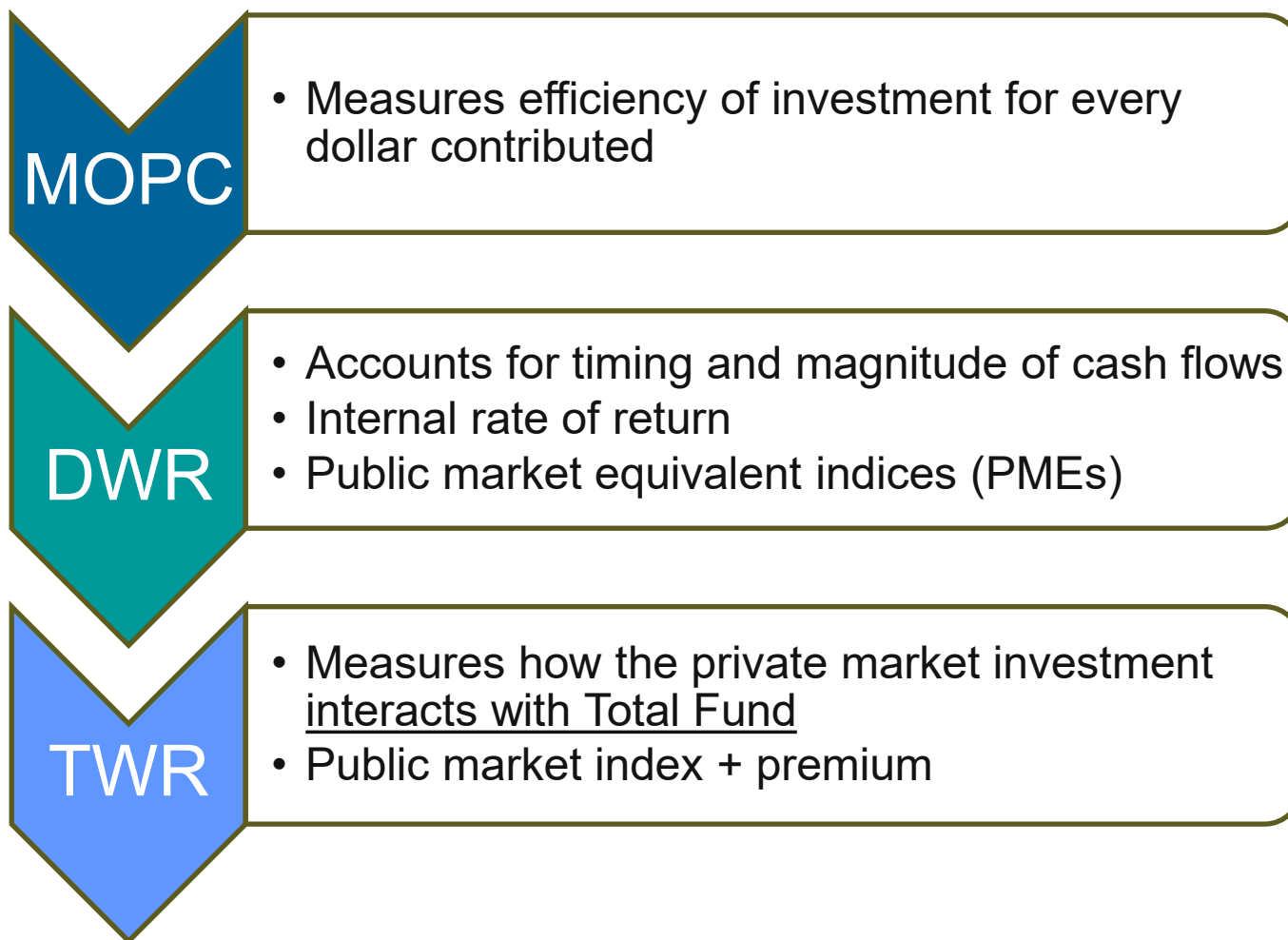
Challenges Associated with Private Market Benchmarks

Understanding the role of various return calculation methodologies

- **Multiples on paid-in-capital (MOPC)** – Measures the value of a private market investment relative to the total amount of capital contributed by the investor (e.g., TVPI, DPI, RVPI)
- **Dollar-weighted returns (DWR)** – Measures the investment performance of private market instruments taking into account the magnitude and timing of cash flows. This method correctly captures the evolution of contributions and distributions back into the Fund (e.g., IRR)
- **Time-weighted returns (TWR)** – Measures the compound rate of return of a portfolio over time (at individual, asset class composite, or “Total Fund” level), considering the volatility inherent in the portfolio, while minimizing the impact of cash flows (i.e., Bank Administration Method; Modified Dietz Method). This method is helpful to put the performance of the private market portfolio within the context of the “Total Fund”

Challenges Associated with Private Market Benchmarks

Understanding the role of various return calculation methodologies





To: Independent Investment Committee
 From: Raynald Leveque, Chief Investment Officer
 Date: October 8, 2024
 Re: **Proposed 2025 Investment Committee Meeting Schedule**
 Item: Action: Discussion: Informational:

Recommendation

NHRS staff recommends that the Investment Committee consider meeting in 2025 on a less-than-monthly basis, aligned with the recent approval of the Board of Trustees meeting frequency. Investment Committee meetings require significant time for members to prepare for, travel to, and attend. The NHRS Investment Team spends much time each month preparing, coordinating, and running each meeting.

The following proposed meeting frequency for consideration is a minimum of eight meetings per year. Should NHRS Staff require additional meetings for investment action, those meetings can be scheduled on an ad-hoc basis.

Additionally, the proposed meeting dates below are on the second Tuesday of the month per our usual schedule. However, the Committee can recommend adjusting these dates to a day later in the month to allow for more timely performance discussions following the completion of reporting.

Proposed Schedule for 2025 (no meetings scheduled for March, May, July and September)

January 14, 2025

February 11, 2025

April 8, 2025

June 10, 2025

August 12, 2025

October 14, 2025

November 18, 2025

December 9, 2025

LEGISLATIVE COMMITTEE

2025 LSRs

An LSR is a legislative service request, which is what a member of the House or Senate submits to the Office of Legislative Services to initiate the process of drafting a bill. The title of an LSR, but not the content, is posted on the NH General Court website (<https://www.gencourt.state.nh.us/>). The details of an LSR remain confidential until a bill number is assigned to the proposal. All House LSRs are posted; Senate LSRs may remain non-public.

NHRS-related titles

2025-0019-HB: Relative to payment by the state of a portion of retirement system contributions of political subdivision employers.

Sponsors: Michael Edgar (Prime), John Cloutier, Dennis Malloy, Chris Muns, Rosemarie Rung, Cindy Rosenwald, Debra Altschiller, Allison Knab

2025-0108-HB: Relative to workers' compensation and creditable service towards retirement.

Sponsors: Carol McGuire (Prime), Jaci Grote

2025-0186-SB: Relative to payment by the state of a portion of retirement system contributions of political subdivision employers.

Sponsors: Cindy Rosenwald (Prime), Michael Edgar, Laura Telerski, Donovan Fenton, Debra Altschiller

2025-0230-SB: Relative to the cost of living adjustments for certain group II retirees in the New Hampshire retirement system.

Sponsors: Bill Gannon (Prime)

Titles with possible relevance to NHRS

2025-0026-HB: Relative to the assault of a firefighter, emergency medical services worker, or law enforcement officer.

Sponsors: Dennis Mannion (Prime)

2025-0122-HB: Relative to the definition of part-time teachers.

Sponsors: Rick Ladd (Prime)

Other titles to monitor

2025-0196-SB: Relative to establishing a New Hampshire state trooper recruitment loan debt relief program.

Sponsors: Bill Gannon (Prime)

2025-0246-HB: Relative to the expectation of privacy in the collection and use of personal information.

Sponsors: Bob Lynn (Prime)

2025-0335-SB: Relative to establishing a new recruitment and retention program for new New Hampshire state troopers.

Sponsors: David Watters (Prime)

2025-0344-SB: Establishing a recruitment incentive program within the community college system for public safety communicators and dispatchers and making an appropriation therefor.

Sponsors: David Watters (Prime)

2025-0348-SB: Requiring the general fund to cover the costs of the fish and game department retirement contributions and technology services.

Sponsors: David Watters (Prime)

2025-0398-HB: Relative to the expectation of privacy in personal information maintained by the state.

Sponsors: Keith Erf (Prime)

2024 HOUSE SCHEDULE

Thursday, January 2, 2025 – Last day to sign-off on all LSRs (12:00 p.m.)

Friday, January 24, 2025 – Last day to introduce House Bills; Last day to amend House Rules by majority vote

2024 SENATE SCHEDULE

None listed.

BENEFITS COMMITTEE

**New Hampshire Retirement System
Benefits Committee Meeting**

**Consent Agenda
November 5, 2024**

Disability Application Recommendations

1. R.B. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 12 years and 11 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties.
2. A.J. Grant accidental disability retirement (ADR) to this group I member who worked for a political subdivision and has 14 years and 7 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties.
3. B.L. Grant accidental disability retirement (ADR) to this group II 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 his claim for permanent incapacity from his work duties.
4. E.R. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 14 years and 10 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties.
5. G.R. Grant accidental disability retirement (ADR) to this group II member who worked for the State of New Hampshire and has 12 years and 9 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties.
6. H.W. Grant ordinary disability retirement (ODR) to this group I member who worked for a political subdivision and has 26 years of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties.

**New Hampshire Retirement System
Benefits Committee Meeting**

**Consent Agenda
December 3, 2024**

Disability Application Recommendations

1. J.A. Grant accidental disability retirement (ADR) to this group I member who worked for the State of New Hampshire and has 8 years and 10 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties.
2. D.H. Grant accidental disability retirement (ADR) to this group I member who worked for a political subdivision and has 8 years and 1 month of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties.
3. J.P. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 18 years and 6 months of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties.
4. A.S. Grant accidental disability retirement (ADR) to this group I member who worked for a political subdivision and has 5 years and 6 months of creditable service, based on medical evidence that supports her claim for permanent incapacity from her work duties.
5. R.S. Grant accidental disability retirement (ADR) to this group II member who worked for a political subdivision and has 23 years of creditable service, based on medical evidence that supports his claim for permanent incapacity from his work duties.

THE NEW HAMPSHIRE RETIREMENT SYSTEM
CY 2023 GAINFUL OCCUPATION COMPLIANCE REPORT
December 10, 2024

To: NHRS Board of Trustees

This annual Gainful Occupation (“GO”) Report, summarizing the employment activities of disability recipients during calendar year 2023, is being provided for review and action by the Board. This information is based on filings received by NHRS as of November 25, 2024 and is subject to adjustment as additional information is received.

SUMMARY OF REPORTING INFORMATION

1.	Total Retirees on Disability	1,669
2.	Total Annual Benefits Paid (all disability retirees and survivors)	\$37,280,563
3.	Total Retirees Required to Report ¹	440
4.	Total Annual Reported Earnings	\$4,483,743
5.	No Earnings	219
6.	Earnings Not In Excess	161
7.	Excess Earnings ²	10
8.	Noncompliant Retirees	50
9.	Total Offsets for Excess Earnings	\$74,421
10.	Avg. Monthly Offset for Excess Earnings	\$689
11.	Avg. Monthly Earnings for Reporting Retirees	\$2,159
12.	Avg. Monthly Benefit for Reporting Retirees	\$1,698
13.	Avg. Monthly Allowable Earnings for Reporting Retirees	\$3,814

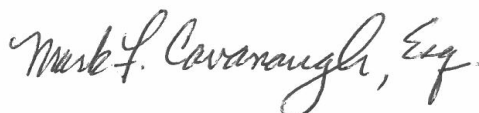
1 Exempt retirees include: Group II duty disability retirees who are age 45 and have a combined years of service plus years on disability of at least 20 years, retirees age 70 and over, retirees granted a waiver because they reported no earnings for the prior five calendar years.

2 One retiree received a waiver of offset due to anticipated reduced earnings in 2025.

At its December 3, 2024 meeting, the Benefits Committee recommended to the full Board that it approve the following actions:

1. Per the GO provisions in RSA 100-A:6, III(b), offset the State annuity and related cost-of-living allowance, up to the amount of the excess earnings. Offsets due to excess 2023 earnings are scheduled to begin with benefits paid in January 2025 and continue for 12 months thereafter.
2. Per Administrative Rule Ret. 309.01(k), withhold the State annuity and related cost-of-living allowance of those disability recipients who have not provided all pertinent documents required by NHRS. The withholding for noncompliance is scheduled to begin with benefits paid in December 2024 and continue until all requested documentation has been submitted and processed.

Respectfully submitted,



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

PERSONNEL PERFORMANCE & COMPENSATION COMMITTEE

Oral Presentation Only

New Hampshire Retirement System: Fiduciary Training

David N. Levine

Principal

December 2024

GROOM LAW GROUP

Today's Agenda

The Basics

NHRS' Fiduciary Framework

Current Events

The Basics

- “Fiduciary duties” are based in New Hampshire law
- Highest standard of conduct known to law
- A fiduciary is held to a standard stricter than the morals of the marketplace
- "It is not enough for [a fiduciary] merely to avoid fraud, or to protect the interests of his beneficiaries adequately within the technical letter of the law." Appeal of Corp. of Portsmouth Sav. Bank, 129 N.H. 183 (1987).
- Preparation and engagement is key

NHRS' Fiduciary Framework

- Core Legal Requirements
 - New Hampshire Law: RSA 100-A:15, I-a, (a)
 - Solely in the interest of the participants and beneficiaries
 - For the exclusive purpose of providing benefits
 - With the care, skill, and caution under the circumstances then prevailing which a prudent person would use
 - Internal Revenue Code
 - Section 401(a)(2): "Exclusive Benefit Rule" – For exclusive benefit of plan participants and beneficiaries and payment of plan expenses
 - Section 503(b): "Prohibited Transactions" – Must not engage in in a "prohibited transaction" that would result in a substantial diversion of trust assets to State of New Hampshire and/or contributing employers

NHRS' Fiduciary Framework

- New Hampshire Constitution, Part I, Article 36-a:
 - “All of the assets and proceeds, and income therefrom, of the New Hampshire retirement system...shall be held, invested or disbursed as in trust **for the exclusive purpose** of providing for such benefits and shall not be encumbered for, or diverted to, any other purposes.”
- The impact is that the Constitutional provision places a limit on the authority of the Legislature from diverting Plan assets to fund other state budgetary needs.

NHRS' Fiduciary Framework

- Duty of Prudence: RSA 100-A:15, I-a, (a)(3)
 - Trustee and Independent Investment Committee members (or other fiduciaries) must act with “the care, skill, and caution under the circumstances then prevailing which a prudent person acting in a like capacity and familiar with those matters would use in the conduct of an activity of like character and purpose”
 - Substantive prudence refers to the merits of the decision
 - Procedural prudence refers to the course of action by which a prudent fiduciary makes administrative decisions (“due diligence”)
 - A prudent fiduciary with experience dealing with similar enterprises
- Examples

NHRS' Fiduciary Framework

- Duty of Loyalty: RSA 100-A:15, I-c
 - Trustees do not “represent” the positions/interests of any particular outside party, whether an appointing party or the constituent group party that elected her or him
 - The Board Members have a duty to all current participants (members, retirees and beneficiaries) of the Plan
 - This means that the Board cannot favor active members over retirees or vice-versa and the Board has an obligation to act to protect continuation of the Fund so that all participants will receive the benefits in which they are entitled
- Examples

NHRS' Fiduciary Framework

- Duties: RSA 100-A:15; II and VII
 - Board retains authority to approve investment policy, including asset allocation, and to hire consultants
 - Example
- Prudence and loyalty standards apply to decisions rendered under this authority
- Prudence and loyalty are a common core

NHRS' Fiduciary Framework

- Power to Delegate: RSA 100-A:15, II
 - The Board of Trustees has “the full power and authority to delegate to any agent providing services to the New Hampshire retirement system, within or without the state, the power and discretion to make any necessary decisions and to take any action necessary to effect decisions with the same legal effect as if performed by the board of trustees”
 - Unlike ERISA, however, New Hampshire law does not explicitly relieve trustees from liability for actions of delegates, even though vendors may be deemed to be fiduciaries under RSA 100-A:15, I-b.

NHRS' Fiduciary Framework

- Non-Investment Duties: RSA 100-A:15, I-a, (a)(4) and (a)(5)
 - Trustees and Independent Investment Committee members (or other fiduciaries) must carry out their duties impartially, taking into account any differing interests of members and beneficiaries
 - Trustees and Independent Investment Committee members (or other fiduciaries) must allow the system only to incur costs that are appropriate and reasonable
 - Should have a monitoring policy for all service contracts and conduct audits of system transactions, including expenses paid by NHRS
 - Should develop appropriate benchmarks to measure each contractor's performance
 - Examples

NHRS' Fiduciary Framework

- **Non-Investment Duties: RSA 100-A:15, I-a, (a)(6)**
 - Trustees and Independent Investment Committee members (or other fiduciaries) are required to follow the terms of the plan and applicable law
 - Only paying benefits allowed by the Plan and making reasonable efforts to collect overpayments
 - May require taking action to collect contributions owed to the system
 - Under New Hampshire Constitution (Part I, Article 36-a) Trustees may also be required to challenge changes in funding that harm the actuarial soundness of the system

NHRS' Fiduciary Framework

- **Fiduciary Liability: Immunity, Indemnification and Insurance**
 - Absent a waiver of sovereign immunity, NHRS “is immune from liability for torts committed by its officers and employees” and “immune from suit in [the State’s] courts.” *Claremont School District v. Governor*, 144 N.H. 590, 591 (1999)
 - However, Trustees may be sued for actions arising out of their performance of duties on behalf of NHRS members and beneficiaries
 - The doctrine of absolute quasi-judicial immunity protects trustees, administrative hearings examiners and government employers from claims for monetary damages grounded on their adjudicatory activities. *Shargal v. N.H. Bd. of Psychologists*, 135 N.H. 242, 245 (1992)

NHRS' Fiduciary Framework

- Fiduciary Liability: I-I-I (Continued)
 - Statutory indemnification of Trustees and staff is available under RSA 100-A:15, I and IX (“powers, privileges and immunities of a corporation”)
 - Board’s indemnification policy protects Board members, Independent Investment Committee, and employees who (1) act in good faith, (2) reasonably believe their conduct was in the best interest of NHRS members and beneficiaries; and are not found guilty of criminal violations
 - Trustees and staff members are covered by a fiduciary insurance policy which insures against claims of fiduciary breaches and the associated attorney fees and costs

NHRS' Fiduciary Framework

- Conflicts of Interest: NHRS Ethics Policy
 - The NHRS Code of Ethics recognizes that every trustee "occupies a special position of trust and confidence so as to avoid at all times any conflict of interest or fiduciary breach of trust against the system, its members and beneficiaries." Part 401, Ret. 401.01
 - "Conflict of interest" is defined as "an interest that could influence a person to decide a matter, or provide a recommendation, for any reason other than the best interest of the system, its members and beneficiaries, including conferring a private benefit to any party or entity other than the members and beneficiaries of the system." Part 401, Ret. 401.02
 - Recusal available to avoid conflicts

Current Events

- Pension Funding “Shortfalls”
 - In times of economic downturn, boards of city, county, and state pension funds face administrative and legislative efforts to address public pension alleged “shortfalls” through control and funding cuts
 - The New Hampshire Supreme Court upheld legislation approving increased member contributions and other pension reforms against constitutional attack. *Professional Fire Fighters of New Hampshire v. State of New Hampshire* (2014) and *AFT v. New Hampshire* (2015)
 - In an earlier decision, the *New Hampshire Retirement System v. Sununu* (1985) the Supreme Court held that the System was independent of the Executive Branch and was not required to submit personal service contracts to the state for its review and approval

Current Events

- **Gratuities and Gifts**
 - Trustees are often offered gratuities in the form of meals, travel, and entertainment and the consequences of accepting gratuities may be serious
 - Ret. 401.04(d) specifically restricts "gifts, entertainment or other gratuities from current or potential outside providers, or their agents" to a yearly aggregate total of \$250.
 - Travel Policy specifically states, "Third party payments by service providers for travel and lodging are not allowed"

Current Events

- In the ERISA world, there is a focus on:
 - Environmental, social and governance investing with ERISA diverging from some parts of the public plan world
 - Proxy voting guidance with a similar divergence as in ESG
 - Privacy and cybersecurity
 - Diversification of investments and investment classes beyond traditional investment options
 - Litigation over actuarial factors used to calculate benefit forms and early retirement distributions

Contact Information

David N. Levine

Principal

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GROOM LAW GROUP



To: Board of Trustees
From: Jan Goodwin, Executive Director
Date: November 30, 2024
Re: Executive Director Operating Report
Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- We are gearing up for a busy legislative session. In addition, 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.

Current Months' Highlights – October and November

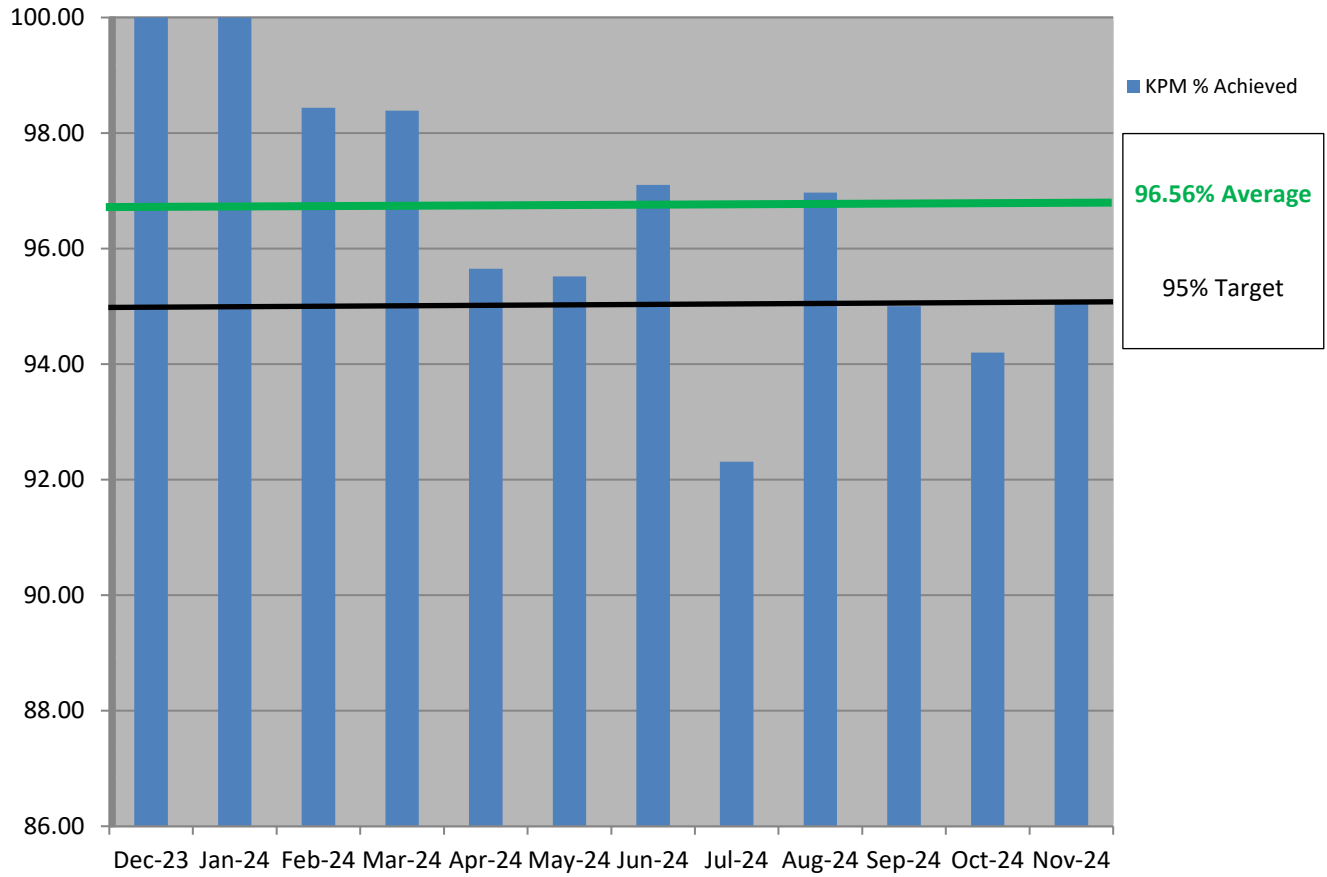
- The KPM scores for October and November were 94.20% and 95.08%, respectively. See 12-month rolling average chart, attached.
- PGV3: is 98% completed. We have agreed with LRS to extend our 12-month warranty period through December 3, 2025 from December 3, 2024. This extension will allow us additional time to verify that all aspects of PGV3 are functioning as intended. Staff continues to test new releases which contain modifications and improvements. We have completed the transition from the LRS implementation team to its regular ongoing support team.
- Finance is winding down their work on the audited financial statements, the ACFR and the actuarial valuation.
- 14 of the ED's KPMs were achieved for October and November (two were N/A).
- Member Services and Finance are coordinating efforts for the preparation of annual member statements and the payment of the Temporary Supplemental Allowance.

Upcoming Plans & Projects

- Finance is coordinating the release of the Form 1099-Rs to retirees and beneficiaries.
- We continue our efforts to identify alternative office locations and analyze their financial impact.
- Cross-departmental implementation teams continue their meetings to develop plans to implement the two remaining pieces of legislation (increased multiplier for Tier B, Group II members and Violent Accidental Disability Retirement) passed in 2024.

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

KPM Rolling 12-Month Average October/November 2024



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

KPM MONTHLY REPORTING

October/November 2024

“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).

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
Overall Score		X		X			We achieved a 94.20% success ratio in October and a 95.08% in November. We failed 4 KPMs in October and 3 in November.
Executive							
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	
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.	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			
7. Maintain expenditures at or less than Trust Fund Budget.	X			X			

KPM MONTHLY REPORTING

October/November 2024

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
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			
IT							
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			
Finance							
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	
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-budget reports within ten (10) business days from the end of the prior month.		X		X			October was not met due to annual audit taking precedence.

KPM MONTHLY REPORTING

October/November 2024

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
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			
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	
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	
12. Maintain expenditures at or less than Finance Budget as reported in the most recent manager's report (1-month lag).	X			X			

KPM MONTHLY REPORTING

October/November 2024

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
Investment							
1. Generate investment returns for three (3) and five (5) Year Total Fund Performance greater than the applicable Total Fund Benchmark measured quarterly.		X				X	Sept. 2024: Total Fund 3-Yr Excess Returns = -43 basis pts Total Fund 5-Yr Excess Returns = -12 basis pts
2. Generate investment returns for the long-term (25 years) Total Fund Performance greater than the applicable Actuarial Assumed Rate of Return (6.75%) measured each June 30.			X			X	
3. Generate investment returns for three (3) and five (5) Year Total Fund Performance greater than the applicable peer universe median measured quarterly.	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		The Investment Team initiated the rebalancing of total plan liquid securities in November 2024. Estimated completion by December 2024.
7. Maintain trading cost at or below median of applicable peer universe.			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 Committee meeting.	X			X			

KPM MONTHLY REPORTING

October/November 2024

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
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			
Legal							
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			
Member Services							
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 documentation has been received and all wages			X			X	Suspended due to PGV3 implementation.

KPM MONTHLY REPORTING

October/November 2024

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
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. Enter member enrollment form data into Pension Gold (PG) within fifteen (15) business days of receipt.	X					X	As of November 2024, this is no longer a MS function, all enrollments are reported by employers.
7. Process member refund requests within ninety (90) calendar days of receipt of written request.	X			X			
8. Process service purchases within fifteen (15) business days of request receipt.			X			X	Suspended due to PGV3 implementation.
9. Process additional contribution calculations within ninety (90) calendar days of receipt.	X			X			
10. Process all non-employer audit corrections related employer contribution refunds within sixty (60) business days of receipt.			X			X	No longer a MS function.
11. Post all interest to member accounts within the month that Finance authorized the activity.	X			X			
12. Adhere to payroll "close" schedule for benefit setup balancing purposes.	X			X			
13. Process all pension changes within thirty (30) calendar days of receipt/notification.			X			X	Suspended due to PGV3 implementation.
14. Process retiree death benefit refund payments within sixty (60) calendar days following receipt of all required paperwork.			X			X	Suspended due to PGV3 implementation.
15. Establish survivorship benefit setup for payment within sixty (60) calendar days following receipt			X			X	Suspended due to PGV3 implementation.

KPM MONTHLY REPORTING

October/November 2024

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
of all required death documentation and pension recoveries.							
16. Submit new recoupment cases to Recoupment Committee by next committee meeting following discovery.	X			X			
17. Initiate Recoupment/Benefits Committee recoupment decisions within seven (7) business days of decision.	X			X			
18. 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			
19. Complete monthly insurance non-rate changes by processing all authorizations received by the date the annuity payroll is posted with zero carryovers.	X			X			
20. 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							

KPM MONTHLY REPORTING

October/November 2024

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
1. Schedule a minimum of thirty (30) online or in-person member/constituent education sessions each year.	X			X			
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 www.nhrs.org by the end of business every Friday throughout the legislative session.			X			X	Legislature is not in session.
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	Not required at this time.
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	X					X	No meeting this month.

KPM MONTHLY REPORTING

October/November 2024

	OCTOBER 2024			NOVEMBER 2024			COMMENTS
	ACHIEVED			ACHIEVED			
	YES	NO	N/A	YES	NO	N/A	
mailing.							
5. Distribute complete and accurate meeting materials to all members of the Audit Committee at least three (3) business days prior to the scheduled Audit Committee meetings.	X					X	No meeting this month.
6. Prepare draft Audit Committee Meeting minutes for review within three (3) business day of the meeting.	X					X	No meeting this month.
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			
Contact Center							
1. Respond to all incoming emails within 24 business hours.	X			X			
2. Maintain an average speed of answer within two (2) minutes.	X			X			
3. Maintain a 95% call satisfaction rating for callers' experience with the Contact Center Representative (CCR).	X				X		We achieved a 96.88% satisfaction rate in October and a 62.42% satisfaction rate in November.
Administrative							
1. Assure that formal complaints are responded to within five (5) business days.			X			X	No complaints were received in either October or November.
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 October 2024

Phone Calls

	Total	Percentage
Calls addressed by CCRs	2838	97.16%
Calls forwarded to SMEs	80	2.74%
Calls forwarded to SME Manager	3	0.10%
Total	2,921	100.00%

Post Call Surveys

	Total
Total Calls Handled	2,838
Surveys Completed	101
% of Total Calls Completion Rate	3.56%

Walk Ins

	Total
Number of Walk-Ins	236
Total Walk In Time (hours)	40.02
Average Walk In time (minutes)	10.17

Emails

	Total	Percentage
Emails addressed by CCRs	400	49.32%
Emails forwarded to SMEs	411	50.68%
Total	811	100.00%

Message Center Threads

	Total
Handled by Contact Center	73

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	119	100	84.03%	19	15.97%	0:49:00	0:09:00	1:39:00	4:24:00
My Account	478	424	88.70%	54	11.30%	1:10:00	0:13:00	2:06:00	7:04:00
Member	1239	1137	91.77%	102	8.23%	0:56:00	0:11:00	2:29:00	5:04:00
Age Adjustment	52	37	71.15%	15	28.85%	0:48:00	0:09:00	0:52:00	2:58:00
Retiree	1311	1223	93.29%	88	6.71%	1:00:00	0:11:00	2:09:00	4:31:00
Totals	3199	2921	91.31%	278	8.69%	0:56:36	0:10:36	1:51:00	4:48:12

Average

Contact Center November 2024

Phone Calls

	Total	Percentage
Calls addressed by CCRs	1965	96.99%
Calls forwarded to SMEs	55	2.71%
Calls forwarded to SME Manager	6	0.30%
Total	2,026	100.00%

Post Call Surveys

	Total
Total Calls Handled	2,026
Surveys Completed	70
% of Total Calls Completion Rate	3.46%

Walk Ins

	Total
Number of Walk-Ins	202
Total Walk In Time (hours)	32.67
Average Walk In time (minutes)	9.70

Emails

	Total	Percentage
Emails addressed by CCRs	310	57.51%
Emails forwarded to SMEs	229	42.49%
Total	539	100.00%

Message Center Threads

	Total
Handled by Contact Center	79

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

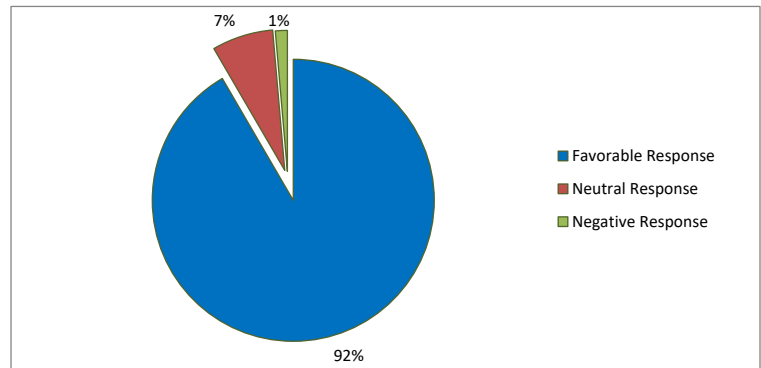
Queue Name	Calls Presented	Calls Handled	Percentage	Calls Abandoned	Percentage	Average Queue Time	Average Speed of Answer	Average Time to Abandon	Average Handle Time
Employer	59	55	93.22%	4	6.78%	0:53:00	0:08:00	1:54:00	4:38:00
My Account	269	251	93.31%	17	6.32%	0:54:00	0:13:00	2:31:00	6:28:00
Member	878	836	95.22%	42	4.78%	0:48:00	0:12:00	2:52:00	5:04:00
Age Adjustment	25	19	76.00%	6	24.00%	0:16:00	0:12:00	1:48:00	3:06:00
Retiree	918	865	94.23%	53	5.77%	0:51:00	0:11:00	2:36:00	4:25:00
Totals	2149	2026	94.28%	122	5.68%	0:44:24	0:11:12	2:20:12	4:44:12

Average

**NHRS Board Monthly Reporting Package
Process Improvement
October - November, 2024**

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)
2024							
November	20	8	8	0	0	10	2
October	50	22	20	1	1	18	10
September	40	17	16	1	0	17	6
August	40	17	17	0	0	17	6
July	50	24	22	1	1	15	11
June	40	17	17	0	0	17	6
May	50	17	16	1	0	22	11
April	40	17	16	1	0	19	4
March	40	18	18	0	0	16	6
February	40	15	13	1	1	18	7
January	50	29	27	1	1	16	5
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
	4297	2102	1929	141	32	1529	666



NHRS MEMBER SATISFACTION SURVEY SUMMARY

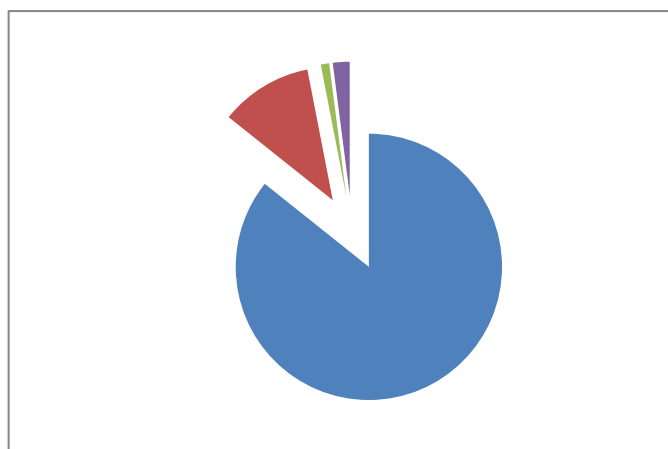
Q1 Fiscal Year 2025

Overview

NHRS has been utilizing member satisfaction surveys since July 2013. The following summary provides a high-level overview of key survey results for Member Services. Negative comments are identified when responses are received and, in keeping with our mission to provide superior service, managers reach out to anyone who had an unsatisfactory experience and provided their name and/or contact information.

Active Members

Separate surveys are provided to members who are involved in the following interactions: (1) appointment with a benefits specialist; (2) request for a written pension estimate; (3) withdrawal or rollover of accumulated contributions; or (4) purchase of service credit. There are several common questions on each survey, and the responses to all of the common questions are aggregated below:



Question: Overall, how satisfied are you with your experience?

Very Satisfied	85.71% (84 responses)
Somewhat Satisfied	11.22% (11 responses)
Neutral	1.02% (1 response)
Somewhat Dissatisfied	2.04% (2 responses)
Very Dissatisfied	0.00% (0 responses)

Question: How satisfied are you with the following?	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
Phone system	82.76%	5.17%	8.62%	3.45%	0.00%
Email	87.50%	6.25%	6.25%	0.00%	0.00%
Initial contact with representative	93.05%	4.17%	2.78%	0.00%	0.00%

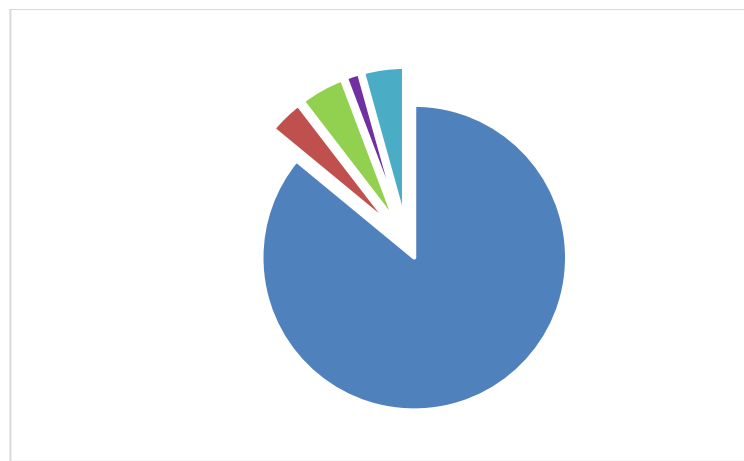
Question: How satisfied are you with the service provided by the NHRS representative who assisted you?	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied
Friendliness / Professionalism / Courtesy	97.26%	1.37%	1.37%	0.00%	0.00%
Knowledge	97.26%	0.00%	2.74%	0.00%	1.89%
Clarity of verbal explanation	97.22%	1.39%	1.39%	0.00%	0.00%
Clarity of written materials	92.65%	1.47%	5.88%	0.00%	0.00%

Appointments: 137 sent / 55 returned / 40.15%	Withdrawal / Rollover: 206 sent / 17 returned / 8.25%
Estimates: 398 sent / 26 returned / 6.53%	Service Credit: 68 sent / 1 returned / 1.47%

Contact Center

The contact center opened in December 2020 to transform member services operations to better meet the needs of our stakeholders. Callers reaching the contact center include active members and retirees. Callers are offered the option to stay on the line after their call is finished to complete a brief, three (3) question survey. The following summary provides a high-level overview of the results for this survey.

Overall Satisfaction



Question: Overall, how satisfied were you with your experience?

Very Satisfied	85.97% (239 responses)
Somewhat Satisfied	3.60% (10 responses)
Neutral	4.67% (13 responses)
Somewhat Dissatisfied	1.44% (4 responses)
Very Dissatisfied	4.32% (12 responses)

Question: Was this the first time you contacted NHRS about this issue?

	Yes	No
	76.41%	23.59%

Question: Overall, how satisfied are you with the service provided by the NHRS representative who assisted you?

	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied*	Very Dissatisfied*
	91.83%	2.33%	3.50%	0.78%	1.56%

Response Rate: 8,701 calls received / 312 surveys completed / 3.59%

* Contact center management reviews all 'somewhat dissatisfied' and 'very dissatisfied' calls to understand whether members were truly dissatisfied with their service or if they simply selected an incorrect response option. Since calls are recorded, every call in these two categories are listened to and a report is issued. These reports will be used to determine if our survey options need to be modified and also serve as a training tool for our contact center representatives.

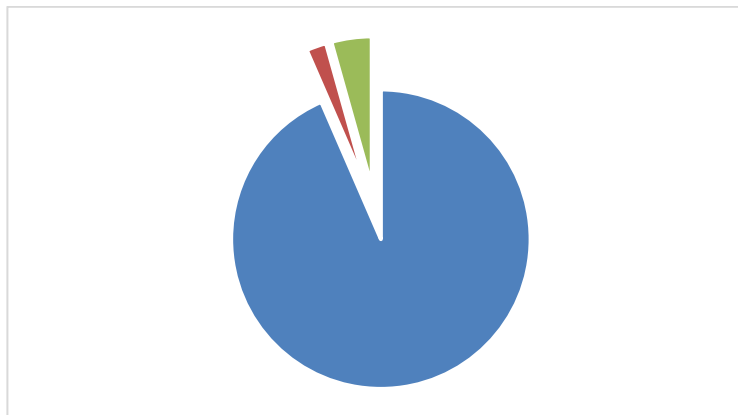
ED Telephone Surveys

In October 2021, the Executive Director resumed making calls to stakeholders to inquire about their level of satisfaction

with NHRS. These calls were discontinued in March 2020 at the onset on Covid-19. On a weekly basis, a list of ten (10) members who have visited or called NHRS are selected at random and provided to the Executive Director.

The Executive Director, in turn, contacts or attempts to contact each member on the list to inquire about their satisfaction with the service received. Below are the results for the quarter.

Overall Satisfaction



Question: "I am calling to see if you are happy with the service you received from our staff."

■ Positive	94.83% (55 responses)
■ Neutral	3.45% (2 response)
■ Negative	1.72% (1 responses)

Response rate: 130 calls made / 58 responses/ 44.62%

Last 12 Months Executive Director Contract Approvals (as of 11/30/24)

Vendor Name	Effective Date	Amount	Description
PIF	12/14/2023	\$ 36,253	Document management
Blue Mantis - Barracuda	1/2/2024	\$ 44,055	Cybersecurity protection services
NH Print and Mail	1/31/2024	\$ 24,332	Printing and mailing of 1099-R forms
CEM Benchmarking	3/15/2024	\$ 34,000	Benchmarking Services
Funston	3/1/2024	\$ 49,000	Investment Strategy Review
Funston	3/1/2024	\$ 45,000	Strategic Planning
Korn Ferry	6/13/2024	\$ 56,400	Personnel Evaluation (\$18,000/year)
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	\$ 26,580.00	Additional Terminal
		<u>\$ 1,227,455.00</u>	

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



To: Jan Goodwin, Executive Director; Tim Crutchfield, Deputy Director and Chief Legal Counsel

From: John Laferriere, Director of Information Technology

Date: 11/27/2024

Re: Business Process Improvement Project

Item: Action: Discussion: Informational:

NHRS recently upgraded to version 3 of the PensionGold Pension Administration System (PGV3). While the upgrade introduced important system enhancements, several post-implementation challenges have emerged, including data accuracy concerns, manual processing requirements, and difficulties adapting to new features. These issues impact operational efficiency, employer reporting, member support, and overall system use.

NHRS intends to conduct a comprehensive functional and design review of PGV3 to address these concerns. This review will validate whether business and functional requirements have been met, ensure modifications align with the system's objectives, and identify areas for improvement.

This initiative ensures PGV3 operates as intended, aligns with industry standards, and fully supports NHRS' operational needs. The review will deliver actionable recommendations, immediate improvements where feasible, and ongoing support to resolve identified challenges smoothly. NHRS remains committed to leveraging its investment in PGV3, enhancing system reliability, and effectively addressing stakeholder needs.

Due diligence for vendor selection is expected to conclude shortly. Currently, two vendors with significant experience in PGV3 and the pension industry have been identified to conduct this review. An updated memo and an oral presentation summarizing the vendor selection and review plan will be provided during the December board meeting.



To: Jan Goodwin, Executive Director
From: Rosamond Cain, Director of Human Resources
Raynald Leveque, Chief Investment Officer
Date: December 6, 2024
Re: Executive Search Firm
Item: Action: Discussion: Informational:

To support the growth and success of the NHRS Investment Program, the Head of Private Markets position has been created. To identify the best candidate for this critical role, NHRS seeks to engage an executive search firm specializing in public pension plan executive searches.

Following a thorough due diligence process, NHRS identified four qualified vendors, three of whom submitted proposals:

- EFL Associates submitted a detailed proposal (attached) with a fixed fee of \$60,000, billed in three installments, with additional expenses billed at actual cost. While EFL Associates typically charges \$750 per month for incidental expenses during the search, they have waived this fee. NHRS has worked successfully with EFL Associates on prior executive searches.
- KornFerry submitted a detailed proposal (attached) with a fee structure equivalent to 30% of the hired candidate's first-year compensation, billed in three installments, with additional expenses billed at cost. KornFerry indicated flexibility to negotiate a fixed fee if required.
- Wilbanks Partners submitted a detailed proposal (attached) with a fixed fee of \$75,000, billed in three installments with any additional expenses invoiced monthly at actual cost. Wilbanks Partners also provided feedback to NHRS on the Head of Private Markets position description.
- Hudepohl & Associates, Inc. declined to submit a proposal due to current capacity constraints.

Following an evaluation of the submissions and discussions with the three potential vendors, the proposal from Wilbanks Partners was determined to demonstrate the strongest understanding of NHRS's objectives for this search.

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

Based on this assessment, we recommend engaging Wilbanks Partners to support our efforts in identifying a qualified candidate for the Head of Private Markets position. Please find the supporting documentation attached for your review.



EFL Associates, a CBIZ Company
Proposal for Executive Search Services
Prepared Exclusively for

New Hampshire Retirement System

November 17, 2024



Excellence in Executive Search



**CBIZ EFL Associates**

Consult First. Search Second.

4600 S. Ulster Street, Ste. 900 ■ Denver, CO 80237
Main: 303.779.1724 ■ www.eflassociates.com

November 17, 2024

Rosamond Cain
Director of Human Resources
New Hampshire Retirement System
54 Regional Drive
Concord, New Hampshire 03301

Dear Rosamond:

Thank you for considering EFL Associates as a partner to assist in the recruitment of a **Head of Private Markets** for the **New Hampshire Retirement System (NHRS)**. Our firm is uniquely qualified to handle this assignment for several reasons:

- This position is in our firm's "sweet spot." We have successfully completed multiple senior public pension investment leadership searches all across the country, over the past 20+ years.
- We possess the stability and resources of a national recruiting company, yet you can expect the responsiveness and hands-on approach of a boutique organization.
- We take the "consultant" aspect of our roles to heart. We're pleased to be able to offer the hiring executives, boards and/or their search committees we're privileged to serve, time-honored counsel at all stages of the search process.
- Extensive, original research is conducted on every project rather than "recycling" contacts from our database. We proactively network through phone calls, emails, associations, and social networking channels to generate interest in your position. With our good name and professional reputation, EFL Associates is well-regarded in public pension professional circles and people take and return our calls.
- EFL Associates is one of the few executive recruitment firms that are active members of several pension industry organizations. This not only allows us to stay current on issues facing the industry but also allows us to cultivate strong professional networks with industry leaders.
- Continuity of leadership is important for any organization. Our track record of placed candidate longevity, as well as candidate diversity, greatly exceeds industry averages for top leaders.

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- Having completed a number of public sector searches across the country, we understand the nuances of public records law and have successfully navigated compliance with these laws while preserving candidate privacy and confidentiality to the extent allowable under these regulations.

We sincerely appreciate the opportunity to present this proposal. We are certain you will be pleased with the quality, dedication, and professionalism of our firm and the strong results we consistently achieve.

Sincerely,

A handwritten signature in black ink that reads "Daniel J. Cummings". The signature is written in a cursive style with a large, looped "C" at the end.

Daniel J. Cummings, CPA
Executive Vice President & Managing Director
720.200.1765
dcummings@eflassociates.com

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Executive Summary

EFL Associates is a management consulting firm specializing in executive search. Now in our 46th year since our founding in 1978, our organization offers **NHRS** the competitive advantage of a nationally recognized recruiting company, along with a demonstrated record of accomplishment in attracting quality leadership to a variety of opportunities. One of the largest and best-established practices of its type in the country, EFL Associates historically ranks in the top two percent of the 2,500 national, retainer-based search firms.

Our firm employs multiple consultants and offers the strategic advantage of a full-time professional research staff to support search activities from offices in Denver, Kansas City, and St. Louis. Our clients benefit from the expertise, control, and quality of our **in-house research team** in comparison to other firms that outsource this critical aspect of overall project management.

You can be confident your engagement team possesses the technical resources to advise you on all matters the **NHRS** may encounter during your executive search.

National Recruiting Scope – EFL Associates has a national reputation with clients across the country while maintaining the personal attentiveness of a smaller firm. We possess first rate information technology resources, including our proprietary database of more than 400,000 professional contacts/candidates. However, any search conducted by EFL Associates relies upon original research to identify and network with top professionals in each industry or discipline.

Industry Knowledge – No firm has successfully completed more searches for both investment and executive leadership in the public pension sector than EFL Associates. Our firm is widely recognized as a “go-to” provider for funds of all sizes across the country. Despite our extensive body of work, we recognize each client, and each search project are unique, and we’ll invest the necessary time to truly understand our client, their unique challenges and opportunities, and what’s required in the desired leader. We have successfully completed public pension searches from coast to coast and have a proven track record of being able to identify potential candidates on a local, regional and national level. We’re proud of the excellent reputation we enjoy and, yet, we understand we have a high standard to live up to with every search.

Consultative Orientation – At EFL Associates we take the “consultant” aspect of our roles to heart. We’re pleased to be able to offer the hiring executives, boards and/or their search committees we



We're right on point
with what you need.

- **Strong understanding of the public pension industry**
- **Demonstrated expertise identifying and placing senior investment leadership**
- **Easily accessible and highly responsive team**
- **Tenured search team leading our public pension search practice**
- **Strong public pension industry issue awareness and contact networks**

New Hampshire Retirement System Proposal for Executive Search Services

serve time-honored counsel at all stages of the search process. We understand the unique dynamics and nuanced issues of shepherding a search committee through the search continuum.

Highly-Responsive Team – We can tell you; we take great pride in nurturing each of our clients through the search process as if they were our *only* client. Don't take our word for it, though. Ask our references about their experience with us and please ask very pointed questions about our accessibility and responsiveness. We're confident they will verify our claim.

Diversity & Longevity Success – EFL Associates has an outstanding record of success in identifying diversity candidates and candidate longevity. Over the past 15 years, 50% of our pension searches have been filled by diversity candidates. Additionally, in searches we completed more than five years ago, 67% of our placements remained in their positions for five or more years and many are still in their roles today.

Our CBIZ Connection

EFL Associates is affiliated with CBIZ, Inc. (NYSE: CBZ), a \$3 billion professional services company headquartered in Cleveland, Ohio. CBIZ is the largest provider of multi-specialty professional service offerings to businesses of all sizes. We offer auditing and tax services, employee benefits consulting, human capital services, valuation assistance, retirement plan services, payroll, property & casualty insurance, and many others from 100 offices and through 5,000 associates located throughout the United States.



You deserve extraordinary value. That's our promise to you.

Company Summary

We are committed to providing **NHRS** with the highest quality service. Our engagement team can provide you with the expertise, personal attention, and progressive thinking to address all your talent management and compensation needs.



Local Expertise, National Resources

NHRS can be assured we have the depth of resources ready and available to address any need that may arise during the search for your **Head of Private Markets**. Your engagement team and over 5,000 professionals nationwide through our affiliation with CBIZ Inc. are at your service.



Established Industry Presence

We bring unique insight to the table, not just the ability to guide **NHRS** through your executive search and leadership assimilation **NHRS** will benefit from our experience serving public pension clientele across the country.



We Value Efficiency

On average, we close searches 31 days quicker than the rest of the industry. This allows your team to get back to work faster.



Proactive Communication

It's true no one likes to be caught off guard in any situation, and this philosophy will be applied to our relationship with **NHRS**. You can expect proactive communication and regular updates on our progress.



We Build Relationships, Not Client Lists

Our motto, "Consult First. Search Second" shows our commitment to doing what's best for our clients. We act as a fiduciary on your behalf when searching for your next key leader.

EFL Associates by The Numbers

While numbers aren't everything, we believe that these statistics say a lot about who we are as a firm. We take great pride in being at the forefront of the talent management and compensation profession.

<p>Over 5,000 completed searches</p> 	<p>3 Offices Nationwide</p>  <p><small>📍 EFL Associates Office ● CBIZ Office</small></p>
<p>Top 2% of retained executive search firms</p> 	<p>On average, we close searches 31 days quicker than the industry</p> 
<p>Searches completed in 48 states, 8 foreign countries</p> 	<p>Founded in 1978</p> 
	<p>Over 50% of candidates placed are diverse</p> 



New Hampshire Retirement System Proposal for Executive Search Services

Ethics & Integrity

More than mere words, our culture is defined by our actions. We operate with honesty and accountability, always putting our clients' best interests first.

The values and ethics of EFL Associates inspire our people to do the right thing and shape how we approach our work, business relationships and decisions. Our values state that we are dedicated to the success of you, our client. We act on this as our guiding principle.

Diversity & Inclusion

Data demonstrates that organizations that embrace a diverse culture are more likely to consistently maximize performance. According to research by Deloitte, the most diverse and inclusive organizations are 1.7 times more likely to be innovative leaders in their industry. They are 1.8 times more likely to be ready for change and have 2.3 times higher cash flow per employee.

Diversity is not limited to simply ethnicity and gender but also extends to diversity in experience and thought. But attracting and retaining diverse talent can be a daunting challenge.

That's where we come in. EFL Associates works with our client organizations to intentionally build workplaces that attract, develop and retain diverse talent. We strive to bring you a highly qualified candidate pool that represents individuals from varying backgrounds. Our history in providing diverse talent speaks for itself; 50% of our searches over the past 15 years have been filled by diverse candidates. It's a priority for us because it makes your organization stronger.

The most **diverse and inclusive** organizations are
1.7 times more likely to be innovative leaders in their industry

1.8
times

They are 1.8 times
more likely to be
ready for change

2.3
times

They have 2.3 times
higher cash flow
per employee

Mission, Vision, Values



Mission Statement

EFL Associates is a trusted business consultancy, providing expert counsel, market intelligence and process guidance that help organizations identify, attract, reward, develop and retain quality talent.



Vision Statement

To be recognized by our clients as the premier provider of retained executive search services and by our team members as their employer of choice.



Values

We do the right thing.

We strive to add value to your business.

We constantly seek improvement in all that we do.

We aim to exceed our client's expectations on every engagement.

Comprehensive Search Process

While over the course of our 40+ year history we have developed a time-honored and proven search methodology, we can easily customize and adapt specific steps in our search process to meet the needs of **NHRS**. As a result, we're confident the search for your **Head of Private Markets** will be handled professionally and smoothly from commencement to its successful conclusion.

The process will begin with your EFL Associates' consultant meeting with **NHRS'** leadership to discuss and determine the desired profile and qualifications needed for this key leadership role of **Head of Private Markets**. Using the information gained in these conversations and your own existing position description, we will develop a comprehensive candidate profile we call the Position Specifications reflecting the experience, skills, leadership, and personality traits we jointly seek for this role. This document will be provided to the **NHRS'** leadership for review and approval.

Upon approval of the Position Specifications, we will develop a **comprehensive national search strategy** with your leadership team to identify and target well-qualified and diverse candidates. We will draw upon our four decades of executive search experience and extensive work with other public pension organizations to craft this recruitment strategy. An integral component of our search strategy will be the placement of appropriate ads and postings on local, regional and national channels, journals and publications. We will develop recommendations to be reviewed with your leadership team and review the advisability and cost of ads before proceeding.

Although several potential candidates will be in our database, our efforts will also require extensive, original research for the purpose of identifying a solid list of possible candidates and/or referral sources. The target list will be developed from other public pension organizations, other asset owners, governmental agencies, consulting firms, and any other sectors we jointly determine may be appropriate.

Potential candidates and sources identified through our database and research activities will be contacted by phone, email, or both, by the consultant and/or our research staff to solicit interest and generate referrals.

As with every search we undertake, we recognize the importance of identifying and recruiting a diverse slate of candidates and will undertake specific diversity outreach primarily through networking. Extensive diversity related networking will be conducted using social networking sites, such as LinkedIn. We will also likely suggest selective advertising on diversity websites. As noted elsewhere in this proposal, EFL Associates has an outstanding track record of diversity candidate placements and candidate longevity.

The resumes of all applicants will be reviewed initially for basic qualifications. Those we deem potentially qualified may be asked to complete a supplemental customized questionnaire that will provide us more clarity about relevant experience. Upon review of such questionnaires, the best qualified candidates will be interviewed by your EFL consultants.

Upon completion of our multi-step candidate vetting process, we will prepare written summaries of the best qualified candidates' strengths and weaknesses relative to the experience, characteristics and traits identified in the Position Specifications. Before presenting any such candidates to **NHRS** for



Comprehensive Search Process (Cont.)

consideration, we will perform media searches to determine if there is any adverse publicity regarding each candidate. We will then meet with **NHRS'** leadership to review this slate of the best qualified candidates for the **Head of Private Markets** role to advance in the process.

EFL Associates will professionally and transparently communicate in a timely manner with all applicants, including those not chosen to advance in the search and those not ultimately chosen as the successful candidate.

A word about internal candidates: EFL Associates welcomes the participation of interested internal candidates for any search we undertake. We subscribe to the belief that all progressive organizations want to encourage upward mobility to valued team members, when appropriate. However, our duty of care, and this will be explained to any internal candidate, is owed solely to **NHRS'** leadership and the organization itself. Our commitment is to provide a slate of diverse *AND* highly qualified candidates for your consideration, regardless of where they might come from. Any internal candidates will be vetted in the same fashion as all external candidates. As such, they can expect professionalism, honesty, transparency, and responsiveness from us just as we extend to external candidates.

Once **NHRS'** leadership has identified candidates from this short list for interviews, we can also coordinate any desired assessment activities. We will assist **NHRS** in arranging candidate interviews, arrange any necessary travel and lodging, provide suggested interview questions, and, if desired, will be present to help facilitate all interview sessions, both preliminary and final. For each interview session, your EFL consultant will debrief with the interview panel.

Regarding assessment tools, research shows assessments may provide greater insight to a candidates' competencies, motivation, personality traits, gaps, and derailers. Validity and reliability are key in choosing an assessment instrument for talent selection purposes. Assessments coupled with EFL's rigorous vetting process is a proven prescription to ensure you have improved the probability of a successful hire.

When finalist candidates are determined, EFL Associates will initiate full and comprehensive background investigations, including education, certification, credit, MVR, and criminal checks on the selected candidates and in-depth and detailed professional reference conversations. We ask candidates to provide references that have supervised their work, been professional peers, and those that have served under the candidate to get a "360 degree" perspective on the individual. Once again, we'll facilitate all scheduling arrangements, make travel and lodging arrangements, provide additional suggested interview questions, and, if desired, participate and help orchestrate these final interviews. Finally, we will assist **NHRS** in compensation negotiations with the successful candidate and assist with any additional matters related to onboard and leadership transition.

Regarding transition, it is our practice to continue to stay in touch in a professionally appropriate manner on an on-going basis. We will work with **NHRS** as desired to develop a transition plan and remain in contact with the successful candidate and you to act as a sounding board and provide assistance in assimilating the successful candidate, as needed or desired.



Comprehensive Search Process (Cont.)

Throughout the entire search process, EFL Associates will provide weekly search update reports. These reports will include information about the progress of the search, including number and viability of potential candidates, market feedback from candidates and potential candidates regarding compensation, reputation of **NHRS**, and the desirability of the position. We are always available to answer questions and provide information by phone and email, and will meet with **NHRS'** leadership as desired, to discuss any other areas, service or important steps not listed above. We will also look to your leadership for guidance and input regarding any involvement of staff and other key stakeholders throughout the search continuum. It is not unusual to have representatives from both groups meet with finalist candidates and if that is the desire of **NHRS**, we'll gladly facilitate that involvement.

What's Expected of You?

We'll ask members of your leadership team, either by videoconference or by telephone, to be available during the "discovery" phase of the search process to provide insights into the organization, its culture, the desired hard and soft qualities for the **Head of Private Markets** role. After this involvement, we'll ask your leadership team to carefully review, edit and ultimately approve the Position Specifications document we will prepare and use as a guide in our search efforts.

Of course, your leadership team and any support staff members will need to be available for initial candidate interviews and post-interview discussion. These same individuals, joined by members of your Investment Committee, if appropriate, to be available to participate in final candidate interviews and post-interview discussion/successful candidate selection.



Diverse Candidate Access

At EFL Associates, every search we perform is a diversity-centric project. It is part of our organization's diversity & inclusion philosophy. Our parent company, CBIZ, is viewed as a national best practice model based upon its CBIZ Women's Advantage program and, more recently, through a robust, internal Diversity and Inclusion Task Force. In addition, the D&I performance of EFL Associates speaks for itself as demonstrated by clients engaging our firm to recruit D&I officers for their teams. We are presently engaged on three D&I executive searches.

EFL Associates works with our client organizations to intentionally and proactively build candidate slates that attract, develop, and retain diverse talent. We strive to bring you a highly qualified candidate pool that represents individuals from varying backgrounds.



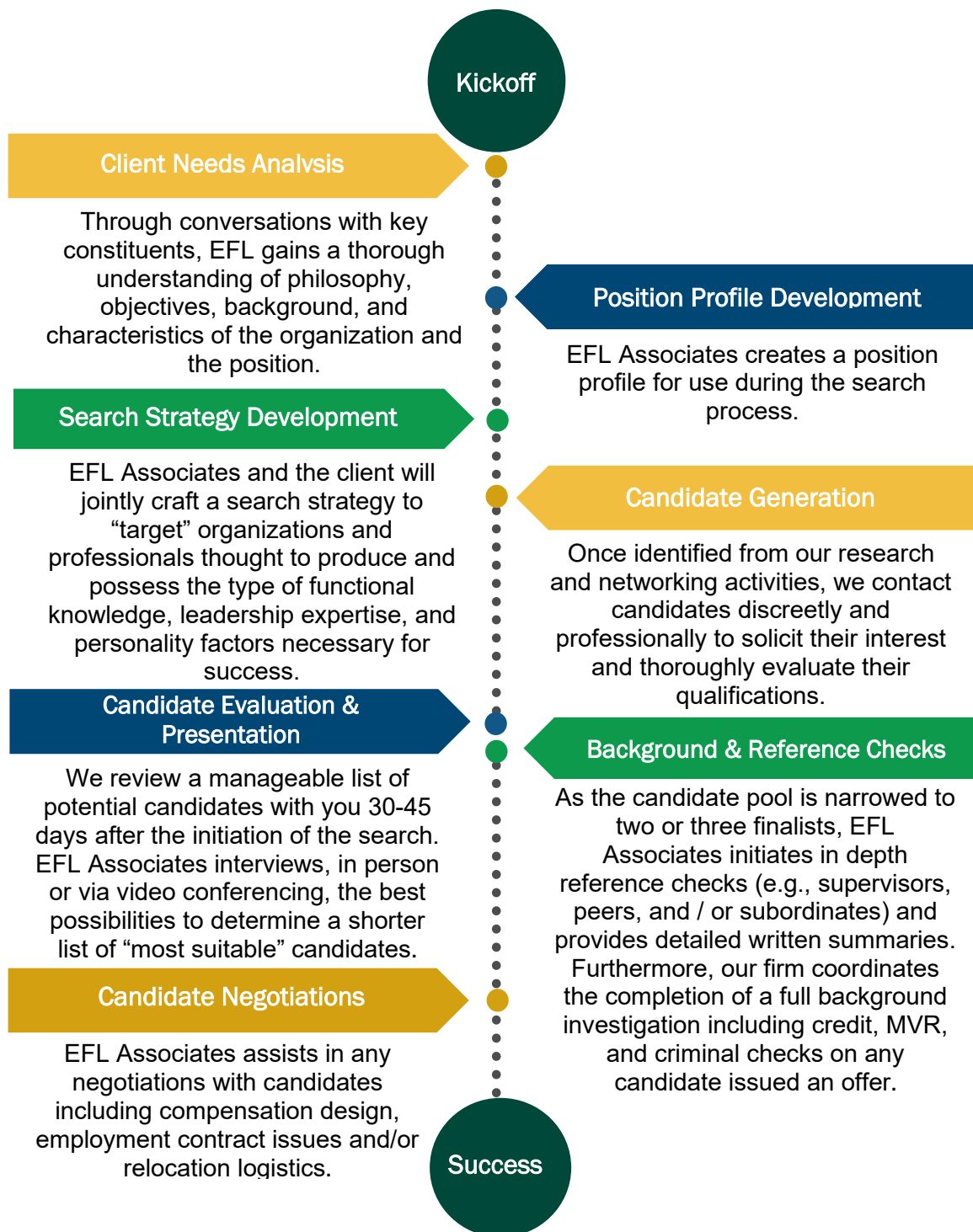
Sourcing Strategy to Encourage Diversity

Generally, we utilize strategic postings - both print and electronic sites – that are highly targeted with an understanding that **our firm possesses existing relationships with contacts of influence across multiple diverse populations**. EFL Associates has been tracking metrics tied to diversity placements for several years. We are proud of this performance. To best demonstrate our success, please refer to the statistics below – segmented by varying categories. Also, please note that, unlike other firms who tout such metrics, **we do not “double count”** diverse hires if an individual is both gender and culturally diverse.

Historical Diversity Placements (since 2007): 53%

Annual Diversity Score Range: 42% to 57%

Framework of our Search Process



Ensuring a Successful Outcome

As with any construction undertaking, the ultimate success of the project is predicated on the integrity and “structural soundness” of the foundation that is laid. In the search world, that translates to investing the time and energy to truly understand each client’s unique culture and the soft and hard skills required of a successful hire. With our four decades of search experience, we understand this axiom. Your EFL consultant will invest the time to truly get to know **NHRS** and what is required of the successful **Head of Private Markets** candidate. We’ll certainly draw upon our vast body of prior public pension work, but we also know each search project and, therefore, each client is unique, and the greatest danger comes in short-circuiting that process and assuming too much.

We also believe EFL Associates is positioned ideally in that we’re large enough to identify and attract candidates on a national basis, but small enough that we’re accountable and accessible to our clients. With our extensive knowledge of the retirement and capital markets industries, **NHRS** will benefit from our responsiveness and first-hand knowledge of the industry.

If hired for this project, we will be your representative to the public and the pool of interested candidates and referral sources. We take this responsibility seriously. We treat all those we encounter during our work with professional respect, transparency, honesty, and accountability.

Lastly, this is not just “another” project for us. We’re proud of the good name we enjoy with public pension industry professionals across the country. That standing with industry professionals creates a “high bar”, one we strive to meet or exceed with every project. Partnering with **NHRS** on this important hire to further your mission to ensure quality of life in retirement for employees that have served the State of New Hampshire, is very meaningful and impactful.

Rather than continuing to tout our capabilities, we strongly encourage you to talk with our professional references and ask them about their experience with EFL Associates. We’re confident they will attest to these differentiators and our level of attentiveness and responsiveness.



Pro-Forma Project Timeline

The process of identifying and vetting a slate of qualified candidates normally spans a 30- to 45-day timeframe. When complete, our firm will prepare in-depth candidate summaries and meet with **NHRS** to review candidates we deem worthy of your consideration. On an ongoing basis, we will provide updates on a weekly basis and are always available for additional consultation. For discussion purposes, we have provided the following pro-forma timeline. This timeline will be updated and shared with your team periodically during the search process. Steps in red indicate where the involvement of **NHRS** is required.

EFL Associates is selected; engagement letter/contract is signed.	December 04, 2024
All appropriate constituents interviewed; position specifications developed by EFL Associates and approved by the NHRS leadership team	December 13, 2024
Search goes “live”; approved postings/advertisements all placed; EFL embarks on targeted research/outreach to prospective candidates	December 16, 2024
Advertising, candidate identification, outreach completed; EFL vetting interviews completed; full candidate profiles on best qualified candidates reviewed with NHRS leadership; NHRS leadership selects candidates for first interviews.	January 24, 2025
NHRS leadership completes the first round of candidate interviews; finalists selected.	February 05, 2025
Finalist candidate due diligence (i.e., comprehensive background investigations and professional reference conversations) completed and forwarded to NHRS for review and consideration	February 12, 2025
Finalist candidate interviews completed; successful Head of Private Markets candidate selected; offer formulated and extended	February 21, 2025
Negotiations completed; offer accepted	February 24, 2025
Incoming Head of Private Markets begins tenure with NHRS	March 17, 2025



Recent Relevant Searches

An Extensive Body of Work with Public Pension Systems

No search firm in the country has completed more public pension executive and investment leadership searches from coast to coast than EFL Associates. A small sampling of this body of work is disclosed below to document historical projects that could translate into a solid predictor of success for **NHRS**.

Entity	Search
New Hampshire Retirement System	Executive Director Director of Investments
New York State Office of the Comptroller	Assistant Counsel Deputy Director, Public Equity Junior Investment Officer, Real Estate Junior Investment Officer, Real Assets Investment Officer, Real Estate Investment Officer-Private Equity Investment Officer-RMMA Investment Officer-RERA Senior Investment Officer-RERA Sustainable Investments & Climate Solutions Program Director Senior Investment Officer-Opportunistic ARS Senior Investment Officer-Real Assets Senior Investment Officer-Emerging Manager Program Senior Risk Management Consultant Investment Officer, Fixed Income Deputy Chief Investment Officer Senior Investment Officer-Opportunistic ARS Director 529 & ABLE Programs Chief Operating Investment Officer Senior Investment Officer, Private Equity Director of Risk Senior Investment Officer, Credit & OARS Senior Investment Officer, Real Estate
New Jersey Treasury, Division of Investment	Chief Investment Officer Head of Fixed Income Chief Operating Investment Officer Diversity, Portfolio Manager Head of Alternatives Equity Portfolio Analyst Senior Performance Analyst Executive Director, Secure Choice
Pennsylvania State Treasury	Chief Investment Officer
State of Wisconsin Investment Board	Chief Investment Officer



New Hampshire Retirement System Proposal for Executive Search Services

Entity	Search
Pennsylvania Public School Employees' Retirement System	Deputy Chief Investment Officer Chief Investment Officer
Police & Fireman's Retirement System of New Jersey	Chief Investment Officer
Virginia Retirement System	Chief Financial Officer
Pennsylvania State Employees Retirement System	Chief Investment Officer
Oregon State Treasury	Chief Investment Officer Senior Investment Officer for Private Equity Chief Compliance & Regulatory Officer Director of Investment Operations Fixed Income Senior Investment Officer Senior Private Equity Investment Officer Deputy Director, Debt Management
Washington State Investment Board	Assistant Senior Investment Officer-Risk Management Investment Officer-Risk Management & Asset Allocation Senior Investment Officer-Risk Management & Asset Allocation Senior Investment Officer-Tangible Assets
Employees' Retirement System of Texas	Corporate Governance Director Deputy Executive Director of Investments Director of Fixed Income Director of Investment Risk & Tactical Allocation Senior Portfolio Manager-Private Equity Director Investment Operations
Wilshire Associates	Senior Vice President/Consultant Senior Investment Consultant
California State Teachers' Retirement System	Director of Global Equity Deputy Chief Investment Officer Portfolio Manager, Foreign Currency Portfolio Manager Portfolio Manager, Currency Management Program Benefits & Services Executive Officer
San Diego County Employees' Retirement Association	Chief Investment Officer
Chicago Teachers Pension Fund	Director of Internal Audit



New Hampshire Retirement System Proposal for Executive Search Services

Entity	Search Completed
Illinois Municipal Retirement Fund	Chief Investment Officer
Colorado Public Employees' Retirement Association	Chief Investment Officer Deputy Chief Investment Officer Director of Fixed Income Director Internal Audit
Kansas Public Employees' Retirement System	Deputy CIO for Private Markets Deputy Chief Investment Officer Chief Investment Officer Fixed Income Officer Alternatives Investment Officer Real Estate Investment Officer Investment Officer, Private Markets Chief Fiscal Officer (Ongoing) Chief Benefits Officer (Ongoing)
Teachers' Retirement System of Oklahoma	Chief Investment Officer
San Bernardino County Employees' Retirement Association	Investment Officer
San Joaquin County Employees' Retirement Association	Chief Investment Officer
Kansas University Endowment Association	SVP of Investments
San Diego City Employees' Retirement Association	Chief Investment Officer
Teachers Retirement System of Louisiana	Director, Public Markets
Oklahoma Public Employees' Retirement System	Chief Investment Officer
North Dakota Retirement & Investment Office	Chief Investment Officer (2X)
PERA of New Mexico	Chief Investment Officer
Los Angeles Fire & Police Pensions	Chief Investment Officer
North Dakota Retirement & Investment Office	Chief Investment Officer
UAW Retiree Medical Benefits Trust	Director of Investment Operations
Ohio Public Employees Retirement System	Chief Investment Officer
Utah School & Institutional Trust Fund	Director/Chief Investment Officer
Los Angeles County Employees Retirement Association	Deputy Chief Investment Officer Senior Investment Officer, Real Estate Investment Officer, Corporate Governance & Stewardship



New Hampshire Retirement System Proposal for Executive Search Services

Entity	Search
Missouri Local Government Employees Retirement System	Chief Investment Officer
Wyoming Retirement System	Chief Investment Officer Senior Investment Officer
California Public Employee's Retirement System	Investment Manager, Real Assets (Ongoing)



Engagement Team

Daniel J. Cummings, Executive Vice President and Managing Director of our Public Pension & Capital Markets Search Practice will serve as they key point person and be working closely with **NHRS** for the duration of this search. Mr. Cummings brings 40 years of diverse business experience, and over 13 years of experience with EFL Associates, and 30 years total experience in executive search. Mr. Cummings has completed numerous successful administrative and investment leadership searches within the public pension and capital markets sectors.

Mr. Cummings will serve as the primary contact for **NHRS**, he will manage the recruitment team and overall search strategy; and contact and network with individuals in the industry to solicit interest and referrals. Mr. Cummings will participate in all meetings with **NHRS**; interview in person or by videoconference all candidates recommended to **NHRS**; assist with interviews; and handle negotiations with the successful **Head of Private Markets** candidate.

Mr. Cummings will be assisted in these efforts by **Tamara Wesely**, Staff Consultant. Ms. Wesely will: manage our original research efforts and outreach to candidates identified through those efforts; handle all advertising and posting; conduct reach to potential candidates; review candidate resumes for basic qualifications; and coordinate all ongoing correspondence with candidates.

Resumes for each of these team members follow.



New Hampshire Retirement System Proposal for Executive Search Services



Daniel J. Cummings, CPA
Executive Vice President &
Managing Director
CBIZ Talent & Compensation
Solutions
EFL Associates
Office 720.200.1765
Mobile 303.453.9049
dcummings@eflassociates.com

Professional Summary

Daniel (Dan) Cummings offers over 30 years of diverse business experience to the Denver office of EFL Associates and its clients. As Executive Vice President & Managing Director, he directs all aspects of highly targeted search assignments, from investigation of organizational talent needs through candidate identification, evaluation, selection and project completion.

Cummings began his career as an Auditor with the Kansas City office of KPMG, the world's largest audit, tax and organizational consulting firm. He specialized in serving the office's largest, publicly held client companies and became well versed in the requirements of mandated SEC reporting. Equipped with this expertise, Cummings joined Butler Manufacturing Co. as an Assistant Controller, charged with overseeing all aspects of the corporation's financial reporting and analysis.

In 1985, Cummings founded the Kansas City office of then-Source Finance, a multi-office, national contingency search firm specializing in the placement of accounting and finance professionals. Over the next eight years, he oversaw the growth and success of this office which became the leading provider of its kind in the local marketplace. Cummings regularly earned membership in the firm's highest performer categories.

In 1993, Cummings founded his own firm, specializing in the placement of high-level accounting/financial professionals for some of Kansas City's largest employers. Over the next 12 years, he supervised the rapid expansion of this practice until he was recruited to join Uhlig LLC. Cummings led all operational aspects of Uhlig's largest division, Illustratus. Under his

direction were sales, customer service, marketing, product development, production, art & editorial, and business development. Named Senior Vice President-Business Development in 2008, Cummings spearheaded the company's aggressive acquisition of seven competing companies. Along with highly successful growth from a well-coordinated internal sales strategy, these acquisitions allowed the division to more than quadruple its annual sales during this time.

Cummings currently serves as a state board member for the Colorado Mountain Club and is a member of the Benedictine College Business School Advisory Board. He has also served his alma mater's alumni and collegiate fraternal organization boards in various roles.

Education

Master of Business Administration, University of Kansas
Bachelor of Science, Business Administration, University of Kansas

Professional Affiliations

Certified Public Accountant, Missouri and Kansas



New Hampshire Retirement System Proposal for Executive Search Services

Professional Summary



Tamara Wesely
Staff Consultant

CBIZ Talent & Compensation
Solutions

EFL Associates

720.200.1723

Tamara.Wesely@eflassociates.com

Tamara joined EFL Associates as a Staff Consultant in 2022 with over 15 years of recruiting, sales, business development and relationship management experience. She has a proven track record of developing and executing strategies that drive revenue, profit, and market share in hyper-competitive business environments. Wesely's extensive background provides her with a deep understanding of an organization's talent needs and challenges, as well as an eye for recruiting top executive talent and leading teams to exceed business objectives.

Prior to joining EFL Associates, Wesely worked as a Recruiter for Leedr HR and Consulting, sourcing qualified candidates by employing talent acquisition strategies to achieve optimal staffing needs and requirements. Her skills in client management, relationship building, and consulting contribute to her ability to identify highly skilled individuals that not only possess the required background and experience, but that also "fit" with the company culture.

Wesely honed her consultative sales skills working in real estate as a licensed Agent and Field Sales Representative where she delivered top-notch client services, developed strategic business plans, cultivated deep industry relationships and educated realtors on the value of using her real estate services to potential homebuyers and realtors in the Phoenix market.

Early in her career, Wesely spent several years working as an Account Manager and Marketing Representative for Language Circle Enterprises and provided alternative instructional strategies that address diverse learning profiles including Language Arts curriculum, webinars and supplemental materials to Principals, Teachers, and Curriculum Departments in schools throughout the United States. She gained valuable sales management and retail experience working as a retail Store Manager for Northstar-at-Tahoe and recruited prospective students and generated sales leads as an Enrollment Counselor for the University of Phoenix.

Education

Bachelor of Science, School of Communications, Northern Arizona University



References

Building Relationships

Rather than continuing to tout our abilities, we'd prefer to let others do the talking. We encourage you to contact any of the references we've provided below to ask them about their experience with us. If you'd like additional references, we're happy to provide them.

Kansas Public Employees Retirement System | Julie Baker, Human Resources Manager

611 S. Kansas Ave., Ste. 100, Topeka, KS 66603

p 785-296-1476

jbaker@kpers.org

Public School & Education Employee Retirement System of Missouri | Dearld Snider, Executive Director

3210 W. Truman Blvd., Jefferson City, MO 65102

p 573-634-5290

dsnider@psrsmo.org

North Dakota Retirement and Investment Office | Janilyn Murtha, Executive Director

1600 E. Century Ave., Bismarck, ND 58503

p 701-328-9885

janilynmurtha@nd.gov

New Mexico Public Employees' Retirement Association | Greg Trujillo, Executive Director

33 Plaza La Prensa, Santa Fe, NM 87507

p 505-238-7644

greg.trujillo@state.nm.us

Teachers Retirement System of Louisiana | Katherine Whitney, Director

8401 United Plaza Blvd. #300, Baton Rouge, LA 70809

p 225-925-6446

katherine.whitney@trsl.org



Fees & Expenses

As is customary in the retained search industry, our typical professional services fee arrangement is based upon 33-1/3% of the selected candidate's assured cash compensation (base salary, any sign-on bonus, cash allowance, car allowance or guaranteed portion of the performance bonus), with a minimum fee level of \$35,000 per assignment.

We have found, however, that our public sector clientele greatly prefer a fixed-fee arrangement so that they know exactly what their investment will be on the front end of a project, versus a variable arrangement predicated on final, agreed-to compensation. As such, based upon our understanding of the proposed compensation range for this Head of Private Markets role, we are pleased to offer NHRS a discounted and fixed professional services fee of \$60,000 for this project.

We also typically bill \$750 per month, for the duration of the search, for incidentals. **EFL Associates is pleased to waive this charge in its entirety for NHRS.**

In addition to our professional services fee, we also bill for reasonable and customary expenses associated with the search. Such expenses will include any required/requested advertising/posting of the opportunity, credit and comprehensive background investigations of finalist candidates, and an allowance for consultant travel from our Denver office to the **NHRS** offices. Estimates, based upon our experience, for each of these expense categories are below. **Please note:** No estimate or allowance is included for possible candidate travel for interviews since this is dependent on how many candidates are asked to travel and where they are traveling from.

Advertising/Postings	\$ 0 - 4,000 (1)
Background Investigations	\$ 0 - 275 (2)
Consultant Travel	<u>\$ 0 - 2,400 (3)</u>
	\$ 0 - 6,675

- (1) Assumes online posting with Pensions & Investments, the CFA Society and the CAIA Society. Postings with NCTR, NASRA, and NCPERS are free to EFL Associates as members.
- (2) Background investigations average \$275. If desired by NHRS, our high estimate includes an investigation be performed on the chosen finalist candidate.
- (3) Assumes from zero to two trips from Denver to Concord at an estimated cost \$1,200/trip.



Some firms provide low fee quotes, with the expectation that they will make up the difference by charging for add on work that falls within, or tangential to, the scope of work requested. At EFL Associates and CBIZ we don't believe in surprises. Our pricing reflects both what is explicitly spelled out in your request, as well as additional needs that we believe are necessary to complete your project, completely and accurately. We encourage you to do an apples-to-apples comparison in evaluating the pricing and scope of services to be provided.

New Hampshire Retirement System Proposal for Executive Search Services

We typically bill our professional services fee in three equal installments. The first installment is due at commencement of the project, with subsequent billings occurring at 30-day and 60-day intervals thereafter. Other search expenses are billed at actual cost as they occur and, of course, will be supported by appropriate documentation. We will also entertain an alternative billing schedule if that is the desire of **NHRS**.

If additional candidates become employed by **NHRS** as a result of our efforts on an individual assignment, the professional fee will be 25 percent of the first year's total assured cash compensation.

If a project is cancelled for any reason, **NHRS** is obligated to pay only for those retainers billed and expenses incurred up to the date of cancellation.



Other Information

Off-Limits Provisions

EFL Associates subscribes to the Code of Professional Practice and follows the Standards of Excellence of the Association of Executive Search Consultants. Our firm will not recruit any person from **NHRS** for a period of **one year** after completion of this search assignment. Furthermore, EFL Associates will never recruit an executive who is hired by your organization through the direct efforts of our firm.

Placement Guarantee

No guarantee is made that the search project will be completed successfully within a defined time frame. EFL Associates' efforts and resources will continue to be engaged until the search is filled or cancelled. Upon hiring a candidate, our firm guarantees continued employment of this individual for **twelve (12) months** or EFL Associates will reengage in one equivalent replacement search on an expenses-only basis unless the candidate's departure has been caused by significant changes in reporting structure, responsibility, or factors beyond the control of the individual or the search.

Non-Discrimination Policy

EFL Associates firmly supports the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status, or any other protected category pursuant to applicable federal, state or local law.

Summary

EFL Associates is honored and appreciative of the opportunity to present this proposal for **NHRS'** consideration. We are confident in our abilities to provide you with outstanding and attentive service in producing a slate of highly qualified candidates from which to select as your next **Head of Private Markets**. We look forward to your decision and the possibility of partnering with **NHRS** again on this important endeavor.



At EFL Associates and CBIZ we guarantee continued employment of this individual for 12 months or we will reengage in one equivalent replacement search on an expense-only basis. Our firm will not recruit any person from your company for a period of one year after completion of the search assignment. Furthermore, we will never recruit an executive who is hired by your organization through the direct efforts of our firm.



Korn Ferry

HR Experience Prepared for:

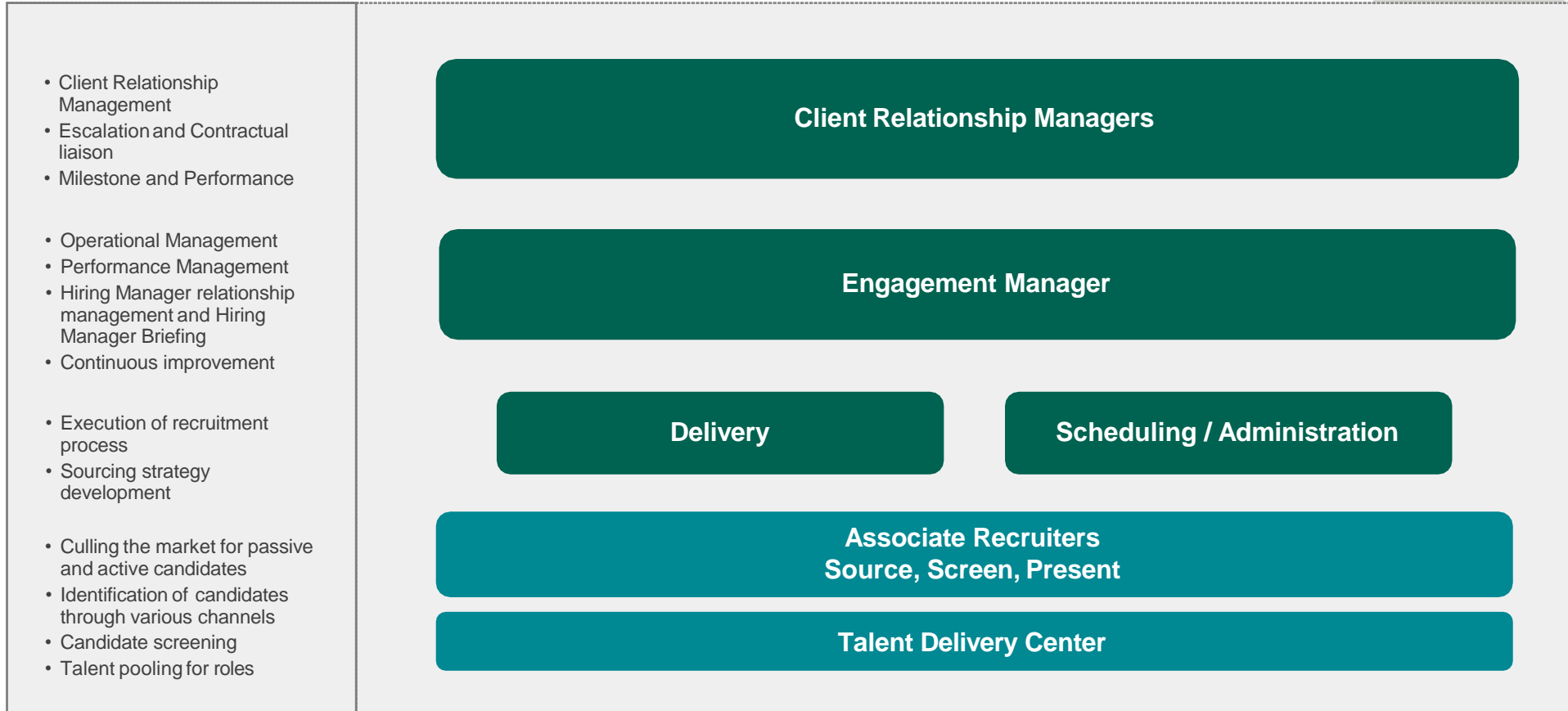


Capabilities for Head of Private Markets,
New Hampshire Retirement System

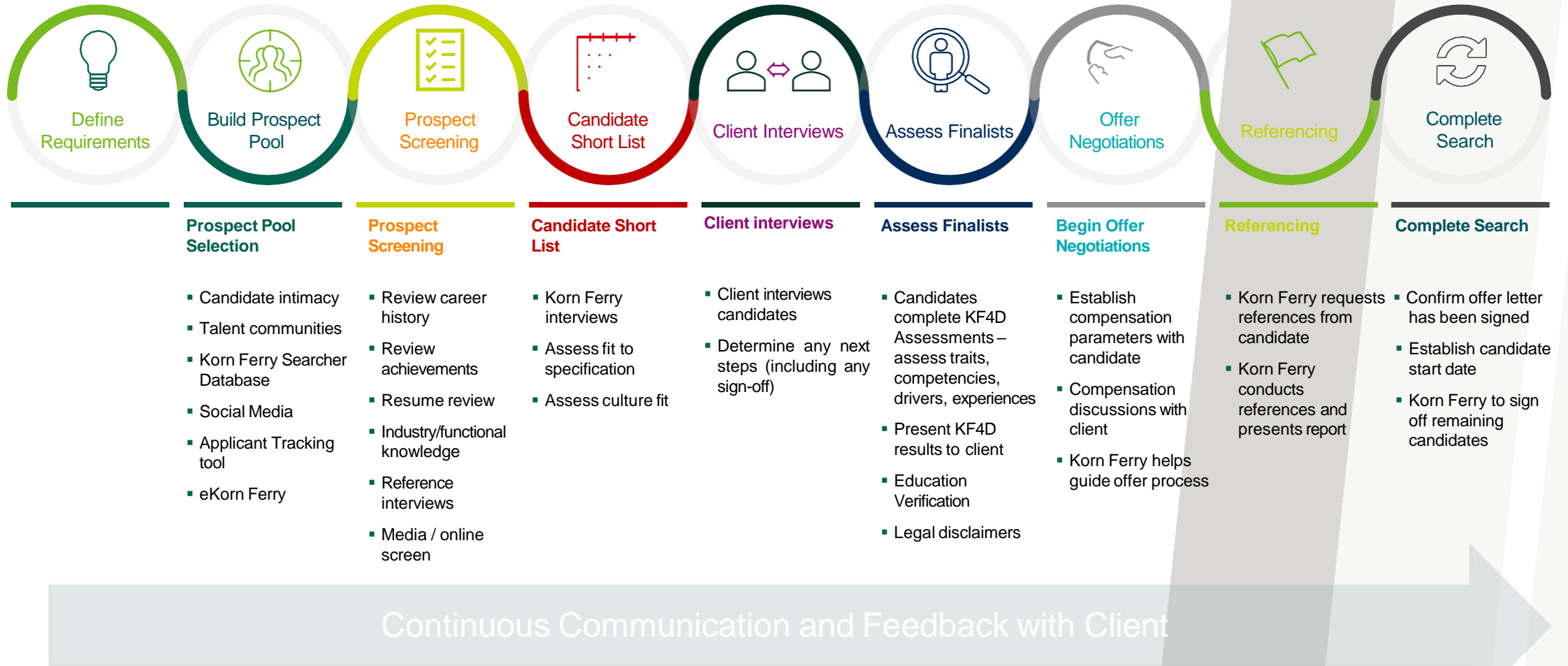


Proposed Search Process

Your Korn Ferry Team



Our Process



KF4D Assessment



KORN FERRY FOUR DIMENSIONAL EXECUTIVE ASSESSMENT

- **World-leading:** our most credible tool yet for evaluating talent.
- **Powerful:** puts the range of Korn Ferry expertise at your fingertips and gives you unprecedented levels of control over the assessment process.
- **Convenient:** works on any device and offers all the real-time functionality and convenience of an app.
- **Validated:** predictions are made based on years of research and the results of 4.4 million assessments.
- **Sophisticated:** rich visual representations of assessment results offer you deep insight into every candidate.



Why it is so important



Companies that used Korn Ferry's assessment tool during the executive recruitment process were **eight times more likely to hire an executive who will be promoted within three years** – compared to new hires where Korn Ferry's assessment tool was not used in the recruitment process.

*Korn Ferry Institute study, 2012



Korn Ferry's recruitment process outsourcing assessment identifies applicants who are **six times more likely to progress through screening** than were poor "fit" applicants.

*Korn Ferry Institute study, 2014



Candidates who are "strongly recommended" based on their Korn Ferry assessment scores are **eight times more likely to be in the top tier of performers** than the bottom tier.

*Korn Ferry Institute study, 2014



Four out of five leaders have serious blind spots about their skills, while two out of five have hidden strengths. We help reveal and understand people's underlying weaknesses while identifying and developing latent strengths.

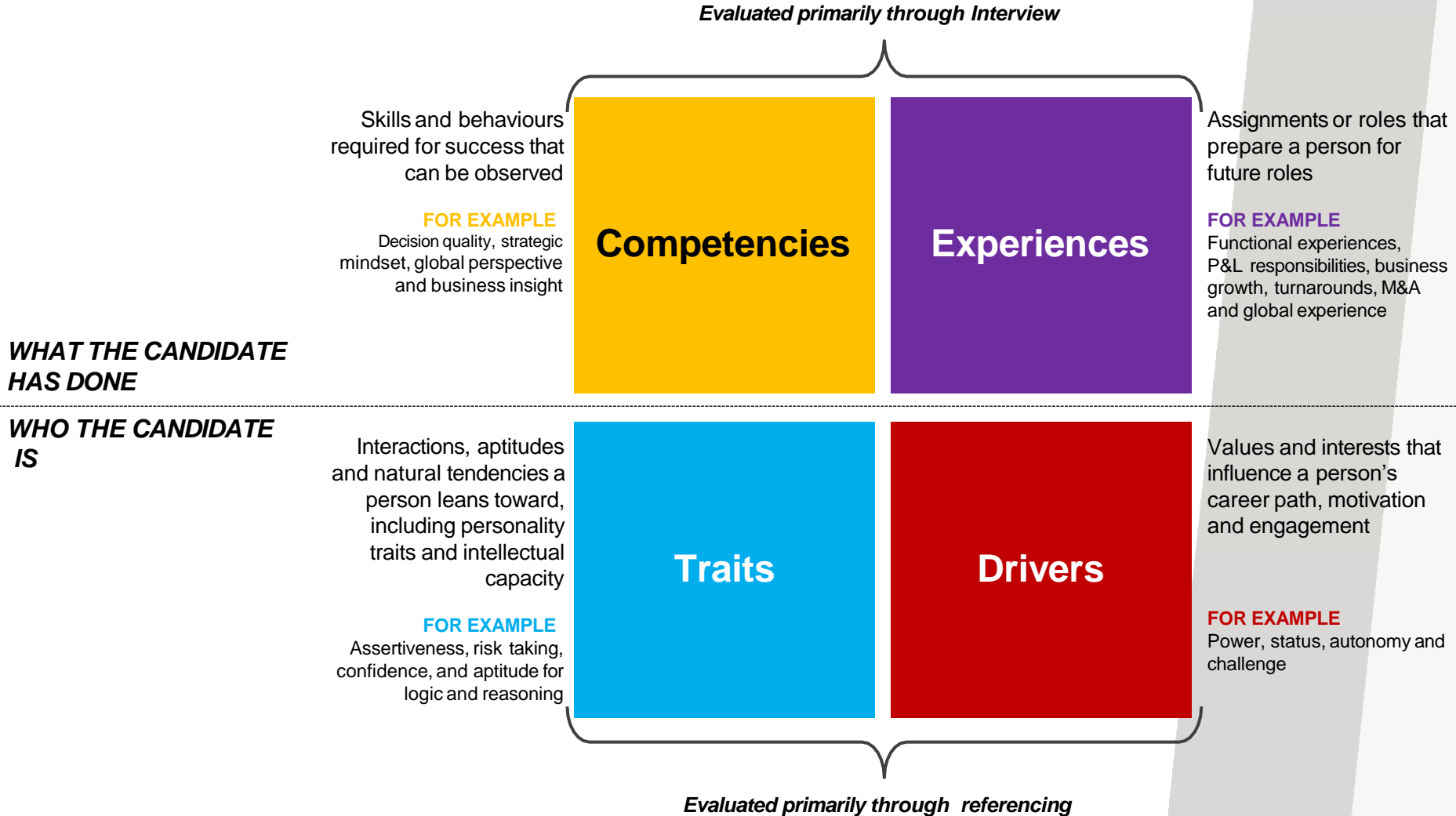
*Korn Ferry Institute study, 2012

40% of Executives Fail within the first 18 Months ... because the fit isn't right—
The average tenure of a marketing leader is often under 3 years.

Our assessment tools and capabilities help buck these trends.

We assess candidates across Four Dimensions of Talent

Link to Demonstration of the KF4D Assessment <https://kf4d.com/demo/index.html>



KF4D: Tailored Candidate Experience Reporting results

- The individualized candidate experience report share the overall Competencies, Traits, Drivers, and Motivators.
- Candidate report is optional and does not have to be provided to all candidates.

Candidate Assessment September 24, 2015

Mary Li
Chief Executive Officer
World Communications

POSITION INFORMATION:
Smith Company,
Chief Financial Officer

Korn Ferry Four Dimensions
By leveraging the largest set of competencies, traits, drivers, and motivators, we can provide your company a holistic view of how your candidate will perform in your organization.

Competencies

HIGHER	MODERATE
Global perspective	Navigates
Strategic vision	Develops
Balances stakeholders	Ensures
Financial acumen	Nimble
Situational adaptability	Persuades

Traits

Mary Li tackles complex challenges with an optimal balance of creativity, flexibility and careful analysis. Candidates like Mary Li are highly energized by working with others and use social acuity, motivational skills and a strong social network when navigating challenges. They take charge, make decisions confidently and have the endurance to pursue challenging goals.

Drivers

BALANCE
Driven to integrate work and life in a sustainable way.

COLLABORATION
Motivated by interdependence, working with others toward a common goal.

POWER
Driven by high degrees of responsibility and visibility, along with the influence that accompanies status.

CHALLENGE
Motivated by achievement in the face of tough obstacles.

GLOBAL PERSPECTIVE
Taking a broad view when approaching issues, using a global lens.

STRATEGIC VISION
Seeing ahead to future possibilities and translating them into breakthrough strategies.

BALANCES STAKEHOLDERS
Anticipating and appreciating the varying needs of all parties invested in outcomes.

FINANCIAL ACUMEN
Interpreting and applying understanding of key financial indicators to make better business decisions.

SITUATIONAL ADAPTABILITY
Adapting approach and demeanor in real time to match the shifting demands of different situations.

NAVIGATES
Effectively balances relationships and organization.

DEVELOPS
Developing people, goals and the organization.

ENSURES
Holding self and others accountable for meeting commitments.

NIMBLE LEADER
Actively encourages learning through new problem failures as learning opportunities.

PERSUADES
Using compelling support and persuasion to influence others.

SOCIAL LEADERSHIP
Influence, collaboration, and interpersonal awareness that advances collective goals.

EMPATHY (EM)
Being attuned to others' feelings, motivations and concerns.

COMPOSURE (CP)
The ability to stay calm and poised in stressful, difficult or ambiguous situations.

INFLUENCE (IN)
The ability to motivate and persuade others.

SITUATIONAL SELF-AWARENESS (SS)
The ability to stay attuned to one's own experiences, motivations and reactions in the present moment.

SOCIALITY (SO)
The natural inclination to engage with and interact with others.

AFFILIATION (AF)
A preference for aligning with a larger team or organization toward a common goal.

AGILITY
Adaptability, curiosity, and innovative thinking in conditions of ambiguity and risk.

EMPATHY (EM)
Being attuned to others' feelings, motivations and concerns.

COMPOSURE (CP)
The ability to stay calm and poised in stressful, difficult or ambiguous situations.

INFLUENCE (IN)
The ability to motivate and persuade others.

SITUATIONAL SELF-AWARENESS (SS)
The ability to stay attuned to one's own experiences, motivations and reactions in the present moment.

SOCIALITY (SO)
The natural inclination to engage with and interact with others.

AFFILIATION (AF)
A preference for aligning with a larger team or organization toward a common goal.

ENERGY
Vitality, resilience, and drive for achievement in spite of obstacles.

NEED FOR ACHIEVEMENT (NA)
A tendency to work intensely to achieve and exceed difficult standards.

PERSISTENCE (PE)
A tendency toward passionate and steadfast pursuit of long-term goals, in spite of obstacles, discouragement, or distraction.

ASSERTIVENESS (AS)
The degree to which people enjoy taking charge and directing others.

RISKTAKING (RI)
A willingness to take a stand, or take chances based on limited information.

RELEVANT EXPERIENCE (FIRM AND ROLE)

Client	
CalSTRS (California State Teachers' Retirement System)	Associate Portfolio Manager, Private Equity
CalSTRS (California State Teachers' Retirement System)	Portfolio Manager, Private Equity
Commonfund	Board Director
Investure, LLC	Fund Controller
Liberty University	Investments Director
Motion Picture Industry Pension & Health Plans	Director of Investment Operations
New Jersey State Police & Fire Retirement System	Chief Investment Officer
New York Life Insurance Company (HQ)	Deputy Chief Investment Officer
State of Georgia - Division of Investment Services	Private Equity Analyst
UAW Retiree Medical Benefits Trust	Senior Managing Director, Income Strategies
Utah Retirement System	Chief Investment Officer
Virginia Retirement System	Chief Investment Officer

RELEVANT EXPERIENCE (FIRMS)

Client	
California Public Employees Retirement System (CalPERS)	North Carolina Retirement Agency
Employees Retirement System of Texas	North Dakota Retirement and Investment Office
Fort Worth Employee's Retirement Fund	NYSNA Pension Plan and Benefits Fund
Indiana Public Employees Retirement System	Pennsylvania State Employees Retirement System
Los Angeles County Employees Retirement Agency (LACERA)	Sheet Metal Workers' National Pension Fund
Los Angeles Fire and Police Pension System	State of Connecticut
Maryland State Retirement System	State Teacher Retirement System of Ohio
Minnesota State Board of Investment	State of Wisconsin Investment Board
Missouri State Employees Retirement System	Teacher Retirement System of Texas
New Jersey Police and Fireman's Retirement System	UAW Retirement System
New York City District Council of Carpenters Benefit Funds	Utah Retirement System
New York City Retirement	Virginia Retirement System
New York State Common Retirement Fund	Wyoming Retirement System

Team Bios





Tel: +1 (416) 400-1190
 Andrew.brown@kornferry.com

Andrew Brown

Sector Leader, Financial Services

Andrew Brown serves as Sector Leader, Financial Services for the Professional Search division of Korn Ferry and is based in Toronto.

Mr. Brown has more than fourteen years of experience recruiting on behalf of a variety of clients including asset managers, pension funds, insurance companies, real estate companies, fund administrators and family offices. This work has spanned a wide range of cities all over North America.

Prior to his employment in the recruiting industry, Mr. Brown held positions at some of Canada's most respected asset managers. This experience afforded him the opportunity to gain a deep understanding of the asset management industry and its components. He took this knowledge into the recruiting business to become a trusted advisor to his clients, and to leverage his understanding of the business to deliver great results.

Prior to Korn Ferry, Mr. Brown was a Partner with one of a leading human capital consulting firm, where he co-led the financial services recruiting practice.

Mr. Brown's highly collaborative and transparent style has enabled him to accumulate a growing roster of satisfied clients which has led to deep and long-lasting relationships. He is also a firm believer psychometric assessments, to aid clients into confident hiring decisions.

Mr. Brown's experience in financial services covers a broad range of functional and industry specific roles. This work includes searches in the areas of:

- Investment management
 - Operations
 - Fund accounting & middle office
 - Investment distribution/sales
 - Risk management/compliance.
 - Head/VP of human resources
 - Marketing
 - Procurement.
- Mr Brown holds an Honours Bachelor's of Arts degree in Economics from Lakehead University.



Thank you



WILBANKS PARTNERS

New Hampshire Retirement System
Introduction to Wilbanks Partners llc

Wilbanks Partners, LLC
One Stamford Plaza, 9th Floor
263 Tresser Boulevard
Stamford, CT 06901

www.wilbankspartners.com

November 22, 2024

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I. Search Process



Search Process

- Overcommunication key to success
 - Extensive discussions with employees and referees to get to know the firm
 - Weekly conference calls to benchmark progress and stay focused with status report and prospect/candidate tracking grid updates
 - Confidential client data portal maintains all client/recruiter correspondence in an easily accessible 24/7 location

- Thorough initiation of search process highest predictor of successful outcome
 - In-person consultations with every member of the jury before commencing, including multiple iterations of job description and search strategy
 - Review of benchmark profiles to calibrate job description and search strategy

- Research and identification
 - Five (5) staff run research, utilizing big data aggregation methodologies, which are then refined using several data mining and predictive analytic tools.

Search Process (cont'd)

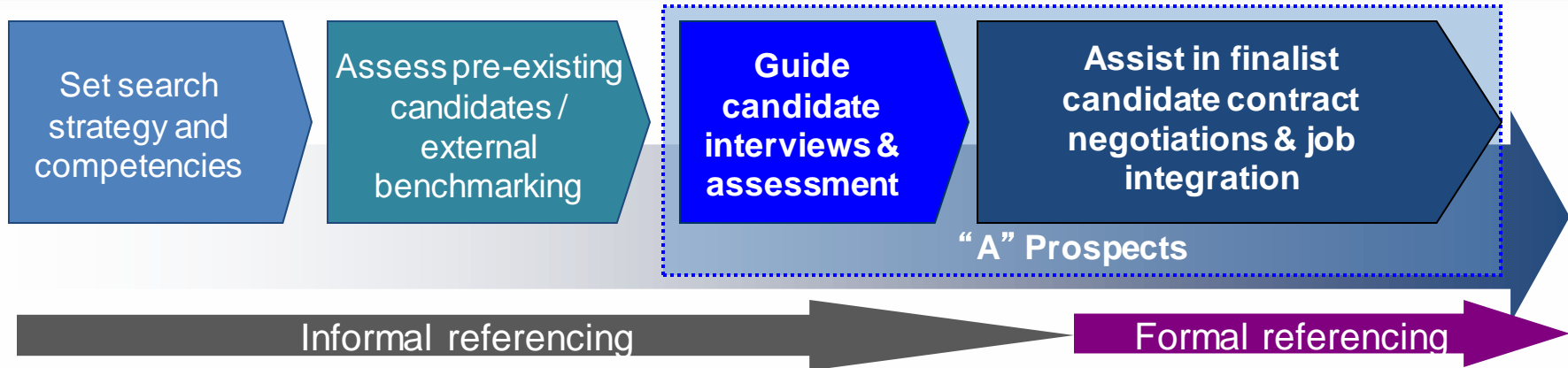
- Candidate pool refinement
 - Extensive use of references, friends of the firm, and trusted intermediaries in the industry. Our access to leaders and innovators is unparalleled.

- Candidate identification and screening
 - Multi-dimensional process
 - References and research identify prospect, background studied (more applications of data mining are utilized here)
 - Initial contact and phone screening to make the prospect/candidate play the first card
 - Extensive telephone or in person interview (1-2 hours) as part of preparation of multiple-page candidate profile
 - Finalist candidates are further screened with additional references and several hour in-person meeting, usually over a meal.
 - Always carefully balancing confidentiality and compliance with all labor laws

Search Process (cont'd)

- Client interviews
 - Need to satisfy multiple agendas in interview process
 - Coalesce stake holders (all interested parties in the critical path) around the validity of the process through involvement and transparency early in the process.
 - Be respectful of time of jury members (those with a veto right) whose involvement is critical throughout.
 - Fit to the culture is essential. Need to use multiple measurement techniques:
 - Candidates need prior track record in similar size business model, professional references and technical interviews.
 - Personality possessing strong ego tempered by high self-awareness and good sense of humor, personal references and social interviews.
 - Psychometrics can provide useful insights.
 - Structured interviews: “Every interviewer has a job.”

We Work in Partnership with You



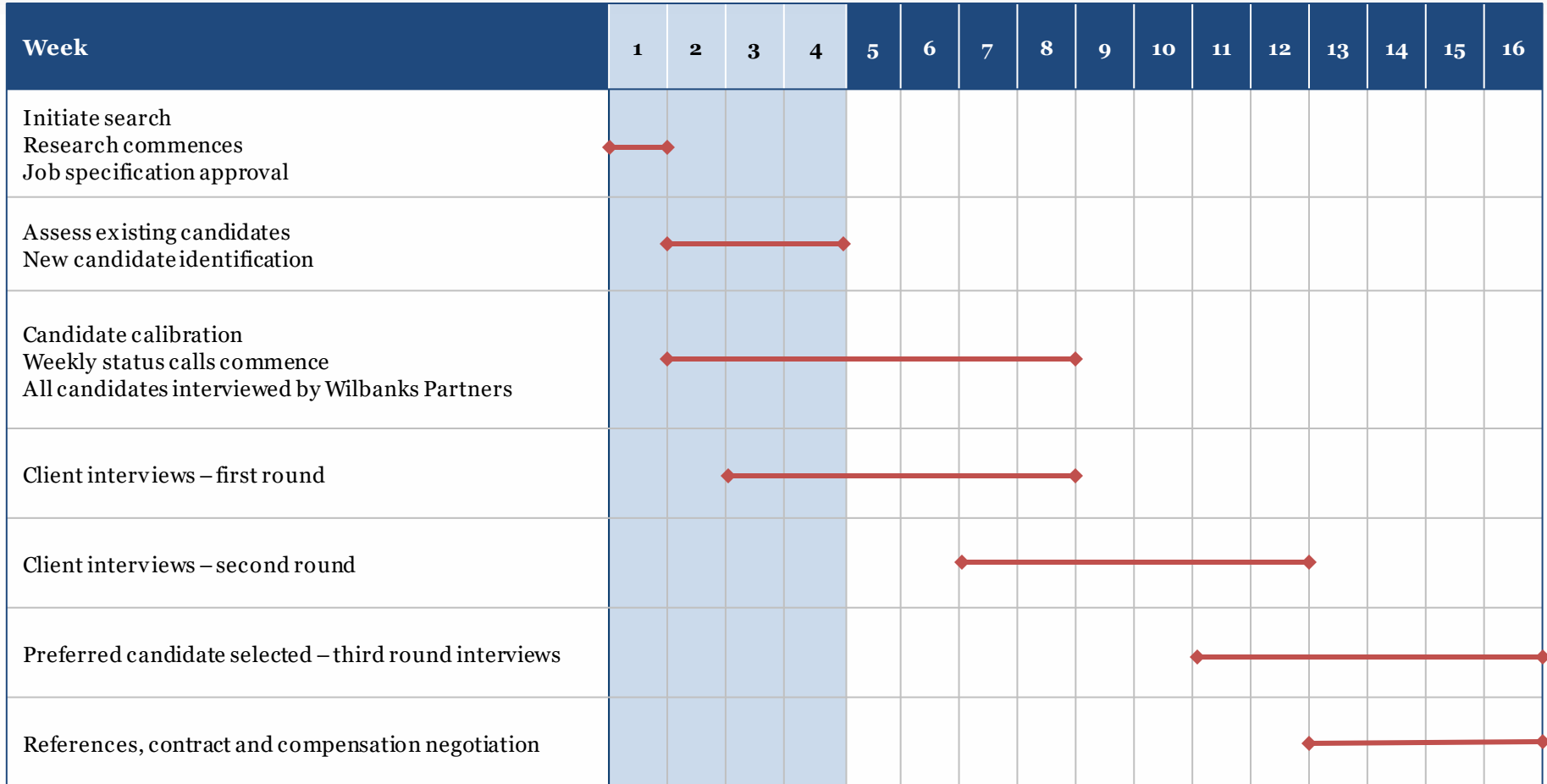
Wilbanks Partners Commitments

- Clear milestones, agreed up front
- Visible, transparent process
- Bi-weekly status calls
- Thorough, independent references
- Availability and urgency
- Influence and relationships

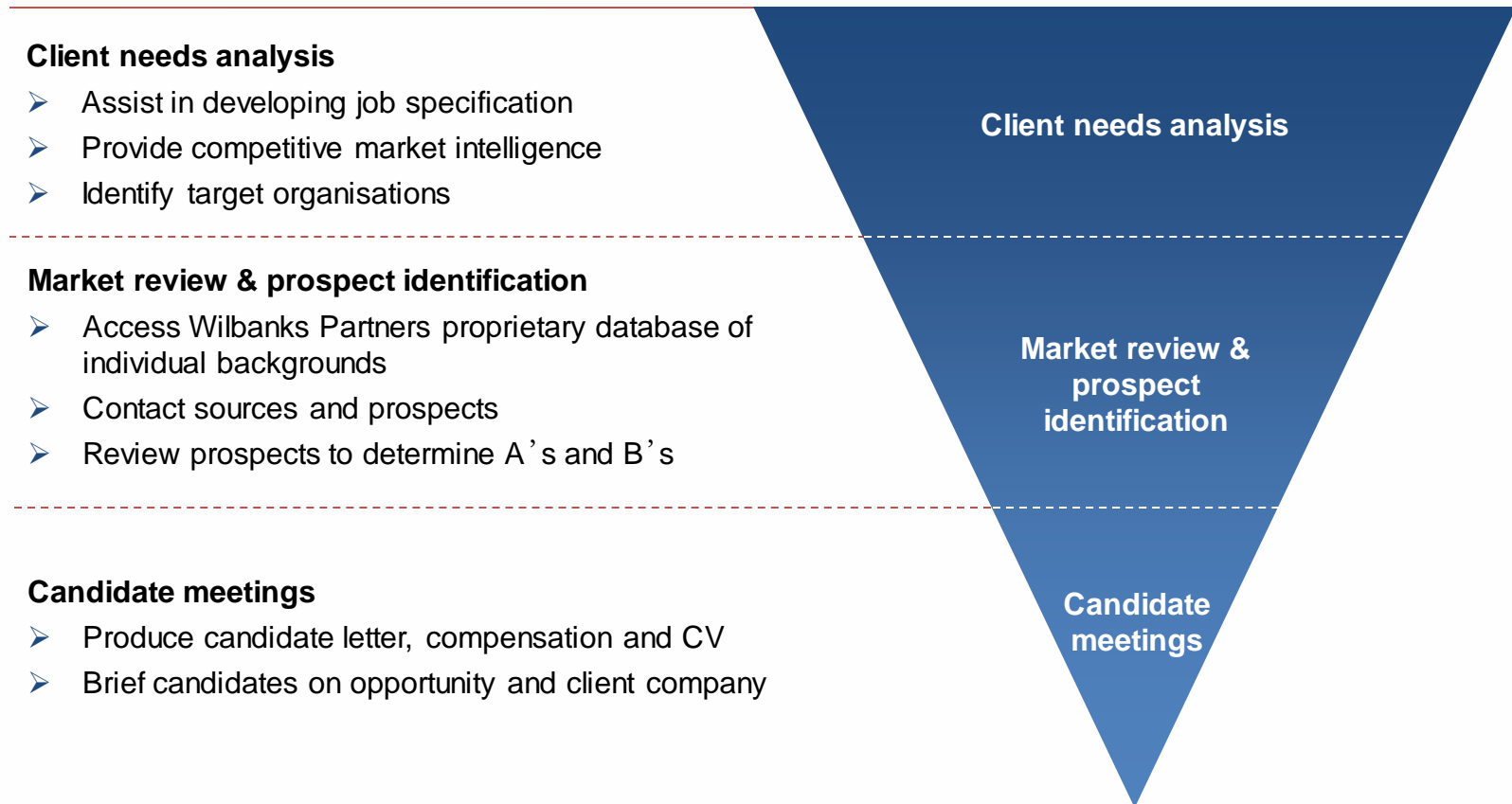
Client Commitments

- Honesty and openness of information
- Commitment and time in the process
- Permission to be pushed
- Prompt and detailed feedback
- Treating individuals as candidates, not applicants
- Extend a competitive offer

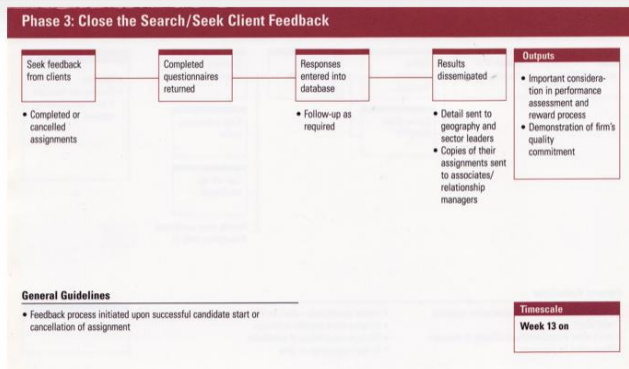
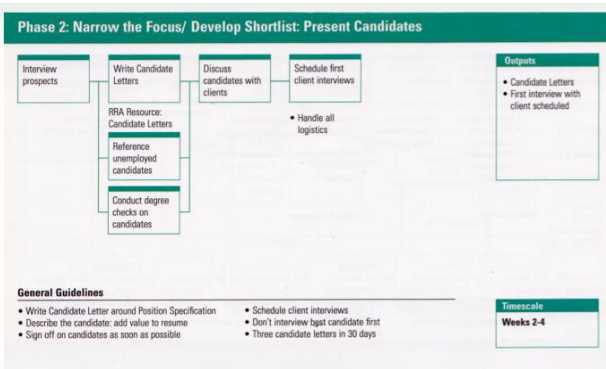
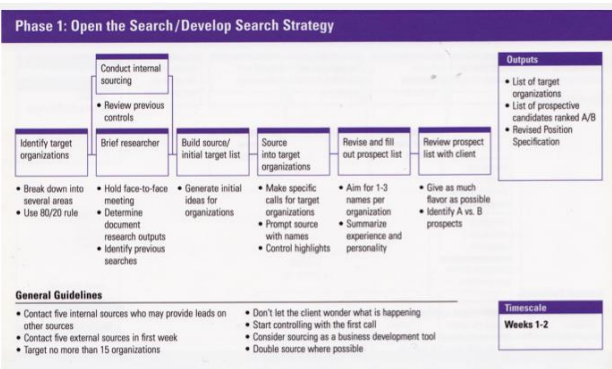
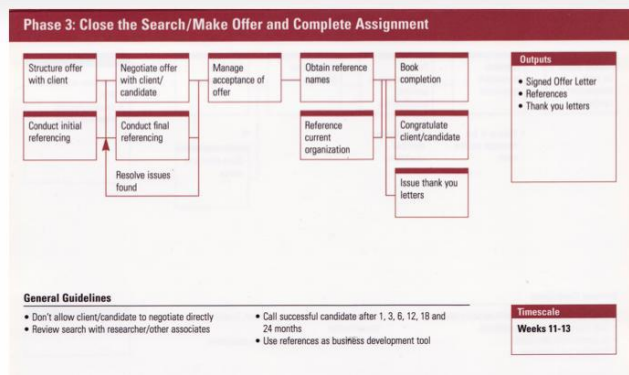
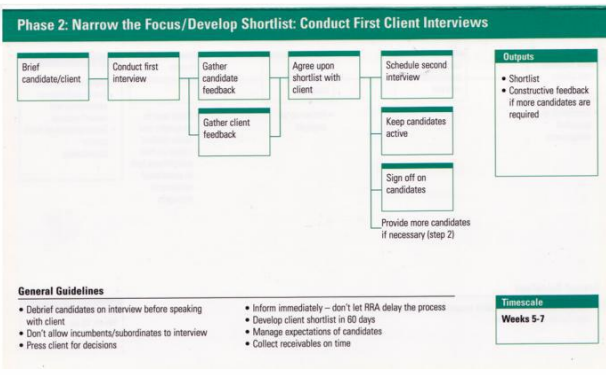
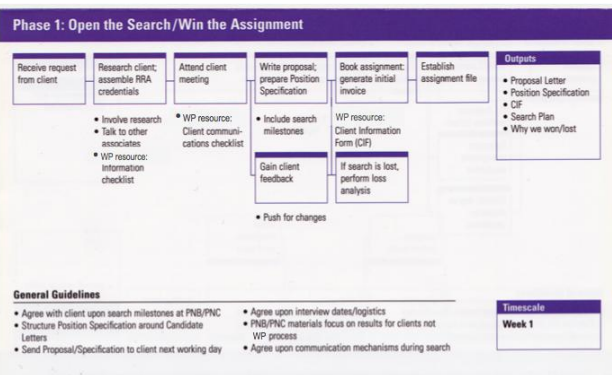
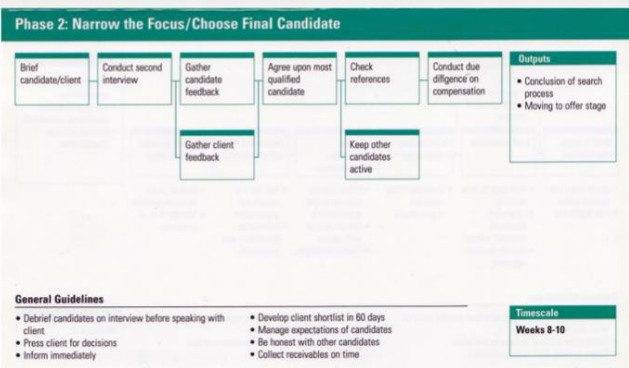
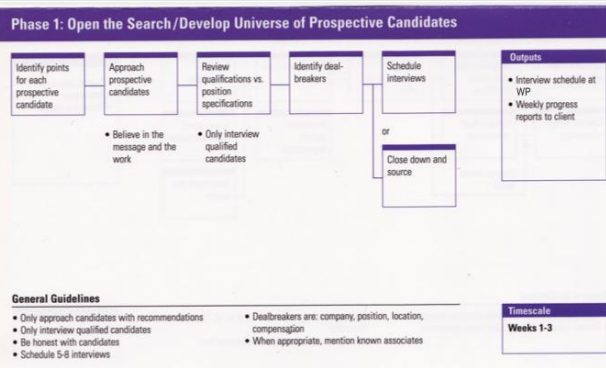
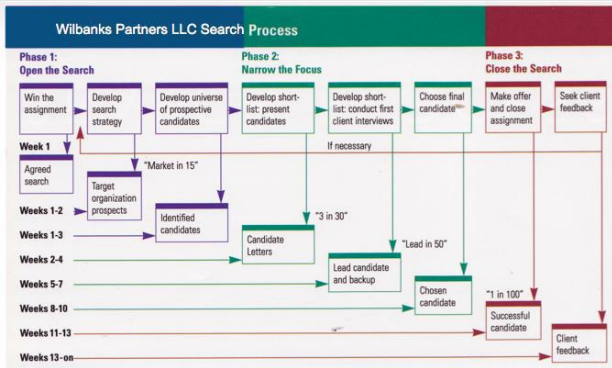
Our Approach Is Transparent and Focused On Consistent Communication



Our approach to search focuses on making a “fast start”



The Science of the Search Process



II. Diversity Recruiting



Leadership in Diversity Recruiting

Wilbanks Partners LLC is a leader in Diversity Recruiting, having led major initiatives in this area in the last decade at three major investment firms. The results were both in the "C" Suite, including a Chief Investment Officer, the Heads of Distribution for two different firms, as well as multiple placements at the investment analyst and portfolio manager level for another major East Coast suburban investment company.

- Outstanding track record of success recruiting diversity candidates to leadership roles, as about 50% of our successful candidates since 2011 have represented diverse cohorts.
- Guarantee a diverse slate, but measure success only through the final hire.
- Work closely with the management team to minimize unconscious bias and counterproductive micro-messaging in the recruiting process.
- Sourcing networks include contacts from over two decades of relationship building with diversity cohort organizations such as NASP, OUT Leadership, Wall Street Women's Alliance, Toigo Foundation, etc.
- Extensive public speaking and publishing track record on the topic (see our blogs, "[Building a Diverse Workforce in the Investment Business](#)," July 2016, and "[Unconscious Bias in New Hire Compensation — Profitability Expectations vs. Gender Pay Bias](#)," November 2018).
- Hosted Women's Leadership Forum of 80 female CEOs from II300 firms from 2013-2015.

Selected Representative Diversity Recruitments

Asset & Wealth Management

Board of Directors

Major Global Private Equity Firm
Member, Board of Directors & Chair of Audit Committee

Major Independent Investment Firm
Member, Board of Directors

Global Public Investment Mgmt Firm
Member, Board of Directors

Large Mutual Fund
Independent Trustee (4)

Major Financial Services Industry Association
Member, Board of Directors

CEO / COO

Major Family Office
Chief Executive Officer

Large Family Office
President & CEO

Corporate Officers

Major Independent Investment Firm
Head of International Audit

Major Wealth Management Firm
MD & Chief Risk Officer

Mid-Sized Global Investment Manager
Director of Human Resources

Mid-sized Independent Investment Manager
Chief Human Resources Officer

Chief Investment Officer

Major Regional Bank
CIO – Investment & Wealth Mgmt

Significant UHNW Boutique Private Bank
Chief Investment Officer

Major Pension Fund
Director of Alternative Investments

Major Community Foundation
Chief Investment Officer

Large Family Office
Director of Investments

Large Family Office
Head of Investments & Portfolio Administration

Equities

Major Independent Mutual Fund Firm
MD & Head of Quant. Equity Investing

Sr. Quantitative Research Analyst (3)

Global Macro Economist (2)

Fixed Income

Large International Insurance Company
Senior Credit Portfolio Manager

Senior Credit Research Analyst

Technology and Operations

Major Independent Investment Firm
EVP, Operations & Implementation, Retirement Business

Middle Office Software Company
Product Manager

Institutional Sales & Marketing

Major Independent Investment Firm
EVP & Division Executive, Defined Benefits Administration

Leading ESG Investment Firm
SVP & Head of Pension Sales

Mid-Size Global Equity Manager
Partner & Head of Marketing and Client Service

Major Investment Firm
VP & Chief Marketing Officer – Inst'l

Investment Analytics Software Company
Head of Sales

Major Global Asset Management Firm
Senior Institutional Equity Sales Specialist & Client Portfolio Manage

Retail Sales & Marketing

Leading ESG Investment Firm
EVP & Head of Distribution

Head of Internal Sales Desk

Major Global Asset Management Firm
SVP & Head of Retail Marketing

SVP & Head of Digital Marketing

Major Investment Firm
VP & Chief Marketing Officer – Retail

Major Global Asset Management Firm
SVP – Digital Marketing

Major Investment Management Firm
Director & Chief Marketing Officer – Digital and Social Media

Significant UHNW Boutique Private Bank
Managing Director & Head of Client Service

Mid-sized Investment Firm
ETF Product Manager

Diversity Search Strategies

- “The only measure of diversity recruiting success is in the final hire.”
- Write and audit job descriptions carefully, avoiding biased language.
- Introduce diversity cohorts in the jury early in the interview process and make sure all jury members are aligned in messaging.
- Work closely with jury members on interview techniques and recruiting processes to minimize unconscious bias and counterproductive micro-messaging.
- Specifically target sourcing and referencing initiatives toward diverse cohorts early in the search process. See the following list of associations with which we maintain frequent contact or of which we are a supporting member, including attendance at association conferences and speaking engagements.

Wilbanks Partners Diversity Cohort Association Relationships

[100 Women in Finance / 100 Women in Hedge Funds](#)

[Ascend](#)

[Asian American Insurance & Financial Professional Assoc.](#)

[Asian Women in Business \(AWIB\)](#)

[Association of African American Financial Advisors](#)

[Association of Asian American Investment Managers](#)

[Association of Black Foundation Executives \(ABFE\)](#)

[Association of Latino Professionals for America \(ALPFA\)](#)

[CEOAction / Black Corporate Directors Conference](#)

[CFA Institute's Driving Change Initiative](#)

[CFA Institute's Women in Investment Mgmt Initiative](#)

[Council of Urban Professionals](#)

[Disability:IN](#)

[Diverse Corporate Directors Coalition \(DCDC\)](#)

[The Diversity Project](#)

[Effective Leadership Council](#)

[Ellevate Network](#)

[Financial Women's Association](#)

[Girls Who Invest](#)

[Girls with Impact](#)

[The Global Impact Investing Network \(GIIN\)](#)

[INROADS](#)

[Invest in Girls](#)

[INvolve](#)

[JumpStart Advisory Group](#)

[JUST Capital](#)

[Latino Corporate Directors Association \(LCDA\)](#)

[Management Leadership for Tomorrow \(MLT\)](#)

[MMI Gateway to Leadership / Gateway Foundation](#)

[National Association of Asian MBAs \(NAAMBA\)](#)

[National Association of Securities Professionals \(NASP\)](#)

[National Black MBA Association \(NBMBAA\)](#)

[Native American Finance Officers Associates \(NAFOA\)](#)

[Neythri](#)

[NICSA Diversity Project North America](#)

[OUT Leadership / Quorum](#)

[The Partnership, Inc.](#)

[The Robert Toigo Foundation](#)

[SOCAP Global](#)

[South Asian Women's Professional Network \(SAWPN\)](#)

[Sustainability Accounting Standards Board \(SASB\)](#)

[TiE Global \(The IndUS Entrepreneurs\)](#)

[UN Principles for Responsible Investment Initiative](#)

[US Sustainable Investment Forum \(US SIF\)](#)

[Wall Street Bound](#)

[Wall Street Women's Alliance \(WSWA\)](#)

[Women Corporate Directors](#)

[Women in ETFs](#)




























[Year Up](#)

[Zolio Women's Investment Competition](#)



Diversity Search Strategies

- Recognize where there is opportunity, as certain functions have more diversity, and certain diverse cohorts more open to change, than others.

	Board of Directors	CEO / COO	CIO	Portfolio Manager / Analyst	Corporate Officers*	Institutional Sales	Retail Sales	Retail Marketing	Tech & Ops
Size of Candidate Pool									
Size of Diversity Pool									
Ease of Recruitment									

* Corporate Officers include finance, administration, legal, risk/compliance, and human resources functions.

III. Mission-Driven Search Work



Mission-Driven Work a Core Focus

Our work with mission-based organizations continues to drive our business. Recent examples include relationships with True Link Financial, Greenbacker Capital, and Morningstar Funds. It is exciting for our team to work with these clients who are making the world a better place while serving clients in a highly competitive way.

Since the founding of our firm, we have worked on a wide variety of mission-driven leadership searches for associations, not-for-profit asset owners, and ESG investment firms. Recently completed searches include the CEO of The Investment Fund for Foundations and the Chief Investment Officer for the New York Community Trust. Earlier work included C suite and Board assignments for Calvert Investments, Vanguard, The Sustainability Accounting Standards Board, the Money Management Institute, the Insured Retirement Institute, NICSA, The Investment Company Institute, and several large family offices.

Wilbanks Partners: Selected Mission-Driven Assignments

Client	Role
Greenbacker Capital	Executive Vice President - Chief Financial Officer Executive Vice President - Chief People Officer
Morningstar Funds Trust	Independent Trustees (2)
True Link Financial	Head of RIA Platform
The Investment Fund for Foundations (TIFF)	President
Sustainability Accounting Standards Board (SASB)	Member, Board of Directors (2)
Insured Retirement Institute (IRI)	President & Chief Executive Officer
Money Management Institute (MMI)	President & Chief Executive Officer
National Investment Company Services Assoc. (NICSA)	President
The New York Community Trust	Chief Investment Officer

Wilbanks Partners: Selected Mission-Driven Assignments

Client	Role
International Swaps & Derivatives Association (ISDA)	Chief Executive Officer Vice Chairman & Head of International General Counsel
Investment Company Institute (ICI)	EVP & Chief Operating Officer General Counsel Managing Director & Head of Europe Head of Member Services

IV. Why Wilbanks Partners?



Why Wilbanks Partners?



- Hands on, fully customized approach on every search leads to more creativity and a closer business partnership with clients.
- Every search personally led by the senior partner, who is on call 24/7.

- Hyper-leveraged with fully dedicated staff of four experienced researchers utilizing state of the art big data aggregation, data mining and predictive analytics. We have innovated faster and farther than the competition due to nimble, SAAS cloud-based infrastructure.
- All external market contacts managed solely by the senior partner; no outsourcing or young associates involved in candidate and reference interactions. “Your search partner is integral to your firm’s recruiting brand.”

Why Wilbanks Partners? (cont'd)

- Wisdom and contacts resulting from 20+ years of relationship building in the asset and wealth management industry utilized quickly and accurately on every aspect of the search partnership.
 - Candidate identification
 - References
 - Access
 - Business strategy
 - Market intelligence

- No distractions of large firm governance
 - Conflicts
 - Candidate off-limits
 - Conflicting searches handled simultaneously
 - Arbitration of recruiting firm resource management
 - Able to invest the time necessary on every search, taking the long run view of building multiple year partnerships with clients, instead of satisfying individual search efficiency and timing mandates

Why Wilbanks Partners? (cont'd)

- Low overhead infrastructure
 - Allows us to choose our clients more selectively, building a brand that provides greater access to prospects and references
 - Creates a partnership style with clients where we can listen more attentively and patiently, relying on repeat business, rather than hard-charging sales techniques

V. Wilbanks Partners Team



Wilbanks Partners Team

George Wilbanks spent over 20 years building the asset and wealth management practice at Russell Reynolds Associates to an industry leading position before founding Wilbanks Partners LLC in 2011. Earlier he had worked with a venture capital and family office business Agtek International, and then The Dreyfus Corporation in business development as Assistant to the Chairman. A graduate of Williams College with a degree in Political Philosophy, he subsequently earned his MBA in Marketing at New York University's graduate school of business.

Direct: (203) 303-7766

Mobile: (203) 856-8436

E-mail: george@wilbankspartners.com

Trisha Schultz manages the front office of search operations. Most recently she managed investment programs, client service, and operations with several RIAs. Her earlier career included over 10 years in roles of increasing responsibility in consultant relations (Vice President), global product strategy, channel marketing and client relationship management with RCM Capital/Allianz Global Investors and NWQ/Nuveen. She received her BS in Finance and Business Management from Marist College.

Direct: (203) 806-4282

Mobile: (415) 652-7120

E-mail: trisha@wilbankspartners.com



Our Team

Beverly Love manages the back office of search operations. She has worked with George for over 20 years at Russell Reynolds Associates in the asset and wealth management practice, and at Wilbanks Partners. Previously, she worked in the office of the Chief Economist of Morgan Stanley & Company for five years. She earned a Masters from Southern Methodist University and an undergraduate degree from Abilene Christian University. She is pursuing her Masters at Yale University's Divinity School, with a concentration at their School of Sacred Music. She is also a *jugendlich dramatischer* soprano with an extensive repertory.

Neil Callaghan leads research. He has over 20 years experience in the financial services industry and founded SEIN Research. He worked with George at Russell Reynolds Associates for a decade, heading Research for the Asset & Wealth Management Practice. He began his career in research with Wasserstein Perella. He has an undergraduate degree in Economics from Stonehill College and a Masters in Information Sciences from Long Island University/C.W. Post.

Cristina Junco O'Reilly assists with research and project management. She most recently spent 3 years in Operations Support with e-learning platform onQ. Prior to that, she served as Director of the SaltLight Center, an emergency homeless shelter for women and children, and served as Head of Digital Initiatives for Family Promise of Gwinnett County. She began her career as a Lead Instructor in the D. Scott Hudgens Early Education Center at Gwinnett Technical College. Cristina earned a BS in Child & Family Development from the University of Georgia.

Our Team

Eric Urena assists in all website management, digital marketing and digital security issues. He is a digital entrepreneur, bilingual content producer, and Cisco Certified Network Associate. He founded Lumeo Studios, which has amassed a total of 1 billion video views across all social media platforms. He previously co-founded Klokus Media and also served as a Social Media Consultant for Futurism, Dose, and Slant News. Eric is a member of the New York University Kairos Society Entrepreneurial Chapter.

Kathleen Rosales Urena assists in digital marketing and business analytics. She is currently the Product Manager for Cariona, a global provider of eco-friendly menstruation products. She also previously worked as Product Growth Lead for Lumeo Studios. She began her career as a Product Manager and Marketing Lead for Vent, a social network based in Australia. Originally from the Philippines, Kath received a BS in Civil Engineering and a BSBA with a major in Computer Applications and Business Analytics from De La Salle University in Manila.



WILBANKS PARTNERS

New Hampshire Retirement System

Head of Private Markets

Proposed Search Strategy

November 22, 2024

- Target members of private market and real asset investment asset class teams at larger (over \$2 bil AUM) asset allocators such as OCIOs, plan sponsors, foundations, endowments and family offices.
- Target team leaders in alternative asset classes at small and mid-sized (under \$2 bil AUM) asset allocators
- Target the non-partner team members specializing in alternative asset classes of investment consultants (such as Cambridge, NEPC, Albourne, Wilshire, Mercer, AON, Meketa, Russell, etc.)

**DRAFT**

WILBANKS PARTNERS

New Hampshire Retirement System

Head of Private Markets
Proposed Search Strategy

November 22, 2024

EXPERIENCE

- Minimum of 10-15 years of experience in an investment management research or portfolio management capacity.
- Five or more years of experience in private market asset classes with an allocator or manager of managers such as an OCIO, pension, foundation, endowment or family office, or with an investment consultant to these asset allocators.
- Track record of expanding leadership skills including managing a small team of research professionals.
- Prior experience in investment policy as an advisor to an investment committee.

V1
Wilbanks Partners LLC

November 22, 2024

**WILBANKS PARTNERS LLC
TERMS OF ENGAGEMENT
HEAD OF PRIVATE MARKETS
NEW HAMPSHIRE RETIREMENT SYSTEM**

Our fee will be fixed at \$75,000. A Retainer portion of the Fee of \$75,000 is payable in two installments of \$25,000, the first invoiced at the initiation of this partnership and the second thirty (30) days later. \$25,000 shall be due upon the completion of the assignment when the successful candidate joins New Hampshire Retirement System. The interim retainers represent our minimum fee for this assignment.

All normal out-of-pocket, reasonable recruiting-related expenses shall be invoiced on a monthly basis, without any mark-up. We will work closely with New Hampshire Retirement System and book all candidate travel through your preferred vendors in order to simplify bookkeeping and take advantage of the firm's purchasing power in these areas.

Although it is our objective to complete the assignment within the first six (6) months, we shall continue our work for an additional six months if necessary, charging only for expenses. You may cancel the assignment at any time. In the event you cancel the assignment during the first thirty (30) days, the first retainer installment will be due, plus any reasonable out-of-pocket expenses incurred up to and including the date of cancellation. For assignments cancelled after the 30th day, the total retainer will be due, plus any reasonable out-of-pocket expenses incurred up to and including the date of cancellation. Our fee, and project-related expenses as described in this letter, shall be payable without regard to the ultimate resolution of the assignment. Kindly note that invoices are payable within thirty (30) days of their receipt by New Hampshire Retirement System. Non-payment of invoices in a timely manner shall result in our suspension of effort.

You agree that we have exclusive rights to represent you on this assignment until it is completed or cancelled.

We will work closely with you to develop a comprehensive understanding of your needs and to determine the core competencies that you require in the ideal candidate. We will then identify the best-qualified candidates for your position by utilizing our proprietary database, internal research capabilities and extensive network of contacts. Moreover, we will make reasonable efforts to verify the candidate's educational degree(s). In formulating a judgment as to a candidate's suitability for a position, we do rely upon information given to us by sources, candidates, references and private contacts. Therefore, we cannot guarantee the information and consequently, the performance of the candidate you select.



WILBANKS PARTNERS

We will provide you with a six (6) month guarantee as follows: If, within six months from the hired candidate's start date, the candidate selected by you voluntarily resigns, is terminated for cause or for reasons that we should have identified during the search process, we will conduct a search to find a replacement, charging for pre-approved expenses only. The foregoing is the limit and extent of our liability to you and you agree that in the absence of any gross negligence or willful misconduct on our part, we are not responsible for any damages that result as a consequence from, or otherwise related to, the termination of the recruited candidate.

In seeking candidates on your behalf, we are committed to developing a diverse slate of candidates. We will not discriminate on the basis of race, ethnicity, gender, religion, citizenship, age, sexual orientation, or any other characteristic protected by state, federal, national or applicable local law.

Maintaining the confidentiality of both New Hampshire Retirement System, and candidate data is vital to the integrity of our work. The reports and information that you will receive about candidates are confidential and may also be protected by national data privacy legislation. Accordingly, they are exclusively for your own use and are to be used solely for the evaluation of the candidates for employment with your company. This information should only be shared with those inside your company who have a need to know such information and should never be disclosed to any third party outside of your company.

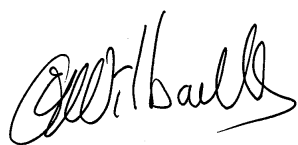
We request that Wilbanks Partners be identified as a partner that assisted in the recruitment in the announcement of the successful candidate as an employee of New Hampshire Retirement System.

Wilbanks Partners LLC agrees that it will not recruit employees from New Hampshire Retirement System for a period of one (1) year following the date of execution of this contract, unless an exception applies. Exceptions to this policy include instances where this Agreement has been terminated by New Hampshire Retirement System, where New Hampshire Retirement System, ceases to exist, where New Hampshire Retirement System, has materially breached its payment obligation under this Agreement, where New Hampshire Retirement System, LLC has authorized an exception in writing, or where New Hampshire Retirement System, has undergone a change in controlling ownership with the relationship established hereunder ending. Exceptions also include New Hampshire Retirement System, executives who, with New Hampshire Retirement Systems' knowledge, are seeking other employment opportunities.



These are the terms and conditions of our engagement for the assignment. Please indicate your acceptance by signing electronically (DocuSign) or returning one copy of this contract to:

Wilbanks Partners LLC
One Stamford Plaza, 9th Floor
263 Tresser Boulevard
Stamford, CT 06901



Wilbanks Partners LLC

Date November 22, 2024

New Hampshire Retirement System

Date _____



Department: Executive
Executive Team Member: J. Goodwin

Date: 11/30/24
Approved: 7/31/24

FYs 25-27 Executive Strategic Plan Summary

ACTION	PRIME MOVER(S)	TARGET DATE	STATUS/COMMENTS	ALIGNMENT WITH NHRS STRATEGIC PLAN
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/JL/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/MK	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.

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



To: Board of Trustees
From: Nancy J. Miller, Director of Member Services
Date: December 1, 2024
Re: Member Services Operating Report
Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- The Member Services team, in conjunction with project management and Finance worked to test the one-time temporary supplemental allowance (TSA) and then move it into the production environment. The payments have been processed for issuance to the eligible retirees in November.
- The annual Member Statements project continues to progress, with issuance being targeted in December.

Current Months' Highlights – October and November

- Option factors were tested in PG and all results were forwarded to GRS for their review and confirmation. We are awaiting that and updates to the service purchase calculators that GRS provides for our team's utilization.
- We filled the vacant Benefit Specialist position, and our new employee started working with us in November.
- With the increase in employer files being reported timely Member Benefits and Member Accounts have been focused on reducing backlogged refund issuance and benefit finalizations.

Upcoming Plans & Projects

- We will be focused on the testing and build-out of targeted go-live dates for the Violent Accidental Disability Retirement benefit calculation and the new Group II multiplier benefit calculation. We are waiting on LRS for both these deliverables.
- The targeted update of PG benefit calculation option factors is set for March of 2025, and we will continue to manage GRS' test material review accordingly.

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

NHRS New Retirement Applicants Placed on Payroll by Month for Fiscal Year

	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		74	97	104	97	85
February		94	89	105	93	94
January		125	131	200	154	142
December		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	606	1,529	1,856	2,145	2,063	1,888

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		67	36	22	38	188
February		52	25	15	44	75
January		29	22	13	25	60
December		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	56	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: 11/21/24
Approved: 7/1/24

FYs 25-27 Member Services Strategic Plan Summary

ACTION	PRIME MOVER(S)	TARGET DATE	STATUS/COMMENTS	ALIGNMENT WITH NHRS STRATEGIC PLAN
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>Testing completed and results to GRS. Waiting on GRS confirmation of test results.</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>Have approved CR and waiting on deliverable dates in order to test and then determine go-live calendar.</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>Not started.</i>	-
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Variables: Legislative changes, personnel changes/turnover, technology changes.



To: Board of Trustees
 From: Raynald Leveque, Chief Investment Officer
 Date: November 22, 2024
 Re: Investments Operating Report
 Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- October Investment Committee (Committee) Meeting Recap:
 - Staff presented an update on the monthly performance of the public market asset classes of the NHRS, rebalancing, holdings, and the Proposed 2025 Investment Committee Meeting Schedule.
 - Investment Staff presented the NHRS Global Equity, Global Fixed Income and Infrastructure Asset Class Guidelines.
 - The Committee unanimously voted to approve the Rebalancing Ranges for Global Equity, Global Fixed Income, Cash Equivalents and Private Credit.
 - The Committee unanimously voted for the approval of the MSCI All Country World IMI benchmark for the Global Equity asset class.
 - The Committee unanimously voted for the approval of the proposed guidelines for the Infrastructure Asset Class.
 - The Committee reviewed the Draft GRS Letter and NHRS Comprehensive Annual Investment Report (CAIR) Transmittal Letter.

Current Months' Highlights – October and November

- Preliminary Performance for September Period:

As of 09/30/2024	1 Month	Fiscal Year to Date	1-YR	3-YR	5-YR	10-YR
NHRS Total Fund <u>Net</u> Return	+1.17%	+4.78%	+16.87%	+5.16%	+8.63%	+7.72%
Policy Benchmark Return	+1.84%	+5.18%	+20.30%	+5.59%	+8.75%	+7.99%
Net Return Minus Benchmark (in basis points)	-67	-40	-343	-43	-12	-27

Source: Callan, NHRS

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

- KPM Performance for October:
 - Five reported KPMs were achieved; two are not applicable. Investment KPM #2 was not achieved: the three-year and five-year total fund performance trailed the applicable plan benchmark by 43 and 12 basis points, respectively. KPM #6 was not achieved: the Investment Team has initiated a rebalancing of the Global Equity and Global Fixed Income allocations to be completed in early December.
- Preliminary Performance for October Period not available at time of reporting.
- KPM Performance for November:
 - Four reported KPMs were achieved; five are not applicable. KPM #6 was not achieved: the Investment Team has initiated a rebalancing of the Global Equity and Global Fixed Income allocations to be completed in early December.

Upcoming Plans & Projects

- December Committee Meeting:
 - Staff will present 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 IIC will vote to approve its 2025 meeting schedule.
 - The IIC will vote to recommend that the Board approve the FY 24 CAIR.
 - Staff will present an update on the Global Equity and Global Fixed Income Plan Implementation.
 - The Committee will hear presentations from non-U.S. equity managers Artisan and Causeway in conjunction with the five-year contract extension process.
 - The Committee will consider a GP fund commitment to the Private Equity portfolio: representatives from Top Tier Venture Velocity Fund V will present their mandate to the Committee.
 - The Committee will consider a GP fund commitment to the Private Credit portfolio: representatives from Blackstone Multi-Asset Credit will present their mandate to the Committee.

Securities Litigation Summary

Staff 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 to participate in standard US 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 US class action and international securities litigation. 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 through October 31 st	\$ 228,785
Total:	\$ 17,792,667

Source: BNY, ISS, NHRS, Northern Trust

Department: Investments
Executive Team Member: R. Leveque

Date: 11/22/24
Approved: 8/23/24

FYs 25-27 Investments Strategic Plan Summary

ACTION	PRIME MOVER(S)	TARGET DATE	STATUS/COMMENTS	ALIGNMENT WITH NHRS STRATEGIC PLAN
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 at 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 Executive Director and Director of HR to initiate hiring additional staff for Investment Office.</i>	Goal 3.
3. Review the NHRS portfolio and Investment Office cost benchmarking study.	RL	FY 25	<i>In Process. First presentation of Global Equity and Global Fixed Income strategic review occurred at the 10/24 IIC meeting. CEM Cost Benchmarking study: on hold due to lack of availability from Finance 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. Positions for additional headcount in Legal, Finance and IT are being developed with HR.</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 Q2-2025.</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>Not Started. Work estimated to begin in Q2-2025.</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>Not Started. Delivery of 2025 Work Plans for Alternatives Asset Classes will be presented to the IIC in 2/25.</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: Marie A. Mullen, Director of Finance
 Date: November 22, 2024
 Re: Finance Operating Report
 Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- All employers have submitted monthly reporting for FY 24. Collection efforts continue for seven employers related to FY 24 contributions.
- We have hired the Employer Reporting Manager. Karen Nixon started in November and has been training with staff and peers.
- The FY 24 financial statements, Annual Comprehensive Financial Report (ACFR) and annual audit have been the top priority for the past two months. The team has worked closely with the PG software vendor, auditors, and actuaries to ensure timely completion per statutory requirements.

Current Months' Highlights – October and November

- Finance completed five of 12 KPMs for October and six of 12 for November. For October, five KPMs did not have deliverables and two of the five were suspended due to the PGV3 implementation. Two were not met as we continue to get caught up on our monthly bank reconciliations and actual-to-plan budget reports were delayed due to prioritization of the annual audit. For November, five KPMs did not have deliverables and two of the five were suspended due to the PGV3 implementation. One was not met as we continue to get caught up on our monthly bank reconciliations.
- Continue the project with Citizens Bank to automate posting of cash payments received from employers through BillPay.
- FY 25 year-to-date spending through October was within budget including the balance forward from the previous year.

Upcoming Plans & Projects

- Continue work on identified internal and external audit improvements.
- Continued improvements and enhancements to PGV3.
- GASB 68/75 Proportional Share audit and reports.
- Participate in RFP selection for Actuarial audit.
- Form 1099-R distribution and reporting for CY 24.
- CEM Benchmarking data for Investments.

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

Division: Finance
Executive Team Member: M. Mullen

Date: 11/25/24
Approved: 7/24/24

FYs 25-27 Finance Strategic Plan Summary

ACTION	PRIME MOVER(S)	TARGET DATE	STATUS/COMMENTS	ALIGNMENT WITH NHRS STRATEGIC PLAN
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, have documented several processes and developed list and prioritization for other items to be included.</i>	Goal 1.
4. Develop Employer training program for DRS reporting.*	MM/KN/IT/ Finance	Ongoing.	<i>Not started.</i>	Goal 1.
5. Develop and deploy first annual employer survey.	MM/JG/PIO/ KN	Q4-FY 25	<i>In coordination with PIO.</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. In coordination with IT, requirements have been identified and will be implemented using Power BI.</i>	Goals 1 & 2.

7. Implementation of financial software applications to automate processes, improve reporting, streamline financial analysis, and improve security.*	MM/IT/ J. Gordon	Ongoing.	<i>In coordination with IT – in process of implementing automated workflow for invoice approvals. Developing requirements for financial system and new chart of accounts.</i>	Goal 2.
8. Implementation of Finance related items in Investment Strategic Plan.*	MM/JG/ Investments	Ongoing.	<i>In coordination with Investments.</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.

NHRS Board Monthly Reporting Package

Finance

12/10/2024

Net Position (\$s in Billions)	Preliminary	FY 2023
	FY 2024	
	Unaudited	
Current Fiscal Year-To-Date	Jun-24	Jun-23
Net Position Change	\$0.874	\$0.757
Prior Year Beginning Balance	\$11.510	\$10.753
Net Position Balance	\$12.384	\$11.510

FY 2025 BUDGET vs. ACTUAL					
Investments & Non-Investment Administrative Expenses					
July 1, 2024 through October 31, 2024					
	Total Budget	FY25 Balance Forward and Transfers	FYTD Budget	Actual	Difference
Investment					
Administrative Expenses					
Internal	\$ 2,455,695	\$ -	\$ 838,703	\$ 380,628	\$ 458,075
External (Manager & Custodial)	\$ 36,599,000	\$ -	\$ 12,199,667	\$ 8,756,612	\$ 3,443,055
Subtotal	\$ 39,054,695	\$ -	\$ 13,038,370	\$ 9,137,240	\$ 3,901,130
Non-Investment					
Administrative Expenses					
Internal (Statutory Administrative)	\$ 13,632,278	\$ 463,680	\$ 4,658,047	\$ 4,329,409	\$ 792,318
External (Actuary, Legal, Audit)	\$ 1,839,137	\$ -	\$ 613,045	\$ 470,268	\$ 142,777
Subtotal	\$ 15,471,415	\$ 463,680	\$ 5,271,092	\$ 4,799,677	\$ 935,095
Total Administrative Expense	\$ 54,526,110	\$ 463,680	\$ 18,309,462	\$ 13,936,917	\$ 4,836,225

New Hampshire Retirement System							
Investment & Non-Investment Administrative Expenses							
Budget vs. Actual							
July 1, 2024 Through October 31, 2024							
FY 2025							
	TOTAL Budget	FY24 Balance Forward and Transfers	FYTD Budget	FYTD Actual	Difference	Variance Explanations	
1	Investment Administrative Expenses						
2	Internal Investment Expenses						
3	Salaries & Benefits	\$ 1,570,743		\$ 543,719	\$ 312,360	\$ 231,359	
4	Temporary Employees	-		-	-	-	
5	Current Expenses/Supplies/Education	66,400		22,133	9,695	12,438	
6	Subscriptions	5,852		1,951	260	1,691	
7	Consultants	350,000		116,667	16,333	100,334	
8	Technology & Analytical Systems	400,575		133,525	25,410	108,115	
9	Organizational Dues	18,525		6,175	6,521	(346)	Annual dues prepaid for entire year.
10	Travel	43,600		14,533	10,049	4,484	
11	Subtotal Internal Investment	2,455,695	-	838,703	380,628	458,075	
12	External Investment Expenses						
13	Management Fees						
14	Marketable Investments	31,250,000		10,416,667	7,217,477	3,199,190	
15	Real Estate	3,200,000		1,066,667	761,249	305,418	
16	Subtotal Management Fees	34,450,000	-	11,483,334	7,978,726	3,504,608	
17	Investment Administrative Expenses						
18	Custody Fees						
19	Master-BNY Mellon	705,000		235,000	176,109	58,891	
20	General Investment Consultant Fees	700,000		233,333	325,000	(91,667)	Timing of quarterly fees vs 4 months of budget.
21	Legal-Investment	550,000		183,333	258,984	(75,651)	Expenses for FY24 paid in FY25
22	Other Fees	194,000		64,667	17,793	46,874	
23	Subtotal Invest. Administrative Expenses	2,149,000	-	716,333	777,886	(61,553)	
24	Subtotal External Investment	36,599,000	-	12,199,667	8,756,612	3,443,055	
25							
26	Total Investment Internal & External	\$ 39,054,695	\$ -	\$ 13,038,370	\$ 9,137,240	\$ 3,901,130	
27	Non-Investment Administrative Expenses						
28	Internal Non-Investment Expenses						
29	Salaries & Benefits	\$ 8,959,938	\$ 28,748	\$ 3,101,517	\$ 3,158,702	\$ (28,437)	
30	Current Expenses	232,075	8,709	77,358	27,024	\$ 59,043	
31	Rents & Leases	461,000	38	152,750	149,628	\$ 3,160	
32	Equipment	28,950	693	9,650	-	\$ 10,343	
33	Technology-Software & Hardware	2,918,000	389,217	972,667	326,669	\$ 1,035,215	
34	Payroll & Other Services	59,890	1,427	19,963	11,156	\$ 10,234	
35	Independent Med. Examiners/Consultants	250,000	699	83,333	196,043	\$ (112,011)	Timing of expenses to budget allocation. Will balance by end of year.
36	Retiree Health Insurance	165,200	60	55,067	43,331	\$ 11,796	
37	Other	557,225	34,089	185,742	416,856	\$ (197,025)	Unanticipated expenses for temporary employees related to PG implementation. Transfer will be done to balance account.
38	Subtotal Internal Non-Invest. Adm	13,632,278	463,680	4,658,047	4,329,409	792,318	
39							
42	External Non-Investment Expenses						
43	Actuarial Fees	\$ 253,000		84,333	\$ 60,150	\$ 24,183	
44	Legal Fees	225,000		75,000	33,592	41,408	
45	Audit Fees	357,000		119,000	47,500	71,500	
46	Other Consulting Fees	165,000		55,000	-	55,000	
47	Insurance Expense	56,500		18,833	53,892	(35,059)	Annual insurance prepaid for the entire year
48	Local Custodian	118,000		39,333	25,134	14,199	
49	Other	164,637		54,879	-	54,879	
50	Capital Expense	500,000		166,667	250,000	(83,333)	Fixed payment compared to 4 months of budget.
51	Depreciation Expense	-		-	-	-	
52	Subtotal External Non-Invest. Adm	1,839,137	-	613,045	470,268	142,777	
53							
54	Total Non-Invest. Internal & External	\$ 15,471,415	\$ 463,680	\$ 5,271,092	\$ 4,799,677	\$ 935,095	
55							
56	Total Administrative Expense	\$ 54,526,110	\$ 463,680	\$ 18,309,462	\$ 13,936,917	\$ 4,836,225	



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

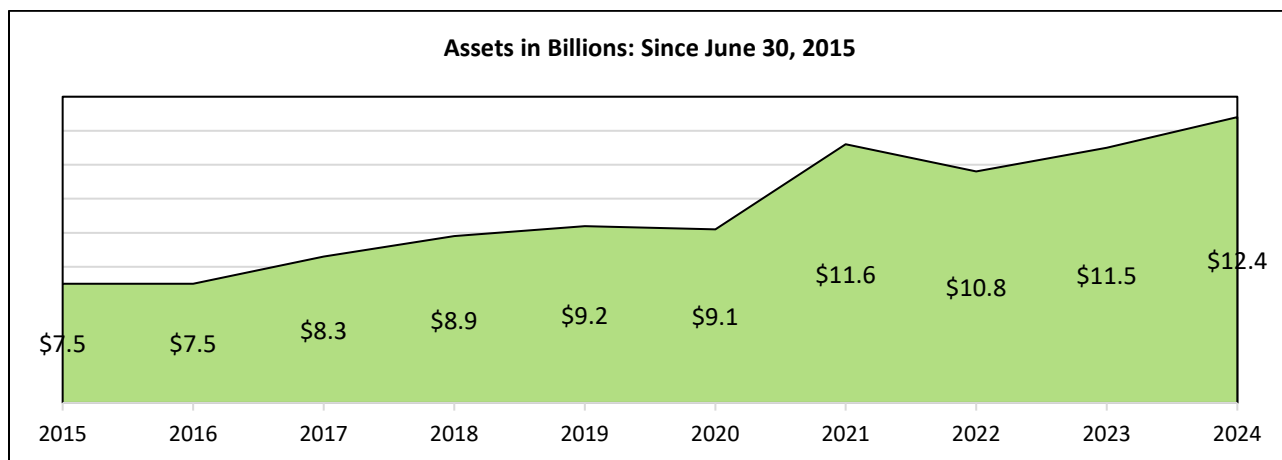
NHRS DASHBOARD: FY 2025 First Quarter

For the period July 1, 2024, to September 30, 2024

Updated: November 2024

TRUST FUND

1st Quarter FY 2024: \$11.1 billion	1st Quarter FY 2025: \$12.8 billion*
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FY 2024 is unaudited

INVESTMENT PERFORMANCE

Net-of-fees returns	FYTD – 9/30/24*	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	4.8%	8.8%	3.4%	7.7%	7.0%
Peer comparison (percentile)	NA	68th	36th	36th	27th

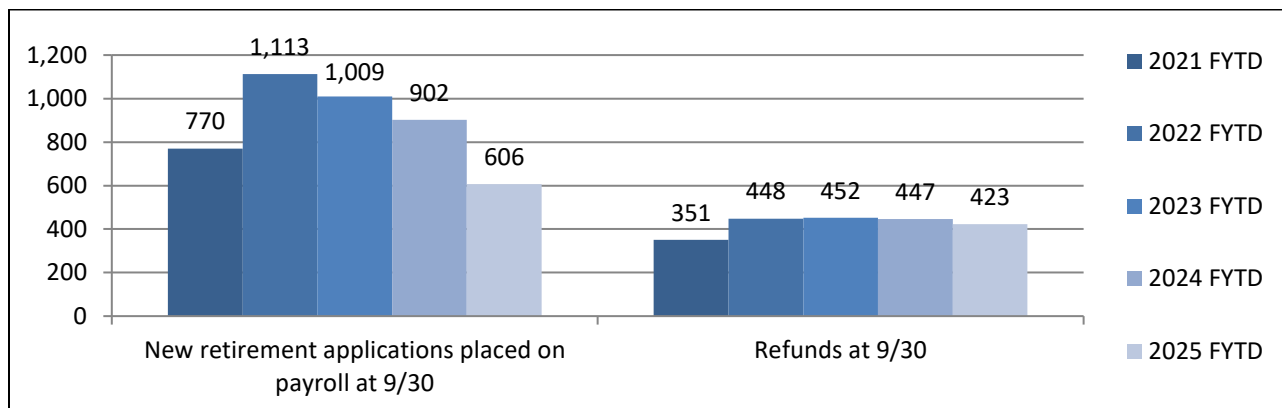
Assumed Rate of Return: 6.75%; * - Annualized; valuation of real estate and alternative investments lagged three months.

KEY PERFORMANCE MEASURES

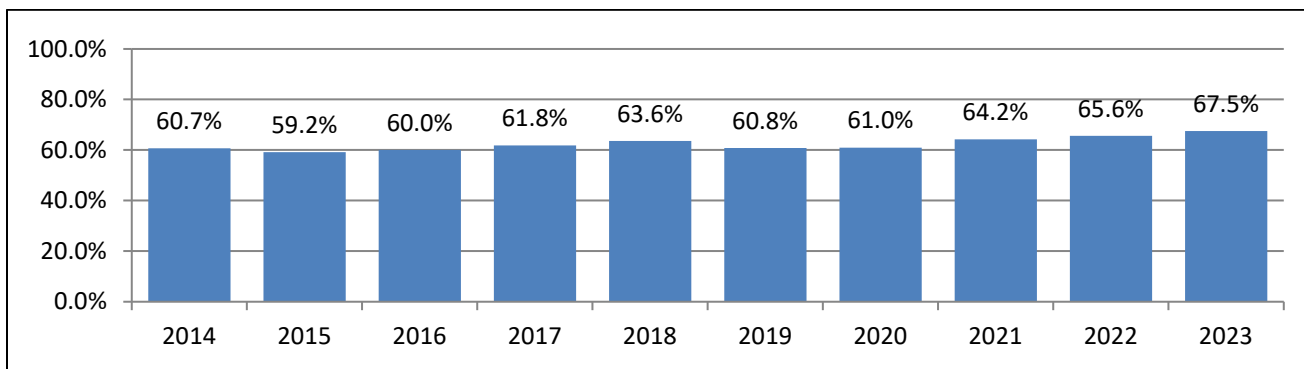
July 2024: 95.7%	August 2024: 96.9%	September 2024: 94.9%	12-month rolling average: 97.1%
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Target: 95%

RETIREMENTS AND REFUNDS

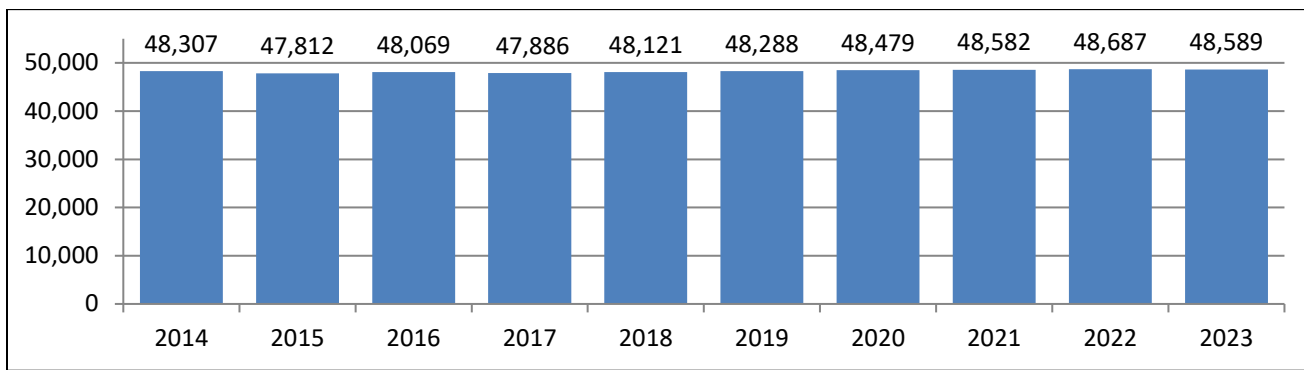


ACTUARIAL FUNDED RATIO

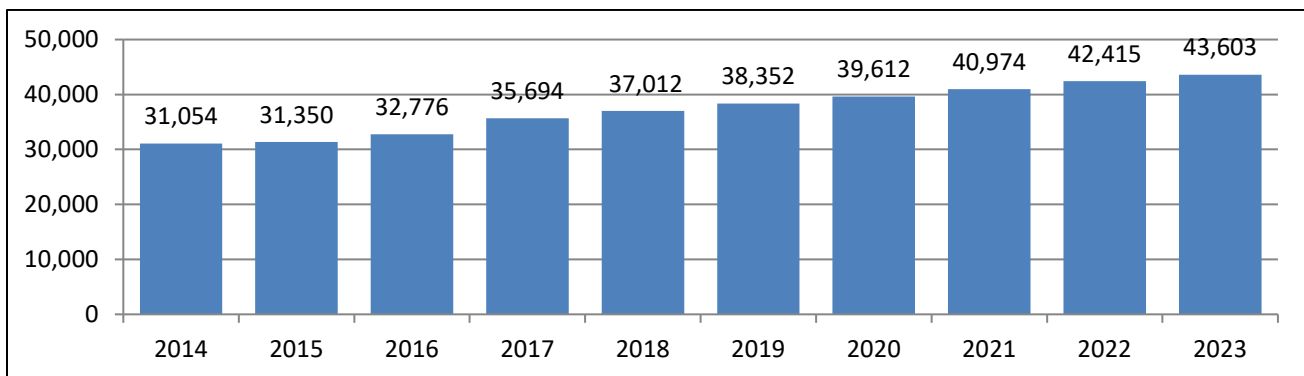


Funded ratio impacted by reductions to assumed rate of return and revised actuarial assumptions effective in 2015 and 2019

ACTIVE MEMBERS



RETIREES & BENEFICIARIES





To: Board of Trustees
From: Rosamond Cain, Director of Human Resources
Date: November 30, 2024
Re: HR Operating Report
Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- NHRS has filled the Employer Reporting Manager, Technical Writer, and Benefits Specialist positions. We are recruiting for a Director of Communications and Legislative Affairs, a Project Manager and Business Analyst.
- The NHRS Communications Taskforce presented at the October All Staff meeting and is continuing to build better processes for organization-wide communications.
- The all-position salary survey project has moved into the salary benchmarking phase. We expect to have results by the end of the year.
- HR and Investments are vetting firms to recruit for the Head of Private Markets position.

Current Months' Highlights – October and November

- 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

- HR will be working with the Technical Writer to rebuild the training manuals to reflect the process changes brought by PGV3. This project is expected to begin in January 2025.
- All position descriptions will need to be updated to reflect changes due to PGV3. This project is expected to begin later in FY 25.

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

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

Date: 12/1/24
Approved: 7/1/24

FYs 25-27 Human Resources Strategic Plan Summary

ACTION	PRIME MOVER(S)	TARGET DATE	STATUS/COMMENTS	ALIGNMENT WITH NHRS STRATEGIC PLAN
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.</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>Ongoing.</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>Not started.</i>	Goal 4.

8. Begin review of all position descriptions to reflect PGV3.	RC/MTeam/ Staff	1/31/25	<i>Not started.</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.



To: Board of Trustees
 From: Tim Crutchfield, Deputy Director and Chief Legal Counsel
 Date: November 22, 2024
 Re: Legal Team Operating Report
 Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- Staff has finalized agreements for IME services with four individual physicians and two companies as presented to the Board at its October meeting.
- Staff has completed its review of the 18 proposals received from the Investment Counsel RFP and expects to meet with the Governance Committee prior to the December Board meeting.
- Staff has drafted a 2025 Board Action Calendar, and it is included in this month's Informational Materials.

Current Months' Highlights – October and November

- Over the past 12 months, the Employer Audit Team has completed 20 standard audits and all 23 GASB audits for 2024. There are 7 standard audits in process.
- Legal achieved all seven of its KPMs in October and November.
- 439 Gainful Occupation reports were mailed in early March. 406 have been returned and 399 of those have been processed.
- Legal staff continues to work with other functional teams in the implementation of the three NHRS-related bills passed this session, including working with the Dept. of Safety in implementing the new violent accidental disability benefit application process.
- The final report of the annual ethics surveys will be presented to the Board this month.
- 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.
- The annual request to complete the Statement of Financial Interests form will be sent out shortly after the Board meeting.

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
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
Feb.'24	9	0	1	8
Jan. '24	9	1	1	9
Dec. '23	9	1	1	9
Nov. '23	8	2	1	9
Totals		10	11	

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
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
Feb. '24	2	0	0	2
Jan. '24	2	0	0	2
Dec. '23	2	0	0	2
Nov. '23	2	0	0	2
Totals		0	1	

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

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

Date: 11/22/24
 Approved: 5/28/24

FYs 25-27 Legal Strategic Plan Summary

ACTION	PRIME MOVER(S)	TARGET DATE	STATUS/COMMENTS	ALIGNMENT WITH NHRS STRATEGIC PLAN
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; the annual updates to the Governance Manual will be presented at the 2/25 Board meeting.</i>	-
3. Update the annual compliance calendar to enhance timely compliance in all organizational areas.	TC	12/31/24	<i>Ongoing; it will be completed by 12/31/24.</i>	-
4. Ensure annual compliance with the Voluntary Correction Program Policy.	TC/ M. Cavanaugh	3/31/25	<i>Not started.</i>	-
5. Assure legal compliance with all legislative proposals adopted and effective in 2024.	TC	6/30/25	<i>In process.</i>	-
6. Review NHRS website for legal compliance with updates as needed.	TC/MK/ 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>Not started.</i>	-

8. 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.
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: Marty Karlon, Director of Communications & Legislative Affairs
Date: September 25, 2024
Re: Communications/Legislative Affairs Operating Report
Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- Four NHRS-related LSRs were filed as of November 21, 2024.
- Implementation efforts for the first of three NHRS-related bills signed into law in 2024 are complete; the other two bills have transitioned to programming phase.

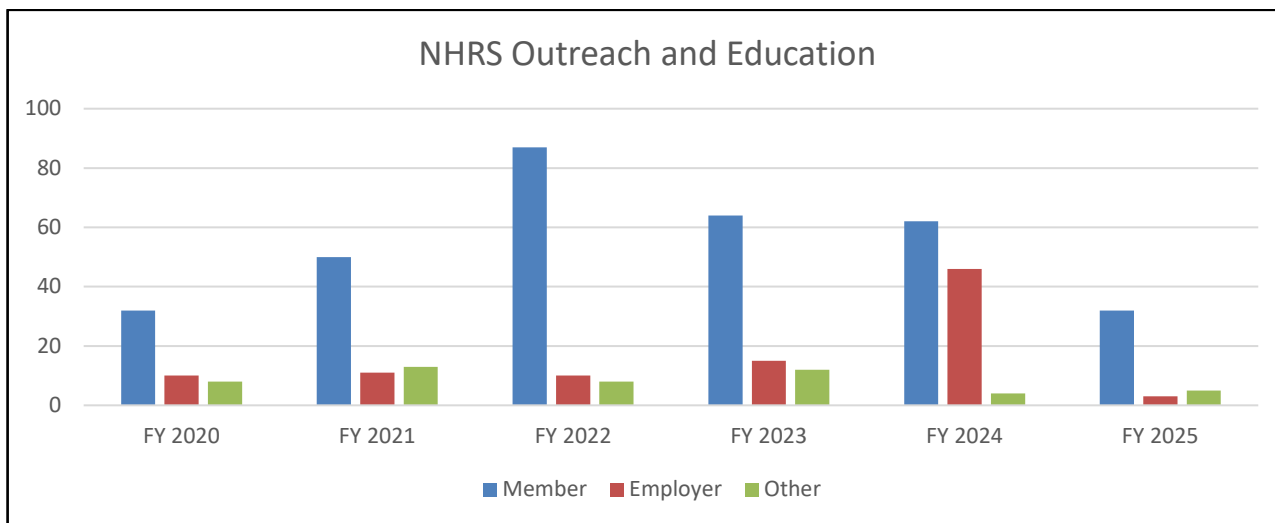
Current Months' Highlights – October and November

- 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 12 member education events, one employer education event and two stakeholder group events in October/November.
- Scheduled member education events for winter/spring 2025.
- PIO met all applicable KPMs (six of seven) in October and November.

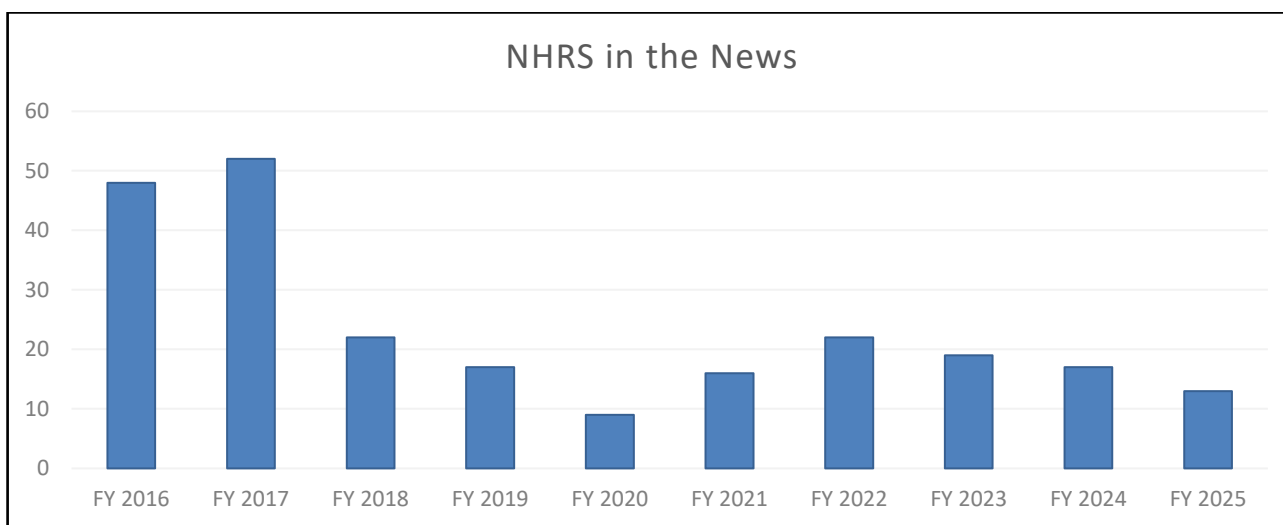
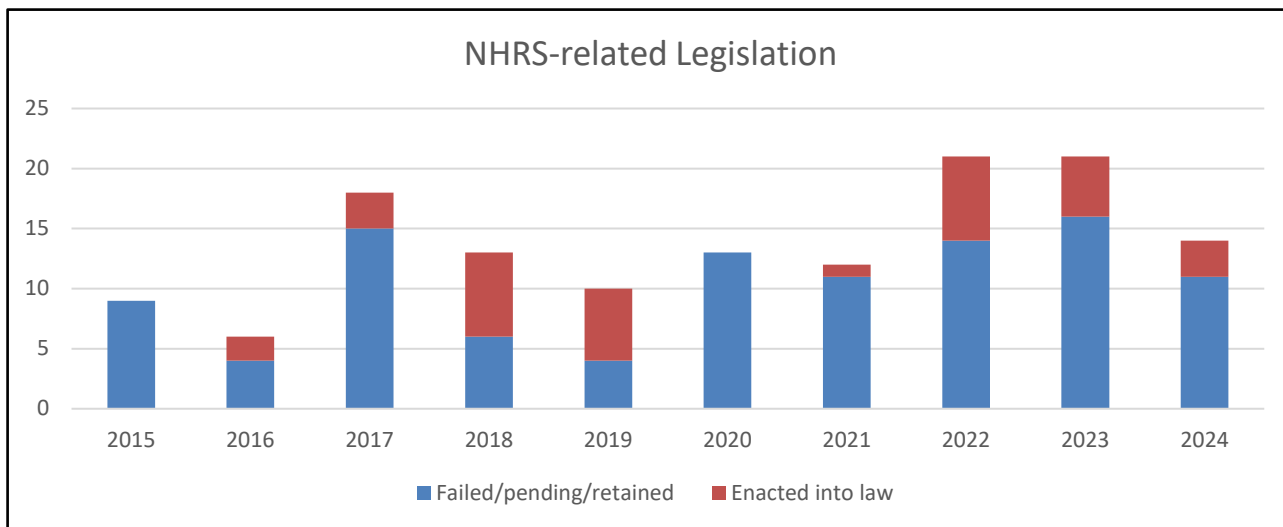
Upcoming Plans & Projects

- Preparing for 2025 legislative session.
- Updating employer education materials and looking to begin scheduling employer education presentations beginning in the first half of 2025.
- Hosting or participating in eight member events in December and January.

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: M. Karlon

Date: 11/21/24
Approved: 7/1/24

FYs 25-27 Communications Strategic Plan Summary

ACTION	PRIME MOVER(S)	TARGET DATE	STATUS/COMMENTS	ALIGNMENT WITH NHRS STRATEGIC PLAN
1. In collaboration with the Finance team, implement new, ongoing employer training program for DRS reporting.*	MK/PIO/ Finance	FYs 25-26	<i>In progress.</i>	Goal 1.
2. Develop and deploy first annual member survey assessing knowledge of NHRS benefits and preferences for future member education efforts.	MK/PIO	FY 25	<i>In progress.</i>	Goal 2.
3. Update and expand member education.*	MK/PIO	FYs 25-26	<i>In progress. All presentation materials and handouts updated to reflect recent legislative changes.</i>	Goal 2.
4. Investigate further integration of PIO and the Contact Center.	MK/JG/JL	FYs 25-26	<i>In progress.</i>	Goal 4.
5. Implement ongoing campaign to encourage members and retirees to sign up for MyAccount 2.0.	MK/PIO	FY 25	<i>In progress. Ran successful email campaign to increase signups in July; follow up campaign to members set for December.</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.	MK	FYs 25-27	<i>In progress.</i>	–
8. Develop NHRS Style Guide.	MK/CM	FY 25	<i>Completed.</i>	–
9. 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.	MK/PIO	FY 26	<i>FY 26 goal.</i>	–
10. Annually identify, enroll, and complete a professional development opportunity.	MK	FYs 25-27	<i>TBD.</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.



To: Board of Trustees
From: John Laferriere, Director of Information Technology
Date: November 22, 2024
Re: Information Technology Operating Report
Item: Action: Discussion: Informational:

Significant Developments and Priority Issues

- The security group identified no new security issues in October or November.
- Cybersecurity Awareness – no new issues; phishing testing continues.
- All critical and high priority findings from the penetration re-test have been remediated.
- Worked with the State of NH to limit traffic and threat exposures between both sites.
- Through an independent investigation, NHRS worked with the Managed Security Service Provider (MSSP) to address potential laptop malware issues and improve overall laptop protection.

Current Months' Highlights – October and November

- IT met all seven of its KPMs.
- 110 change requests were approved and deployed into the production environment, 53 of which were PGM3 changes.
- Completed cloud optimization project resulting in a 62% monthly cost savings.
- Implemented cybersecurity changes based on the updated ERISA guidelines.
- Completed enterprise-wide system patching.
- Completed advanced system and application monitoring.
- Completed the Board document system migration.
- Established a flexible, permanent, bi-monthly update schedule to ensure optimal system operations and support organizational needs during weekends.
- Hired a Technical Writer to create and maintain documentation and training materials for internal applications.

Upcoming Plans & Projects

- Hire a Business Analyst.
- Hire a Project Manager.
- Complete the Proof of Concept for an electronic signature system.
- Complete the cleanup of Active Directory and retired servers.

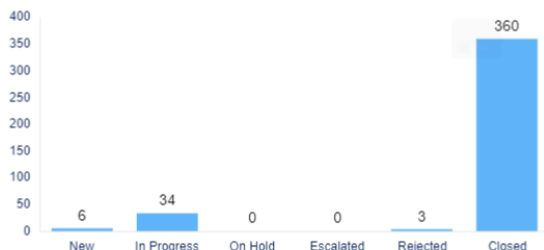
Our Mission: To provide secure retirement benefits and superior service.

Help Desk Ticketing Dashboard

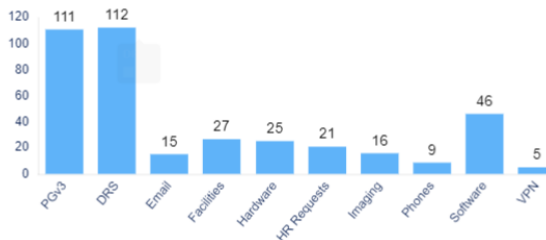
🕒 IT Management Dashboard ☆

Total Created in the Last Year	Issues Resolved Last Month	Issues Resolved Last Week	Average Open Time	Average Days to Close
395	94	33	13	7

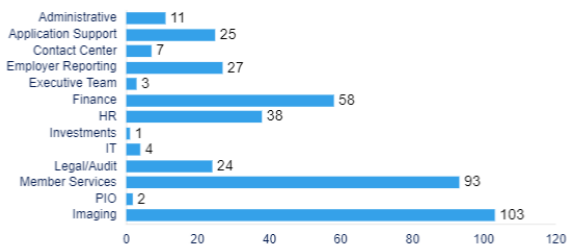
Overall Tickets



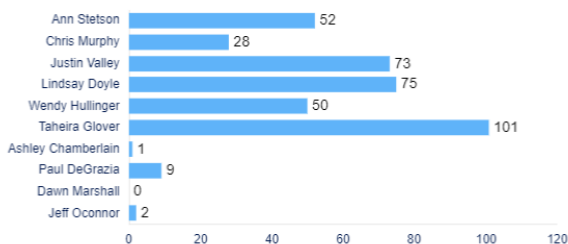
Total Tickets by Type



Tickets Submitted by Department



Tickets Worked by Person

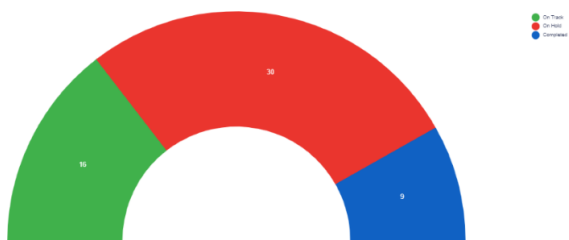


NHRS PMO Dashboard

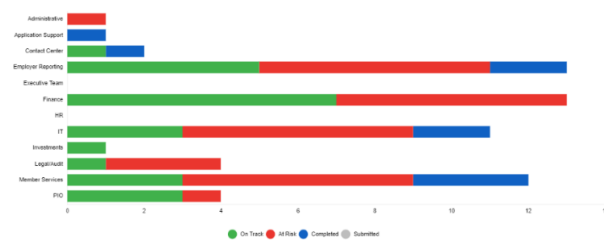
Total Projects	Hot Projects	Active Projects
63	9	16

Portfolio Health

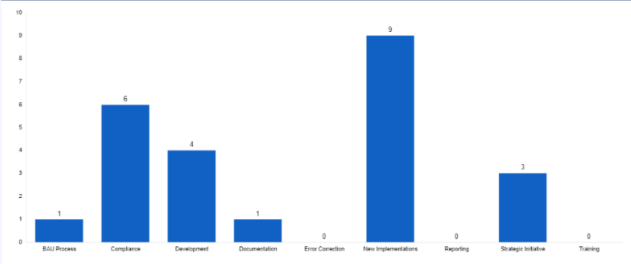
PMO Overall Health



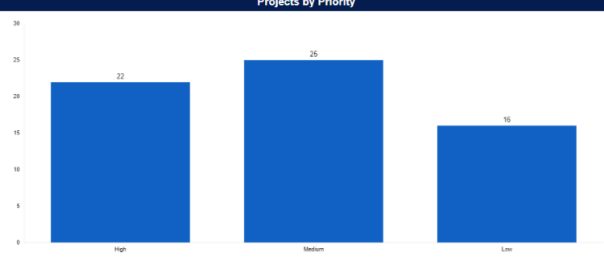
Health By Function



Active Projects by Type

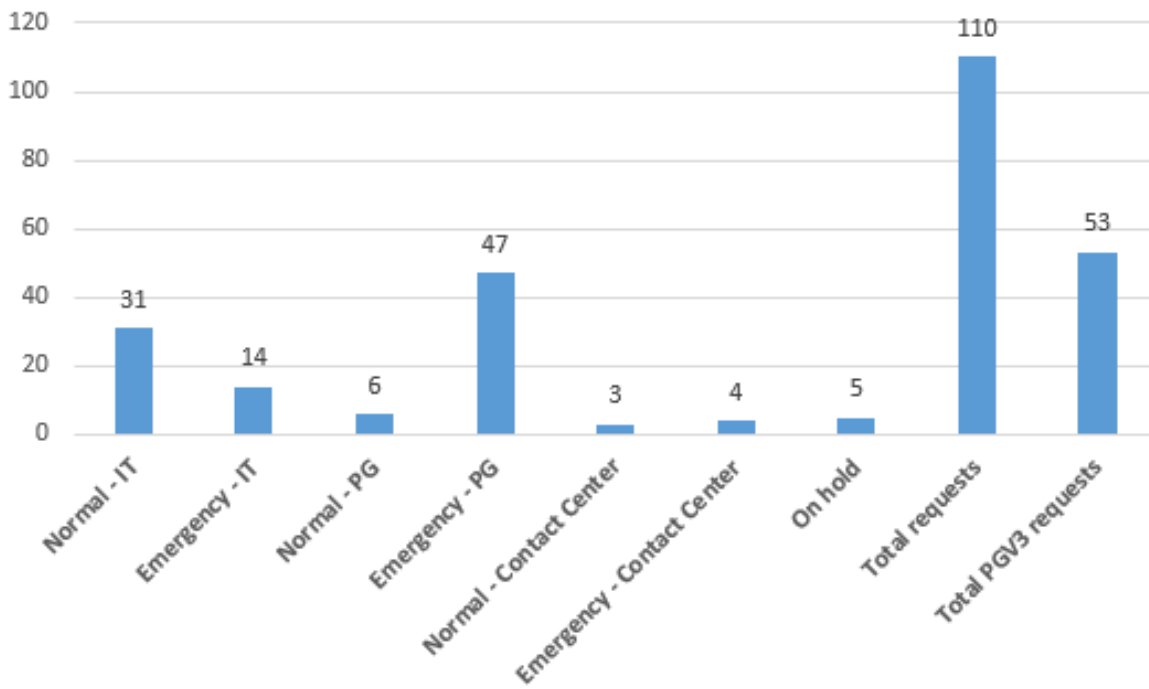


Projects by Priority



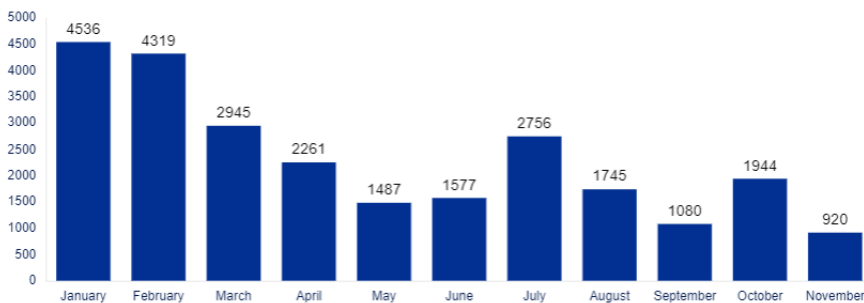
Our Mission: To provide secure retirement benefits and superior service.

Change Management Totals



🕒 My Account Subscribers ☆

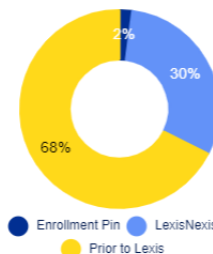
Total New My Account Users by Month



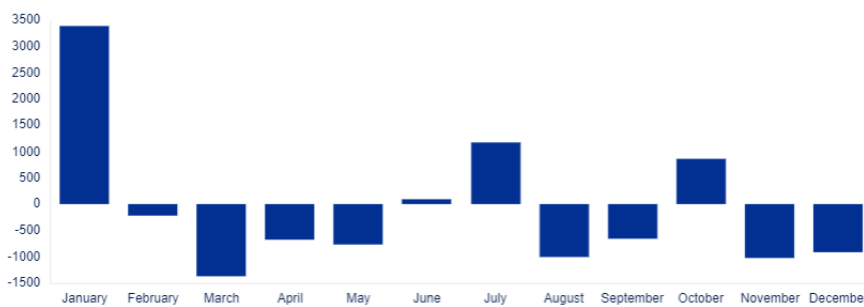
Total My Account Users

2023	1,149
2024	25,570
Total	26,719

Enrollment Type

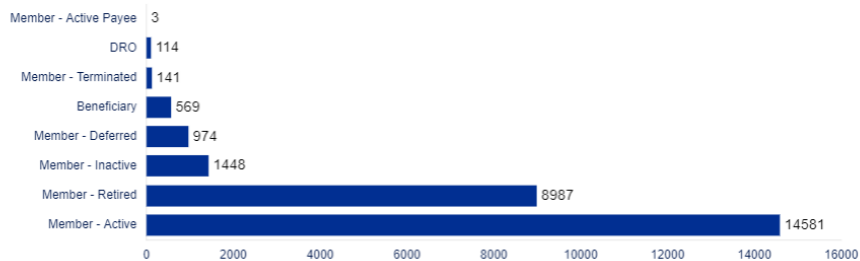


Month over Month Change

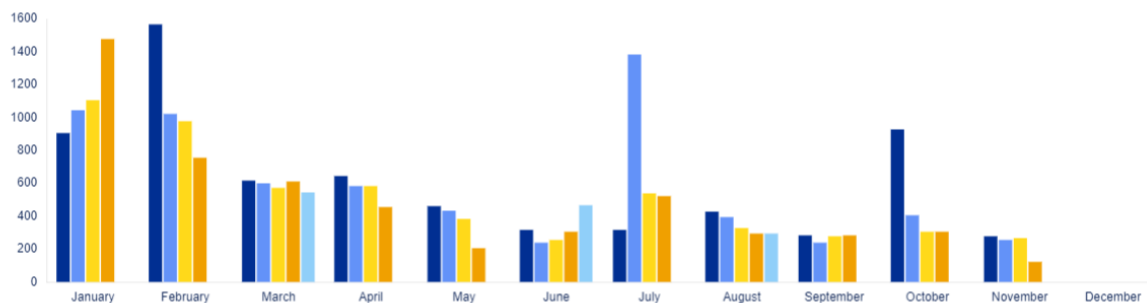


Our Mission: To provide secure retirement benefits and superior service.

Member Status



New My Account Users by Month per Week



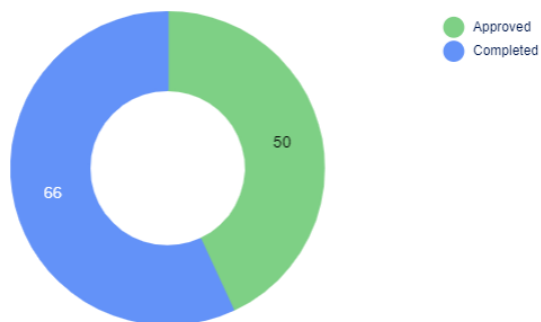
PensionGold Roadmap & Releases

NHRS PensionGold Roadmap

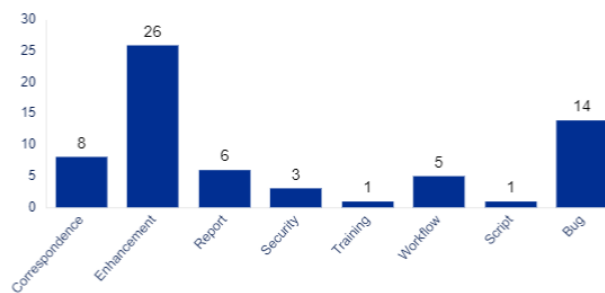
PensionGold Roadmap & Releases

Roadmap Health

Requests by Status



Open Roadmap Items & Issues



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

Department: Information Technology
Executive Team Member: J. Laferriere

Date: 11/22/24
Approved: 5/23/24

FYs 25-27 Information Technology Strategic Plan Summary

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

10. Upgrade financial system application.	JL/MM/LD	FYs 25-26	<i>Ongoing. The project started phase I requirements identified.</i>	–
11. Integrate vendor and bank account verification services.	JL/JO/PD	FY 25	<i>Not started.</i>	–
12. Integrate communication interfaces for external systems – PG, BNY, Citizens.	JL/JO/PD	FY 25	<i>Ongoing.</i>	–
13. Develop an enterprise Structured Support System that incorporates Ticketing, Troubleshooting, Enhancement Requests, and change control.	JL/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
Tuesday, December 10, 2024**

Modification Participation Requests

Town of Amherst

Administrative Recommendation Reconsideration

1. S.M. Recommend that the Board of Trustees deny the Petitioner's Motion for Rehearing and uphold its August 13, 2024, decision.

**ADMINISTRATIVE CERTIFICATION FOR THE PURCHASE OF
PROBATIONARY, ENROLLMENT OVERSIGHT, MODIFICATION, CHAPTER
234 MILITARY, OR ACTIVE MILITARY SERVICE UNDER THE PROVISIONS
OF RSA 100-A:3,VI (a) AND (d)**

Name of Member: DEBORAH ██████████ BENDER

Employer during Period Requested: TOWN OF AMHERST

Social Security No.: 4723

System: EMPLOYEE

NHRS Date of Membership: 02/12/2018

Date of Full-Time Employment: 02/12/2017

Type of Prior Service: Employer Enrollment Oversight
 Full-Time Temporary Employment of Six Months Duration or More
 Other MODIFICATION

Period of Service Requested 03/18/2022 to 6/30/2024

Service Credit 2 years 4 months

Calculation Compensation \$ 117,228.80

Under the Administrative Authority granted by the Board of Trustees on July 17, 1990 to approve or deny requests for all prior service credit, I hereby approve or deny the above member's request for prior service credit as stated above. Any approval for prior service credit is subject to receipt of payments as calculated in accordance with RSA 100-A:3, VI(b).

Approved Member Accountant Team Lead: Melissa Pottingill 10/22/2024

Denied Member Accountant Team Lead: Melissa Pottingill 10/22/2024

Comments: Member has service credit for March 2022 through former employer, Town of Allenstown. Member is only eligible for April - June 2022 (3 months). Member retired 7/1/2022 and as such was a beneficiary in receipt of a pension for the remainder of time requested

Note: Employer verification of employment and salary is attached.

Prepared by: AMBER PERKINS Date: 10/17/2024

7/26/24



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: Deborah Bender

Last 4 of SS#: 4723

Address:

Phone:

Period of prior full-time employment: From 03 / 18 / 22 To 06 / 30 / 24
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: *Deborah Bender*Date: July 26, 2024

SECTION II - TO BE COMPLETED AND CERTIFIED BY THE EMPLOYER

Employer Name/Address: Town of Amherst

Please provide and certify the following information about the member identified in Section I:

- Date of full-time hire: 03 / 18 / 22
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):
 \$ 117,226.00
- 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: Pamela Rae Lindof, Accountant

Phone: 603-673-6041 x212

Signature of Certifying Officer: *Pamela Rae Lindof*

Date: July 26, 2024

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.

**ADMINISTRATIVE CERTIFICATION FOR THE PURCHASE OF
PROBATIONARY, ENROLLMENT OVERSIGHT, MODIFICATION, CHAPTER
234 MILITARY, OR ACTIVE MILITARY SERVICE UNDER THE PROVISIONS
OF RSA 100-A:3,VI (a) AND (d)**

Name of Member: ANGELA BROWN

Employer during Period Requested: TOWN OF AMHERST

Social Security No. -7608

System: EMPLOYEE

NHRS Date of Membership: 07/07/2024

Date of Full-Time Employment: 07/07/2024

Type of Prior Service: Employer Enrollment Oversight

Full-Time Temporary Employment of Six Months Duration or More

Other MODIFICATION

Period of Service Requested 09/23/2013 to 6/30/2024

Service Credit 10 years 9 months

Calculation Compensation \$ 73,278.40

Under the Administrative Authority granted by the Board of Trustees on July 17, 1990 to approve or deny requests for all prior service credit, I hereby approve or deny the above member's request for prior service credit as stated above. Any approval for prior service credit is subject to receipt of payments as calculated in accordance with RSA 100-A:3, VI(b).

Approved Member Accountant Team Lead: Melissa Pettingill 9/6/2024

Denied Member Accountant Team Lead: _____

Comments: _____

Note: Employer verification of employment and salary is attached.

Prepared by: AMBER PERKINS

Date: 9/4/24



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: Angela Brown Last 4 of SS#: 7608

Address: _____ Phone: _____

Period of prior full-time employment: From 09/23/13 To 07/06/24
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: Angela Brown Date: 6/20/24

SECTION II - TO BE COMPLETED AND CERTIFIED BY THE EMPLOYER

Employer Name/Address: _____

Please provide and certify the following information about the member identified in Section I:

- Date of full-time hire: 9/6/2013
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):
\$ 73,278.40
- 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: Debbie Bender Phone: 603-673-6041

Signature of Certifying Officer: [Signature] Date: 8/26/24 ext 213

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.

**ADMINISTRATIVE CERTIFICATION FOR THE PURCHASE OF
 PROBATIONARY, ENROLLMENT OVERSIGHT, MODIFICATION, CHAPTER
 234 MILITARY, OR ACTIVE MILITARY SERVICE UNDER THE PROVISIONS
 OF RSA 100-A:3,VI (a) AND (d)**

Name of Member: AMY LAPOINTE

Employer during Period Requested: TOWN OF AMHERST

Social Security No.: 6054

System: EMPLOYEE

NHRS Date of Membership: 07/07/2024

Date of Full-Time Employment: 07/07/2024

Type of Prior Service: Employer Enrollment Oversight
 Full-Time Temporary Employment of Six Months Duration or More
 Other MODIFICATIONS

Period of Service Requested 07/01/2019 to 6/30/2024

Service Credit 5 years _____ months

Calculation Compensation \$ 117,228.80

Under the Administrative Authority granted by the Board of Trustees on July 17, 1990 to approve or deny requests for all prior service credit, I hereby approve or deny the above member's request for prior service credit as stated above. Any approval for prior service credit is subject to receipt of payments as calculated in accordance with RSA 100-A:3, VI(b).

Approved Member Accountant Team Lead: Melissa Pettingill 9/6/2024

Denied Member Accountant Team Lead: _____

Comments: _____

Note: Employer verification of employment and salary is attached.

Prepared by: AMBER PERKINS Date: 9/4/24

**ADMINISTRATIVE CERTIFICATION FOR THE PURCHASE OF
PROBATIONARY, ENROLLMENT OVERSIGHT, MODIFICATION, CHAPTER
234 MILITARY, OR ACTIVE MILITARY SERVICE UNDER THE PROVISIONS
OF RSA 100-A:3,VI (a) AND (d)**

Name of Member: SHANKLE, DEAN

Employer during Period Requested: TOWN OF AMHERST

Social Security No.: -0281

System: EMPLOYEE

NHRS Date of Membership: 7/7/2024

Date of Full-Time Employment: 1/14/2019

Type of Prior Service: Employer Enrollment Oversight
 Full-Time Temporary Employment of Six Months Duration or More
 Other MODIFICATION

Period of Service Requested 1/2019 to 6/2024

Service Credit 4 years 6 months

Calculation Compensation \$ 131,352.00

Under the Administrative Authority granted by the Board of Trustees on July 17, 1990 to approve or deny requests for all prior service credit, I hereby approve or deny the above member's request for prior service credit as stated above. Any approval for prior service credit is subject to receipt of payments as calculated in accordance with RSA 100-A:3, VI(b).

Approved Member Accountant Team Lead: Melissa Pettingill 8/16/2024

Denied Member Accountant Team Lead: _____

Comments: _____

Note: Employer verification of employment and salary is attached.

Prepared by: JENNIFER OGILVIE

Date: 8/14/2024



PID 1272984
RECVD 8/8/2024

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: Dean E. Shankle, Jr.

Last 4 of SS#: 0281

Address:

Phone:

Period of prior full-time employment: From 01 / 14 / 19 To 07 / 06 / 24
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: Dean E. Shankle, Jr.

Date: 08/07/2024

SECTION II - TO BE COMPLETED AND CERTIFIED BY THE EMPLOYER

Employer Name/Address: Town of Amherst

Please provide and certify the following information about the member identified in Section I:

- Date of full-time hire: 01 / 14 / 19
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):
\$ 131,352.00
- 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: Jennifer Stover, Executive Assistant

Phone: 603-673-6041 x210

Signature of Certifying Officer: Jennifer Stover

Date: 8/7/2024

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December 10, 2024

Recommendation of the Hearings Examiner

In the Reconsideration of the Matter of Scott Marshall

Issue: Whether the Board of Trustees should reconsider its August 13, 2024, decision upholding the NHRS staff's administrative decision that Scott Marshall (Petitioner) is a Group II, Tier B member, based on his vested status on January 1, 2012. For the reasons stated below, the Hearings Examiner recommends that the Board uphold its decision.

History:¹ The Petitioner was formally notified by letter dated October 9, 2023, that he would be considered a "Tier B member for NHRS purposes (i.e., a member who had not attained vested status prior to January 1, 2012, as provided in RSA 100-A:5, II(a)[second clause of first sentence])." [ex. 1] The Petitioner appealed the NHRS determination by email dated October 24, 2023. [ex. 2] On August 13, 2024, the Board upheld the NHRS staff's determination of the Petitioner's status as a Tier B member. [ex. 1] The Petitioner filed a timely Motion for Rehearing (Motion) [ex. 2], arguing the Board's decision constituted legal error by relying on RSA 100-A:5 to find the Petitioner was not "Tier A" (vested on January 1, 2012); and the Board's decision constituted factual error by finding that no contract was created between the Petitioner and NHRS when he requested a return of his contributions. The NHRS Staff objected to the Petitioner's Motion, arguing the Board properly determined that reinstatement of service credit does not change the Petitioner's status as of January 1, 2012, i.e., not vested. Further, the NHRS Staff notes that the Petitioner's argument that HB 1647 (Laws of 2024), amended RSA 100:A-5, such that it only applies to "purchases of service credit not worked" is an erroneous interpretation of the 2024 statutory changes.

Analysis: The Board properly determined the Petitioner's purchase of prior service credit in 2020 through 2023 for time worked between 1994 and 2009, did not change retroactively change his status on January 1, 2012, to being vested. The Petitioner relies on the language in RSA 100-A:3

¹ The August 13, 2024, Board decision provided a detailed analysis of the underlying facts and legal arguments. The decision is attached as Exhibit 1, and incorporated herein by reference.

that a member who “wishes to receive prior service credit for the previous time served as a member;” the language in the “Application for Return of Member Contributions” he signed in 2010 that he would “have the option of reinstating previous creditable service;” and statements allegedly made by NHRS staff in 2010, to argue that his purchases of prior service credit restored his status as vested prior to January 1, 2012.

I. The Board properly interpreted the effect of Petitioner’s purchase of prior service credit by interpreting RSA 100-A:3 within the context of the statute as a whole.

The Petitioner argues that the Board’s reliance on the language in RSA 100-A:5, which includes the transition tables for Tier B Group II members, to interpret the language in RSA 100-A:3, was an error. First, the New Hampshire Supreme Court has repeatedly explained statutory interpretation requires that

[w]e construe all parts of a statute together to effectuate its overall purpose and to avoid an absurd or unjust result. [citations omitted.] Moreover, we do not consider words and phrases in isolation, but rather within the context of the statute as a whole.²

Thus, the Board’s reliance on other provisions in the statute to interpret the effect of purchasing prior service credit pursuant to RSA 100-A:3 was appropriate.

As discussed at length in the Board’s August 13, 2024, recommendation, the Petitioner has a fundamental misunderstanding of the effect of his purchasing prior service credit during the years 2020 through 2023 on his membership status on January 1, 2012. When the Petitioner withdrew his contributions from the retirement system in January of 2010, he ceased to be a member, which included the termination of his status as a “vested” member. After he returned to service in February of 2010, he was entitled under RSA 100-A:3, VI(a) to purchase the prior service and receive a *prior service credit* for the time. Until he did so, however, the prior service was not included in his “creditable service,” and he was not “vested” until he again reached 10 years of service in or about February of 2020.

² Keller v. Dwyer, 2024 N.H. 51 (September 10, 2024)

The Board's position regarding the effect of purchasing prior service is supported by RSA 100-A:3, VI(b), which provides "[c]redit shall not be granted until the active member has fully paid for such service credit in a lump sum or by installment payments as permitted by the board." Thus, the Board properly determined that the Petitioner's prior withdrawn service was not counted in his creditable service total until he paid for the prior service (2020 - 2023), and it did not change the amount of service credit he had on January 1, 2012. Relying on the amount of service credit the Petitioner had on January 1, 2012, is supported by the transition table contained in RSA 100-A:5, II(d). It provides that the multiplier used to calculate a member's retirement annuity is determined in part according to the **amount of creditable service on January 1, 2012**. The Petitioner's creditable service on January 1, 2012, was less than four years and it placed him in Tier B with a multiplier of 2.1%.³

II. The Board correctly found that the "Terminated Member's Application for Refund of Accumulated Contributions" form is not a contract, and the NHRS is not estopped from determining the Petitioner's status as Tier B.

The Petitioner raises the same argument that the form he completed to request a return of contributions constitutes a contract that provides for "the option of **reinstating** previous creditable service. . . ." [ex. 2; emphasis in the original] The Board has previously rejected this argument, and the argument itself is based on the faulty premise that "reinstating" the Petitioner's prior service retroactively changes his status on January 1, 2012, from "not vested" to "vested." As discussed *supra*, prior service once purchased is added to the member's service record as a "prior service credit" and included in the member's total creditable service once purchased. The Petitioner purchased the prior service between 2020 and 2023. At that time, the NHRS included the prior service credit(s) to the Petitioner's service record and counted the time in his creditable service total. The purchases, however, did not alter the amount of creditable service he had on January 1, 2012, nor did they change his status to "vested" on January 1, 2012, despite his having been vested prior to his withdrawal of his contributions.

As part of his contract argument, the Petitioner asserts, "[t]he Hearings Examiner does not provide any basis for the statement that the NHRS cannot contract." The assertion in the Board

³ The changes in HB 1647 when applied to the Petitioner result in an increase in the multiplier to 2.5% for creditable service that exceeds 15 years.

decision was not that NHRS did not have the authority to contract; instead, it was that the NHRS did not have “the authority to enter into a contract with a member **that would bind the legislature from making changes to the terms of the plan.**” (Exhibit 1; emphasis added.) “The NHRS plan (and its trust) was created by the New Hampshire legislature and can be amended or terminated by the New Hampshire legislature at any time.” (Laws of 2011, Chapter 22:160, I(k))⁴ Consequently, any contract by the NHRS that would seek to limit the legislature’s ability to amend the terms of the Plan would be *ultra vires* (beyond the authority).

The Petitioner raises again his argument that the NHRS should be estopped from determining his status as Tier B because he relied on the representations of an NHRS Staff person regarding the restoration of his prior service. As previously discussed, any representations made by NHRS Staff in 2009, when the Petitioner withdrew his contributions, preceded the 2011 legislative changes to RSA 100-A, and those changes apply to the Petitioner’s situation regardless of any prior statements allegedly made by NHRS Staff.

Conclusion: Because the Petitioner has not shown the Board’s decision was unlawful or unreasonable as a matter of law, or based upon factual error, the Hearings Examiner recommends that the Board of Trustees deny the Petitioner’s Motion and uphold its August 13, 2024, decision.



Diana L. Crichton, Esq.
Hearings Examiner

⁴ See also, *Professional Fire Fighters of N.H. v. State of New Hampshire*, 167 N.H. 188 (2014); *American Federation of Teachers v. State of N.H.*, 167 N.H. 294 (2015) (Upholding legislative changes made to RSA 100-A based on the finding that the legislature had not expressed an unmistakable intent to bind itself from changing either the definition of earnable compensation or the rates paid by the members.)

December 10, 2024

In the Reconsideration of the Matter of Scott Marshall

Exhibit List

1. Board decision, dated 8/13/24
2. Motion for Rehearing, with attachment, dated 9/11/24
3. NHRS Staff Objection to Motion for Rehearing, received 9/25/24
4. RSA 100-A:3, V and VI(a)
RSA 100-A:4, II;
RSA 100-A:5, II(b)(2) and (d) (effective 6/30/24)
Laws of 2011; Chapter 22:160, I(k)



BOARD OF TRUSTEES/BENEFITS COMMITTEE
 RECOMMENDATION TO DENY *Petition*
 APPROVED *MSH* REJECTED _____
 MEETING DATE 8-13-24

August 13, 2024

Recommendation of the Hearings Examiner

In the Matter of Scott Marshall

Issue: Whether the NHRS Staff properly determined that Scott Marshall (Petitioner) is a Group II, Tier B member, based on his vested status on January 1, 2012.

History: The Petitioner was formally notified by letter dated October 9, 2023, that he is considered a “Tier B member for NHRS purposes (i.e., a member who had not attained vested status prior to January 1, 2012, as provided in RSA 100-A:5, II(a)[second clause of first sentence]).”¹ [ex. 1] The Petitioner appealed the NHRS determination by email dated October 24, 2023. [ex. 2] Following two prehearing conferences and a status conference, the final hearing was held in this matter on June 11, 2024. At the final hearing, John Krupski, Esq., represented the Petitioner; Attorney Peter Foley represented NHRS Staff; and the undersigned presided. The parties requested the opportunity to submit written closing statements, and the record closed on July 1, 2024.

Facts: The Petitioner began working for the NH Department of Corrections (DOC) on May 13, 1994. When he left that job in the fall of 1998, he requested a refund of his accumulated contributions (\$13,536.67). [Testimony of Petitioner] On February 26, 1999, the Petitioner returned to the DOC. He was promoted to Corporal on April 1, 2005, and to Sergeant on September 2, 2005. [Testimony of Petitioner; ex. 5] In 2009, the Petitioner was laid off with an effective date of October 30, 2009. On December 11, 2009, he met with Tracey St. Cyr, an NHRS employee (NHRS Employee), because he was considering other state employment and wanted to understand his options regarding either withdrawing his contributions or leaving his funds and remaining eligible for a deferred vested benefit. [ex. 18] On December 22, 2009, the Petitioner submitted a request for a refund of his accumulated contributions (\$76,244.05). The *Terminated Member’s Application for Refund of Accumulated Contributions* form completed by the Petitioner included the following language:

¹ Copies of the relevant statutes are excerpted in Exhibit 23.

I understand that if I withdraw my accumulated contributions, my membership in the NHRS is fully terminated. Thereafter, if I subsequently become employed as an individual eligible for NHRS membership, I will be enrolled as a new member but would have the option of reinstating previous creditable service of six months or more by repaying withdrawn accumulated contributions with interest from the date of withdrawal to the date of repayment.

If (sic) have completed 10 or more years of creditable service and elect a return of my accumulated contributions upon termination of employment, I understand that I have waived my right to a vested deferred retirement benefit. [ex. 3]

The Petitioner was issued two checks, refunding his contributions in January of 2010. [ex. 3] At approximately the same time, the Petitioner was recalled from the layoff with a start date of February 12, 2010. He completed a new enrollment form on January 6, 2010, that was signed by a DOC representative on February 19, 2010, and received at the NHRS on February 23, 2010. [ex. 7]

In 2011, the NH Legislature made significant changes to the pension system as of part of HB 2. Changes made affecting Group II members included creating three different tiers of membership determined by an individual's hire date and membership status (vested or not vested) on January 1, 2012. The Legislature noted that "participants who are deemed to be in vested status in the NHRS have a reasonable expectation that the value of benefits which have accrued to them will not be taken away, although they may be changed prospectively." [Ch 224:160, Laws of 2011] On January 1, 2012, the Petitioner had 23 months of creditable service, as he had not yet purchased any prior service credit. [ex. 18]

On or about January 2018, the Petitioner requested information from NHRS regarding the cost of purchasing his prior service credit, and he was sent two estimates. [ex. 18] The Petitioner did not buy any prior service at this point. He continued to contact NHRS to ask various questions, including the effect of a qualified domestic relations order (QDRO) on a purchase of prior service credit. [ex. 18] The Petitioner eventually made the following four purchases of prior service credit: September 14, 2020: 4 years and 4 months (5/94 – 8/31/98) [ex. 14]; September 28, 2020: 6 years and 2 months (8/03 – 9/30/09) [ex. 13]; June 29, 2021: 3 years and 8 months (12/99 – 7/31/03) [ex. 12]; and October 16, 2023: 10 months (2/99 – 11/30/99) [exs. 9 and 11]. The Petitioner was also

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awarded 2 months of military service for the period 8/12 – 9/30/12, while he was on active duty for the NH National Guard. [ex. 10]

Analysis: The 2011 statutory changes made to the NHRS plan created three separate classes of members, identified as “Tiers,” by amending the definitions of earnable compensation, average final compensation, and normal retirement age (RSA 100-A:1, XVII, XVIII, and XXXVII), as well as amending the requirements for service, disability, vested deferred, and split benefit retirements (RSA 100-A:5, A:6, A:6-a, A:10, and A:19-a, et. seq). Tier A are members who were “in vested status”² before January 1, 2012; Tier B are members who had commenced service prior to July 1, 2011, but had not attained vested status prior to January 1, 2012; and Tier C are individuals who commenced service on or after July 1, 2011, and who had not attained vested status prior to January 1, 2012.

I. The Petitioner was properly determined to be a Group II, Tier B member by NHRS Staff.

The Petitioner asserts that the statutory language supports that he should be considered a Tier A member based on his 2018 – 2022 purchases of prior service credit for service that predated the 2011 changes. He maintains that he was “in vested status prior before January 1, 2012,” and his purchase of the prior service credit reinstated him to that status. He argues the language in RSA 100-A:3, VI(a) which states that a member may “receive prior service credit for the previous time served as a member” supports his reading that he was reinstating his prior service, which in turn reinstated his status as vested prior to January 1, 2012.³ He opines that “the determination that the Petitioner was divested of his vested status because he withdrew his accumulated contributions completely disregards and nullifies RSA 100-A:3 (VI) (a) (sic).” [ex. 20]

² “Vested status” is not a defined term in RSA 100-A; however, the Legislature noted in the “Findings; Intent” section of the 2011 statutory changes to RSA 100-A that “. . . [m]embers are deemed to be *in vested status* for [NHRS] benefits after 10 years of creditable service.” (Laws of 2011, Chapter 244:160, I(d)(emphasis added.))

³ RSA 100-A:3, VI, (a) reads in pertinent part as follows:

If a member of this system or a predecessor system ceases to be a member and withdraws his accumulated contributions, and later again becomes a member and wishes to receive prior service credit for the previous time served as a member, . . . , the member may petition the board of trustees to obtain an actuary's statement indicating the costs, provided that such prior service shall have a duration of 6 months or more and further provided that the member agrees to pay for the statement.

In the Matter of Scott Marshall

The Petitioner's reading of RSA 100-A:3, VI(a) as "reinstating" his prior years of service as if he never received a return of his contributions is an incorrect reading of the statutory framework. RSA 100-A:3, V, clearly states that "[a] member shall cease to be a member if (a) he or she withdraws his or her accumulated contributions; . . ." As a result, the Petitioner ceased being a member when he requested, and subsequently received, a refund of his contributions in late 2009. [ex. 3] Shortly thereafter, he re-enrolled in the System as a Group II member, and he has remained a member since February 12, 2010. His purchases of prior service credit did not restore the earlier date for the start of his membership; instead, it provided him with additional years of credit in the system that are added to his "membership service" at retirement.⁴ The wording in the transition table found at RSA 100-A:5, II(d), supports this interpretation.

Active group II members who commenced service prior to July 1, 2011 and who have not attained vested status prior to January 1, 2012 shall be subject to the following transition provisions for years of service required for regular service retirement, the minimum age for regular service retirement, and the multiplier used to calculate the retirement annuity, which shall be applicable on or after January 1, 2012 according to the following table:

Creditable service on January 1, 2012	Minimum years of service	Minimum age attained	Annuity multiplier
(1) Less than 4 years	24	age 49	2.1%
(2) At least 4 years but less than 6 years	23	age 48	2.2%
(3) At least 6 years but less than 8 years	22	age 47	2.3%
(4) At least 8 years but less than 10 years	21	age 46	2.4%

(RSA 100-A:5, II(d)(emphasis added).)

All parties agree that on January 1, 2012, the Petitioner had (1) commenced service prior to July 1, 2011, and (2) had less than four years of creditable service in the System. As a result, he was not

⁴ See RSA 100-A:4, II, which provides that "[c]reditable service at retirement on which the retirement allowance of a member shall be based shall consist of his membership service since he became a member or since he last became a member in the event of a break in membership, and the prior service, if any, which is credited to him under paragraph I."

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“in vested” status as that term was used by the Legislature when it made the 2011 statutory changes to the plan. Had he left his contributions in the System after his layoff in 2009, or repurchased his prior service prior to January 1, 2012, then he would have been in vested status on January 1, 2012, and would be considered a “Tier A” member of the System.

II. The “Terminated Member’s Application for Refund of Accumulated Contributions” form is not a contract that created binding terms and “reinstating previous creditable service” did not alter the Petitioner’s status on January 1, 2012.

The Petitioner argues that the form he completed to request a return of contributions is a contract that requires that his “reinstating previous creditable service,” and, moreover, the NHRS Employee told him at the time he could “reinstating” his prior service if he returned to employment with an NHRS employer. [Testimony of Petitioner; ex. 3] First, the Petitioner’s submission of a form requesting a refund does not create a binding contract. NHRS is the administrator of the retirement plan, and it does not have the authority to enter a contract with a member that would bind the Legislature from making changes to the terms of the plan. “The NHRS plan (and its trust) was created by the New Hampshire legislature and can be amended or terminated by the New Hampshire legislature at any time.” (Laws of 2011, Chapter 22:160, I(k))⁵

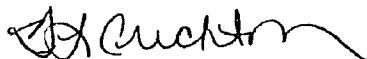
III. The Petitioner has failed to establish that the NHRS should be estopped from determining his status as a Tier B member.

The Petitioner argues that the NHRS should be estopped from determining his status as being Tier B because he relied on the “contract,” representations of the NHRS Staff person, and the date of enrollment on his annual Member Statement prior to 2019 to make the prior service purchases. [ex. 19] First, there is no evidence that the NHRS made any false statements to the Petitioner. Even accepting the Petitioner interpretation of “reinstating prior service credit” as meaning that purchases made after January 1, 2012, counted the same as service credit earned prior to January 1, 2012, that statement not false at the time it was made by the NHRS Employee. Prior to the 2011 changes, “reinstating prior service credit” would have had the same impact on a member’s

⁵ See also, *Professional Fire Fighters of N.H. v. State of New Hampshire*, 167 N.H. 188 (2014); *American Federation of Teachers v. State of N.H.*, 167 N.H. 294 (2015) (Upholding legislative changes made to RSA 100-A based on the finding that the legislature had not expressed an unmistakable intent to bind itself from changing either the definition of earnable compensation or the rates paid by the members.)

retirement as if he/she had left their contributions in the System. It was only after the 2011 legislative changes that the timing of a Group II member's purchase of prior service credit became an issue, and there is no evidence that the Petitioner asked if his purchasing prior service credit after January 1, 2012, would retroactively change his vesting status on January 1, 2012. Similarly, any alleged reliance on the annual Member Statement that he was considered "vested" as of January 1, 2012, would not have been reasonable because the Member Statements include the following warning: "[t]he information in this statement has not been audited. . . . Contact NHRS before you take any action based on this statement." [ex. 15] Finally, the Board has consistently found that equitable estoppel cannot be used to avoid the application of a statute.⁶

Conclusion: The Hearings Examiner recommends the Board uphold the NHRS Staff determination that the Petitioner is a Group II, Tier B member, and his purchase of prior service credit after January 1, 2012, did not retroactively make him "in vested status" on January 1, 2012.



Diana L. Crichton, Esq.
Hearings Examiner

⁶ See e.g., In the Matter of Deborah Murphy, decided 7/10/12, and In the Matter of Karen Jones, decided 11/13/12 (the reliance on annual member statements not grounds for estoppel, citing *Concord v. Tompkins*, 124 N.H. 463 (1984)); In re Enchi Chen, decided 7/8/14, (denying benefits prior to date of application despite Petitioner's telephone call to NHRS, citing on *Bosonetto v. Town of Richmond*, 161 NH 736 (2012)).

In the Matter of Scott Marshall

NEW HAMPSHIRE RETIREMENT SYSTEM**IN RE: SCOTT MARSHALL****DOCKET NO. 23-11****MOTION FOR REHEARING**

NOW COMES, Scott Marshall, by and through his attorneys Krupski & Beaudoin, PLLC and respectfully submits this Motion for Rehearing pursuant to Ret. 204.11 and in support thereof states as follows:

1. On or about August 14, 2024, Scott Marshall (Hereinafter "Marshall") was informed that the Board of Trustees voted to accept the recommendation of the Hearings Examiner on August 13, 2024.

2. The Hearings Examiner recommended that Marshall be designated a Group II Tier B retiree, despite the evidence demonstrating that he was vested prior to January 2010. In making this determination the Hearings Examiner disregarded the plain meaning of the relevant statute and applied other statutes to support her positions. This constituted legal error.

3. Further, the Hearings Examiner found that the Termination Certificate did not constitute a contract and Marshall could not rely upon the advice of the agents of the New Hampshire Retirement System. These findings are also in error.

4. The plain meaning of the relevant statute provides,

If a member of this system or a predecessor system ceases to be a member and withdraws his accumulated contributions, and later again becomes a member and wishes to receive prior service credit for the previous time served as a member, or if a member wishes to receive prior service credit for a period during which he was employed in a temporary, unclassified, or non-classified capacity, or in any nonpermanent full-time employment prior to becoming a member, the member may petition the board of trustees to obtain an actuary's statement indicating the costs, provided that such prior service shall

have a duration of 6 months or more and further provided that the member agrees to pay for the statement. See RSA 100-A:3 VI (a) See also: RSA 100-A:1 (VII); (X)(b); (XVI); (XVIII); RSA 100-A:5; In re Barney 142 N.H. 798 (1998) (emphasis supplied).

5. The Supreme Court in interpreting this statute provides, "For example, "shall" generally indicates a mandatory provision. See Id. RSA 100-A:3, V (1990) plainly states that "[a] member *shall* cease to be a member if . . . he withdraws his accumulated contributions." (Emphasis added.) To return to membership, RSA 100-A:3, I (Supp. 1997) requires an individual to become a statutorily recognized teacher, permanent policeman, permanent fireman, or employee. See RSA 100-A:1, V to VIII-b (1990 & Supp. 1997). After returning to membership, an individual may receive credit for prior service by repaying the amount withdrawn plus interest. See RSA 100-A:3, VI(a)-(c) (1990 & Supp. 1997).": In Re Barney at 801 (emphasis supplied).

6. Marshall followed the plain language of the statute and the direction provided by the Supreme Court. In December of 2009, the Petitioner withdrew his accumulated contributions in the amount of \$76, 244.05 (Ex. 3). The Petitioner again became a member of Group II as of February of 2010 (Ex. 7) and requested to receive credit for PRIOR service. Marshall then paid an amount of over \$178,000 to obtain that prior credit. The determination that the Marshall was divested of his vested status because he withdrew his accumulated contributions completely disregards and nullifies RSA 100-A:3 (VI) (a).

7. Marshall should be designated as a Group II Tier A retiree.

8. The Hearings Examiner's reliance on RSA 100-A:5 is misplaced and Marshall does not agree he was not vested prior to January 1, 2012. See Marshall's Closing Argument, p.

5. The changes that took place in 2011 did not revise or amend RSA 100-A:3 (VI)(a).

9. The reliance on RSA 100-A:5 is also misplaced as the statute has changed and is only applicable to the purchase of service credits that were NOT worked. See HB 1647, effective June 30, 2024 (attached). It is undisputed that Marshall had worked more than 10 years as a group II employee for the State of New Hampshire prior to January of 2012.

10. The contract entered into with the NHRS provides in relevant part:

...if I subsequently become employed as an individual eligible for NHRS membership, I will be enrolled as a new member but would have the option of **reinstating** previous creditable service of six months or more by repaying withdrawn accumulated contributions with interest..... Ex. 3, p. 1 (emphasis supplied).

11. This is in conformance with RSA 100-A:3 (VI)(a). If Marshall was simply buying time for the future there would be no reason to pay interest. In essence, he provided himself a loan and was promised he would be reinstated his prior years of service credits.

12. The Hearings Examiner does not provide any basis for the statement that the NHRS cannot contract. Based on information and belief the NHRS contracts with vendors and actuarial firms on a regular basis. See RSA 100-A:2.

13. The legislature could have amended RSA 100-A:3 in 2011, but chose not to do so.

14. While other aspects of the statutory framework have been altered dramatically, the ability to return to service and purchase the prior credits have remained consistent. Further, RSA 100-A:3 provisions are contractual as Petitioner was vested (10 years) when he withdrew his contributions. See Violation of the Contracts Clause, NH Constitution Part 1 Article 23; US Constitution Part 1 Article 1, Section 10. Opinion of the Justices, 135 N.H. 625 (1992).

15. Finally, the Hearings Examiner argues that Marshall could not have detrimentally relied on the representations of NHRS because the law changed in 2011 and equitable estoppel cannot be used to avoid the application of a statute. The Hearings Examiner has misinterpreted

RSA 100-A:3 and Marshall does not seek to avoid, but rather, enforce RSA 100-A:3. The NHRS is attempting to avoid the application of RSA 100-A:3 by referencing inapplicable sections of the statutory framework.

16. The Hearing Examiner also disregards that Marshall received approximately \$76,000 when he borrowed against his retirement and to restore his retirement, he paid over \$178,000 to get that time reinstated to its original position. This was based on the advice and information provided by the NHRS.

17. Marshall incorporates by reference, as if fully set forth herein, his Closing Argument submitted on or about June 21, 2024.

WHEREFORE, Marshall respectfully prays this Board,

- A. Rehear this matter;
- B. Classify Marshall as a Group II Tier A retiree;
- C. Make Marshall whole as a Group II Tier A retiree;
- D. Grant such other and further relief as is necessary.

September 11, 2024

Respectfully submitted,
Scott Marshall
By and through his attorneys,
KRUPSKI & BEAUDOIN, PLLC

By: /s/ John S. Krupski
John S. Krupski, Esq.
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CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing has been served on all counsel of record through electronic mail.

September 11, 2024

/s/ John S. Krupski
John S. Krupski, Esq.

HB1647-FN-A

Bill Details

Title: relative to the calculation of group II retirement benefits in the retirement system.

Sponsors: *(Prime)* Leishman (D), Dan McGuire (R), Grote (D), Goley (D), Shurtleff (D), Donna Soucy (D)

LSR Number: 24-3143

General Status: **SIGNED BY GOVERNOR**

Chapter Number: 253

House:

Committee: Finance

Due Out: 2/15/2024

Status: CONCURRED

Senate:

Committee: Finance

Floor Date: 5/22/2024

Status: PASSED/ADOPTED WITH AMENDMENT

CHAPTER 253

HB 1647-FN-A - FINAL VERSION

22Feb2024... 0326h

11Apr2024... 1134h

05/22/2024 1977a

2024 SESSION

24-3143

1006

HOUSE BILL **1647-FN-A**

AN ACT relative to the calculation of group II retirement benefits in the retirement system.

SPONSORS: Rep. Leishman, Hills, 33; Rep. D. McGuire, Merr, 14; Rep. Grote, Rock, 24; Rep. Goley, Hills, 21; Rep. Shurtleff, Merr, 15; Sen. Soucy, Dist 18

COMMITTEE: Executive Departments and Administration

ANALYSIS

This bill modifies the group II members retirement annuity multipliers for the New Hampshire retirement system. The bill makes an appropriation to the retirement system therefor.

Explanation: Matter added to current law appears in *bold italics*.
Matter removed from current law appears in *[in brackets and struck through]*.
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.
22Feb2024... 0326h
11Apr2024... 1134h
05/22/2024 1977a 24-3143
1006

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty Four

AN ACT relative to the calculation of group II retirement benefits in the retirement system.

Be It Enacted by the Senate and House of Representatives in General Court convened:

253:1 Group II Service Retirement Benefits, Amend RSA 100-A:5, II to read as follows:

II. Group II Members.

(a) Any group II member in service, who is in vested status before January 1, 2012, who has attained age 45 and completed 20 years of creditable service, and any group II member who commenced service on or after July 1, 2011 who has attained age 50 and completed 25 years of creditable service, and group II members who have not attained vested status prior to January 1, 2012 as provided in the transition provisions in RSA 100-A:5, II(d), or any group II member in service who has attained age 60 regardless of the number of years of creditable service, may retire on a service retirement allowance upon written application to the board of trustees setting forth at what time not less than 30 days nor more than 90 days subsequent to the filing thereof the member desires to be retired, notwithstanding that during such period of notification the member may have separated from service. Provided, however, that a group II member who commenced service on or after July 1, 2011 shall not receive a service retirement allowance until attaining the age of 52.5; but may receive a reduced allowance after age 50 if the member has at least 25 years of creditable service where the allowance shall be reduced, for each month by which the date on which benefits commence precedes the month after which the member attains 52.5 years of age, by 1/4 of one percent.

(b) Upon service retirement, a group II member shall receive a service retirement allowance which shall consist of:

(1) A member annuity which shall be the actuarial equivalent of his or her accumulated contributions at the time of retirement; and

(2) For members who are in vested status before January 1, 2012, a state annuity which, together with his or her member annuity, shall be equal to 2-1/2 percent of his or her average final compensation multiplied by the number of years of his or her creditable service not in excess of 40 years, or for members who commenced service on or after July 1, 2011, a state annuity which, together with his or her member annuity, shall be equal to 2 percent of his or her average final compensation multiplied by the number of years of his or her creditable service not in excess of 42.5 years, and group II members who have not attained vested status prior to January 1, 2012 shall be as provided in the transition provisions in RSA 100-A:5, II(d) with the maximum number of years of creditable service not in excess of *[40.5 years] the limits under RSA 100-A:6-a, but only for group II members in service who have attained age 60 regardless of the number of years of creditable service, or who work up to their full age and service requirements and retire under service retirement. If a member retires prior to reaching full age and service requirements, then their annuity multiplier remains the same as their first 15 years of creditable service.*

(3) [Repealed.]

(c)(1) Notwithstanding any provision of RSA 100-A to the contrary, any group II member who is in vested status before January 1, 2012 and has retired on or after the effective date of this subparagraph after attaining the age of 45 with at least 20 years of creditable service, and any group II member who commenced service on or after July 1, 2011 and retires after the effective date of this subparagraph after attaining the age of 50 with at least 25 years of creditable service, and group II members who have not attained vested status prior to January 1, 2012 who qualify as provided in the transition provisions in RSA 100-A:5, II(d), shall receive a minimum annual service retirement allowance of \$10,000. If such group II member has elected to convert the retirement allowance into an optional allowance for the surviving spouse under RSA 100-A:13, the surviving spouse shall be entitled to a proportional share of the \$10,000.

(2) [Repealed.]

(3) [Repealed.]

Marshall Reconsideration

(d) Active group II members who commenced service prior to July 1, 2011 and who have not attained vested status prior to January 1, 2012 shall be subject to the following transition provisions for years of service required for regular service retirement, the minimum age for regular service retirement, and for the first 15 years of creditable service, the multiplier used to calculate the retirement annuity, which shall be applicable on, or after January 1, 2012 according to the following table:

Creditable service on Minimum years Minimum Annuity

January 1, 2012 of service age attained multiplier

(1) Less than 4 years 24 age 49 2.1% *

(2) At least 4 years 23 age 48 2.2% *

but less than 6 years

(3) At least 6 years but 22 age 47 2.3% *

less than 8 years

(4) At least 8 years but 21 age 46 2.4% *

less than 10 years

* The annuity multiplier applied to creditable service earned beyond 15 years of creditable service, shall be 2.5 percent, but only for group II members in service who have attained age 60 regardless of the number of years of creditable service, or who work up to their full age and service requirements and retire under service retirement. If a member retires prior to reaching full age and service requirements, then their annuity multiplier remains the same as their first 15 years of creditable service.

(e) Notwithstanding the transition provisions of subparagraph (d), the member may replace the additional years of service required for minimum retirement age with the years of service that are purchased under RSA 100-A:4, IX. Therefore, allowing the member to retire between the age of 45 and 49 depending upon the years of service purchased, The purchased years under RSA 100-A:4, IX shall have an annual multiplier of 2.5 percent regardless of the percentage listed in subparagraph (d).

253:2 New Hampshire Retirement System; Disability Retirement Benefits. Amend RSA 100-A:5, II(b) to read as follows:

(b) Upon ordinary disability retirement, the group II member shall receive an ordinary disability retirement allowance which shall consist of: a member annuity which shall be the actuarial equivalent of his or her accumulated contributions at the time of his or her ordinary disability retirement; and a state annuity which, together with his or her member annuity, for members who are in vested status before January 1, 2012, shall be equal to 2 1/2 percent of his or her average final compensation at the time of ordinary disability retirement multiplied by the number of years of his or her creditable service not in excess of 40 at the time of ordinary disability retirement, or for members who commenced service on or after July 1, 2011, shall be equal to 2 percent of his or her average final compensation at the time of ordinary disability retirement multiplied by the number of years of his or her creditable service not in excess of 42.5 at the time of ordinary disability retirement, and group II members who have not attained vested status prior to January 1, 2012, shall be as provided in the transition provisions in RSA 100-A:5, II(d) with the maximum number of years of creditable service not in excess of ~~40.5 years~~ the limits under RSA 100-A:8-a provided, however, that such allowance shall not be less than 25 percent of the member's final compensation at the time of his or her disability retirement. *Members who retire upon ordinary disability or qualify for accidental death benefits as outlined in RSA 100-A:8 shall not be subject to the full age and service requirements listed under RSA 100-A:5, II(d).*

253:3 Appropriation; Retirement System; Group II Change. The sum of \$26,000,000 for the biennium ending June 30, 2025, is hereby appropriated to the retirement system for deposit in the state annuity accumulation fund for payment against the cost of the amendment to the group II calculation of service and disability retirement benefits by this act. The governor is authorized to draw a warrant for said sum out of any money in the treasury not otherwise appropriated.

253:4 Effective Date. This act shall take effect June 30, 2024.

Approved: July 19, 2024

Effective Date: June 30, 2024

NEW HAMPSHIRE RETIREMENT SYSTEM***In the Matter of Scott Marshall***

(Docket #23-11)

NHRS STAFF OBJECTION TO MOTION FOR REHEARING

NHRS Staff hereby objects to Petitioner's Motion for Rehearing and, in support thereof, states as follows:

1. The Petitioner, Scott Marshall, is appealing an October 9, 2023 administrative decision by NHRS Staff that he is eligible for "Tier B" retirement benefits.

2. An evidentiary hearing was held in this matter on June 11, 2024 and, on August 13, 2024, the NHRS Board of Trustees approved the Hearings Examiner's Recommendation to deny Petitioner's appeal.

3. On September 11, 2024, Petitioner filed a Motion for Rehearing which should be denied by the Board.

4. Petitioner's Motion for Rehearing presents a number of the same arguments that were properly rejected by the Board in its August 13, 2024 Decision. In addition, Petitioner's Motion for Rehearing should be denied on the additional basis that Petitioner's alleged "contract" claim is based on an incorrect interpretation of the term "reinstating" as it is used in the "Terminated Member's Application for Refund of Accumulated Contributions" form. As a factual matter, as stated in the October 9, 2023 decision letter from NHRS to Petitioner, "the withdrawn service has since been reinstated to your record."

5. Petitioner's Motion for Rehearing also presents an erroneous new argument, premised on the terms of the recently adopted House Bill 1647, that the Board's "reliance on RSA 100-A:5 is...misplaced as the statute has changed and is only applicable to the purchase of service credits that were NOT worked." Motion for Rehearing at para. 9 (emphasis in original); *see* House Bill 1647 (eff. June 30, 2024).

6. HB 1647 amends RSA 100-A:5, II, in relevant part, as follows:

The annuity multiplier applied to creditable service earned beyond 15 years of creditable service, shall be 2.5 percent, but only for group II members in service who have attained age 60 regardless of the number of years of creditable service, or who work up to their full age and service requirements and retire under service retirement.

7. In reality, therefore, HB 1647 provides a possible partial exception to the post-January 1, 2012 annuity multiplier revision but has no effect on the Board's legal ruling that NHRS Staff properly determined that Petitioner is eligible for "Tier B" retirement benefits pursuant to RSA 100-A:5, II. *See* 2011 Laws, Ch. 224:166 amending RSA 100-A:5, II.

8. Nonetheless, it should be noted that Petitioner Marshall will benefit from HB 1647 for his years beyond 15 years of creditable service. As he was approved for service retirement, effective September 1, 2024, with a total of 29.25 years of creditable service upon NHRS Staff's implementation of HB 1647 Petitioner's retirement allowance will be recalculated using the 2.5% multiplier for his 14.25 years of creditable service beyond 15 years.

9. For the foregoing reasons, Petitioner's Tier B retirement status was properly determined by the Board and Petitioner's Motion for Rehearing of his appeal of that issue should be denied.

Respectfully submitted,

/s/ Peter T. Foley, Esq.

Peter T. Foley, Esq.

NH Bar Number 828

P.O. Box 2753

Concord, NH 03302

603-303-8176

foleypt@coomcast.net

CERTIFICATION

I certify that a copy of the foregoing pleading will be electronically mailed, this day, to counsel for the Petitioner.

/s/ Peter T. Foley, Esq.

RSA 100-A:3 Membership. –

...

V. A member shall cease to be a member if (a) he or she withdraws his or her accumulated contributions; or (b) he or she becomes a beneficiary or dies. . . .

...

VI. (a) If a member of this system or a predecessor system ceases to be a member and withdraws his accumulated contributions, and later again becomes a member and wishes to receive prior service credit for the previous time served as a member, . . . the member may petition the board of trustees to obtain an actuary's statement indicating the costs, provided that such prior service shall have a duration of 6 months or more and further provided that the member agrees to pay for the statement.

RSA 100-A:4 Creditable Service. –

...

II. Creditable service at retirement on which the retirement allowance of a member shall be based shall consist of his membership service since he became a member or since he last became a member in the event of a break in membership, and the prior service, if any, which is credited to him under paragraph I.

(Amended effective 6/30/24 (HB 1647 amendments in bold italics))

RSA 100-A:5 Service Retirement Benefits. –

...

II. Group II Members.

(b)(2) . . . and group II members who have not attained vested status prior to January 1, 2012 shall be as provided in the transition provisions in RSA 100-A:5, II(d) with the maximum number of years of creditable service not in excess of [40.5 years] ***the limits under RSA 100-A:6-a, but only for group II members in service who have attained age 60 regardless of the number of years of creditable service, or who work up to their full age and service requirements and retire under service retirement. If a member retires prior to reaching full age and service requirements, then their annuity multiplier remains the same as their first 15 years of creditable service.***

...

(d) Active group II members who commenced service prior to July 1, 2011 and who have not attained vested status prior to January 1, 2012 shall be subject to the following transition provisions for years of service required for regular service retirement, the minimum age for regular service retirement, and ***for the first 15 years of creditable service***, the multiplier used to calculate the retirement annuity, which shall be applicable on, or after January 1, 2012 according to the following table:

Creditable service on January 1, 2012	Minimum Years of service	Minimum Age Attained	Multiplier
(1) Less than 4 years	24	age 49	2.1 % *
(2) At least 4 years but less than 6 years	23	age 48	2.2% *
(3) At least 6 years but less than 8 years	22	age 47	2.3% *
(4) At least 8 years but less than 10 years	21	age 46	2.4% *

** The annuity multiplier applied to creditable service earned beyond 15 years of creditable service, shall be 2.5 percent, but only for group II members in service who have attained age 60 regardless of the number of years of creditable service, or who work up to their full age and service requirements and retire under service retirement. If a member retires prior to reaching full age and service requirements, then their annuity multiplier remains the same as their first 15 years of creditable service.*

Laws of 2011

224:160 Findings; Intent. The New Hampshire general court makes the following findings of fact and states the following intent and purpose for sections 161-188 of this act.

I. Immediate action is necessary to make the New Hampshire retirement system (NHRS) viable and solvent.

...

(k) The NHRS plan (and its trust) was created by the New Hampshire legislature and can be amended or terminated by the New Hampshire legislature at any time. Notwithstanding the general court's power, it is the general court's intention and public necessity to protect the reasonable interests of the members who accrue benefits under the NHRS plan, of the employers of those members, and of the citizens of New Hampshire.

Trustee Travel

No Travel Requests Submitted

To: NHRS Board of Trustees
 From: Jan Goodwin, Executive Director
 Date: November 25, 2024
 Re: October 8, 2024 - Action Items
 Item: Action: Discussion: Informational:

- | | |
|---|--------------|
| <p>1. Implement the approved revisions to the IME Review Policy, the Audit Policy and Audit Charter.
 Action: Completed.</p> | <p>MC/HH</p> |
| <p>2. Provide certification of the cost of the \$500 TSA payment from HB 1307 to the Governor’s Office.
 Action: Completed.</p> | <p>MM</p> |
| <p>3. Present the annual ethics results on the December Board agenda.
 Action: On the December agenda.</p> | <p>TC</p> |
| <p>4. Post the 2025 Board meeting schedule.
 Action: Completed.</p> | <p>MK</p> |
| <p>5. Finalize IME provider contracts.
 Action: Completed.</p> | <p>MC</p> |
| <p>6. Continue space options due diligence.
 Action: On the December agenda.</p> | <p>JG</p> |
| <p>7. Refresher on investment performance and benchmarks.
 Action: On the December agenda.</p> | <p>RL</p> |
| <p>8. Present the ACFR and CAIR for Board approval at the December Board meeting.
 Action: On the December agenda.</p> | <p>MM/RL</p> |
| <p>9. Review the Board self-evaluation results at the December Board meeting.
 Action: On the December agenda.</p> | <p>JG</p> |
| <p>10. Implement Board decisions on Consent Agenda.
 Action: Completed.</p> | <p>DC</p> |

BOARD CHECKPOINT DISCUSSION



Appendix D:2 - Board Self-Evaluation Form

Part B

Overall Board Evaluation

Rate the following statements in relation to the overall performance of the Board of Trustees. Rank answers using the following scale:

- 1 - always*
- 2 - almost always*
- 3 - sometimes*
- 4 - almost never*
- 5 - never*

- | | | | | | |
|--|---|---|---|---|---|
| 1. The Board knows and understands NHRS' mission, organizational principles for success, and strategic plan and reflects this understanding on key issues throughout the year. | 1 | 2 | 3 | 4 | 5 |
| 2. The Board ensures that new Board members are given a prompt, thorough orientation of fiduciary duties and the operation of NHRS. | 1 | 2 | 3 | 4 | 5 |
| 3. The Board has and follows procedures for effective meetings. | 1 | 2 | 3 | 4 | 5 |
| 4. The Board reconsiders and revises policies as necessary. | 1 | 2 | 3 | 4 | 5 |
| 5. Board meetings are conducted in a manner that ensures open communication, meaningful participation, and sound resolution of issues. | 1 | 2 | 3 | 4 | 5 |
| 6. The Board receives timely, accurate, and useful information upon which to make decisions. | 1 | 2 | 3 | 4 | 5 |

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

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 7. | The Board as a whole, and Board members as individuals, are evaluated on their performance on a regular basis. | 1 | 2 | 3 | 4 | 5 |
| 8. | The Board reviews and adopts a reasonable operating budget which is regularly monitored throughout the year. | 1 | 2 | 3 | 4 | 5 |
| 9. | The Board periodically monitors investment performance and measures it against other public pension systems in its industry or other relevant benchmarks. | 1 | 2 | 3 | 4 | 5 |
| 10. | The Board periodically monitors service to members with other public pension systems or relevant comparative data. | 1 | 2 | 3 | 4 | 5 |
| 11. | The Board stays abreast of issues and trends affecting NHRS, using this information to assess and guide NHRS over the long term. | 1 | 2 | 3 | 4 | 5 |
| 12. | The Board comprehends and respects the difference between its policy-making role and the Executive Director's management role. | 1 | 2 | 3 | 4 | 5 |
| 13. | Board goals, expectations, and concerns are honestly communicated with the Executive Director. | 1 | 2 | 3 | 4 | 5 |
| 14. | The Board functions well as a cohesive, governing body. | 1 | 2 | 3 | 4 | 5 |
| 15. | The Board engages in long range strategic thinking and planning. | 1 | 2 | 3 | 4 | 5 |

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

Identify the three greatest achievements of the Board during the past year.

1.

2.

3.

What critical issues need to be addressed by the Board in the future?



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

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 – January 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 December 31, 2024:

- 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 FY 2024 NHRS funded ratio – the actuarial value of assets divided by the projected value of future benefits – is XX.X%, up from 67.5% in FY 2023. The retirement system's unaudited net position held in trust was \$12.4 billion as of June 30, 2024, an increase of approximately \$870 million from the prior fiscal year, which stood at \$11.5 billion.
- XX LSRs related to the retirement system have been introduced, XX in the House and XX 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.
- NHRS was recognized by the Government Finance Officers Association for excellence in financial reporting for its 2023 ACFR and Summary ACFR.

In addition to this cover letter, the report contains:

- An executive summary of NHRS Board activity from October through December.
- Minutes of the October 8, 2024, Board meeting and draft minutes of the December 10, 2024, 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 November 30, 2024, 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 to date.

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 Christopher Sununu

**Executive Summary of
New Hampshire Retirement System (NHRS)
Board of Trustees Meetings**

October 8, 2024, to December 10, 2024

At the October 8, 2024, regular bi-monthly meeting of the NHRS Board of Trustees, the Board approved its meeting calendar for 2025. It also met in non-public session for a discussion of potential office space options. The retirement system must decide by early 2025 whether to renew its current lease for another five-year term; staff and an ad hoc Board committee are reviewing options.

Following the completion of a request for proposals (RFP) process, the Board voted to accept the recommendation of the Benefits Committee to increase the number of individual physicians performing independent medical examinations (IME) and to contract with two companies to allow for a broader panel of physicians as well as gain efficiencies in processing disability applications.

At the December 10, 2024, regular bi-monthly meeting the Board ... *TBD*

Additional details regarding actions and discussions of the NHRS Board of Trustees may be found in the archive of meeting minutes posted on www.nhrs.org. The direct link to this page is:

<https://www.nhrs.org/about-nhrs/board-of-trustees/meeting-minutes>

CY 2024 BOARD ACTION CALENDAR

DECEMBER 2023

Date	Board Action Item	Requirement	Responsible Party
12/12/23	Approve 2023 Annual Comprehensive Financial Report (ACFR)	RSA 100-A:15, VI	Trustees & Audit Committee
12/12/23	Recommend Update to the Strategic Asset Allocation	RSA 100-A:15, VII(c)(2)	IIC & Investments
12/12/23	Statement of Financial Interests due 3 rd Friday in January	RSA 15-A	Trustees & IIC Members
12/12/23	Annual Ethics Survey Results	Ret. 401	Legal

JANUARY 2024 – No Meeting

FEBRUARY

Date	Board Action Item	Requirement	Responsible Party
2/13/24	Board and Audit Committee approval of FY23 GASB 68/75 Reports	Best Practice	Board of Trustees
2/13/24	Annual Governance Manual revisions	Best Practice	Board of Trustees
2/13/24	Presentation of Capital Markets Assumptions	Best Practice	Investments
2/13/24	Quarterly IIC Report (Incl Inv. Fees and Sole Interest Statement)	RSA 100-A:15, II-a(c)	IIC
2/13/24	Trustee Education	Best Practice	ED
2/13/24	BCP Testing Report	Best Practice	ED
2/13/24	Initiate Review of Strategic Plan - PAA	Best Practice	Board of Trustees
2/13/24	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

Date	Board Action Item	Requirement	Responsible Party
4/1/24	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
4/9/24	Approve the Strategic Plan	Best Practice	Board of Trustees

MAY – No Meeting**JUNE**

Date	Board Action Item	Requirement	Responsible Party
6/11/24	Review and Approve annual Trust Fund Budget (non-statutory portion)	Best Practice	Board of Trustees
6/11/23	Review and Approve Experience Study and Actuarial Assumptions	RSA 100-A:14, X	Board of Trustees
6/11/24	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c)	IIC

JULY – No Meeting**AUGUST**

Date	Board Action Items	Requirement	Responsible Party
8/13/24	Annual IIC Real Estate update to the Board	Best Practice	IIC
8/13/23	Review and Approve Biennial Administrative Budget	RSA 100-A:14, XIII	Board of Trustees
8/13/24	Review and Approve Actuarial Valuation and Rate Certification	RSA 100-A:14, X	Board of Trustees
8/13/24	Office of Foreign Asset Control (OFAC) Compliance Report	Best Practice	Board of Trustees
8/13/24	Working After Retirement Report	Best Practice	Board of Trustees
8/13/24	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**

Date	Board Action Items	Requirement	Responsible Party
10/1/24	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
10/8/24	Gainful Occupation Report	RSA 100-A:6, III(b)	Board of Trustees
10/8/24	Review charters for Board Committees	Governance Manual	Appropriate Board Committee
10/8/24	Annual Board Fiduciary Education	Best Practice	Board of Trustees
10/8/23	Annual Independent Medical Examiner (IME) Review	IME Policy	Board of Trustees
10/8/24	Set Board of Trustees meeting schedule for next calendar year	Governance Manual	Board of Trustees
10/8/24	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c) & VIII(b)	IIC
10/8/24	Call Firefighter Report	Best Practice	Board of Trustees

NOVEMBER – No Meeting**DECEMBER**

Date	Board Action Items	Requirement	Responsible Party
12/10/24	Audited ACFR to Audit Committee and Board for approval	RSA 100-A:15, VI(a)	External Auditor
12/10/24	Audit Committee recommends that the Board approve the audited ACFR	RSA 100-A:15, VI(a)	Board of Trustees
12/10/24	RSA 15-A Statement of Financial Interests Reminder – due 3 rd Fri. in Jan	RSA 15-A	Board of Trustees
12/10/24	The IIC recommends that the Board approve the CAIR	RSA 100-A:15, VII	Board of Trustees
12/10/24	Present annual ethics survey results	Ret. 401	Legal
12/10/24	Quarterly IIC Report (Incl Inv. Fees)	RSA 100-A:15, II-a(c) & VIII(b)	IIC
12/31/24	Deadline for issuing member statements for fiscal year ending 6/30/24	RSA 100-A:14, XI	Board of Trustees
12/31/24	ACFR and CAIR delivered per statute	RSA 100-A:15, VI(c)	PIO

CY 2025 BOARD ACTION CALENDAR

JANUARY 2025 – No Meeting

FEBRUARY

Date	Board Action Item	Requirement	Responsible Party
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

Date	Board Action Item	Requirement	Responsible Party
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

Date	Board Action Item	Requirement	Responsible Party
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**

Date	Board Action Items	Requirement	Responsible Party
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**

Date	Board Action Items	Requirement	Responsible Party
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**

Date	Board Action Items	Requirement	Responsible Party
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 rd 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 September 25, 2024**

Committee	Audit	Benefits	Governance	Legislative	PPCC	Investment
Staff Liaison	Heather Hoffacker	Timothy Crutchfield/ Nancy Miller	Timothy Crutchfield	Marty Karlon	Rosamond Cain	Raynald Leveque
Frederick, Jon		X-Ch	X	X		
Hannan, Sue				X	X-Ch	
Henry, Jason	X	X				
Kelliher, Maureen	X				X	X
VACANT						
Maloney, Robert			X		X	
Martineau, Andrew		X		X		
VACANT						
Merrifield, Ken				X-Ch	X	
Mezzapelle, Monica	X-Ch		X			
Provost, Paul			X			X
Quigley, Joshua				X	X	
Roy, Donald		X	X-Ch			
TOTAL MEMBERS	3/5	4/5	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 November 22, 2024**

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

Kenneth Merrifield, Franklin
March 24, 2021, to July 13, 2025
NH State Employer

Monica Mezzapelle, Concord
January 6, 2021, 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

Vacant - Non-member Trustee

Vacant - State Employees' Association

**Educational Seminars for Board Members,
as of November 1, 2024**

Sponsor	Program	Description
<p>(IFEBP) Int'l Foundation of Employee Benefit Plans www.ifebp.org</p>	<p>New Trustees Institute Level I: Core Concepts February 10 – 12, 2025 Orlando, FL</p> <p>June 23 – 25, 2025 Nashville, TN</p> <p>Trustees Institute Level II: Concepts in Practice February 8 – 9, 2025 Orlando, FL</p> <p>June 21 – 22, 2025 Nashville, TN</p> <p>Advanced Trustees & Administrators Institute February 10 – 12, 2025 Orlando, FL</p> <p>June 23 – 25, 2025 Nashville, TN</p>	<ul style="list-style-type: none"> ▪ Ideal for new Trustees to learn fiduciary responsibilities, and the technical aspects of serving as a Trustee. ▪ Topics include Trustee responsibility and legal environment, retirement plans, investing health and welfare pension assets, and governance. ▪ Ideal for plan professionals, and for Trustees who've served 3 to 5 years and completed Level I: Core Concepts. ▪ Learn from industry experts on current events and reform initiatives. ▪ Network with peers facing similar challenges – share best practices, ideas, and solutions. ▪ Gain insight and garner resource materials to share with colleagues. ▪ 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.
<p>(CII) Council of Institutional Investors www.cii.org</p>	<p>CII Spring Conference & 40th Anniversary Celebration March 10 – 12, 2025 Washington, D.C.</p>	<ul style="list-style-type: none"> ▪ Interact and share best practices with Corporate Governance Professionals, other investors, legislators, and regulators – make global contacts.

Sponsor	Program	Description
<p>(NCPERS) National Conference on Public Employee Retirement Systems www.ncpers.org</p>	<p>2025 NCPERS Trustee Educational Seminar (TEDS)* May 17 – 18, 2025 Denver, CO</p> <p>2024 NCPERS Accredited Fiduciary (NAF)**</p> <p>NAF Modules 1 & 2 May 17 – 18, 2025 Denver, CO</p> <p>NAF Modules 3 & 4 May 17 – 18, 2025 Denver, CO</p> <p><i>*Runs concurrently with the Annual Conference & Exhibition (ACE).</i></p> <p><i>**Trustees who wish to earn their NCPERS Accredited Fiduciary (NAF) accreditation take TEDS first.</i></p> <p>2025 Annual Conference & Exhibition (ACE) May 18 – 21, 2025 Denver, CO</p>	<ul style="list-style-type: none"> ▪ Gain comprehensive insights into Trustee responsibilities, investment strategies, and pension management. ▪ Engage in interactive sessions covering plan governance, investment roles, actuarial valuations, funding policies, fiduciary duties, and asset allocation challenges. ▪ For Trustees with at least five years of experience. Trustee Education Seminar (TEDS) is a pre-requisite. ▪ Earn continuing education credits. ▪ Strengthen knowledge of pensions and governance. ▪ Topics include investing principles, understanding actuarial science, board policies and fundamental concepts. ▪ Good for new and experienced Trustees, administrators, public pension plan members, staff, local officials, and financial and union officers. ▪ The new Trustees session occurs immediately before the conference.
<p>(NASRA) National Association of State Retirement Administrators www.nasra.org</p>	<p>NASRA Winter Meeting March 1 – 3, 2025 Washington, D.C.</p>	<ul style="list-style-type: none"> ▪ Retirement system directors and staff gather for Sunday afternoon roundtable discussions and presentations, followed by a day of analysis, forecasts, and overviews on current federal legislative and regulatory activities for all NASRA members.

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