



State of New Hampshire
Deferred Compensation Commission

3A - 6/17/26

Mailing Address: 25 Capitol Street, Room 33, Concord, NH 03301
Office Location: 105 Pleasant St., Room 204, Main Building, Concord, NH 03301
(603) 271-7886

Commission:

Terence R. Pfaff - Chair
Charles M. Arlinghaus - Vice Chair
Monica I. Mezzapelle
John M. Formella
Tanya Pitman
Craig R. Moul
Caitlin D. Davis
David J. Bettencourt
David M. Scanlan

May 26, 2026

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, New Hampshire 03301

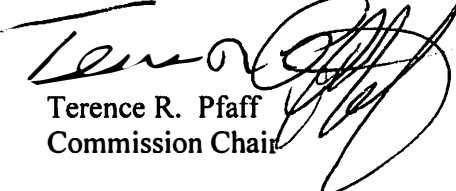
INFORMATIONAL ITEM

The New Hampshire Deferred Compensation Commission reports that an annual report for the 2025 plan year has been completed.

EXPLANATION

Attached, please find a copy of the Annual Report for the State of New Hampshire Deferred Compensation Plan for the period January 1, 2025, to December 31, 2025.

Respectfully submitted,


Terence R. Pfaff
Commission Chair



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May 26, 2026

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, NH 03301

Dear Governor Ayotte and Honorable Councilors,

On behalf of the Deferred Compensation Commission, I am pleased to share the **2025 Annual Report** for the State of New Hampshire Deferred Compensation Plan (NHDCP).

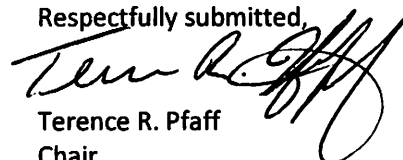
At the close of 2025, the NHDCP supported **9,108 participant** accounts, including 5,761 current employees and 3,347 individuals separated from service. Total plan assets reached **\$630.5 million**. These results reflect continued year-over-year growth in both participation and asset levels, underscoring the plan's ongoing stability and expansion.

A major strategic focus in Plan Year 2025 was broadening participation by engaging political subdivisions and eligible public agencies throughout New Hampshire. This effort aligns with the Commission's long-term objective to enhance retirement security statewide by ensuring more public employees have access to a high-quality, cost-effective supplemental savings option.

To support this goal, the Commission expanded outreach efforts to prospective employers. As a result, the Town of Salem, the Town of Brookline, and the New Hampshire Land and Community Heritage Investment Program (LCHIP) elected to join the Plan in 2025. Their participation extends the Plan's reach and reinforces the NHDCP's role as a reliable supplemental retirement resource for public sector employees across the state.

This report provides key data and performance insights that illustrate the NHDCP's contribution to the retirement readiness and long-term financial well-being of both active and retired participants.

Respectfully submitted,



Terence R. Pfaff
Chair



STATE OF
NEW HAMPSHIRE
DEFERRED
COMPENSATION PLAN



New Hampshire 457(b) Deferred Compensation Plan Annual Report Plan Year 2025



Executive Summary

- The New Hampshire Deferred Compensation Plan (NHDCP) is a tax-advantaged supplemental retirement savings program established under IRC Section 457 and NH RSA 101-B. Section 457 plans serve state and local government employees, and federal law requires all plan assets to be held in trust exclusively for participants and their beneficiaries.
- The NHDCP is overseen by the New Hampshire Deferred Compensation Commission. The Commission fulfills its fiduciary responsibilities by shaping plan design and policy, selecting and managing service providers, and ensuring full compliance with state and federal requirements. The Commission meets quarterly to review the Plan, its administration, and its investments.
- The NHDCP is supported by an Executive Director who reports to the Commission. This role involves managing participation efforts, administrative and financial operations, procurements and contracts, policy recommendations, and participant stakeholder support.
- Administrative costs for the NHDCP are fully funded by participant fees.

This Annual Report highlights key activities, performance, participant engagement, and service outcomes for Plan Year 2025.



Commission/Staff Members

Terence R. Pfaff- Chair

Legislative Branch Representative

Monica I. Mezzapelle

State Treasurer

John M. Formella

NH Attorney General

Caitlin D. Davis

Unclassified Employee Member

Tanya Pitman

Judicial Branch Representative

Charles M. Arlinghaus- Vice Chair

Commissioner-Administrative Services

Douglas Rees

Designee- Insurance Department

David M. Scanlan

Secretary of State

Craig R. Moul

Public Employee at Large

Staff:

Erin M. Zayac

Executive Director



Plan Assets

In 2025, the New Hampshire Deferred Compensation Plan demonstrated strong financial progress, with total assets increasing **14.98%** year over year, rising from \$548.4 million to \$630.5 million.

Total plan assets dipped slightly in early 2025 but grew steadily thereafter. The most pronounced increase occurred in the fourth quarter and was largely influenced by the Town of Salem's decision to join the plan, contributing additional assets and enhancing overall plan scale.

Over the most recent five-year period, NHDCP assets have expanded by **\$180.7 million**, reflecting sustained participant engagement and consistent investment outcomes.

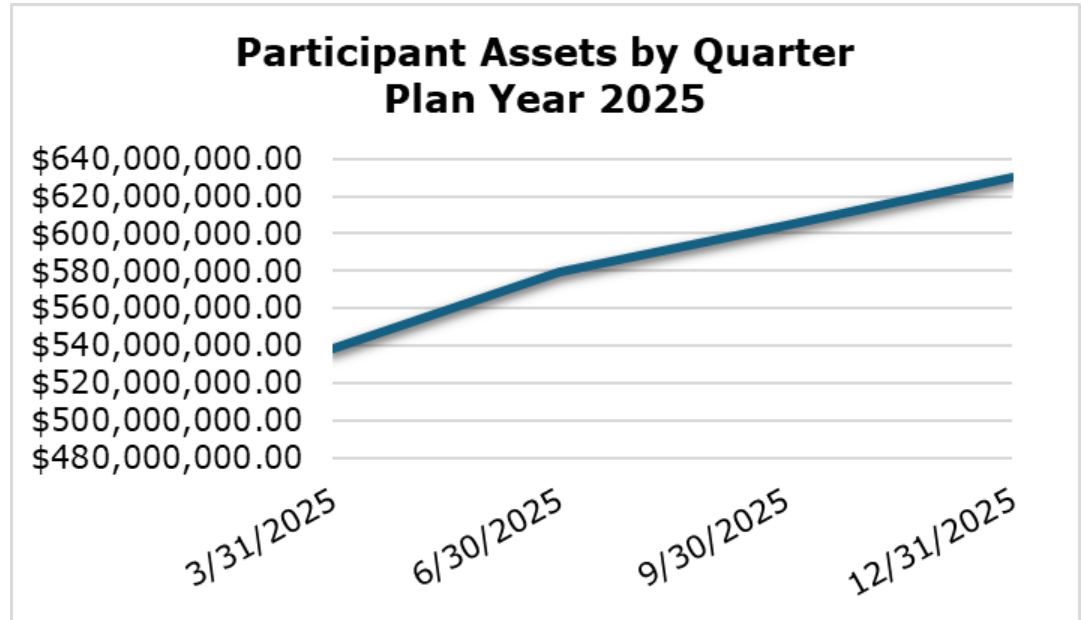
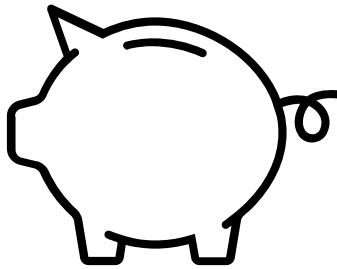
Collectively, these results underscore the plan's continued strength and its role in supporting long-term retirement readiness for public employees across New Hampshire.



Plan Assets

as of 12/31/2025

Participant Assets:	\$630,518,815
Plan-Level Assets:	\$1,173,089
Total Assets:	\$631,691,904

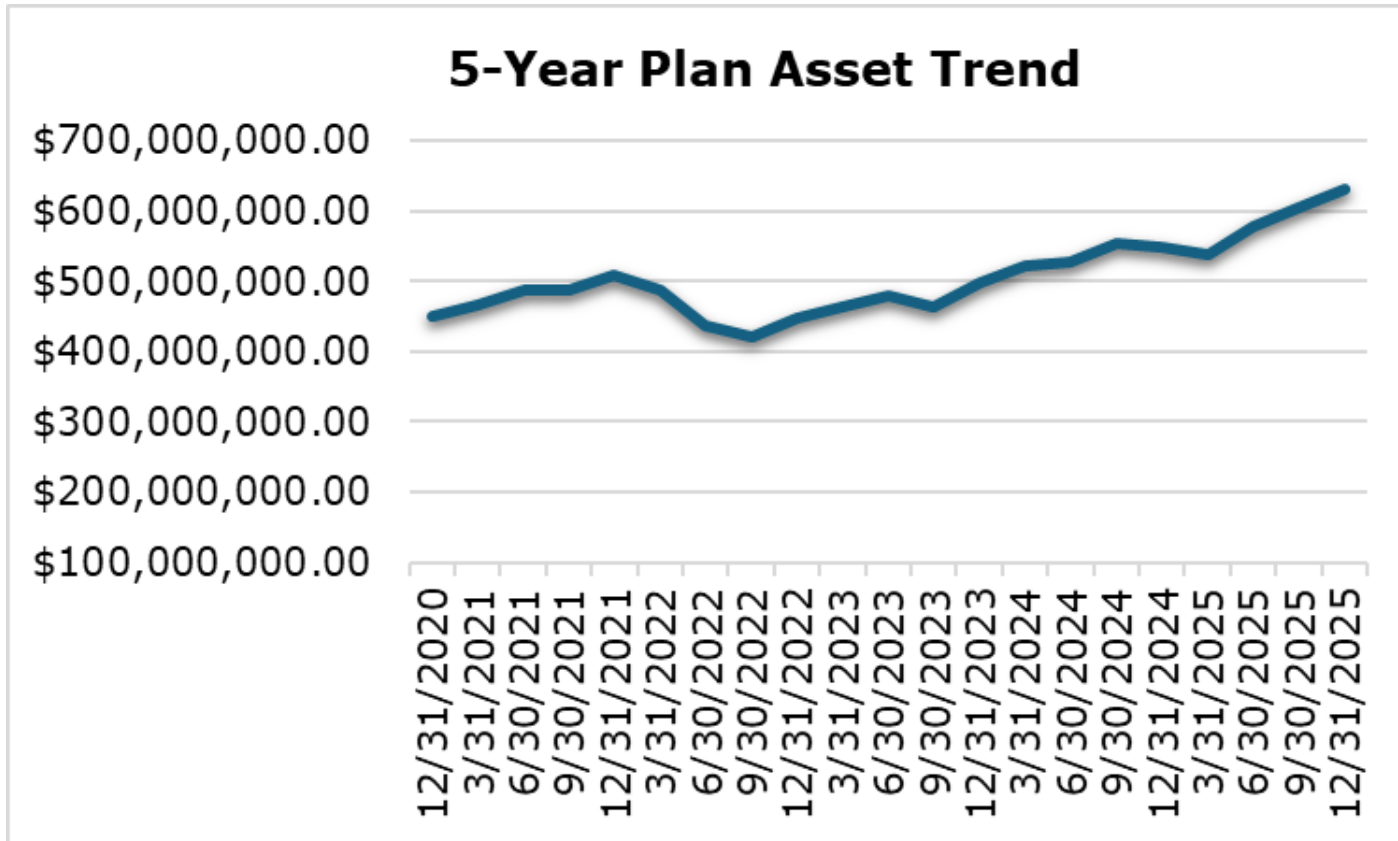


The assets presented are effective as of period end and do not reflect any adjustments, dividends, corrections, or similar that were processed after period end.





Plan Assets



Participation

As of 12/31/2025 the NHDCP had **9,108** participants with a balance in their account.

This included:

- » **5,761** Active Participants (those currently employed)
- » **3,347** Participants who were Separated from service



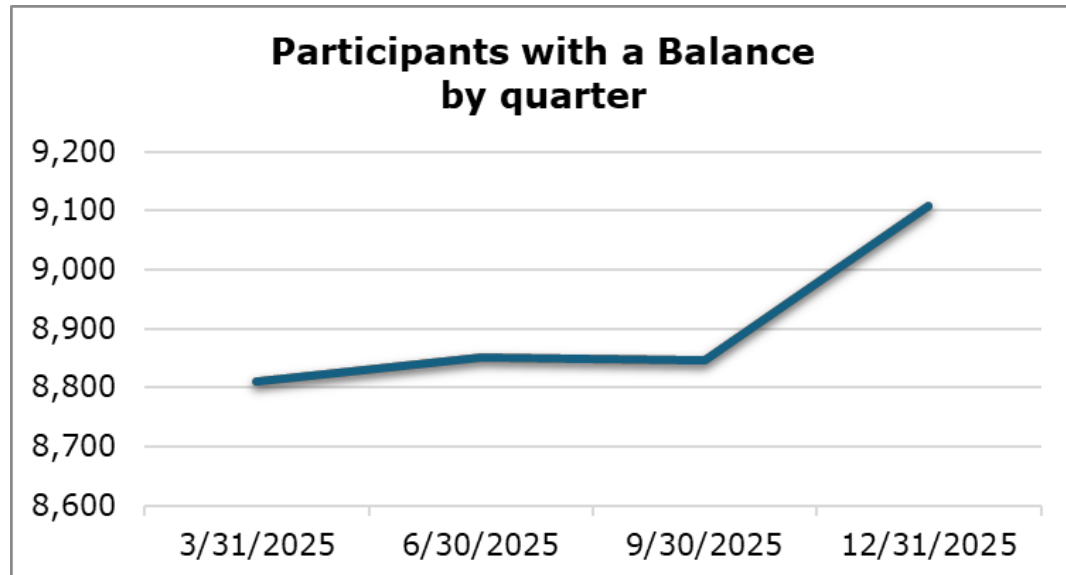
Participants with a Balance

2025 Quarterly Overview

As of 12/31/2025, the number of total **new enrollments** for the year was 811.



End Date	Participants
3/31/2025	8,811
6/30/2025	8,852
9/30/2025	8,846
12/31/2025	9,108



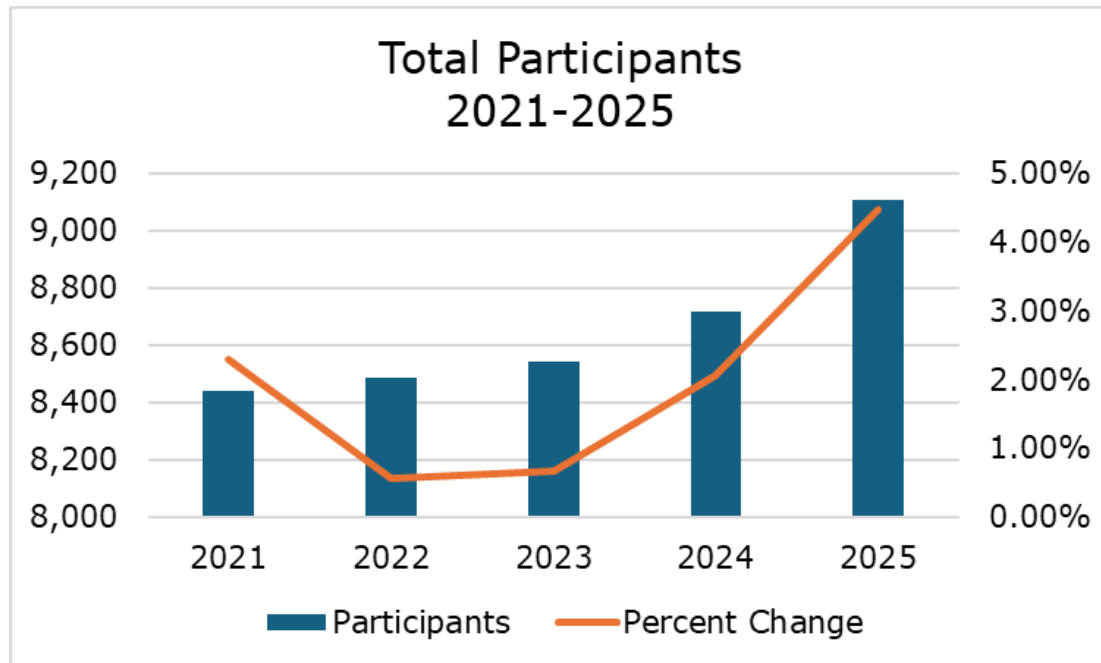
Participants with a Balance

5-year Overview



The participant counts presented are effective as of period end of each year (December 31).

	2021	2022	2023	2024	2025
Participants	8,438	8,486	8,543	8,718	9,108
Percent Change from prior year	2.30%	0.57%	0.67%	2.05%	4.47%



Participant balances

As of 12/31/2025

Account balances comparison

Average	Benchmark
\$69,227	\$82,079
Median	Top 10%
\$25,269	\$135,947

The average and median account balance for your plan is based on **9,108** participants

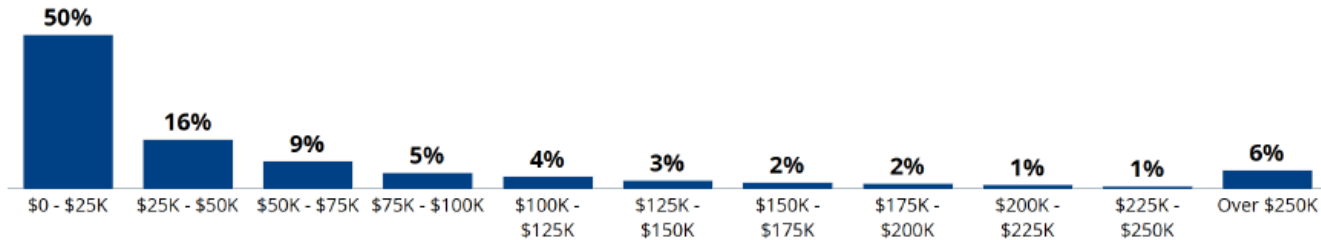
Account balances by employment status

▶ Active	Average balance	\$63,820
	Median balance	\$23,369
	# of participants	5,761
▶ Separated from service	Average balance	\$78,534
	Median balance	\$28,517
	# of participants	3,347

Overview

The account balance insights presented are based on all participants that have a balance greater than \$0. When applicable, any outstanding loan amounts are not included as part of a participant's account balance.

Distribution of account balances





Cash Flows & Investments



Cash flow

As of 12/31/2025

Year-to-date participant activity summary¹



Total contributions

\$57,326,589



Disbursements

-\$44,818,562



Net Activity

\$12,508,027

Impact on balances

	1/1/2025 - 3/31/2025	4/1/2025 - 6/30/2025	7/1/2025 - 9/30/2025	10/1/2025 - 12/31/2025
Beginning balance	\$548,379,753	\$538,599,938	\$579,142,456	\$604,628,528
Contributions	\$8,974,429	\$11,325,867	\$8,561,645	\$28,464,648
Disbursements	-\$12,168,040	-\$8,142,887	-\$10,278,481	-\$14,229,154
Fees ²	-\$376,097	-\$375,621	-\$394,386	-\$427,263
Loans issued	-\$741,800	-\$948,206	-\$788,074	-\$778,259
Loan payments	\$536,101	\$608,283	\$635,163	\$747,683
Other ³	\$0	\$0	\$0	\$1
Change in value	-\$6,004,408	\$38,075,083	\$27,750,205	\$12,112,630
Ending Balance	\$538,599,938	\$579,142,456	\$604,628,528	\$630,518,815

Overview

Cash flow illustrates the inflows and outflows of dollars from participant accounts along with the impact that those flows have on participant balances. All actively employed and separated from service participants are included.

¹The year-to-date period begins when the plan is loaded onto the recordkeeping system. Therefore, the year-to-date period may not include all months for plans that were recently added.

²Fees may include but are not limited to: transactional and plan administrative fees.

³Other includes 'Transfer In', 'Transfer Out', 'Adjustments'



2025 Contribution Highlights

Active employees can contribute to the NHDCP up to the annual limits set by the Internal Revenue Code.

In 2025, participants contributed a total of \$32.9 million through salary deferrals, along with an additional \$24.3 million from non-payroll sources such as rollovers and transfers.

Participants can contribute via two tax-advantaged ways:

- ✓ Pre-Tax: Taxes are deferred when the contribution is made and assessed upon distribution.
- ✓ After-Tax (Roth): Taxes are paid when the contribution is made; no taxes are assessed on earnings.

The increase in non-payroll contributions in October was driven largely by the Town of Salem joining the plan.

The plan recorded an average contribution rate of 7.4%, with 18.2% of participants (826 individuals) contributing over 10% of their salary.



Contribution activity

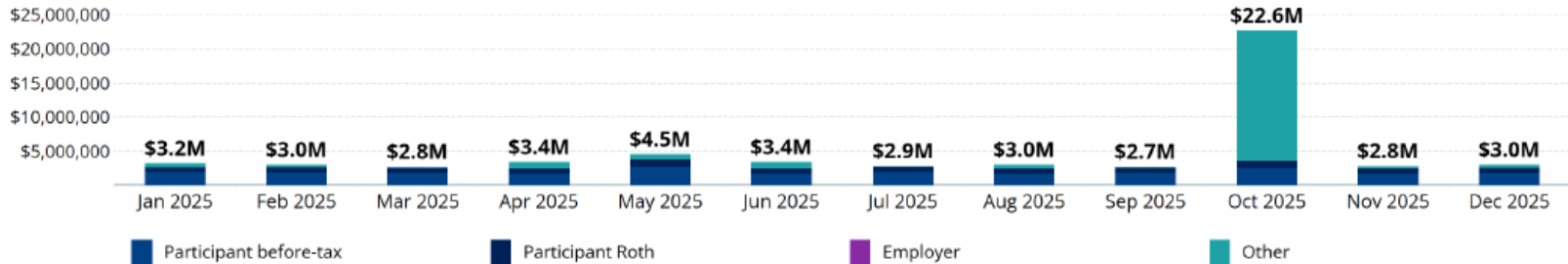
As of 12/31/2025

The contribution activity details show the total of all contributions into participant accounts, excluding loan payments. Participant payroll contributions are categorized by their money type. Any employer contributions and any non-payroll contributions are separated into their own categories. Non-payroll contributions are reflected in the *Other* category and include rollovers, transfers, and other miscellaneous contributions.

Total contributions at-a-glance¹

	Participant before-tax	Participant Roth	Employer	Other	Total
▶ Year to date	\$23,174,353	\$9,761,063	\$0	\$24,391,174	\$57,326,589
▶ Rolling 12 months	\$23,174,353	\$9,761,063	\$0	\$24,391,174	\$57,326,589

Total contribution amounts by month



¹The year-to-date and rolling 12 month periods begin when the plan is loaded onto the recordkeeping system. Therefore, the periods may be less than indicated for plans that were recently added.



Money Type Utilization

as of 12/31/2025

Population of participants by their money type strategy for deferral elections

Before-tax only



2,678 participants have elected before-tax contributions only

Roth only



1,407 participants have elected roth contributions only

Multiple types¹



439 participants have elected contributions to multiple money types

Insights into the above populations of participants



Average age
50

Average / Median Contribution rate
7.2% / 4.0%

Average balance
\$74,547

Median Lifetime Income Score
65.0%



Average age
43

Average / Median Contribution rate
6.9% / 4.3%

Average balance
\$40,029

Median Lifetime Income Score
75.7%



Average age
46

Average / Median Total contribution rate
9.8% / 6.5%

Average balance
\$67,740

Median Lifetime Income Score
74.3%

Overview

Money types are the different kinds of regular contributions that can be made which differ from each other in how they are taxed. Money type utilization illustrates the different approaches that participants are using for managing the tax treatment of their future contributions.



¹The average/median contribution rates by source for these participants are: **Before-tax-** 5.1% / 3.1% **Roth-** 4.7% / 3.0%



2025 Distributions



Participants who have retired or otherwise separated from service; acquired accounts as beneficiaries or pursuant to divorce; or are otherwise eligible to withdraw based on special circumstances, may withdraw from their accounts without penalty.

In 2025, participant distributions totaled **\$44.8 million**.





Distribution activity

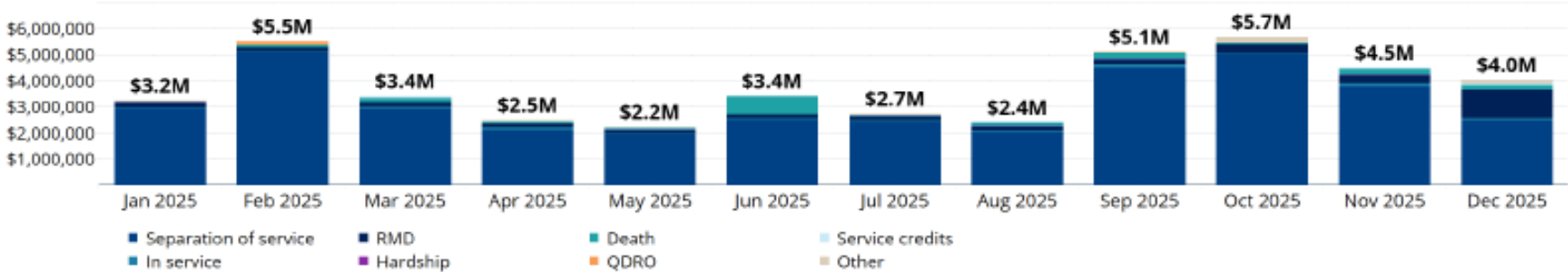
As of 12/31/2025

The distribution activity details below show the activity for all actively employed and separated from service participants

Distribution activity at-a-glance¹

		Separation of service	RMD	In service	Hardship	Service credits	QDRO	Death	Other	Total
Year to date	Amount	\$37.9M	\$3.2M	\$719.3K	\$36.2K	\$198.1K	\$158.2K	\$2.1M	\$529.6K	\$44.8M
	Transactions	2,121	1,185	109	8	8	3	151	24	3,609
Rolling 12 months	Amount	\$37.9M	\$3.2M	\$719.3K	\$36.2K	\$198.1K	\$158.2K	\$2.1M	\$529.6K	\$44.8M
	Transactions	2,121	1,185	109	8	8	3	151	24	3,609

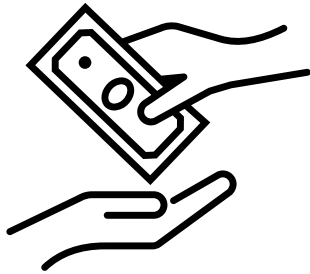
Total distribution amounts by month



¹The year-to-date and rolling 12 month periods begin when the plan is loaded onto the recordkeeping system. Therefore, the periods may be less than indicated for plans that were recently added.



2025 Loans



The NH Deferred Compensation Plan offers general-purpose loans. Participants can borrow up to 50% of their account balance, or up to \$50,000, whichever is less. Only one loan can be outstanding at a time, and participants must have at least \$2,000 in their account.

During the 2025 plan year, 7% of participants carried a loan, and the average balance on 12/31/2025 was \$8,256.00.



Loans

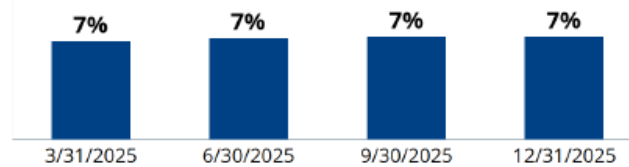
As of 12/31/2025

Population of participants with a loan

Percent of participants	Benchmark	Top 10%
7.1%	11.4%	1.7%

The percent of participants with a loan for your plan is based on the **9,108** participants with a balance as of month end.

Population of participants with a loan over time



Overview

The loan information reflects all outstanding loans for actively employed and separated from service participants. Outstanding loan amounts include new loans issued for the given time period. Loans that have been categorized as a distribution are not included.

Loans at-a-glance

	3/31/2025	6/30/2025	9/30/2025	12/31/2025
Average loan balance	\$7,688	\$8,102	\$8,375	\$8,256
# of outstanding loans	598	620	627	648
# of participants with a loan	598	620	627	648
Total amount of outstanding loans	\$4,597,672	\$5,023,402	\$5,251,158	\$5,350,006
# of outstanding standard loans	598	620	627	648
# of outstanding residential loans	0	0	0	0
# of participants with multiple loans	0	0	0	0

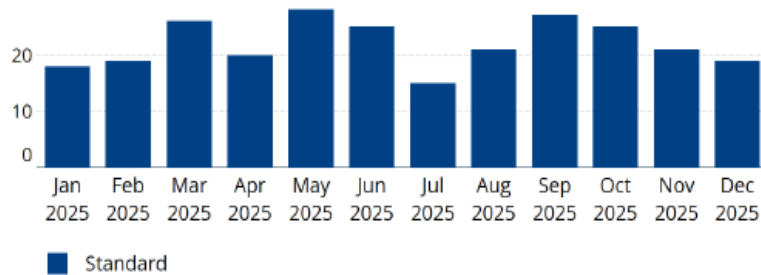


Loan activity

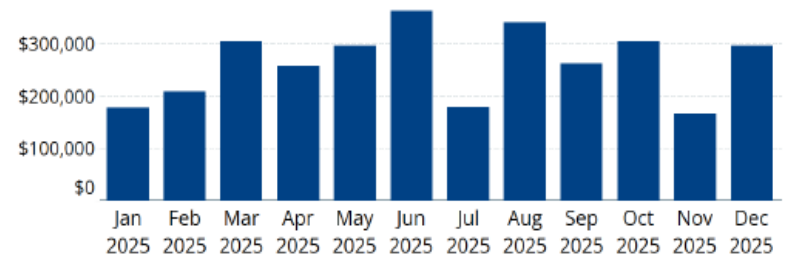
As of 12/31/2025

The loan activity reflects all new loans issued for the given time period. When loans are refinanced, the loans issued amount will include the refinanced amount and the prior outstanding balance.

of new loans



\$ of new loans



New loan activity details

	Jan 2025	Feb 2025	Mar 2025	Apr 2025	May 2025	Jun 2025	Jul 2025	Aug 2025	Sep 2025	Oct 2025	Nov 2025	Dec 2025
# of new standard loans issued	18	19	26	20	28	25	15	21	27	25	21	19
\$ of new standard loans issued	\$178,589	\$209,633	\$303,741	\$257,679	\$296,115	\$362,310	\$179,304	\$340,873	\$261,998	\$304,161	\$165,682	\$296,320





Recordkeeping and Investment Advisory Services



Deferred Compensation Commission Contracts

Contracts are awarded through the State of New Hampshire's competitive process and are reviewed and approved by the Governor and Executive Council.

- **Recordkeeping and Account Management:**
 - Contract is with Empower
 - Empower also delivers administrative support, education, and communication for participants.
 - Local Retirement Advisors are available to meet with participants and help them make informed investment decisions to support their retirement goals.
- **Investment Advisory Services:**
 - Contract is with Wealthspire Retirement Advisory (formerly NFP Retirement, Inc.)
 - With this advisory support, the Commission works to keep plan costs low, reduce liability, and maximize value for participants.
- **Auditing Services:**
 - Contract is with UHY LLP
 - UHY conducts the NHDCP's annual financial audit, which includes examining the plan's financial statements—specifically the statements of fiduciary net position, the statements of changes in fiduciary net position, and the accompanying notes to the financial statements.





Investments



Investment Options

The NH Deferred Compensation Commission works closely with the plan's Investment Advisory Firm, Wealthspire Retirement Advisory to ensure the Plan offers high-quality investment options. This collaboration supports:



- A broad range of investment options across multiple asset categories.
- Inclusion of Target Date Funds.
- A stable value fund which invests primarily in investment-grade corporate issuers and U.S. Treasuries.

Wealthspire reviews plan funds each quarter based on the criteria outlined in the Plan's Investment Policy Statement (IPS). This review includes analyzing performance, risk measures, style characteristics, and fund expenses.



Self-Directed Brokerage Account (SDBA)

A Self-Directed Brokerage Account (SDBA) option is available to participants, providing access to thousands of mutual funds, ETFs, and individual stocks beyond the core investment options offered in the NHDCP.

- Securities are offered through Schwab, Inc.
- Transaction fees and investment company fees apply based on the investments a participant chooses.
- Online and phone support is available.

The SDBA is intended for experienced investors who understand and accept the risks associated with the investments available through the brokerage account.



Asset Allocation by Fund

The balances reflected are based on all actively employed and separated from service lan participants. The participant balances do not include any outstanding loan amounts.

Asset Class	Investment Option	As of 12/31/2025	
		Total Balance	Participants
Asset Allocation	T. Rowe Price Retirement 2005 Fund	\$1,497,318	62
	T. Rowe Price Retirement 2010 Fund	\$1,809,249	35
	T. Rowe Price Retirement 2015 Fund	\$1,452,522	36
	T. Rowe Price Retirement 2020 Fund	\$9,115,440	147
	T. Rowe Price Retirement 2025 Fund	\$14,618,442	287
	T. Rowe Price Retirement 2030 Fund	\$21,736,095	462
	T. Rowe Price Retirement 2035 Fund	\$14,243,437	385
	T. Rowe Price Retirement 2040 Fund	\$21,492,568	479
	T. Rowe Price Retirement 2045 Fund	\$9,641,923	395
	T. Rowe Price Retirement 2050 Fund	\$12,685,005	473
	T. Rowe Price Retirement 2055 Fund	\$11,906,400	642
	T. Rowe Price Retirement 2060 Fund	\$1,291,250	142
	T. Rowe Price Retirement 2065 Fund	\$654,348	102
	T. Rowe Price Retirement 2070 Fund	\$42,060	20
Balanced	American Funds American Balanced R6	\$20,892,725	1,896
	Impax Sustainable Alloc Invst	\$6,575,787	2,622
Bond	Dodge & Cox Income Fund Class X	\$27,184,131	2,923
	Fidelity US Bond Index	\$21,286,768	2,548



Asset Allocation by Fund

The balances reflected are based on all actively employed and separated from service lan participants. The participant balances do not include any outstanding loan amounts.

Asset Class	Investment Option	As of 12/31/2025	
		Total Balance	Participants
Brokerage	Schwab SDB Securities	\$3,117,518	25
	Schwab SDB Securities Roth	\$63,783	3
	Schwab SDB Sweep Program	\$257,914	24
	Schway SDB Sweep Program Roth	\$61,915	3
Guarenteed Life Income	Empower SecureFoundation Bal Inst	\$546,061	11
International	American Funds Capital World G/I R6	\$19,244,327	3,405
	MFS International Diversification R4	\$17,798,211	3,416
	Vanguard Total Intl Stock Index I	\$34,424,047	3,065
Large Cap	Empower S&P 500 Index Separate Acct (IS)	\$88,027,064	3,942
	Fidelity Contrafund K6	\$22,926,826	2,990
	Large Cap Growth I1	\$29,447,908	3,504
	Large Cap Value I (managed by JP Morgan)	\$10,667,411	2,568
	Vanguard Divident Growth Inv	\$31,244,598	3,693
Mid Cap	Mid Cap Value I1	\$6,488,573	2,643
	TimesSquare Mid Cap Quality Growth CL N	\$10,724,491	559
	Vanguard Mid Cap Index Ins	\$19,321,157	3,371
Small Cap	Goldman Sachs Small Cp Val Insights Inv	\$8,057,328	699
	Janus Henderson Venture N	\$3,860,108	944
	Vanguard Small Cap Index Instl	\$30,081,278	3,580
Stable Value	New Hampshire Stable Value Fund	\$96,032,829	3,832



Investment Strategy Utilization

Empower Advisory Services, offered through Empower Advisory Group, LLC, a registered investment adviser, provides a range of solutions designed to support different types of investors and their unique preferences. If participants would like help managing their investments, they have several options available:



- Online Advice is ideal for investors who prefer a help-me-do-it approach. This self-service tool builds on the asset allocation guidance you receive by selecting from the Plan's investment options on your behalf.
- My Total Retirement™ is a full-service solution for those who prefer a do-it-for-me experience. With this option, participants can rely on financial professionals to create and manage an investment strategy tailored to their individual goals and circumstances.



Investment strategy utilization

As of 12/31/2025



Investment strategy	% of participants	# of participants
My Total Retirement	30.3%	2,760
Online Advice	0.3%	29
Target-date strategy	32.5%	2,957
Risk-based strategy	0.6%	51
Brokerage strategy	0.3%	24
Do-it-yourself strategy	36.1%	3,287



Investment strategy	% of assets	Assets	Average balance
My Total Retirement	24.9%	\$157,134,909	\$56,933
Online Advice	0.5%	\$3,004,884	\$103,617
Target-date strategy	16.4%	\$103,164,541	\$34,888
Risk-based strategy	1.0%	\$6,122,490	\$120,049
Brokerage strategy	1.3%	\$7,936,728	\$330,697
Do-it-yourself strategy	56.0%	\$353,155,263	\$107,440

Do-it-yourself strategy is the investment strategy utilized by the most participants with **36.1%** of participants using this strategy. However, this strategy holds a larger share of assets with **56.0%** of assets.

Overview

The investment strategy utilization is based on all participants that have a balance greater than \$0. Each participant is assigned a single investment strategy to provide insights on how investment options, features, and services are being utilized.

When a participant is assigned a strategy, 100% of their balance is grouped within that strategy even if they have a diverse investment mix. Additionally, each participants' strategy is reevaluated and assigned every month so a participant may move in and out of the different strategies from month to month.

For the full list of investment strategies and their definitions, please refer to the glossary.



Participant Engagement

Higher engagement drives better decisions- like boosting contributions, managing investment risk, and building financial confidence- all of which strengthen long-term retirement security.



The NHDCP supports engagement through multiple channels, including online, local Retirement Advisors, and targeted outreach campaigns.



2025 Communications Campaigns

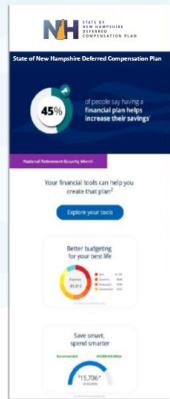
National Retirement Security Month (October)

2026 Payroll Calendar for State of NH Employees

Participant Survey

NH Municipal Association Presentation on Joining the NHDCP

Retiree Webinars



45% of people having financial plans help increase their savings.

Financial Planning Month

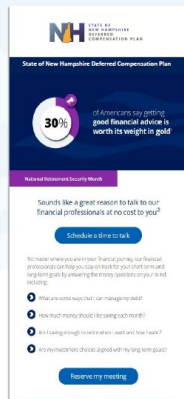
Your financial tools can help you create that plan!

Open my plan

Better budgeting for your new life

Save smart, spend smarter

15.75% interest



30% of Americans say getting good financial advice is worth its weight in gold.

Financial Security Month

Sounds like a great reason to talk to our financial professionals at no cost to you!

Schedule a time to talk

To make sure you're in the financial family, our financial professionals can help you look for the best time to start or modify your plan, including how to manage your investments and more.

- What are some expected changes to my plan?
- How much money should I save each month?
- Are my investments in line with my goals and risk level?
- Are my investment choices aligned with my long-term goals?

Resolve my meeting



2026

STATE OF NEW HAMPSHIRE Public Employees Deferred Compensation Plan

JANUARY							FEBRUARY							MARCH						
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30	31					29	30	31					29	30	31				

APRIL **MAY** **JUNE**

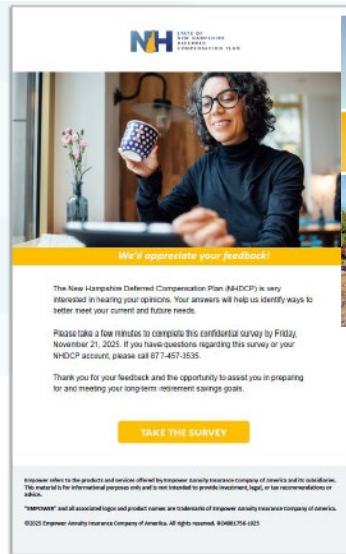
JULY **AUGUST** **SEPTEMBER**

OCTOBER **NOVEMBER** **DECEMBER**

Make today the day you take a step to retirement!

Increasing your contribution online is simple! Go to www.NHDCP.com or scan the QR code.

Not yet a member? Enroll now! Just email nhdc@nhdcp.com or call 603-228-7700 for the request enrollment card.



WE'D APPRECIATE YOUR FEEDBACK!

The New Hampshire Deferred Compensation Plan (NHDCP) is very interested in hearing your opinions. Your answers will help us identify ways to better meet your current and future needs.

Please take a few minutes to complete this confidential survey by Friday, November 21, 2025. If you have questions regarding this survey or your NHDCP account, please call 877-457-3535.

Thank you for your feedback and the opportunity to assist you in preparing for and meeting your long-term retirement savings goals.

TAKE THE SURVEY

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Joining the New Hampshire 457 Deferred Compensation Plan

YOUR STEPS TO RETIREMENT



Write your own ticket to a colorful retirement!

Fall into a routine of attending these educational webinars

- Join Employer and the New Hampshire Retirement System (NHRS) for Approaching Retirement: Creating Your Retirement Plan and Strategy. An essential webinar for the many benefits of the State of New Hampshire Deferred Compensation Plan (NHDCP), and how it can play a key role in your retirement.
- What NHDCP members are missing
- What to do before and after leaving important information about your Plan
- How to get started with the Plan can help you prepare for retirement
- WHEN: September 16, 2025 at 12:00 pm EDT
- WHEN: Tuesday, December 23, 2025 at 10:00 am EDT

Space is limited! Register today!

First Name: _____ Last Name: _____

Phone: _____ Email: _____

GET YOUR TICKET TO AN UPCOMING WEBINAR!

Click on the link to register for the webinar. You will receive the QR code and the link to the webinar.



NHDCP Messaging and Marketing Data

delivered through Empower Communication Engine (ECE)

Individuals reached & campaign statuses

As of 12/31/2025

Unique individuals reached via ECE¹
Year to date



7,998
via Any channel



7,849
via Email



2,815
via Other channels

Getting started

Campaign status

- ✓ Welcome to your retirement plan - profile
- ✓ Welcome to your retirement plan - web tools
- ✓ Add/Update Your Beneficiary Pop Up
- ✓ Register Your Account
- ✓ Text Permission
- ✓ Account Security

Saving & investing

Campaign status

- ✓ Welcome to your retirement plan - investing help
- ✓ Do you need help investing
- ✓ Welcome to your professionally managed account
- ✓ Engage with your professionally managed account
- ✗ Save More

Planning & optimizing

Campaign status

- ✓ Benefits of using the personalized website
- ✓ Boost Your Financial Wellness
- ✓ Your retirement savings options
- ✓ Your Retirement Savings Options Check In
- ✓ Retire Ready

✓ Active ✗ Opted out

¹Individuals reached includes all participants with a balance greater than \$0 in addition to those who are actively employed and eligible but do not have a balance



NHDCP Messaging and Marketing Data

delivered through Empower Communication Engine (ECE)

Participant activity

As of 12/31/2025

Number of participants that took action

Getting started

	YTD	2024
New participants with a balance	809	614
Added or updated phone number or email address	447	495
Registered their online account	835	952
Added or updated their beneficiary	1,286	936

Saving & investing

	YTD	2024
Increased their deferral election	786	929
Moved to using guided investment strategy	66	64
Enrolled in My Total Retirement	207	201
Personalized a new category on their managed account profile	349	316

Planning & optimizing

	YTD	2024
Engaged with the website, app, or representative	4,442	3,502
Set up their personal dashboard	176	176



Plan Partners

Under NH RSA 101-B, any political subdivision can join the New Hampshire Deferred Compensation Plan or choose to run its own plan.



- By opting into the State plan, political subdivisions gain shared resources, simplified administration, cost savings through scale, and the reassurance of State-provided fiduciary oversight.
- Each new participating political subdivision strengthens the Plan's long-term stability and continued growth for public employees across New Hampshire.

Political Subdivisions that joined the plan in 2025: Land and Community Heritage Investment Program (LCHIP), Town of Salem, Town of Brookline





The entities listed below are participating in the New Hampshire Deferred Compensation Plan (NHDCP):

CITIES

Concord, Keene, Portsmouth, Rochester, Somersworth

COUNTIES

Belknap, Carroll, Grafton, Merrimack, Rockingham

TOWNS

Barrington, Brookline, Danville, Deerfield, Dublin, Dunbarton, Durham, Exeter, Fitzwilliam, Gorham, Greenland, Henniker, Hopkinton, Kensington, Litchfield, Loudon, New Durham, Newington, Newmarket, Rye, Salem, Sugar Hill, Warner, Washington

SCHOOL DISTRICTS

SAU 5- Oyster River, SAU 29- Keene/Chesterfield, SAU 39- Amherst/ Mont Vernon/Souhegan, SAU 50- Greenland/Newington/Rye/New Castle, SAU 70- Dresden/Hanover

SPECIAL DISTRICTS

Capital Area Mutual Aid Fire, Lakes Region Mutual Fire Aid, Tilton-Northfield Fire District

SPECIAL ENTITIES

Berlin Housing Authority, Dunbarton Library, Land and Community Heritage Investment Program (LCHIP), NH Retirement System, Pease Development and Port Authority, Southern NH Planning Commission

