The year 2021 will long be remembered, not only because of the complexities, challenges, sacrifices and losses experienced due to COVID-19, but for those individuals and organizations that were able not only to survive, but thrive. The members of the ERS staff are those individuals and the ERS is one such organization.

Nothing makes us prouder than the protection of our staff’s health and welfare in the face of unknowns surrounding the spread of COVID. We in Administration acted as quickly and effectively as any in providing a safe work environment for the staff, and our Staff Support Services Branch implemented healthcare protocols assuring our capacity to continue to safely serve our members. Though as of this writing the pandemic battle has not yet concluded, we have experienced only a single case of infection amongst staff, and that was away from the workplace. I allow that luck may have played a part, but preparation and persistence prevailed.

Operationally, while implementing remote work and flexible schedules we served a greater number of members and prospective retirees. Our Information Systems Branch played a major role in providing the equipment and technology needed to support a remote work environment while prioritizing data security. Significant Retirement Benefits Branch and Accounting Branch projects, years in the making, were advanced and concluded irrespective of the pandemic’s overhang. We completed the development and implementation of both our new Pension Administration and Financial and Accounting systems and had them elevated to the digital cloud. We onboarded new staff upon the lifting of the hiring freeze. Our business continuity and disaster recovery plans have largely been finalized, and we recently received “clean” internal and financial audits for the most recent period. A new phone system permits more streamlined and efficient communications both in and outside our organization.

Most notably, our Investment Team produced investment results that measurably improved the financial prospects for our fund. The best investment return experienced in the 95-year history of our fund will serve to improve our funding status, lower our funding period and provide a modest cushion against future adverse experience.

We are grateful for the support given to us by our Board of Trustees, the Legislature and the Governor. But mostly, we are grateful for our dedicated staff, as our accomplishments are most entirely due to their efforts. It has been a good year!

Thomas Williams
ERS receives public pension standards award

The Public Pension Coordinating Council awarded the Employees' Retirement System of Hawaii its "Public Pension Standards Award for Funding and Administration 2021" in November.

The award recognizes an organization's professional standards for plan funding and administration as set forth in the Public Pension Standards. Areas include a comprehensive benefits program, actuarial, audit, investments, communications and funding adequacy. The standards are at nasra.org/ppcc.

The Council is a confederation of the National Association of State Retirement Administrators, the National Conference on Public Employee Retirement Systems and the National Council on Teacher Retirement.

For more news, go to the ERS website at ers.ehawaii.gov.

Barfield new BOT vice-chairman

The Board of Trustees of the Employees' Retirement System of the State of Hawaii elected Vincent Barfield as vice-chairman at its Sept. 13 meeting.

Barfield was initially appointed to the board by then-Gov. Neil Abercrombie in August 2011 and re-appointed to a six-year term by Gov. David Ige in 2017. He has served in various roles, including as board chair and chair of the board’s Investment committee.

The board will continue to tap Barfield’s extensive experience in banking and investments as a retired Bank of Hawaii executive. He holds bachelor’s and master’s degrees in business from the University of Hawaii at Manoa.

Barfield replaces former Vice-chair Jerry Rauckhorst, whose term ended in July.

Burton named ‘Advocate of the Year’

Chief Investment Officer Elizabeth Burton of the Employees' Retirement System of the State of Hawaii was named “Advocate of the Year” at the fourth annual Allocators’ Choice Awards, hosted by Institutional Investor in New York on Sept. 22.

Burton was chosen from seven nominees nationwide who were honored for “fighting for their members, organization or profession.” She also was one of 10 nominees for the “CIO of the Year” award, which went to James Davis of OPSEU Pension Trust. Asset allocators at pension funds, endowments, foundations and sovereign wealth funds, among others, voted on the award.

Institutional Investor, institutionalinvestor.com, is a business publisher focused primarily on international finance.
State Launches ABLE Savings Program

In early November, Gov. David Ige announced the launch of the Hawaii ABLE Savings Program. ABLE accounts allow eligible individuals with disabilities to save money without jeopardizing their federal and state disability benefits. Please help spread the word to people who may benefit from an ABLE account.

The Achieving a Better Life Experience (ABLE) act of 2014 allows states to create tax-advantaged savings programs for eligible people with disabilities. Funds from an ABLE account can be used for qualified expenses to help improve a person’s health, independence and quality of life.

“For too long, people with disabilities could not save for the future out of fear of losing needed government benefits. The disability community fought long and hard to change this, and together we’ve come up with a solution,” said Daintry Bartoldus, executive administrator, Hawaii State Council on Developmental Disabilities.

The Hawaii ABLE Savings Program is part of Oregon’s ABLE for ALL Savings Plan network. Partnering with Oregon allowed Hawaii to offer Hawaii residents lower fees and better services than otherwise could have been provided.

“Two years after Oregon launched ABLE Savings Program, we are excited to have Hawaii join the ABLE for ALL network. We bring like-minded states together to offer these unique savings opportunities to people who experience disabilities. They deserve the ability to save for their future,” said David Bell, deputy director, Oregon Treasury Savings Network.

For more information, including program eligibility and benefits, visit the Hawaii ABLE Savings Program website at hawaiiablesavings.com. In addition, you can contact Daintry Bartoldus, executive administrator for the Hawaii State Council on Developmental Disabilities at daintrybartoldus@doh.hawaii.gov.

—Submitted by the Hawaii ABLE Savings Program

ERS Contributions Required for Active Members

In response to recent inquiries, the ERS reminds active Contributory and Hybrid members that they cannot borrow on or stop ERS contributions. Laws and policies regarding employee contributions remain in effect during the COVID-19 pandemic.

While employed in a position that requires ERS membership, contributions are mandatory and cannot be stopped or suspended.

Withdrawal of accumulated contributions is only permitted through a refund either at the time of retirement (if applicable) or when the member is not employed in a position requiring ERS membership. Noncontributory members do not make contributions toward their retirement.

It is also important to know that the ERS is a separate organization from any deferred compensation programs of ered by employers. Check with your human resources or personnel office for more information.

2022 Pension Payment Schedule and Notices

Payment Date: Pension payments are paid on the 15th and/or the end of the month. If any of these dates fall on a weekend or a holiday, the payment date will be the last business day prior to the weekend or holiday.

*Effective July 1, 2011, only those who meet ALL three exemption requirements are eligible to receive semi-monthly payments:
1. Gross semi-monthly payment is $400 or less ($800 per month) on Jan. 1, 2011.
2. Attain 80 years old on Jan. 1, 2011 (i.e. date of birth is before Jan. 2, 1931).

Federal Income Tax Withholding:
Payments from the ERS are subject to federal income tax withholding unless you elect not to have taxes withheld. You may change your withholding election by completing IRS Form W-4P, Withholding Certificate for Pension or Annuity Payments, prior to a payroll processing date. Refer to the tax withholding tables for the approximate federal income taxes to be withheld. For 2022, the Internal Revenue Service will be implementing a redesigned form. The 2021 IRS Form W-4P will continue to be used until we can implement this change. More information will be provided when the redesigned form is ready to be used.

Direct Deposit: Complete Form 15th*   End of Month

Jan. 14   Jan. 31
Feb. 15   Feb. 28
March 15  March 31
April 14  April 29
May 13   May 31
June 15   June 30
July 15   July 29
Aug. 15   Aug. 31
Sept. 15  Sept. 30
Oct. 14  Oct. 31
Nov. 15  Nov. 30
Dec. 15  Dec. 30

ERS-210, Direct Deposit Agreement, to change the bank account and/or financial institution for your direct deposit. Please keep your original account open until the first ERS deposit is made to the new account. Closing your original account too early will delay the timely receipt of a pension payment, as undeposited payments will be returned to the ERS for reissue.

Mailing Address: Contact our office or complete Form ERS-211, Mailing Address Change, to update your address to ensure you receive Form 1099-R tax statements, annual July pension statements, quarterly Holomua newsletters and ERS correspondence.
INVESTMENTS: Rebalancing assets, securitizing uninvested cash

In this issue, we thought it would be interesting to hear from our Deputy Chief Investment Officer, Howard Hodel, about some of the less publicized ways the ERS investment team adds value besides asset allocation, manager selection and negotiating lower management fees, which are the traditional main sources of outperformance.

It’s a pleasure once again to have the opportunity to write an article in the Holomua. This time I would like to provide some insights into two highly profitable portfolio management techniques – rebalancing our assets and securitizing our uninvested cash – as well as the rationale for dividing our investments into two strategic classes based on the sources of risk. The investment staff began executing this risk-based approach in late 2014 with oversight from the Board of Trustees and the assistance of consultants and strategic partners. The two-class approach – growth risk investments and diversifying strategies – allows the ERS investment team the flexibility to invest in a wide variety of strategies that complement each other and easily see how risk capital is deployed.

The primary strategic class is Broad Growth, which represents 70% of the portfolio’s capital and 86% of the portfolio’s risk. It is the main source of both capital appreciation and income that we need to achieve our long-term goals of a 7% annualized rate of return and to reach a full-funding status by 2045. Broad Growth utilizes investments that primarily benefit from economic growth or corporate earnings growth – these represent the vast majority of investable opportunities available in the capital markets today. Our investments consist of public equity (stocks), private equity, credit and real assets (real estate, agriculture, timber and infrastructure). These investments have relatively high rates of return but are volatile since their prices regularly experience corrections (down 10% or more occurring about twice each year for equities) or bear markets (down 20% or more occurring about once every other year for equities) and are highly correlated with each other, particularly when market valuations are falling.

Securitizing uninvested cash

Another technique that the ERS investment team implemented in 2019 was a cash overlay strategy that automatically adjusts equity and U.S. Treasury bond futures daily to securitize cash. This is uninvested cash set aside to meet daily cash obligations related to funding investments, paying expenses, and paying benefits to retirees. The uninvested cash typically fluctuates between two and four percent of the ERS portfolio. Over the past two and a half years, this cash overlay has added nearly $200 million to the ERS portfolio.

Reducing portfolio volatility

To achieve a third long-term goal of reducing the volatility of the ERS portfolio, the ERS investment team launched the Diversifying Strategies strategic class in 2017 to invest in strategies that have low or no exposure to growth risk. This strategic class has been instrumental in reducing Broad Growth’s risk contribution from nearly 100% to its current level, as well as significantly cutting the overall risk of the ERS portfolio. This class currently represents 26% of our capital allocation and is expanding to over a third of the portfolio by the end of fiscal year 2023. We expect this should further reduce the overall risk of the portfolio and bring Broad Growth’s risk contribution down to less than 80%. Diversifying Strategies investments consist of U.S. Treasury bonds, options that appreciate when prices change, momentum (buying assets that are appreciating and simultaneously selling assets that are depreciating), and relative value (buying underpriced assets and selling overpriced assets).

Diversifying Strategies investments also have a positive rate of return but have low correlations with each other and with Broad Growth investments. They are designed to complement Broad Growth assets by smoothing returns and adding real money to the ERS portfolio as capital markets go through their normal cycle of ups and downs.

Rebalancing assets works

Diversifying Strategies tend to perform particularly well when Broad Growth investments do not perform well, so that when they appreciate, the profits can quickly be reinvested in equity when equity prices are low. This is exactly what oc-
Year-end Tax Information for ERS Benefits

If you received benefits from the ERS during 2021, your 2021 Form 1099-R will be mailed to your home address by Jan. 31, 2022. Reprint/duplicate Form 1099-R requests will only be processed after Feb. 4, 2022 to allow time for mail delivery. To submit an address change, contact our office or complete the Mailing Address Change form on our website at ers.ehawaii.gov (Resources > All Forms > General > ERS-211 Address Change).

The ERS is a “government defined benefit pension plan,” therefore, all benefits paid by the ERS are classified as “pension” benefits and reported to you on the Internal Revenue Service (IRS) Form 1099-R. For terminated members, this benefit includes refund of contributions; and for retirees, this includes option refund payments and disability benefits. (Certain retirees receiving service-connected disability benefits will receive the Annual Non-reportable Benefit Notice.) If you have a professional tax advisor, accountant and/or tax preparer, we suggest that you make this information available for their review.

In most cases, you will receive only one Form 1099-R. However, you may receive several different 1099-R forms if you:

• took a refund option with a rollover to another retirement account;
• became age 59½ during 2021; or
• received benefits as a retiree and as a beneficiary.

For more information, you may want to review:

• the Retiree FAQ section of the ERS website, ers.ehawaii.gov, (Retirees/Retirees FAQs) or
• information on the IRS website, irs.gov, such as IRS Publication 575, Pension and Annuity Income or the instructions for IRS Form 1040, U.S. Individual Income Tax Return.

How is the IRS Form Organized?

The 1099-R is a four-part form with instructions on the back of the form. Copy B is to be used in preparing your federal return. Retain Copy C for your records and keep it in a safe place for future financial purposes. You may disregard Copy 2, since all benefits received from the ERS are exempt from state of Hawaii income tax. If you are living out of state, you should consult a qualified tax preparer regarding the tax laws in your area.

Your 2021 IRS Form 1099-R will include the following information:

Box 1 – Gross distribution: Total benefit payment(s) the ERS paid to you in calendar year 2021 per IRS Distribution Code (in Box 7).

Box 2a – Taxable amount: The taxable portion of your benefit payment(s) on this 1099-R.

Box 4 – Federal income tax withheld: The amount of federal income tax the ERS withheld from your benefit payment(s), if any, during calendar year 2021.

Box 5 – Employee contributions/Designated Roth contributions or insurance premiums: The portion of your gross benefit payment(s) not subject to taxes and the difference between Box 1 and Box 2a. This is the amount of after-tax contributions that the IRS allows you to recover tax free for the year.

Note: Box 5 is only applicable to certain retirees of the Contributory or Hybrid Plan who made contributions on an “after-tax” basis to the ERS.

Box 7 – Distribution code(s): Denotes the type of payment you received. The IRS uses this code to determine the proper tax treatment of your benefit payments.

The IRS Distribution codes used for payments made by the ERS include:

1—Early distribution, no known exception (in most cases, under age 59½). (Note certain distributions may be subject to an additional 10% tax.)
2—Early distribution, exception applies (under age 59½).
3—Disability.
4—Death.
7—Normal distribution.
G—Direct rollover of a distribution to a qualified plan, a section 403(b) plan, a governmental section 457(b) plan, or an IRA.

Account Number: A unique number for each ERS 1099-R Form that helps identify duplicate forms if you request a reprint.
Attention Medicare Retirees: Medicare Part B Premium Reimbursements for 2022

If your Medicare Part B premium is more than the standard amount ($170.10 per month for 2022), you must provide EUTF with a copy of the letter you and/or your spouse/partner received from the Social Security Administration (SSA) showing your higher premium due to income-related monthly adjustment amounts. EUTF will reimburse the amount stated on the letter (less any penalties). If EUTF does not receive the SSA letter from you, your reimbursement will be the standard $170.10 per month for 2022.

If you received an income adjusted Medicare Part B premium reimbursement from EUTF in 2021, your reimbursement will revert to the standard Medicare Part B premium ($170.10 per month for 2022) reimbursement on January 1, 2022, unless EUTF receives a copy of the letter you and/or your spouse/partner received from SSA showing your higher premium.

FOR HMSA MEMBERS

Blue Distinction Centers

For quality and cost-effective care, consider going to a Blue Distinction Center+ for certain surgeries and/or specialty care. These centers are nationally recognized by Blue Cross Blue Shield (which HMSA is a part of) for their expertise and efficiency in delivering specialty care.

- **Cardiac care**
  - Straub Medical Center (straubhealth.org)
- **Knee and hip surgery**
  - Adventist Health Castle (adventisthealth.org)
  - Straub Medical Center
- **Maternity care**
  - Kapiolani Medical Center for Women & Children (kapiolani.org)
  - Wilcox Medical Center (wilcoxhealth.org)
- **Spine surgery**
  - The Queen’s Medical Center (queens.org)

For more information on Blue Distinction Centers, visit https://www.bcbs.com/about-us/capabilities-initiatives/blue-distinction/blue-distinction-specialty-care.

HMSA Travel Assistance

**PPO members:** If you need to travel to another island for medical treatment, HMSA may be able to help with your travel expenses through its Care Access Assistance Program (CAAP) if:

- Specialty care from a participating provider isn’t available on your home island or
- Specialty care is available on your home island, but you can’t get an appointment soon enough.

**HMO members:** HMO members have a separate interisland transportation benefit which is covered if:

- The transportation is for the covered person who requires treatment; and
- The transportation is necessary because treatment is not available at your health center but is available on another island in the state of Hawaii.

All members: If interested in either HMSA’s CAAP
program or the HMO inter-island transportation benefit, ask your doctor for a referral or call us at (808) 948-5440 on Oahu or 1(844) 657-0726 toll-free. Under the HMO inter-island benefit, HMSA will make your flight arrangements. Under the CAAP program, you need to submit the following for reimbursement: a cover letter with the patient’s name, date of birth, member ID, case number, mailing address, dates of travel, and airfare amount; a copy of your travel receipt(s); and a copy of a signed certification letter from your specialist certifying that you kept your appointment by mail or fax to:

HMSA
Travel Department
P.O. Box 860
Honolulu, HI 96808
Fax: (808) 944-5600 on Oahu

Companion airfare for a parent or legal guardian who is able to consent to medical care for the patient is only covered to accompany members who are under 18 years of age. If submitting a request for reimbursement for companion airfare, please include the companion’s name in the cover letter as well.

HMSA Weight Management
Managing your weight can be a struggle especially in times of high stress and anxiety. Since the beginning of the COVID-19 pandemic, 42% of Americans have gained unwanted weight. So how can you take control of your weight the healthy way? As an HMSA member, you can get personalized health coaching from registered nurses, exercise physiologists, health educators, and registered dietitians over the phone. A health coach can help you to set and achieve your health goals, manage stress, lose weight, create a healthy eating plan, find fun simple fitness routines and quit tobacco. To learn more about HMSA’s Health Coaching program, visit the Member Resources page on hmsa.com/eutf or call 1(855) 329-5461, option 1, Monday through Friday, 8 a.m. to 5 p.m.

FOR KAISER PERMANENTE MEMBERS

Kaiser Permanente Moanalua Medical Center
Earlier this year, Kaiser Permanente Moanalua Medical Center received its 12th consecutive A grade in the Spring 2021 Leapfrog Hospital Safety Grade report. This grade is based on hospital performance of 27 national safety measures, and only 33% of U.S. hospitals received an A grade in the Spring 2021 report. For more information on this distinction and others that Kaiser Permanente plans and facilities have received, visit https://about.kaiserpermanente.org/our-story/news/accolades-and-awards#.

Kaiser Permanente Neighbor Island Concierge
If you need to go to Oahu for medically necessary specialty care, Kaiser Permanente has a complimentary neighbor island concierge service that can assist with your air and ground transportation arrangements and costs to and from Moanalua Medical Center. This includes costs for a travel companion for children under the age of 18. Your Kaiser Permanente physician will submit the travel authorization and our Travel Department will work with you to make the necessary arrangements. If you have any questions on this concierge service, call Kaiser Permanente at (808) 432-5250 on Oahu or 1(844) 276-6628 toll-free. For members authorized to travel to Oahu, call the Travel Department at 1(808) 243-6589 to coordinate your specific travel details.

Kaiser Permanente Weight Management
Adding on extra weight may drag down your mood, energy, and self-confidence. At the same time, it raises your risk for many serious health conditions. Your doctor can play an important role in your weight management or weight loss success. Visit kp.org to choose how to get care including online, phone, or in-person. These tips and resources may be useful to you, if you are struggling to lose or maintain weight. Control weight by doing activities you enjoy and eating healthy as a regular part of your life. Talk to your doctor before becoming more active. Visit kp.org/exercise. Partner with a wellness coach, at no cost, to help you manage your weight. Call 1(866) 862-4292 to make an appointment.

Pre-Retirement Health Benefits Webinars
Attend a Pre-Retirement Health Benefits Webinar and learn about the EUTF retiree health insurance benefits. It’s never too early to start planning for your future. Whether you plan to retire in a few months or a few years, join us for a 60 minute presentation to learn about your EUTF retiree health insurance benefits. We’ll cover:

- Dependent eligibility
- Health plan options
- Medicare
- Differences between active employee and retiree plans
- Completing the EC-2 enrollment form
- Premiums and contributions
- Making changes to your plans

Webinar Schedule

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To access the webinar, go to eutf.hawaii.gov on the day of the event and select “Learning Center” in the menu bar. Click the “Webinar” button and select the desired webinar. Registration is not required.
**Ua ‘Ike Anei ‘Oukou? Did You Know?**

From 2016-2020, the ERS recovered approximately $2.4 million of the $2.8 million in pension overpayments, mainly due to late death notifications.

**Member Information Online Update**

The ERS has updated its website with member information through October 2021. The updated online information is for active members in the Contributory, Noncontributory and Hybrid plans. Retirement information and account balances may vary between members due to payroll lags and adjustments. Please note, information for retirees and beneficiaries is not included.

Help ensure that we have the most accurate information possible by logging on to the website at ers.ehawaii.gov and clicking on Member Information (Active Members Only). To report any discrepancies with your account information, click on the link to the Correction Form and print and mail the completed form to ERS with a copy of your My Retirement Account screen print.

Once we have completed our research, corrections will be applied and you will be notified of any changes.