



The State of New Hampshire Insurance Department

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Alexander K. Feldvebel
Acting Commissioner

Filing of Workers Compensation Dividend Plans

There are multiple types of dividend plans available within the Workers Compensation market. The New Hampshire Insurance Department would like to provide some clarification to insurers in the state as to what may be acceptable.

The Department will consider each filed dividend plan on its own merits to confirm that it meets regulatory guidelines, including:

- Participating Plans
- Safety Group Dividend Plans
- Association Dividend Plans

General guidelines:

- Insurers must file their dividend plans with the Department for review and approval.
- Any terms & conditions of the dividend plan, along with any criteria for payout under the dividend plan (e.g. a loss ratio criteria) must be defined and explained in the filing.
- There must be an endorsement attached to each policy. Dividend endorsements must be filed with the Department for review and approval.
- Eligibility guidelines are not required to be filed with the Department. However, the company should keep records documenting the rationale for placement in a specific plan to ensure that there is no element of unfair discrimination in plan placement.

For further information or to discuss the content of this notice, please contact Ruju Dave at the New Hampshire Insurance Department. He can be reached at (603) 271-3905 or by e-mail at Ruju.dave@nh.gov.