
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

SCHEDULE 13G

UNDER THE SECURITIES EXCHANGE ACT OF 1934

TTEC HOLDINGS, INC.

(Name of Issuer)

COMMON STOCK

(Title of Class of Securities)

89854H102

(CUSIP Number)

12/31/2025

(Date of Event Which Requires Filing of this Statement)

Check the appropriate box to designate the rule pursuant to which this Schedule is filed:

- Rule 13d-1(b)
 Rule 13d-1(c)
 Rule 13d-1(d)

SCHEDULE 13G

CUSIP No. 89854H102

Names of Reporting Persons

1

Federated Hermes, Inc.

Check the appropriate box if a member of a Group (see instructions)

2

(a)

(b)

3

Sec Use Only

Citizenship or Place of Organization

4

PENNSYLVANIA

Number of Shares 5 Sole Voting Power

Beneficially Owned by Each Reporting Person With: 2,541,863.00
 Shared Voting Power
 6
 0.00
 Sole Dispositive Power
 7
 2,541,863.00
 Shared Dispositive Power
 8
 0.00

Aggregate Amount Beneficially Owned by Each Reporting Person

2,541,863.00

Check box if the aggregate amount in row (9) excludes certain shares (See Instructions)

Percent of class represented by amount in row (9)

5.24 %

Type of Reporting Person (See Instructions)

HC

SCHEDULE 13G

CUSIP No. 89854H102

Names of Reporting Persons

Voting Shares Irrevocable Trust

Check the appropriate box if a member of a Group (see instructions)

(a)

(b)

Sec Use Only

Citizenship or Place of Organization

PENNSYLVANIA

Sole Voting Power

2,541,863.00

Shared Voting Power

0.00

Sole Dispositive Power

2,541,863.00

Shared Dispositive Power

0.00

Aggregate Amount Beneficially Owned by Each Reporting Person

2,541,863.00

Check box if the aggregate amount in row (9) excludes certain shares (See Instructions)

Percent of class represented by amount in row (9)

5.24 %

Type of Reporting Person (See Instructions)

12

OO

Comment for Type of Reporting Person: In accordance with Rule 13d-4 under the Exchange Act, Federated Hermes, Inc.; the Voting Shares Irrevocable Trust; Thomas R. Donahue; Ann C. Donahue; and J. Christopher Donahue declare that this report should not be construed as an admission that any of them is the beneficial owner of the securities held by any of the Managed Funds, and each of Federated Hermes, Inc.; the Voting Shares Irrevocable Trust; Thomas R. Donahue; Ann C. Donahue; and J. Christopher Donahue expressly disclaim beneficial ownership of such securities.

SCHEDULE 13G

CUSIP No. 89854H102

Names of Reporting Persons

1

Thomas R. Donahue

Check the appropriate box if a member of a Group (see instructions)

2

(a)

(b)

3

Sec Use Only

Citizenship or Place of Organization

4

UNITED STATES

Sole Voting Power

5

0.00

Number of
Shares

Shared Voting Power

Beneficially
Owned by

6

2,541,863.00

Each
Reporting

Sole Dispositive Power

7

0.00

Person
With:

Shared Dispositive

8

Power

2,541,863.00

Aggregate Amount Beneficially Owned by Each Reporting Person

9

2,541,863.00

Check box if the aggregate amount in row (9) excludes certain shares (See Instructions)

10

Percent of class represented by amount in row (9)

11

5.24 %

Type of Reporting Person (See Instructions)

12

IN

Comment for Type of Reporting Person: In accordance with Rule 13d-4 under the Exchange Act, Federated Hermes, Inc.; the Voting Shares Irrevocable Trust; Thomas R. Donahue; Ann C. Donahue; and J. Christopher Donahue declare that this report should not be construed as an admission that any of them is the beneficial owner of the securities held by any of the Managed Funds, and each of Federated Hermes, Inc.; the Voting Shares Irrevocable Trust; Thomas R. Donahue; Ann C. Donahue; and J. Christopher Donahue expressly disclaim beneficial ownership of such securities.

SCHEDULE 13G

CUSIP No. 89854H102

Names of Reporting Persons

1

Ann C. Donahue

Check the appropriate box if a member of a Group (see instructions)

2

(a)

(b)

3

Sec Use Only

Citizenship or Place of Organization

4

UNITED STATES

Sole Voting Power

5

0.00

Number of
Shares

Shared Voting Power

6

Beneficially
Owned by

2,541,863.00

Each
Reporting

Sole Dispositive Power

7

Person

0.00

With:

Shared Dispositive

8

Power

2,541,863.00

Aggregate Amount Beneficially Owned by Each Reporting Person

9

2,541,863.00

Check box if the aggregate amount in row (9) excludes certain shares (See Instructions)

10

Percent of class represented by amount in row (9)

11

5.24 %

Type of Reporting Person (See Instructions)

12

IN

Comment for Type of Reporting Person: In accordance with Rule 13d-4 under the Exchange Act, Federated Hermes, Inc.; the Voting Shares Irrevocable Trust; Thomas R. Donahue; Ann C. Donahue; and J. Christopher Donahue declare that this report should not be construed as an admission that any of them is the beneficial owner of the securities held by any of the Managed Funds, and each of Federated Hermes, Inc.; the Voting Shares Irrevocable Trust; Thomas R. Donahue; Ann C. Donahue; and J. Christopher Donahue expressly disclaim beneficial ownership of such securities.

SCHEDULE 13G

CUSIP No. 89854H102

Names of Reporting Persons

1

J. Christopher Donahue

Check the appropriate box if a member of a Group (see instructions)

2

(a)

(b)

3

Sec Use Only

Citizenship or Place of Organization

4

UNITED STATES

Sole Voting Power

5

0.00

Number of
Shares

Shared Voting Power

6

2,541,863.00

Beneficially
Owned by
Each

Sole Dispositive Power

7

0.00

Reporting
Person
With:

Shared Dispositive
Power

8

2,541,863.00

Aggregate Amount Beneficially Owned by Each Reporting Person

9

2,541,863.00

Check box if the aggregate amount in row (9) excludes certain shares (See Instructions)

10



Percent of class represented by amount in row (9)

11

5.24 %

Type of Reporting Person (See Instructions)

12

IN

Comment for Type of Reporting Person: In accordance with Rule 13d-4 under the Exchange Act, Federated Hermes, Inc.; the Voting Shares Irrevocable Trust; Thomas R. Donahue; Ann C. Donahue; and J. Christopher Donahue declare that this report should not be construed as an admission that any of them is the beneficial owner of the securities held by any of the Managed Funds, and each of Federated Hermes, Inc.; the Voting Shares Irrevocable Trust; Thomas R. Donahue; Ann C. Donahue; and J. Christopher Donahue expressly disclaim beneficial ownership of such securities.

SCHEDULE 13G

Item 1.

Name of issuer:

(a)

TTEC HOLDINGS, INC.

Address of issuer's principal executive offices:

(b)

100 Congress Avenue, Suite 1425, Austin, TX 78701

Item 2.

Name of person filing:

(a)

Federated Hermes, Inc.

Address or principal business office or, if none, residence:

(b)

1001 Liberty Avenue, Pittsburgh, PA 15222-3779

Citizenship:

(c)

Pennsylvania

Title of class of securities:

(d)

COMMON STOCK

CUSIP No.:

(e)

89854H102

Item 3. If this statement is filed pursuant to §§ 240.13d-1(b) or 240.13d-2(b) or (c), check whether the person filing is a:

- (a) Broker or dealer registered under section 15 of the Act (15 U.S.C. 78o);
- (b) Bank as defined in section 3(a)(6) of the Act (15 U.S.C. 78c);
- (c) Insurance company as defined in section 3(a)(19) of the Act (15 U.S.C. 78c);
- (d) Investment company registered under section 8 of the Investment Company Act of 1940 (15 U.S.C. 80a-8);
- (e) An investment adviser in accordance with § 240.13d-1(b)(1)(ii)(E);
- (f) An employee benefit plan or endowment fund in accordance with § 240.13d-1(b)(1)(ii)(F);
- (g) A parent holding company or control person in accordance with § 240.13d-1(b)(1)(ii)(G);
- (h) A savings associations as defined in Section 3(b) of the Federal Deposit Insurance Act (12 U.S.C. 1813);
- (i) A church plan that is excluded from the definition of an investment company under section 3(c)(14) of the Investment Company Act of 1940 (15 U.S.C. 80a-3);
- (j) A non-U.S. institution in accordance with § 240.13d-1(b)(1)(ii)(J). If filing as a non-U.S. institution in accordance with § 240.13d-1(b)(1)(ii)(J), please specify the type of institution:
- (k) Group, in accordance with Rule 240.13d-1(b)(1)(ii)(K).

Item 4. Ownership

Amount beneficially owned:

- (a) See response to Item 9 on each cover page.
Percent of class:
- (b) See response to Item 11 on each cover page. %
- (c) Number of shares as to which the person has:
 - (i) Sole power to vote or to direct the vote:
See response to Item 5 on each cover page.
 - (ii) Shared power to vote or to direct the vote:
See response to Item 6 on each cover page.
 - (iii) Sole power to dispose or to direct the disposition of:
See response to Item 7 on each cover page.
 - (iv) Shared power to dispose or to direct the disposition of:
See response to Item 8 on each cover page.

Item 5. Ownership of 5 Percent or Less of a Class.

Item 6. Ownership of more than 5 Percent on Behalf of Another Person.

Not Applicable

Item 7. Identification and Classification of the Subsidiary Which Acquired the Security Being Reported on by the Parent Holding Company or Control Person.

If a parent holding company has filed this schedule, pursuant to Rule 13d-1(b)(ii)(G), so indicate under Item 3(g) and attach an exhibit stating the identity and the Item 3 classification of the relevant subsidiary. If a parent holding company has filed this schedule pursuant to Rule 13d-1(c) or Rule 13d-1(d), attach an exhibit stating the identification of the relevant subsidiary.

See Exhibit "1" Attached

Item 8. Identification and Classification of Members of the Group.

Not Applicable

Item 9. Notice of Dissolution of Group.

Not Applicable

Item 10. Certifications:

By signing below I certify that, to the best of my knowledge and belief, the securities referred to above were acquired and are held in the ordinary course of business and were not acquired and are not held for the purpose of or with the

effect of changing or influencing the control of the issuer of the securities and were not acquired and are not held in connection with or as a participant in any transaction having that purpose or effect, other than activities solely in connection with a nomination under ?? 240.14a-11.

SIGNATURE

After reasonable inquiry and to the best of my knowledge and belief, I certify that the information set forth in this statement is true, complete and correct.

Federated Hermes, Inc.

Signature: /s/J. Christopher Donahue
Name/Title: J. Christopher Donahue, as President of Federated
Hermes, Inc.
Date: 01/08/2026

Voting Shares Irrevocable Trust

Signature: /s/Thomas R. Donahue
Name/Title: Thomas R. Donahue, as Trustee of Voting Shares
Irrevocable Trust
Date: 01/08/2026

Signature: /s/Ann C. Donahue
Name/Title: Ann C. Donahue, as Trustee of Voting Shares
Irrevocable Trust
Date: 01/08/2026

Signature: /s/J. Christopher Donahue
Name/Title: J. Christopher Donahue, as Trustee of Voting
Shares Irrevocable Trust
Date: 01/08/2026

Thomas R. Donahue

Signature: /s/Thomas R. Donahue
Name/Title: Thomas R. Donahue
Date: 01/08/2026

Ann C. Donahue

Signature: /s/Ann C. Donahue
Name/Title: Ann C. Donahue
Date: 01/08/2026

J. Christopher Donahue

Signature: /s/J. Christopher Donahue
Name/Title: J. Christopher Donahue
Date: 01/08/2026

Comments accompanying signature: SEE EXHIBITS 2 AND 3 ATTACHED Exhibit Information EXHIBIT 1 ITEM 3 CLASSIFICATION OF REPORTING PERSONS EXHIBIT 2 AGREEMENT FOR JOINT FILING OF SCHEDULE 13G EXHIBIT 3 POWER OF ATTORNEY

EXHIBIT 1

ITEM 3 CLASSIFICATION OF REPORTING PERSONS

Identity and Classification of Each Reporting Person

IDENTITY	CLASSIFICATION UNDER ITEM 3
Federated Hermes Equity Funds	(d) Investment company registered under Section 8 of the Investment Company Act of 1940 (15 U.S.C. 80a-8)
Federated Hermes ETF Trust	(d) Investment company registered under Section 8 of the Investment Company Act of 1940 (15 U.S.C. 80a-8)
Federated Hermes MDT Series	(d) Investment company registered under Section 8 of the Investment Company Act of 1940 (15 U.S.C. 80a-8)
Federated Investment Counseling	(e) Investment Adviser registered under Section 203 of the Investment Advisers Act of 1940
Federated MDTA LLC	(e) Investment Adviser registered under Section 203 of the Investment Advisers Act of 1940
Federated Hermes, Inc.	(g) parent Holding Company or control person, in accordance with Section 240.13d-1(b)(ii)(G)
FII Holdings, Inc.	(g) parent Holding Company or control person, in accordance with Section 240.13d-1(b)(ii)(G)
Voting Shares Irrevocable Trust	(g) parent Holding Company or control person, in accordance with Section 240.13d-1(b)(ii)(G)
Thomas R. Donahue	(g) parent Holding Company or control person, in accordance with Section 240.13d-1(b)(ii)(G)
Ann C. Donahue	(g) parent Holding Company or control person, in accordance with Section 240.13d-1(b)(ii)(G)
J. Christopher Donahue	(g) parent Holding Company or control person, in accordance with Section 240.13d-1(b)(ii)(G)

Federated Hermes, Inc. (the “Parent”) is filing this schedule 13G because it is the parent holding company of Federated Investment Counseling and Federated MDTA LLC (the “Investment Advisers”), which act as investment advisers to registered investment companies and separate accounts that own shares of common stock in TTEC HOLDINGS, INC. (the “Reported Securities”). The Investment Advisers are wholly owned subsidiaries of FII Holdings, Inc., which is wholly owned subsidiary of Federated Hermes, Inc., the Parent. All of the Parent’s outstanding voting stock is held in the Voting Shares Irrevocable Trust (the “Trust”) for which Thomas R. Donahue, Ann C. Donahue and J. Christopher Donahue act as trustees (collectively, the “Trustees”). The Trustees have joined in filing this Schedule 13G because of the collective voting control that they exercise over the Parent. In accordance with Rule 13d-4 under the Securities Act of 1934, as amended, the Parent, the Trust, and each of the Trustees declare that this statement should not be construed as an admission that they are the beneficial owners of the Reported Securities, and the Parent, the Trust, and each of the Trustees expressly disclaim beneficial ownership of the Reported Securities.

EXHIBIT 2

AGREEMENT FOR JOINT FILING OF
SCHEDULE 13G

The following parties hereby agree to file jointly the statement on Schedule 13G to which this Agreement is attached and any amendments thereto which may be deemed necessary pursuant to Regulation 13D-G under the Securities Exchange Act of 1934:

1. Federated Hermes, Inc. as parent holding company of the investment advisers to registered investment companies that beneficially own the securities.

Voting Shares Irrevocable Trust, as holder of all the voting shares of Federated Hermes, Inc.

Thomas R. Donahue, individually and as Trustee

Ann C. Donahue, individually and as Trustee

J. Christopher Donahue, individually and as Trustee

It is understood and agreed that each of the parties hereto is responsible for the timely filing of such statement any amendments thereto, and for the completeness and accuracy of the information concerning such party contained therein, but such party is not responsible for the completeness or accuracy of information concerning the other parties unless such party knows or has reason to believe that such information is incomplete or inaccurate.

It is understood and agreed that the joint filing of Schedule 13G shall not be construed as an admission that the reporting persons named herein constitute a group for purposes of Regulation 13D-G of the Securities Exchange Act of 1934, nor is a joint venture for purposes of the Investment Company Act of 1940.

Date: January 8, 2026

Reporting Person/Group Name:	Federated Hermes, Inc.
By (Signature)	/s/J. Christopher Donahue
Name/Title:	J. Christopher Donahue, as President of Federated Hermes, Inc.
Reporting Person/Group Name:	Voting Shares Irrevocable Trust
By (Signature)	/s/Thomas R. Donahue
Name/Title	Thomas R. Donahue, as Trustee of Voting Shares Irrevocable Trust.
By (Signature)	/s/Ann C. Donahue
Name/Title	Ann C. Donahue, as Trustee of Voting Shares Irrevocable Trust.
By (Signature)	/s/J. Christopher Donahue
Name/Title	J. Christopher Donahue, as Trustee of Voting Shares Irrevocable Trust.

Reporting Person/Group Name:	Thomas R. Donahue
By (Signature)	/s/Thomas R. Donahue

Name/Title	Thomas R. Donahue
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Reporting Person/Group Name:	Ann C. Donahue
By (Signature)	/s/Ann C. Donahue
Name/Title	Ann C. Donahue

Reporting Person/Group Name:	J. Christopher Donahue
By (Signature)	/s/J. Christopher Donahue
Name/Title	J. Christopher Donahue

1. The number of shares indicated represent shares beneficially owned by registered investment companies and separate accounts advised by subsidiaries of Federated Hermes, Inc. that have been delegated the power to direct investment and power to vote the securities by the registered investment companies' board of trustees or directors and by the separate accounts' principals. All of the voting securities of Federated Hermes, Inc. are held in the Voting Shares Irrevocable Trust ("Trust"), the trustees of which are Thomas R. Donahue, Ann C. Donahue and J. Christopher Donahue ("Trustees"). In accordance with Rule 13d-4 under the 1934 Act, the Trust, Trustees, and parent holding company declare that the filing of this statement should not be construed as an admission that any of the investment advisers, parent holding company, Trust, and Trustees are beneficial owners (for the purposes of Sections 13(d) and/or 13(g) of the Act) of any securities covered by this statement, and such advisers, parent holding company, Trust, and Trustees expressly disclaim that they are the beneficial owners of such securities.

POWER OF ATTORNEY

Each person whose signature appears below constitutes and appoints J. Christopher Donahue their true and lawful attorney-in-fact and agent, with full power of substitution and resubstitution for them and in their names, place and stead, in any and all capacities, to sign and any and all Schedule 13Ds and/or Schedule 13Gs, and any amendments thereto, to be filed with the Securities and Exchange Commission pursuant to Regulation 13D-G of the Securities Exchange Act of 1934, as amended, by means of the Securities and Exchange Commission's electronic disclosure system known as EDGAR; and to file the same, with all exhibits thereto and other documents in connection therewith, with the Securities and Exchange Commission, granting unto said attorney-in-fact and agent, full power and authority to sign and perform each and every act and thing requisite and necessary to be done in connection therewith, as fully to all intents and purposes as each of them might or could do in person, hereby ratifying and confirming all that said attorney-in-fact and agent, or their or his substitute or substitutes, may lawfully do or cause to be done by virtue thereof.

SIGNATURES

/s/ Thomas R. Donahue
Thomas R. Donahue

TITLE OR CAPACITY

Individually and as Trustee of the Voting Shares Irrevocable Trust

Sworn to and subscribed before me this 31st day of March, 2017.

/s/ Melissa Lamparski Bamonte
Notary Public
Print Name: Melissa Lamparski Bamonte
My Commission Expires: February 4, 2018

(Notary Stamp)
Commonwealth of Pennsylvania – Notarial Seal
Melissa Lamparski Bamonte, Notary Public
City of Pittsburgh, Allegheny County
My commission expires February 4, 2018
Member, Pennsylvania Association of Notaries

POWER OF ATTORNEY

Each person whose signature appears below constitutes and appoints J. Christopher Donahue their true and lawful attorney-in-fact and agent, with full power of substitution and resubstitution for them and in their names, place and stead, in any and all capacities, to sign and any and all Schedule 13Ds and/or Schedule 13Gs, and any amendments thereto, to be filed with the Securities and Exchange Commission pursuant to Regulation 13D-G of the Securities Exchange Act of 1934, as amended, by means of the Securities and Exchange Commission's electronic disclosure system known as EDGAR; and to file the same, with all exhibits thereto and other documents in connection therewith, with the Securities and Exchange Commission, granting unto said attorney-in-fact and agent, full power and authority to sign and perform each and every act and thing requisite and necessary to be done in connection therewith, as fully to all intents and purposes as each of them might or could do in person, hereby ratifying and confirming all that said attorney-in-fact and agent, or their or his substitute or substitutes, may lawfully do or cause to be done by virtue thereof.

SIGNATURES

/s/ Ann C. Donahue
Ann C. Donahue

TITLE OR CAPACITY

Individually and as Trustee of the Voting Shares Irrevocable Trust

Sworn to and subscribed before me this 10th day of January, 2023.

/s/ Deanna L. Marley
Notary Public
Print Name: Deanna L. Marley
My Commission Expires: June 14, 2024

(Notary Stamp)
Commonwealth of Pennsylvania – Notary Seal
Deanna L. Marley, Notary Public
Allegheny County
My commission expires June 14, 2024
Commission number 1102414
Member, Pennsylvania Association of Notaries