



# Post Employment Health Plan (PEHP<sup>®</sup>) Fact Sheet and Investment Options

Type of plan	<ul style="list-style-type: none"> <li>• Employee benefit plan</li> <li>• Health reimbursement arrangement (HRA)</li> <li>• Internal Revenue Code Section 501(c)(9)</li> </ul>
Assets held	Tax-exempt multiple-employer voluntary employees' beneficiary association (VEBA) trusts
Tax advantages	<ul style="list-style-type: none"> <li>• Employer pays no FICA taxes on plan contributions</li> <li>• Employees pay no FICA or federal income taxes on: <ul style="list-style-type: none"> <li>– Contributions made on their behalf</li> <li>– Investment earnings</li> <li>– Benefits paid from the plan</li> </ul> </li> </ul>
Plan contributions	Employer, mandatory employee and/or contributions on behalf of retirees are permitted
Plan benefits	<p>Contributions accumulate tax free, and qualified post-employment medical expenses (as defined by Internal Revenue Code Section 213(d) and IRS Publication 502) are reimbursable. Examples include:</p> <ul style="list-style-type: none"> <li>• Health insurance premiums</li> <li>• Medicare Part B premiums</li> <li>• Medicare supplemental insurance premiums</li> <li>• Qualified long-term care premiums</li> <li>• Qualified out-of-pocket medical expenses, including prescription drugs, eyeglasses and doctor co-pays</li> </ul>
Benefit flexibility	Upon the employee's retirement or separation from service, requests may be made for the reimbursement of qualified medical expenses and/or medical insurance premiums. Plan-to-plan transfers are also available among accounts with the same employer for plans administered by Nationwide®.
Funding options	<ul style="list-style-type: none"> <li>• Universal reimbursement account (105) <ul style="list-style-type: none"> <li>– Funded with ongoing equal dollar contributions per employee</li> <li>– Minimum annual ongoing contribution is \$120 per employee</li> <li>– Reimbursements may be made for any qualified medical expense; examples include health insurance premiums, prescription drugs, eyeglasses, hearing aids, doctor co-pays and other out-of-pocket medical expenses</li> </ul> </li> <li>• Insurance premium reimbursement account (106) <ul style="list-style-type: none"> <li>– Funded with a portion of accumulated leave such as sick and/or vacation leave (must be required by employer of all eligible employees)</li> <li>– Funded with a percentage of salary</li> <li>– Minimum annual ongoing contribution is 0.5% of salary per employee</li> <li>– Reimbursements may be used only for qualified health insurance premium expenses; examples include health insurance premiums, dental premiums, Medicare Part B premiums and Medicare supplements</li> </ul> </li> <li>• For collectively bargained plans whose benefits were the subject of good faith bargaining, Nationwide will allow all contributions, including those that are determined as a percentage of the eligible employee's compensation and earnings and any combination of vacation pay, sick pay or other accumulated absence pay, to be directed to the 105 Universal Reimbursement Account and used for any qualifying medical care expense as defined under Internal Revenue Code Section 213(d), which includes but is not limited to health care insurance premiums</li> </ul>
Investment options	<ul style="list-style-type: none"> <li>• 30 investment options available for employees</li> <li>• Employees have the ability to elect managed account services — Nationwide ProAccount® — for independent, professional financial money management of PEHP accounts (additional fees apply)</li> </ul>
Plan fees	<ul style="list-style-type: none"> <li>• Employer — Patient-Centered Outcome Research Institute (PCORI)<sup>1</sup> fee for qualifying participants</li> <li>• Employee — 0.50% asset management fee, plus a \$30 administrative fee per year</li> </ul> <p>Note: There is no charge for claims reimbursements.</p>
Death of participant	Money is immediately made available to the surviving spouse and/or qualified dependents (as defined by Internal Revenue Code Section 152(a)) to use for health care expenses. If no surviving spouse or qualified dependents remain to request reimbursement, the account balance is reallocated to the accounts of the remaining members of the immediate employer group for their qualified medical expenses.

<sup>1</sup>The PCORI fee began as a result of the Affordable Care Act and was renewed in conjunction with the Secure Act. It is payable to the IRS by July 31 of each calendar year and is currently scheduled to remain in effect until year 2029.

# PEHP® Investment Options

## PEHP Variable Annuity, a group variable annuity contract issued by Nationwide Life Insurance Company

Asset allocation	Category	
<p>The Nationwide Investor Destinations Funds can be selected based on your personal objectives and risk tolerance, and they are designed to provide asset allocation across several types of investments and asset classes, primarily by investing in underlying funds. Principal value of the fund(s) is not guaranteed at any time, including at the target date. Therefore, in addition to the expenses of the Investor Destination Funds, investors are indirectly paying a proportionate share of the applicable fees and expenses of the underlying funds.</p> <p>Target date funds: These funds are designed for people who plan to retire or begin taking income during or near a specific year. These funds use a strategy that reallocates equity exposure to a higher percentage of fixed investments over time primarily by investing in underlying funds. The target date is the approximate date when investors plan to start withdrawals. The funds offer continuous rebalancing over time to become more conservative as investors approach their planned retirement date. The principal value of the funds is not guaranteed at any time, including the target date.</p>	American Funds 2020 Target Date (Class R4)	Target Date
	American Funds 2025 Target Date (Class R4)	Target Date
	American Funds 2030 Target Date (Class R4)	Target Date
	American Funds 2035 Target Date (Class R4)	Target Date
	American Funds 2040 Target Date (Class R4)	Target Date
	American Funds 2045 Target Date (Class R4)	Target Date
	American Funds 2050 Target Date (Class R4)	Target Date
	American Funds 2055 Target Date (Class R4)	Target Date
	American Funds 2060 Target Date (Class R4)	Target Date
	Nationwide Investor Destinations Aggressive Fund (Service Class)	Aggressive Allocation
	Nationwide Investor Destinations Moderately Aggressive Fund (Service Class)	Moderately Aggressive Allocation
	Nationwide Investor Destinations Moderate Fund (Service Class)	Moderate Allocation
	Nationwide Investor Destinations Moderately Conservative Fund (Service Class)	Moderately Conservative Allocation
	Nationwide Investor Destinations Conservative Fund (Service Class)	Conservative Allocation
Small-cap stock funds		
<p>"Small-cap" is an abbreviation of the term "small market capitalization." It's a company whose market capitalization is small or newer. A small-cap stock fund is made primarily of investments in companies that are considered small or newer companies. Small-cap funds involve increased risk and volatility.</p>	Franklin Small Cap Value Fund (Class A)	Small Value
	Nationwide Small Cap Index Fund (Class A)	Small Blend
	Neuberger Berman Small Cap Growth Fund (Class A)	Small Growth
Mid-cap stock funds		
<p>Mid-cap is an abbreviation of the term "middle market capitalization," a company whose market capitalization is mid-range. A mid-cap stock fund is made primarily of investments in companies that are considered mid-range or midsize companies.</p>	MFS Mid Cap Value Fund (Class R3)	Mid-Cap Value
	Nationwide Mid Cap Market Index Fund (Class A)	Mid-Cap Blend
	Invesco Discovery Mid Cap Growth Fund (Class A)	Mid-Cap Growth
Large-cap stock funds		
<p>Large-cap is an abbreviation of the term "large market capitalization," and that's a company whose market capitalization is very large. A large-cap stock fund is made primarily of investments in companies that are considered large-cap, big corporations.</p>	American Century Ultra® Fund (Investor Share Class)	Large Growth
	MFS Value Fund (Class R3)	Large Value
	Nationwide Fund (Institutional Service Class)	Large Blend
	Nationwide S&P 500 Index Fund (Institutional Service Class)	Large Blend
International stock funds		
<p>These are mutual funds that invest primarily in companies located anywhere outside of its investors' country of residence. International investing involves additional risks, including currency fluctuations, political instability, differences in accounting standards and foreign regulations.</p>	MFS International Diversification Fund (Class R3)	Foreign Large Blend
	Nationwide Global Sustainable Equity Fund (Institutional Service Class)	World Stock

# PEHP® Investment Options

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### Bond funds

These are funds invested primarily in bonds, which could include government, corporate, municipal or convertible bonds.

Lord Abbett High Yield Fund (Class R4)

High-Yield Bond

PIMCO Total Return Fund (Class A)

Intermediate Core-Plus Bond

### Fixed account/cash

Fixed account/cash options are designed to protect principal and might not keep pace with inflation. Their goal is to have lower risks than alternative options, but they're not insured or guaranteed by the FDIC or any other government agency.

Nationwide Government Money Market (Investor Shares)

Money Market

Nationwide Fixed Account

Fixed Account

These portfolios invest in short-term money market securities in order to provide a level of current income that is consistent with the preservation of capital.

An investment in a money market underlying fund is not insured or guaranteed by the FDIC or any other government agency. Although money market funds seek to preserve the value of an investment at \$1.00 per share, it is possible to lose money by investing in the money market.

Guarantees are subject to the claims-paying ability of Nationwide Life Insurance Company.



**The underlying fund prospectuses can be obtained by calling 1-877-677-3678. Before investing, carefully consider the fund's investment objectives, risks, charges and expenses. The underlying fund prospectuses contain this and other important information. Read the prospectuses carefully before investing.**

Retirement Specialists are registered representatives of Nationwide Investment Services Corporation, member FINRA, Columbus, Ohio.

Nationwide and its representatives do not give legal or tax advice. An attorney or tax advisor should be consulted for answers to specific questions.

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For more complete information, including all charges and expenses, please consult your Nationwide representative or call 1-877-677-3678.

Nationwide Retirement Solutions Inc. and its affiliates (Nationwide) offer a variety of investment options to public sector retirement plans through variable annuity contracts, trusts or custodial accounts. Nationwide may receive payments from mutual funds or their affiliates in connection with those investment options. For more information about the payments Nationwide receives, please visit [nrsforu.com](https://nrsforu.com).

Nationwide Retirement Solutions (Nationwide) makes payments to the National Association of Police Organizations (NAPO) for the value of services and endorsements related to the Nationwide Post Employment Health Plans (PEHP). More information about the endorsement relationships may be found online at [nrsforu.com](https://nrsforu.com) or FrontLinePlan.com.

The PEHP unregistered group variable annuity is issued by Nationwide Life Insurance Company, contract number APO-3350.

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