



Public sector retirement plans | 401(a) enrollment guide

An opportunity to maximize your retirement future

Nationwide® 401(a) defined contribution plan



You have another way to prepare for retirement

As a public employee serving your community, there are times when it's important to think about yourself and how you will achieve a secure and independent retirement.

Planning for retirement is a big responsibility. Your employer is now offering a 401(a) plan to help you plan for retirement with your investment elections in the plan. Now is the time to take advantage of this important employee benefit.

Retirement planning: It's important to do it well

More than half of workers are concerned about achieving
financial security in retirement.¹

Inflation historically has
cut buying power in half
every 20 years.³

40% of older Americans
rely on only their
Social Security benefits
as their income in retirement.²

A 65-year-old individual
in 2024 may need
\$165,000
in after-tax savings to cover health care expenses.⁴

¹ "Retirement Insecurity 2021: Americans' Views of Retirement," National Institute on Retirement Security (February 2021).

² "Examining the Nest Egg: The Sources of Retirement Income for Older Americans," Frank Porell and Tyler Bond, nirsonline.org/reports/examining-the-nest-egg/ (January 2020).

³ Inflation Calculator, smartasset.com/investing/inflation-calculator (accessed April 10, 2023).

⁴ "How to Plan for Rising Health Care Costs," fidelity.com/viewpoints/personal-finance/plan-for-rising-health-care-costs (Aug. 12, 2024).



Your 401(a) plan helps you build savings for retirement

A 401(a) defined contribution plan is a retirement plan set up by an employer that allows contributions to an employee's retirement account by the employee, the employer or both.



Maximize your savings potential

- > Contributions don't count toward your 457(b) plan's deferral limits



Enjoy personalized attention

- > Turn to Nationwide Retirement Specialists when you need guidance, either on the phone or in person⁷



Choose from a range of investment options

- > You select investments that match your time horizon and risk tolerance
- > You can make changes to your allocations as your time horizon or risk tolerance changes or as you approach retirement



Choose how to take money out

- > When you're ready to retire, you have a number of distribution options
- > Retirement Specialists are available to help you make the decision that suits you best



Benefit from tax advantages

- > Your taxable income doesn't increase⁵
- > Earnings may grow tax deferred until they are withdrawn⁶

Please note: Other important features and benefits may apply to your 401(a) plan. Please refer to the Summary of Plan Provisions and other materials made available to you for additional information.

⁵ Depending on your plan's features, employee contributions, if allowed, may be made before or after taxes.

⁶ Distributions made prior to age 59½ may be subject to a 10% excise tax. All taxable distributions at any age are subject to ordinary income tax, and surrender charges may apply.

⁷ Plan Service Representatives are available to help you at any time and do not work on commission. The information they provide is for educational purposes only and is not intended as investment advice.

Create a portfolio that's right for you

There's more than one way to get to retirement. Some people know exactly what they want when it comes to managing their retirement plan account. Others want simple choices or need regular help.

Depending on your age, risk tolerance, investing experience and personal preference, you may consider one of these investment options a good fit:



I'll do it myself⁸

Build your own portfolio

You can create your own mix of investments from the available options within your plan and then manage your portfolio and rebalance your account.



Help me do it⁸

Contribute to a target date fund

A target date fund is designed to invest for a specific date (usually when you expect to begin taking withdrawals) and automatically adjusts the investment mix to become more conservative as the date approaches.⁹

Choose asset allocation funds

Asset allocation funds build a portfolio designed to invest for a specific risk level from conservative to aggressive and then rebalance periodically to maintain their risk level.



Do it for me⁸

Hire a professional to manage your account

With a managed account service, your investments are actively selected for you by a professional investment management firm based on information you provide about your time horizon and risk tolerance.

For a nominal cost, the firm will select the funds for your retirement account and manage your asset allocation for you. Note that even with professional management, there is no guarantee that your investment objectives will be met.

To find out whether these investment management options are offered in your 401(a) plan, please refer to the Summary of Plan Provisions.

⁸ This option must be allowed by your Plan Sponsor.

⁹ Target maturity funds are designed to provide diversification and asset allocation across several types of investments and asset classes, primarily by investing in underlying funds. Therefore, in addition to the expenses of the target maturity funds, an investor is indirectly paying a proportionate share of the applicable costs and expenses of the underlying funds. Target maturity funds are designed for people who plan to withdraw funds during or near a specific year. These funds use a strategy that reallocates equity exposure to a higher percentage of fixed investments over time. As a result, the funds become more conservative as they approach retirement. It's important to remember that no strategy can guarantee to make a profit or prevent loss in a declining market. A target date fund's principal value is not guaranteed at any time, including the target date designated in the fund's name.

Managing your account

Over time, your life is likely to change in a number of ways, which could have an impact on your asset allocation or how you want to leave money to your beneficiaries. That's why it's so important to regularly review your 401(a) account. To do so, visit your plan's website and use My Income & Retirement PlannerSM.



Rebalance periodically

Review your portfolio periodically to keep it in harmony with your goals.

Rebalancing may help your account perform better over the long term, and it's easy to do. Simply follow the steps when you log in to your account online.¹⁰



Combine eligible accounts

If you've had several employers, you may have multiple retirement plans.

Your 401(a) plan may permit you to consolidate these assets into your 401(a) account, making them potentially easier to manage.



Keep beneficiary designations up to date

It's important to update your beneficiary designations after major life events occur, such as when you marry, start a family, or experience the death of an existing beneficiary or in the event that you get divorced.

If you're married but want someone other than your spouse to be your beneficiary, your spouse must sign a written waiver.

You may wish to consult with a qualified advisor to ensure that you are comfortable with who will receive your assets.



Choose distribution options that fit your needs

Your plan is intended for long-term investment. There are a number of ways to access your money when you leave your job or retire.

Typically, these options include full or partial lump-sum distributions, systematic withdrawals, or lifetime payouts.¹¹

Refer to the Summary of Plan Provisions for a complete explanation of your distribution options.

¹⁰ There is no guarantee that rebalancing will make a profit or protect against loss.

¹¹ A 10% premature distribution excise tax may apply to taxable distributions before age 59½.

How to get started

- 1** Visit your employer's retirement plan website to complete the Asset Allocation Questionnaire to determine your investment style.
- 2** Complete the enclosed Participation Agreement. Select your investment options, and make sure your investment allocations add up to 100%.
- 3** Be sure to designate your beneficiaries.
- 4** Sign the form and return it either to your employer or your Nationwide Retirement Specialist.

Please note: Your employer has selected special features and benefits for your 401(a) defined contribution plan. These features are described more fully in the enclosed Plan Overview and Summary of Plan Provisions. Not all features addressed in this brochure may be available under your plan.



Talk to your Nationwide Retirement Specialist or call 1-855-463-4977.



This material is not a recommendation to buy or sell a financial product or to adopt an investment strategy. Investors should discuss their specific situation with their financial professional.

For more information about the available underlying investment options, including all charges and expenses, please consult a fund prospectus by calling 1-800-626-3112 or visiting nationwide.com. Fund prospectuses and additional information relating to your retirement plan can be obtained by contacting your Retirement Plan Representative. Before investing, carefully consider the fund's investment objectives, risks, charges and expenses. The fund prospectus contains this and other important information. Read the prospectus carefully before investing.

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NRM-12969AO.5 (02/25)