

REQUEST FOR PROPOSAL



Snohomish County
Purchasing Services
(425) 388-3344
purchasing@snoco.org

RFP NUMBER: RFP 026-20BC

CLARIFICATION

REQUEST FOR PROPOSAL (RFP) TITLE:

Retirement Services – 457 Deferred Compensation Plan

DUE DATE: 12/10/2020 - not later than 11:00 a.m., Local Time

Email **purchasing@snoco.org**

Thank you for proposing your Retirement Services – 457 Deferred Compensation Plan solution to the County. The County is seeking clarification information for this RFP. A response to this RFP is required to continue on in the evaluation process. This Clarification is comprised of the following:

- A. Transmittal Section
- B. Clarification questions to be answered by proposers
- C. Current plan investments

Clarification responses shall be emailed to the email address above no later than the due date defined above.

If you have any questions or concerns with this Clarification, please submit an email to the email address above by December 7, 2020 no later than 11 am Pacific. Please list the RFP number in the email subject line.

RFP 026-20BC CLARIFICATION

A. Transmittal Section

Complete the Transmittal Section

B. Clarifications Questions:

1. Additional Services
2. Clarify Term of Contract
3. Clarify Fixed Account
4. Clarify Managed Accounts
5. Online Efficiencies
6. Education/Training
7. Investment Options
8. Clarify Pricing
9. Differentiation

C. Current Plan Investments

SUBMITTAL PACKET
RFP 026-20BC Clarification



Snohomish County
Purchasing Services
purchasing@snoco.org

Proposers shall complete and submit the entire Submittal Packet

A. Transmittal Section

PROPOSERS SHALL COMPLETE THE FORM BELOW

Company Name:	Nationwide Retirement Solutions, Inc.		
Address:	10 W. Nationwide Blvd.	City/State/Zip Code:	Columbus/OH/43215
Authorized Representative / Title (Please Print Name and Title): Keith Wild, Vice President and Chief Financial Officer			
E-mail:	wildk@nationwide.com	Phone:	614-435-8374
		Fax:	855-296-2361

B. Clarification Questions

1. In the original RFP, the County has requested additional investment services that may include, but not be limited to, assisting participants with investment selection, assisting the County with plan wide investment fund selection and other services.
Please clarify the investment services that are included in your proposal at no additional cost. Please describe additional investment (or fiduciary) services that are available for an additional cost. The additional costs shall be specific to the additional services offered and shall be expressed in basis points to be paid by the participants.

Included services:

- **My Investment Planner®** – Nationwide makes available investment advice to participants through our My Investment Planner at no additional cost to participants or the County. NIA, the registered investment adviser for My Investment Planner®, has retained Wilshire as an Independent Financial Expert (IFE) for My Investment Planner®. My Investment Planner® provides individualized investment advice using an investment process developed and maintained by Wilshire.

Participants are asked to complete a six-part questionnaire (the Risk Tolerance Questionnaire) to assess their individual risk tolerance and investment time horizon. Using this information, Wilshire’s methodology identifies the appropriateness of one of five unique risk-based profiles for each participant.

The tool provides specific investment advice at the fund level using the Plan’s investment options. Once a participant has logged into their secure online account, they will be able to access the My Investment Planner® tool. A link is provided to the “Manage My Account” page increasing the likelihood that the participant will take the appropriate action in their account.

NIA accepts and discloses fiduciary responsibility for My Investment Planner® investment advice provided to your employees.

- **My Interactive Retirement Planner®** – My Interactive Retirement Planner allows participants to take an in-depth look at their retirement savings and can take less than ten minutes from start to finish at no additional cost to participants or the County. We help participants by estimating their Social Security benefits and allowing them to personalize the experience by adding assets outside of the Plan as well as spousal information.

Using the My Interactive Retirement Planner, participants will have the ability to see how ready they are for retirement now, model different contributions and retirement spending scenarios, and identify how changes now may impact their retirement in the future.

- **Retirement Resource Group** – Personal Retirement Consultants offer your participants retirement planning and analysis services, including asset allocation education at no additional cost to participants or the County. Nationwide also offers full-service access to professional advice and guidance through the Nationwide Retirement Resource Group.

The Retirement Resource Group is staffed by 40 licensed professionals who maintain the required FINRA registrations and state Life and Health licensing. Approximately 50% of the Retirement Resource Group team have earned the Certified Financial Planner designation, including the team of Personal Retirement Consultants, and other appropriate industry designations.

Retirement Resource Group team members are here to help your employees make progress toward their long-term retirement goals and preserve what they have already worked hard to build. Here's how:



Enrollment

- Help participants understand:
 - The benefits of long-term investing
 - Your Plans' investment options
 - Our tools and calculators
 - How to balance saving for retirement and meeting everyday financial needs



Investment

- Take time to:
 - Understand participant needs and long-term goals
 - Help participants determine your comfort with investing
 - Introduce participants to options and services that can help take the guesswork out of investing



Asset consolidation

- If participants have retirement assets in another plan or IRA, we help them understand how combining their assets could:
 - Help strengthen the power of their investments
 - Make it easier to manage investment for them and their beneficiaries



Financial wellness

- As participants prepare to move into retirement, the Nationwide Retirement Institute and the Retirement Resource Group's Personal Retirement Consultants can help provide them with a holistic assessment that:
 - Compares retirement income needs with available resources
 - Answers questions about Social Security, health care, and long-term care planning
 - Offers cash flow analysis and retirement income plans.
- **Nationwide Retirement Institute** – Thought Leadership Consultants leverage the experience and leadership the Nationwide Retirement Institute provides to conduct group workshop presentations and present information to help educate employees about advanced retirement topics at no additional cost to participants or the County. Nationwide Retirement Institute was formed to help advance the collective thought leadership of Nationwide and improve the financial health and retirement outcomes of Nationwide's clients and their employees. The Nationwide Retirement Institute identifies and looks for solutions for the challenge's retirees

face today and in the future.

We leverage the experience and leadership the Nationwide Retirement Institute provides to help educate your employees about advanced retirement topics such as income planning, health care, long-term care and social security in simple, easy to understand ways. These topics are covered in workshops and specific action plans are created by plan participants to address potential challenges they face.

Additional services:

- **Nationwide Smart Alliance – 3(21) Investment Fiduciary Services** – Featured in Nationwide’s July 31, 2020 presentation to the County, Nationwide can further support the Plan Sponsor in its role as an investment Fiduciary. Through an affiliate, Nationwide can work with the Plan Sponsor to build an investment line-up for plan participants and provide on-going monitoring of the line-up. Through this process, Nationwide can help Plan Sponsors feel confident the investment options within the line-up are aligned with the intent of the Sponsor and their investment policy statement.

In this capacity, Nationwide will serve the Plan Sponsor as a 3(21) Investment Fiduciary which means Nationwide will provide investment advice, but the Sponsor remains part of the process by providing the direction on whether or not to act on the advice provided. This comprehensive investment fiduciary service is available for a fee as agreed to between Nationwide and the Plan Sponsor and is reflected in the fee agreement.

- **Nationwide ProAccount** – Nationwide ProAccount offers professional, discretionary, investment management with an experienced investment firm developing a portfolio for Plan participants that takes into account how they feel about risk and where they are on the road to retirement. It was designed for retirement plan participants who prefer the convenience of having their accounts managed by a professional money manager or who simply do not feel they have the time or expertise to do it themselves.

Nationwide Investment Advisors, LLC (NIA), the investment advisor for Nationwide ProAccount, offers individualized investment advice using an investment process developed and maintained by the Independent Financial Expert (IFE) for the program, Wilshire Associates Incorporated (Wilshire). NIA is a fiduciary with respect to the provision of services described in the investment advisory agreement signed by each participant enrolled in ProAccount.

For Nationwide ProAccount, Wilshire utilizes a three-step institutional process for the creation and management of the ProAccount models.

- **Asset allocation** - Wilshire develops forward-looking strategic forecasts on a wide array of core and specialty asset classes based on institutional data by leveraging their access to asset class preferences of large institutional pools.
- **Portfolio Construction** - Wilshire utilizes a combination of target risk and target date methodologies. They blend managers with complementary styles into risk-controlled model portfolios while maintaining awareness of active risk and fees. The number of funds used, and size of allocations are driven by the magnitude of the policy allocation.
- **Monitoring and Rebalancing** - Wilshire uses a quarterly dynamic reallocation methodology which rebalances the model portfolios to minimize policy and style drift and maximize use of high conviction funds while dynamically shifting investment policies to become more conservative over time.

As of November 30, 2020, 648 County participants are enrolled in Nationwide ProAccount totaling more than \$33.8 million in assets.

- **Self-Directed Brokerage Account** – In collaboration with Charles Schwab, Nationwide offers participant access to Schwab’s Self-Directed Brokerage Account (SDBA), the Personal Choice Retirement Account (PCRA). The Schwab PCRA is the only SDBA option that’s been offered by Nationwide since 1998, and we’ve developed an informational kit in conjunction with Schwab that provides all the forms required to enroll in the service and establish an account.

Schwab's PCRA product currently provides access to more than 8,500 mutual funds from 640 fund families. Of the more than 8,500 mutual funds available, more than 4,000 are offered without loads and transaction fees as part of the Schwab Mutual Fund OneSource service and more than 2,200 are institutional funds. Schwab does not offer any load funds for new purchase on its platform.

PCRA participants have access to the full marketplace of exchange-traded funds, including 254 commission-free exchange-traded funds covering 69 Morningstar categories through Schwab ETF OneSource™. Other investments include individual stocks from all the major exchanges, bonds and other fixed income investments, CDs, and money market funds.

Ineligible investments include: Currencies, short sales, private placements, commodities, precious metals, real estate, futures, margin accounts, collectibles, and options (other than covered calls and protective puts, if permitted by the employer and approved by Schwab.)

Plan Sponsors can choose to limit the universe of available investments by excluding certain securities, or even a whole group of securities. Plan Sponsors can allow or restrict:

- **Taxable funds**
 - Mutual Fund OneSource Funds (No Load, NTF)
 - Specific Funds
- **Tax-exempt Mutual Funds**
- **Equities**
 - OTC or Nasdaq stocks
 - Exchange-traded funds (ETFs) only
 - Schwab ETF OneSource™ funds only
 - Closed-end mutual funds only
- **Publicly Traded Limited Partnerships**
- **Taxable Fixed Income**
 - Certificates of deposit (CDs)
 - Tax-Exempt Fixed Income
 - Treasuries
- **Foreign Securities (not ADR’s)**
- **Option contracts (covered calls/protective puts)**

Schwab follows all standard ERISA investment restrictions, including the restriction of trading or borrowing on margin, and the restriction of making investments in collectibles, commodities, precious metals, and currencies. While the plan can allow certain option trades, such as writing covered calls and buying protective puts, participants can only use hedging strategies. Speculative trading is not allowed.

As of December 3, 2020, 14 County participants are enrolled in Schwab Personal Choice Retirement Accounts totaling more than \$2.76 million in assets.

Cost for additional services:

- **Investment Fiduciary Services – Nationwide Smart Alliance**
This comprehensive 3(21) investment fiduciary service is available for a fee as agreed to between Nationwide and the Plan Sponsor and is reflected in the fee agreement. Should the County desire to utilize the Nationwide

Smart Alliance 3(21) Investment Fiduciary Services, an additional 0.01% on all Plan assets will apply.

- **Managed Account Fees – Nationwide ProAccount**

Account Balance	Annual Program Fee
The first \$99,999.99	0.55%
The next \$150,000	0.50%
The next \$150,000	0.45%
The next \$100,000	0.40%
Assets of \$500,000 and above	0.35%

**Pricing reflects the expected effect various combinations of investment products and services will have on plan asset growth.*

- **Self Directed Brokerage Account Fees – Charles Schwab Personal Choice Retirement Account**

Fee	Amount
Initiation:	\$50
Annual Administrative:	\$50

**Fees are in addition to charges assessed by Charles Schwab.*

2. In Section 6, the RFP defined a contract term of three (3) years with an option to renew for up to three additional three-year periods. Please confirm that this term is acceptable, and that pricing and services offered are based on this term.

Confirmed.

3. Please clarify the offering on your proposed fixed account. What is the guaranteed rate of return? How long is the guarantee? What are the restrictions, if any, on participants moving in or out of this fund? What is the basis point cost for this fixed account?

Nationwide’s offer assumes the continued use of the Nationwide Guaranteed Fund as the stable value option and full open architecture on all variable assets. The Nationwide Guaranteed Fund crediting rate is 3.14% for the 4th quarter 2020. Crediting rates are guaranteed for the duration of the quarter.

Participants have full transfer and exchange liquidity with the exception of an equity wash when moving to a competing fund.

Although the Nationwide Guaranteed Fund currently does not have any explicit asset management charges, Nationwide Life’s compensation is derived from the difference between what NLIC earns on investments and what it credits to participants. Costs and expenses (such as plan charges and any expense credits issued to the Plan, including Nationwide Life's compensation) are reflected in the crediting rate. The crediting rate is determined by the investment return earned on Nationwide Life's portfolio, reduced by expenses (including compensation to Nationwide Life).

4. Please clarify the type of accounts offered and the costs associated with those accounts. Currently, the County’s plan includes approximately 20% managed accounts (for participants willing to pay extra to have their accounts managed by an investment specialists) and approximately 80% of the accounts are self-managed by the participants. Please clarify if the managed accounts costs that your proposal is offering are included in the basis points, in addition to the basis points, and if the managed accounts are voluntary or required.

Managed Account Fees – Nationwide ProAccount

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The next \$150,000	0.50%
The next \$150,000	0.45%
The next \$100,000	0.40%
Assets of \$500,000 and above	0.35%

**Pricing reflects the expected effect various combinations of investment products and services will have on plan asset growth.*

Nationwide ProAccount offers a voluntary managed account option to participants at an additional cost to the participant electing to opt-in to the service. The pricing is in addition to the basis points pricing, or the required revenue needed to administer the plan. Nationwide ProAccount offers professional, discretionary, investment management with an experienced investment firm developing a portfolio for Plan participants that takes into account how they feel about risk and where they are on the road to retirement. It was designed for retirement plan participants who prefer the convenience of having their accounts managed by a professional money manager or who simply do not feel they have the time or expertise to do it themselves.

Nationwide Investment Advisors, LLC (NIA), the investment advisor for Nationwide ProAccount, offers individualized investment advice using an investment process developed and maintained by the Independent Financial Expert (IFE) for the program, Wilshire Associates Incorporated (Wilshire). NIA is a fiduciary with respect to the provision of services described in the investment advisory agreement signed by each participant enrolled in ProAccount.

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- **Asset allocation** - Wilshire develops forward-looking strategic forecasts on a wide array of core and specialty asset classes based on institutional data by leveraging their access to asset class preferences of large institutional pools.
- **Portfolio Construction** - Wilshire utilizes a combination of target risk and target date methodologies. They blend managers with complementary styles into risk-controlled model portfolios while maintaining awareness of active risk and fees. The number of funds used, and size of allocations are driven by the magnitude of the policy allocation.
- **Monitoring and Rebalancing** - Wilshire uses a quarterly dynamic reallocation methodology which rebalances the model portfolios to minimize policy and style drift and maximize use of high conviction funds while dynamically shifting investment policies to become more conservative over time.

As of November 30, 2020, 648 County participants are enrolled in Nationwide ProAccount totaling more than \$33.8 million in assets.

5. The County is interested in maximizing the efficiency of the deferred compensation plan. Please describe any efficiencies available to the County. Please list any tasks, reports, or actions that may not currently be performed online.

In March 2020, your local service team, Andee Gravitt and Kris Morton, provided a Strategic and Tactical Alignment Review (STAR), which was centered on helping the County to maximize the efficiency of the Deferred Compensation Plan. The Strategic and Tactical Alignment Review is a testament of our partnership and commitment to you and your participants. Through diligent work and thought leadership, our goal is to help you grow your Plan and to help your participants prepare for and live in retirement. During the review we discussed industry best practices in: Plan design, operational efficiencies and measurable participant education strategies.

Please see the following chart of industry best practices from the STAR that outlines the discussion with the County and opportunities to improve the plan.

Industry Best Practices	Yes	No	2020 Discussion
Consolidated Recordkeeping	✓		
Open Architecture	✓		
Fee Disclosure and Transparency		✓	An implicit structure with cost covered with mutual fund revenue is currently used. Nationwide receive 9bps the remaining amount is deposited into a County revenue account.
QDIO	✓		Nationwide Government Money Market Fund is currently used. A discussion was had on potentially changing the QDIO from the money market fund to the TDF's.
Enrollment Strategies			
Auto Enrollment		✓	Some discussion and thought has already been given to this option. Nationwide provided language for collective bargaining to the County for consideration.
Retro Enrollment		✓	
Online Enrollment		✓	January 2021 go live. A project team was formed to complete the IT and operational work. Participant communications will be updated appropriately.
Active Choice		✓	

EZ Form	✓		Nationwide Government Money Market Fund (QDIO)
Standard Form	✓		
Contribution Strategies			
Plan Level Auto Escalate		✓	
Participant Auto Escalate		✓	January 2021 go live coupled with online enrollment launch
Online Contribution		✓	January 2021 go live coupled with online enrollment
Phone	✓		
Standard Form	✓		
ER Contributions		✓	Normal on public sector plans
Plan Governance & Oversight			
Plan Document	✓		Nationwide Standard Document. Updated in 2018. Nationwide maintains the compliance of the document on behalf of the County.
Investment Policy Statement (IPS)		✓	Opportunity to draft an investment policy statement. Nationwide has a model document that can be used.
Fiduciary Training	✓		
Legislative Training	✓		
Plan Consultant		✓	
Plan Design Features			
Roth	✓		
SDBA	✓		
Loans		✓	Interested in exploring. Nationwide has the ability to administer the loan program using ACH repayment. The County would not be required to approve the loans if the program is adopted.
Retiree Loans		✓	Available if loans are offered
Investment Offerings			
Stable Value/Fixed	✓		Multiple options
Institutional/Collective Trust	✓		
Target Date Funds	✓		
Asset Allocation Models (Risk Based)	✓		
Custom "White Label" Fund		✓	
Investment Services			
Pro Account	✓		
Advice	✓		My Investment Planner
Services, Recordkeeping & Admin			
Payroll Demographic File		✓	Term dates provided monthly. Would be interested in exploring other ways to submit term dates electronically through an automatic change file.
Change File		✓	
Full Census File		✓	
Plan Sponsor Website	✓		

Excess Deferral Monitoring		✓	Option that is available if not ready completed on the County's end. The previous version was marked as "yes" the County does not use this feature today.
DocuSign Forms	✓		
E-Statements	✓		
Approval & Other Services			
Asset Aggregator	✓		Feature on participant website to allow participant to add outside accounts automatically providing a holistic retirement income picture.
Withdrawal Status Tracker	✓		Feature that allows participants to see the status of their distributions and loans (if offered).
Online Withdrawals	✓		Feature that allows separated/retired employees to initiate a distribution online securely.
	✓		
QDRO	✓		
Death Claims Process	✓		
UE		✓	County form and approval through Committee. The County is interested in having Nationwide own the process going forward. Nationwide to review what is needed to complete the process.
Beneficiary Recordkeeping	✓		
Normal Distribution Approval	✓		
RMD Tracking	✓		
Incoming Rollover Approval	✓		
Signatureless Distribution	✓		
Online Loan Modeling		n/a	No loans are offered
Loan Approval		n/a	No loans are offered
Online Loan Initiation		n/a	No loans are offered
Standard Loan Default		n/a	No loans are offered
Participant Education	✓		
Group Workshops, Seminars, 1:1 Counseling	✓		
Remote Learning: Web-Ex, Phone Appointments	✓		
CFP Services	✓		
Marketing	✓		
Targeted Marketing: Participant Engagement Program	✓		All except eligible
Participant Website	✓		

As your partner, Nationwide is here to provide guidance and recommendations on best practices in plan design and operational efficiencies. Together, with Snohomish County,

- Nationwide will work on the initiatives that are meaningful and important to the County and its employees.
- We will continue to focus on developing plan enhancements, determining target initiatives and implementing strategies that help participants realize the retirement they have always dreamed of.
- Nationwide will continue to document, measure and share these initiatives throughout the course of our partnership through the "Strategic and Tactical Alignment Review".

6. Please clarify your proposed education/service options. What information/education is available online? What educational classes are offered virtually and online? Who is available to meet with participants and answer questions? Is the participant required to schedule a meeting? If so, how are meetings scheduled? Who is available to provide information when new employees are onboarding? Does the number of training/education days allowed include onboarding and participants' meetings?

Education Available Online

- **Customized Snohomish County Participant Website** – County participants will continue to have access to the customized Snohomish County web site with its unique URL (www.snocodeferredcomp.com) the County's Deferred Compensation Plan logo, references and descriptions of the County's Plan, colors, special messages and alerts, forms, and links to other preferred websites requested by the County.

Participant Sample Website	
Web address:	www.nrsforu.com
Log-in:	NRSrfpDemo
Password/security question:	Demo!123

The landing page items are specific to the Plan and its activities will remain intact -- e.g. the Retirement Specialist schedule and catalog class/group workshop schedule. The County's customized website will continue to include more than customized pages in the following sections:

- Contact information throughout the site
- Articles and news headlines
- Home page banners
- Home page featurettes
- Enrollment section
- Plan information
- Forms page including personalized forms
- Fund performance page

We have a comprehensive approach to delivering increased retirement readiness for participants, and we engage with your participants when and how they want to engage with us by providing proactive communications, personal interactions, and award-winning digital experiences. We simplify the toughest challenges participants face in retirement by providing them with the following online educational resources:

- *My Interactive Retirement Planner*[®] – My Interactive Retirement Planner allows participants to take an in-depth look at their retirement savings and can take less than ten minutes from start to finish. We help participants by estimating their Social Security benefits and allowing them to personalize the experience by adding assets outside of the Plan as well as spousal information. Using the My Interactive Retirement Planner, participants will have the ability to see how ready they are for retirement now, model different contributions and retirement spending scenarios, and identify how changes now may impact their retirement in the future.
- *Social Security 360 Analyzer*[®] - This tool simplifies the complex rules and options of Social Security for participants nearing retirement. Participants can identify beneficial Social Security filing strategies, position Social Security within the context of their retirement income needs and generate a unique report to further discuss with their Retirement Specialist.
- *My Healthcare Estimator*[®] - My Healthcare Estimator is a tool that helps participants estimate what their health care costs in retirement may be by answering a few basic questions. It also helps them understand how the cost of healthcare fits into their overall retirement budget. This personalized, monthly estimate helps motivate participants to save more today to ensure a secure tomorrow.
- *My Investment Planner*[®] - Nationwide makes investment advice available to participants through our My Investment Planner tool at no additional cost to your Plan or participants. NIA, the registered investment adviser for My Investment Planner, has retained Wilshire as an Independent Financial Expert for My Investment Planner. Participants are asked to complete a six-part questionnaire to assess their individual risk tolerance and investment time horizon. Using this information, Wilshire's methodology identifies the appropriateness of one of five unique risk-based profiles for each

participant. The tool provides specific investment advice at the fund level using the Plan's investment options.

- Pension *Estimator* – An online tool that is integrated into the My Interactive Retirement Planner that provides a pension payment estimate for the Plan Sponsor's employees based on the pension system's payment calculations.
- Future *value calculator* – The future value illustrates how participants' retirement investments could grow and demonstrates the importance of investing tax-deferred dollars.
- Paycheck *impact calculator* – This tool helps participants understand how increasing contributions to their sponsored plan can have tax advantages.
- College *funding calculator* – Participants receive help to determine how much is needed for college expenses and how much is needed to set aside each year in preparation.

Virtual and Online Educational Classes

- **Live Webinars and Workshops** – Nationwide provides participants with live webinar and workshop sessions delivered by the County's dedicated Retirement Specialist, Mike Ferguson. After each webinar, Nationwide sends out an online appointment scheduler allowing participants to set up a one-on-one appointment with their Retirement Specialist to further discuss the concepts. We have developed a series of 19 education workshops that can be accessed through our website or presented by your local Retirement Specialist during seminars or one-on-one consultations. After each webinar, Nationwide sends out an online appointment scheduler allowing participants to set up a one-on-one appointment with their Retirement Specialist to further discuss the concepts.
- **Nationwide Retirement Institute** – Thought Leadership Consultants, offered through the Nationwide Retirement Institute, conduct webinars to break down complex issues retirees face, such as health care and Social Security. Through the Nationwide Retirement Institute, we have developed industry-leading programs focused on critically important topics within retirement planning. Examples include:
 - *Social Security: The Choice of a Lifetime*
The Social Security 360® program offers an end-to-end consumer-ready solution that combines education on Social Security, a suite of client engagement materials, a comprehensive tool for guiding well-informed filing decisions and broad support for answering commonly asked questions and developing income plans.
 - *Health Care: Plan for Costs in Retirement*
The Health Care program helps simplify the complexity of Medicare and health care costs in retirement. The program's suite of education materials, tools, including the Health Care Cost Assessment, and hands-on support help quantify health care costs so a plan can be created to manage those costs in retirement.
 - *Long-Term Care*
The Long-Term Care program helps simplify the complexity of long-term care costs in retirement. The program's suite of education materials, tools, including the Long-term Care Cost Assessment, and hands-on support help quantify long-term care costs and so a plan can be created to manage those costs in retirement.
 - *Health Savings Accounts (HSA)*
The Health Savings Account program offers a deeper look at how HSAs can be used as an additional way to save for retirement. Our educational material examines how HSAs can be a potential retirement savings vehicle, an effective complement to 401(k) or 457(b) to help consumers better plan for health care costs in retirement.
 - *Women & Retirement*
The Women and Retirement program provides deeper insights into the unique challenges women face

related to Social Security, health care and long-term care as they prepare for and live in retirement. This program will help identify the key questions females should be asking as they prepare for and live in retirement.

- **Tax Efficient Retirement Income**

The Tax-efficient Retirement Income program provides insight into how taxes can impact retirement income plans. This program provides insights into consumer concerns and the help they want to create sustainable retirement income through a better understanding of tax-flexibility, tax bracket placement and combinations of income and sequencing strategies

- **Segmented Marketing and Communication** – Our targeted communication program, the Participant Engagement Platform, delivers relevant information to your employees to encourage better retirement planning behavior. Targeted communications are made available through multiple mediums, including digital messages, webinars, direct mailings, onsite promotions, educational videos, and newsletters.

Your employees will be segmented into five unique groups which each have varying needs, allowing us to deliver meaningful messages that drive specific retirement planning actions across all life stages.

We inform non-participating employees about the benefits of the Plan and encourage them to enroll through mailed flyers, targeted emails and marketing pieces placed at the Plan’s locations. Our marketing and promotional materials target participants according to their lifecycle phase, including:



ELIGIBLE

Deliver compelling information that explains the benefits of enrollment in their 457 plan.



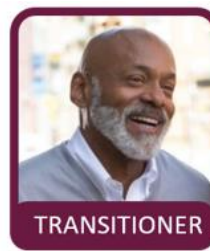
NEW ENROLLEE

Provide a personalized “Welcome” experience to guide a strong start.



SAVER

Deliver education, and tools that improve retirement readiness.



TRANSITIONER

Provide education for a successful transition into retirement.



RETIREE

Continue support in retirement years to sustain plan effectiveness.

Dedicated Education Specialist for Initial and Ongoing Participant Education

- **Dedicated Education Specialist** – Nationwide will continue to provide local Retirement Specialist Mike Ferguson to work with your employees and participants. Mike will be available for 52 days annually for one-on-one meetings and new-hire onboarding. We will continue to partner with the County’s Deferred Compensation Plan staff to provide onsite service across all County locations and shifts.



Mike Ferguson, Sr. Retirement Specialist, coordinates and conducts initial education seminars and web-ex sessions for plan participants focusing on encouraging employee participation in the retirement plan. He also conducts ongoing education sessions to reinforce the benefits of plan participation, focus on retirement readiness and increase participation.

Mike earned his BA in Mathematics from Humboldt State University and his MS in Financial Services from American College. He currently holds his FINRA Series 6, 63 and 65 registrations as well as his Certified Retirement Counselor designation. He has worked in the industry for more than 19 years, the past 13 have been with Nationwide.

We believe our service model optimizes staffing to maximize the service that can be delivered at County worksites and also through Virtual Benefit Fairs. This model has shown to effectively reach and service the County’s employee and retiree participant base.

Nationwide's Retirement Specialists provide education and advice using the My Investment Planner tool. Through one-on-one meetings, the County's Retirement Specialist assists the participant as they log into their account and will walk them through the My Investment Planner questionnaire. Additionally, your Retirement Specialist is available to answer any questions about the process and provide education on the investment options and how to make changes to their current and future investment option choices.

Nationwide provides participants with live webinar and workshop sessions delivered by the County's dedicated Retirement Specialist, Mike Ferguson. After each webinar, Nationwide sends out an online appointment scheduler allowing participants to set up a one-on-on appointment with their Retirement Specialist to further discuss the concepts.

- **Retirement Resource Group** – The Retirement Resource Group is a full-service financial services team built to help participants prepare for and live in retirement. Nationwide has more than 30 licensed professionals available to meet the diverse needs of the communities we serve. Whether your employees are just beginning to save, working hard to maintain progress on goals, or trying to preserve what they've worked hard to build – we simplify the path to readiness with access to personalized guidance:
 - **Enrollment** – We take time to educate participants on the Plan. This includes reviewing the available investment options, discussing Plan features and benefits, leveraging our tools and calculators, and helping them find the balance between saving for retirement and everyday financial needs.
 - **Investment** – Our team of specialists will take time to ask the questions that help us guide participants to the information they need to manage money on their own or point them to information on services that can help take the guesswork out of investing, like asset allocation funds or professional money managers.
 - **Financial Wellness** – Unfortunately, there isn't a one-size-fits-all solution to retirement. We provide access to Certified Financial Planners and the Nationwide Retirement Institute® to help participants bring together all of their financial goals when retirement income planning isn't the only goal, and we do this at no charge.
- **Nationwide Retirement Institute** – Nationwide Retirement Institute was formed to help advance the collective thought leadership of Nationwide and improve the financial health and retirement outcomes of Nationwide's clients and their employees. The Nationwide Retirement Institute identifies and looks for solutions for the challenge's retirees face today and in the future.

We leverage the experience and leadership the Nationwide Retirement Institute provides to help educate your employees about advanced retirement topics such as income planning, health care, long-term care and social security in simple, easy to understand ways. These topics are covered in workshops and specific action plans are created by plan participants to address potential challenges they face.

- **Retirement Plans Solutions Center** – Focusing on people and providing high-touch service is how we differentiate ourselves and offer a unique experience for your Plan's participants. Nationwide employs over 200 licensed Solutions Center Representatives who available extended business hours of are 5 am and 8 pm PT, Monday through Friday, as well as Saturday from 6 am to 3 pm PT.

Solutions Center Representatives are specifically trained on the intricacies of the County's Plan to assist participants with most account questions, including but not limited to:

- All account information
- Account maintenance
- Assistance with enrollment paperwork
- Distribution questions and calculations
- Deferral amount changes and exchanges

- Death claims
- Beneficiary changes
- Assistance with Unforeseeable Emergency withdrawal questions
- Provide forms and packets to participants
- Information on fund choices

Solutions Center Representatives are required to hold the FINRA Series 6 license, a requirement that we believe is unique to the industry. Solutions Center Representatives are located in our corporate headquarters in Columbus, Ohio as well as Scottsdale, Arizona, at our western Solutions Center.

Scheduling One-On-One Meetings

- **Online Appointment Scheduler** – The online scheduler allows participants to register for workshops in advance or select dedicated time slots for personal consultations. An email reminder containing the appointment date and time is also sent to the participant, helping to ensure increased participation in group seminars and one-on-one consultations.

Included Training and Education Days

- **Annual Education Days** – Nationwide will continue to provide local Retirement Specialist Mike Ferguson to work with your employees and participants. Mike will be available for 52 days annually for one-on-one meetings and new-hire onboarding. We will continue to partner with the County's Deferred Compensation Plan staff to provide onsite service across all County locations and shifts.

7. In Section C of this document, the current investment funds and the percentage of participation is provided. The County is interested in downsizing its current list of funds to a maximum of 28 funds to increase efficiency. Please provide a list of funds that you recommend discontinuing and the new funds that you propose to replace them. Additionally, if there are any funds that you are not able to offer, please provide a list of the unavailable fund(s) and proposed replacements.

Morningstar Category	Current Fund Lineup	Ticker	Funds Removed	New Share Class	Replacement Fund	New Fund Lineup	Ticker		As of 9/30/2020	Current	Proposed
Large Growth	Fidelity® Contrafund®	FCNTX	Fidelity® Contrafund®	Fidelity® Contrafund® K6		Fidelity® Contrafund® K6	FLCNX		Plan Size	\$204M	\$204M
Large Growth	Fidelity® OTC	FOCPX	Fidelity® OTC		Fidelity® Contrafund® K6				Number of Variable Funds	43	28
Large Growth	T. Rowe Price Growth Stock	PRGFX	T. Rowe Price Growth Stock	T. Rowe Price Growth Stock I		T. Rowe Price Growth Stock I	PRUFX		Average Expense Ratio	0.67%	0.42%
Large Blend	American Funds Invmt Co of Amer R6	RICGX	American Funds Invmt Co of Amer R6		JPMorgan US Equity R6	JPMorgan US Equity R6	JUEMX		Average Morningstar Rating	3.60	4.37
Large Blend	Nationwide Mellon Dyn US Core R6	MUIGX	Nationwide Mellon Dyn US Core R6		JPMorgan US Equity R6				Average 3 Yr Ranking	46	17
Large Blend	Nationwide S&P 500 Index R6	GRMIX	Nationwide S&P 500 Index R6		Fidelity® 500 Index	Fidelity® 500 Index	FXAIX		Average 5 Yr Ranking	41	13
Large Blend	Neuberger Berman Sustainable Eq Instl	NBSLX	Neuberger Berman Sustainable Eq Instl		JPMorgan US Equity R6				\$ Total Plan Fees	\$1,109,000	\$794,317
Large Value	American Century Value I	AVLIX	American Century Value I		MFS Value R6	MFS Value R6	MEIKX		\$ Total Plan Savings		\$314,683
Large Value	Edgar Lomax Value	LOMAX	Edgar Lomax Value		MFS Value R6						
Large Value	Invesco Growth and Income R5	ACGQX	Invesco Growth and Income R5		JPMorgan Equity Income R6	JPMorgan Equity Income R6	OIEJX				
Mid-Cap Growth	Wells Fargo Discovery Inst	WFDSX	Wells Fargo Discovery Inst		Fidelity® Mid Cap Index						

Mid-Cap Blend	Nationwide Mid Cap Market Idx R6	GMXIX	Nationwide Mid Cap Market Idx R6		Fidelity® Mid Cap Index	Fidelity® Mid Cap Index	FSMDX		
Mid-Cap Value	JPMorgan Mid Cap Value I	JMVSX	JPMorgan Mid Cap Value I		Fidelity® Mid Cap Index				
Small Growth	Nationwide Small Company Growth InSvc	NWSIX	Nationwide Small Company Growth InSvc		Alger Small Cap Focus Y	Alger Small Cap Focus Y	AOFYX		
Small Growth	Neuberger Berman Genesis Instl	NBGIX	Neuberger Berman Genesis Instl		Alger Small Cap Focus Y				
Small Blend	NVIT Multi-Manager Small Company I		NVIT Multi-Manager Small Company I		Fidelity® Small Cap Index				
Small Blend	Nationwide Small Cap Index R6	GMRIX	Nationwide Small Cap Index R6		Fidelity® Small Cap Index	Fidelity® Small Cap Index	FSSNX		
Small Value	JPMorgan Small Cap Value R5	JSVRX	JPMorgan Small Cap Value R5		Franklin Small Cap Value R6	Franklin Small Cap Value R6	FRC SX		
World Large Stock	Invesco Global R6	OGLIX				Invesco Global R6	OGLIX		
Foreign Large Growth	Invesco International Growth R5	AIEVX	Invesco International Growth R5		MFS International Intrinsic Value R6				
Foreign Large Growth	MFS International Intrinsic Value R6	MINJX				MFS International Intrinsic Value R6	MINJX		
Foreign Large Blend	Nationwide International Index R6	GIXIX	Nationwide International Index R6		Fidelity® International Index	Fidelity® International Index	FSPSX		
Diversified Emerging Mkts	American Funds New World R4	RNWEX	American Funds New World R4	American Funds New World R6		American Funds New World R6	RNWGX		
Real Estate	Cohen & Steers Real	CSEIX	Cohen & Steers Real	Cohen & Steers Real		Cohen & Steers Real	CSZIX		

	Estate Securities A		Estate Securities A	Estate Securities Z		Estate Securities Z			
High Yield Bond	Lord Abbett High Yield R6	LHYVX	Lord Abbett High Yield R6		BlackRock High Yield Bond K	BlackRock High Yield Bond K	BRHYX		
Intermediate Core-Plus Bond	PIMCO Total Return Instl	PTTRX				PIMCO Total Return Instl	PTTRX		
Intermediate Core Bond	Nationwide Bond Index R6	GBXIX	Nationwide Bond Index R6		Fidelity® US Bond Index	Fidelity® US Bond Index	FXNAX		
Short Government	Federated Hermes Short-Interm Govt IS	FIGTX	Federated Hermes Short-Interm Govt IS		Fidelity® US Bond Index				
Allocation--50% to 70% Equity	Fidelity® Puritan®	FPURX	Fidelity® Puritan®		Age Appropriate Target Date Fund				
World Bond-USD Hedged	PIMCO International Bond (USD-Hdg) A	PFOAX	PIMCO International Bond (USD-Hdg) A	PIMCO International Bond (USD-Hdg) Instl		PIMCO International Bond (USD-Hdg) Instl	PFORX		
Allocation--85%+ Equity	Nationwide Inv Dest Agrsv Svc	NDASX	Nationwide Inv Dest Agrsv Svc		Age Appropriate Target Date Fund				
Allocation--70% to 85% Equity	Nationwide Inv Dest Mod Agrsv Svc	NDMSX	Nationwide Inv Dest Mod Agrsv Svc		Age Appropriate Target Date Fund				
Allocation--50% to 70% Equity	Nationwide Inv Dest Mod Svc	NSDMX	Nationwide Inv Dest Mod Svc		Age Appropriate Target Date Fund				
Allocation--30% to 50% Equity	Nationwide Inv Dest Mod Cnsv Svc	NSDCX	Nationwide Inv Dest Mod Cnsv Svc		Age Appropriate Target Date Fund				
Allocation--15% to 30% Equity	Nationwide Inv Dest Cnsv Svc	NDCSX	Nationwide Inv Dest Cnsv Svc		Age Appropriate Target Date Fund				
Target-Date 2025	Nationwide Destination 2025 R6	NWHIX	Nationwide Destination 2025 R6		American Funds 2025 Trgt Date Retire R6	American Funds 2025 Trgt Date Retire R6	RFDTX		
Target-Date 2030	Nationwide Destination 2030 R6	NWIIX	Nationwide Destination 2030 R6		American Funds 2030 Trgt Date Retire R6	American Funds 2030	RFETX		

						Trgt Date Retire R6			
Target-Date 2035	Nationwide Destination 2035 R6	NWLIX	Nationwide Destination 2035 R6		American Funds 2035 Trgt Date Retire R6	American Funds 2035 Trgt Date Retire R6	RFFTX		
Target-Date 2040	Nationwide Destination 2040 R6	NWMHX	Nationwide Destination 2040 R6		American Funds 2040 Trgt Date Retire R6	American Funds 2040 Trgt Date Retire R6	RFGTX		
Target-Date 2045	Nationwide Destination 2045 R6	NWNIX	Nationwide Destination 2045 R6		American Funds 2045 Trgt Date Retire R6	American Funds 2045 Trgt Date Retire R6	RFHTX		
Target-Date 2050	Nationwide Destination 2050 R6	NWOIX	Nationwide Destination 2050 R6		American Funds 2050 Trgt Date Retire R6	American Funds 2050 Trgt Date Retire R6	RFITX		
Target-Date 2055	Nationwide Destination 2055 R6	NTDIX	Nationwide Destination 2055 R6		American Funds 2055 Trgt Date Retire R6	American Funds 2055 Trgt Date Retire R6	RFKTX		
Target-Date Retirement	Nationwide Destination Ret R6	NWEIX	Nationwide Destination Ret R6		Age Appropriate Target Date Fund				
						American Funds 2060 Trgt Date Retire R6	RFUTX		
						American Funds 2065 Trgt Date Retire R6	RFVTX		

** In response to questions regarding investment lineup changes we incorporated a number of considerations. First, we utilized the maximum 28 funds criteria included in the question. We relied upon sample investment policy criteria developed internally as a basis for evaluation. We also worked to minimize potential disruption among participants. We did not attempt to simply populate with currently top performing, low cost funds. Instead, we have identified funds that we believe can continue to outperform over full market cycles while providing participants enough breadth and depth of offerings that they can create efficient portfolios to meet their individual needs. This lineup should not be relied upon as investment direction or advice.

8. Please provide pricing to administer the plan expressed in basis points. The County is interested in a tiered pricing proposal that recognizes the growth of the plan. For example: a proposal for the current plan at approximately \$210 million, a proposal for \$250 million, \$300 million, etc. A single basis proposal for the entire plan/all funds is desired. Failure to disclose costs associated with your plan may be grounds for rejection.

Nationwide's best-and-final-offer (BAFO) to the County is as follows:

Current Plan Assets	0.05% on all Plan assets
\$250M Plan Assets	0.045% on all Plan assets
\$300M Plan Assets	0.04% on all Plan assets

Should the County desire to utilize the Nationwide Smart Alliance 3(21) Investment Fiduciary Services, an additional 0.01% on all Plan assets will apply to the pricing scenarios illustrated above.

9. Provide information on how your proposal/firm differentiates itself from others in the market. What benefits are available to the County that may not be available elsewhere?

Nationwide was founded in 1926 when we saw a better way to provide consumers a choice. Nationwide is committed to offering meaningful solutions to employers of all sizes, giving them access to tools that help them attract and retain talent and partnering to help their employees prepare for retirement, and we have more than 47 years of experience developing and delivering retirement plan recordkeeping, communication/education, and administration services focused on the needs of plan participants. At Nationwide, we exist to protect people, businesses and futures with extraordinary care.

Here are a few more reasons why we believe Nationwide is the best choice to continue to serve as the provider of the Snohomish County Plan:

Plan Expertise

Nationwide's *On Your Side* promise is more than a successful 47-year-old slogan. It's a broad-based promise of service to our customers and partners, and our associates deliver on this promise every day. Throughout our history, we have built our brand by going the extra mile for our customers. This attitude drives everything we do and has been integral to the success we have had in servicing plans with customized and unique needs as a dynamic industry leader. We administer 37,000 plans, including 370 in the State of Washington, with some of the largest and most complex plans in the country, and help 2.4 million participants prepare for and live in retirement. Nationwide currently administers some of the largest, most complex plans in the industry in both the corporate, not-for-profit, and governmental sectors.

Our approach has been well-received by participants. In the J.D. Power 2019 US Retirement Plan Participant Satisfaction SurveySM, Nationwide ranks second in both Large and Small Plan Segments while ranking third in the Medium Plan segment. In fact, Nationwide is the only provider to rank among the top three companies in all three Plan segments of the study.

In addition to its top-three segment rankings, Nationwide performs higher than industry average in each of the six factors that comprise customer satisfaction with the retirement plan participant experience, including: interaction across live and digital channels; investment and service offerings; fees and expenses; plan features; information resources and communications.

Integrated Approach to Retirement Readiness

We offer a connected experience to help improve employee outcomes that includes our Participant Engagement Platform, offering our digital experience and personalized assistance.

Interactive Tools

Simple, meaningful, and actionable online tools to enable employees to take their best next step

Participant Engagement Program

Personalized, proactive financial wellness and retirement readiness communications



1:1 Guidance

Provided over the phone, in group settings or online by our licensed financial professionals to enhance financial wellness at no extra cost

Participant Engagement Platform

Using sophisticated data and analytics and simple, yet strong messaging, each communication through the Participant Engagement Platform (PEP) is designed to engage participants and motivate them to act. The data and analytics let us know what message to send to the individual participant at the right time and the medium(s) that they prefer.

By knowing the participant, PEP goes beyond the life stage communications that many of our competitors provide to create a truly personalized and integrated journey that flexes as decisions are made and preferences and circumstances change.

The PEP drives employees to our online My Interactive Retirement PlannerSM tool to generate a personalized Retirement Readiness Report (RRR). Based on 2018 data, the employees who do so:

- Are 4.4 times more likely to contribute to their plan
- Are 56% more confident they'll reach their goals
- Increased their retirement readiness by an average of 7.4%

Results for the 2019 calendar year showed:

- 59% of all participants view their RRR at least quarterly
- 89% of participants who have viewed their RRR find it useful or very useful
- Over 1/3 said the RRR motivated them to make an immediate change
- 25% said the RRR motivated them to make a change but haven't done it yet; underscoring the need for follow up through the PEP

Growth and Retention

Nationwide's retirement plans business has experienced above-industry growth in the past five years, reflecting our commitment to building a culture of excellence. But the greatest measure of our success is the satisfaction of our clients which is best reflected by our 99% retention rate over the last five years.

Personalized Assistance

Though a combination of onsite and phone-based service, Nationwide offers your employees access to personalized consultations when and how they want to interact with us.

- **Your Dedicated Local Retirement Specialist, Mike Ferguson**, will continue to provide in-person group workshops and 1:1 consultations for all County employees across all shifts and all locations helping participants understand the importance of proper asset allocation and how the County's Plan can help them prepare for a more secure retirement future.
- **Retirement Resource Group (RRG) Retirement Specialists** are available through the RRG via toll-free lines to provide the same level of individual care for employees virtually when they are unable to meet with their

local Retirement Specialist. In addition, **Personal Retirement Consultants** can assist employees with a holistic Financial Needs Assessment and Social Security and Health Care in Retirement assessments developed through the Nationwide Retirement Institute and assist with asset consolidation education and processing. All of these services are provided at no additional cost to the Plan or participants.

- **Thought Leadership Consultants**, offered through the Nationwide Retirement Institute® (NRI), are available via webinars and group workshops to cover a range of in-depth topics that help employees prepare and live in retirement. Those topics include Social Security, Healthcare, Long Term Care, and Health Savings Accounts. NRI continuously identifies and develops actionable content on topics of importance to overall Financial Wellness.
- **Solutions Center Representatives** are available via toll-free lines to assist employees through extended hours. They are appropriately registered and available 5 am to 8 pm PT, Monday through Friday, as well as Saturday from 6 am to 3 pm PT.

Plan Sponsor Support

As your trusted partner, Nationwide is here to provide the support and information you need to help your plan transition accurately and efficiently, meet your goals and keep Plan and participant data safe and secure.

- **Flexible Plan Design Features** –Nationwide delivers flexibility and solutions to help overcome challenges and help you meet your Plan goals. As an example, our Easy Enrollment feature allows participants to enroll online quickly with default funds and suggested contribution amounts that will improve asset allocation and increase participant savings.
- **Plan Reporting** – We provide a full range of reports to help you monitor your Plan’s progress including the online Plan Health Dashboard. To better understand the overall health of the Plan and how ready your employees are for retirement, Nationwide provides a Retirement Readiness status and action plan both on the Plan Sponsor website and within a Quarterly Plan Health Report. Details of the website and report include:
 - A section that summarizes the overall readiness of your participants
 - Illustrates how many participants (number and percentage) are currently ready for retirement (i.e., on track to replace of their pre-retirement income) vs not ready
 - Show the trend over time (i.e., how has the overall readiness improved year over year)
 - Summarizes the actions your participants are taking to change their retirement readiness, including:
 - Accessed the website to view their holistic Retirement Readiness Report utilized the My Interactive Retirement Planner
 - Increased deferral
 - Updated asset allocation
 - Called or visited a Retirement Specialist

An action plan will suggest opportunities to partner with Nationwide to further improve your employees’ retirement readiness, such as participant communications, group meetings, invitations to take advantage of a comprehensive financial need’s assessment.

- **360 Degree Payroll Integration** – We offer 360-degree integration with most leading payroll providers or we can build a solution to meet your payroll needs.
- **Protecting Your Plan and Participant Information** – Cybersecurity threats and fraud have long been a focus for Nationwide and we have developed a highly effective partnership between our technology and business teams. Our holistic approach focuses on three key areas for detection and prevention: *People, Process and Technology*.

Three key areas for fraud detection and prevention



PEOPLE

- Over 200 dedicated associates for data protection
- 24 x 7 Security Command Center
- Daily IT and Ops briefings
- Associates as perimeter
- Partnership with FS-ISAC for threat intel



PROCESS

- Specialized security questions
- Security education for members
- Enrollment to web profile establishment
- Electronic statements
- FraudShare — Industry LOMA Founders Council



TECHNOLOGY

- Identify verifications
- Multiple firewalls
- E-Fraud validation
- Pindrop® Phoneprinting™
- GIACT — Early Warning
- Proactive text messaging alerts
- Participant "Account Lock" distribution holds

Digital Experience and Interactive Tools

For participants who wish to manage their plan and transact online we offer a mobile enhanced experience designed to meet participant needs quickly and simply. The participant website is built with responsive technology to deliver a consistent experience for participants across any device (computer, tablet or phone), which is one reason DALBAR has rated us the #1 mobile experience for the past five years (2014 through 2019). We also offer a fully functional mobile app experience, MyRetirement by Nationwide, for employees to manage their accounts from personal devices. It enables account access with fingerprint or facial recognition.

Re-Launch Education and Enrollment Campaign

We understand that whenever changes are made to a well-established retirement plan, numerous questions can be raised by affected participants regardless if an incumbent provider is retained or a new provider is selected. To build excitement, we will partner with you to design a re-launch campaign to boost participant awareness of the Plans, enhancements, services and our educational tools. Re-launch campaign tactics will include:

- **Re-launch direct mail and/or email communication** – designed to engage and excite participants and employees on the enhancements, the benefits of their deferred compensation plan, and the continued partnership with Nationwide.
- **Education informational sessions** – concentrated rep on-site visits at key locations and offices to promote plan enhancements. Communication during existing workshops, on-site events (NEO, Retiree Brunch, etc.) and rep 1:1's.
- **Website updates** – enhancements announced via www.snocodeferredcomp.com
- **Statement messaging** – to remind participants of the value-added enhancements.
- **Evaluate results** – measure results during and after the campaign and adjust the campaign if needed.

A Trusted Partner

Since our founding we have focused on a simple mission: to help America's workers prepare for and live in retirement. We appreciate the opportunity to continue our 32-year partnership and to continue performing the services described in the RFP for the County's employees and participants. The strength of our partnership and our shared commitment to doing the right thing at the right time has resulted in better participant outcomes.

Our model for success is centered on breaking down and simplifying the most challenging retirement issues to help ensure participants are ready for retirement. We've built our approach around three pillars that we believe make us the best choice for the County. Our holistic approach to improving the retirement outcomes of the County's participants, our years of proven plan administrative experience that provides you with an expert partner, and our highly engaged associates whose values translate to service, allow us to deliver on the promises we make.

We have continued to be a forerunner in developing, implementing, and administering defined contribution programs, and we create lasting change in our communities with a focused approach combining philanthropy, volunteerism, and workplace giving. We offer higher value for the price: we go above and beyond to do the right thing at the right time, including a better blend of human and digital interaction, access to specialists to break down complexities such as healthcare expenses and social security, and we deliver award-winning service – all of which lead to better outcomes and a better partnership.

C.

Current fund investments

Investment	Percent of total
Nationwide Fixed Account 1a	15.10%
Fid Contra	10.92%
NW S P 500 Indx R6	5.59%
NW Inv Dest Aggr Svc	3.70%
NW Inv Dest Mod Aggr Svc	3.31%
AmFds Invmt Co Am R6	3.31%
TRowePr Gr Stk	3.19%
MFS Intl Intrinsic Val R6	3.19%
PIMCO Ttl Rtn Inst	2.86%
NW Inv Dest Mod Svc	2.68%
NW Dest 2025 R6	2.40%
Fid OTC	2.38%
NW Bd Indx R6	2.18%
NeuBer Genesis Inst	2.16%
AmCent Val Inst	2.06%
NW Dest Rtrmt R6	2.02%
Fid Puritan	2.00%
Fixed Assets 1Na	1.97%
NW Dest 2055 R6	1.97%
NW Gov Mny Mkt R6	1.93%
NW Dest 2030 R6	1.89%
NeuBer Soc Resp Inst	1.86%
Invsco Gr Inc R5	1.85%
Invsco Intl Gr R5	1.67%
NW Sm Co Gr Inst Svc	1.45%
LrdAbt Hi Yld R6	1.40%
Invsco Gbl R6	1.39%
NW Dest 2040 R6	1.35%
NW Dest 2035 R6	1.29%
NW MdCap Mkt Indx R6	1.22%
WF Disc Inst	1.09%
JPM Val Advtg L	1.01%
AmFds New Wld R4	0.93%

NW Intl Indx R6	0.88%
NW Dest 2045 R6	0.88%
NW Inv Dest Mod Cnsv Svc	0.79%
Fed Hrns ST Intmd Gov Inst	0.78%
CohenStrs RealEst Sec A	0.72%
NW SmCap Indx R6	0.63%
PIMCO Intl BdUS Dlr Hdg A	0.61%
JPM SmCap Val R5	0.44%
NW Inv Dest Cnsv Svc	0.36%
NW Dest 2050 R6	0.26%
NW NVIT Mult Mgr Sm Co I	0.14%
Edgr Lomx Val	0.10%
Mrly StblValRtrmt NACODCVA	0.08%
NW Mel Dynmc US Cor R6	0.00%