

Item 10



County of Fresno

Deferred Compensation Plan

4Q2020 Quarterly Dashboard

Nationwide Retirement Solutions

Jake Sours
Program Director

Andee Gravitt
Managing Director

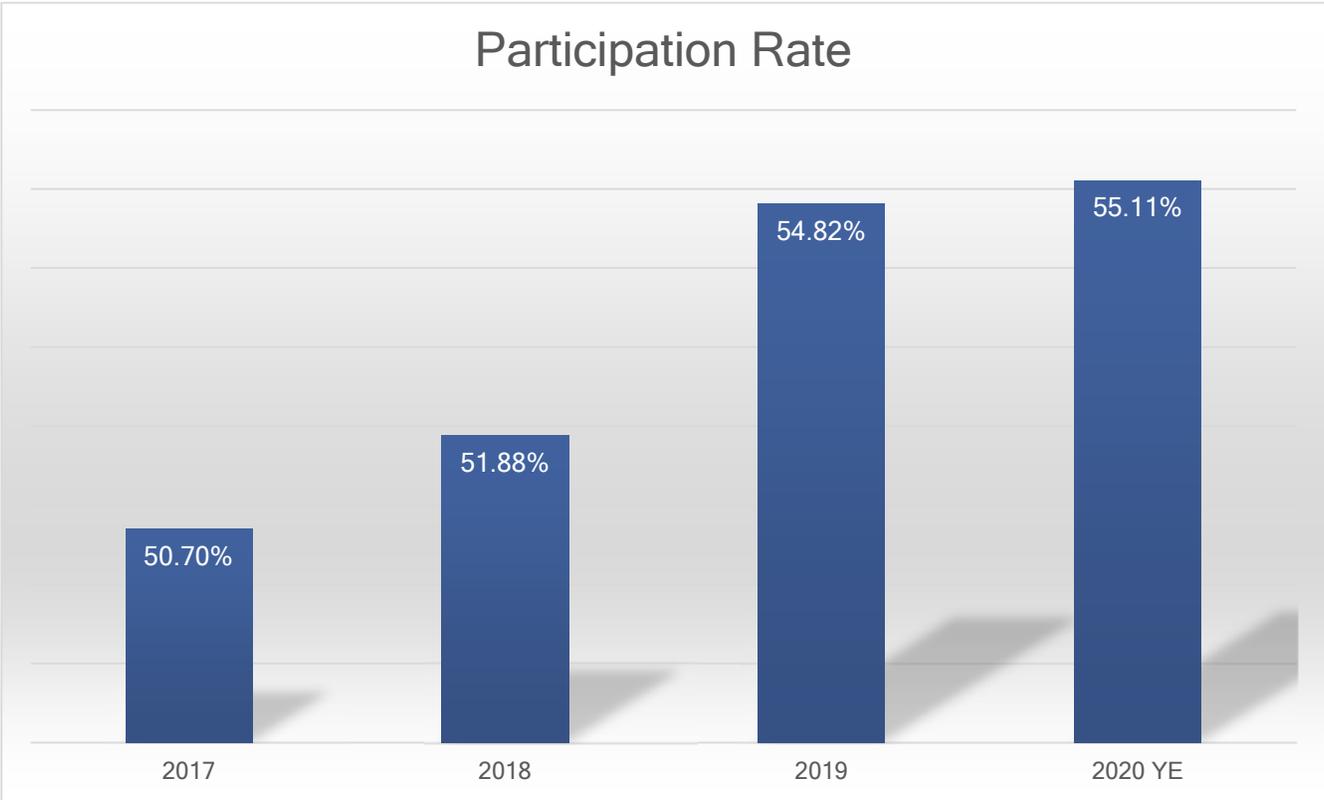
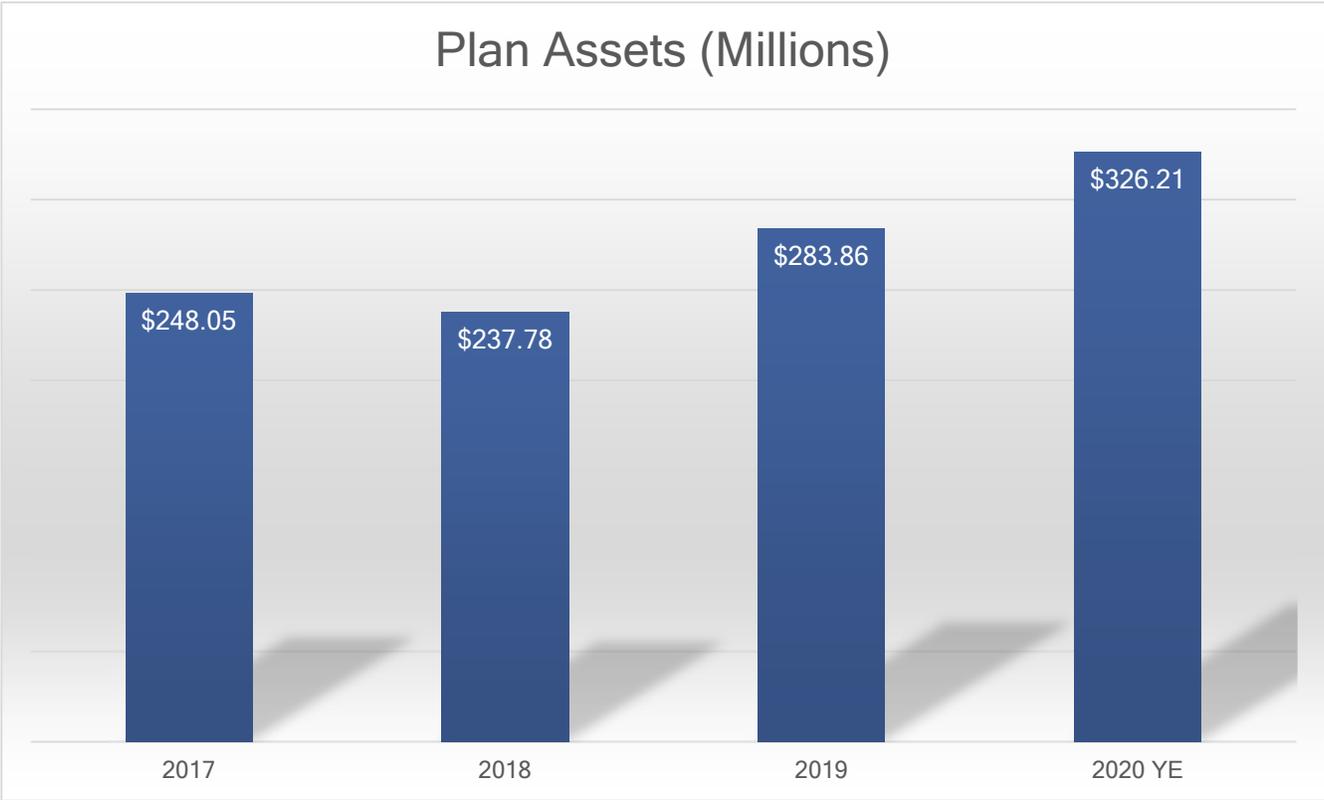


TABLE OF CONTENTS

Section 1	Executive Summary
Section 2	2020 Milestones & Achievements
Section 3	Plan Health Report
Section 4	Explicit Asset Fee Summary
Section 5	Fee Normalization Calculation

Executive Summary

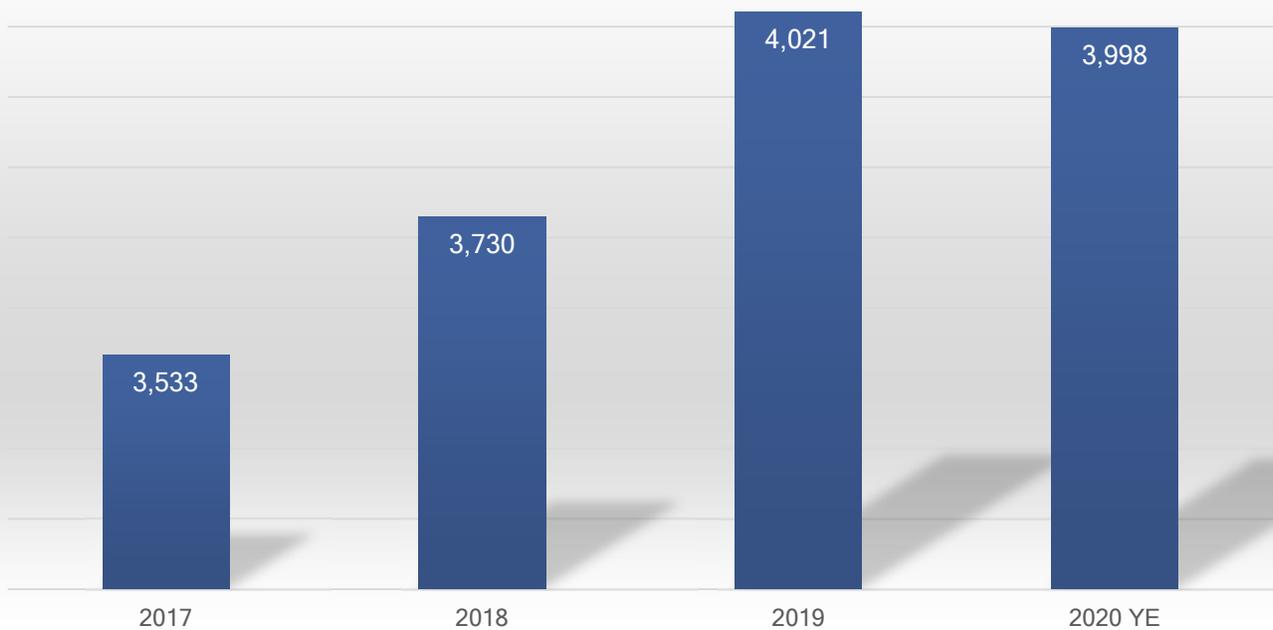
EXECUTIVE SUMMARY



Eligible Employees



Actively Deferring Participants



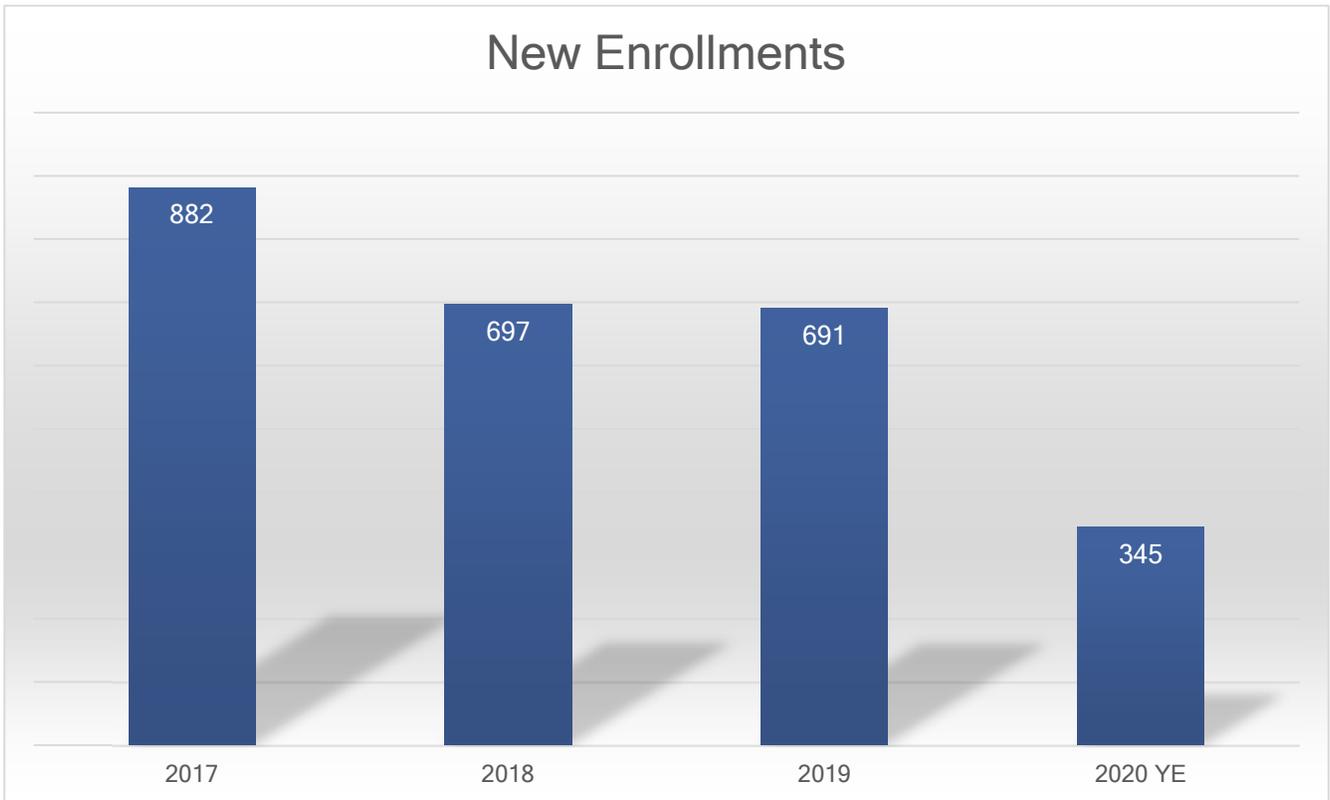
Average Annualized Deferral



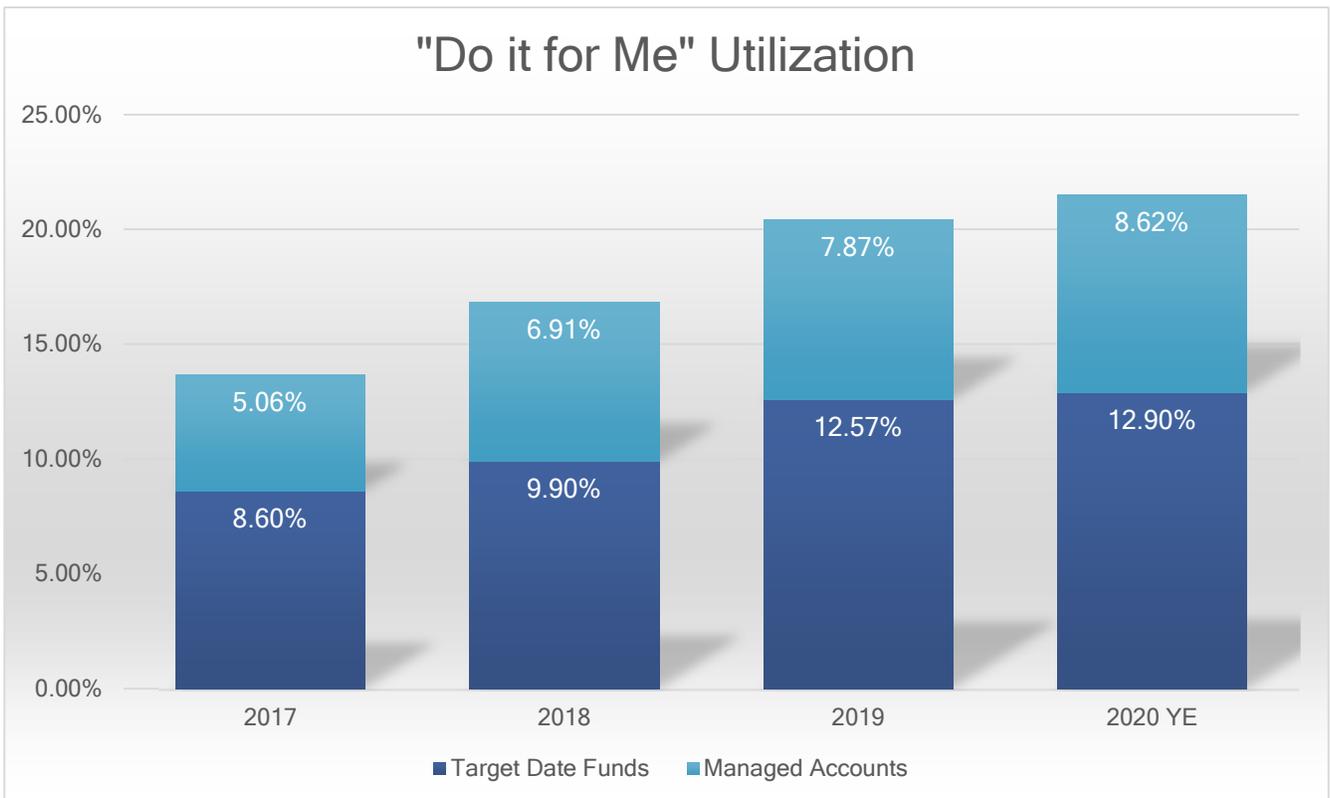
Average Account Balance



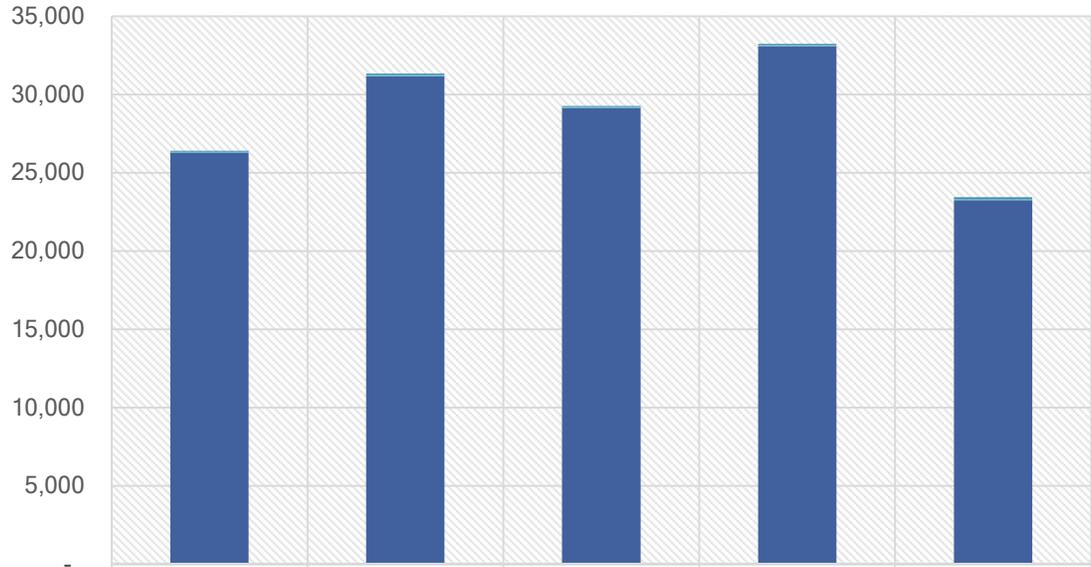
New Enrollments



"Do it for Me" Utilization

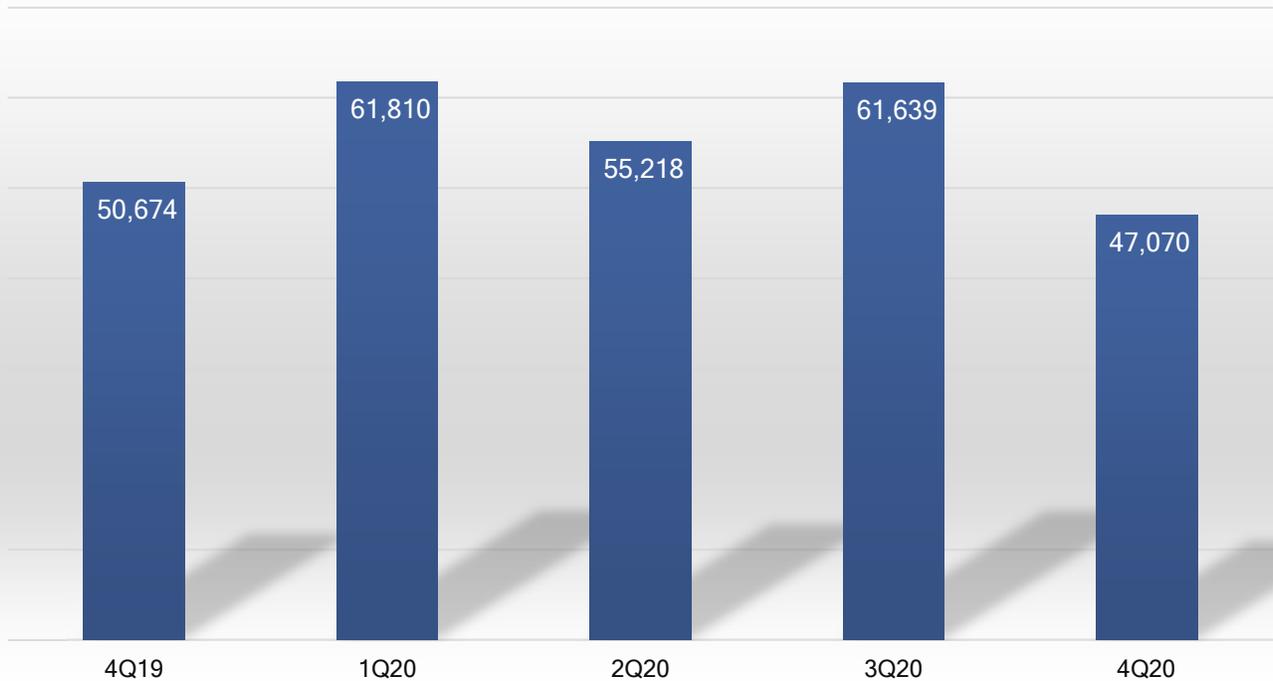


Web Activities by Category



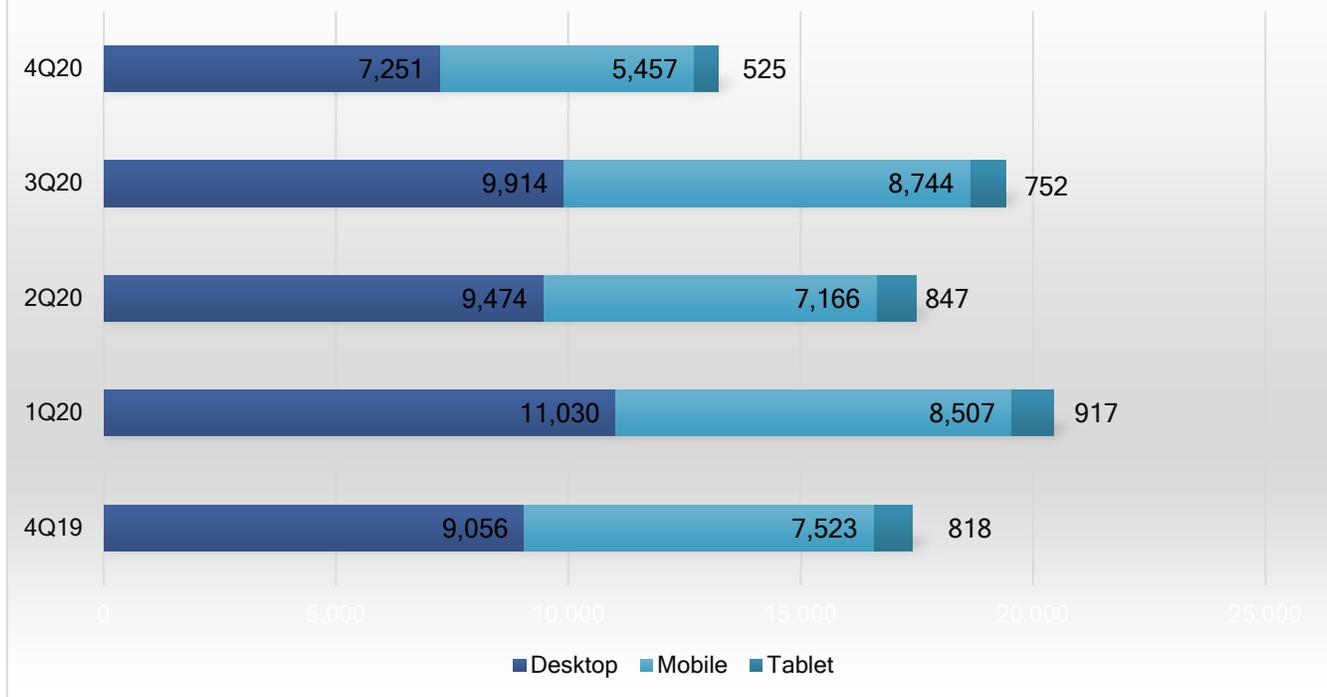
■ Exchanges	64	64	57	73	109
■ Allocation Changes	80	115	90	67	72
■ Account Balance Inquires	26,260	31,162	29,113	33,090	23,241

Web Utilization¹

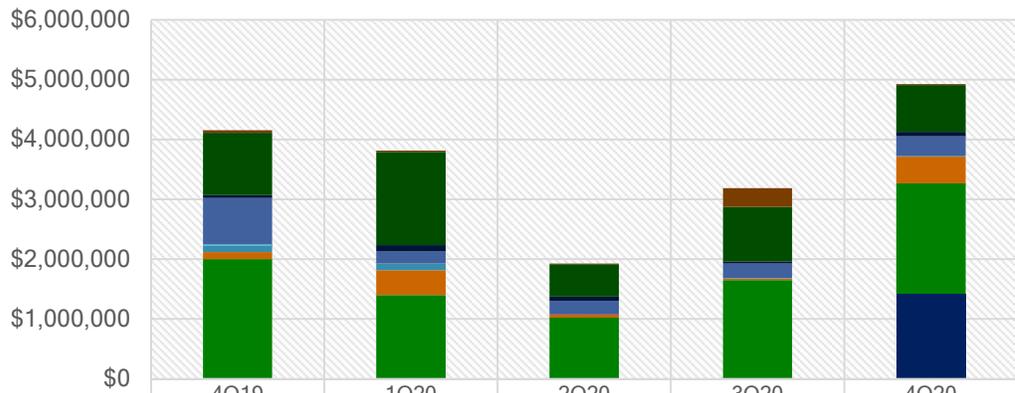


¹Web Utilization represents total web hits for the quarter

Devices

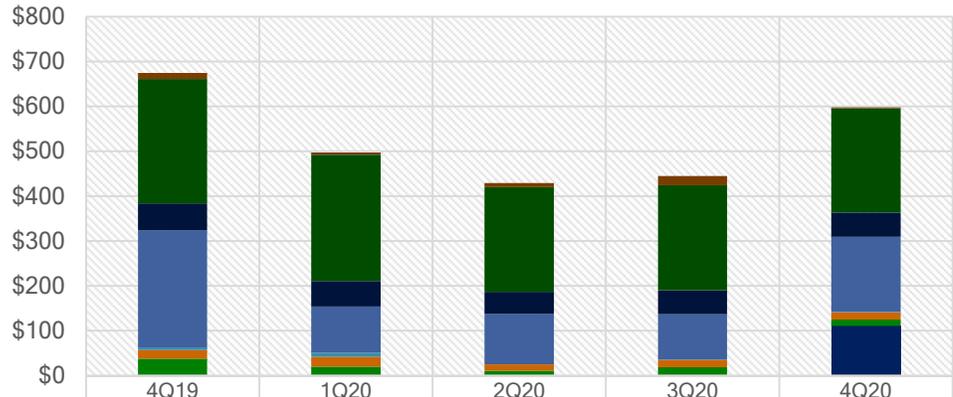


Distributions Amount



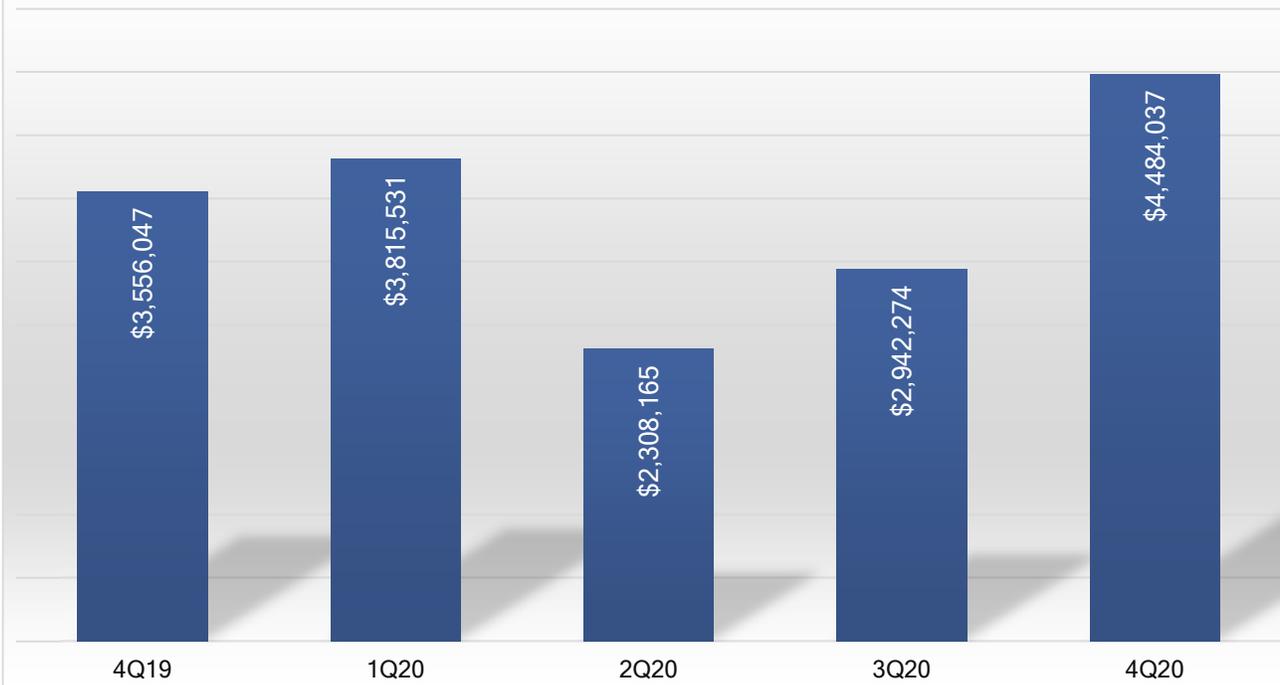
	4Q19	1Q20	2Q20	3Q20	4Q20
■ UE	\$42,017	\$23,485	\$11,842	\$317,979	\$17,719
■ Termination	\$1,042,009	\$1,553,861	\$543,909	\$907,194	\$779,936
■ Retirement	\$46,142	\$110,022	\$67,900	\$34,285	\$74,777
■ RMD	\$769,936	\$200,494	\$229,527	\$240,844	\$332,648
■ QDRO	\$35,000	\$0	\$0	\$0	\$0
■ In-Service	\$102,219	\$112,353	\$0	\$10,000	\$11,500
■ Death	\$116,828	\$413,418	\$53,090	\$30,075	\$442,117
■ Rollovers/Transfers Out	\$1,999,639	\$1,401,897	\$1,023,329	\$1,649,085	\$1,846,209
■ Corona Related Distributions (CRDs)	\$0	\$0	\$0	\$0	\$1,423,444

Distributions Count



Category	4Q19	1Q20	2Q20	3Q20	4Q20
UE	13	5	9	21	2
Termination	277	281	233	234	233
Retirement	60	57	49	53	54
RMD	262	103	113	101	166
QDRO	1	0	0	0	0
In-Service	4	9	0	1	2
Death	19	22	14	16	16
Rollovers/Transfers Out	38	20	11	19	14
Corona Related Distributions (CRDs)	0	0	0	0	111

Total Distributions



Year to Date Rollovers & Transfers Out

Payee	Number of Participants	External Transfer Out 1/1/20 to 12/31/20
ALLIANZ LIFE INSURANCE COMPANY	2	\$ (150,000.00)
AMERICAN EQUITY INVESTMENT LIFE INS CO	1	\$ (38,227.98)
AXA	1	\$ (16,695.05)
BETTERMENT	1	\$ (18,170.58)
CALPERS SUPPLEMENTAL INCOME 457 PLAN	1	\$ (7,384.27)
CAPITAL BANK AND TRUST COMPANY	2	\$ (452,823.19)
CHARLES SCHWAB & CO INC	5	\$ (127,100.49)
E TRADE SECURITIES LLC	1	\$ (20,462.65)
EDUCATIONAL EMPLOYEES CREDIT UNION	1	\$ (3,207.28)
EDWARD JONES TRUST CO	2	\$ (58,500.78)
EECU	1	\$ (2,538.55)
EQUITY TRUST COMPANY	1	\$ (14,153.70)
FIDELITY MANAGEMENT TRUST COMPANY	2	\$ (80,837.80)
FIIOC	1	\$ (15,078.03)
GREAT-WEST TRUST COMPANY LLC	1	\$ (5,617.88)
INVESCO INVESTMENT SERVICES INC	1	\$ (40,761.78)
JP MORGAN SECURITIES LLC	1	\$ (81,395.74)
LPL FINANCIAL LLC	5	\$ (459,976.10)
MASS MUTUAL RETIREMENT SERVICES	1	\$ (64,885.18)
MERRILL LYNCH PIERCE FENNER & SMITH INC	4	\$ (1,345,329.40)
MORGAN STANLEY SMITH BARNEY LLC	3	\$ (1,083,473.48)
NATIONAL FINANCIAL SERVICES	2	\$ (79,493.34)
NATIONWIDE LIFE & ANNUITY INSURANCE CO	1	\$ (308,000.00)
NOBLE FCU	1	\$ (9,804.55)
PADAC PROFIT SHARING PLAN	1	\$ (73,961.46)
PRUDENTIAL RETIREMENT	1	\$ (15,176.36)
RELIANCE TRUST COMPANY	1	\$ (1,794.51)
T. ROWE PRICE RETIREMENT PLAN SERVICES	2	\$ (415,299.43)
TD AMERITRADE INSTITUTIONAL	2	\$ (328,998.88)
THRIFT SAVINGS PLAN	1	\$ (55.06)
UMB BANK	1	\$ (26,477.96)
UNKNOWN	5	\$ (90,518.34)
VANGUARD FIDUCIARY TRUST COMPANY	4	\$ (456,317.46)
VANTAGEPOINT TRANSFER AGENTS / 457	3	\$ (26,507.52)
VRSCO	1	\$ (1,495.90)
TOTAL	64	\$ (5,920,520.68)

2020 Milestones & Achievements



County of Fresno

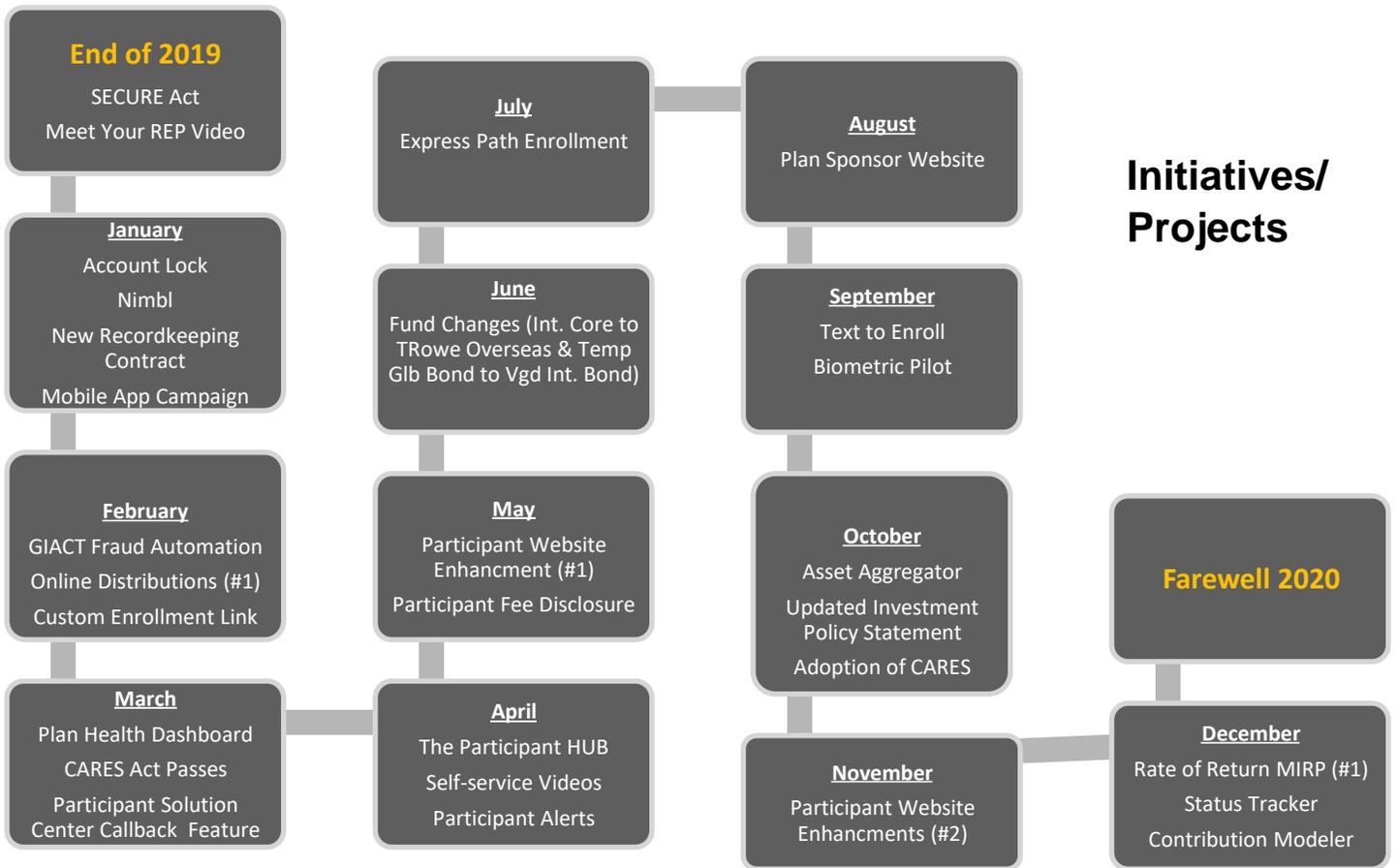
2020 Milestones & Achievements

Prepared by:
Andee Gravitt, Managing Director
Nationwide Retirement Solutions



Year in Review 2020

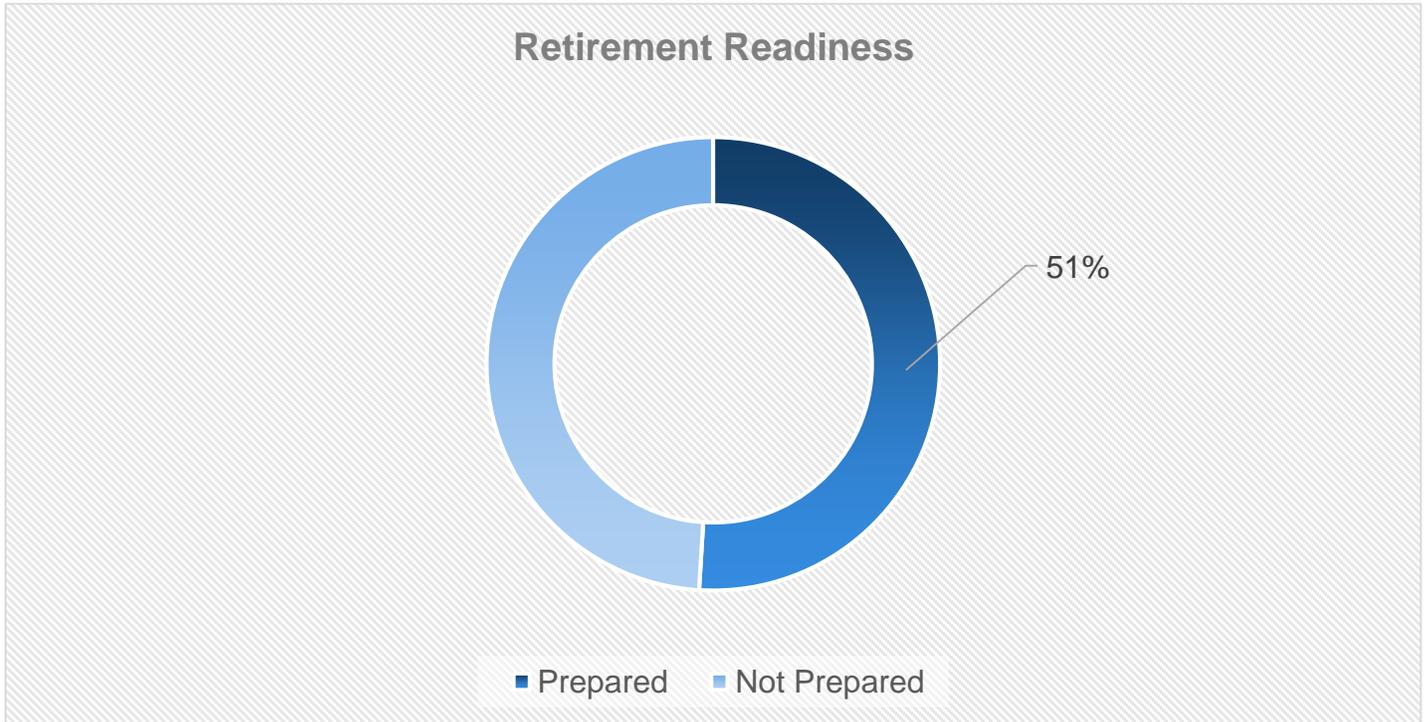
 <p>Plan Assets \$326,214,084 14.86%</p>	<p>Enrollments 680 -1.59%</p> 	<p>Deferrals \$15,229,638 11.44%</p> 	<p>Participant Interactions One-One: 983 Group: 27 (926) Web: 225,737</p> 
--	--	--	--



	<p>COVID 19 Pandemic</p>		<p>Creek Fire</p>		<p>Elections</p>
---	---------------------------------	---	--------------------------	---	-------------------------

Plan Overview

(Data as of December 31, 2020)



Year	Total Participants Accounts		Online Account		With Goal		On Track	
	2019	2020	2019	2020	2019	2020	2019	2020
457(b)	6,673	6,801	3,358	3,659	2,006	2,216	1,023	1,131
% Change	1.92%		8.96%		10.47%		10.56%	

Measurement of retirement readiness is completed through the My Interactive Retirement Planner (MIRP). It reflects participants who have completed the evaluation process through the tool.

Fresno County	12/31/2019	12/31/2020	Trend	% Chg.
Plan Assets	\$284,002,155	\$326,214,084		14.86%
Eligible Employees	7,335	7,255		-1.09%
Participant Count	6,673	6,801		1.92%
Actively Contributing	4,021	3,998		-0.57%
Active Participation Rate (Active participants/Eligible)	54.82%	55.11%		0.53%
Enrolled Participation Rate (Enrolled Employees/Eligible)	67.50%	68.22%		1.06%
Total Annual Deferrals	\$13,666,720	\$15,229,638		11.44%
Total Annual Enrollment	691	680		-1.59%
Total Annual Rollovers/Transfers into the Plan	\$ 741,440	\$ 951,076		28.27%
	53	51		
Total Annual Distributions* (excludes rollovers, loans, SDO)	\$7,261,320	\$9,680,678		33.32%
	2,004	1,796		-10.38%
Total Annual Rollovers/Transfers Out of the Plan	\$ 6,131,930	\$ 6,403,333.5		4.43%
	148	88		-40.54%
Average Deferral Per Pay	\$ 131	\$ 147		12.08%
Average Distribution	\$3,623	\$5,390		48.76%
Average Rollovers/Transfers Out of the Plan	\$41,432	\$72,765		75.63%
Average Rollovers/Transfers into the Plan	\$13,989	\$18,649		33.30%
Average Account Balance	\$42,560	\$47,966		12.70%
Average Number of Investments	4.4	4.5		2.27%

Upcoming Enhancements

Participant Website Redesign

About

- ✓ New pre-login design is more intuitive, focused on helping those who aren't enrolled, or need more information
- ✓ Post-login will contain more relevant content and give participants more control
- ✓ More personalized with recommendations
- ✓ Easy access to education and tools

Project Timeline

Phase I: 2Q2020 (Mega menu)
 Phase II: 4Q2020 (Pre-login & post-login summary)
 Future Enhancements: 2021 (Pre-login launch custom plans and Post-login additional details pages)



Online Withdrawals

About

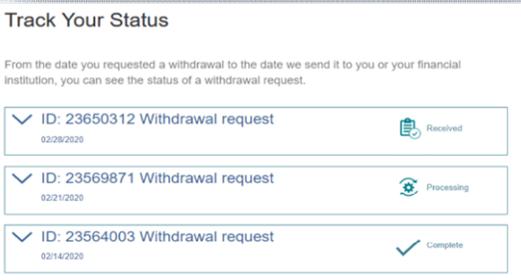
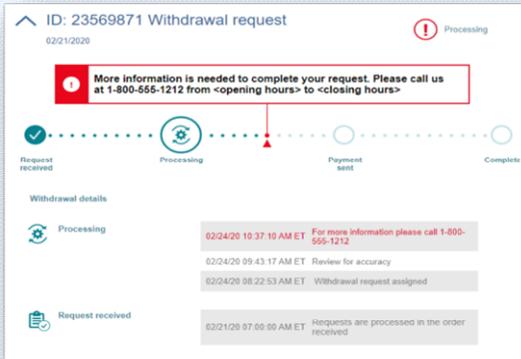
- ✓ Secure and easy online request
- ✓ Request a withdrawal if separated from service, disabled, or while employed based on eligibility
- ✓ Establish recurring, one-time partial or total withdrawal

Project Timeline

Phase I: 2Q2019 (Separate form service)
 Phase II: 4Q2019 (In-service, RMD & expanded features)
 Phase III: 3Q2021 (Internal process efficiencies)
 Phase IV: 4Q2021 (UEs, hardships and rollovers)
 Future Enhancements: 2022 Plan sponsor workflow approval



Upcoming Enhancements Continued



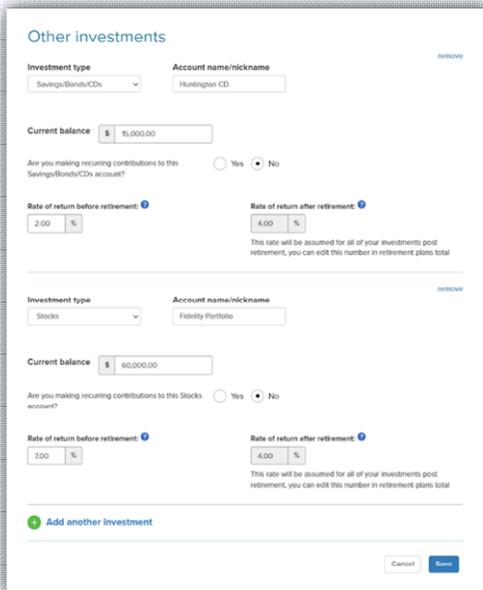
Status Tracker

About

- ✓ Offering a self-service option puts the control in the hands of the participant with easy access to verify when money is on its way 24/7 anytime and anyplace
- ✓ Participants can have peace of mind knowing that we are making it easy and timely to monitor activity on their account as an added measure of security against fraud

Project Timeline

Phase I: 4Q2020 (Distributions status, early adoption)
Phase II: 1Q2021 (ACH loans, custom plans)



My Interactive Retirement Planner: Custom Rates of Return (MIRP: ROR)

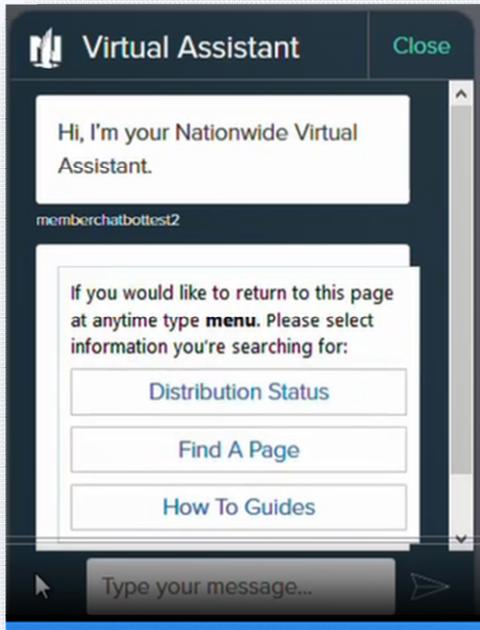
About

- ✓ Allow participants to vary rates of return for different types of assets
- ✓ Provide historical rates of return by asset classes for outside accounts
- ✓ Educated in the impacts of asset allocation & diversification on income projections

Project Timeline

Phase I: 4Q2020 (Outside accounts)
Future Enhancements: 2021 (Core account enhancements)

Upcoming Enhancements Continued



Chatbot

About

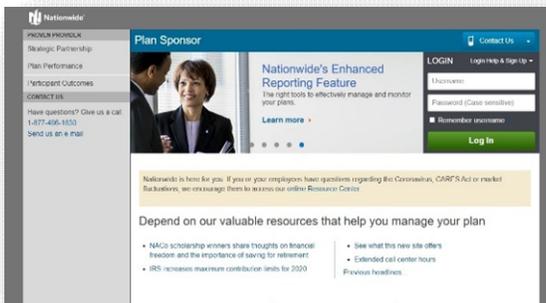
- ✓ Provide chat-based assistance to participants on demand
- ✓ 24/7 chat-based virtual assistance
- ✓ Easy way to help participant navigate the website and answer commonly asked questions
- ✓ Link to live chat with Participant Solution Center

Project Timeline

Phase I: 2020 (Pilot & standard plan adoption)

Phase II: 2Q2021 (Custom plans, maybe removed if click to chat is available sooner)

Future Enhancements: TBD (Link to live chat)



Plan Sponsor Website

About

- ✓ Allow plan sponsor to control and grant access to other team members
- ✓ Provide more detail participant list in various areas
- ✓ Ability to view and approve task

Project Timeline

Phase I: 1Q2021 (Access controls)

Future Enhancements: 2021 (Participant list & details, task center)

Upcoming Enhancements Continued

<u>Other Enhancements</u>		
Operational Efficiencies	Products & Investments	Information Technology (IT)
<ul style="list-style-type: none"> • Panorama Voice Biometric • Self-directed brokerage (Contribution direct) • AWD imaging & workflow • Salesforce client management • Loans enhancements 	<ul style="list-style-type: none"> • Student loans • Income America (In plan guarantee) • Nationwide Indexed Principal Protection • Nationwide Stable Value CITs • Single Strategy CITs • ProAccount (dedicated webpage) 	<ul style="list-style-type: none"> • Risk-based / regression test improvements • Quarterly Retrospective • Value Releases (multiple)

Plan Health Report

PLAN HEALTH REPORT

COUNTY OF FRESNO CA

as of 12/31/2020



WELCOME

We value your partnership and the opportunity to offer a competitive, effective retirement plan to your participants. Through diligent work and thought leadership, we'll help you grow your plan and help your participants prepare for and live in retirement. This report includes balance information, participant demographics, contribution highlights and retirement readiness numbers. Together, we can use this information to help your participants achieve greater financial wellness.

Our goal is to help you objectively evaluate your Plan's performance and how it performs against other plans like yours. Since Nationwide Retirement Solutions is one of the largest retirement plan providers in the industry, we are uniquely positioned to compare your Plan to many others of similar asset size. By comparing the current year information to previous years, you can see how your Plan is performing, where your educational efforts are working and what areas offer opportunities for improvement. The "Peer Group" comparisons used in this report are based on cases with assets of: \$100 million - \$1 billion.

Thank you for your valued business. We look forward to helping improve retirement readiness for your participants.

TABLE OF CONTENTS

Welcome		2
Executive summary		3
Participant demographics		5
Contributions & investments		7
Retirement readiness		9
Assets & fund details		10
Balance details		13
Opportunities		17

Retirement Specialists are registered representatives of Nationwide Investment Services Corporation, member FINRA. The information they provide is for educational purposes only and is not legal, tax or investment advice.

Nationwide, the Nationwide N and Eagle, and Nationwide is on your side are service marks of Nationwide Mutual Insurance Company.

Nationwide Retirement Solutions, Inc. and Nationwide Life Insurance Company (collectively "Nationwide") have endorsement relationships with the National Association of Counties, the International Association of Fire Fighters-Financial Corporation and the National Association of Police Organizations. More information about the endorsement relationships may be found online at www.nrsforu.com.



Quick plan facts

(as of 12/31/2020)

Metric	Current value	%Change from last quarter	%Change from last year
Participant Core Assets	\$319,876,676	9.00%	15.00%
Total Participant Count	6,801	0.37%	1.92%
Total New Enrollments YTD Count	345	26.37%	-49.41%
Total Deferrals YTD	\$15,229,638	43.00%	11.00%
Total Rollovers-In YTD	\$951,076	22.00%	28.00%
ProAccount Participant Count	680	3.82%	12.77%
ProAccount Assets	\$28,123,441	15.00%	26.00%

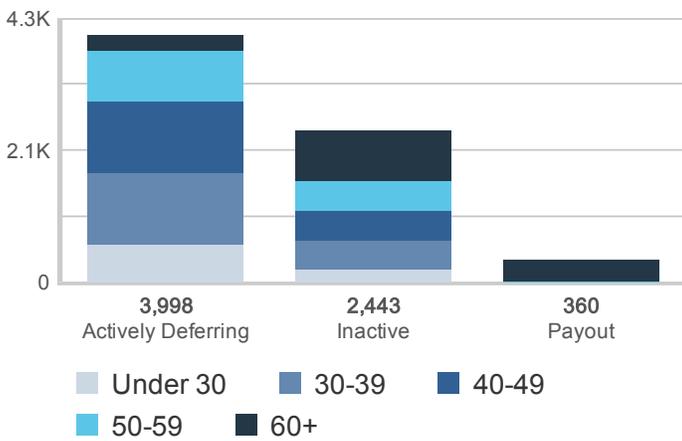
457 Plan Summary

\$ TOTAL PARTICIPANT ACCOUNT BALANCE
(as of 12/31/2020)
\$326,214,084



How many are participating?

ENROLLED PARTICIPANTS
(as of 12/31/2020)
6,801



NEW ENROLLMENTS
(Calendar year to date)
345

How are they saving & investing?

WHAT YOUR PARTICIPANTS ARE CONTRIBUTING
(as of 12/31/2020)

AVERAGE ACCOUNT BALANCE
\$47,957



AVERAGE CONTRIBUTION
\$242



How many participants are prepared for retirement

Online engagement
(as of 12/31/2020)

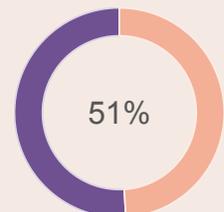
TOTAL ENROLLED PARTICIPANTS
6,801

ENROLLED PARTICIPANTS WITH AN ONLINE ACCOUNT
3,659

Retirement readiness
(as of 12/31/2020)

PARTICIPANTS WITH A RETIREMENT GOAL
2,216

PARTICIPANTS 'ON TRACK' FOR RETIREMENT



PARTICIPANT DEMOGRAPHICS

How participants are engaged in the plan



ENROLLED PARTICIPANTS ¹
(as of 12/31/2020)

6,801



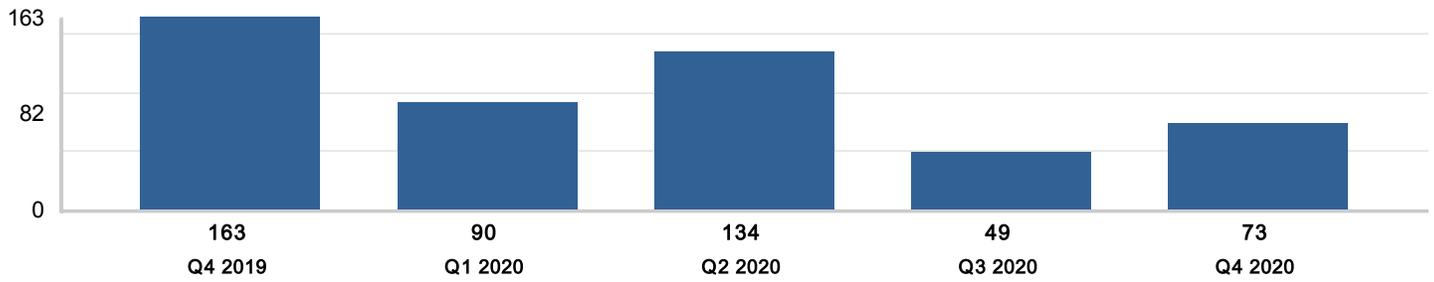
NEW ENROLLMENTS ²
(Calendar year to date)

345

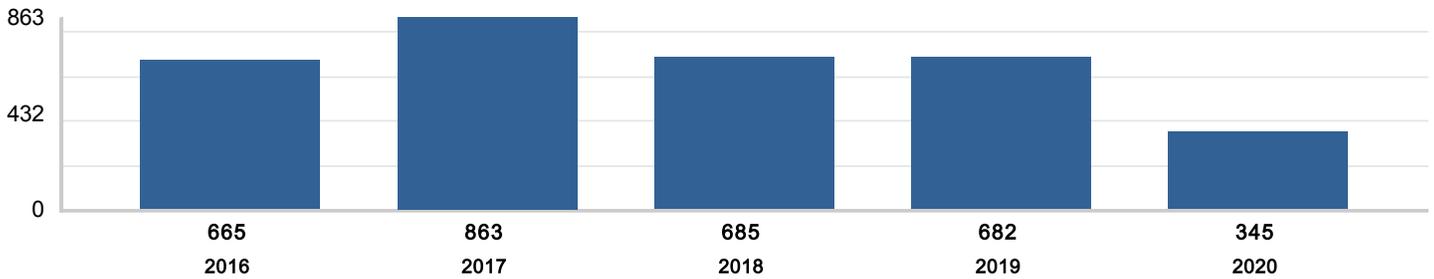
ONLINE ENROLLMENTS ³
(Calendar year to date)

66 out of 345

ENROLLMENT TRENDS (BY QUARTER) ⁴



ENROLLMENT TRENDS (BY YEAR) ⁴



¹ Total number of enrolled participants in this plan.

² Participants who open and close their account within the calendar year, will not be counted in year-to-date enrollment numbers.

³ The number of online enrollments out of new enrollments.

⁴ Total number of participants enrolled by quarter or by year.

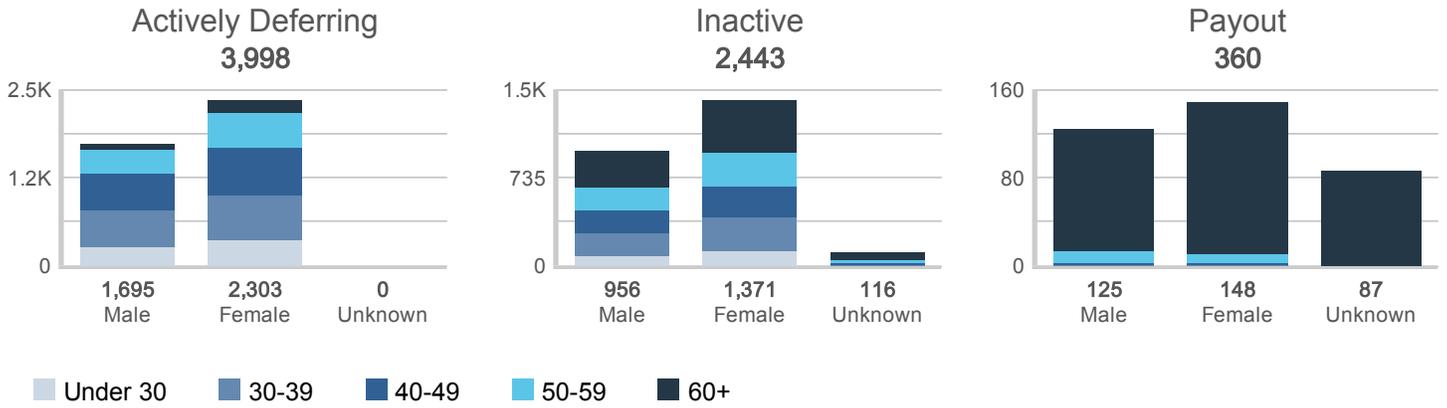
PARTICIPANT DEMOGRAPHICS

How participants are engaged in the plan



Enrolled participant data⁵

(as of 12/31/2020)



Actively Deferring 3,998

Inactive 2,443

Payout 360

	Actively Deferring			Inactive			Payout		
	Male	Female	Unknown	Male	Female	Unknown	Male	Female	Unknown
Under 30	248	358	0	87	122	0	0	0	0
30 - 39	533	643	0	187	281	1	1	2	0
40 - 49	513	645	0	182	256	19	1	1	0
50 - 59	323	506	0	192	279	26	12	8	0
60+	78	151	0	308	433	70	111	137	87

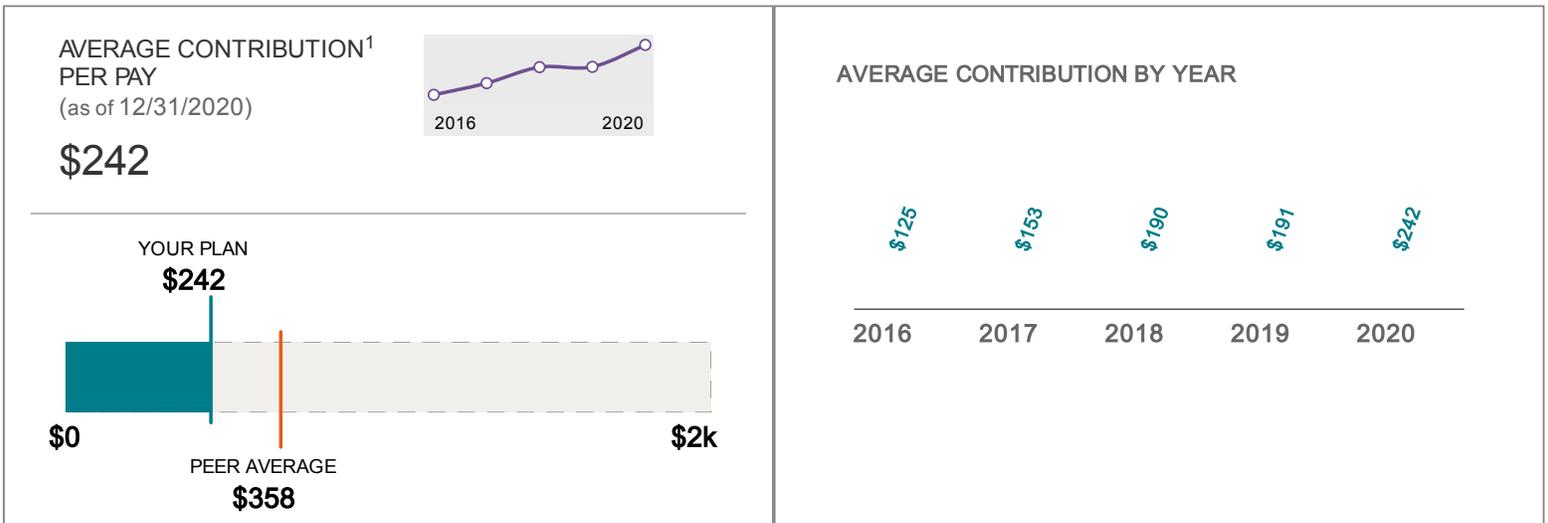
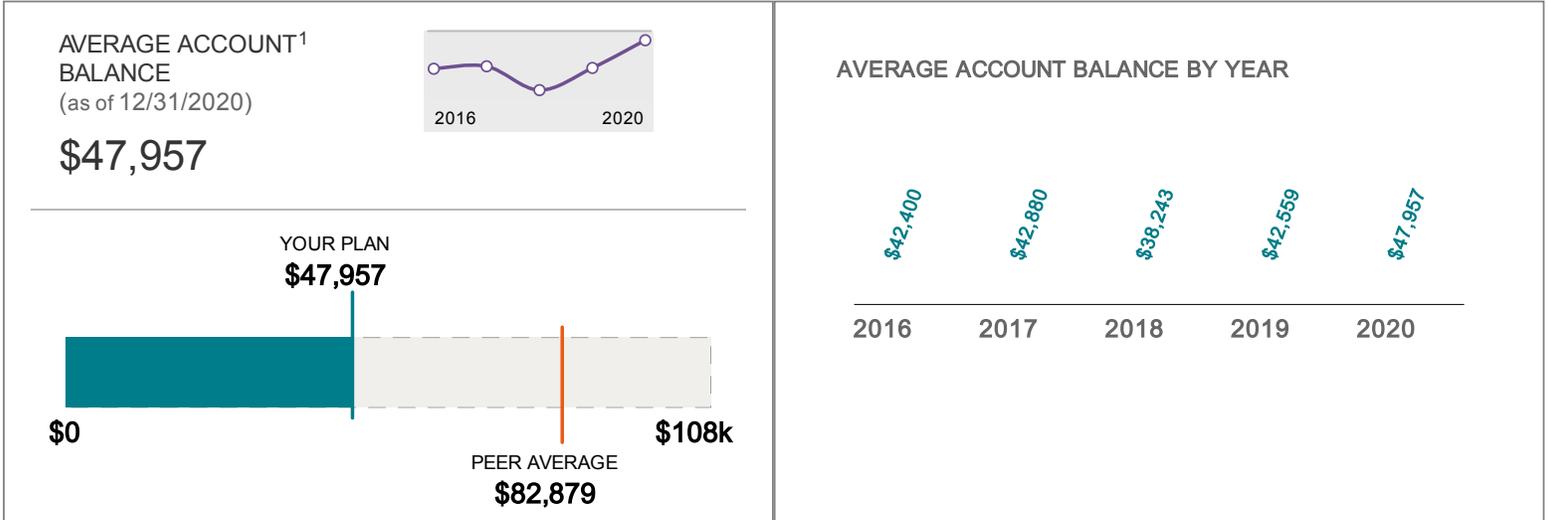
⁵ Actively deferring - Participants with a balance, a contribution in the past 30 days and a status of employed.

Inactive - Participants with a balance, no contribution in the past 30 days and no status of payout.

Payout - Participants with a balance and a status of payout.

CONTRIBUTIONS & INVESTMENTS

What your participants are contributing



Balances & contributions by age & gender

(as of 12/31/2020)

	Average account balance			Average annualized contributions		
	Male	Female	Unknown	Male	Female	Unknown
Under 30	\$6,143	\$2,770	\$0	\$2,447	\$1,106	\$0
30 - 39	\$12,456	\$7,752	\$15	\$3,195	\$1,779	\$0
40 - 49	\$49,405	\$22,239	\$28,848	\$4,977	\$2,026	\$92
50 - 59	\$92,134	\$62,330	\$51,673	\$11,174	\$7,592	\$52
60+	\$140,726	\$97,784	\$75,437	\$24,688	\$11,230	\$129

¹A peer group consists of NRS plans with similar assets. This peer group comparison includes cases with \$100 million - \$1 billion.

CONTRIBUTION & INVESTMENTS

What your participants are contributing

4% PARTICIPANTS WITH INCREASED CONTRIBUTIONS
(Calendar year to date)

4% PARTICIPANTS WITH AUTOMATIC CONTRIBUTION INCREASE
(Calendar year to date)

2020 IRS limits

Regular Limit \$19,500

50+ Catch Up \$6,500

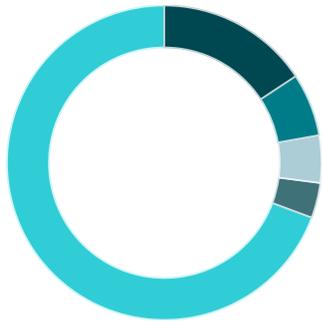
3-Year Catch Up \$19,500

How your participants are invested

ASSET ALLOCATION ¹ (as of 12/31/2020)

NUMBER OF ASSET CLASSES

1	15.7%
2	6.5%
3	4.9%
4	3.6%
5+	69.3%



ASSET DIVERSIFICATION ² (as of 12/31/2020)

AVG. # ASSET CLASSES

4.5

PEER GROUP

4.5

RECOMMENDED

5



ProAccount

(as of 12/31/2020)

TOTAL PROACCOUNT BALANCE

\$28,123,441

PARTICIPANTS WITH PROACCOUNT

680

out of 6,801 total enrolled participants

AVG ACCOUNT BALANCE WITH PROACCOUNT

\$41,358

¹ Percentage of participants by number of investment classes.

² Average number of asset classes - Average number of asset classes in which participants are invested.

Peer group - Average number of asset classes in which this peer group (cases with \$100 million - \$1 billion) is invested.

Recommended number of asset classes - The number of asset classes in which a participant should be invested for ideal diversification.

How many participants are prepared for retirement

Online engagement

(as of 12/31/2020)

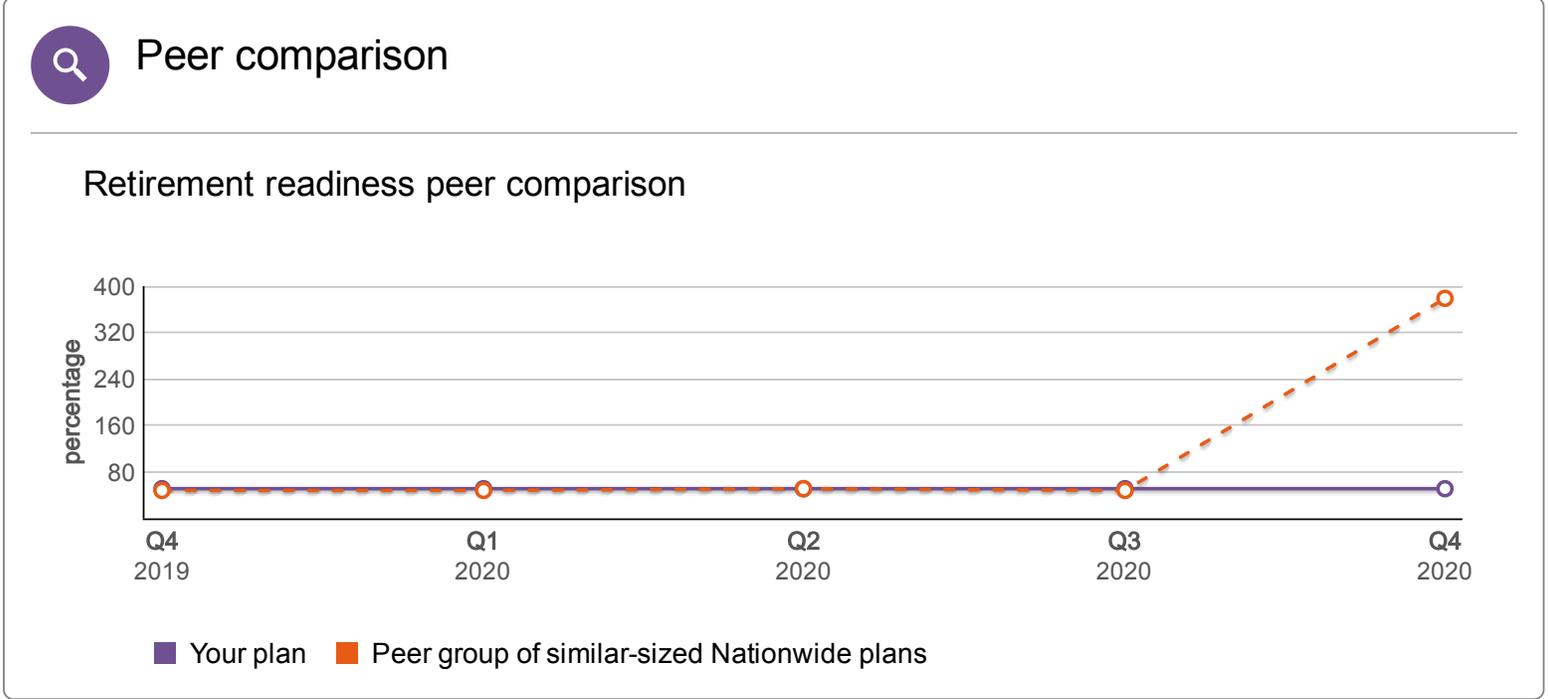
TOTAL ENROLLED PARTICIPANTS	ENROLLED PARTICIPANTS WITH AN ONLINE ACCOUNT
6,801	3,659

Retirement readiness

(as of 12/31/2020)

PARTICIPANTS WITH A RETIREMENT GOAL ¹	PARTICIPANTS 'ON TRACK' FOR RETIREMENT ²
2,216	<p style="font-size: 24px; font-weight: bold; margin-top: 5px;">51%</p>

Participants who actively review their online account and use their retirement outlook tools are 4 times more likely to take action and save more for retirement.



NRM-17390AO

¹ Participants with a retirement goal from My Interactive Retirement Planner®.
² Participants with a retirement goal from My Interactive Retirement Planner® and a retirement readiness score of "on track" (.915 or higher).

 Asset class totals

Asset class	2018	2019	2020 YTD	% of total
Mid cap	\$12,523,348.23	\$16,132,398.74	\$18,258,901.71	5.6%
Large cap	\$93,176,291.92	\$113,464,259.09	\$137,887,387.01	42.3%
Balanced	\$1,941,773.18	\$0.00	\$0.00	0.0%
Bonds	\$10,176,774.77	\$12,609,798.74	\$17,653,644.57	5.4%
Specialty	\$4,244,179.45	\$6,693,393.11	\$5,472,955.69	1.7%
Loan	\$5,775,477.61	\$6,183,451.80	\$6,337,407.94	1.9%
Asset allocation	\$23,444,046.34	\$34,918,717.27	\$41,257,465.58	12.6%
International	\$13,403,911.74	\$16,510,275.24	\$18,402,159.97	5.6%
Small cap	\$10,460,272.14	\$12,363,029.67	\$12,107,622.12	3.7%
Fixed assets and cash	\$63,310,621.43	\$65,156,632.48	\$68,836,539.66	21.1%
Total	\$238,456,696.81	\$284,031,956.14	\$326,214,084.25	100%

 Total contributions by asset class

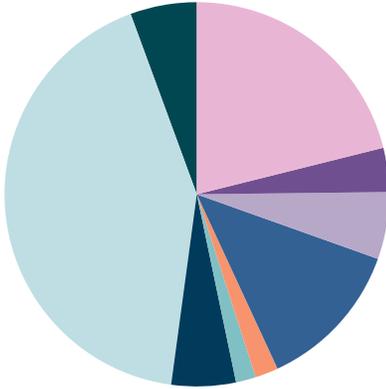
Asset class	2018	2019	2020 YTD	% of total
Mid cap	\$772,832.82	\$741,158.85	\$885,558.50	5.5%
Large cap	\$3,232,352.56	\$3,340,342.18	\$3,865,117.32	23.9%
Balanced	\$87,797.17	\$28,914.38	\$0.00	0.0%
Bonds	\$636,738.51	\$665,120.03	\$759,183.13	4.7%
Specialty	\$294,319.04	\$319,313.54	\$522,372.41	3.2%
Asset allocation	\$4,194,715.90	\$5,356,843.53	\$5,702,886.76	35.2%
International	\$1,085,088.04	\$1,131,789.27	\$1,195,792.06	7.4%
Small cap	\$675,505.82	\$747,855.28	\$686,629.41	4.2%
Fixed assets and cash	\$2,124,177.09	\$2,076,823.16	\$2,563,173.96	15.8%
Total	\$13,103,526.95	\$14,408,160.22	\$16,180,713.55	100%

2020



Asset allocation

(as of 12/31/2020)



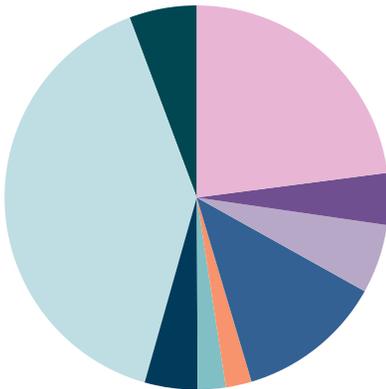
ASSET CLASS	YOUR PLAN	PEER GROUP	DIFFERENCE
Mid cap	5.6%	5.5%	0.1% ●
Large cap	42.3%	19.7%	22.6% ●
Balanced	0.0%	1.6%	-1.6% ●
Bonds	5.4%	4.2%	1.2% ●
Short term	0.0%	2.1%	0.0%
SDO	0.0%	0.1%	0.0%
Specialty	1.7%	0.6%	1.1% ●
Loan	1.9%	0.0%	1.9% ●
Asset allocation	12.6%	12.9%	-0.3% ●
International	5.6%	5.6%	0.1% ●
Small cap	3.7%	3.2%	0.6% ●
Fixed assets and cash	21.1%	44.6%	-23.5% ●

2019



Asset allocation

(as of 12/31/2019)



ASSET CLASS	YOUR PLAN	PEER GROUP	DIFFERENCE
Mid cap	5.7%	5.0%	0.6% ●
Large cap	39.9%	18.9%	21.0% ●
Balanced	0.0%	1.6%	-1.6% ●
Bonds	4.4%	4.1%	0.3% ●
Short term	0.0%	2.1%	0.0%
SDO	0.0%	0.0%	0.0%
Specialty	2.4%	0.6%	1.8% ●
Loan	2.2%	0.0%	2.1% ●
Asset allocation	12.3%	15.0%	-2.7% ●
International	5.8%	5.5%	0.3% ●
Small cap	4.4%	3.2%	1.1% ●
Fixed assets and cash	22.9%	43.8%	-20.8% ●

BALANCE DETAILS



Total account balance

(as of 12/31/2020)

Money source	Current value
Participant assets	\$326,214,084.25
Salary Reduction	\$308,172,891.06
Rollover (Pre-Tax)	\$9,369,607.07
Rollover 457	\$1,722,200.46
Roth Contribution	\$450,268.37
Roth Rollover 457	\$12,164.58
Salary Reduction IRR	\$149,544.77
Loan balance	\$6,337,407.94
Total plan assets	\$326,214,084.25

BALANCE DETAILS



Loan Details

(as of 12/31/2020)

Loan type	Number of loans	Principal value
Active loans		
General purpose loan	807	\$5,152,052.85
Primary residence loan	41	\$409,074.50
Defaulted loans*		
General purpose loan	140	\$772,095.52
Primary residence loan	2	\$4,185.07
Total	990	\$6,337,407.94

* Default amounts are included in Beginning and Ending Balance



Contributions and transfers/rollovers-in

(as of 12/31/2020)

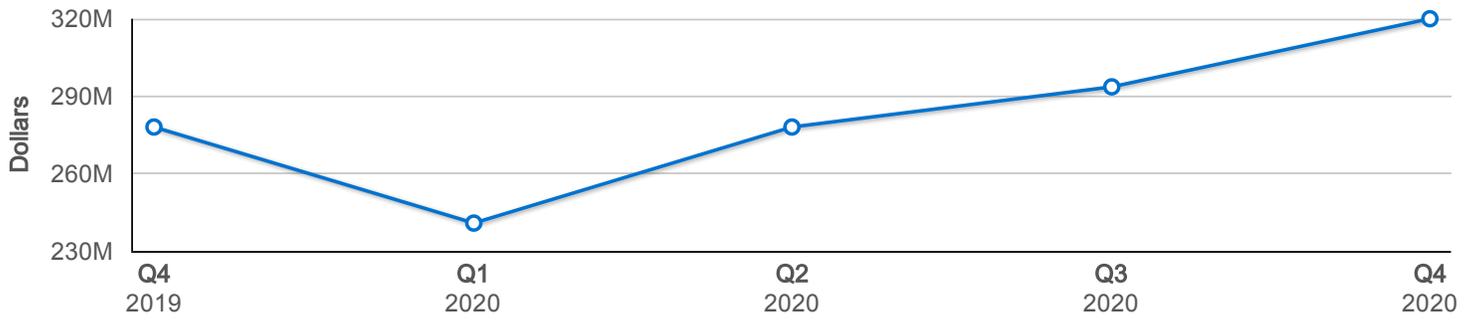
Type	Year to date
Contributions	\$15,229,637.88
Transfers/Rollovers-In	\$951,075.67
Total	\$16,180,713.55



Balance activity by quarter

Change in balance from last quarter

▲ 8.9%
FROM LAST QUARTER

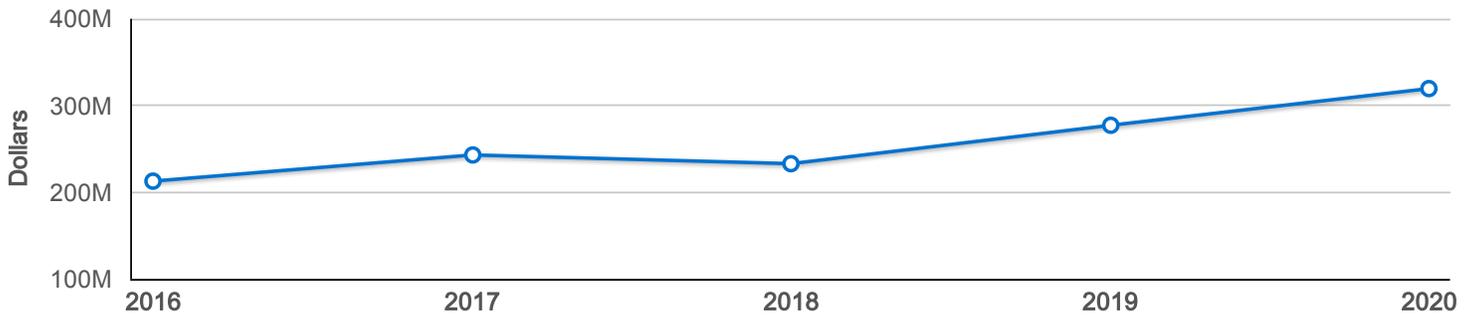




Balance activity by year

Change in balance from last year

▲ 15.1%
FROM LAST YEAR



	2016	2017	2018	2019	2020
Total balance	\$213,331,316.00	\$243,210,743.20	\$232,681,219.20	\$277,848,504.34	\$319,876,676.31

Top opportunities to improve plan health

- ✓ **Encourage enrollment**
Are you happy with your participation rate? Schedule an enrollment workshop today
- ✓ **Suggest online account usage**
Those who engage in their online account are 4x more likely to save more for retirement
- ✓ **Propose contribution increases**
Anything can help. Talk with your participants about the benefits of saving now for a better tomorrow
- ✓ **Discuss the benefits of Nationwide ProAccount**
How participants are invested can play a big role in their retirement health

Additional opportunities

How participants are engaged in the plan

- ✓ **Are your participants in the correct status based on their age?**
Check in with participants who may not be in the correct status.

What your participants are contributing

- ✓ **Starting to save early is one of the best ways to prepare for retirement.**
Contact your Nationwide representative to schedule a workshop with your participants under the age of 30 to help them understand the benefits of saving more now.
- ✓ **Are your female participants actively contributing?**
Host a workshop for women eligible and enrolled in your plan. Nationwide's Women & Investing tools can help.
- ✓ **Incremental increases can go a long way.**
Let your participants know how having an automatic annual contribution increase can help them reach their retirement goal.
- ✓ **Work with your Nationwide Retirement Specialist to help manage your loans.**
- ✓ **Are those closer to retirement aware of catch-up contributions?**
Let your participants know that catch-up contributions may help them reach their goal.

How your participants are invested

- ✓ **Are participants diversified enough?**
Call your Nationwide retirement specialist and discuss your participants' asset diversification.

How many participants are prepared for retirement

- ✓ **How many participants are getting close to retirement?**
Talk with your participants about which payout strategies may benefit them the most.

Explicit Asset Fee Summary

EXPLICIT ASSET FEE SUMMARY

	Plan Sponsor Fee Amount	NRS Fee Amount
October	\$21,980.50	\$24,425.57
November	\$22,727.03	\$25,253.45
December	\$24,338.48	\$27,044.68
4Q2020 Revenue Total	\$69,046.01	\$76,723.70

Fee Normalization Calculation

FEE NORMALIZATION CALCULATION

Fund Name	Fund	Ticker	10/31/2020 Account Value	11/30/2020 Account Value	12/31/2020 Account Value	Oct-2020 Annual Fund Srcv Fee Rate	Nov-2020 Annual Fund Srcv Fee Rate	Dec-2020 Annual Fund Srcv Fee Rate	4Q2020 Fund Service Fee Payment Amount
Alger Spectra Fund - Class Y	NTVB24	ASPYX	\$56,765,051	\$62,839,002	\$65,676,427	0.000%	0.000%	0.000%	\$0
BlackRock EAFE Equity Index Fund T	NTV194	BLKAX	\$3,337,020	\$3,823,026	\$4,898,420	0.000%	0.000%	0.000%	\$0
BlackRock Equity Index Fund M	NTV195	BLKBX	\$49,756,697	\$54,408,360	\$55,750,279	0.000%	0.000%	0.000%	\$0
BlackRock Mid Capitalization Equity Index Fund M	NTV196	BLKCX	\$8,277,776	\$9,373,947	\$9,865,414	0.000%	0.000%	0.000%	\$0
BlackRock Russell 2000 Index Fund M	NTV197	BLKDX	\$3,790,387	\$4,396,277	\$3,563,541	0.000%	0.000%	0.000%	\$0
BlackRock US Debt Index Fund W	NTV198	BLKEX	\$7,018,389	\$7,054,049	\$8,461,745	0.000%	0.000%	0.000%	\$0
Columbia Dividend Income Fund - Class Y	NTV264	CDDYX	\$14,629,539	\$16,086,781	\$16,460,681	0.000%	0.000%	0.000%	\$0
Fidelity Advisor Real Estate Income Fund - Institutional Class	NTV265	FRIRX	\$1,788,860	\$1,856,995	\$1,967,489	0.250%	0.250%	0.250%	\$1,176
Franklin Utilities Fund - Class R6	NTV266	FUFRX	\$3,570,318	\$3,578,429	\$3,505,466	0.000%	0.000%	0.000%	\$0
Fresno County Stable Value Fund	NTG004		\$67,324,334	\$68,838,646	\$68,836,540	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2015 Trust	NTV354		\$4,314,742	\$4,428,380	\$4,532,422	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2020 Trust	NTVA03		\$185,141	\$196,952	\$202,256	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2025 Trust	NTV355		\$11,222,667	\$12,060,172	\$12,564,923	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2030 Trust	NTVA04		\$184,162	\$202,230	\$212,648	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2035 Trust	NTV356		\$7,711,558	\$8,471,805	\$8,831,288	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2040 Trust	NTVA05		\$17,929	\$20,510	\$23,597	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2045 Trust	NTV357		\$7,550,711	\$8,406,617	\$8,737,038	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2050 Trust	NTVA06		\$58,369	\$66,562	\$72,998	0.000%	0.000%	0.000%	\$0
Great-West Lifetime 2055 Trust	NTV358		\$5,125,100	\$5,720,772	\$6,080,296	0.000%	0.000%	0.000%	\$0
Invesco Oppenheimer Developing Markets Fund - Class R6	NTV08X	ODVIX	\$2,513,857	\$2,836,943	\$3,149,219	0.000%	0.000%	0.000%	\$0
Janus Henderson Small Cap	NTV269	JDSNX	\$1,168,202	\$1,320,518	\$1,508,654	0.000%	0.000%	0.000%	\$0
Loan	LXM001		\$5,556,399	\$5,498,876	\$5,561,127	0.000%	0.000%	0.000%	\$0
Metropolitan West Funds - Total Return Bond Fund - Plan Class	NTV381	MWTSX	\$6,871,513	\$7,046,293	\$7,480,433	0.000%	0.000%	0.000%	\$0
Nicholas Limited Edition Fund - Institutional Class	NTV268	NCLEX	\$5,633,329	\$6,106,418	\$7,035,427	0.000%	0.000%	0.000%	\$0
T. Rowe Price Mid-Cap Growth Fund - I Class	NTV981	RPTIX	\$7,218,168	\$8,518,266	\$8,393,487	0.000%	0.000%	0.000%	\$0
T. Rowe Price Overseas Stock Fund - I Class	NTV509	TROIX	\$9,485,555	\$10,949,783	\$10,354,521	0.000%	0.000%	0.000%	\$0
Vanguard Total International Bond Index Fund - Admiral	NTV668	VTABX	\$3,232,119	\$2,620,386	\$1,711,467	0.000%	0.000%	0.000%	\$0
Total			\$294,307,894	\$316,726,993	\$325,437,804				\$1,176

Your Dedicated Service Team

YOUR DEDICATED SERVICE TEAM

Plan Sponsor Experience

Andee Gravitt,
Managing Director
nusaaa1@nationwide.com
(907) 854-1458

Jake Sours,
Program Director
soursj1@nationwide.com
(916) 708-1320

Nate Schroeder,
Relationship Consultant
(Operations)
schroen1@nationwide.com
(614) 435-5892

Participants Experience

Deanna Sisk,
Retirement Specialist
siskd2@nationwide.com
(559)-530-8550

**Retirement Resource
Group**

**Participant Solution
Center**
nrsforu@nationwide.com
(877) 693-2457