



Post Employment Health Plan (PEHP®) Fact Sheet Solano County

Type of plan

- Employee benefit plan
- Internal Revenue Code Section 501(c)(9)

Assets held

Tax-exempt VEBA (voluntary employee beneficiary association) trusts under Internal Revenue Code Section 501(c)(9)

Tax advantages

- Employer pays no FICA taxes on plan contributions
- Employees pay no FICA or federal income taxes on:
 - Contributions made on their behalf
 - Investment earnings
 - Benefits paid from the plan

Plan contributions

Sick and administrative leave contributions only per applicable memorandum of understanding (MOU) or personnel and salary resolution (PSR); employee contributions, including salary reductions, are not permitted.

Plan benefits

Tax-free accumulation and reimbursements for qualified post-employment medical expenses as defined by the Internal Revenue Code Section 213(d); examples include:

- Health insurance premiums
- Medicare Part B premiums
- Medicare supplemental insurance premiums
- Qualified long-term care premiums
- Out-of-pocket qualified medical expenses, such as prescription drugs, eyeglasses, doctor co-pays, etc.

Benefit flexibility

Upon the employee separating from service or retiring, requests may be made for the reimbursement of qualified medical expenses and/or medical insurance premiums.

Note: For your claim to be paid, you must attach receipts and/or an explanation of benefits (EOB) of paid medical expenses.

Filing a claim

Health reimbursement arrangement

- Reimbursements may be made for any qualified out-of-pocket medical expense with required documentation.
- Complete the PEHP Claim Form available at SolanoNationwide457.com or call the Customer Solutions Center at 1-800-769-4457.

Investment options

There are many investment options available for employees. The default investment option is the Vanguard Target Date Fund named with the year closest to the year the participant attains age 65. You can change how your PEHP account assets are invested by accessing your online account at SolanoNationwide457.com or by calling Nationwide's Customer Solutions Center at 1-800-769-4457.

Plan fees

- Employer — No fee
- Employee — \$30 per participant, and a 2.75 bps (0.0275) asset fee on variable investments annually; no charge for claims reimbursements

Death of participant

Money is immediately made available to the surviving spouse and/or qualified dependents (as defined by IRC Section 152(a)) to use for health care expenses. If no surviving spouse or qualified dependents remain to request reimbursement, the account balance is reallocated to the accounts of the remaining members of the Solano County group for their qualified medical expenses.



1-800-769-4457



SolanoNationwide457.com

Underlying fund prospectuses can be obtained by calling 1-800-769-4457 or by visiting SolanoNationwide457.com. Before investing, carefully consider the fund's investment objectives, risks, charges and expenses. Read the prospectuses carefully before investing.

Separate trusts are available for collectively bargained employee groups and noncollectively bargained employee groups.

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

Local Plan Service Representatives are registered representatives of Nationwide Investment Services Corporation (NISC), member FINRA, Columbus, Ohio.

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