



Ohio County Employees Retirement Plan (OCERP)

Plan highlights

Your deferred compensation Plan is offered to Ohio county employees as a way for you to save for *the future you imagine*. It allows you to invest money for retirement, separate from your state pension or other retirement benefits and savings you may have.

Read these highlights to learn more about your Plan and how simple it is to enroll. If there are any discrepancies between this document and the Ohio County Employees Retirement Plan (OCERP) Plan Document, the Plan Document will govern.

What is a 457 deferred compensation plan?

A 457 deferred compensation plan is a tax-advantaged retirement savings plan that allows eligible employees to save and invest money for retirement. By saving and investing today, you may have the best chance to achieve a more comfortable tomorrow.

The Plan provides these important advantages:

- ✔ It's simple and convenient. Your contributions are deducted automatically for each pay period.
- ✔ You may save on taxes. Contributions made before tax may cost less than you think.
- ✔ In addition to before-tax contributions, you can make Roth contributions.
- ✔ Any earnings are tax deferred, which can significantly boost your account balance over time.
- ✔ You are in control. You decide how much to invest and select the investment choices that are comfortable for you.

Who is eligible to enroll?

All current county employees are immediately eligible to participate in the Plan.

How do I enroll?

1. To start the enrollment process, make sure you have access to the following:
 - An enrollment code (You can view and download the Enrollment Code Flyer from **ocerp457.com**. You can also obtain it by contacting your human resources or payroll department.)
 - Group ID / plan number (Included on the enrollment code flyer.)
 - Social Security number
 - Date of hire
 - Full division name (name of your employer)
2. Go to **ocerp457.com** and click *Register* under *Participant Login*.
3. Select the *I have a plan enrollment code* tab and follow the prompts to complete the process.

If you would like assistance, please contact the Empower Customer Care Center at **800-284-0444**. Representatives are available weekdays from 8:00 a.m. until 10:00 p.m. and Saturdays from 9:00 a.m. until 5:30 p.m. Eastern Time.

How much can I save?

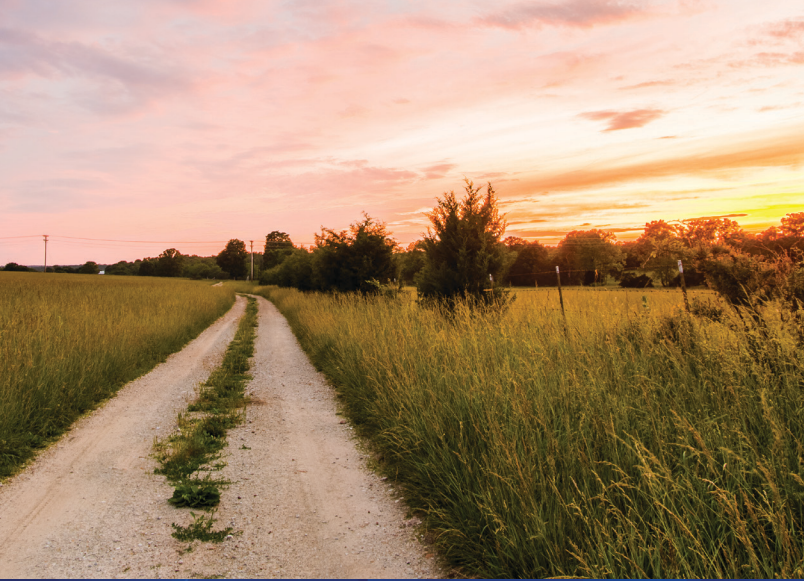
- ✔ Contributions are made via payroll deductions and can be pre-tax or Roth.
- ✔ All participants can contribute up to \$23,500 in 2025.*
- ✔ If you're age 50 or older in 2025, you can contribute an additional \$7,500 in catch-up contributions.
- ✔ Under a new provision effective for the 2025 tax year, if you are between the ages of 60–63, you can contribute an additional \$11,250. If you turn 64 in 2025, your additional catch-up amount is \$7,500.
- ✔ You may roll over funds from another employer's eligible retirement plan or an IRA with no dollar limit. Consider all your options and their features and fees before moving money between accounts.

* This is the federal contribution limit for governmental 457(b) plans for 2025.

How do I change how much I am saving?

You can increase, decrease or stop your contribution at any time by logging in to your account at **ocerp457.com** or calling the Customer Care Center at **800-284-0444**. Any changes will be effective the month after the transaction is requested.





Pre-tax or Roth: Which path to take?

Before you determine which path may be right for you, you'll need to consider a few important factors, including when you want to pay taxes. Let's take a closer look.

Pre-tax contributions

You'll pay less in income taxes today when you make pre-tax contributions to OCERP. (Contributions are still subject to FICA and Medicare taxes.) Here's why: Each dollar you contribute reduces your current taxable income by one dollar.

Roth contributions

In addition to pre-tax contributions, OCERP allows you to make Roth contributions. The Roth contribution option combines the savings and investment features of a traditional retirement plan with the federal tax-free qualified distribution features of the Roth IRA.

Income taxes on pre-tax contribution amounts are deferred until your account is distributed (for example, at retirement). Roth contributions, on the other hand, are made on an after-tax basis, so the amount contributed is included in your W-2, just like regular income, in the year you make the contribution. However, any earnings on Roth contributions may be distributed tax-free in retirement if you meet certain requirements.*

* Qualified distributions are federally tax-free, provided the Roth account has been open for at least five years and the owner has reached age 59½ or meets other requirements. Qualified Roth IRA distributions may be subject to state and local income tax.

Earnings on Roth contributions will be taxed unless withdrawals are a qualified distribution as defined by the IRS.

How do I invest my savings in OCERP?

The Plan offers a wide range of investment options. For more information about these various choices, please visit ocerp457.com and click on the *Investments* tab. Each available investment option has a fact sheet that provides details such as the objective of the fund, its performance, fees, underlying investments, and more.

OCERP also offers a self-directed brokerage account and is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments.

If you need help making an investment decision, Retirement Plan Advisors are available to meet with you at any time. You can schedule a virtual one-on-one appointment with a Retirement Plan Advisor by going to ocerp457.com and clicking on the *Meet your plan representatives* tab.

How do I make investment option changes?

You can move all or a portion of your existing balances among investment options (subject to Plan rules) and change how your payroll contributions are invested. You may make these changes by logging in to your website at ocerp457.com, using the mobile app or using the voice response system at **800-284-0444**.

May I take a loan from my account?

Verify your eligibility and whether your county allows employees to take out a loan from the Plan. Call the Customer Care Center at **800-284-0444** to learn more.

You may borrow up to 50% of your total account balance, not to exceed \$50,000 in a 12-month period. Roth contributions are included in the calculation of the amount available for a loan. However, loans can only be taken from your pre-tax contributions.

- ✔ Minimum loan: \$2,500
- ✔ Repayment period: Payroll deduction over a maximum of five years. You may have up to 15 years to repay if you are using the loan to purchase your primary residence.
- ✔ Tax consequences: None if the loan is repaid in full.

For more information about loans, and how they may impact the future you imagine, please visit ocerp457.com.

Are there any fees to participate in the Plan?

Yes. There are annual fees of approximately 0.06% (6.0 basis points) charged quarterly at a rate of 0.015% (1.5 basis points) from your average account balances. The fees are reported on your statement and viewable online at ocerp457.com.

SAMPLE annual 457(b) Plan fees on an account balance of \$40,000 are \$24 annually or \$6 per quarter.*

**Sample balance is for illustrative purposes only.*

Are there other fees to be aware of?

Transaction fees: There may be fees charged for transactions, such as distributions, loans, overnight delivery, etc. These fees can be reviewed at the time the transaction is requested and processed.

Investment fees: Each investment option has a management fee that varies by option. These fees are deducted by each option's management company before the daily price or performance is calculated. Fees pay for trading individual securities in the underlying investments and other management expenses. Funds may also impose redemption fees on certain transfers, redemptions or exchanges.

When can I receive a distribution from my account?

Qualifying distribution events are as follows:

- ✓ Retirement
- ✓ Unforeseeable emergency within Plan guidelines (as defined by the Internal Revenue Code and if allowed by Plan provisions)
- ✓ Severance of employment (as defined by Internal Revenue Code provisions)
- ✓ Reaching Required Minimum Distribution (RMD) age
- ✓ Death (your beneficiary receives your benefits)

Each distribution is subject to ordinary income tax.

Governmental 457 funds rolled into another type of plan or account may become subject to the 10% early withdrawal penalty if taken before age 59½.



What are my distribution options?

When you are eligible for a distribution, you may:

1. Leave the value of your account in the Plan until a future date.
2. Receive:
 - A lump sum
 - A partial lump sum
 - Periodic payments
 - Annuity payments
3. Roll over your account balance to an eligible governmental 457(b), 401(k), 403(b) or 401(a) plan or to an IRA. Consider all your options and their features and fees before moving money between accounts.

What happens to my account when I die?

Your designated beneficiary(ies) will receive the remaining value of your account. Your beneficiary(ies) can call **800-284-0444** to request a death claim form.

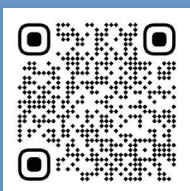


Can I get personalized support?

From dedicated on-site and virtual educational opportunities and planning support to a customized website and toll-free telephone number, OCERP provides the tools you need to make the most of your account.

Visit **ocerp457.com** today to get started or call **800-284-0444** for assistance. Customer Care Center representatives are available weekdays from 8:00 a.m. to 10:00 p.m. and Saturdays from 9:00 a.m. until 5:30 p.m. Eastern Time.

The plan provides on-site and virtual meetings with dedicated Retirement Plan Advisors* located throughout Ohio, offering all county employees access to their valuable services. Retirement Plan Advisors are available to meet with you at any point to develop a comprehensive retirement planning strategy.



You can schedule a virtual one-on-one appointment with a Retirement Plan Advisor by going to **ocerp457.com** and clicking on the *Meet your plan representatives* tab.

You can also scan the QR code to schedule an appointment.

* Point-in-time advice provided by an Empower representative may include savings, investment allocation, distribution, and rollover advice, including advice on consolidating outside retirement accounts.

The Retirement Readiness Review is provided by an Empower representative registered with Empower Financial Services, Inc. and may provide tailored retirement education and guidance at no additional cost to participants.



Accessing the Program on the go

With the Empower mobile app, you can access OCERP from your smartphone or tablet – anywhere, anytime. The app enables you to view your account balance, investments, performance, and more. Install the mobile app today! It's available on Google Play™ or from the App Store® from Apple®.



Investing involves risk, including possible loss of principal.

Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus for SEC-registered products or disclosure document for unregistered products, if available, containing this information. For prospectuses related to investments in your self-directed brokerage account (SDBA), contact your SDBA provider. Read them carefully before investing.

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