

Welcome!

We're so glad you're here.

There's a retirement plan waiting for you! In just a few steps, you'll be on your way. Here's what to expect.



Get your account set up

Visit principal.com/Welcome or use the Principal® app. You can also text **ENROLL** to **78259** or complete the enclosed forms.

Sitio web disponible en Español.

Begin by:

- Setting security preferences
- Reading important plan notices



Set your contribution

Contributions are one way to help your savings work hard for you. To learn more, visit principal.com/MatchEnrollmentWebinar.



Check out the plan's investments

Each investment is different, and you can choose based on your goals and how you feel about risk. You can also pick from the plan's investment options later. But by picking it later, you understand that until you make a new investment selection, you're directing contributions to the plan's default.*

For a full listing, refer to the **Investment Option Summary**.



*The plan's participant level default is: RetireView Risk: Moderate. See Investment Option Summary for important information. If the default is a target date fund series, the applicable target date fund will be based on the plan's normal retirement date.



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Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. **Equity** investment options involve greater risk, including heightened volatility, than fixed-income investment options. **Fixed-income** investments are subject to interest rate risk; as interest rates rise their value will decline. **International and global investing** involves greater risks such as currency fluctuations, political/social instability and differing accounting standards. These risks are magnified in **emerging markets**.

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Keep going!

You've got this, and we've got your back when it comes to educational resources.

To learn more, visit **principal.com/Welcome** or use the Principal mobile app. You can also text **ENROLL** to **78259**.

Sitio web disponible en Español.



See your retirement savings in one place

We'll help you roll eligible outside retirement savings into your retirement account.



Designate a beneficiary

Don't leave the decision up to someone else if something happens to you before retirement. Always designate a beneficiary to ensure the money in your account goes to a loved one.



Keep in touch

Staying in the know when it comes to retirement planning is a pretty good idea. We'll send you educational information about what's important to you.



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Principal Life Insurance Company
Des Moines, IA 50306-9394

Enrollment form
DeCotiis, FitzPatrick, Cole & Giblin, LLP 401(k) Plan
Contract/Plan ID Number: 633921
CTD01321

My personal information (please print with black ink)

Name			Phone number		Email address
Last	First	MI	<input type="radio"/> Home	<input type="radio"/> Mobile	
Address					
Street		City	State	Zip	Country
Social Security number		Date of birth	Gender		Marital status
- -		/ /	<input type="radio"/> Male <input type="radio"/> Female		<input type="radio"/> Single <input type="radio"/> Married
Expected retirement age		Original date of employment		NOTE: The email address you submit will be used for services provided by Principal Financial Group® unless otherwise elected. We will not provide your email to third parties unless you consent. For more information, see your privacy policy at principal.com.	
/ /		/ /			
If you were rehired, complete these dates:		Date of termination	Date of rehire		
/ /		/ /	/ /		

Rollover funds

☐ **Yes!** Help me roll over retirement savings from a previous employer's retirement plan. Call Principal at 800-547-7754, Monday - Friday, 7a.m. - 9 p.m. CT.

Complete if you would like to consolidate retirement savings.

Please ☐ **call** or ☐ **email** me to discuss my options. My estimated rollover balance is \$ _____.

Complete all 3 steps **1** **2** **3** to enroll in the retirement savings plan or to make changes to your contribution percentage.

1 My contributions^A

Take advantage of your employer's match! (pick one)

☐ I elect to contribute _____% (0% to 100%) or \$_____ of my current and future pay per pay period as pre-tax contributions and/or elect to contribute _____% (0% to 100%) or \$_____ of my current and future pay per pay period as Roth after-tax elective deferral contributions. I would like to contribute _____% (0% to 100%) or \$_____ of my current and future bonus pay as pre-tax contributions and/or _____% (0% to 100%) or \$_____ of my current and future bonus pay as Roth after-tax elective deferral contributions.

My contributions

- ☐ I am already enrolled, but I want to change my contribution to ____% (0% to 100%) or \$_____ of my current and future pay per pay period as pre-tax contributions, and/or change my contribution to ____% (0% to 100%) or \$_____ of my current and future pay per pay period as Roth after-tax elective deferral contributions. I also would like to change my contribution to ____% (0% to 100%) or \$_____ of my current and future bonus pay as pre-tax contributions, and/or change my contribution to ____% (0% to 100%) or \$_____ of my current and future pay per pay period as Roth after-tax elective deferral bonus pay.
- ☐ In **addition** to my deferral amount, I want to make voluntary, non-deductible contributions of ____% (0% to 100%). I understand these contributions are after-tax contributions and will be deducted each pay period from my current and future salary.
- ☐ I choose **not to contribute** to the retirement plan at this time.

^A Elective deferral contributions are limited to the lesser of the plan or IRS Limit for the current calendar year.

2 My investment choices

.....

Please elect **one of the four choices** by checking the box(es) and completing the applicable information for your choice.

(If you're already enrolled and want to make changes to how future contributions are directed, visit principal.com or call 800-547-7754.)

.....

Choice A: Quick Option — RetireView® Populated Models

To elect, log in to your account at principal.com. **See the RetireView populated models and applicable investment at principal.com.** RetireView is an investment educational service with 20 different models using a variety of different levels of risk and asset classes. Your employer populates the models with the plan's investment options, suggesting a mix of investments that may be right for you based on your comfort level with risk and years to retirement. We know it may sound complicated, so let us break it down.

RetireView has two features that you'll want to know about to help you stay in tune with your investment strategy.

1. Automatic age adjustment

As you get closer to retirement, the model automatically makes adjustments to the investment mix, typically getting more conservative. That's because you likely won't have as much time to regain any losses. You have the flexibility to opt out of this feature, if you prefer.

2. Rebalancing

Some investment options may perform better over time and grow faster than others, causing your investment mix to differ from what you originally selected. Rebalancing helps keep your mix of investments in line. That schedule automatically defaults to quarterly rebalancing. You can choose to change your rebalancing frequency to annually or semiannually by logging in to your account at principal.com. RetireView® is an online experience, and you can allocate according to a RetireView® Populated Models by logging in to your account at principal.com. To see how comfortable you are with risk take the Investor Profile Quiz at principal.com/investorprofilequiz. Then, based on the results, you can elect to allocate money according to a RetireView model. Or, if you feel that model doesn't fit you, you can choose one from the other 19 RetireView models that you think aligns more closely with you.

Risk/age tolerance models are created by Morningstar Investment Management LLC. Morningstar begins by analyzing asset classes and constructs long-term expected returns, standard deviations, and correlation coefficients. These form the inputs for the mean variance optimization, a statistical technique. Because forecasting is a critical and pivotal step in the asset allocation process, Morningstar develops proprietary capital market forecasts for each asset class using a combination of historical data, current market information and additional analysis. Each forecast becomes an input in portfolio creation.

The risk tolerance models (models) are intended to be used as an additional information source for retirement plan participants making investment allocation decisions. Pursuant to the **Department of Labor Definition of Investment Education**, such models (taken alone or in conjunction with this document) do not constitute investment advice for purposes of the Employee Retirement Income Security Act (ERISA), and there is no agreement or understanding between Morningstar and us or any plan or plan fiduciary, or any participant who uses this Service, under which the latter receives information, recommendations or advice concerning investments that are to be used for any investment decisions relating to the plan. Accordingly, neither we nor Morningstar are a fiduciary with respect to your plan sponsor's plan for purposes of this Service, including the features of rebalancing and aging.

Following an asset allocation model does not ensure a profit or protect against a loss. Performance of the individual models may fluctuate and will be influenced by many factors. In applying particular asset allocation models to their individual situations, participants or beneficiaries should consider their other assets, income and investments (e.g., equity in a home, Social Security benefits, IRA investments, savings accounts and interests in other qualified and nonqualified plans) in addition to their interests in the plan.

Choice B: Target My Retirement®

Target My Retirement, powered by Morningstar Investment Management LLC., is personalized retirement planning advice like how much to save, where to invest your savings, when you should retire, and more! Let Morningstar Investment Management manage the investments for you for a fee (available now) or get the advice from Morningstar Investment Management and manage your plan for retirement yourself at no additional cost (available after enrollment when you log into principal.com). You give us and Morningstar Investment Management a little information now to get set up. The best part about it? You can be as hands off or hands on as you want. Visit principal.com/welcome or call 800-547-7754 to get started.

> If you’ve completed this section, move ahead to **My signature!** **3**

Choice C: Schwab Personal Choice Retirement Account®

The Schwab Personal Choice Retirement Account (PCRA) is a brokerage account available to you in your organization’s retirement plan. You’ll typically have access to thousands of investment options available through Schwab PCRA in addition to the plan’s designated investment option lineup. The Schwab PCRA gives you more control over your investment decisions so you can tailor your strategy to fit your long-term goals.

Visit principal.com/pcra once you’ve enrolled in your organizations’ retirement plan to get started.

Charles Schwab and Schwab Personal Choice Retirement Account are not an affiliate of any company of the Principal Financial Group®.

Schwab Personal Choice Retirement Account®(PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC), a registered broker-dealer which also provides other brokerage and custody services to its customers.

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For all questions related to the Schwab PCRA, call the dedicated Schwab PCRA call center at 888-393-PCRA (7272).

Choice D: Build my own portfolio

☐ **I elect the following investment options** (enter percentages below.)

(Please refer to the Investment Option Summary for more information.)

	Pre-tax deferrals	Roth def & vol vol after tax	Disc employer contributions	Qualified contributions
Short-Term Fixed Income				
Guaranteed Option	_____ %	_____ %	_____ %	_____ %
Fixed Income				
BlackRock Advisors, LLC				
iShares US Aggregate Bond Index K Fund	_____ %	_____ %	_____ %	_____ %
Fidelity Management & Research				
Fidelity Inflation-Protection Bond Index Fund	_____ %	_____ %	_____ %	_____ %
Balanced/Asset Allocation				
Vanguard Group				
Vanguard Balanced Index Admiral Fund	_____ %	_____ %	_____ %	_____ %

My investment choices

	Pre-tax deferrals	Roth def & vol vol after tax	Disc employer contributions	Qualified contributions
Large U.S. Equity				
JP Morgan Investment Mgmt Inc.				
JP Morgan Large Cap Value R6 Fund	_____ %	_____ %	_____ %	_____ %
Lord Abbett & Co, LLC				
Lord Abbett Growth Leaders R6 Fund	_____ %	_____ %	_____ %	_____ %
Principal Global Investors				
LargeCap S&P 500 Index Separate Account ^A	_____ %	_____ %	_____ %	_____ %
Small/Mid U.S. Equity				
Dimensional Fund Advisors				
DFA Real Estate Securities I Fund	_____ %	_____ %	_____ %	_____ %
DFA US Targeted Value I Fund	_____ %	_____ %	_____ %	_____ %
Ivy Investment Management Co				
Delaware Ivy Mid Cap Income Opportunities R6 Fund	_____ %	_____ %	_____ %	_____ %
Lord Abbett & Co, LLC				
Lord Abbett Developing Growth R6 Fund	_____ %	_____ %	_____ %	_____ %
Principal Global Investors				
MidCap S&P 400 Index Separate Account ^A	_____ %	_____ %	_____ %	_____ %
SmallCap S&P 600 Index Separate Account ^A	_____ %	_____ %	_____ %	_____ %
Virtus Investment Advisers, Inc				
Virtus KAR Small-Cap Core R6 Fund	_____ %	_____ %	_____ %	_____ %
International Equity				
Capital Research and Mgmt Co				
American Funds New Perspective R6 Fund	_____ %	_____ %	_____ %	_____ %
Vanguard Group				
Vanguard International Growth Admiral Fund	_____ %	_____ %	_____ %	_____ %
Other				
Vanguard Group				
Vanguard Materials Index Admiral Fund	_____ %	_____ %	_____ %	_____ %
Self-Directed Brokerage Account	_____ %	_____ %	_____ %	_____ %
Total of all lines:	100 %	100 %	100 %	100 %

If no investment election is received, or contributions are received before your investment election is processed, contributions will be directed according to the plan's default investment alternative(s): RetireView Risk: Moderate based on your current age and the plan's normal retirement date.

Please log in to principal.com for more details.

> If you've completed this section, move ahead to **My signature!** **3**

3 My signature

Please sign, then give this completed form to your benefits representative.

This agreement applies to amounts earned until changed by me in writing. I understand my plan sponsor may reduce my contributions only when required to meet certain plan limits. I will review all statements regularly and report any discrepancy to Principal immediately.

Signature

X

Date

/ /

Be sure you have completed all 3 steps 1 2 3

Return your completed form to your benefits representative.

Important information

Target My Retirement is a managed account program that provides participants with a personalized approach to retirement planning and an investment strategy that moves on a glide path toward their retirement.

Principal has retained Morningstar Investment Management LLC as an investment adviser to create and manage the *Target My Retirement* investment strategies. Morningstar Investment Management uses its proprietary platform, Morningstar® Retirement ManagerSM to provide personalized advice on retirement age, savings rate, and investment strategies with the goal of helping a participant reach their retirement goals.

This service is offered by Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc., and is intended for citizens or legal residents of the United States or its territories. The Morningstar name and logo are registered marks of Morningstar, Inc. Investment advice generated by this service is based on information provided and limited to the investment options available in the defined contribution plan.

Projections and other information regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results, and are not guarantees of future results. Results may vary with each use and over time.

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Target My Retirement has been designed to be able to meet the requirements for a managed account “qualified default investment alternative” under DOL regulations. Note that plan specific requirements also apply. Plan sponsors should consult their legal advisors for more information.

The plan sponsor or other plan fiduciary is responsible for selecting the investment options utilized in the *Target My Retirement* investment array, which may be different from the investments available as core investment options in their retirement plan. When using the plan's existing core investment option array with the *Target My Retirement* offering, Principal does not serve in a 3(21) capacity; the plan sponsor or designated fiduciary maintains responsibility for the plan's core investment array.

Principal charges each participant who enrolls in *Target My Retirement* (TMR) an asset-based management fee based on the participant's assets under management through the TMR investment solution. The asset-based fee varies depending on the version of the TMR investment solution selected by the Principal client. In addition to the asset-based management fee, assets invested through TMR are also subject to fees and expenses charged by the underlying investment options. Depending on the version of TMR selected by the Principal client, the underlying investment options may include mutual funds, collective investment funds (CITs) and Separate Accounts for which Principal or its affiliates may receive additional compensation.

If a plan participant selects:

Target My Retirement-Advice, Morningstar Investment Management LLC will make a point-in-time recommendation on investments, savings rate, and retirement age, based on specific information the participant provides, including age, gender, years to retirement, current salary, current savings rate, and account balance. The participant is responsible for logging in to set rebalancing or any updating of the portfolio.

Past performance is no guarantee of future results. All investments involve risk, including the loss of principal. There can be no assurance that any financial strategy will be successful. Morningstar Investment Management does not guarantee that the results of their advice, recommendations or objectives of a strategy will be achieved.

This information is for marketing and promotional purposes only. It does not constitute fiduciary advice or a recommendation with respect to an independent plan fiduciary's decision to use the *Target My Retirement* investment solution.

Charles Schwab & Co., Inc. (Member SIPC) receives remuneration from fund companies for recordkeeping and shareholder services, and other administrative services for shares purchased through Schwab's Mutual Fund OneSource® program. Schwab may also receive remuneration from transaction fee fund companies for certain administrative services.

Trades in no-load funds available through Schwab's Mutual Fund OneSource service (including Schwab Funds®), as well as certain other funds, are available without transaction fees when placed through Schwab.com or our automated phone channels. Schwab reserves the right to change the funds we make available without transaction fees and to reinstate fees on any funds. Funds are also subject to management fees and expenses.

Schwab's short-term redemption fee will be charged on redemption of funds (except certain Schwab Funds) bought through Schwab's Mutual Fund OneSource program (and certain other funds) with no transaction fee and held for 90 days or less. Schwab reserves the right to exempt certain funds from this fee, including Schwab Funds, which may charge a separate redemption fee, and funds that accommodate short-term trading.

The standard electronic \$0 commission does not apply to large block transactions requiring special handling, restricted stock transactions, trades placed directly on a foreign exchange, transaction-fee mutual funds, futures, or fixed income investments. Options trades will be subject to the standard \$.65 per-contract fee. Service charges apply for trades placed through a broker (\$25). Exchange process, ADR, foreign transaction fees for trades placed on the US OTC market, and Stock Borrow fees still apply. See the Charles Schwab Pricing Guide for Retirement Plan Accounts for full fee and commission schedules.

Schwab Stock Slices is not intended to be investment advice or a recommendation of any stock. Investing in stocks can be volatile and involves risk including loss of principal. Investors should consider their individual circumstances prior to investing.

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^A Sub-Advised Investment Options include Separate Accounts available through a group annuity contract with the Principal Life Insurance Company. Insurance products and plan administrative services, if applicable, are provided by Principal Life Insurance Company a member of the Principal Financial Group, Des Moines, Iowa 50392. See the fact sheet for the full name of the Separate Account. Certain investment options may not be available in all states or U.S. commonwealths. Principal Life Insurance Company reserves the right to defer payments or transfers from Principal Life Separate Accounts as described in the group annuity contracts providing access to the Separate Accounts or as required by applicable law. Such deferment will be based on factors that may include situations such as: unstable or disorderly financial markets; investment conditions which do not allow for orderly investment transactions; or investment, liquidity, and other risks inherent in real estate (such as those associated with general and local economic conditions). If you elect to allocate funds to a Separate Account, you may not be able to immediately withdraw them.

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Information in this enrollment form should not be construed as investment advice.

Your plan sponsor has chosen to make available to you all of the investment options listed on this enrollment form.

This enrollment form content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than three months or has passed a quarter end, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information including a prospectus if applicable. The member companies of the Principal Financial Group® prohibit the manipulation of this enrollment form content. If your plan sponsor elects to provide this enrollment form electronically, Principal® is not responsible for any unauthorized changes.

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Know Your Options:

What To Do With Your Retirement Savings¹

It's important to understand the options for the savings you have in your former employer's retirement plan. If you are eligible to take your money out (this is known as a distribution), there are typically four possible options.

There are advantages and drawbacks for each option. You should consider the differences in investment options, fees and expenses, tax implications, services and penalty-free withdrawals.

This summary can help you identify some important considerations.² There may be other factors to consider due to your specific needs and situation. You may wish to consult with your tax or legal advisor.

Retirement Savings Options



Roll savings into an Individual Retirement Account (IRA)



Keep savings in your former employer's retirement plan (if allowed)



Roll savings to your new employer's retirement plan



Cash out savings and close the account

(May use a combination of these options)

Retirement Savings Options



Roll savings into an IRA

Advantages

- Maintains tax-deferred status of savings
- Continue to make contributions and save for retirement
- Combine other qualified plans or IRA savings into one account
- Offers greater control as it's your account and you make the decisions
- Offers broad range of investment options to fit needs as they change over time
- Protected from bankruptcy
- May have the services of a financial professional to help with investing and retirement planning
- Flexibility when setting up periodic or unscheduled withdrawals
- May help with planning and managing required minimum distributions at age 72

Drawbacks

- Investment expenses and account fees may be higher than those of employer plans
- No fiduciary required to prudently monitor the cost and quality of the investment options
- IRS penalty-free withdrawals generally not allowed until age 59½
- Loans not allowed. Can only access money by taking a taxable distribution
- Limited protection from creditors
- In-kind transfers of company stock to an IRA will result in appreciated value being taxed as ordinary income at withdrawal from the IRA

It's important to know the types and range of investments and fees of an IRA.

[Continued on next page](#)



Keep savings in your former employer's plan (if allowed)

Advantages

- Maintains tax-deferred status of savings
- Keeps current investment choices
- Preserves any guaranteed interest rate
- Keeps ownership of company stock in the account where it may have certain tax benefits at withdrawal
- Fees in employer plan may be lower than similar individual accounts
- Plan fiduciary required to prudently monitor the cost and quality of the investments options
- IRS penalty-free withdrawals if you're at least 55 years old in the year you left your job
- Protected from creditors and bankruptcy
- Plan may provide access to planning tools, educational resources and phone helpline

Drawbacks

- Changes made to the plan by your former employer will impact you (i.e., plan investments, fees, services, plan providers, plan termination)
- Investment choices limited to those offered through your former employer's retirement plan
- Subjects you to limitations of the plan, including income distribution provisions when you retire
- Account may be assessed fees for plan administration or other reasons
- Access to personalized investment advice or advice that takes into account your other assets or particular needs may not be available through the retirement plan
- No new contributions allowed

Check your former employer's summary plan description to confirm plan details and requirements.



Roll savings to your new employer's plan

This is an option if you are joining a company that offers a retirement plan.

Advantages

- Maintains tax-deferred status of savings
- Continue to make contributions and save for retirement
- Combine other qualified plans or IRA savings into one account
- Fees in employer plan may be lower than similar individual accounts
- Plan fiduciary required to prudently monitor the cost and quality of the investments options
- IRS penalty-free withdrawals if you're at least 55 years old in the year you leave your new job*
- Protected from creditors and bankruptcy
- Plan may provide access to planning tools, educational resources and phone helpline
- Loan provisions may allow borrowing from the rolled over money
- No required minimum distribution at age 72 from a current employer's plan is required, unless you are a 5% or more owner of the company

Drawbacks

- Changes made to the plan by your employer will impact you (i.e., plan investments, fees, services, plan providers, plan termination)
- Investment choices limited to those the plan offers
- Subjects you to limitations of the plan, including income distribution provisions when you retire
- Account may be assessed fees for plan administration or other reasons
- Access to personalized investment advice or advice that takes into account your other assets or particular needs may not be available through the retirement plan
- Plan may offer fewer or more expensive investment options than your former employer's plan
- May be more restrictive on withdrawals while employed
- Roll-ins may not be allowed or an eligibility period may need to be satisfied
- In-kind transfers of company stock will result in appreciated value being taxed as ordinary income at withdrawal from the retirement plan

Check your new employer's summary plan description to confirm plan details and requirements.



Cash out savings and close the account

Advantages

- Immediate access to cash
- May see significant tax advantage for company stock that has substantially appreciated
- If after-tax contributions were made, could take these amounts tax-free (though you will be required to pay tax on the earnings of these contributions)

Drawbacks

- At distribution, 20% withheld on the taxable account balance for pre-payment of federal income taxes
- State taxes and a 10% early distribution penalty may also apply on taxable account balance
- May move you to a higher tax bracket
- Forfeits future tax-deferred growth potential
- Not protected from creditors or bankruptcy

If this money is no longer set aside for retirement, will you have the savings you need when you want to retire or can no longer work?

Investment and insurance products are:

- **Not insured by the Federal Deposit Insurance Corporation (FDIC) or any federal government agency.**
- **Not a deposit, obligation of, or guaranteed by any Bank or Banking affiliate.**
- **May lose value, including possible loss of the principal amount invested.**

* In-service withdrawals may be allowed while you are still working for the company sponsoring the retirement plan. Check with the plan administrator for details and requirements.

¹ These considerations were prepared for pre-tax 401(k) accounts. Some – but not all – of these considerations may also apply to other types of plans and/or accounts (e.g., Roth after-tax accounts). You may wish to consult a tax advisor if you participate in a different type of plan or hold a different type of account.

² These descriptions are for general educational purposes and should not be construed as advice or recommendations. This is not tax or legal advice and you may wish to consult with your tax or legal advisors on these issues.

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Principal Life Insurance Company
Des Moines, IA 50306-9394

Rollover form

DeCotiis, FitzPatrick, Cole & Giblin, LLP 401(k) Plan
Contract/Plan ID Number: 6-33921

CTD01314

Instructions: Complete all steps listed and sign this form to roll over funds from a previous employer's plan or Individual Retirement Account (IRA) into the current retirement plan with services by Principal®.

1. Personal Information (please print with black ink)

Name			Date of birth	Social Security number	
			/ /	- -	
Last	First	MI			
Mailing address					
Street		Apt	City	State	Zip Code
Date of hire		Phone number	Email address		
/ /		- -			

The email address you provide will be used for services provided by the Principal Financial Group®. For more information, see the privacy policy at principal.com.

2. Tell us about your rollover funds

Do you know if the funds are **pre-tax** or **after-tax** contributions? (check one)

- ☐ **Yes.** Please provide more details (check all that apply).
- ☐ **Pre-tax.** Approximate account value \$ _____
- ☐ **After-tax.** What kind of after-tax contributions are the funds? (check all that apply)
- ☐ **1.) Roth**
- Roth deferral amount (excluding any earnings/losses) \$ _____
 - Earnings on Roth deferral \$ _____
 - Tax year of the first Roth deferral _____
- Was any part of the Roth account originally a pre-tax contribution?**
- ☐ **No**
- ☐ **Yes,** I've completed a in-plan Roth conversion of pre-tax contribution to a Roth account. \$ _____
- Tax year of completion _____
- ☐ **2.) Other after-tax contributions** (not Roth)
- Other after-tax contribution amount (excluding any earnings/losses) \$ _____
- ☐ **No. Not sure?** That's ok. We'll work with you to get this information from the financial institution currently holding the funds.

3. Confirm rollover

By signing this form, I agree that...

This form is designed to be a quick way to direct the investment of eligible rollover funds. If I do not have an investment election on file or wish to make an alternative allocation, I will select investment options by logging in to principal.com or calling 1-800-547-7754.

If I don't make a different investment election prior to my rollover funds being received by Principal®, my funds will be invested based on my current investment election. If I do not have a current investment election on file my funds will directed to the plan's investment default alternative(s): RetireView Risk: Moderate based on your current age and the plan's normal retirement date.

I certify that this rollover contains no funds from a hardship withdrawal, no excess contribution amounts, and no funds subject to a required minimum distribution.

I certify that no part of this rollover is part of an inherited IRA, SIMPLE IRA within 2 years of the first contribution, or Roth IRA.

I certify that, if the funds are coming from a former employer's plan, I have verified that the plan is a plan qualified under Internal Revenue Code 401(a) or 403(b) or 457(b).

I understand that Principal will rely on the information I have provided on this form and/or information from the current financial institution regarding the deposit breakdown between pre-tax and after-tax (including any Roth contributions).

You have options other than rolling the retirement account from your former employer's retirement plan to your new employer's plan. Fees, investment options, services and plan features vary between retirement plans.

By rolling over funds to this account, I agree that I have received and reviewed information about the plan's investment options so that I may make an informed investment decision. Information about the plan's investment options is available in the Investment Option Summary included in the enrollment booklet and online at principal.com.

You must roll over qualified funds within 60 days of distribution to avoid tax penalties. If it has been more than 60 days, I agree that I am self-certifying this rollover because I am eligible for a waiver of that period per the guidelines provided by the IRS, and will be submitting a copy of my self-certification to Principal.

My Signature

Date

X _____ / /

*You may roll over a distribution from a traditional IRA to a plan qualified under the Internal Revenue Code §401(a) or 403(b), an annuity, or a Governmental 457(b) plan to the extent that the distribution would be taxable if not rolled over. After-tax contributions in an IRA (including non-deductible contributions to a traditional IRA) may not be rolled over to one of these plans. Amounts rolled into a Governmental 457(b) plan other than another Governmental 457(b) plan are subject to an early withdrawal tax.
You may roll over a Roth account only into a plan that allows Roth contributions. Please check your Summary Plan Description or plan document before rolling over Roth accounts to make sure Roth contributions are available.

4. Plan sponsor authorization

The plan sponsor or trustee has authorized Principal Life Insurance Company to accept rollover contributions per a signed agreement.

5. Request the funds and contribution details

You need to request the funds from the current financial institution holding them. You'll need to provide them some instructions regarding how they provide the funds to us and the breakdown of how they should be directed based on your pre-tax and after-tax contributions (see below). We'll rely on this information and/or the information you've provided on this form when directing the funds here at Principal.

Or we can help you do it. If you'd like some help contacting the current financial institution, call us at 1-800-547-7754 for more information.

Contract/Plan ID Number: 6-33921

Checks must be made payable to:

Principal Trust Company
FBO: <Your Name>
Contract/Plan ID Number 6-33921

Deposit breakdown between pre-tax
and after-tax contributions

Checks must be mailed to:

Principal Financial Group
P.O. Box 9394
Des Moines, IA 50306-9394

Wire transfer instructions:

ABA Number: 121000248
Account Number: 0837354943
FBO: <Your Name>
Contract/Plan ID Number 6-33921

Deposit breakdown between pre-tax
and after-tax contributions

6. Send completed form and rollover funds

If we don't receive this form within 15 business days of receiving the rollover funds, the rollover funds will be returned.



Check enclosed

Mailing address for completed form and check:

Principal Financial Group
P.O. Box 9394
Des Moines, IA 50306-9394



Prior financial institution will send check/wire funds

Fax this completed and signed form to the number
below so we know your rollover funds are on the way:

1-866-704-3481

For residents of Florida: Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

Investment options are subject to investment risk. Shares or unit values will fluctuate, and investments, when redeemed, may be worth more or less than their original cost.

If funds are rolled into the plan prior to the participant attaining eligibility, this form is only valid if the participant receives the plan's Investment Options Summary and 404 notice prior to executing.

This workbook content is current as of the production date noted below. If there are any discrepancies between this information and the legal plan document, the legal plan document will govern. If the production date is older than three months, you should contact your plan sponsor or log in to principal.com for current retirement plan and investment option information. The member companies of the Principal Financial Group® prohibit the manipulation of this workbook content. If your plan sponsor elects to provide this workbook electronically, Principal® is not responsible for any unauthorized changes.

Insurance products and plan administrative services are provided by Principal Life Insurance Company, a member of the Principal Financial Group® (Principal®), Des Moines, IA 50392.

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PG4689-15 | 1595818-042021 | 04/2021



Principal Life Insurance Company
Des Moines, IA 50306-9394

Beneficiary form

Retirement plan beneficiary designation without QPSA requirement

DeCotiis, FitzPatrick, Cole & Giblin, LLP 401(k) Plan

Contract/Plan ID Number: 633921

CTD01304

You may designate your beneficiary either online at principal.com or by completing the below form.

Follow these steps to name your beneficiary(ies): 1) Complete the Personal Information section. 2) Select one of the beneficiary choices (Choice A, Choice B, or Choice C). See Page 3 for more detailed instructions and examples. 3) Name your beneficiary(ies) on Page 2. 4) Sign the form at the bottom of Page 2.

5) Return the beneficiary form to Principal Life Insurance Company and keep a copy for your records.

Note: Only use this form if the plan does not allow Life Annuities or is a Governmental 457 Plan.

My personal information (please print with black ink)

Name			Phone number	Social Security number
<hr/>			<hr/>	<hr/>
Last	First	MI		
Address			Email address	
<hr/>			<hr/>	
Street	City	State	Zip	

My beneficiary choices (pick one)

- ☐ **Choice A: Single participant** (includes widowed, divorced or legally separated)
I am not married and designate the individual(s) named on Page 2 of this form to receive death benefits from the plan. I understand if I marry, this designation is void one year after my marriage (some plans specify a shorter period).
- ☐ **Choice B: Married with spouse as sole beneficiary** (spouse's signature is not required)
I am married and designate my spouse named on Page 2 of this form to receive all death benefits from the plan/contract.
- ☐ **Choice C: Married with spouse not as sole primary beneficiary** [Spouse's signature REQUIRED]

Spouse's Signature (must be witnessed by a plan representative or notary public)

<input checked="" type="checkbox"/>	<hr/>	Date	<hr/>
The spouse appeared before me and signed the consent on:	Plan Representative or Notary Public Signature	Date	
<hr/>	<hr/>	<hr/>	

- ☐ (Check if applicable) I certify that my spouse cannot be located to sign this consent. I will notify the plan sponsor if my spouse is located. **Note:** If your spouse cannot be located, check this box and have it witnessed by the plan representative. It must be established to the satisfaction of the plan representative that your spouse cannot be located.

I certify that spousal consent cannot be obtained because the spouse cannot be located.

Plan Representative Signature	Date
<input checked="" type="checkbox"/> <hr/>	<hr/>

Beneficiary form

Contract/Plan ID Number: 633921

Naming my beneficiary(ies)

Before completing, please read the instructions, examples and Qualified Preretirement Survivor Annuity notice on this form. You may name one or more primary and/or contingent beneficiaries. If you need more space to name beneficiaries or name a Trust, Testamentary Trust, or minor children (custodian for minors), please attach a separate list that you have signed and dated. **Note:** Unless otherwise provided, if two or more beneficiaries are named, the proceeds shall be paid to the named beneficiaries, or to the survivor or survivors, in equal shares.

Name [primary beneficiary(ies)]	Date of birth / /	Relationship	Social Security number	Percent
Address	City	State	ZIP	
Name [primary beneficiary(ies)]	Date of birth / /	Relationship	Social Security number	Percent
Address	City	State	ZIP	

If primary beneficiary(ies) is not living, pay death benefits to:

In most circumstances, your contingent beneficiary(ies) will only receive a death benefit if the primary beneficiary predeceases you and the death benefit has not been paid in full.

Name [contingent beneficiary(ies)]	Date of birth / /	Relationship	Social Security number	Percent
Address	City	State	ZIP	
Name [contingent beneficiary(ies)]	Date of birth / /	Relationship	Social Security number	Percent
Address	City	State	ZIP	

* Effective 1/1/20, limitations may apply. See "Required Distribution Rules for Designated Beneficiaries" later in this form.

Name change

Change my name from:	Change my name to:	Date / /
Reason: <input type="radio"/> Married <input type="radio"/> Divorce <input type="radio"/> Other - provide reason:		

My signature

This designation revokes all prior designations made under the retirement plan.

My signature (required)	Date
X	/ /

Under the penalties of perjury, I certify by my signature that all of the information on this beneficiary designation form is true, current and complete.

Instructions

Read carefully before completing this form. To be sure death benefits are paid as you wish, follow these guidelines:

Use choice A If you are not married.

Use choice B If you are married and want all death benefits from the plan paid to your spouse. Your spouse does not have to sign the form.

Use choice C If you are married and want death benefits paid to someone other than your spouse, in addition to your spouse, or to a trust or estate. Your spouse must sign the spouse's consent on this form. This signature must be witnessed by a plan representative or notary public.

You may name one or more contingent beneficiaries. If you need more space to name beneficiaries or name a Trust, Testamentary Trust, or minor children (custodian for minors), please attach a separate list that you have signed and dated.

Be sure you sign and date the form. Keep a copy of this form for your records. If you do not date the form, the designation will become effective the day it's received by your plan sponsor or Principal Life Insurance Company depending upon plan provisions.

If your marital status changes, review your beneficiary designation to be sure it meets these requirements. If your name changes, complete the Name Change section of this form.

Examples of naming beneficiaries

Be sure to use given names such as "Mary M. Doe," not "Mrs. John Doe," and include the address and relationship of the beneficiary or beneficiaries to the participant. If you need more space to name beneficiaries or name a Trust, Testamentary Trust, or minor children (custodian for minors), please attach a separate list that you have signed and dated. The following examples may be helpful to you.

	Name	Relationship	Social Security number	Address	Amount/percent
One primary beneficiary	Mary M. Doe	Sister	###-##-####	XXXXXXXXXX	100%
Two primary beneficiaries	Jane J. Doe John J. Doe or to the survivor	Mother Father	###-##-#### ###-##-####	XXXXXXXXXX XXXXXXXXXX	50% 50%
One primary beneficiary and one contingent	Jane J. Doe if living; otherwise to John J. Doe	Spouse Son	###-##-#### ###-##-####	XXXXXXXXXX XXXXXXXXXX	100% 100%
Estate	My Estate				100%
Trust	ABC Bank and Trust Co.	Trustee or successor in trust under (trust name) established (date of trust agreement)		XXXXXXXXXX	100%
Testamentary trust (Trust established within the participant's will)	John J. Doe/ Trust created by the Last Will and ABC Bank Testament of the participant			XXXXXXXXXX	100%
Children & grandchildren (if beneficiary is a minor, use sample wording shown below)	John J. Doe Jane J. Doe William J. Doe If any of my children predecease me, the surviving children of any such child shall receive in the share their parent would have received, if living. If no child of a deceased child survives, the share of that child of mine shall go to the survivor or survivors of my children, equally.	Son Daughter Son	###-##-#### ###-##-#### ###-##-####	XXXXXXXXXX XXXXXXXXXX XXXXXXXXXX	33.4% 33.3% 33.3%
Minor children (custodian for minor)	John J. Doe, son, and Jane J. Doe, daughter, equally, or to the survivor. However, if any proceeds become payable to a beneficiary who is a minor as defined by the Iowa Uniform Transfers to Minors Act(UTMA), such proceeds shall be paid to Frank Doe as custodian for John Doe under the Iowa UTMA, and Frank Doe as custodian for Jane Doe under the Iowa UTMA.				

* Required Distribution Rules for Designated Beneficiaries

If you die before your full benefit is paid, or your benefit option pays a benefit past your death, your beneficiary must receive full payment by December 31st of the 10th calendar year that begins after your death. This period may be extended to the life or life expectancy of your beneficiary if your beneficiary is one of the following:

- Your surviving spouse;
- Your minor child (restricted back to 10 years once your child reaches the age of majority);
- A disabled individual as defined within Internal Revenue Code section 72(m)(7);
- A chronically ill individual as defined within Internal Revenue Code section 7702B(c)(2); or
- An individual who is not more than 10 years younger than you

Beneficiaries that are not individuals (like an estate) may be restricted to only receiving benefits for no longer than December 31st of the 5th calendar year that begins after your death.

Important information for spouse

If your spouse has a vested account in a retirement plan, Federal law requires that you will receive the vested account after your spouse dies.

Your right to your spouse’s death benefit provided by federal law cannot be taken away unless you agree. If you agree, your spouse can elect to have all or part of the death benefit paid to someone else. Each person your spouse chooses to receive part of the death benefit is called a “beneficiary”. For example if you agree, your spouse can have the death benefit paid to his or her children instead of you.

Your choice must be voluntary. It is your personal decision whether you want to give up your right to your spouse’s death benefit. If you do not agree to give up your right to your spouse’s death benefit, you should not sign this agreement and you will receive the death benefit after your spouse dies. If you sign this agreement, your spouse can choose the beneficiary who will receive the death benefit without telling you and without getting your agreement. Your spouse can change the beneficiary at any time before the account is paid out. You have the right to agree to allow your spouse to select only a particular beneficiary. If you want to allow your spouse to select only a particular beneficiary, check the box in Choice C under My Beneficiary Choices section, which will limit the beneficiary choice to the one designated on this form.

** Your plan can specify a lower dollar amount.

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You can change your mind with respect to giving up your right to the death benefit until the date your spouse dies. After that date, you cannot change this agreement. If you change your mind, you must notify the plan administrator in writing that you want to revoke the consent you give on this form.

Legal separation or divorce may end your right to the death benefit even if you do not sign this agreement. However, if you become legally separated or divorced, you might be able to get a special court order called a qualified domestic relations order (QDRO) that specifically protects your rights to the death benefit. If you are thinking about separating or getting a divorce, you should get legal advice on your rights to benefits from the plan.

Spousal agreement and consent

I understand I have a right to all of my spouse’s death benefits after my spouse dies. I agree to give up my right to all or a portion of the death benefits and have all or a portion of them paid to someone else as beneficiary. I understand that by signing this agreement, my spouse can choose the beneficiary of the death benefits without telling me and without getting my agreement. I understand that by signing this agreement, my spouse can change the beneficiary of the death benefits unless I limit my spouse’s choice to the particular beneficiary by checking the appropriate box on the My Beneficiary Choices section. I understand that by signing this agreement, I may receive less money than I would have received if I had not signed the agreement, and I may receive nothing from the plan after my spouse dies. I understand that I do not have to sign this agreement. I am signing this agreement voluntarily. I understand that if I do not sign this agreement, then I will receive the death benefit after my spouse dies.

Important Participant Notice Regarding Qualified Default Investment Alternative

You have the right to direct the investment of retirement plan contributions among the investment options or asset allocation choices offered under the retirement plan. Properly investing retirement contributions is important for planning your future retirement income. You should consider your investment direction decision carefully. This notice provides information regarding where contributions submitted to the retirement plan for your benefit will be directed in the absence of your investment election. You may direct the investment of the retirement funds by visiting principal.com.

Investment Alternative Default

If you have not provided complete, up-to-date direction as to how the account set up for you under the retirement plan is to be invested, the account will be invested under automatic rules. You need to understand these rules and make sure that you are comfortable with them or that you take action to direct the investment of that account according to your preferences. These rules state that, if we do not have complete investment directions from you, the retirement funds in the account and new contributions for which we do not have direction will be directed according to the populated RetireView® asset allocation model based on the chart below. (The model is populated by investment options available under the retirement plan that were selected by an appropriate plan fiduciary and not by Principal Life Insurance Company (Principal Life) or an affiliate.) Your directions must be received at the Corporate Center of Principal Life Insurance Company.

Since these defaulted amounts will be allocated according to the plan's Populated RetireView Model, the account holding such amounts will be rebalanced periodically in accordance with the Populated RetireView Model. As you get closer to your anticipated retirement age, there can be an automatic age adjustment to the RetireView asset allocation model to adjust, or "age" to a more conservative strategy.

Please note: If records at Principal Life show an investment direction (that does not specifically cover the defaulting amount) or the defaulting amount is due to the closing of an investment option that is not part of a Populated Model (and no new direction is provided for these funds) amounts will be allocated as follows:

- If you have not elected to use rebalancing or a Populated RetireView Model with regard to any portion of the account, the amounts will be allocated according to the plan level default chosen by an appropriate plan fiduciary. This may not be a populated RetireView model.
- If you have elected to use rebalancing, the unallocated amounts will be allocated according to the Populated RetireView Model described in the chart below.
- If you have already elected to allocate a portion of the account according to a Populated Model, any other amounts for which you have not provided an investment direction will be allocated according to that Populated Model rather than according to the chart below.

If you would like additional information about how RetireView works see RetireView Terms and Conditions by visiting The Principal web site at principal.com and logging into your account. If you do not want the retirement funds to be directed in this manner, then you must provide investment direction to the Corporate Center of Principal Life. (See Right to Direct below for more information).

Investment Options Populating RetireView Model*	Moderate (0-5 Years)	Moderate (6-10 Years)	Moderate (11-15 Years)	Moderate (16+ Years)
Short-Term Fixed Income Principal Guaranteed Option	33.00%	28.00%	25.00%	21.00%
Fixed Income iShares US Aggregate Bond Index K Fund	13.50%	13.50%	11.50%	9.50%
Fixed Income Fidelity Inflation-Protection Bond Index Fund	13.50%	13.50%	11.50%	9.50%
Large U.S. Value JP Morgan Large Cap Value R6 Fund	9.00%	9.00%	11.00%	11.00%
Large U.S. Blend Principal LargeCap S&P 500 Index Separate Account	5.00%	5.00%	5.00%	6.00%
Large U.S. Growth Lord Abbett Growth Leaders R6 Fund	7.00%	8.00%	8.00%	8.00%
Small or Mid U.S. Value DFA US Targeted Value I Fund	2.00%	2.00%	2.50%	3.00%
Small or Mid U.S. Value Delaware Ivy Mid Cap Income Opportunities R6 Fund	2.00%	2.00%	2.50%	3.00%
Small or Mid U.S. Blend Principal SmallCap S&P 600 Index Separate Account	1.00%	2.00%	2.50%	3.50%
Small or Mid U.S. Blend Principal MidCap S&P 400 Index Separate Account	1.00%	2.00%	2.50%	3.50%
Small or Mid U.S. Growth Lord Abbett Developing Growth R6 Fund	1.00%	1.00%	1.50%	2.00%
Small or Mid U.S. Growth Virtus KAR Small-Cap Core R6 Fund	1.00%	1.00%	1.50%	2.00%
International Equity Vanguard International Growth Admiral Fund	5.50%	6.50%	7.50%	9.00%
International Equity American Funds New Perspective R6 Fund	5.50%	6.50%	7.50%	9.00%

*Note: Allocations are based on current asset allocation targets. They will change over time.

There are additional plan investment options that are not included in the RetireView populated model that have similar risk and return characteristics to the investment options contained in the models. You may obtain additional information regarding investment choices on our secure website at principal.com.

Other Similar Investment Options Not Populated in RetireView Model

Small/Mid U.S. Equity
DFA Real Estate Securities I Fund

The plan fiduciary is responsible for selecting the investment options that populate the RetireView models and is able to replace or change the investment options at any time or discontinue the use of the RetireView models. Changes will occur to the specific asset class allocations as directed and agreed to by the plan fiduciary. Also, the plan fiduciary selects certain features of RetireView including the age adjustment feature; these features can be changed by the plan fiduciary at any time. Visit the secure website at principal.com for the most current information and details on the RetireView asset allocation models.

Please see the attached investment alternative information or Investment Option Summary included in the enrollment workbook or access investment information on our secured website at principal.com to learn about the default investment alternative's investment objectives, risk and return characteristics, and associated fees and expenses.

Right to Direct

If you do not want retirement funds to be directed as indicated above, then you may elect to direct the retirement funds to investment options under the retirement plan by visiting The Principal Web site at principal.com and logging into the account or by calling 1-800-547-7754.

You may make changes to your investment direction as allowed under the retirement plan. This includes transferring any contributions from the applicable investment option default to another investment option. Transfers out of the investment option default are not subject to restrictions, fees or expenses¹ for a 90-day period, unless the fees and expenses are charged on an ongoing basis for the operation of the investment². See the attached investment information for information regarding restrictions, fees or expenses after the 90-day period.

Additional Information

For additional information about the investment option default or other investment alternatives under the plan please visit principal.com or contact:

ELLEN BREWSTER, PAYROLL ADMINISTRATOR
61 S. PARAMUS RD., SUITE 250
PARAMUS, NJ 07652
(201)928-1100
ebrewster@decotiislaw.com

¹ Includes surrender charges, liquidation or exchange fees, redemption fees and similar expenses charged in connection with the liquidation of, or transfer from, the investment option default.

² Includes investment management fees, distribution and/or service fees, "12b-1" fees, or legal, accounting, transfer agent and similar administrative expenses.

ERISA 404 retirement plan and investment information

10/01/2022

The retirement savings plan offered by DeCotiis, Fitzpatrick, Cole & Giblin, LLP is a great way to help you save for the life you want in retirement. DeCotiis, FitzPatrick, Cole & Giblin, LLP 401(k) Plan (the Plan) has fees associated with the services and resources provided by the Plan.

Plan Fiduciary

The Plan Fiduciary is the individual(s) who has authority over the operation and administration of the Plan and its retirement funds. The Plan Fiduciary is typically your employer, and may also be called the Plan Sponsor.

Plan Administrator

The Plan Administrator, who is also a Plan Fiduciary, has the authority over the operation and administration of the Plan. If you have questions about the investment options available under the Plan or would like paper copies of additional investment information, you can obtain this information on principal.com or by contacting the Plan Administrator:

DECOTIIS, FITZPATRICK, COLE & GIBLIN, LLP
61 S. PARAMUS RD., SUITE 250
PARAMUS, NJ 07652
201-928-1100

Information about ERISA Section 404(c)

The Employee Retirement Income Security Act (ERISA) provides rules on the investment of retirement funds. DeCotiis, Fitzpatrick, Cole & Giblin, LLP has chosen to qualify the Plan as an ERISA 404(c) plan and intends to comply by providing information for you to make educated investment decisions and by letting you:

- Direct the investment of individual retirement accounts
- Choose from at least three diverse investment options
- Change investment choices at least quarterly

This means the Plan Fiduciary should not be liable for any investment losses that result from a participant's investment control, including a participant's election to use Target My Retirement®.

Note: Access to the wide array of investment options under the Schwab Personal Choice Retirement Account® (PCRA) may comply with 404(c). However, there is no definitive guidance as to whether the 404(c) requirements are met under a brokerage account.

Your future, your choice

The Plan Fiduciary makes certain investment options available to you under the Plan. But you are responsible for directing the retirement funds to the options available in the Plan that work best for you. You can make changes to your investment mix by logging into your account at principal.com. Learn more about the investment options available under the Plan online and in the Investment Option Summary.

Directing or transferring between investment options

Certain investment options may have restrictions. See the Investment Option Summary for details.

You can direct or transfer retirement funds between the different investment options at least quarterly, but the Plan may allow for more frequent transfers and changes. To update investment elections for your current balance or future contributions, log in to your account at principal.com or call us at 800.547.7754.

Voting rights

A description of the exercise of voting, tender and similar rights for an investment alternative and any restrictions on these rights can be found in the relevant Plan document or trustee powers section of the trust agreement. If you would like copies of these documents, contact the Plan Administrator, if applicable.

Fees and expenses⁺

For the current year, an annual Plan administrative expense of 0.27% applies to your account balance. One-twelfth of the total amount will be deducted from your account balance each month.

Plan administrative expenses typically cover items such as recordkeeping, participant website access, participant statements, Plan compliance services and financial professional services.

Occasionally, there may be additional Plan expenses during normal Plan operation for services such as legal, auditing, other service provider, consulting or investment advice. The Plan Fiduciary determines how these expenses are allocated at the time the expenses are paid. These expenses are typically allocated among participants based on participant account balance, but may be allocated by dividing the total expenses to be deducted by the total number of participants in the Plan. You can view the dollar amount of applicable expenses under your account at principal.com and on your statement.

Participant-level fees

Participant transaction fees will be charged to your account balance for the services you choose to use. Participant transaction fees for the Plan include:

- **Distribution fee:** \$50.00
- **Loan maintenance fee:** \$12.00 per quarter
- **Loan setup fee:** \$75.00
- **Qualified Domestic Relations Order processing fee:** \$350.00 for each Domestic Relations Order processed. The fee is divided equally between the participant and the alternate payee involved unless specified differently within the Domestic Relations Order or the Plan's Administrative Procedures.
- **Self-Directed Brokerage Account maintenance fee:** \$25.00 per quarter
- **Wire transfer fee:** \$25.00
- **Fee for overnight mailing a check:** \$25.00
- **Stop payment fee:** \$25.00
- **402(g) refund fee (deferral contributions made in excess of IRS limit):** \$50.00

An annual \$50.00 fee will apply to new installment elections, if available under the Plan. The fee will be broken down and deducted from your account every three months unless you have established another collection method.

Target My Retirement[®]

You may elect to enroll in Target My Retirement. With Target My Retirement, Morningstar Investment Management LLC manages the investment mix of your account by tailoring an ongoing investment strategy for your unique circumstances. This service is right there with you as you prepare for retirement by monitoring, rebalancing and adjusting your investment strategy as you move through different stages of life.

The below "Information about Target My Retirement" describes the Target My Retirement service in more detail, including the investment objective, risk and return characteristics, and fees and expenses.

Target My Retirement is a managed account service and is subject to the same risks as the underlying asset class.

The principal value of the account is not guaranteed. Investment return and principal value will fluctuate with market conditions, and participants may lose money. Please carefully review the disclosure document

before investing. This may be accessed [here](#) or by requesting a copy from the Compliance department at Morningstar Investment Management at 312-696-6000.

Information about Target My Retirement

Description: The Target My Retirement service is a managed account program that provides you with a personalized investment strategy. Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc., will act as the fiduciary within the program and will invest and manage your retirement account based on your personal information, including age, gender, years to retirement, current salary, current savings rate and account balance, and other personal and financial information that you provide to Morningstar Investment Management. The investment strategy is regularly monitored and rebalanced as you approach retirement, as your financial needs change, and as you update information about you through the Morningstar Investment Management website. While in the service, you will be unable to make transfers among the plan's eligible investment options (as defined in the Participant Agreement) and direct how new contributions are allocated. You may stop participation in the service at any time by calling 800.547.7754 or by logging into your account at principal.com.

Investment Objective: The Target My Retirement service seeks to achieve varying degrees of capital appreciation and capital preservation through a mix of equity and fixed income investments consistent with your circumstances.

Risks and Return: The program, and each allocation within the program, may be subject to equity market, foreign equity market, real estate market, foreign bond market, and domestic bond market risks, any of which could cause an investor to lose money. While the allocation for each individual may vary, the investments made for participants who are further from their anticipated retirement may involve greater risks than investments made for participants who are closer to retirement, due to the fact that investments made for participants who are further from retirement typically include a greater allocation to equity securities. Participants whose account assets are invested more heavily in equity securities are also subject to greater risk of market fluctuations. The actual allocation for each individual depends on several demographic and account factors. The factors include age, anticipated retirement age, the participant's current account balance, the participant's eligible income, the participant's current savings rate, gender (for life expectancy) and any additional assets held outside the Plan that the participant expects to use for retirement income purposes and that the participant has provided to Morningstar Investment Management.

Fees and Expenses: The fees and expenses associated with Target My Retirement consist of an asset-based program fee of .5% of Eligible Investment Options* per year. The program fees are accrued daily and charged to your retirement accounts managed under the Target My Retirement service on a monthly basis. These fees are in addition to investment advisory and other fees charged by mutual funds and other investment options in which participant account balances are invested. **Note:** This fee is waived through 12/29/2022.

* Investment options generally not eligible for inclusion in the service include but are not limited to company stock or other stock investments, self-directed brokerage account investments, and guaranteed interest accounts. You have responsibility for managing these retirement funds. Therefore, the fee will not apply to investment options that are not eligible for the service.

Schwab Personal Choice Retirement Account® (PCRA)⁺

In addition to the investment options designated by the Plan, you may utilize the Schwab Personal Choice Retirement Account® (PCRA) which is a self-directed brokerage account. To learn more about this option, visit principal.com/pcra.

PCRA Fees and Expenses: The Self-Directed Brokerage Account maintenance fee is \$25.00 and charged quarterly to your account. There may also be transactional fees charged by Schwab, which are outlined in the Schwab Pricing Guide. The Schwab Pricing Guide can be found at schwab.com/cbrspricingguide.

⁺ If you have a balance in an investment that is excluded from the collection of expenses, we will collect the expense from the balances in other investments, beginning with the investment with the largest balance.

The following information is available upon request from the Plan Administrator (at no charge):

- Copies of prospectuses (or any short-form or summary prospectuses) for the investment options
- Copies of any financial statements or reports, such as statements of additional information and shareholder reports, and of any other similar materials relating to the Plan's designated investment options
- A statement of the value of a share or unit of each designated investment option and the date of the valuation
- A list of the assets comprising the portfolio of each investment option which constitute Plan assets and the value of each asset (or the proportion of the investment which it comprises)
- The following information about each investment option (including fixed-return investment options) available under the Plan: issuer name, investment objective, principal strategies and risks, turnover rate, performance, and fee and expense information
- To the extent a group annuity contract under the Plan permits you to select an annuity guaranteed by an insurance company, a statement that the guarantee provided by the insurance company is subject to its long-term financial strength and claims-paying ability

To help you make informed investment choices and for more information about the investment options available to you, including investment objectives, performance and fees, please review the enclosed materials or visit principal.com.

With the transition of the Plan services to Principal, the participant transaction fees may be different than those charged by the previous service provider. The new fees have been approved by the Plan Fiduciary.

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All investments involve risk, including the loss of principal. There can be no assurance that any financial strategy will be successful. Morningstar Investment Management does not guarantee that the results of their advice, recommendations or objectives of a strategy will be achieved.

Schwab is not an affiliate of any company of the Principal Financial Group®.

For important information on the plan's investment options, see the Investment Option Summary.

Insurance products and plan administrative services provided through Principal Life Insurance Co. Securities are offered through Principal Securities, Inc, 800-547-7754, [member SIPC](#) and/or independent brokerdealers. Securities sold by a Principal Securities Registered Representative are offered through Principal Securities, Inc., Principal Securities and Principal Life are members of the Principal Financial Group, Des Moines, Iowa, 50392. Certain investment options may not be available in all states or U.S. commonwealths.

Investment Option Summary

As of 06/30/2022

This document provides important information to help you compare the investment options available to you under the retirement plan.

Investment results shown represent historical performance and do not guarantee future results. Investment returns and principal values fluctuate with changes in interest rates and other market conditions so the value, when redeemed, may be worth more or less than original costs. Current performance may be lower or higher than the performance data shown. For additional information on the investment options, including most recent month-end performance, log in to the Principal Financial Group® website at principal.com or call our automated phone system at 1-800-547-7754.

Additional information available online includes, if applicable, the name of the investment option's issuer; the investment option's objectives or goals; the investment option's principal strategies, including a general description of the types of assets held by the investment option; the portfolio turnover rate; and the investment option's performance data and fee and expense information.

In situations where the net and gross total investment expense figures are different, the mutual fund or the underlying fund in which a Separate Account invests has waived/capped a portion of its management fees through the date displayed in the waiver expiration date or contractual cap expiration date column. Differences may also be shown due to the fund family choosing to pay certain expenses that would normally be payable by the fund. Returns displayed are based on total investment expense net.

Total Investment Expense - Gross is the current maximum expense ratio, as a percentage of assets that can be applied to this investment option. This does not represent the recordkeeping or individual transactional fees that can be deducted from or reduce the earnings for an investment under your account. However, it does include operating expenses, management fees, including 12b-1 fees, and administrative fees.

Total Investment Expense - Net; you will be responsible for this expense and it will be automatically taken prior to calculating performance. Total Investment Expense - Net is the Total Investment Expense - Gross expense ratio less any fee waivers, reimbursements or caps, if applicable. The expenses ratio, as a percentage of net assets, includes operating expenses, management fees, including 12b-1 fees, and administrative fees.

Expense Waiver/Contractual Cap - When gross and net expense ratios differ, the investment adviser may have agreed to waive certain expenses that would normally be payable by the fund or contractually agreed to limit the investment option's expenses.

Fees and expenses are only one of several factors that participants and beneficiaries should consider when making investment decisions. The cumulative effect of fees and expenses can substantially reduce the growth of a participant's or beneficiary's retirement account. Participants and beneficiaries can visit the Employee Benefit Security Administration's website for an example demonstrating the long-term effect of fees and expenses.

For a glossary of terms to assist you in understanding the designated investment options, log in to your account at principal.com.

Asset Class: Fixed Income

This asset class is generally composed of investment options that invest in bonds, or debt of a company or government entity (including U.S. and Non- U.S.). It may also include real estate investment options that directly own property. These investment options typically carry more risk than short-term fixed income investment options (including, for real estate investment options, liquidity risk), but less overall risk than equities. All investment options in this category have the potential to lose value.

Investment Category: **Intermediate Core Bond**

Inv Manager or Sub-Advisor: **BlackRock Advisors, LLC**

Investment Option Name	Average Annual Total Return										
	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
iShares US Aggregate Bond Index K Fund ²	-10.17	-10.21	-0.92	0.85	1.44	4.40	-1.80	3.49	2.76	4.87	7/1993
Benchmark: Bloomberg US Aggregate Bond Index	-10.35	-10.29	-0.93	0.88	1.54	-	-1.54	3.57	2.90	-	-

Description: The investment seeks to provide investment results that correspond to the total return performance of fixed-income securities in the aggregate, as represented by the Bloomberg U.S. Aggregate Bond Index. The fund is a "feeder" fund that invests all of its assets in the Master Portfolio of MIP, which has the same investment objective and strategies as the fund. Under normal circumstances, at least 90% of the value of the fund's assets, plus the amount of any borrowing for investment purposes, is invested in securities comprising the Bloomberg U.S. Aggregate Index.

Composition (% of Assets) as of 03/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	86.64	Non-U.S. Bonds	6.55	Total Inv Exp Net %			0.05				
Cash	5.74	Convertibles	1.07	Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			06/30/2023				
				Total Inv Exp Gross %			0.06				
				Total Inv Exp Gross Per \$1,000 Invested			\$0.60				
				Redemption Fee			-				

Investment Category: **Inflation-Protected Bond**

Inv Manager or Sub-Advisor: **Fidelity Management & Research**

Investment Option Name	Average Annual Total Return										
	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Fidelity Inflation-Protection Bond Index Fund 2,9,10,H	-9.05	-5.29	2.93	3.12	1.65	1.70	5.93	5.26	-	2.80	5/2012
Benchmark: Bloomberg US Treasury Tips Index	-8.92	-5.14	3.04	3.21	1.73	-	5.96	5.34	3.09	2.85	-

Description: The investment seeks to provide investment results that correspond to the total return of the inflation-protected sector of the United States Treasury market. The fund normally invests at least 80% of assets in inflation-protected debt securities included in the Bloomberg U.S. Treasury Inflation-Protected Securities (TIPS) Index. The advisor engages in transactions that have a leveraging effect on the fund, including investments in derivatives - such as swaps (interest rate, total return, and credit default) and futures contracts - and forward-settling securities, to adjust the fund's risk exposure.

Composition (% of Assets) as of 05/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period				
U.S. Bonds	99.73	Cash	0.27	Total Inv Exp Net %			0.05				
				Contractual Cap Expiration Date			N/A				
				Waiver Expiration Date			N/A				
				Total Inv Exp Gross %			0.05				
				Total Inv Exp Gross Per \$1,000 Invested			\$0.50				
				Redemption Fee			-				

Asset Class: Balanced/Asset Allocation

This asset class is generally composed of a combination of fixed income and equity investment options. These investment options may include balanced, asset allocation, target-date, and target-risk investment options. Although typically lower risk than investment options that invest solely in equities, all investment options in this category have the potential to lose value.

Investment Category: **Allocation--50% to 70% Equity**

Inv Manager or Sub-Advisor: **Vanguard Group**

Investment Option Name	Average Annual Total Return										
Vanguard Balanced Index Admiral Fund ^{8,F}	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-17.05	-12.52	5.72	6.92	8.23	6.24	14.22	12.37	10.99	7.34	11/2000
Benchmark: Morningstar Moderate Target Risk Index	-15.94	-13.64	3.53	4.91	6.32	-	10.19	10.07	8.75	-	-

Description: The investment seeks to track the performance of a benchmark index that measures the investment return of the overall U.S. stock market with 60% of its assets; the fund seeks to track the performance of a broad, market-weighted bond index with 40% of its assets. The fund employs an indexing investment approach designed to track the performance of two benchmark indexes. With approximately 60% of its assets, the fund seeks to track the investment performance of the CRSP US Total Market Index. With approximately 40% of its assets, the fund seeks to track the investment performance of the Bloomberg U.S. Aggregate Float Adjusted Index.

Composition (% of Assets) as of 05/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	59.53	U.S. Bonds	35.60	Total Inv Exp Net %			1/30 day period		
Non-U.S. Bonds	2.81	Cash	1.09	Contractual Cap Expiration Date			N/A		
Non-U.S. Stocks	0.54	Convertibles	0.42	Waiver Expiration Date			N/A		
				Total Inv Exp Gross %			0.07		
				Total Inv Exp Gross Per \$1,000 Invested			\$0.70		
				Redemption Fee			-		

Asset Class: Large U.S. Equity

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Value**

Inv Manager or Sub-Advisor: **JP Morgan Investment Mgmt Inc.**

Investment Option Name	Average Annual Total Return										
JP Morgan Large Cap Value R6 Fund ^{11,19,H}	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-6.70	-4.78	12.47	9.11	12.99	12.03	24.03	11.98	14.47	13.31	11/2010
Benchmark: Russell 1000 Value Index	-12.86	-6.82	6.87	7.17	10.50	-	25.16	11.16	12.97	-	-

Description: The investment seeks capital appreciation with the incidental goal of achieving current income by investing primarily in equity securities. Under normal circumstances, at least 80% of the fund's assets will be invested in equity securities of large companies, including common stocks, and debt and preferred stocks which are convertible to common stock. "Assets" means net assets, plus the amount of borrowings for investment purposes. Large companies are companies with market capitalizations equal to those within the universe of the Russell 1000(R) Value Index at the time of purchase.

Composition (% of Assets) as of 05/31/2022				Fees & Expenses		# of Transfers Allowed/Time Period	
U.S. Stocks	95.69	Cash	2.92	Total Inv Exp Net %	0.44	2/60 day period	
Non-U.S. Stocks	1.39			Contractual Cap Expiration Date	N/A		
				Waiver Expiration Date	10/31/2022		
				Total Inv Exp Gross %	0.50		
				Total Inv Exp Gross Per \$1,000 Invested	\$5.00		
				Redemption Fee	-		

Asset Class: Large U.S. Equity

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in large, well-established, U.S. companies. These investment options typically carry more risk than fixed income investment options but have the potential for higher returns over longer time periods. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Large Blend**Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return										
LargeCap S&P 500 Index Separate Account A,2,5,12,13,18,F	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-19.96	-10.65	10.55	11.25	12.88	9.74	28.61	18.40	16.47	10.67	1/1990
Benchmark: Standard & Poor's 500 Index	-19.96	-10.62	10.60	11.31	12.96	-	28.71	18.47	16.55	-	-

Description: The investment option normally invests the majority of assets in common stocks of companies that compose the S&P 500 Index. Management attempts to mirror the investment performance of the index by allocating assets in approximately the same weightings as the S&P 500 Index. Over the long-term, management seeks a very close correlation between the performance of the Separate Account before expenses and that of the S&P 500 Index.

Composition (% of Assets) as of 05/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	97.09	Cash	1.82	Total Inv Exp Net %	0.05		1/30 day period		
Non-U.S. Stocks	1.09			Contractual Cap Expiration Date	N/A				
				Waiver Expiration Date	N/A				
				Total Inv Exp Gross %	0.05				
				Total Inv Exp Gross Per \$1,000 Invested	\$0.50				
				Redemption Fee	-				

Investment Category: **Large Growth**Inv Manager or Sub-Advisor: **Lord Abnett & Co, LLC**

Investment Option Name	Average Annual Total Return										
Lord Abnett Growth Leaders R6 Fund 11,19	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-33.34	-29.13	10.70	14.72	15.04	12.79	9.00	27.89	20.83	21.15	6/2015
Benchmark: Russell 1000 Growth Index	-28.07	-18.77	12.58	14.29	14.80	-	27.60	25.32	19.79	-	-

Description: The investment seeks capital appreciation. The fund invests in equity securities of U.S. and foreign companies across all market capitalization ranges that the portfolio management team believes demonstrate above-average, long-term growth potential. Under normal conditions, it invests at least 50% of its net assets in companies having a market capitalization at the time of purchase that falls within the market capitalization range of companies in the Russell 1000(R) Index.

Composition (% of Assets) as of 04/30/2022				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	97.47	Non-U.S. Stocks	2.53	Total Inv Exp Net %	0.58		-		
				Contractual Cap Expiration Date	N/A				
				Waiver Expiration Date	N/A				
				Total Inv Exp Gross %	0.58				
				Total Inv Exp Gross Per \$1,000 Invested	\$5.80				
				Redemption Fee	-				

Asset Class: Small/Mid U.S. Equity

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Mid Cap Value**Inv Manager or Sub-Advisor: **Ivy Investment Management Co**

Investment Option Name	Average Annual Total Return										
Delaware Ivy Mid Cap Income Opportunities R6 Fund ¹	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-17.69	-10.52	6.84	8.34	-	9.15	25.77	13.24	-	12.79	10/2014
Benchmark: Russell Midcap Value Index	-16.23	-10.00	6.70	6.27	10.62	-	28.34	11.22	13.44	10.67	-

Description: The investment seeks to provide total return through a combination of current income and capital appreciation. The fund seeks to achieve its objective by investing primarily in a diversified portfolio of income-producing common stocks of mid-capitalization companies that the manager believes demonstrate favorable prospects for total return. It invests at least 80% of its net assets in the securities of mid-capitalization companies which for purposes of this fund typically are companies with market capitalizations similar to those of issuers included in the Russell Midcap(R) Index over the last 13 months at the time of acquisition.

Composition (% of Assets) as of 03/31/2022				Fees & Expenses		# of Transfers Allowed/Time Period
U.S. Stocks	92.77	Non-U.S. Stocks	5.69	Total Inv Exp Net %	0.83	-
Cash	1.54			Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	07/29/2022	
				Total Inv Exp Gross %	0.92	
				Total Inv Exp Gross Per \$1,000 Invested	\$9.20	
				Redemption Fee	-	

Investment Category: **Mid Cap Blend**Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return										
MidCap S&P 400 Index Separate Account A,1,2,7,12,13,18,F	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-19.55	-14.69	6.78	6.94	10.80	9.31	24.64	12.99	14.10	10.60	8/1999
Benchmark: Standard & Poor's 400 MidCap Stock Index	-19.54	-14.64	6.87	7.02	10.90	-	24.76	13.09	14.20	-	-

Description: The investment option normally invests the majority of assets in common stocks of companies that compose the S&P MidCap 400 Index. Management attempts to mirror the investment performance of the index by allocating assets in approximately the same weightings as the S&P MidCap 400 Index. Over the long-term, management seeks a very close correlation between the performance of the Separate Account before expenses and that of the S&P MidCap 400 Index.

Composition (% of Assets) as of 05/31/2022				Fees & Expenses		# of Transfers Allowed/Time Period
U.S. Stocks	97.00	Cash	2.39	Total Inv Exp Net %	0.05	1/30 day period
Non-U.S. Stocks	0.61			Contractual Cap Expiration Date	N/A	
				Waiver Expiration Date	N/A	
				Total Inv Exp Gross %	0.05	
				Total Inv Exp Gross Per \$1,000 Invested	\$0.50	
				Redemption Fee	-	

Asset Class: Small/Mid U.S. Equity

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Mid Cap Growth**Inv Manager or Sub-Advisor: **Virtus Investment Advisers, Inc**

Investment Option Name	Average Annual Total Return										
	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
Virtus KAR Small-Cap Core R6 Fund ^{1,11,E}	-15.65	-9.30	10.21	14.97	14.29	14.19	19.03	21.88	17.18	18.03	11/2014
Benchmark: Russell Midcap Growth Index	-31.00	-29.57	4.25	8.88	11.50	-	12.73	19.83	16.63	-	-

Description: The investment seeks long-term capital appreciation, with dividend income a secondary consideration. Under normal circumstances, the fund invests at least 80% of its assets in common stocks of small market capitalization companies. It pursues long-term capital appreciation in the small capitalization market while seeking to incur less risk than the small capitalization market. The fund invests in a select group of small market capitalization companies believed by the fund's subadvisor to possess sustainable competitive advantages at prices the subadvisor deems attractive.

Composition (% of Assets) as of 03/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	90.56	Non-U.S. Stocks	5.77	Total Inv Exp Net %			1/30 day period		
Cash	3.67			Contractual Cap Expiration Date			N/A		
				Waiver Expiration Date			N/A		
				Total Inv Exp Gross %			0.92		
				Total Inv Exp Gross Per \$1,000 Invested			\$9.20		
				Redemption Fee			-		

Investment Category: **Small Value**Inv Manager or Sub-Advisor: **Dimensional Fund Advisors**

Investment Option Name	Average Annual Total Return										
	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
DFA US Targeted Value I Fund ^{1,E}	-12.98	-7.35	10.38	7.12	10.77	10.58	38.80	10.06	12.98	11.54	2/2000
Benchmark: Russell 2000 Value Index	-17.31	-16.28	6.18	4.89	9.05	-	28.27	9.07	12.03	-	-

Description: The investment seeks long-term capital appreciation. The fund purchases a broad and diverse group of the readily marketable securities of U.S. small and mid cap companies that the advisor determines to be value stocks with higher profitability. It may purchase or sell futures contracts and options on futures contracts for U.S. equity securities and indices, to increase or decrease equity market exposure based on actual or expected cash inflows to or outflows from the fund.

Composition (% of Assets) as of 05/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	96.78	Non-U.S. Stocks	2.22	Total Inv Exp Net %			1/30 day period		
Cash	0.95	Preferred	0.05	Contractual Cap Expiration Date			N/A		
				Waiver Expiration Date			N/A		
				Total Inv Exp Gross %			0.29		
				Total Inv Exp Gross Per \$1,000 Invested			\$2.90		
				Redemption Fee			-		

Asset Class: Small/Mid U.S. Equity

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Small Blend**Inv Manager or Sub-Advisor: **Principal Global Investors**

Investment Option Name	Average Annual Total Return										
SmallCap S&P 600 Index Separate Account A,1,2,6,12,13,18,F	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-19.05	-17.01	7.15	7.08	11.16	9.58	26.43	12.33	14.41	10.84	8/1999
Benchmark: Standard & Poor's 600 Stock Index	-18.94	-16.81	7.30	7.20	11.26	-	26.82	12.42	14.50	-	-

Description: The investment seeks long-term growth of capital and normally invests the majority of assets in common stocks of companies that compose the S&P SmallCap 600 Index. Management attempts to mirror the investment performance of the index by allocating assets in approximately the same weightings as the S&P 600 Index. Over the long-term, management seeks a very close correlation between the performance of the Separate Account before expenses and that of the S&P 600 Index.

Composition (% of Assets) as of 05/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	96.48	Cash	2.11	Total Inv Exp Net %			1/30 day period		
Non-U.S. Stocks	1.41			Contractual Cap Expiration Date			N/A		
				Waiver Expiration Date			N/A		
				Total Inv Exp Gross %			0.05		
				Total Inv Exp Gross Per \$1,000 Invested			\$0.50		
				Redemption Fee			-		

Investment Category: **Small Growth**Inv Manager or Sub-Advisor: **Lord Abnett & Co, LLC**

Investment Option Name	Average Annual Total Return										
Lord Abnett Developing Growth R6 Fund 1,11	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-36.21	-40.52	0.95	11.69	11.13	6.88	-2.32	25.21	17.26	15.11	6/2015
Benchmark: Russell 2000 Growth Index	-29.45	-33.43	1.40	4.80	9.30	-	2.83	14.53	14.14	-	-

Description: The investment seeks long-term growth of capital through a diversified and actively managed portfolio consisting of developing growth companies, many of which are traded over the counter. The fund invests in equity securities of companies that the portfolio management team believes demonstrate above-average, long-term growth potential. Under normal conditions, the fund invests at least 65% of its net assets in equity securities of small companies. It may invest up to 10% of its net assets in securities of foreign companies, including emerging market companies, American Depositary Receipts ("ADRs"), and other similar depositary receipts.

Composition (% of Assets) as of 04/30/2022				Fees & Expenses			# of Transfers Allowed/Time Period		
U.S. Stocks	95.48	Non-U.S. Stocks	4.52	Total Inv Exp Net %			-		
				Contractual Cap Expiration Date			N/A		
				Waiver Expiration Date			N/A		
				Total Inv Exp Gross %			0.59		
				Total Inv Exp Gross Per \$1,000 Invested			\$5.90		
				Redemption Fee			-		

Asset Class: Small/Mid U.S. Equity

This asset class is generally composed of investment options that invest in stocks, or shares of ownership in small- to medium-sized U.S. companies. These investment options typically carry more risk than larger U.S. equity investment options but have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Real Estate**Inv Manager or Sub-Advisor: **Dimensional Fund Advisors**

Investment Option Name	Average Annual Total Return										
DFA Real Estate Securities I Fund ^{4,E}	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
	-19.19	-5.86	5.40	6.89	8.10	9.60	41.85	12.09	11.95	10.58	
Benchmark: Standard & Poor's United States REIT Index	-20.20	-6.20	4.02	5.26	7.22	-	43.05	10.57	11.21	-	-

Description: The investment seeks long-term capital appreciation. The fund, using a market capitalization weighted approach, purchases readily marketable equity securities of companies whose principal activities include ownership, management, development, construction, or sale of residential, commercial or industrial real estate. It will principally invest in equity securities of companies in certain real estate investment trusts and companies engaged in residential construction and firms, except partnerships, whose principal business is to develop commercial property.

Composition (% of Assets) as of 05/31/2022				Fees & Expenses		# of Transfers Allowed/Time Period	
U.S. Stocks	99.40	Cash	0.55	Total Inv Exp Net %	0.18	1/30 day period	
Non-U.S. Stocks	0.05			Contractual Cap Expiration Date	N/A		
				Waiver Expiration Date	02/28/2023		
				Total Inv Exp Gross %	0.20		
				Total Inv Exp Gross Per \$1,000 Invested	\$2.00		
				Redemption Fee	-		

Asset Class: International Equity

This asset class is composed of investment options that invest in stocks, or shares of ownership in companies with their principal place of business or office outside the United States. These investment options often carry more risk than U.S. equity investment options but may have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Foreign Large Growth**Inv Manager or Sub-Advisor: **Vanguard Group**

Investment Option Name	Average Annual Total Return										
Vanguard International Growth Admiral Fund ^{3,11,F}	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				Incept Date
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	
	-31.60	-36.18	6.33	7.51	9.17	7.24	-0.74	21.14	13.96	9.45	
Benchmark: MSCI ACWI Ex USA Growth Index	-24.79	-25.80	1.62	3.43	5.71	-	5.09	13.06	9.13	-	-

Description: The investment seeks to provide long-term capital appreciation. The fund invests mainly in the stocks of companies located outside the United States and is expected to diversify its assets in countries across developed and emerging markets. In selecting stocks, the fund's advisors evaluate foreign markets around the world and choose large-, mid-, and small-capitalization companies considered to have above-average growth potential. The manager uses multiple investment advisors.

Composition (% of Assets) as of 03/31/2022				Fees & Expenses			# of Transfers Allowed/Time Period		
Non-U.S. Stocks	84.51	U.S. Stocks	13.15	Total Inv Exp Net %			1/30 day period		
Cash	1.71	Other	0.62	Contractual Cap Expiration Date			N/A		
				Waiver Expiration Date			N/A		
				Total Inv Exp Gross %			0.32		
				Total Inv Exp Gross Per \$1,000 Invested			\$3.20		
				Redemption Fee			-		

Asset Class: International Equity

This asset class is composed of investment options that invest in stocks, or shares of ownership in companies with their principal place of business or office outside the United States. These investment options often carry more risk than U.S. equity investment options but may have the potential for higher returns. They may be an appropriate choice for long-term investors who are seeking the potential for growth. All investment options in this category have the potential to lose value.

Investment Category: **Global Large-Stock Growth**

Inv Manager or Sub-Advisor: **Capital Research and Mgmt Co**

Investment Option Name	Average Annual Total Return										
American Funds New Perspective R6 Fund 3,11	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-27.03	-22.19	8.14	9.43	11.23	12.06	18.10	20.28	15.81	15.40	5/2009
Benchmark: MSCI ACWI Growth Index	-27.92	-23.46	7.62	9.16	10.29	-	17.10	19.92	14.70	-	-

Description: The investment seeks long-term growth of capital. The fund seeks to take advantage of investment opportunities generated by changes in international trade patterns and economic and political relationships by investing in common stocks of companies located around the world. In pursuing its investment objective, it invests primarily in common stocks that the investment adviser believes have the potential for growth.

Composition (% of Assets) as of 03/31/2022			Fees & Expenses				# of Transfers Allowed/Time Period				
U.S. Stocks	55.48	Non-U.S. Stocks	39.92	Total Inv Exp Net %			0.41	-			
Cash	4.60	Contractual Cap Expiration Date			N/A						
			Waiver Expiration Date			N/A					
			Total Inv Exp Gross %			0.41					
			Total Inv Exp Gross Per \$1,000 Invested			\$4.10					
			Redemption Fee			-					

Asset Class: Other

This asset class is composed of investment options that do not match our other categories. Examples include investment options which concentrate on specific sectors such as technology, financials, and natural resources. These investment options may have varying degrees of risk and return potential and could lose value.

Investment Category: **Natural Resources**

Inv Manager or Sub-Advisor: **Vanguard Group**

Investment Option Name	Average Annual Total Return										
Vanguard Materials Index Admiral Fund 2,11,F	(as of 06/30/2022 quarter end)						(as of 12/31/2021 year end)				
	YTD Ret	1-Year	3-Year	5-Year	10-Year	Since Incept	1-Year	5-Year	10-Year	Since Incept	Incept Date
	-17.84	-9.74	9.73	7.64	9.64	8.44	27.30	13.94	12.52	9.89	2/2004
Benchmark: Standard & Poor's North American Natural Resources Index	15.87	22.17	10.47	6.77	3.39	-	39.94	1.27	1.27	-	-

Description: The investment seeks to track the performance of a benchmark index. The fund employs an indexing investment approach designed to track the performance of the MSCI US Investable Market Index (IMI)/Materials 25/50, an index made up of stocks of large, mid-size, and small U.S. companies within the materials sector, as classified under the Global Industry Classification Standard (GICS). The Advisor attempts to replicate the target index by seeking to invest all, or substantially all, of its assets in the stocks that make up the index, in order to hold each stock in approximately the same proportion as its weighting in the index. The fund is non-diversified.

Composition (% of Assets) as of 05/31/2022			Fees & Expenses				# of Transfers Allowed/Time Period				
U.S. Stocks	85.05	Non-U.S. Stocks	14.78	Total Inv Exp Net %			0.10	1/30 day period			
Cash	0.17	Contractual Cap Expiration Date			N/A						
			Waiver Expiration Date			N/A					
			Total Inv Exp Gross %			0.10					
			Total Inv Exp Gross Per \$1,000 Invested			\$1.00					
			Redemption Fee			-					

Asset Class: Short-Term Fixed Income

This asset class is generally composed of short-term, fixed-income investment options that are largely liquid and are designed to not lose much value. These investment options may include stable value, money market, short-term bond, and guaranteed interest accounts. They are considered to be among the least risky forms of investment options. However, they typically have a lower rate of return than equities or longer-term fixed income investment options over long periods of time. Depending on the objectives of the investment options, they may experience price fluctuations and may lose value.

Investment Option Name: **Guaranteed Option**^{14,16}

Description:

This group annuity contract provides an interest rate guaranteed for a set period of time by Principal Life Insurance Company. It is supported by the multi-billion dollar general account of Principal Life Insurance Company, which invests in bonds, government securities, commercial real estate mortgages, and other fixed income securities. However, money you allocate to this investment does not entitle you to participate in the investment experience or performance of the general account. The rate credited to participant accounts is a composite weighted average of underlying guarantees provided in the contract. Each underlying guarantee is in effect for its full maturity. The maturity of each guarantee varies from 2 to 10 years at the establishment of the guarantee. Each guarantee matures at a different time. The term shown in the Term column below represents the average maturity of the underlying guarantees. The crediting rate is reset every 6 months based on the changing weighted average of the underlying guarantees and applies prospectively (moving forward). The crediting rate is an effective annual rate and is displayed here net of the Rate Level Service Fee and, if applicable, the Crediting Rate Reduction amount illustrated below. The crediting rate is subject to a minimum guaranteed rate that is determined through a formula referenced in state insurance regulations which utilizes Treasury rates and is outlined in the group annuity contract. The minimum guaranteed rate, prior to fees or other reductions shown below, will range between 1% and 3% depending on prevailing market conditions. The contract provides for benefit payments to plan participants without restriction (no early termination charge or surrender charge) for plan benefit events, including withdrawals due to retirement, termination of employment, disability, loans, plan termination, or death, and for participant-directed transfers. In certain instances, employer or plan sponsor actions may result in transfer restrictions or charges to participant accounts. If the retirement program provides access to the Guaranteed Option and Competing Plan Investment Options, participant transfers, either direct or indirect, to Competing Plan Investment Options will be subject to an Equity Wash. An Equity Wash requires that transfers be directed to a non-competing investment option under the plan for 90 days before such transferred amounts may be directed to a Competing Plan Investment Option. Competing Plan Investment Options include other guaranteed investment options, and stable value, money market, or other short-term fixed income investment options with an average duration of less than two years. A termination of the plan's interest or employer's interest in the contract, elected by an authorized plan representative, will be paid out in six installments over 5 years (subject to additional contractual limitations), or as a single sum subject to an Early Termination Charge, whichever the authorized plan representative chooses. The Guaranteed Option may make available higher composite crediting rates. If these are available and the plan is eligible to move to a higher composite crediting rate, an authorized plan representative may request to transfer the plan's interest in the contract to a higher composite crediting rate. The requested transfer will be effective 24 months after the request. An authorized plan representative may choose an earlier effective date for the transfer, subject to a charge that is equal to a portion (between 45-75%) of the Early Termination Charge. If an authorized plan representative provides termination notice and the single sum payment or first installment payment is within 24 months of the transfer to a higher composite crediting rate, then the payment of the plan's interest or employer's interest may only be made in installments. For more information, call the automated phone system at 1-800-547-7754, or see the applicable fact sheet on principal.com.

Rate Level Service Fee: 0.00

Crediting Rate (credited to participants)	Crediting Period	Term (underlying guarantees)
3.60	06/01/2022-11/30/2022	4.0 - 6.0 years

Investors should carefully consider a mutual fund's investment objectives, risks, charges, and expenses prior to investing. A prospectus, or summary prospectus if available, containing this and other information can be obtained by contacting a financial professional, visiting principal.com, or calling 1-800-547-7754. Read the prospectus carefully before investing.

Before directing retirement funds to a separate account, investors should carefully consider the investment objectives, risks, charges, and expenses of the separate account as well as their individual risk tolerance, time horizon and goals. For additional information, contact us at 1-800-547-7754.

The value of the investment options will fluctuate so that when redeemed, shares or units may be worth more or less than the original cost.

An investment's past performance is not necessarily an indication of how the investment will perform in the future.

Since inception benchmark returns are displayed on the Investment Option Summary for investments that are less than 10 years old. The benchmark reflecting the Since Inception return is the Morningstar Category index. For some Sub-Advised investment options, two benchmarks will be displayed on the Investment Option Summary and the secondary index reflecting the Since Inception Return is the Morningstar Category index.

Investment Options may charge a short-term trading or redemption fee to protect the interests of long-term Contractholders.

^A Separate Accounts are available through a group annuity contract with Principal Life Insurance Company. Insurance products and plan administrative services, if applicable, are provided by Principal Life Insurance Company, a member of the Principal Financial Group, Des Moines, IA 50392. See the fact sheet for the full name of the Separate Account. Certain investment options may not be available in all states or U.S. commonwealths. Principal Life Insurance Company reserves the right to defer payments or transfers from Principal Life Separate Accounts as described in the group annuity contracts providing access to the Separate Accounts or as required by applicable law. Such deferment will be based on factors that may include situations such as: unstable or disorderly financial markets; investment conditions which do not allow for orderly investment transactions; or investment, liquidity, and other risks inherent in real estate (such as those associated with general and local economic conditions). If you elect to allocate funds to a Separate Account, you may not be able to immediately withdraw them.

Returns shown for periods of less than one year are not annualized. All returns displayed here are after net Total Investment Expense of the investment option.

For a Separate Account investment option, Total Investment Expense net equals the sum of these expenses: (a) the amount of money, expressed as a percentage, deducted for the costs of managing a separate account where applicable, fees for plan administrative services and agent compensation, plus (b) if the separate account invests in an underlying mutual fund, the total fund operating expenses of the underlying mutual fund, plus (c) if an underlying mutual fund invests in other mutual funds, the weighted-average management fee of those other mutual funds, as listed in the most recent prospectus. The actual gross Total Investment Expense may change if an underlying mutual fund's allocation of assets to other mutual funds changes.

For a Mutual Fund investment option, Total Investment Expense gross equals the sum of (a) the total fund operating expenses plus (b) if the mutual fund invests in other mutual funds, the weighted-average management fee of those other mutual funds, as listed in the most recent prospectus. The actual Total Investment Expense may change if the mutual fund investment option's allocation of assets to other mutual funds changes.

Insurance products and plan administrative services are provided by Principal Life Insurance Company. Securities are offered through Principal Securities, Inc., 1-800-547-7754, member SIPC, and/or independent broker/dealers. Securities sold by a Principal Securities, Inc. Registered Representative are offered through Principal Securities. Principal Securities, Inc. and Principal Life are members of the Principal Financial Group, Des Moines, IA 50392.

Several investment companies have decided to impose redemption fees and/or transfer restrictions on certain plan and/or participant transactions. One or more of the investment options in your employer's retirement plan may be impacted. For more information, visit The Principal Web site at principal.com.

Any operating expenses of a mutual fund or underlying mutual fund that are part of net Total Investment Expense are obtained from the mutual fund's most recent prospectus. The operating expenses shown as part of net Total Investment Expense include voluntary expense limits and fee credit.

These results are for the investment options available through your Plan Sponsor's retirement plan, and may be different from the results for other retirement plans. Past performance is not a guarantee of future results. Principal values and investment returns will fluctuate so that values upon redemption may be worth more or less than original costs. Total returns illustrated are net of investment expenses and management fees.

Principal Life is an investment manager as defined in ERISA with regard to its Separate Accounts.

Since inception returns are only shown for funds/accounts in existence for less than 10 years.

- ¹ Small-cap and mid-cap investment options are subject to more fluctuation in value and may have additional risks than other investment options with stocks of larger, more stable companies.
- ² Each index based investment option is invested in the stocks or bonds of the index it tracks. Performance of indexes reflects the unmanaged results for the market segment the selected stocks or bonds represent. There is no assurance an index based investment option will match the performance of the index tracked.
- ³ International and global investment options are subject to additional risk due to fluctuating exchange rates, foreign accounting and financial policies, and other economic and political environments.
- ⁴ Real Estate investment options are subject to investment and liquidity risk and other risks inherent in real estate such as those associated with general and local economic conditions. Property values can decline due to environmental and other reasons. In addition, fluctuation in interest rates can negatively impact the performance of real estate investment options.
- ⁵ S&P 500 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ⁶ S&P 600 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ⁷ S&P 400 is a trademark of S&P Global and is used under license. The product is not sponsored, endorsed, sold or promoted by Standard & Poor's and Standard & Poor's makes no representation regarding the advisability of investing in the product.
- ⁸ Asset allocation does not guarantee a profit or protect against a loss. Investing in real estate, small-cap, international, and high-yield investment options involves additional risks.
- ⁹ Fixed-income investment options are subject to interest rate risk, and their value will decline as interest rates rise. Neither the principal of bond investment options nor their yields are guaranteed by the U.S. government.

- ¹⁰ Fixed-income and asset allocation investment options that invest in mortgage securities are subject to increased risk due to real estate exposure.
- ¹¹ For investment options, returns for all time periods, except the Since Inception time frame, may include the historical performance of the oldest share class of the investment, adjusted to reflect a portion of the fees and expenses of this share class. Since Inception returns display the actual return of this share class and do not reflect the adjusted returns of the oldest share class. Please see the fund's prospectus or if CIT, the offering document for more information on specific expenses, and the investment options most recent shareholder report for actual date of first sale. For a CIT, you may need to contact the plan sponsor or plan advisor, if applicable. Expenses are deducted from income earned by the investment option. As a result, dividends and investment results will differ for each share class.
- ¹² The risks associated with derivative investments include that the underlying security, interest rate, market index, or other financial asset will not move in the direction the Investment Adviser and/or Sub-Advisor anticipated, the possibility that there may be no liquid secondary market, the risk that adverse price movements in an instrument can result in a loss substantially greater than a fund's initial investment, the possibility that the counterparty may fail to perform its obligations; and the inability to close out certain hedged positions to avoid adverse tax consequences.
- ¹³ Investment manager/sub-advisor means either the Investment Advisor or Sub-Advisor to the investment option or the underlying asset(s). Principal Life Insurance Company is the Investment Manager as defined by ERISA, with regard to the assets of the Separate Accounts. Principal Global Investors is a member of the Principal Financial Group.
- ¹⁴ Principal Guaranteed Option is not FDIC insured and is not an obligation or deposit for any bank nor guaranteed by a bank. The guarantees provided with regard to the Principal Guaranteed Option are supported by the general account of Principal Life. Principal Guaranteed Option is the Custodial Guaranteed Option Group Annuity Contract available through Principal Life Insurance Company, a member of the Principal Financial Group®, Des Moines, Iowa, 50392.
- ¹⁶ The Principal Guaranteed Option is a guaranteed group annuity contract backed by general account of Principal Life Insurance Company. As a guaranteed contract, it does not have an investment management fee or expense ratio; those are concepts unique to investment products. The fee illustrated here represents a part of the overall fee arrangement that the plan pays for recordkeeping and administrative services provided to the plan, in accordance with the rate level service fee selected by the plan fiduciary for the plan.
- ¹⁸ For the NE Rate level, Principal Life Insurance Company (Principal Life) 1. pays the Sub-Adviser the management fee and compensation for services provided to the separate account, and 2. pays the separate account the expected operating expenses proportionally attributable to the NE Rate level in the maintenance of the Separate Account. Operating expenses may be greater or less than expected in any given period. The NE Rate level is only available to Contract holders who meet certain requirements and select certain additional products and services made available by Principal Life or an affiliate. Ask your Principal representative for additional details.
- ¹⁹ Investing involves risk, including possible loss of principal. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.
- ^E Investment option limits the number of transfers allowed into the investment option. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. When the number of allowed transfers into the investment option is met, no additional investment transfers into the investment option will be allowed until the holding period elapses. Contributions into the investment option are not impacted.
- ^F Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer back into an investment option which they have transferred out of until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participants may still transfer out to different investment options or to money market or Guaranteed options.
- ^H Investment option limits transfer activity. Once the number of allowed transfers is met, participants are not allowed to transfer back into an investment option which they have transferred out more than the threshold amount until the holding period elapses. All participant investment transfers and non-scheduled rebalancing activity more than the threshold amount are counted toward the number of transfers allowed. Contributions into the investment option are not impacted. Participants may still transfer out to different investment options, money market, or Guaranteed options.
- Principal Life works with each fund family to implement each funds' policy and establish frequent trading guidelines that best mirror Prospectus language. Mutual Fund Network investment managers have the ability to monitor for excessive trading and may enforce frequent purchase limitations in addition to or in lieu of policy monitored by Principal Life Insurance Company. Please refer to the Prospectus for verification.

Benchmark Descriptions

MCSI ACWI Ex USA Growth Index captures large and mid-cap securities exhibiting overall growth style characteristics across 22 Developed Markets countries and 23 Emerging Markets countries.

Russell 2000 Value Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having lower price-to-book ratios and lower forecasted growth values.

Russell Midcap Growth Index is a market-weighted total return index that measures the performance of companies within the Russell Midcap Index having higher price-to-book ratios and higher forecasted growth values.

The Morningstar Moderate Target Risk Index is designed to meet the needs of investors who would like to maintain a target level of equity exposure through a portfolio diversified across equities, bonds and inflation-hedged instruments. The Morningstar Moderate Target Risk Index seeks approximately 60% exposure to global equity markets. This Index does not incorporate Environmental, Social, or Governance (ESG) criteria.

The Bloomberg US Treasury Tips Index measures the performance of rules-based, market value-weighted inflation-protected securities issued by the U.S. Treasury. It is a subset of the Global Inflation-Linked Index (Series-L).

The Bloomberg US TIPS 0-5 Year Index measures the performance of large and mid cap securities exhibiting overall growth style characteristic across Developed Markets (DM) and Emerging Markets (EM) countries equity securities. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. It is a free float-adjusted market capitalization weighted index.

Russell Midcap Value Index is a market-weighted total return index that measures the performance of companies within the Russell Midcap index having lower price-to-book ratios and lower forecasted growth values.

The S&P United States REIT Index measures the performance of investable universe of publicly traded real estate investment trusts domiciled in the United States.

Standard & Poor's 400 MidCap Stock Index includes approximately 10% of the capitalization of U.S. equity securities. These are comprised of stocks in the middle capitalization range.

Standard & Poor's 500 Index is a market capitalization-weighted index of 500 widely held stocks often used as a proxy for the stock market.

Russell 1000 Growth Index is a market-capitalization weighted index of those firms in the Russell 1000 with higher price-to-book ratios and higher forecasted growth values.

Standard & Poor's 600 Stock Index is a small cap index that consists of 600 domestic stocks chosen for market size, liquidity, and industry group representation.

The Bloomberg US Aggregate Bond Index measures the performance of investment grade, U.S. dollar-denominated, fixed-rate taxable bond market, including Treasuries, government-related and corporate securities, MBS (agency fixed-rate and hybrid ARM passthroughs), ABS, and CMBS. It rolls up into other Barclays flagship indices, such as the multi-currency Global Aggregate Index and the U.S. Universal Index, which includes high yield and emerging markets debt.

Russell 1000 Value Index is a market-capitalization weighted index of those firms in the Russell 1000 with lower price-to-book ratios and lower forecasted growth values.

Russell 2000 Growth Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having higher price-to-book ratio and higher forecasted growth values.

Standard & Poor's North American Natural Resources Index measures the performance of U.S. traded stocks of natural resource related companies in the U.S. and Canada.

t16083102t2

What type of investor are you?

Not sure what type of investor you are? No problem.

These two simple questions can help:

1 How comfortable are you with risk?

2 How long do you have until you retire?

If you know the answers to these, you'll be able to make more well-informed choices about where to put the money in your account.* That's important because how the money is invested can have a big impact on how you may live in retirement.

Take this short quiz to help you determine where to allocate the money.



1. How much do you know about investing?

- Just learning the ropes
- Somewhat knowledgeable
- An expert

0 Points

6 Points

12 Points

Points

2. When you're planning for your retirement and want to invest some money, what is your main goal?

- Not losing money
- Keeping your money and making more money
- Making as much money as possible

0 Points

8 Points

17 points

Points

3. How likely are you to put money in investments that earn stable but lower returns?

- Very likely
- Likely
- Unlikely
- Very unlikely

0 Points

5 Points

9 Points

14 Points

Points

4. How comfortable are you with the value of your investments rising and falling over time?

- Not comfortable
- Neutral
- Comfortable

0 Points

6 Points

12 Points

Points

*Your account — the account the plan holds for your benefit.

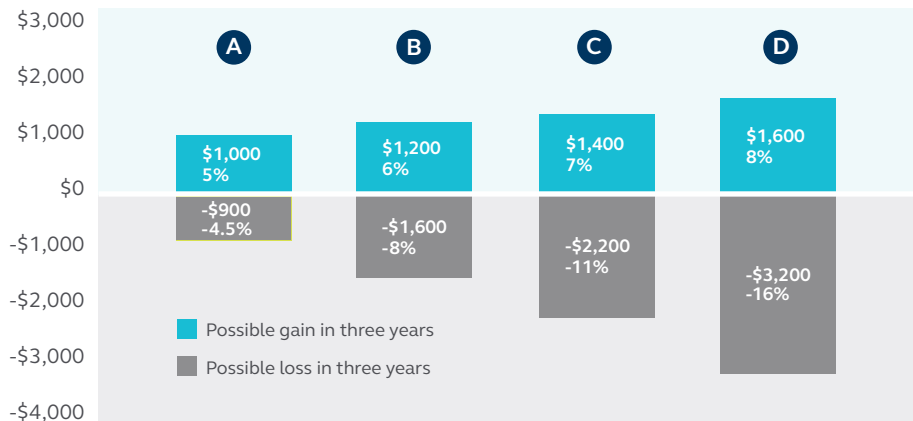
5. One of your investments is suddenly underperforming and you're showing a loss — what would you do?

- Immediately move to a less risky investment
- Wait it out at least a year before changing your investment
- Stick with the current investment

0 Points
7 Points
13 Points

Points

6. You were given \$20,000 to invest in one of the four scenarios shown below. The chart below shows the best case and worst case returns of each investment over the past three years. You would invest your money in which scenario:



- A 0 points
- B 5 points
- C 9 points
- D 14 points

Percentage of the total value gain/loss.
These figures are hypothetical and do not guarantee any future returns nor represent the performance of any particular investment. This is for illustrative purposes only.

Points

7. You put \$5,000 in one of your investments and plan to keep it for 10 years. During the first year, the overall stock market loses value — including the money you invested. Are you more likely to:

- Sell all of your investment
- Sell some of your investment
- Leave your investment alone
- Buy more of your investment

0 Points
6 Points
12 Points
17 Points

Points:

Total Points

Years to Retirement

When do you plan to begin taking money out of your account?

16 years or more

11-15 years

6-10 years

5 years or less

Where did you land?

Based on your answers to the quiz, let's determine which investor profile best describes you. Your investor profile can help you figure out what mix of investment options may be right for you by showing how money could be allocated into the plan's various types of investments across different levels of risk.

First, find your quiz score. ➤ **Then**, find your years to retirement. ➤ **Next**, determine where these two meet on the chart below.

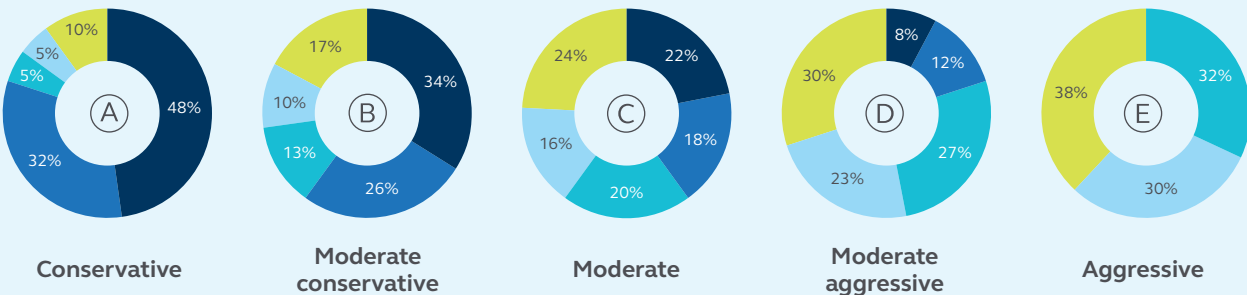
The color of the box where these intersect will match one of the five investor profiles below.

Years to Retirement:	Score 0-17	Score 18-41	Score 42-61	Score 62-83	Score 84-100
≤5 years					
6-10 years					
11-15 years					
≥16 years					
	Ⓐ Conservative	Ⓑ Moderate conservative	Ⓒ Moderate	Ⓓ Moderate aggressive	Ⓔ Aggressive

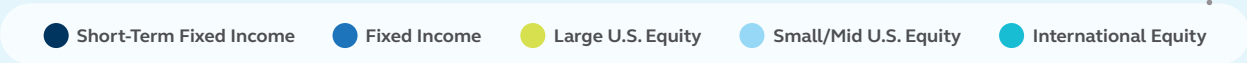
Please keep in mind that this is simply a guideline and for educational purposes only. It is not intended to tell you how to invest. We suggest that you review your investment profile at least annually or as life changes occur to help ensure you're still meeting your goals.

Does this sound like you?

Investor profiles



Low Risk/Return ← Levels of Risk → High Risk/Return



Depending on the objectives of the investment options selected in each asset class, they may experience price fluctuations and have the potential to lose value. **Asset allocation and diversification do not ensure a profit or protect against a loss.** Visit principal.com/assetclass for asset class descriptions.

Log on to principal.com to make or modify your investment selection.

Profile descriptions

Whether you're taking this quiz to help select your mix of investments or to verify if your own education model aligns, the five pie charts represent a mix of risk levels that apply to investments that fit within each profile description. Based on the quiz results, consider if the investor profile and description match what type of investor you are.

Conservative This allocation is designed for the more cautious investor, one with sensitivity to short-term losses and/or a shorter time horizon. It is targeted toward the investor seeking investment stability from the investable assets but still seeking to beat inflation over the long term. The main objective of this investor is to preserve capital while providing income potential. Investors may expect fluctuations in the values of this portfolio to be smaller and less frequent than in more aggressive portfolios.

Moderate conservative This allocation may be appropriate for the investor who seeks both modest capital appreciation and income potential from his or her portfolio. This investor will have either a moderate time horizon or a slightly higher risk tolerance than the most conservative investors. While this allocation is still designed to preserve capital, fluctuations in the values of this portfolio may occur from year to year.

Moderate This allocation may suit the investor who seeks relatively stable growth with a lower level of income potential. An investor in the moderate risk range will have a higher tolerance for risk and/or a longer time horizon than more conservative investors. The main objective of this investor is to achieve steady growth while limiting fluctuation to less than that of the overall stock markets.

Moderate aggressive This allocation is designed for investors with a relatively high tolerance for risk and a longer time horizon. These investors have little need for current income and seek above-average growth from the investable assets. The main objective of this profile is capital appreciation, and its investors should be able to tolerate moderate fluctuations in their portfolio values.

Aggressive This allocation may be appropriate for investors who have both a high tolerance for risk and a long investment time horizon. The main objective of this profile is to provide high growth, which means the investor is not as concerned with receiving current income. This portfolio may have larger and more frequent fluctuations from year to year, making it potentially less desirable for investors who do not have both a high tolerance for risk and an extended investment horizon.

Morningstar Investment Management LLC, periodically reviews and adjusts profile asset allocation model percentages based upon their economic outlook and current market conditions.

Investing involves risk, including possible loss of principal. Asset allocation and diversification do not ensure a profit or protect against a loss.

Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options.

Fixed-income investments are subject to interest rate risk; as interest rates rise their value will decline.

Lower-rated securities are subject to additional credit and default risks.

Small and mid-cap stocks may have additional risks including greater price volatility.

International and global investing involves greater risks such as currency fluctuations, political/social instability and differing accounting standards.

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RetireView[®]: A service for you



If you're feeling a little unsure about choosing investment options from your organization's retirement plan, don't worry. Your employer is helping you simplify the process with RetireView[®].

Here's what it is

RetireView is an investment educational service with 20 different models using a variety of different levels of risk and asset classes. Your employer populates the models with the plan's investment options, suggesting a mix of investments that may be right for you. We know it may sound complicated, so let us break it down.

When choosing which model most aligns with your goals, consider asking yourself these two questions:

How comfortable
am I with risk?

How long do I have until I retire?
(≥16 years, 11–15 years, 6–10 years, or ≤5 years)

Keep in mind that each model includes a mix of different kinds of investments from various asset classes. Using a mix of investments is important because it can help manage risk while also giving your savings a chance to grow over time.

Asset allocation and diversification do not ensure a profit or protect against a loss.

Here's what you can get

RetireView is an online experience that has two features you'll want to know about to help you stay in tune with your investment strategy.

1 Automatic age adjustment

As you get closer to retirement, the model automatically makes adjustments to the investment mix, typically getting more conservative. That's because you likely won't have as much time to regain any losses. You have the flexibility to opt out of this feature if you prefer.

2 Rebalancing

Some investment options may perform better over time and grow faster than others, causing your investment mix to differ from what you originally selected. Rebalancing helps keep your mix of investments in line. The schedule automatically defaults to quarterly rebalancing. You can choose to change your rebalancing frequency to annually or semiannually by logging in to your account at **principal.com**.

Here's what you can do

Take the Investor Profile Quiz at **principal.com/retireviewIPQ** to see how comfortable you are with risk. Then, based on the results or comfort with risk, you can elect to allocate money according to a RetireView model.

Or, if you feel that model doesn't fit you, you can choose one from the other 19 RetireView models at **principal.com** that you think aligns more closely with you.



See how easy that was?

Choosing investment options doesn't have to be overwhelming. You can help make your investment elections align with your individual goals with the help of RetireView.



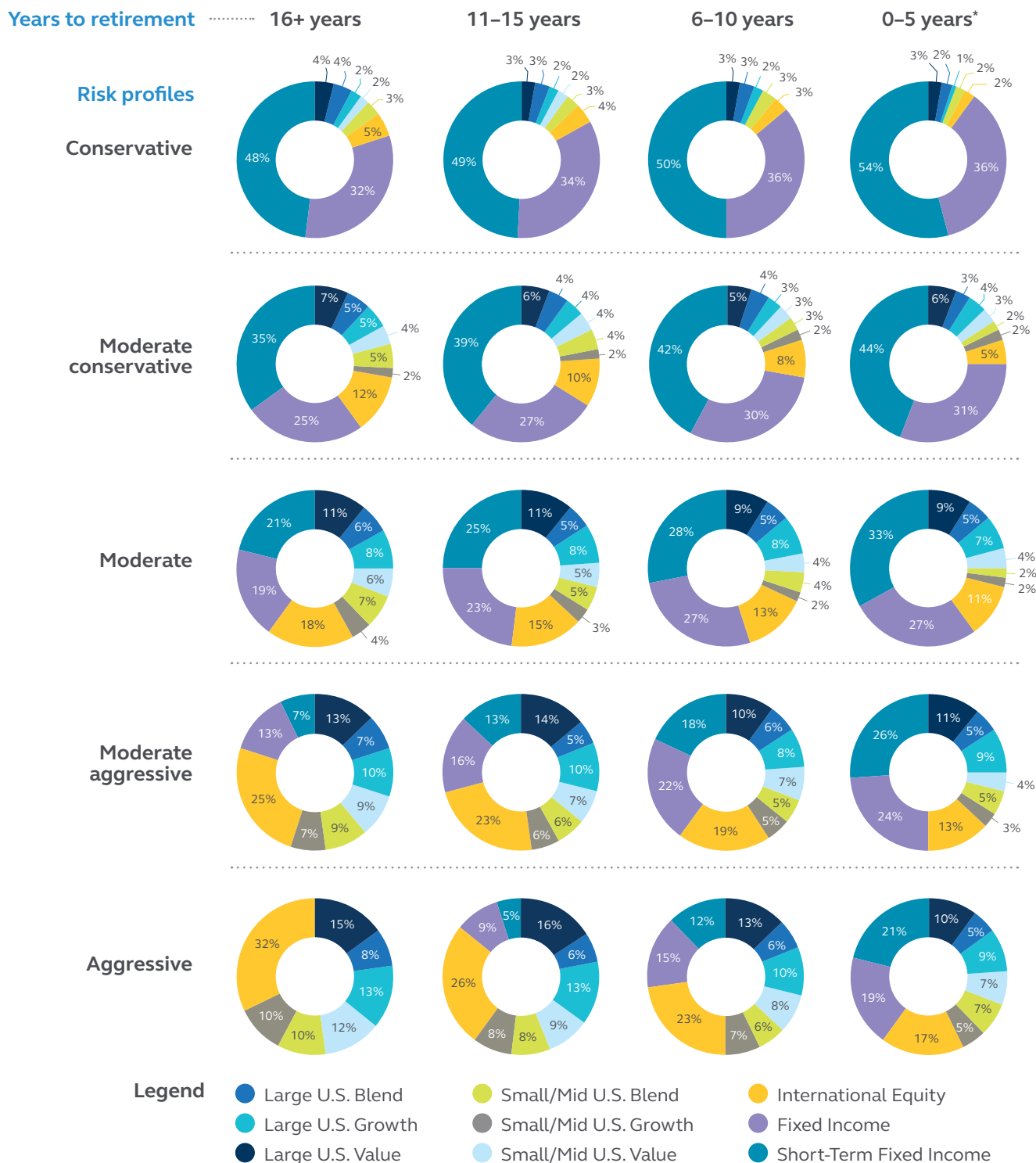
Let's connect

Still have questions about RetireView?

Give us a call at **800-547-7754** to speak with a representative.

RetireView models

You can also use the RetireView asset allocation models illustrated here as a sample to help with your investment decision. Take the Investor Profile Quiz on principal.com at least annually or as significant events occur. This can help ensure the strategy continues to meet your risk tolerance and retirement goals. Log in to principal.com or call 800-547-7754 for additional information about investment and rebalancing choices.



*7/2022 Investors 0–5 years away from retirement are assumed to remain invested for at least 5 years after retirement.

Morningstar Investment Management LLC periodically reviews and may adjust the RetireView models' asset allocation percentages based upon their economic outlook and current market conditions. Asset allocation models are presented here for illustrative purposes only. The actual investment category percentages may vary over time. Please see the RetireView Terms and Conditions document for a full discussion of the RetireView service, including how model allocation changes are conducted. For the most up-to-date RetireView allocations visit us at principal.com or call 800-547-7754.

Asset allocation and diversification do not ensure a profit or protect against a loss.

Important Information

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Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. **Fixed-income investments** are subject to interest rate risk; as interest rates rise their value will decline. **International and global investment options** are subject to additional risk due to fluctuating exchange rates, foreign accounting and financial policies, and other economic and political environments. **Asset allocation does not ensure a profit or protect against a loss.** Fixed-income and asset allocation investment options that invest in **mortgage securities** are subject to increased risk due to real estate exposure. Review the RetireView Terms and Conditions for a full discussion of the features of this service, including rebalancing and automatic age adjustment of the populated models. **Investing involves risk, including possible loss of principal.**

RetireView® is an educational service designed to help retirement plan participants determine an appropriate investment mix for their retirement account. Principal retained Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc., to create asset class-level model portfolios (“Models”) for RetireView. In no way should Morningstar Investment Management’s creation of the Models be viewed as advice or establishing any kind of advisory relationship with Morningstar Investment Management. Morningstar Investment Management does not endorse and/or recommend any specific financial product that may be used in conjunction with the Models. Morningstar Investment Management LLC is not an affiliate of any company of the Principal Financial Group.

Models are created by Morningstar Investment Management LLC. Morningstar Investment Management begins by analyzing asset classes and constructs long-term expected returns, standard deviations, and correlation coefficients. These form the inputs for the mean-variance optimization, a statistical technique. Because forecasting is a critical and pivotal step in the asset allocation process, Morningstar Investment Management develops proprietary capital market forecasts for each asset class using a combination of historical data, current market information and additional analysis. Each forecast becomes an input in portfolio creation.

The Models are intended to be used as an additional information source for retirement plan participants making investment allocation decisions. Pursuant to the Department of Labor’s Definition of Investment Education, such models (taken alone or in conjunction with this document) do not constitute investment advice for purposes of the Employee Retirement Income Security Act (ERISA), and there is no agreement or understanding between Morningstar Investment Management and us or any plan or plan fiduciary, or any participant who uses this service, under which the latter receives information, recommendations or advice concerning investments that are to be used for any investment decisions relating to the plan. Accordingly, neither we nor Morningstar Investment Management are a fiduciary with respect to your plan sponsor’s plan for purposes of this service, including the features of rebalancing and aging. Following an asset allocation Model does not ensure a profit or protect against a loss. Performance of the individual Models may fluctuate and will be influenced by many factors. In applying particular asset allocation Models to their individual situations, participants or beneficiaries should consider their other assets, income and investments (e.g., equity in a home, Social Security benefits, IRA investments, savings accounts and interests in other qualified and nonqualified plans) in addition to their interests in the plan.



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Retirement
planning
personalized
to you.

.....

Target My Retirement[®]

Powered by Morningstar Investment
Management LLC

Personalized retirement planning advice to help you reach your goals.

Retirement is personal. Your plan to get there should be too. Target My Retirement can help by providing personalized advice about how much to save, where to invest, when you should retire and more — all with just a few clicks.

Your Plan: It's all about you

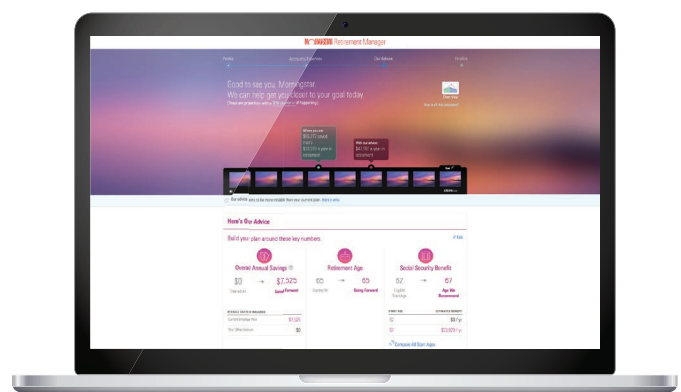
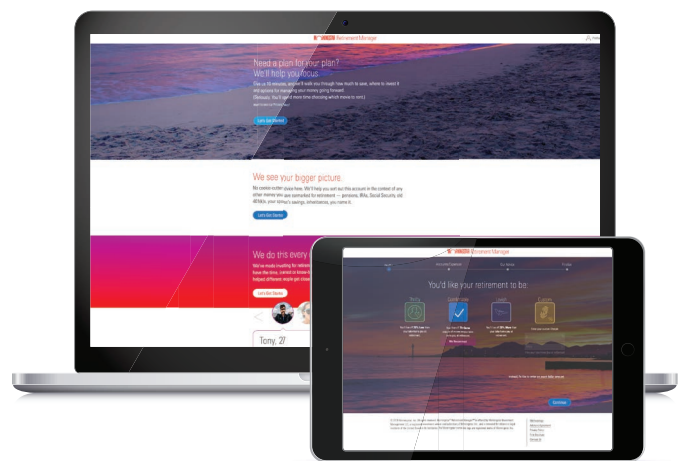
Your personalized plan will be based on your current financial situation and dreams you provide. It can take into account your age, salary, other sources of income, partner/spouse, ideas for your future and more, so Morningstar Investment Management can build a personalized plan for retirement to help you meet your goals.

Your time: It's fast and simple

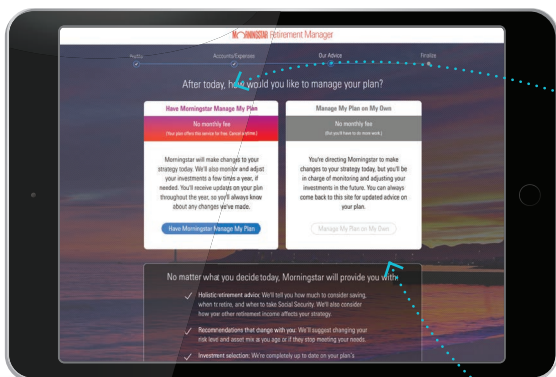
You can have a plan in about 5 minutes. Just enter information specific to your goals through the Morningstar Investment Management service. You'll get recommendations that will answer questions you have about planning for retirement. And you'll be able to change inputs to see how the scenarios change.

Get recommendations for:

- › Which investment options you should choose
- › How much you should be saving now or spending in retirement
- › When you'll likely be able to retire
- › When you should take Social Security benefits
- › And more



Images for illustrative purposes only.



Target My Retirement options

Morningstar Investment Management takes the reins with a managed account

Morningstar Investment Management can manage your mix of investments for a fee, including ongoing rebalancing, investment and deferral advice, a quarterly outlook report, and check-in emails.¹

You make your own choices with advice

You'll take your point-in-time personalized plan for retirement from Morningstar Investment Management and manage the investment mix yourself going forward, so there's no additional fee.

Your Choice: Hands-on or hands-off

You decide how involved you'd like to be with your account. You'll get the benefits of a personalized plan for retirement, regardless of whether you let Morningstar Investment Management manage the investments ongoing, or you manage them yourself with point in time advice. Either way, you'll get helpful information so you can make a more confident decision.

¹ Participants will need to access Morningstar Investment Management site to obtain deferral advice.



Important Information

Investing involves risk, including possible loss of principal.

Asset allocation and diversification does not ensure a profit or protect against a loss. Equity investment options involve greater risk, including heightened volatility, than fixed-income investment options. **Fixed-income investments** are subject to interest rate risk; as interest rates rise their value will decline.

Target My Retirement is a managed account program that provides participants with a personalized approach to retirement planning and an investment strategy that moves on a glide path toward their retirement.

Principal has retained Morningstar Investment Management LLC as an investment adviser to create and manage the Target My Retirement investment strategies. Morningstar Investment Management uses its proprietary platform, Morningstar® Retirement ManagerSM to provide personalized advice on retirement age, savings rate, and investment strategies with the goal of helping a participant reach their retirement goals.

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Target My Retirement has been designed to be able to meet the requirements for a managed account “qualified default investment alternative” under DOL regulations. Note that plan specific requirements also apply. Plan sponsors should consult their legal advisors for more information.

When using the plan's existing core investment option array with the Target My Retirement offering, Principal does not serve in a 3(21) capacity; the plan sponsor or designated fiduciary maintains responsibility for the plan's core investment array.

Principal charges each participant who enrolls in Target My Retirement (TMR) an asset-based management fee based on the participant's assets under management through the TMR investment solution. In addition to the asset-based management fee, assets invested through TMR are also subject to fees and expenses charged by the underlying investment options. Depending on the version of TMR selected by the Principal client, the underlying investment options may include mutual funds, collective investment funds (CITs) and Separate Accounts for which Principal or its affiliates may receive additional compensation.

If a plan participant selects Target My Retirement-Advice, Morningstar Investment Management LLC will make a point-in-time recommendation on investments, savings rate, and retirement age, based on specific information the participant provides, including age, gender, years to retirement, current salary, current savings rate, and account balance. The participant is responsible for logging in to set their mix of investments, rebalancing or any updating of their mix of investments.

Past performance is no guarantee of future results. All investments involve risk, including the loss of principal. There can be no assurance that any financial strategy will be successful. Morningstar Investment Management does not guarantee that the results of their advice, recommendations or objectives of a strategy will be achieved.

This information is for marketing and promotional purposes only. It does not constitute fiduciary advice or a recommendation with respect to an independent plan fiduciary's decision to use the Target My Retirement investment solution.

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Schwab Personal Choice Retirement Account® (PCRA)

Fact Sheet

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SCHWAB

Own your tomorrow™

Schwab Personal Choice Retirement Account is a self-directed brokerage account (SDBA) designed to complement your retirement plan core investments. PCRA gives you greater access to thousands of additional investment choices.

Who should choose to invest through PCRA?

Schwab PCRA is for *knowledgeable* investors who understand the risks associated with many of the investment choices available through PCRA and who are committed to staying invested for the long-term. PCRA is designed for individuals who seek more flexibility, increased diversification and a greater role in managing their retirement savings.

How does PCRA differ from a typical brokerage account?

PCRA is different from a typical retail brokerage account because it is part of your retirement plan and therefore regulated by ERISA guidelines, if applicable. Since money in your account is part of a retirement plan, your investment earnings are tax-deferred. You are able to fund your PCRA only through transfers from your retirement plan core investments.

You may be able to direct future contributions into this account and execute transfers, and when applicable withdrawals. Check with your retirement plan service provider for details. If you have any other accounts with Schwab, you cannot transfer assets between such accounts and PCRA. All restrictions imposed through your retirement plan apply to the money transferred to PCRA.

What investments are available through PCRA?

Through PCRA, you can access more than 8,500 no-load mutual funds from over 630 well-known fund families. Over 3,800 mutual funds are available with no-loads and no-transaction fees¹, including over 2,700 funds typically available only to institutional clients. Other investments may also include individual stocks from all the major exchanges, bonds and other fixed income investments, CDs, options and money market funds. All ETFs and stocks listed on the U.S. or Canadian exchanges are **commission-free** across all mobile, automated phone and web trading channels.

Ineligible investments include: foreign securities, leveraged and inverse ETFs, publicly traded limited partnership, company stock, currencies, short sales, private placements, commodities, precious metals, real estate, futures, margin accounts, collectibles and options (other than covered calls, protective puts and cash-secured equity puts, if permitted by your employer and approved by Schwab)³.

Note: Investors should carefully consider information contained in the prospectus, including investment objectives, risks, trading policies, charges and expenses. You can request a prospectus by calling Schwab's dedicated PCRA Call Center at 1-888-393-PCRA (7272). You may also request a prospectus online at www.schwab.com/prospectus. Please read the prospectus carefully before investing.

How do I open my PCRA?

1. Go to www.principal.com/pcra
2. Click the button to open a PCRA account (if you have, or are making pre-tax and Roth contributions, you'll need to open one account for each).
3. Follow the steps to complete the online PCRA Application.
4. Once you click "Submit," you will receive your new account number instantly on the screen, and you'll be automatically re-directed to Schwab.com.
5. Once on Schwab.com, click "First Time Users" under "Log in" to set up your PCRA for online access. You'll need to input your new PCRA number, date of birth, phone number and SSN for this step.
6. Your PCRA is now ready to be funded, and you can begin researching investment opportunities.
7. You will receive welcome materials from Schwab in a few days.

How do I transfer money into my PCRA?

Once your Schwab PCRA is established, you fund your PCRA by transferring money from your retirement plan core investments in a three-step process:

- Determine from which of your other core investments you want to transfer money.
- Decide on the amount to transfer.
- Visit www.principal.com to initiate a transfer within the investments section of the website.

How do I place trades and manage my PCRA?

- Place trades and manage your account through Schwab's electronic channels, such as Schwab.com, mobile applications, and automated phone services.
- Access Schwab.com through the single-sign-on functionality at principal.com/pcra and select your PCRA number; or access your PCRA by logging in at Schwab.com. Select "Research" to narrow down your choices, then click on "Trade" to place trade orders.
- For phone services, call 1-888-393-PCRA (7272) to speak to a dedicated PCRA Call Center representative, to access TeleBroker® touch tone service, to use Schwab by Phone™ voice recognition service or to enroll in voice ID. PCRA Registered Representatives are available Monday through Friday, 9:00 a.m. to 7:30 p.m. (ET). Outside of these hours, Schwab Investor Service Center representatives are available 24 hours a day, seven days a week. There is an additional fee if a trade is requested through the PCRA call center representative.
- You can also use Schwab Stock Slices™, a service that lets you own fractional shares (slices) of any of America's leading companies in the S&P 500® for as little as \$5 each, even if their shares cost more. You can purchase a single stock slice or up to 10 different stock slice at once, and you can hold slices of as many S&P 500 companies in your portfolio as you want through multiple purchases. Click on "Trade-Schwab Stock Slices" in your PCRA to get started⁴.

What does it cost?

- Transaction fees and trading commissions are outlined in the *Charles Schwab Pricing Guide for Retirement Plan Accounts* provided in the welcome materials you receive from Schwab after opening your account.
- Please note that there is no charge from Schwab to open or maintain a PCRA. However, there may be a fee of \$100.00 annually (collected \$25.00 per quarter), charged by Principal®.

What information is available to help me learn about and select investments?

- Powerful proprietary research tools on Schwab.com, including Schwab Equity Ratings™⁵ and the *Schwab Mutual Fund OneSource Select List*®¹. In addition, Schwab provides independent, third-party research from leading providers such as Credit Suisse, Argus Research, CFRA, Morningstar®, Reuters and MarketEdge®.
- Equity, mutual fund, exchange-traded fund and fixed income screener tools to help you choose your investments.
- Knowledgeable PCRA Call Center representatives who can help with investing information.
- Online or in-person investing workshops led by Schwab investment professionals covering timely topics.
- Find information about PCRA at www.schwab.com/pcra.
- Once logged into your PCRA on Schwab.com, view the PCRA "how-to" video, as well as other helpful information contained in the "PCRA Resources" section.
- Over 365 Schwab branch offices nationwide to help with your other investing needs.

How do I invest the money in my PCRA?

Assets transferred from your retirement plan core account into your PCRA will be automatically allocated into the cash sweep feature⁶ in your PCRA within approximately two business days. Use these assets to purchase the securities you have selected.

Can I make direct payroll contributions to my PCRA?

Your retirement plan may allow you to direct future contributions directly into your PCRA. If allowed, contributions will be transferred directly into the cash sweep feature in your PCRA.

Where is my cash held in PCRA?

Your cash balances are swept into a multiple-bank cash feature product providing up to \$500,000 FDIC insurance to your cash balance⁶. The cash feature is not intended to be a long-term investment.

How do I transfer money from my PCRA back to the other core investments in my retirement plan?

Visit Schwab.com to liquidate securities to make cash available for transfer. You can access Schwab.com through the single-sign-on functionality at principal.com/pcra and select your PCRA number; or access your PCRA by logging in at Schwab.com. As soon as settled cash is available in the cash sweep feature in your PCRA, you may transfer the assets back to your retirement plan core investments. Visit the investments section of principal.com and follow the steps to initiate a transfer.

Who provides my PCRA statements?

Schwab will send you a PCRA statement each month regardless of activity. You can access your PCRA statement, see your balance, and view all transactions made within the last two years by logging into your PCRA on Schwab.com. You can enroll in Schwab's Paperless Service and electronically receive your statements, trade confirms, and other regulatory materials via email by going to www.schwab.com/paperless.

¹ Charles Schwab & Co., Inc. (Member SIPC) receives remuneration from fund companies for recordkeeping and shareholder services, and other administrative services for shares purchased through Schwab's Mutual Fund OneSource® program. Schwab may also receive remuneration from transaction fee fund companies for certain administrative services.

Trades in no-load funds available through Schwab's Mutual Fund OneSource service (including Schwab Funds®), as well as certain other funds, are available without transaction fees when placed through Schwab.com or our automated phone channels. Schwab reserves the right to change the funds we make available without transaction fees and to reinstate fees on any funds. Funds are also subject to management fees and expenses.

Schwab's short-term redemption fee will be charged on redemption of funds (except certain Schwab Funds) bought through Schwab's Mutual Fund OneSource program (and certain other funds) with no transaction fee and held for 90 days or less. Schwab reserves the right to exempt certain funds from this fee, including Schwab Funds, which may charge a separate redemption fee, and funds that accommodate short-term trading.

² The standard electronic \$0 commission does not apply to large block transactions requiring special handling, restricted stock transactions, trades placed directly on a foreign exchange, transaction-fee mutual funds, futures, or fixed income investments. Options trades will be subject to the standard \$.65 per-contract fee. Service charges apply for trades placed through a broker (\$25). Exchange process, ADR, foreign transaction fees for trades placed on the US OTC market, and Stock Borrow fees still apply. See the *Charles Schwab Pricing Guide for Retirement Plan Accounts* for full fee and commission schedules.

³ Options carry a high level of risk and are not suitable for all investors. Certain requirements must be met to trade options through Schwab. Please read the options disclosure document titled "Characteristics and Risks of Standardized Options." Call Schwab at 1-800-435-4000 for a current copy. Supporting documentation for any claims or statistical information is available upon request.

⁴ Schwab Stock Slices is not intended to be investment advice or a recommendation of any stock. Investing in stocks can be volatile and involves risk including loss of principal. Investors should consider their individual circumstances prior to investing.

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⁵ Schwab Equity Ratings and the general buy/hold/sell guidance are not personal recommendations for any particular investor or client and do not take into account the financial, investment or other objectives or needs of, and may not be suitable for any particular investor or client. Investors and clients should consider Schwab Equity Ratings as only a single factor in making their investment decision while taking into account the current market environment.

⁶ Settled cash balances are swept to one or more Affiliated Banks after the close of business and begin earning interest on the following Business Day. Interest is compounded daily and credited on the 15th of each month (or the following Business Day if the 15th is not a Business Day). A "Business Day" is any Monday through Friday that is not a Federal Reserve Bank or New York Stock Exchange holiday. Bank Sweep for Benefit Plans deposits are held at one or more FDIC-insured banks ("Affiliated Banks") that are affiliated with Charles Schwab & Co., Inc. ("Schwab"). Investment products and services (including unswept or intra-day cash, net credit or debit balances, money market funds, and assets held in a Schwab Personal Choice Retirement Account®) are not deposits or obligations of the Affiliated Banks, are subject to investment risk, are not FDIC insured, may lose value, and are not Affiliated Bank-guaranteed. The Affiliated Banks and Schwab are separate but affiliated companies and subsidiaries of The Charles Schwab Corporation.

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The Affiliated Banks, Members FDIC, provide trust, custody, and deposit products and services. The Affiliated Banks and Charles Schwab & Co., Inc. are separate but affiliated companies and subsidiaries of The Charles Schwab Corporation.

Brokerage Products: Not FDIC Insured • No Bank Guarantee • May Lose Value

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Schwab Personal Choice Retirement Account® (PCRA) | Page 3 of 3

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